

result of the number of employed women, whose sector, occupation or other personal characteristics are explicitly included in the scope of the labour code or social security law (legally covered) minus the number of legally covered employed women who do not meet the eligibility requirements to access the right to maternity cash benefits (legally ineligible). The denominator is the number of women in employment, without discrimination as to age, nationality, marital status or residence, instead of the number of women in employment who are statutorily covered. The number of women in employment was preferred since the share of women covered in law is an estimate expressed in a broad range. Therefore, using the first denominator allows the calculation of an indicator that is more statistically robust. Finally, this indicator reflects the entitlement to maternity leave cash benefits, regardless of their level, duration or source of funding.

Coverage in practice of maternity leave cash benefits (potential coverage)

This indicator measures the number of *protected persons*, namely the number of employed women who would receive maternity cash benefits if they gave birth, but are not currently recipients of such benefits. The numerator varies depending on the source of funding of maternity benefits. Where these benefits are paid through social insurance schemes or public funds, including in mixed systems, the

numerator includes the number of employed women who are potentially protected by a maternity benefit scheme providing cash benefits, either because they are actively contributing to a maternity insurance scheme or because they are registered to a social assistance programme providing maternity cash benefits, according to available administrative data. In countries where an employer liability system operates as the only source of maternity cash benefits, the numerator covers the number of employed women who would potentially receive those benefits from their employer, based on a methodology developed by the ILO. The denominator is the number of women in employment, without discrimination as to age, nationality, marital status or residence. This indicator is calculated on the basis of potential entitlement to maternity leave cash benefits, regardless of their level or duration.

Sources

Definitions, methodology and global and regional estimates in this appendix are drawn from: ILO. *Coverage in law and in practice of paid maternity leave: Global and regional estimates* (Geneva, forthcoming); ILO. 2008. *Measuring decent work*. Discussion paper for the Tripartite Meeting of Experts on the Measurement of Decent Work, 8–10 Sep. 2008, TMEMDW/2008/ILO (Geneva); and ILO. 2012. *Decent work indicators: Concepts and definitions* (Geneva).