



**WORLD Policy  
Analysis Center**

# **Workplace Gender Discrimination 2024**

## **Public Use Data Dictionary**



# WORKPLACE GENDER DISCRIMINATION 2024 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](mailto: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.

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### 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.

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## Coding Frameworks

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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.

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### Coding Process

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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.

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### Accuracy, Analysis, and Updating

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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.

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### National and Subnational Levels

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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.

## Workplace Gender Discrimination 2024 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 as of January 2024.

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 Gender Discrimination Database includes legal guarantees in effect through January.

The Workplace Gender Discrimination Database is an expanded module of the Workplace Discrimination Database (described below). In addition to core indicators on prohibitions of workplace discrimination, this dataset includes additional data on measures that matter to advancement and intersecting discrimination.

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).

Prohibitions of sexual and sex-based harassment are available separated in WORLD's Workplace Sexual Harassment Database.

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

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## Workplace Discrimination Database

WORLD's Workplace Discrimination Database represents the world's most comprehensive assessment of national legislative guarantees to non-discrimination at work and prohibitions of workplace harassment. The Workplace Discrimination Database contains over 100 indicators that measure prohibitions of workplace discrimination for the following protected characteristics: gender, disability, religion, race/ethnicity, political affiliation, social class, age, marital status, migrant status, foreign national origin, pregnancy, parenting status, sexual orientation, and gender identity. This data is current through May 2023 and can be accessed here:

<https://www.worldpolicycenter.org/maps-data/data-download/world-areas>

## 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) <sup>1</sup>
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: 2023)

<sup>1</sup> 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.

## Workplace Gender Discrimination

### Workplace Gender Discrimination

Variable Name	Variable Description	Variable Values
<p>Do countries comprehensively prohibit gender discrimination at work?</p> <p>(sum_gender)</p>	<p>1: No explicit prohibition            2: No broad prohibition and prohibits only some aspects            3: Broad prohibition, but does not specifically prohibit all aspects            4: Prohibits all aspects but not indirect discrimination            5: Prohibits all aspects and indirect discrimination</p>	<ul style="list-style-type: none"> <li>The term 'gender' refers to country references to 'gender' or 'sex' or specific protections for 'female' or 'women' employees.</li> <li><i>Aspects</i> of discrimination examined include discrimination in hiring, promotions and/or demotions, training, pay, and terminations.</li> <li><i>Indirect discrimination</i> indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons on the basis of gender 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 gender. Legislative prohibitions of indirect discrimination may extend across any aspect of work, or specific aspects of work such as hiring.</li> <li><i>No explicit prohibition</i> means that legislation does not explicitly prohibit gender-based workplace discrimination broadly, nor specifically against discrimination in any aspect examined. This does not mean that legislation denies this guarantee.</li> </ul>
<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"> <li>The term 'gender' refers to country references to 'gender' or 'sex' or specific protections for 'female' or 'women' employees.</li> <li><i>No</i> means that country legislation does not explicitly prohibit gender-based workplace discrimination broadly, nor specifically against discrimination in hiring,</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>promotions and/or demotions, training, pay, nor terminations.</p> <ul style="list-style-type: none"> <li>• Yes means that the country does explicitly prohibit at least one of these forms of gender-based workplace discrimination in legislation.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of gender?</p> <p>(hir_gender)</p>	<p>1: No prohibition  2: General prohibition of discrimination in hiring or recruitment  4: Broad prohibition of workplace discrimination based on gender  5: Yes, gender-based prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in hiring or recruitment on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender but does not explicitly address discrimination in hiring nor recruitment on the basis of gender. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> <li>• <i>Yes, gender-based prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination in hiring or recruitment, or b) extends a broad prohibition of gender-based workplace</li> </ul>

