



Open Family Policy Program

Methodology Report

EU-SILC CS

ver.1.0

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1. Open Family Policy Program

The Open Family Policy Program (OFPP) is coded policy legislation covering policies in 28 European countries from 2010 to 2020. It was designed to be used with the European Union Statistics on Income and Living Conditions (EU-SILC) data to identify respondents who would be eligible for a variety of social policies and estimate the size of their entitlements. The OFPP is an open-source code that is freely available on GitHub and can be used, distributed, and modified in line with the license conditions (section 9.). Although the OFPP was written for the EU-SILC cross-sectional data, it can be used with any other survey data. This action requires some adjustments to the source code. Some indications of where the changes may be necessary can be found in sections 3-7. Each file of the OFPP is annotated with information on the policies that were coded.

2. Legislative data sources

The coding of the family policies is based on two main sources of legislative data. The Comparative Tables produced by the Mutual Information System on Social Protection (MISSOC), and the Annual Reviews produced by the International Network on Leave Policies & Research (LP&R). MISSOC is a network between the European Commission and national experts typically from Ministries of Social Affairs or equivalent institutions. MISSOC publishes up-to-date information about national social protection in the EU Member States, Iceland, Norway, Switzerland, and Lichtenstein since 2004 (each year in January and July). Their Comparative Tables cover twelve main topics: financing, health care, sickness, maternity/paternity, invalidity, old-age, survivors, accidents at work and occupational diseases, family benefits, unemployment, guaranteed minimum resources, and long-term care. Each topic is structured into categories: basic principles, the field of application, conditions, and amount of benefit.

The "Maternity/Paternity" topic provides information about maternity and paternity leave policies. Until 2017, MISSOC didn't have a separate table for Parental Leave. Consequently, the information was sometimes included in the section on Maternity and Paternity Leave, and sometimes in the Family Benefits topic (section Child-raising Allowances). Due to the lack of clear structure for the Parental Leave policies, the quality of the information provided differs across countries. This has changed in 2017 when MISSOC introduced a new section on Parental Leave under the Family Benefits topic. Both the Maternity/Paternity and Parental Leave sections contain categories covering the basic principles of the policies, field of application, duration of

leave, flexibility and transferability of the leave, and the amount of benefits. Apart from the Comparative Tables, MISSOC also publishes separate information on social protection for the self-employed, which we also used in the data collection.

To compare and verify the information provided by MISSOC, we used the Annual Reviews published by LP&R. The LP&R was established in 2004 as a platform for exchanging knowledge and collaboration on topics of employment, leave policies and gender among social scientists interested in these topics. Once a year, the LP&R publishes an International Review on Leave Policies and Related Research, which contains summary tables of the maternity, paternity, parental and other forms of child-related leaves, and their relationship with early childhood education and care. The second part of the Review contains so-called Country Notes; information on maternity, paternity, parental and childcare leave policies. The policy information is structured similarly to MISSOC into duration, amount of benefits, flexibility and eligibility. The LP&R is currently covering 47 countries.

We used MISSOC as our primary source of data and the LP&R as a secondary source. It is not unusual that the information in the two sources differs. For coding the financial benefits, we used almost exclusively data from MISSOC. Only if the amount of benefits was not provided by MISSOC, we used the data from LP&R. In case we used information from LP&R in the coding, we made a note of it in the code annotation. In case the information provided by MISSOC and LP&R differed considerably and/or was unclear, we refrained from coding the policy (e.g. maternity leave benefit in Greece, parental leave benefit in Luxembourg after 2016).

3. OFPP Core Assumptions

The OFPP operates on several core assumptions. One set of assumptions is related to the population that the program selects for the calculation of family policy entitlements. The second set of assumptions is related to the policies and their use.

3.1. Population assumptions

The OFPP is designed to estimate family policy entitlements among *hypothetical parents*. The definition of hypothetical parents differs by gender and cohabitation status. Hypothetical parents are respondents of *childbearing age* who are understood as being at risk of having a biological child. We defined *childbearing age* by women's biological ability to have children (16-45 years old). The OFPP, therefore, selects female respondents who are between the age of 16 and 45.

