



**WORLD Policy
Analysis Center**

Workplace Discrimination

Public Use Data Dictionary



WORKPLACE DISCRIMINATION PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

ORGANIZATIONAL OVERVIEW

The mission of the WORLD Policy Analysis Center (WORLD) is to strengthen equal rights and opportunities globally by providing civil society, policymakers, citizens, and other researchers with tools to advance feasible and effective policy approaches for improving the well-being of individuals, families, communities, and societies. WORLD captures quantitatively comparative data for 193 United Nations (UN) countries on adult labor and working conditions, discrimination at work, child marriage, aging, education, constitutional rights, health, disability, family, migration, child labor, environment, and income policies. WORLD works with partners to promote evidence-based decision-making across these areas.

In creating this dataset, our goal was to ensure the accuracy and timeliness of the data we present. We look forward to receiving feedback from data users if they believe that any individual countries have been placed in the wrong category. If you are aware of an error in our data, please contact us at world@ph.ucla.edu to report the error. Please provide a link to the relevant law from which the information can be verified.

BUILDING THE DATA CENTER

We examine constitutional and legal provisions as they set a foundation for citizens' rights and are a first step toward improving outcomes. Across countries, having laws on paper does make a difference in practice. Laws and constitutional rights lead to change by shaping public attitudes, encouraging government follow-through with inspections and implementation, and enabling court action for enforcement. Even when local enforcement is inadequate, laws may still have an impact by shaping the terms of political debate and providing levers for civil society advocates. Laws are a mechanism by which power can be democratically redistributed, changes in institutions can be created to ensure greater fairness, and a social floor guaranteeing minimum humane conditions can be established.

When determining which laws, rights, and policies to include in the data center, we prioritize policies that meet one or more of the following criteria: 1) there is widespread global consensus on their value; 2) research evidence supports their importance to human development, health or well-being in a variety of geographic, social, and economic circumstances; or 3) input from civil society, policymakers, and other stakeholders indicates there are urgent questions about policy design that comparative data could help address.

DATA SOURCES

In selecting data sources to analyze, our first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, we always aim to read the original laws (primary sources) rather than secondary summaries or policy descriptions. Primary sources allow for more accurate coding across countries,

particularly in complex legal areas. Working with primary sources also allows us to provide excerpts or links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. We review documents in their original language or in a translation into one of the UN's official languages.

Secondary sources are used when information is unclear or insufficient for particular countries. In choosing these secondary sources, we prioritize those that are comparable across multiple countries, such as global or regional sources. When using information sources that cover a limited number of countries, we aim to ensure that the information they contain can be made consistent with other sources.

CODING FRAMEWORKS

In this work, coding refers to the process of translating legislative, policy, or constitutional text into a set of features which can be quantitatively analyzed to provide readily understandable summaries of policy approaches across countries and transformed into data visualizations, such as maps or charts. For example, a researcher reviews many pieces of labor and social security legislation and uses them to answer questions such as: Does a country guarantee paid parental leave? Is it available to all parents, only mothers, or only fathers? How long is paid leave? What is the wage replacement rate? How long do workers need to have been employed to access paid leave?

To answer these questions consistently across countries, we first identify the essential policy features that we want to capture, including intrinsic characteristics, such as coverage; important elements identified in policy research; and minimum standards recognized in global agreements, where they exist. Researchers then read legislative text from 20 to 30 countries to develop an understanding of the approaches countries take in each of these areas. A coding framework consisting of questions and close-ended responses is developed to capture the essential policy features systematically across countries based on the range of approaches identified. Research team members then test whether this coding framework accurately captures approaches on an additional ten to twenty nations.

Once we have a viable framework, we seek feedback from civil society and researchers working in these areas to ensure the questions we are asking will provide the critical answers needed to inform policy debates. Their feedback can lead to more scoping and test coding to determine which questions are feasible to answer with available legislation, recognizing that some important areas aren't always covered by national laws and policies. For example, access to sanitation facilities and safe transportation matters deeply to girls' ability to complete their education but is rarely addressed in a meaningful way in national-level education laws and policies. In other cases, new areas of research might involve going beyond the initial legislation we planned to code, expanding the scale of the project.

Capturing the richness and variety of approaches taken by different countries is our priority throughout the coding process.

