| Country | Coverage in law of maternity leave (%) | Coverage in law of maternity leave cash benefits (voluntary contributors excluded) (%) | Coverage in law of maternity leave cash benefits (voluntary contributors included) (%) | Coverage in practice of maternity leave cash benefits (%) |
|---|---|---|---|---|
| **Saint Lucia** | *** | *** | *** | *** |
| **Trinidad and Tobago** | 66–89 | 66–89 | 90–100 | 66–89 |
| **Uruguay** | 66–89 | 66–89 | 66–89 | 66–89 |
| **Venezuela, Bolivarian Republic of** | 33–65 | 33–65 | 33–65 | 33–65 |
| **MIDDLE EAST** | | | | |
| **Bahrain** | 33–65 | 33–65 | 33–65 | *** |
| **Iraq** | 33–65 | 33–65 | 33–65 | 0–9 |
| **Jordan** | 66–89 | 66–89 | 66–89 | 66–89 |
| **Kuwait** | 33–65 | 33–65 | 33–65 | *** |
| **Lebanon** | 33–65 | 33–65 | 33–65 | 33–65 |
| **Occupied Palestinian Territory** | *** | *** | *** | *** |
| **Oman** | 33–65 | 0–9 | 0–9 | 0–9 |
| **Qatar** | 33–65 | 33–65 | 33–65 | *** |
| **Saudi Arabia** | 33–65 | 33–65 | 33–65 | *** |
| **Syrian Arab Republic** | 33–65 | 66–89 | 66–89 | *** |
| **United Arab Emirates** | 33–65 | 33–65 | 33–65 | *** |
| **Yemen** | 10–32 | 10–32 | 10–32 | *** |

\*\*\* = information is not available, could not be identified or is not applicable.

## Methodological notes

The **Coverage in law indicator (or legal/statutory coverage)** estimates the scope of the legislation, namely the number of workers to whom the law applies. The **Coverage in practice indicator (or effective coverage)** determines the extent to which the law is actually implemented and thus the share of the population that is benefiting from its application. This measurement seeks to identify the number of persons covered de facto in relation to those covered de jure. Effective coverage is usually lower than statutory coverage due to gap in compliance and implementation. Coverage in practice can be measured in terms of: *actual coverage* (or actual beneficiaries), namely the number of people accessing the right to maternity leave or maternity leave cash benefits; or *potential coverage* (or protected persons), specifically the number of people who have the rights or benefits guaranteed but are not necessarily currently beneficiaries. The table presents potential coverage, namely the share of protected persons.

*Broad ranges*: Due to the lack of statistical and administrative data, the estimation of coverage in law and in practice in percentage terms is generally not straightforward, and is not feasible for most countries to calculate it in a robust way. Therefore, in 2008, the Tripartite Meeting of Experts

(TME) on the Measurement of Decent Work endorsed the proposition that broad percentage ranges be used to calculate the estimates, such as: few (<10 per cent), some (10–32 per cent), about half (33–65 per cent), most (66–89 per cent), virtually all, or all (90+ per cent).

### Coverage in law of maternity leave

This indicator measures the share of employed women (regardless of their status in employment, category of work or the level of formality), who are legally covered by statutory maternity leave. The numerator is the result of the number of women employed, whose sector, occupation or other personal characteristics are explicitly included in the scope of the labour code (legally covered) minus the number of women workers legally covered who do not meet the qualifying conditions to access the right to maternity leave (legally unqualified). The denominator is the number women in employment, without discrimination as to age, nationality, marital status or residence. This indicator reflects the entitlement to maternity leave, regardless of its length or payment.

### Coverage in law of maternity leave cash benefits

This indicator provides a measure of the number of employed women (regardless of their status in employment), who are entitled to a statutory right to maternity leave cash benefits, on a mandatory or a voluntary basis. The numerator is the