Variable Name	Variable Description	Variable Values
		discrimination alongside a general prohibition of discrimination in hiring or recruitment to all workers.
Does legislation explicitly guarantee equal pay on the basis of gender?  (pay_gender)	1: No guarantee 2: General guarantee of equal pay 3: Broad prohibition of workplace discrimination based on gender 4: Guarantees equal pay for equal work based on gender 5: Guarantees equal pay for work of equal value based on gender	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No guarantee</i> means that legislation does not take an explicit approach to prohibiting discrimination in pay on the basis of the gender. This does not mean that legislation denies this guarantee.</li> <li>• <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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, 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 gender-based discrimination is prohibited in terms of employment.</li> <li>• <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 gender, 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.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <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 gender, or b) extends a broad prohibition of workplace discrimination on the basis of gender alongside a general guarantee to equal pay for work of equal value to all workers.</li> <li>•</li> </ul>
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of gender?</p> <p>(promdemo_gender)</p>	<p>1: No prohibition  2: General prohibition of discrimination in promotions and/or demotions  4: Broad prohibition of workplace discrimination based on gender  5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Promotions and/or demotions</i> includes explicit legislative prohibitions against discrimination in promotions, advancement, discipline, demotions, and in certain cases, prohibition of discrimination in performance evaluations.</li> <li>• <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 gender. This does not mean that legislation denies this guarantee.</li> <li>• <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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address discrimination in</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>promotions nor demotions on the basis of gender. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</p> <ul style="list-style-type: none"> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination in promotions or demotions, or b) extends a broad prohibition of gender -based workplace discrimination alongside a general prohibition of discrimination in promotions or demotions to all workers.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of gender? (train_gender)</p>	<p>1: No prohibition 2: General prohibition of discrimination in training 4: Broad prohibition of workplace discrimination based on gender 5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term 'gender' refers to country references to 'gender' or 'sex' or specific protections for 'female' or 'women' employees.</li> <li>• <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in employer-provided training on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address discrimination in</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>employer-provided training on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</p> <ul style="list-style-type: none"> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination in employer-provided training, or b) extends a broad prohibition of gender-based workplace discrimination alongside a general prohibition of discrimination in employer-provided training to all workers.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in promotions on the basis of gender?</p> <p>(prom_gender)</p>	<p>1: No prohibition  2: General prohibition of discrimination in promotions  4: Broad prohibition of workplace discrimination based on gender  5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Promotions</i> includes explicit legislative prohibitions against discrimination in promotions or advancement.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in promotions on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <i>General prohibition of discrimination in promotions</i> means that legislation prohibits discrimination in promotions 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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address discrimination in promotions on the basis of gender. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination in promotions, or b) extends a broad prohibition of gender -based workplace discrimination alongside a general prohibition of discrimination in promotions to all workers.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in demotions on the basis of gender?</p> <p>(demo_gender)</p>	<p>1: No prohibition  2: General prohibition of discrimination in demotions  4: Broad prohibition of workplace discrimination based on gender  5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Demotions</i> includes explicit legislative prohibitions against discrimination in disciplinary action or demotions.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in demotions on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <i>General prohibition of discrimination in demotions</i> means that legislation prohibits discrimination in 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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address discrimination in demotions on the basis of gender. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination in demotions, or b) extends a broad</li> </ul>