At times, research teams would have already analyzed 60 to 80 countries before coming across a single country whose approach to a particular problem was different enough in important ways that it could not be adequately captured within the coding scheme. In these cases, the coding scheme was revised to add the elements necessary to capture new features of legislation and policymaking that had presented themselves. All previously coded nations were reviewed to determine whether the revised coding system would alter how they were analyzed. In other words, the new coding system, better adapted to the full variety of approaches nations around the world take, was applied to all countries in the end.

The data sources available contained systematic information on legislation and policies but not on implementation. To ensure consistent approaches across countries, reports that contained comprehensive information on policies but only limited incidental information on implementation were coded only for policies. Obtaining systematic sources of information on implementation should be a pressing priority for global organizations.

CODING PROCESS

Core to ensuring transparency and consistency is developing a codebook that details the rules and examples for coding each question. Researchers rely on this codebook to make decisions on coding policy features. The codebook is designed to be as straightforward as possible, but some questions require judgment calls. To minimize human error, we use a double coding system where two researchers independently code legal text for each country and then meet to compare their results. When two researchers cannot reach consensus based on the existing codebook, they bring these questions to the full coding team and senior analysts. This team meets regularly to discuss any questions or concerns that arise through the coding process. We record detailed minutes of these meetings and update the codebook to reflect any determinations that impact the coding rules.

ACCURACY, ANALYSIS, AND UPDATING

Upon completion of coding, we conduct systematic quality checks. We also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

For each of our databases, we use the most up-to-date sources available. While this approach is designed to achieve accuracy, it is important to note that when publicly available sources have not been fully updated, the most recent amendments may not be captured in our databases. Further, our process of coding legislation inevitably involves important matters of interpretation. For all databases, we welcome receiving feedback and copies of laws from anyone who believes the databases may not be fully up-to-date.

NATIONAL AND SUBNATIONAL LEVELS

Our goal is to understand the scope of policy provisions and whether they extend protections to all, including, for example, workers in the informal economy, racial and ethnic minorities, urban and rural residents, and those in the poorest households. Accordingly, we code for policies in

place at a national level with wide coverage. When policies are legislated subnationally, that is, when states or cities provide protections without a national guarantee, we code for the minimum guaranteed level of protection covering all states so as to not overstate safeguards available only in limited localities. In the future, we hope that a team will be able to analyze information about state/provincial policies and laws in all federal systems for each area.

THE WORKPLACE DISCRIMINATION DATABASE

The WORLD Policy Analysis Center reviewed original legislation and statutory protections extended to the private sector in labor codes, anti-discrimination legislation, equal opportunity legislation, and penal codes for all 193 UN member states.

Original, legislative texts were identified primarily using the International Labour Organization (ILO)'s NATLEX database. Supplemental legislation was also identified through the World Bank. The Workplace Discrimination Database includes legal guarantees in effect through May 2023.

This review and analysis does not include legislative prohibitions of discrimination that are not specific to the workplace (such as prohibitions which may apply to public spaces or educational institutions).

Laws prohibiting sexual harassment at work are found in WORLD's Workplace Sexual Harassment database.

Non-discrimination guarantees found in constitutions were analyzed separately in WORLD's Constitutions database.

GENDER EQUALITY IN THE ECONOMY DATABASE

In addition to cross-listing indicators on prohibitions of workplace sexual harassment and discrimination on the basis of gender and caregiving status, the Gender Equality in the Economy Database includes additional data on multiple discrimination and independent monitoring bodies in effect through January 2021. This separate module can be accessed here: <https://www.worldpolicycenter.org/maps-data/data-download/gender-equality-in-the-economy-data-download>

DISABILITY MODULE

Disability indicators included in this full database are also cross-listed in a Disability Dataset alongside measures of disability inclusion in education and constitutions. This dataset can be accessed here: <https://www.worldpolicycenter.org/maps-data/data-download/disability-data-download>

DATA

While exhaustive methods were used to collect data, comparable information was not always available for all 193 UN member states for every indicator. In these cases, the relevant variable will be blank in the datasets.

COUNTRY IDENTIFIER VARIABLES

Variable Name	Variable Values	Variable Description
country		Name of country
iso_2		2-digit ISO country code
iso_3		3-digit ISO country code
region		Country geographical region (World Bank classification) ¹
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: 2023)

¹ While Malta is classified as part of the Middle East and North Africa by the World Bank (WB), it is also a member of the European Union (EU) and therefore more likely to have legislation reflecting the EU's principles and directives. Thus, we classified Malta as a part of Europe and Central Asia. All other countries retained their WB classifications.