Although men can conceive a child far beyond this age threshold, their childbearing age was limited to the same age range as women (i.e. 16-45). However, this condition only applies to single men. The selection of male respondents who cohabit with their partner was conditioned on the age of their female partner. Therefore, the OFPP selects cohabiting men of any age if their cohabiting female partner is between the age of 16 and 45. EU-SILC is a household survey, all respondents who fulfil the conditions are recognised as hypothetical parents. One household can have two and more hypothetical parents. Same-sex couples are excluded in this version of the OFPP.

The do-file ‘SD_sample_eusilc_cs’ contains the code for the sample selection based on these population assumptions. Users can use this do-file to adjust the population assumptions to better fit their research questions.

3.2. Policy assumptions

In many countries, eligibility for parental leave and/or cash benefits are conditioned on *social insurance contributions*. These contributions can be either compulsory or voluntary. Survey data often does not contain information on social insurance contributions. Instead, the OFPP uses economic activity as a proxy. If social insurance contributions are voluntary for any of the categories of economic activity, these respondents are coded as not eligible for the family policy. This information is included in the annotation of each file containing family policy coding and can be adjusted by the users.

Some European countries require parents to pay their social insurance contributions or work for a certain amount of time before they become eligible for some of the family policies. We refer to this period as the *qualifying period* and it can vary in duration and *reference period*. We understand the reference period as the time frame within which the qualifying period can be fulfilled. For example, parents may need to work for 6 months (qualifying period) during the 1 year before the expected due date (reference period). The OFPP does not distinguish the *reference period* as defined by the family policy legislations but instead uses the *income reference period* defined by the EU-SILC cross-sectional data. This refers to the 12 calendar months of the year preceding the year of the survey. For example, if EU-SILC data was collected in March 2018, the *income reference period* corresponds with the period between January 2017 and December 2017. The *income reference period* is not the same for all countries in the EU-SILC sample. The United Kingdom uses the year of the survey as the *income reference period* and

Ireland uses the 12 months before the data collection¹. Due to the lack of data, the OFPP uses the *income reference period* as the *reference period* for estimating eligibility.

Some European countries also introduced different parental leave systems for parents who work in the private and public sectors (e.g. Greece). The two systems can differ in eligibility conditions or generosity of their benefits. Since the EU-SILC does not provide information on whether the respondents work in a private or a public sector, the OFPP assumes that all employed respondents work in the private sector.

Moreover, some European countries provide *extensions* to leave duration in case of multiple births, health complications during pregnancy or childbirth, and in case of a child's health issues or disability. The OFPP assumes healthy pregnancies, childbirths without complications, single pregnancies, and healthy newborn children. It, therefore, does not include any of the variation in leave duration due to these events.

Parents in some countries have some *flexibility* in the way they use their leave entitlements. For example, mothers can choose the start of their maternity leave, or parents can choose when and how they will draw their parental leave entitlements (e.g. full-time or part-time, right after maternity leave or when the child is older). The OFPP does not account for this flexibility. In the case of prenatal maternity leave, it only includes those weeks that are compulsory for the mother. It also assumes that the leave entitlements are used on a full-time basis and consecutively.

Transferability of rights from one parent to another is a typical characteristic of leave policies. Some countries allow mothers to transfer (part) of their maternity leave to fathers under certain conditions. The situations that allow the transfer of maternity leave to fathers vary across countries. The most common reasons are mothers' health conditions, death, abandonment of the child or mothers' preferences. The OFPP recognises only one reason for the transferability of maternity leave rights to the father and that is when the mother abandons her child. Where legislation allows fathers to use maternity leave in such conditions, these entitlements were assigned to single men.

Parental leaves are based either on individual non-transferable rights, individual transferable rights, or family rights. Some countries combine different types of rights to time off work within the parental leave scheme and for cash benefits. For instance, in Czechia the time off work guaranteed by parental leave is an individual non-transferable right, however, the right to cash

¹ Wolff, P., Montaigne, F. & Gonzáles, G.R. (2010) Investing in Statistics: EU-SILC. In Atkinson, A.B. & Marlier, E. (Ed.) *Income and Living Conditions in Europe*. Publication Office of the European Commission.

benefits for time spent on caring for a child is based on the family right. In the case of individual right, regardless of whether it is non-transferable or transferable, the OFPP assigns the share of entitlements to the individual parent. For family entitlement, the OFPP assigns all the entitlements to women and single men.

