



**WORLD Policy  
Analysis Center**

# **Workplace Sexual Harassment 2024**

## **Public Use Data Dictionary**



# WORKPLACE SEXUAL HARASSMENT 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**

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**

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**

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**

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 SEXUAL HARASSMENT 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.

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 Sexual Harassment Database includes legal guarantees in effect through January 2024.

The Workplace Sexual Harassment Database is a related dataset to the Workplace Discrimination Database which has detailed data on laws prohibiting gender, caregiving, and other forms of discrimination at work.

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

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

## 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<br>2: Middle-income<br>4: High-income | Country income group classification (World Bank: 2023)               |

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<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.

THE WORKPLACE SEXUAL HARASSMENT 2024 DATABASE

| Variable Name   | Variable Description   | Variable Values   |
|---|--|---|
| <p>Is sexual harassment explicitly prohibited in the workplace?<br/>(sh_covered)</p>                                | <p>1: No prohibition<br/>2: Not prohibited, but at least some protection<br/>3: Only harassment of women<br/>5: Yes, for both women and men</p>                                  | <ul style="list-style-type: none"> <li>• <i>No prohibition</i> indicates that legislation did not specifically prohibit sexual harassment at the workplace, or did not otherwise prohibit sexual harassment perpetrated by someone in a position of authority.</li> <li>• <i>Not prohibited, but at least some protection</i> means that legislation did not explicitly prohibit sexual harassment at work, but did have provisions that offered at least some protection, such as being able to terminate an employment contract on the basis of sexual harassment or stating that employers have a duty to respond to incidents of sexual harassment.</li> <li>• <i>Only harassment of women</i> indicates that legislative language extended the prohibition to women only—by using language specific to women or including the prohibition in legislative provisions specific to women.</li> <li>• <i>Yes, for both women and men</i> means legislative language extended the protection to both women and men or used explicitly gender-neutral language.</li> </ul> |
| <p>Are both sexual behavior-based and sex-based harassment explicitly prohibited in the workplace?<br/>(sh_ssb)</p> | <p>1: No prohibition<br/>2: No prohibition, but at least some protection<br/>3: Only sexual behavior-based harassment prohibited<br/>4: Only sex-based harassment prohibited</p> | <ul style="list-style-type: none"> <li>• <i>Sexual behavior-based harassment</i> refers to unwanted sexual behaviors, advances, and conduct</li> <li>• <i>Sex-based harassment</i> refers to discriminatory behavior on the basis of gender—which includes stereotyping, and derogatory jokes</li> <li>• <i>Neither explicitly prohibited</i> means that legislation does not explicitly prohibit sexual behavior-based harassment at the workplace, nor does it prohibit</li> </ul>  |

| Variable Name  | Variable Description   | Variable Values   |
|--|--|---|
|  | 5: Both sexual behavior-based and sex-based harassment prohibited  | <p>discriminatory harassment on the basis of sex. This does not mean that legislation denies this guarantee.</p> <ul style="list-style-type: none"> <li>• <i>No prohibition, but at least some protection</i> means that legislation does not explicitly prohibit sexual harassment at work, but does have provisions that offered at least some protection, such as being able to terminate an employment contract on the basis of sexual harassment or stating that employers have a duty to respond to incidents of sexual harassment.</li> </ul>  |
| <p>What sexual behaviors are legally defined as sexual harassment at work?</p> <p>(sh_def)</p> | <p>1: No prohibition<br/> 2: Only narrowly defined<br/> 3: Quid pro quo or unwanted sexual advances only<br/> 5: Quid pro quo and conduct that creates a hostile work environment<br/> 9: Sexual harassment is not defined</p> | <ul style="list-style-type: none"> <li>• <i>Quid pro quo</i> refers to conduct based on gender or unwelcome conduct of a sexual nature—where rejection of or submission to such conduct is used explicitly or implicitly as a basis for decisions that impact that person’s job</li> <li>• <i>Conduct that creates a hostile work environment</i> refers to behaviors that—while not necessarily targeted at an individual—create conditions at the workplace that undermine workers’ dignity. Behaviors that create a hostile work environment may include unwelcome or humiliating jokes or comments of a sexual nature, or portrayal of offensive sexually-explicit materials.</li> <li>• <i>No prohibition</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Only narrowly defined</i> means sexual harassment provisions do not broadly cover any form of sexual advance. For example, legislation may only prohibit sexual touching.</li> <li>• <i>Sexual harassment is not defined</i> means legislation explicitly prohibits sexual harassment, but a definition</li> </ul> |