THE WORKPLACE DISCRIMINATION DATABASE

PROHIBITIONS OF WORKPLACE DISCRIMINATION

Variable Name	Variable Description	Variable Values
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on gender?</p> <p>(anyprotect_gender)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term 'gender' refers to country references to 'gender' or 'sex' or specific protections for 'female' or 'women' employees. No means that country legislation does not explicitly prohibit gender-based workplace discrimination broadly, nor specifically against discrimination in hiring, promotions and/or demotions, pay, training, nor terminations. Yes means that the country does explicitly prohibit at least one of these forms of gender-based workplace discrimination in legislation.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on disability?</p> <p>(anyprotect_dis)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term 'disability' includes general references to disabilities ('handicap', 'impaired', or 'special needs'), or specific mentions of mental, intellectual, sensory, or physical disabilities. For the purposes of this variable, the term "disability" captures all of these definitions. No means that country legislation does not explicitly prohibit disability-based workplace discrimination broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. Yes means that country legislation does explicitly prohibit at least one of these forms of disability-based workplace discrimination.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on religion?</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term "religion" includes references to 'creed', 'religious belief', 'religious opinion', 'religious adherence', 'religious community' or 'confession'. For the purposes of this variable, the term "religion" captures all of these definitions. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of religion broadly, nor

Variable Name	Variable Description	Variable Values
(anyprotect_relig)		<p>specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</p> <ul style="list-style-type: none"> • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of religion.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on race/ethnicity?</p> <p>(anyprotect_race)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “race/ethnicity” includes references to ‘color’, ‘clan’, ‘ethnic origin’, or ‘ethnic groups’. For the purposes of this variable, the term “race/ethnicity” captures all of these definitions. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of race/ethnicity broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of race/ethnicity.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on political affiliation?</p> <p>(anyprotect_politic)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “political affiliation” includes references to ‘political beliefs,’ ‘political convictions,’ or ‘political party affiliation.’ For the purposes of this variable, the term “political affiliation” captures all of these definitions. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of political affiliation broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of political affiliation.
<p>Is there at least some explicit legislative prohibition of workplace</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “social class” encompasses a diversity of terminology used across countries, and includes references to ‘caste’, ‘social background’, ‘economic standing’, ‘economic status’, ‘social condition’, ‘social origin’, ‘socioeconomic status’,

Variable Name	Variable Description	Variable Values
<p>discrimination based on social class?</p> <p>(anyprotect_class)</p>		<p>'disadvantaged', 'property status, 'education', and others. For the purposes of this variable, the term "social class" captures all of these definitions</p> <ul style="list-style-type: none"> • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of social class broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of social class.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on age?</p> <p>(anyprotect_age)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term "age" includes broad references to 'age' and specific protections for minors, the elderly, or individuals above a certain age. For the purposes of this variable, the term "age" captures all of these definitions. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of age broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of age.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?</p> <p>(anyprotect_marital)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term "marital status" includes references to 'civil status', 'married', 'relationship status', 'personal status,' or whether employees have a husband or wife. • Because caregiving discrimination disproportionately affects women and can begin with the assumption that married women will have children, this variable also includes gendered terminology that reference's women's marital status alone. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of marital status broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of marital status.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on maternal status?</p> <p>(anyprotect_matfam)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “maternal status” includes gender-neutral references to caregiving (‘parenthood’, ‘having children’, workers with ‘family responsibilities’), and gender specific references to ‘motherhood’ or ‘maternity.’ For the purposes of this variable, the term “maternal status” captures all of these definitions, but it does not capture job protections that narrowly apply to mothers’ leave-taking alone. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of maternal status broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of maternal status.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on paternal status?</p> <p>(anyprotect_patfam)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “paternal status” includes gender-neutral references to caregiving (‘parenthood’, ‘having children’, workers with ‘family responsibilities’), and gender-specific references to ‘fatherhood’, or ‘paternity’. For the purposes of this variable, the term “paternal status” captures all of these definitions, but it does not capture job protections that narrowly apply to fathers’ leave-taking. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of paternal status broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of paternal status.