Variable Name	Variable Description	Variable Values
		prohibition of gender -based workplace discrimination alongside a general prohibition of discrimination in demotions to all workers.
Does legislation explicitly prohibit discrimination in evaluations on the basis of gender?  (eval_gender)	1: No prohibition 2: General prohibition of discrimination in promotions and/or demotions 4: Broad prohibition of workplace discrimination based on gender 5: Yes, gender-specific prohibition	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Evaluations</i> includes explicit legislative prohibitions against discrimination in performance evaluations.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in evaluations on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <i>General prohibition of discrimination in promotions and/or demotions</i> means that legislation prohibits discrimination in evaluations 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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address discrimination in evaluations on the basis of gender. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either: a) extends an explicit gender-based prohibition of discrimination evaluations, or b) extends a broad prohibition of gender -based workplace discrimination alongside a general prohibition of discrimination in evaluations to all workers.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of gender?</p> <p>(term_gender)</p>	<p>1: No prohibition  2: General prohibition of discrimination in terminations  4: Broad prohibition of workplace discrimination based on gender  5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment.</li> <li>• <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in terminations on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• <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 gender.</li> <li>• <i>Broad prohibition of workplace discrimination based on gender</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of gender, but does not explicitly address terminations. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> <li>• <i>Yes, gender-specific prohibition</i> means that legislation either extends: a) an explicit prohibition of discriminatory terminations on the basis of gender, or b) extends a broad prohibition of workplace discrimination on the basis of gender alongside a general prohibition of discriminatory termination to all workers.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Does legislation explicitly prohibit indirect discrimination on the basis of gender?</p> <p>(indir_gender)</p>	<p>1: No indirect discrimination provisions            2: General prohibition of indirect discrimination            5: Yes, gender-specific prohibition</p>	<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• Indirect discrimination indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons on the basis of a specific characteristic and have the effect of discrimination on this basis. For example, an unnecessary height requirement in a job posting which disproportionately impacts female applicants. In these cases, legislation either explicitly prohibits indirect discrimination, or prohibits the imposition of unreasonable requirements that particularly disadvantage persons on the basis of this characteristic. Legislative prohibitions of indirect discrimination may extend across any aspect of work, or specific aspects of work such as hiring.</li> <li>• No prohibition means that legislation does not take an explicit approach to prohibiting indirect discrimination on the basis of gender. This does not mean that legislation denies this guarantee.</li> <li>• General prohibition of indirect discrimination 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 gender.</li> <li>• Yes, prohibition on the basis of gender means that legislation extends an explicit prohibition of indirect discrimination on the basis of gender</li> </ul>

Variable Name	Variable Description	Variable Values
Is positive action considered gender discrimination?	<p>1: No prohibition of gender discrimination</p> <p>3: Gender discrimination prohibited, positive action not addressed</p> <p>5: Positive action is not gender discrimination or specific mandates for positive action</p>	<ul style="list-style-type: none"> <li>• The term 'gender' refers to country references to 'gender' or 'sex' or specific protections for 'female' or 'women' employees.</li> <li>• The term 'positive action' refers to policies and programs undertaken by an enterprise to remedy the effects of long-standing discrimination in society and achieve substantive equality at the workplace.</li> <li>• <i>No prohibition of gender discrimination</i> means that legislation does not explicitly prohibit gender-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.</li> <li>• <i>Gender discrimination prohibited, positive action not addressed</i> means that legislation does explicitly prohibit at least one of these forms of workplace discrimination. However, legislation does not pair protection(s) with an explicit assertion that positive action is not a form of gender discrimination.</li> <li>• <i>Positive action is not gender discrimination or specific mandates for positive action</i> means that legislation explicitly prohibits at least one of these forms of workplace discrimination on the basis of gender and either asserts that positive action is not a form of gender discrimination, provides incentives for employers to undertake positive action, and/or explicitly outlines requirements that employers take affirmative action on the basis of gender.</li> </ul>

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## Caregiving Discrimination

Variable Name	Variable Description	Variable Values
<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"> <li>• The term “marital status” includes references to ‘civil status’, ‘married’, ‘relationship status’, ‘personal status,’ or whether employees have a husband or wife.</li> <li>• 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.</li> <li>• <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of marital status broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations.</li> <li>• <i>Yes</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of marital status.</li> </ul>
<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"> <li>• The term “pregnancy” includes references to ‘pregnancy’ or ‘potential pregnancy.’ It does not include job protections that narrowly apply to leave-taking alone.</li> <li>• <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of pregnancy broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations.</li> <li>• <i>Yes</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of pregnancy.</li> </ul>
<p>Is there at least some explicit legislative prohibition</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> <li>• The term “maternal status” includes gender-neutral references to caregiving (‘parenthood’, ‘having children’, workers with ‘family responsibilities’), and</li> </ul>