| Variable Name   | Variable Description  | Variable Values  |
|---|---|--|
|   |   | or description of specific prohibited sexual behaviors does not accompany the prohibition.   |
| <p>Is sexual harassment by coworkers legally prohibited?<br/>(sh_commit_cowork)</p> | <p>1: No prohibition of sexual harassment at work<br/>2: Not prohibited by coworkers<br/>5: Explicitly prohibited by coworkers or anyone in the workplace<br/>9: Position not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Not prohibited by coworkers</i> means that legislation explicitly prohibits sexual harassment by employers/supervisors (and their representatives) or by persons in positions of authority, but not by coworkers.</li> <li>• <i>Explicitly prohibited by co-workers or anyone in the workplace</i> means legislation explicitly prohibits sexual harassment by coworkers or includes explicit language extending the prohibition to anyone encountered in the workplace.</li> <li>• <i>Position not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address the position of potential perpetrators.</li> </ul> |
| <p>Is sexual harassment by customers legally prohibited?<br/>(sh_commit_cust)</p>   | <p>1: No prohibition of sexual harassment at work<br/>2: Not prohibited by customers<br/>5: Explicitly prohibited by customers or anyone in the workplace<br/>9: Position not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Not prohibited by customers</i> means that legislation explicitly prohibits sexual harassment by</li> </ul>  |

| Variable Name   | Variable Description   | Variable Values  |
|---|--|--|
|   |  | <p>employers/supervisors (and their representatives), by persons in positions of authority, and/or by co-workers, but not by customers.</p> <ul style="list-style-type: none"> <li>• <i>Explicitly prohibited by customers or anyone in the workplace</i> means legislation explicitly prohibits sexual harassment by <i>customers</i> or includes explicit language extending the prohibition to anyone encountered in the workplace.</li> <li>• <i>Position not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address the position of potential perpetrators.</li> </ul>   |
| <p>Is sexual harassment by contractors or third parties legally prohibited?<br/>(sh_commit_contr)</p> | <p>1: No prohibition of sexual harassment at work<br/>2: Not prohibited by contractors or third parties<br/>5: Explicitly prohibited by contractors, third parties, or anyone in the workplace<br/>9: Position not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Not prohibited by contractors or third parties</i> means that legislation explicitly prohibits sexual harassment by employers/supervisors (and their representatives) by persons in positions of authority, and/or by co-workers, but not by contractors or third parties.</li> <li>• <i>Explicitly prohibited by contractors, third parties, or anyone in the workplace</i> means legislation explicitly prohibits sexual harassment by contractors or third parties, or includes explicit language extending the prohibition to anyone encountered in the workplace.</li> <li>• <i>Position not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address the position of potential perpetrators.</li> </ul> |

| Variable Name   | Variable Description  | Variable Values   |
|---|---|---|
| <p>Is sexual harassment against leaders in the workplace legally prohibited?</p> <p>(sh_leadership)</p> | <p>1: No prohibition of sexual harassment at work<br/>           2: Only harassment of subordinates prohibited<br/>           3: Prohibits peer harassment, but does not specifically prohibit harassment of leaders<br/>           4: Broadly prohibits harassment by anyone in the workplace<br/>           5: Harassment of leaders specifically prohibited<br/>           9: Position not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Only harassment of subordinates prohibited</i> means that legislation explicitly prohibits sexual harassment by employers/supervisors (and their representatives) or by persons in positions of authority, but does not explicitly address harassment by those not in positions of authority.</li> <li>• <i>Prohibits peer harassment, but does not specifically prohibit harassment of leaders</i> means legislation explicitly prohibits sexual harassment by coworkers, but does not explicitly address harassment against those in leadership positions.</li> <li>• <i>Broadly prohibits harassment by anyone in the workplace</i> means that legislation has explicit language extending the prohibition of sexual harassment to anyone encountered in the workplace.</li> <li>• <i>Harassment of leaders specifically prohibited</i> means that legislation specifically stated that individuals were protected from sexual harassment regardless of their rank or position; prohibited workers from harassing their supervisors or employers; or specifically prohibited sexual harassment by a subordinate as well as by supervisors.</li> <li>• <i>Position not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address who is covered.</li> </ul> |