Variable Name	Variable Description	Variable Values
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on migrant status?</p> <p>(anyprotect_mig)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “migrant status” includes references to ‘internal migrants’, ‘foreign migrant workers’, ‘immigrant status’, foreign citizens, and ‘economic migrants.’ For the purposes of this variable, the term “migrant status” captures all of these definitions • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of migrant status broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of migrant status.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on foreign national origin?</p> <p>(anyprotect_fno)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “foreign national origin” includes references to ‘ancestry’, ‘citizenship or origin of parents’, ‘country or place of birth’, ‘homeland’, ‘national descent’, or ‘national origin’. For the purposes of this variable, the term “foreign national origin” captures all of these definitions. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of foreign national origin broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of foreign national origin.
<p>Is there at least some prohibition of discrimination at work based on sexual orientation?</p>	<p>1: No explicit prohibition 3: Prohibition based on gender 5: Prohibition based on sexual orientation</p>	<ul style="list-style-type: none"> • The term “sexual orientation” includes references to ‘sexual preference’ and ‘homosexuality’. For the purposes of this variable, the term “sexual orientation” captures all of these definitions. • The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of sexual orientation nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • <i>Prohibition based on gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of gender, but does not address sexual orientation. In some countries, these provisions have been interpreted to cover sexual orientation through case law or regulations. <p><i>Prohibition based on sexual orientation</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of sexual orientation.</p>
Is there at least some prohibition of discrimination at work based on gender identity?	1: No explicit prohibition 3: Prohibition based on gender 5: Prohibition based on gender identity	<ul style="list-style-type: none"> • The term “gender identity” includes references to, ‘gender reassignment’, ‘transgenderism’, or ‘Hijra/Kothi’. For the purposes of this variable, the term “gender identity” captures all of these definitions. • The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees. • <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of gender identity nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • <i>Prohibition based on gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of gender, but does not address gender identity. In some countries, these provisions have been interpreted to cover sexual orientation through case law or regulations.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Prohibition based on gender identity</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of sexual orientation.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on gender expression?</p> <p>(anyprotect_genexp)</p>	<p>1: No 3: Prohibition based on gender 5: Yes</p>	<ul style="list-style-type: none"> • The term “gender expression” includes terms such as “gender-related appearance or mannerisms”. • <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination based on gender expression broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. • <i>Prohibition based on gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of gender, but does not address gender expression. In some countries, these provisions have been interpreted to cover gender expression through case law or regulations. • <i>Yes</i> means that the country does explicitly prohibit at least one of these forms of workplace discrimination based on gender expression in legislation.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on sex characteristics?</p> <p>(anyprotect_sexchar)</p>	<p>1: No 3: Prohibition based on gender 5: Yes</p>	<ul style="list-style-type: none"> • The term “sex characteristics” includes terms such as “sex characteristics”, “sexual characteristics”, “intersex characteristics”, “intersex status”, or “person with intersex variations”. • <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination based on sex characteristics broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. • <i>Prohibition based on gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of gender, but does not address sex characteristics. In some countries, these provisions have been

Variable Name	Variable Description	Variable Values
		<p>interpreted to cover sex characteristics through case law or regulations.</p> <ul style="list-style-type: none"> • Yes means that the country does explicitly prohibit at least one of these forms of workplace discrimination based on sex characteristics in legislation.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on pregnancy?</p> <p>(anyprotect_preg)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “pregnancy” includes references to ‘pregnancy’ or ‘potential pregnancy.’ It does not include job protections that narrowly apply to leave-taking alone. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of pregnancy broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of pregnancy.
<p>Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of <u>characteristic</u>?</p> <p>(hir_*)</p>	<p>1: No prohibition 2: General prohibition of discrimination in hiring or recruitment 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of discrimination in hiring or recruitment across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in hiring or recruitment on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>General prohibition of discrimination in hiring or recruitment</i> means that legislation prohibits discrimination in hiring or recruitment generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the <u>characteristic</u> in focus, but does not explicitly address discrimination in hiring nor recruitment on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic</u>-based prohibition</i> means that legislation either: a) extends an explicit <u>characteristic</u>-based prohibition of discrimination in hiring or recruitment, or b) extends a broad prohibition of <u>characteristic</u>-based workplace discrimination alongside a general prohibition of discrimination in hiring or recruitment to all workers.
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of <u>characteristic</u>?</p> <p>(promdemo_*)</p> <p><i>Data is also available as of 2016 for gender only: promdemo_gender_2016</i></p>	<p>1: No prohibition 2: General prohibition of discrimination in promotions and/or demotions 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of discrimination in promotions and/or demotions across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>Promotions and/or demotions</i> includes explicit legislative prohibitions against discrimination in promotions, advancement,