These are the main policy assumptions the OFPP operates with. More details about the policy coding can be found in the annotation of the code in each family policy file. Since the OFPP is an open source code, the assumptions can be modified by the users to better fit their research questions.

4. OFPP Files

The Open Family Policy Program is written in Stata language and is organised in do-files. All do-files are annotated to summarize the policy rules and coding decisions. There are three main types of do-files: (1) main file, (2) standardization files, and (3) family policy files.

(1) Main file: “MAIN_eusilc_cs.do” - runs the OFPP, directories must be specified

(2) Standardization files: “SD” prefix

- a. “SD_ML_vars.do”, “SD_PT_vars.do”, “SD_PL_vars.do” - create empty maternity, paternity, and parental leave variables
- b. “SD_standard_eusilc.do” - standardizes the EU-SILC variables to be compatible with the OFPP. For more information see section 7
- c. “SD_uid_eusilc.do” - creates unique household and personal identifiers for respondents
- d. “SD_femalepartners.do”, “SD_malepartners.do” - identify partners among respondents
- e. “SD_nchild_eusilc_cs.do” - identifies the number of children (<18 years old) in each household
- f. “SD_sample_eusilc_cs.do” - specifies the sample for the OFPP

(3) Family policy files:

The prefixes of the family policy do-file correspond with the individual policies; ‘ML’ for maternity leave, ‘PT’ for paternity leave, and ‘PL’ for parental leave. The names of the files follow certain standards; *policy acronym_year_ISO 3166-1 alpha-2 country code_survey data*. For example, ML_2018_DK_eusile_cs is a file containing code for maternity leave (ML) for the year 2018 in Denmark (DK), which runs on EU-SILC (eusile) cross-sectional data (cs). These files contain details on coding decisions of specific policies in each country.

5. Time units and conversion standards

Across countries, the duration of leave policies, the duration of benefit payment and the qualifying periods are defined in various time units. The variation in the use of different time units is not limited to the cross-country level but is common also within policies and countries. We created our standards for time conversions to ensure comparability across countries. Users should follow these standards when recalculating the time values into different units to ensure consistency and comparability. Any diversion from these standards should be reported.

5.1. Week

Only a small number of countries define a ‘week’. Some countries specify *calendar week* or *working week*. However, many countries only refer to a “week”. In such cases, the OFPP understands “week” as the working week. When the number of days in a week is specified, the OFPP operates with this specific number.

5.2. Month

When months are converted into weeks, we use the average of 4.3 weeks as a conversion measure ($52 \text{ weeks} / 12 \text{ months} = 4.33 \text{ weeks}$). When days are converted to months and vice versa, we use the average of 21.7 working days in a month ($5 \text{ working days} * [52 \text{ weeks} / 12 \text{ months}] = 21.67 \text{ working days in a month}$).

5.3. Year

For conversions involving years, we follow the standard of 12 months, 52 weeks and 365 days in one year. The following table summarizes the conversion standards used by the OFPP.

Legislative sources	Conversion standards
Day	8 hours
Week (also working week) → hours	40 hours
Week (also working week) → days	5 days
Calendar week → days	7 days
Month → weeks	4.3 weeks
Month → days	21.7 working days
Calendar month → days	30 days
Year → months	12 months
Year → weeks	52 weeks
Year → days	365 days

6. Standardization of the EU-SILC variables

The OFPP uses variable names that are meant to be universal. This allows it to be easily adjustable to different social surveys. This section lists all the variables that are renamed or recoded for the OFPP. When using OFPP with other surveys than EU-SILC, the equivalent variables should be recoded according to the OFPP standards.