| Variable Name  | Variable Description   | Variable Values  |
|--|--|--|
| <p>Does legislation explicitly prohibit work-related sexual harassment that happens outside the workplace?</p> <p>(sh_where)</p> | <p>1: No prohibition of sexual harassment at work<br/> 3: Only workplace sexual harassment explicitly covered<br/> 5: Explicitly covers harassment outside the workplace<br/> 9: Place not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Only workplace sexual harassment explicitly covered</i> indicates that legislation does specifically prohibit sexual harassment and it explicitly extends this prohibition to the workplace, but not to other work-related environments.</li> <li>• <i>Explicitly covers harassment outside the workplace</i> means that legislation specifically prohibits sexual harassment at work in environments outside of the workplace; for example, a law may prohibit sexual harassment anywhere related to the carrying out of job functions, or may prohibit harassment through work-related communications.</li> <li>• <i>Place not specified indicates</i> that legislation does specifically prohibit sexual harassment at work, but it does not specify where – in the workplace or otherwise – this prohibition applies.</li> </ul> |
| <p>Do sexual harassment prohibitions cover job seekers?</p> <p>(sh_app)</p>  | <p>1: No prohibition<br/> 3: Covers employees or other specific groups only<br/> 5: Yes, explicitly covered<br/> 9: Coverage not specified</p>   | <ul style="list-style-type: none"> <li>• <i>No prohibition</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Covers employees or other specific groups only</i> means that the prohibition against sexual harassment covers specific groups that are not job seekers, such as</li> </ul>   |

| Variable Name   | Variable Description  | Variable Values   |
|---|---|---|
|   |   | <p>employees or employers, or broadly covers individuals in the workplace without further specifics.</p> <ul style="list-style-type: none"> <li>• <i>Yes, explicitly covered</i> means that job seekers are explicitly covered by sexual harassment provisions, or that sexual harassment is considered a form of discrimination and discrimination against jobseekers is prohibited separately.</li> <li>• <i>Not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address who is covered.</li> </ul>   |
| <p>Do sexual harassment prohibitions cover interns, apprentices, or employees in training?<br/>(sh_int)</p> | <p>1: No prohibition<br/>3: Covers employees or other specific groups only<br/>5: Yes, explicitly covered<br/>9: Coverage not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>Covers employees or other specific groups only</i> means that the prohibition against sexual harassment covers specific groups that are not interns, apprentices, or employees in training, such as employees or employers, or broadly covers individuals in the workplace without further specifics.</li> <li>• <i>Yes, explicitly covered</i> means that interns, apprentices or employees in training are explicitly covered by sexual harassment provisions, or that sexual harassment is considered a form of discrimination and discrimination against interns, apprentices or employees in training is prohibited separately</li> <li>• <i>Not specified</i> means legislation explicitly prohibits sexual harassment, but the prohibition does not explicitly address who is covered.</li> </ul> |
|   |   |   |

| Variable Name   | Variable Description   | Variable Values  |
|---|--|--|
| <p>Is there a prohibition of workplace sexual harassment based on sexual orientation?</p> <p>(sh_prohibit_orient)</p> | <p>1: No prohibition of sexual harassment at work<br/> 2: No prohibition explicit to sexual orientation and sexual harassment prohibition covers women only<br/> 3: Prohibition is not gender specific, but no prohibition explicit to sexual orientation<br/> 5: Prohibition explicit to sexual orientation</p> | <ul style="list-style-type: none"> <li>• The term “sexual orientation” includes terms such as “sexual preference”, “sexual identity”, “homosexual orientation”, or “sexual option”.</li> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee</li> <li>• <i>No prohibition explicit to sexual orientation and sexual harassment prohibition covers women only</i> means that there is no protection against sexual harassment specific to sexual orientation and, at the same time, sexual harassment is prohibited against women only.</li> <li>• <i>Prohibition is not gender specific, but no prohibition explicit to sexual orientation</i> means that there is no protection against sexual harassment specific to sexual orientation but, at the same time, sexual harassment is prohibited generally, without limiting protection to women.</li> <li>• <i>Prohibition explicit to sexual orientation or same-sex sexual harassment</i> means that the prohibition against sexual harassment specifically includes sexual harassment on the basis of sexual orientation or, alternatively, specifically prohibits sexual harassment against someone of the same sex.</li> </ul> |
| <p>Is there a prohibition of workplace sexual harassment based on gender identity?</p> <p>(sh_prohibit_gender_id)</p> | <p>1: No prohibition of sexual harassment at work<br/> 2: No prohibition explicit to gender identity and sexual harassment prohibition covers women only</p>   | <ul style="list-style-type: none"> <li>• The term “gender identity” includes terms such as “transgender identity”, “transgender person”, “gender reassignment”, “gender rationale”, or “transsexual”.</li> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit</li> </ul>  |