Variable Name	Variable Description	Variable Values
		<p>discipline, demotions, and in certain cases, prohibition of discrimination in performance evaluations.</p> <ul style="list-style-type: none"> • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in promotions and/or demotions on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in promotions and/or demotions</i> means that legislation prohibits discrimination in promotions and/or demotions generally—for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address discrimination in promotions nor demotions on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic-specific prohibition</u></i> means that legislation either: a) extends an explicit <u>characteristic</u>-based prohibition of discrimination in promotions or demotions, or b) extends a broad prohibition of <u>characteristic</u>-based workplace discrimination alongside a general prohibition of discrimination in promotions or demotions to all workers.
Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of <u>characteristic</u> ?	1: No prohibition 2: General prohibition of discrimination in training	This is a series of variables examining legislative prohibitions of discrimination in employer-provided training across the following <u>characteristics</u> : gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant

Variable Name	Variable Description	Variable Values
<p>(train_*)</p> <p><i>Data is also available as of 2016 for gender only: train_gender_2016</i></p>	<p>4: Broad prohibition of workplace discrimination based on <u>characteristic</u></p> <p>5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in employer-provided training on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in training</i> means that legislation prohibits discrimination in employer-provided training generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address discrimination in employer-provided training on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic</u>-specific prohibition</i> means that legislation either: a) extends an explicit <u>characteristic</u>-based prohibition of discrimination in employer-provided training, or b) extends a broad prohibition of <u>characteristic</u>-based workplace discrimination alongside a general prohibition of discrimination in employer-provided training to all workers.
<p>Does legislation explicitly guarantee equal pay on</p>	<p>1: No guarantee</p> <p>2: General guarantee of equal pay</p>	<p>This is a series of variables examining legislative prohibitions of discrimination in pay across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race),</p>

Variable Name	Variable Description	Variable Values
<p>the basis of <u>characteristic</u>? (pay_*)</p> <p><i>Data is also available as of 2016 for gender only: pay_gender_2016</i></p>	<p>3: Broad prohibition of workplace discrimination based on <u>characteristic</u> 4: Guarantees equal pay based on <u>characteristic</u> 5: Guarantees equal pay for work of equal value based on <u>characteristic</u></p>	<p>political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg) maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>No guarantee</i> means that legislation does not take an explicit approach to prohibiting discrimination in pay on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General guarantee of equal pay</i> means that legislation guarantees equal remuneration, equal pay for equal work, or equal pay for work of equal value generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address discrimination in pay on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. It also includes cases where <u>characteristic</u>-based discrimination is prohibited in terms of employment. • <i>Guarantees equal pay</i> means that legislation either a) extends an explicit guarantee to equal remuneration or equal pay for equal work on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on this basis alongside a guarantee for equal remuneration or equal pay for equal work to all workers.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Guarantees equal pay for work of equal value</i> indicates a guarantee that types of work that require similar skill levels and are similarly productive are paid the same. In these cases, legislation either: a) extends an explicit guarantee to equal pay for work of equal value on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of the <u>characteristic</u> in focus alongside a general guarantee to equal pay for work of equal value to all workers.
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of <u>characteristic</u>?</p> <p>(term_*)</p> <p><i>Data is also available as of 2016 for gender only: term_gender_2016</i></p>	<p>1: No prohibition 2: General prohibition of discrimination in terminations 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of discriminatory terminations across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in terminations on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in terminations</i> means that legislation prohibits discrimination in terminations generally—for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address terminations. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic-specific prohibition</u></i> means that legislation either extends: a) an explicit prohibition of discriminatory terminations on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of this <u>characteristic</u> alongside a general prohibition of discriminatory termination to all workers.
<p>Does legislation explicitly prohibit indirect discrimination on the basis of <u>characteristic</u>?</p> <p>(indir_*)</p> <p><i>Data is also available as of 2016 for gender only: indir_gender_2016</i></p>	<p>1: No indirect discrimination provisions 2: General prohibition of indirect discrimination 5: Yes, <u>characteristic-specific prohibition</u></p>	<p>This is a series of variables examining legislative prohibitions of indirect discrimination across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg) maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>Indirect discrimination</i> indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons on the basis of <u>characteristic in focus</u> and have the effect of discrimination on this basis. In these cases, legislation either explicitly prohibits indirect discrimination, or prohibits the imposition of unreasonable requirements that particularly disadvantage persons on the basis of <u>characteristic</u>. Legislative prohibitions of indirect discrimination may extend across any aspect of work, or specific aspects of work such as hiring.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting indirect discrimination on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of indirect discrimination</i> means that legislation prohibits indirect discrimination generally— for example, by prohibiting indirect discrimination based on “any status” or stating no worker may be indirectly discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Yes, prohibition on the basis of characteristic</i> means that legislation extends an explicit prohibition of indirect discrimination on the basis of the specific <u>characteristic</u> in focus.
<p>Does legislation explicitly prohibit discriminatory workplace harassment on the basis of <u>characteristic</u>? (harass_*)</p>	<p>1: No prohibition 2: General prohibition of harassment 3: Broad prohibition of workplace discrimination based on <u>characteristic</u> 4: Guaranteed in separate legislation 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions against discriminatory workplace harassment across the following <u>characteristics</u>: disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • Discriminatory workplace harassment includes explicit legislative prohibitions against harassment at the workplace. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discriminatory harassment on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of harassment</i> means that legislation prohibits discriminatory harassment generally— for example, by

