



**WORLD Policy  
Analysis Center**

# **Gender Equality in the Economy**

## **Public Use Data Dictionary**



# GENDER EQUALITY IN THE ECONOMY 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.

## The Gender Equality in the Economy Database

The Gender Equality in the Economy Database represents the most comprehensive analysis to date of laws and policies related to gender equality in all 193 U.N. member states. Released with the book [Equality within our Lifetimes: How Laws and Policies Can Close—Or Widen—Gender Gaps in Economies Worldwide](#), this database pulls together findings from five WORLD Policy Analysis Center databases. Database-specific methodologies are detailed below.

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### Workplace Gender Discrimination & Sexual Harassment Database

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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 Gender Discrimination & Sexual Harassment Database includes legal guarantees in effect through January 2021. For select variables, data is also available for laws as of August 2016 to assess change over time.

The Workplace Gender Discrimination and Sexual Harassment dataset is an expanded module of the Workplace Discrimination Database— which represents the world's most comprehensive assessment of national legislative guarantees to non-discrimination at work and prohibitions of workplace harassment. In addition to core indicators on prohibitions of workplace discrimination and sexual harassment, the Workplace Gender Discrimination and Sexual Harassment dataset includes additional data on multiple discrimination and independent monitoring bodies.

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).

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

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### Infant Caregiving in the Adult Labor Database

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This Infant Caregiving dataset is a subset of the WORLD Policy Analysis Center's Adult Labor Database. This dataset was created through a systematic review of original labor and social security legislation in place as of January 2022. Additional longitudinal data is available to assess progress over time since 1995. The full-text copies of national laws used for coding, in addition to the corresponding information on their history of amendment and repeal, were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well

as through other trustworthy sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor and social security legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites where possible.

The Social Security Programs throughout the World (SSPTW) database, based on data from the International Social Security Association, was used to complement legislative information about paid leave policies outlined in legislation. SSPTW reports were reviewed for every country in our database for which they were available.

Additional sources used to clarify information or fill in missing details was drawn from the following:

- International Review of Leave Policies and Related Research (leavenetwork.org)
- Benefit summaries and information available from the Mutual Information System on Social Protection and the Mutual Information System on Social Protection of the Council of Europe; and
- The ILO's Care at Work: Investing in care leave and serves for a more gender equal world of work, 2022

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#### Family Health Needs Leave Database

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The WORLD Policy Analysis Center created the Paid Leave for Family Health Needs Database through a systematic review of labor legislation, complemented by information from secondary sources. This data reflects laws in place as of January 2022. The primary sources of information were national labor and social security laws. The full-text copies of these national laws, in addition to the corresponding information on their history of amendment and repeal, were located mainly through the International Labour Organization (ILO)'s NATLEX database, as well as through other trustworthy sources such as the ILO's Working Conditions Laws Database, TRAVAIL. When full-text labor and social security legislation was not available through NATLEX or TRAVAIL, researchers located this legislation through official country websites, as well as other sources, such as the World Bank's Women, Business and the Law, Lexadin, and the World Legal Information Institute. In some cases, hard copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the UCLA Law Library, the Harvard Law Library, and the McGill University library.

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Additional sources used to clarify information or fill in missing details was drawn from the following:

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- Benefit summaries and information available from the Mutual Information System on Social Protection and the Mutual Information System on Social Protection of the Council of Europe; and
- The ILO's Care at Work: Investing in care leave and serves for a more gender equal world of work, 2022

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## Education Database

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The WORLD Education database was created through a systematic review of national constitution, law and policy guarantees extended to public education. To construct the database WORLD analysts reviewed:

- Original, legislative texts (education acts, child protection legislation, disability rights acts, and anti-discrimination legislation) identified primarily using the UNESCO Observatory on the Right to Education and the International Labour Organization's (ILO) NATLEX database, current as of September 2019.
- Non-legislative policy and government commitments, identified via the UNESCO Observatory on the Right to Education, UNESCO's Planipolis Portal of Education Plans and Policies, country questionnaires fielded and published by UNESCO Institute for Statistics, the European Commission's review of National Education Systems, and government education websites in place as of September 2019.
- Full constitutional texts and all amendments as of May 2017 from official government websites, supplemented with Constitution Finder (University of Richmond), and other sources. For countries that did not have a written codified constitution, analysts reviewed all laws considered to have constitutional status.