| Variable Name   | Variable Description   | Variable Values  |
|---|--|--|
|   | 3: Prohibition is not gender specific, but no prohibition explicit to gender identity<br>5: Prohibition explicit to gender identity  | sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee <ul style="list-style-type: none"> <li>• <i>No prohibition explicit to gender identity and sexual harassment prohibition covers women only</i> means that there is no protection against sexual harassment specific to gender identity and, at the same time, sexual harassment is prohibited against women only.</li> <li>• <i>Prohibition extends to both genders, but no prohibition explicit to gender identity</i> means that there is no protection against sexual harassment specific to gender identity but, at the same time, sexual harassment is prohibited against both genders.</li> </ul>  |
| Is there a prohibition of workplace sexual harassment based on gender expression?<br><br>(sh_prohibit_genexp) | 1: No prohibition of sexual harassment at work<br>2: No prohibition explicit to gender expression and sexual harassment prohibition covers women only<br>3: Prohibition is not gender specific, but no prohibition explicit to gender expression<br>5: Prohibition explicit to gender expression | <ul style="list-style-type: none"> <li>• The term “gender expression” includes terms such as “gender-related appearance or mannerisms”.</li> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee</li> <li>• <i>No prohibition explicit to gender identity and sexual harassment prohibition covers women only</i> means that there is no protection against sexual harassment specific to gender identity and, at the same time, sexual harassment is prohibited against women only.</li> <li>• <i>Prohibition is not gender specific,, but no prohibition explicit to gender identity</i> means that there is no protection against expression harassment specific to gender identity but, at the same time, sexual harassment is prohibited generally, without limiting protection to women..</li> </ul> |

| Variable Name  | Variable Description  | Variable Values  |
|--|---|--|
| <p>Is there a prohibition of workplace sexual harassment based on sex characteristics?</p> <p>(sh_prohibit_sexhar)</p> | <p>1: No prohibition of sexual harassment at work<br/>           2: No prohibition explicit to sex characteristics and sexual harassment prohibition covers women only<br/>           3: Prohibition is not gender specific, but no prohibition explicit to sex characteristics<br/>           5: Prohibition explicit to sex characteristics</p> | <ul style="list-style-type: none"> <li>• The term “sex characteristics” includes terms such as “sex characteristics”, “sexual characteristics”, “intersex characteristics”, “intersex status”, or “person with intersex variations”.</li> <li>• <i>No prohibition of sexual harassment at work</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee</li> <li>• <i>No prohibition explicit to sex characteristics and sexual harassment prohibition covers women only</i> means that there is no protection against sexual harassment specific to gender identity and, at the same time, sexual harassment is prohibited against women only.</li> <li>• <i>Prohibition is not gender specific,, but no prohibition explicit to sex characteristics</i> means that there is no protection against sexual harassment specific to gender identity but, at the same time, sexual harassment is prohibited generally, without limiting protection to women.</li> </ul> |
| <p>Are employers required to take steps to prevent workplace sexual harassment?</p> <p>(sh_empl_resp)</p>              | <p>1: No prohibition of workplace sexual harassment<br/>           2: No explicit requirements<br/>           4: General requirement, but no specific measures<br/>           5: Employers required to take one or more measures</p>  | <ul style="list-style-type: none"> <li>• <i>No prohibition of workplace sexual harassment</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee</li> <li>• <i>No explicit requirements</i> means that legislation does not explicitly prohibit sexual harassment at the workplace,</li> </ul>   |