Variable Name	Variable Description	Variable Values
		<p>prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <i>characteristic</i> in focus.</p> <ul style="list-style-type: none"> • <i>Broad prohibition of workplace discrimination on the basis of <u>characteristic</u></i> means that legislation broadly protects individuals from workplace discrimination on the basis of the <i>characteristic</i> in focus, but does not explicitly address workplace harassment. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic-specific prohibition</u></i> means that legislation either extends: a) an explicit prohibition of discriminatory harassment on the basis of the <i>characteristic</i> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of the <i>characteristic</i> alongside a general prohibition of discriminatory workplace harassment to all workers.
<p>Are employers required to guarantee reasonable accommodation to workers with disabilities? (accomm)</p>	<p>1: No 2: No, but provision of reasonable accommodation is not considered discrimination 3: No, but employers are encouraged to provide reasonable accommodation 5: Yes</p>	<ul style="list-style-type: none"> • <i>Reasonable accommodation</i> as measured here, corresponds with the definition of reasonable accommodation outlined in the Convention on the Rights of Persons with Disabilities, namely: “necessary and appropriate modifications and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms” • <i>No</i> means that legislation does not require employers to guarantee reasonable accommodation to individual workers with disabilities. This does not mean that legislation prohibits the extension of accommodations to employees. • <i>No, but provision of reasonable accommodation is not considered discrimination</i> means that legislation does not require employers to provide reasonable accommodation to workers with disabilities, but makes clear that taking affirmative

Variable Name	Variable Description	Variable Values
		<p>steps to provide accommodations to workers is not a form of discrimination</p> <ul style="list-style-type: none"> • <i>No, but employers are encouraged to extend reasonable accommodation</i> means that legislation does not require employers to provide reasonable accommodation to workers with disabilities, but legislation encourages provision, e.g. by stating that “employers should promote adoption of appropriate measures” or outlining that the State should provide support for employer provision of reasonable accommodations • <i>Yes</i> means that legislation explicitly requires that employers provide workers with disabilities reasonable accommodations.

EMPLOYER RESPONSIBILITY TO PREVENT DISCRIMINATION

Variable Name	Variable Description	Variable Values
<p>Are employers required to take steps to prevent workplace discrimination on the basis of <u>characteristic</u>?</p> <p>(*_empl_resp)</p>	<p>1: No explicit prohibition of <u>characteristic</u> discrimination at work</p> <p>2: No explicit requirements</p> <p>4: General requirement, but no specific measures</p> <p>5: Employers required to take one or more measures</p>	<p>This is a series of variables examining requirements for employers to prevent discrimination across the following <u>characteristics</u>: gender (_gender), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg) maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>No prohibition of workplace discrimination based on <u>characteristic</u></i> indicates that legislation does not specifically prohibit <u>characteristic</u>-based workplace discrimination broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. This does not mean that legislation denies this guarantee. • <i>No explicit requirements</i> means that legislation does explicitly prohibit at least one of these forms of <u>characteristic</u>-based workplace discrimination, but it does not at the same time pair this prohibition with an explicit requirement that employers actively prevent it. • <i>General requirement, but no specific measures</i> means that employers are generally required to prevent <u>characteristic</u>-based workplace discrimination, but there are no specific descriptions of the form that this prevention should take. • <i>Employers required to take one or more measures</i> means that employers are explicitly required to take at least one concrete preventive action against

Variable Name	Variable Description	Variable Values
		<i>characteristic</i> -based workplace discrimination, such as, for example, providing training to employees, developing a code of conduct, or raising awareness of existing legislation.