OFPP variables	EU-SILC CS variables
gender “gender”	rb090 “Sex”
1 female	1 male
2 male	2 female
econ_status “economic status”	pl031 “Self-defined current economic status”
1 employed (pl031 = 1, 2)	1 employee working full-time
2 self-employed (pl031 = 3, 4)	2 employee working part-time
3 unemployed (pl031 = 5)	3 self-employed working full-time (including family worker)
4 inactive (pl031 = 6-11)	4 self-employed working part-time (including family worker)
	5 unemployed
	6 pupil, student, further training, unpaid work experience
	7 in retirement or in early retirement or has given up business

	8 permanently disabled or/and unfit to work 9 in compulsory military or community service 10 fulfilling domestic tasks and care responsibilities 11 other inactive person
duremp “duration of employment” Calculated as a total number of months in category “employed” over the 12 months.	pl211a-l “Main activity in January – December” categories identical with pl031
dursemp “duration of self-employment” Calculated as a total number of months in category “self-employed” over the 12 months.	pl211a-l “Main activity in January – December” categories identical with pl031
duredu “duration of education” Calculated as a total number of months in category “pupil, student, further training, unpaid work experience” over the 12 months.	pl211a-l “Main activity in January – December” categories identical with pl031
unemp_dur “duration of unemployment” Calculated as a total number of months in category “unemployed” over the 12 months.	pl211a-l “Main activity in January – December” categories identical with pl031
earning “monthly gross earning” Total earning from employment and self-employment divided by the total number of months spent in employment and self-employment in the 12 months.	py010g “Employee cash or near cash income” py050g “Cash profits or losses from self-employment”
age “age at the time of the interview”	rx010 “Age at the time of interview”
region “region”	db040 “Region”
parstat “partnership status” 1 single (pb200 = 3) 2 married/cohabiting (pb200 = 1, 2)	pb200 “Consensual union” 1 Yes, on a legal basis 2 Yes, without a legal basis 3 No
whours “working hours”	

pl060 “Number of hours usually worked per
week in main job”

7. Policy variables

The OFPP creates variables indicating eligibility for leave policy (eli), duration of leave (dur), and the amount of benefits (ben). Each variable has a prefix that corresponds with the policy acronym.

7.1. Maternity leave

ml_eli Eligibility for maternity leave

0 not eligible

1 eligible

Note: Single men are coded as eligible in case the legislation allows to transfer (part) of the maternity leave to the father if the mother abandons the child.

ml_dur1 Duration of compulsory prenatal maternity leave

0-999 weeks

Note: Only compulsory prenatal leave is included. Prenatal leave that can be taken after childbirth is included in ml_dur2.

ml_dur2 Duration of postnatal maternity leave

0-999 weeks

ml_ben1 Average maternity leave benefit per month

0-99999 Euro

Note: The benefits are calculated from gross earnings. The amount of benefits may change over the course of maternity leave. This variable provides the average amount of benefit across the whole maternity leave. The values are in Euros. In countries with national currencies, the values of benefits are primarily sourced from the MISSOC database. In those cases when the value was not included in the MISSOC database, values published in the LP&R Annual Reviews were used instead.

ml_ben2 Maternity leave benefit (first month)

0-99999 Euro

Note: The benefits are calculated from gross earnings. This variable provides the amount of benefit in the first month of maternity leave. The values are in Euros.

7.2. Paternity leave

pt_eli Eligibility for paternity leave

0 not eligible

1 eligible

Note: Single women are coded as eligible in case the legislation allows to transfer (part) of the paternity leave to the mother if the father abandons the child.

pt_dur Duration of paternity leave

0-999 weeks

pt_ben1 Average paternity leave benefit (monthly)

0-99999 Euro

Note: The benefits are calculated from gross earnings. The amount of benefits may change over the course of paternity leave. This variable provides the average amount of benefit across the whole paternity leave. The values are in Euros.