Variable Name	Variable Description	Variable Values
<p>of workplace discrimination based on maternal status?</p> <p>(anyprotect_matfam)</p>		<p>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.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of maternal status.</li> </ul>
<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"> <li>• 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.</li> <li>• 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.</li> <li>• Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of paternal status.</li> </ul>
<p>Is there at least some explicit legislative prohibition of workplace discrimination</p>	<p>1: No prohibition 3: Only for limited care needs</p>	<ul style="list-style-type: none"> <li>• The term “care responsibilities for working women” includes gender-neutral references to caregiving and</li> </ul>

Variable Name	Variable Description	Variable Values
<p>based on care responsibilities for working women? (anyprotect_womcare)</p>	<p>4: Only for caregivers of persons with disabilities or mothers, but not both 5: Yes, prohibition for care responsibilities</p>	<p>gender-specific references. This variable does not capture job protections that narrowly apply to mothers' leave-taking.</p> <ul style="list-style-type: none"> <li>• <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of care responsibilities broadly, nor specifically against discrimination in hiring, promotions and/or demotions, training, pay, nor terminations.</li> <li>• <i>Only for limited care needs</i> means that country legislation prohibits workplace discrimination only for specific care needs, such as parents of young children, children with disabilities, or single parents.</li> <li>• <i>Only for caregivers of persons with disabilities or mothers, but not both</i> means that legislation prohibits discrimination against caregivers of children and adults with disabilities or against fathers or parents generally, but does not address both forms of care.</li> <li>• <i>Yes, prohibition for care responsibilities</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of care responsibilities broadly or specifically for both caregivers of persons with disabilities and mothers.</li> <li>•</li> </ul>
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on care responsibilities for working men? (anyprotect_mencare)</p>	<p>1: No prohibition 3: Only for limited care needs 4: Only for caregivers of persons with disabilities or fathers, but not both 5: Yes, prohibition for care responsibilities</p>	<ul style="list-style-type: none"> <li>• The term “care responsibilities for working men” includes gender-neutral references to caregiving and gender-specific references. This variable does not capture job protections that narrowly apply to fathers' leave-taking.</li> <li>• <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of care responsibilities broadly, nor specifically against</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>discrimination in hiring, promotions and/or demotions, training, pay, nor terminations.</p> <ul style="list-style-type: none"> <li>• <i>Only for limited care needs</i> means that country legislation prohibitions workplace discrimination only for specific care needs, such as parents of young children, children with disabilities, or single parents.</li> <li>• <i>Only for caregivers of persons with disabilities or fathers, but not both</i> means that legislation prohibitions discrimination against caregivers of children and adults with disabilities or against fathers or parents generally, but does not address both forms of care.</li> <li>• <i>Yes, prohibition for care responsibilities</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of care responsibilities broadly or specifically for both caregivers of persons with disabilities and fathers.</li> <li>•</li> </ul>
<p>Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of <u>characteristic</u>?  (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>: marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process.</li> <li>• <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.</li> <li>• <i>General prohibition of discrimination in hiring or recruitment</i> means that legislation prohibits</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>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.</p> <ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of <u>characteristic</u>?  (promdemo_*)</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>: marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• <i>Promotions and/or demotions</i> includes explicit legislative prohibitions against discrimination in promotions, advancement, discipline, demotions, and in certain cases, prohibition of discrimination in performance evaluations.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> <li>• <i>Broad prohibition of workplace discrimination based on characteristic</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.</li> <li>• <i>Yes, characteristic-specific prohibition</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.</li> </ul>
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> : marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).