PREVENTING RETALIATION

Variable Name	Variable Description	Variable Values
<p>What types of retaliation are prohibited for reporting workplace discrimination on the basis of <i>characteristic</i>?</p> <p>(*_rettype)</p>	<p>1: No explicit prohibition of <i>characteristic</i> discrimination at work</p> <p>2: No prohibition of retaliation</p> <p>3: Only dismissal</p> <p>4: Harassment or disciplinary action</p> <p>5: Any adverse action</p>	<p>This is a series of variables examining prohibitions of retaliation for reporting workplace discrimination across the following <i>characteristics</i>: gender (_gender), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>No prohibition of workplace discrimination based on <u>characteristic</u></i> indicates that legislation does not specifically prohibit <i>characteristic</i>-based workplace discrimination broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations. This does not mean that legislation denies this guarantee • <i>No prohibition of retaliation</i> means that country legislation does explicitly prohibit at least one of these forms of <i>characteristic</i>-based workplace discrimination, but it does not at the same time pair this prohibition

Variable Name	Variable Description	Variable Values
		<p>with an explicit prohibition of retaliatory action or dismissal for reporting workplace discrimination.</p> <ul style="list-style-type: none"> • <i>Only dismissal</i> means that there is some prohibition of <u>characteristic</u>-based workplace discrimination, but legislation only guarantees that workers cannot be dismissed for reporting <u>characteristic</u>-based discrimination. • <i>Harassment or disciplinary action</i> means that legislation prohibits <u>characteristic</u>-based workplace discrimination and harassment or disciplinary action for reporting it, but not both, as well as retaliatory dismissal. • <i>Any adverse action</i> means that legislation prohibits <u>characteristic</u>-based workplace discrimination and guarantees that workers are protected from all forms of adverse action for reporting it.
<p>Is retaliation prohibited for participating in workplace investigations of discrimination on the basis of <u>characteristic</u>? (*_retpart)</p>	<p>1: No explicit prohibition of <u>characteristic</u> discrimination at work 2: No prohibition of retaliation 3: Only individuals who report 5: Explicit coverage for workers participating in investigation 9: Coverage not specified</p>	<p>This is a series of variables examining prohibitions of retaliation for reporting workplace discrimination across the following <u>characteristics</u>: gender (_gender), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status or women’s marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), maternal status (_matfam), paternal status (_patfam), sexual orientation (_sexor), gender identity (_genid), gender expression (_genexp), and sex characteristics (_sexchar).</p> <ul style="list-style-type: none"> • <i>No prohibition of workplace discrimination based on <u>characteristic</u></i> indicates that legislation does not specifically prohibit <u>characteristic</u>-based workplace discrimination broadly, nor specifically against discrimination in hiring, promotions and/or demotions,

Variable Name	Variable Description	Variable Values
		<p>training, pay, nor terminations. This does not mean that legislation denies this guarantee.</p> <ul style="list-style-type: none"> • <i>No prohibition of retaliation</i> means that country legislation does explicitly prohibit at least one of these forms of <u>characteristic</u>-based workplace discrimination, but it does not at the same time pair this prohibition with an explicit prohibition of retaliatory action or dismissal for reporting workplace discrimination. • <i>Only for individuals who report</i> means that there is some prohibition of <u>characteristic</u>-based workplace discrimination and retaliation is prohibited against individuals who report discrimination at work and/or file a discrimination claim to an independent body, but not against other employees who might participate in an investigation. • <i>Explicit coverage for workers participating in investigation</i> means that legislation both explicitly prohibits <u>characteristic</u>-based workplace discrimination and prohibits at least some form of retaliatory action for workers participating in the investigation, such as by providing testimony. • <i>Coverage not specified</i> means legislation both explicitly prohibits <u>characteristic</u>-based workplace discrimination and prohibits retaliation, but does not clearly specify who is covered by prohibitions of retaliation.