The duration of paternity leave is typically shorter than one month. The calculation of paternity leave benefits takes this into account. The paternity leave benefit is a composite indicator that is a sum of paternity leave benefit share and the earning share. For example, if paternity leave is 2 weeks long and compensates for 80% of earnings, the paternity leave benefit is calculated as follows: $[(0.8 * \text{earning}) * (2/4.3)] + [\text{earning} * ((4.3-2)/4.3)]$. If monthly earning is € 1,000,

the value of paternity leave benefit will be $[(0.8 * 1000) * (2/4.3)] + [1000 * ((4.3-2)/4.3)] = (800 * 0.465) + (1000 * 0.535) = 372 + 535 = 907$.

pt_ben2 Paternity leave benefit (first month)

0-999999 Euro

Note: The benefits are calculated from gross earnings. The duration of paternity leave is typically shorter than one month. The calculation of paternity leave benefits takes this into account. The paternity leave benefit is a composite indicator that is a sum of paternity leave benefit share and the earning share. For example, if paternity leave is 2 weeks long and compensates for 80% of earnings, the paternity leave benefit is calculated as follows: $[(0.8 * \text{earning}) * (2/4.3)] + [\text{earning} * ((4.3-2)/4.3)]$. If monthly earning is € 1,000, the value of paternity leave benefit will be $[(0.8 * 1000) * (2/4.3)] + [1000 * ((4.3-2)/4.3)] = (800 * 0.465) + (1000 * 0.535) = 372 + 535 = 907$.

7.3. Parental leave

pl_eli Eligibility for parental leave

0 not eligible

1 eligible

pl_dur Duration of parental leave

0-999 weeks

pl_ben1 Average parental leave benefit (monthly)

0-999999 Euro

Note: The benefits are calculated from gross earnings. The amount of benefit may change over the course of paternity leave. This variable provides the average amount of benefit across the whole paternity leave. The values are in Euros.

pl_ben2 Parental leave benefit (first month)

0-99999 Euro

Note: The benefits are calculated from gross earnings.

8. Update v.1.0

The OFPP, v.1.0 added years 2010-2012 and 2020. The table contains changes that were made in the v.1.0 update of the OFPP compared to v.0.3 release in years 2013-2019.

Country	Years	Update
Belgium	2013-2019	Maternity leave: included qualifying period (eligibility)
	2017	Maternity leave: corrected benefit ceiling according to MISSOC
	2013-2019	Parental leave: cash benefits are corrected according to MISSOC
Bulgaria	2013-2019	Maternity leave: minimum and maximum benefit amount corrected according to Eurostat data
	2013-2019	Paternity leave: corrected code capturing the qualifying period (eligibility)
	2015-2019	Paternity leave: maximum benefit amount corrected according to Eurostat data
	2013-2019	Paternity leave: corrected code for the calculation of minimum and maximum benefit amount
	2013-2019	Parental leave: minimum and maximum benefit amount corrected according to Eurostat data
	2013-2015	Parental leave: universal eligibility corrected (PL only for those who used maternity leave)
	2013-2016	Parental leave: corrected cash benefits that were incorrectly assigned to non-working population
	2015, 2017	Maternity leave: adjusted cash benefits values for inactive mothers

	2013-2019	Maternity leave: corrected code that didn't specify gender
	2013-2019	Parental leave: corrected duration
	2013-2019	Parental leave: duration included variation due to number of children
	2013-2019	Parental leave: benefit values corrected according to MISSOC
	2013-2019	Parental leave: corrected benefit based on number of children
	2013-2019	Parental leave: corrected code for duration
Czechia	2015, 2017	Maternity leave: daily assessment rate for calculation of the benefits was adjusted according to MISSOC values
	2013-2019	Maternity leave: corrected code, which didn't specify year and country
	2018-2019	Paternity leave: corrected duration
	2013-2015	Parental leave: maximum benefit values corrected according to MISSOC
Denmark	2013-2019	Maternity leave: added qualifying period (eligibility) for self-employed
	2013-2019	Maternity leave: corrected two weeks of postnatal leave that was incorrectly assigned to men
	2014-2017	Maternity leave: benefits corrected according to MISSOC values
	2013-2019	Paternity leave: added qualifying period (eligibility) for self-employed
	2013-2019	Parental leave: added qualifying period (eligibility) for self-employed