All variables are captured by school level. When countries do not split their education systems according to primary, lower secondary and upper secondary, we assigned these categories based on the available information on levels of schooling to increase comparability across countries. Stages of schooling were established as follows:

- When countries have 8 or more years of primary school and split it into stages, the upper level of primary is treated as lower secondary for comparability.
- For the minority of countries that do not split secondary into levels, we apply the general secondary policies to both levels of secondary education (lower and upper secondary)

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## The Child Marriage Database

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The Child Marriage database was created through a systematic review of legislation available as of January 2019. The legislation was located primarily through official country websites, the Lexadin World Law Guide, the Foreign Law Guide, the International Labour Organization (ILO)'s NATLEX database, the Pacific Islands Legal Information Institute, the Asian Legal Information Institute, and JaFBase. In some cases, hard copies and electronic copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the University of California Los Angeles (UCLA) Law Library, the Harvard Law School Library, and the Northwestern University Library. The database captures national-level legislation. In countries where minimum age of marriage laws are set at the state or provincial level we coded based on the lowest minimum age provisions. Given that the scope of the project includes 197 countries

Beijing Platform Signatories, and that the role and strength of case law varies substantially across countries, we were unable to include an analysis of case law relevant to legal provisions for the minimum age of marriage. Including case law in future analyses will be helpful to better understand the minimum age of marriage permitted by law.

When legislation was not available from these sources, analysts reviewed the most recent reports submitted by countries to the monitoring committees of the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as the reports detailing the committees' concluding observations.

## 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: 2020)

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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.

## Workplace Gender Discrimination & Sexual Harassment

### Workplace Gender Discrimination

Variable Name	Variable Description	Variable Values
Do countries comprehensively prohibit gender discrimination at work?  (sum_gender)	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	<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>Aspects 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>
Is there at least some explicit legislative prohibition of workplace discrimination based on gender?  (anyprotect_gender)	1: No 5: Yes	<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><i>Data is also available as of 2016:</i>  anyprotect_gender_2016</p>		<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><i>Data is also available as of 2016: hir_gender_2016</i></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.
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of gender?</p> <p>(promdemo_gender)</p> <p><i>Data is also available as of 2016:</i>  promdemo_gender_2016</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 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 promotions nor 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 promotions or demotions, or b)</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>extends a broad prohibition of gender -based workplace discrimination alongside a general prohibition of discrimination in promotions or demotions to all workers.</p>
<p>Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of gender?</p> <p>(train_gender)</p> <p><i>Data is also available as of 2016: train_gender_2016</i></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 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, 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</li> </ul>

Variable Name	Variable Description	Variable Values
		workplace discrimination alongside a general prohibition of discrimination in employer-provided training to all workers.
<p>Does legislation explicitly guarantee equal pay on the basis of gender?</p> <p>(pay_gender)</p> <p><i>Data is also available as of 2016: pay_gender_2016</i></p>	<p>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</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 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> </ul>
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of gender?</p> <p>(term_gender)</p> <p><i>Data is also available as of 2016: term_gender_2016</i></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> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <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>
<p>Does legislation explicitly prohibit indirect discrimination on the basis of gender?</p> <p>(indir_gender)</p> <p><i>Data is also available as of 2016: indir_gender_2016</i></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</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>worker may be indirectly discriminated against. This general prohibition is not specifically extended on the basis of gender.</p> <ul style="list-style-type: none"> <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>
<p>Is positive action considered gender discrimination? (pos_gender)</p>	<p>1: No prohibition of gender discrimination 3: Gender discrimination prohibited, positive action not addressed 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</li> </ul>

Variable Name	Variable Description	Variable Values
		explicitly outlines requirements that employers take affirmative action on the basis of gender.