Variable Name	Variable Description	Variable Values
(train_*)	<p>4: Broad prohibition of workplace discrimination based on <u>characteristic</u></p> <p>5: Yes, <u>characteristic</u>-specific prohibition</p>	<ul style="list-style-type: none"> <li>• <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Does legislation explicitly guarantee equal pay on the basis of <u>characteristic</u>?  (pay_*)</p>	<p>1: No guarantee 2: General guarantee of equal pay 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>This is a series of variables examining legislative prohibitions of discrimination in pay across the following <u>characteristics</u>: marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>alongside a guarantee for equal remuneration or equal pay for equal work to all workers.</p> <ul style="list-style-type: none"> <li>• <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.</li> </ul>
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of <u>characteristic</u>?  (term_*)</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>: marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment.</li> <li>• <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.</li> <li>• <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</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>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"> <li>• <i>Broad prohibition of workplace discrimination based on characteristic</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <i>characteristic</i> in focus, but does not explicitly address terminations. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</li> <li>• <i>Yes, characteristic-specific prohibition</i> means that legislation either extends: a) an explicit prohibition of discriminatory terminations on the basis of the <i>characteristic</i> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of this <i>characteristic</i> alongside a general prohibition of discriminatory termination to all workers.</li> </ul>
<p>Does legislation explicitly prohibit indirect discrimination on the basis of <i>characteristic</i>?  (indir_*)</p>	<p>1: No indirect discrimination provisions 2: General prohibition of indirect discrimination 5: Yes, <i>characteristic</i>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of indirect discrimination across the following <i>characteristics</i>: marital status or women's marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• <i>Indirect discrimination</i> indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons on the basis of <i>characteristic in focus</i> 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 <i>characteristic</i>. Legislative prohibitions of indirect</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>discrimination may extend across any aspect of work, or specific aspects of work such as hiring.</p> <ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> </ul>
<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>: marital status or women’s marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam).</p> <ul style="list-style-type: none"> <li>• Discriminatory workplace harassment includes explicit legislative prohibitions against harassment at the workplace.</li> <li>• <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.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>General prohibition of harassment</i> means that legislation prohibits discriminatory harassment 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 <i>characteristic</i> in focus.</li> <li>• <i>Broad prohibition of workplace discrimination on the basis of characteristic</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.</li> <li>• <i>Yes, characteristic-specific prohibition</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.</li> </ul>