Estonia	2015-2016	Paternity leave: maximum benefit values corrected according to Statistics Estonia
	2013-2019	Parental leave: include childcare allowance
Finland	2013-2014	Maternity leave: deleted minimum wage requirement
	2013-2019	Maternity leave: included calculation of benefit for inactive mothers
	2013-2019	Parental leave: corrected code of leave duration
France	2013-2019	Maternity leave: corrected prenatal leave duration
	2017	Maternity leave: corrected minimum and maximum benefit values
	2013-2019	Parental leave: included qualifying period (eligibility)
	2013-2019	Parental leave: corrected duration
Germany	2019	Maternity leave: self-employed coded as eligible
	2013-2019	Parental leave: corrected duration
Greece	2013-2019	Parental leave: corrected duration
Hungary	2013	Maternity leave: corrected prenatal leave duration
Iceland	2017	Paternity leave: corrected maximum benefit value
	2017	Parental leave: corrected maximum benefit value
Ireland	2013-2019	Maternity leave: included time in employment and self-employment in qualifying period
Italy	2013-2019	Maternity leave: added eligibility for single fathers
	2013-2019	Paternity leave: excluded days that must be transferred by the mother. Includes only days that are exclusively available to the father.

	2013-2016	Paternity leave: corrected benefit values according to MISSOC
	2013-2019	Parental leave: corrected leave duration
Latvia	2013-2016	Maternity leave: eligibility for single men was excluded from the code (no information for these years)
	2013-2016	Maternity leave: deleted duration for single men
Lithuania	2013-2016	Maternity leave: excluded conditions of qualifying period for women younger than 26
	2013-2019	Maternity leave: corrected leave duration
	2013-2016	Paternity leave: excluded conditions of qualifying period for men younger than 26
	2019	Parental leave: corrected benefit
	2013-2019	Parental leave: corrected benefit coding – only for women (family entitlement)
Luxembourg	2013-2014	Maternity leave: include maternity allowance (eligibility for all mothers)
Norway	2013-2019	Maternity leave: eligibility code simplified
	2013-2019	Maternity leave: duration code simplified
	2013-2019	Paternity leave: eligibility code simplified
	2013-2019	Paternity leave: duration code simplified
	2013-2019	Paternity leave: excluded maternity grant from the code
	2013-2017	Parental leave: corrected duration values

	2017	Parental leave: corrected maximum benefit values
Poland	2013-2016	Maternity leave: added “additional maternity leave”
	2013-2014	Maternity leave: corrected benefit calculation
	2013-2019	Parental leave: corrected leave duration
	2013-2019	Parental leave: exclude childcare leave
	2013-2016	Parental leave: corrected leave duration
Portugal	2013-2019	Parental leave: included coding for cohabiting men
Romania	2013-2016	Maternity leave: deleted incorrectly included ceilings
	2013-2019	Maternity leave: corrected code for leave duration of single men
Slovenia	2013	Maternity leave: included prenatal leave duration
	2017	Paternity leave: corrected leave duration
	2017	Paternity leave: corrected benefit calculation
	2013-2014	Parental leave: corrected coding according to family entitlement
	2013-2014	Parental leave: corrected leave duration
	2013-2016	Parental leave: corrected eligibility (employed and self-employed)
	2013-2016	Parental leave: corrected leave duration and benefits to reflect the corrected eligibility
	2017	Parental leave: corrected benefit for inactive
Spain	2013-2016	Paternity leave: corrected leave duration

	2016, 2018	Paternity leave: corrected maximum benefit amount
	2013	Parental leave: included coding for Navarre
Sweden	2013- 2019	Maternity leave: corrected code for benefits
	2013	Paternity leave: corrected leave duration
	2013- 2014	Parental leave: corrected leave duration
	2013- 2016	Parental leave: corrected benefit calculation

9. License and terms of use

The source code of the OFPP is licensed under the GNU General Public License v3. This is a copyleft license that guarantees freedom to share and change the source code as long as attribution is given, and the code remains open for all its users. For more detail on the licence see the document ‘LICENSE’ in the [GitHub repository](#) ‘EU-SILC CS’. Please, make sure you familiarised yourself with the terms of the license before you publish with the original or modified version of the OFPP.

10. Data Sources

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