| Variable Name  | Variable Description  | Variable Values  |
|--|---|--|
|  |   | <p>but it does not, at the same time, pair this prohibition with an explicit requirement that employers actively prevent it.</p> <ul style="list-style-type: none"> <li>• <i>General requirement, but no specific measures</i> means that employers are generally required to prevent sexual harassment in the workplace, 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 sexual harassment in the workplace, such as, for example, providing training to employees, developing a code of conduct, or raising awareness of existing legislation.</li> </ul>  |
| <p>Can employers be held legally responsible for sexual harassment at work?<br/>(sh_legresp)</p> | <p>1: No explicit prohibition of sexual harassment at work<br/>2: No explicit legal responsibility<br/>5: Employers can be held legally responsible</p> | <ul style="list-style-type: none"> <li>• <i>Sexual harassment is not explicitly prohibited</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>No explicit legal responsibility</i> means that legislation does explicitly prohibit sexual harassment at the workplace, but legislation does not pair this prohibition with an explicit provision that employers can be held legally responsible.</li> <li>• <i>Employers can be held legally responsible</i> means that legislation prohibits sexual harassment at the workplace and explicitly allows employers to be held vicariously liable or to be found negligent if sexual harassment occurs and the employer failed to prevent and/or respond to reports of sexual harassment.</li> </ul> |

| Variable Name  | Variable Description  | Variable Values   |
|--|---|---|
| <p>What types of retaliation are prohibited for reporting sexual harassment at work?</p> <p>(sh_rettype)</p>             | <p>1: No prohibition of workplace sexual harassment<br/> 2: No prohibition of retaliation<br/> 3: Only dismissal<br/> 4: Harassment or disciplinary action<br/> 5: Any adverse action</p>   | <ul style="list-style-type: none"> <li>• <i>No prohibition of workplace sexual harassment</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>No prohibition of retaliation</i> means that legislation does explicitly prohibit sexual harassment at the workplace, but it does not, at the same time, pair this prohibition with an explicit prohibition of retaliatory action for reporting workplace discrimination.</li> <li>• <i>Only dismissal</i> means that legislation prohibits sexual harassment, but only guarantees that workers cannot be dismissed for reporting sexual harassment.</li> <li>• <i>Harassment or disciplinary action</i> means that legislation prohibits sexual harassment and prohibits harassment or disciplinary action for reporting sexual harassment, but not both, as well as retaliatory dismissal.</li> <li>• <i>Any adverse action</i> means that legislation prohibits sexual harassment and guarantees that workers are protected from all forms of adverse action for reporting sexual harassment.</li> </ul> |
| <p>Is retaliation prohibited for participating in workplace investigations of sexual harassment?</p> <p>(sh_retpart)</p> | <p>1: No prohibition of workplace sexual harassment<br/> 2: No prohibition of retaliation<br/> 3: Only individuals who report<br/> 5: Explicit coverage for workers participating in investigation<br/> 9: Coverage not specified</p> | <ul style="list-style-type: none"> <li>• <i>No prohibition of workplace sexual harassment</i> indicates that legislation does not specifically prohibit sexual harassment at the workplace, nor does it prohibit sexual harassment perpetrated by a person in a position of authority. This does not mean that legislation denies this guarantee.</li> <li>• <i>No prohibition of retaliation</i> means that legislation does explicitly prohibit sexual harassment at the workplace,</li> </ul>  |

| Variable Name | Variable Description | Variable Values   |
|---------------|----------------------|---|
|               |                      | <p>but it does not at the same time pair this prohibition with an explicit prohibition of retaliatory action or dismissal for reporting sexual harassment.</p> <ul style="list-style-type: none"> <li>• <i>Only for individuals who report</i> means that sexual harassment is legally prohibited and retaliation is prohibited against individuals who report sexual harassment at work and/or file a sexual harassment 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 sexual harassment 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 sexual harassment and prohibits retaliation, but does not clearly specify who is covered by prohibitions of retaliation.</li> </ul> |