### Multiple Sources of Discrimination

Variable Name	Variable Description	Variable Values
<p>Is there at least some prohibition of discrimination at work based on race/ethnicity and gender?</p> <p>(race_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on race/ethnicity or gender  5: Prohibition based on race/ethnicity and gender</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of race/ethnicity nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> <li>• <i>Prohibition based on race/ethnicity or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either race/ethnicity or gender (but not both characteristics).</li> <li>• <i>Prohibition based on race/ethnicity and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both race/ethnicity and gender, or prohibits discrimination against women who are marginalized based on race/ethnicity.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on social class and gender? (class_gender)</p>	<p>1: No explicit prohibition 3: Prohibition based on social class or gender 5: Prohibition based on social class and gender</p>	<ul style="list-style-type: none"> <li>• 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’, ‘disadvantaged’, ‘property status’, ‘education’, and others. For the purposes of this variable, the term “social class” captures all of these definitions</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of social class nor gender broadly, nor specifically against discrimination in hiring, pay,</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>promotions and/or demotions, training, nor terminations.</p> <ul style="list-style-type: none"> <li>• <i>Prohibition based on social class or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either social class or gender (but not both characteristics).</li> <li>• <i>Prohibition based on social class and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both social class and gender, or prohibits discrimination against women who are marginalized based on social class.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on religion and gender?</p> <p>(relig_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on religion or gender  5: Prohibition based on religion and gender</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of religion nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> <li>• <i>Prohibition based on religion or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either religion or gender (but not both characteristics).</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>Prohibition based on religion and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both religion and gender, or prohibits discrimination against women who are marginalized based on religion.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on migration status and gender?</p> <p>(mig_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on migration status or gender  5: Prohibition based on migration status and gender</p>	<ul style="list-style-type: none"> <li>• The term “migration status” includes references to ‘internal migrants’, ‘foreign migrant workers’, ‘immigrant status’, foreign citizens, and ‘economic migrants.’ For the purposes of this variable, the term “migration status” captures all of these definitions</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of migration status nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> <li>• <i>Prohibition based on migration status or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either migration status or gender (but not both characteristics).</li> <li>• <i>Prohibition based on migration status and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both migration status and gender, or prohibits discrimination against women who are marginalized based on migration status.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Is there at least some prohibition of discrimination at work based on foreign national origin and gender?</p> <p>(fno_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on foreign national origin or gender  5: Prohibition based on foreign national origin and gender</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of foreign national origin nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> <li>• <i>Prohibition based on foreign national origin or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either foreign national origin or gender (but not both characteristics).</li> <li>• <i>Prohibition based on foreign national origin and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both foreign national origin and gender, or prohibits discrimination against women who are marginalized based on foreign national origin.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on disability status and gender?</p> <p>(dis_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on disability status or gender  5: Prohibition based on disability status and gender</p>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of disability nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> <li>• <i>Prohibition based on disability status or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either disability status or gender (but not both characteristics).</li> <li>• <i>Prohibition based on disability status and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both disability status and gender, or prohibits discrimination against women with disabilities.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on age and gender?</p> <p>(age_gender)</p>	<p>1: No explicit prohibition  3: Prohibition based on age or gender  5: Prohibition based on age and gender</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The term ‘gender’ refers to country references to ‘gender’ or ‘sex’ or specific protections for ‘female’ or ‘women’ employees.</li> <li>• <i>No explicit protection</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of age nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>Prohibition based on age or gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either age or gender (but not both characteristics).</li> <li>• <i>Prohibition based on age and gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both age and gender, or prohibits discrimination against women based on their age.</li> </ul>

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Employer Responsibility to Prevent Discrimination

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Variable Name	Variable Description	Variable Values
<p>Are employers required to take steps to prevent workplace discrimination on the basis of <i>characteristic</i>?</p> <p>(*_empl_resp)</p>	<p>1: No explicit prohibition of <i>characteristic</i> 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 <i>characteristics</i>: gender (_gender), marital status or women's marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam)</p> <ul style="list-style-type: none"> <li>• <i>No prohibition of workplace discrimination based on characteristic</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.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> <li>• <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 <u>characteristic</u>-based workplace discrimination, such as, for example, providing training to employees, developing a code of conduct, or raising awareness of existing legislation.</li> </ul>

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#### Preventing Retaliation

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Variable Name	Variable Description	Variable Values
What types of retaliation are prohibited for reporting workplace discrimination on the basis of <u>characteristic</u> ? (*_rettype)	1: No explicit prohibition of <u>characteristic</u> discrimination at work 2: No prohibition of retaliation 3: Only dismissal	This is a series of variables examining prohibitions of retaliation for reporting workplace discrimination across the following <u>characteristics</u> : gender (_gender), marital status or women's marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam)

Variable Name	Variable Description	Variable Values
	4: Harassment or disciplinary action 5: Any adverse action	<ul style="list-style-type: none"> <li>• <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</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> </ul>
Is retaliation prohibited for participating in workplace investigations of	1: No explicit prohibition of <u>characteristic</u> discrimination at work	This is a series of variables examining prohibitions of retaliation for reporting workplace discrimination across the following <u>characteristics</u> : gender ( <u>_gender</u> ), marital status or women's

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discrimination on the basis of <u>characteristic</u> ?  (*_retpart)	2: No prohibition of retaliation 3: Only individuals who report 5: Explicit coverage for workers participating in investigation 9: Coverage not specified	marital status (_marital), pregnancy (_preg), maternal status (_matfam), and paternal status (_patfam)  <ul style="list-style-type: none"> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> <li>• <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.</li> </ul>

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