### 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><i>Data is also available as of 2016:</i> <i>anyprotect_marital_2016</i></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>No 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>Yes 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>No means that country legislation does not explicitly prohibit workplace discrimination on the basis of pregnancy broadly, nor specifically against</li> </ul>

Variable Name	Variable Description	Variable Values
<p><i>Data is also available as of 2016: anyprotect_preg_2016</i></p>		<p>discrimination in hiring, promotions and/or demotions, training, pay, nor terminations.</p> <ul style="list-style-type: none"> <li>• Yes 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 of workplace discrimination based on maternal status?</p> <p>(anyprotect_matfam)</p> <p><i>Data is also available as of 2016: anyprotect_matfam_2016</i></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 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.</li> <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><i>Data is also available as of 2016: anyprotect_patfam_2016</i></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</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>• 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>

### 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><i>Data is also available as of 2016: race_gender_2016</i></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> <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</li> </ul>

Variable Name	Variable Description	Variable Values
		discrimination against women who are marginalized based on race/ethnicity.
<p>Is there at least some prohibition of discrimination at work based on social class and gender?</p> <p>(class_gender)</p> <p><i>Data is also available as of 2016: class_gender_2016</i></p>	<p>1: No explicit prohibition</p> <p>3: Prohibition based on social class or gender</p> <p>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, promotions and/or demotions, training, nor terminations.</li> <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>
Is there at least some prohibition of discrimination	<p>1: No explicit prohibition</p> <p>3: Prohibition based on religion or gender</p>	<ul style="list-style-type: none"> <li>The term “religion” includes references to ‘creed’, ‘religious belief’, ‘religious opinion’, ‘religious</li> </ul>

Variable Name	Variable Description	Variable Values
<p>at work based on religion and gender?</p> <p>(relig_gender)</p> <p><i>Data is also available as of 2016: relig_gender_2016</i></p>	<p>5: Prohibition based on religion and gender</p>	<p>adherence', 'religious community' or 'confession'. For the purposes of this variable, the term "religion" captures all of these definitions.</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 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> <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><i>Data is also available as of 2016: mig_gender_2016</i></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</li> </ul>



Variable Name	Variable Description	Variable Values
		<p>the basis of migration status nor gender broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, training, nor terminations.</p> <ul style="list-style-type: none"> <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>
<p>Is there at least some prohibition of discrimination at work based on foreign national origin and gender?</p> <p>(fno_gender)</p> <p><i>Data is also available as of 2016: fno_gender_2016</i></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</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>on the basis of either foreign national origin or gender (but not both characteristics).</p> <ul style="list-style-type: none"> <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><i>Data is also available as of 2016: dis_gender_2016</i></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> <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>

Variable Name	Variable Description	Variable Values
<p>Is there at least some prohibition of discrimination at work based on age and gender?</p> <p>(age_gender)</p> <p><i>Data is also available as of 2016: age_gender_2016</i></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> <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>
<p>Is there at least some prohibition of discrimination at work based on sexual orientation?</p> <p>(anyprotect_sexor)</p>	<p>1: No explicit prohibition 3: Prohibition based on gender 5: Prohibition based on sexual orientation</p>	<ul style="list-style-type: none"> <li>• The term “sexual orientation” includes references to ‘sexual preference’ and ‘homosexuality’. For the purposes of this variable, the term “sexual orientation” captures all of these definitions.</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</li> </ul>

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

Variable Name	Variable Description	Variable Values
		<p>cover sexual orientation through case law or regulations.</p> <ul style="list-style-type: none"> <li>• <i>Prohibition based on gender identity</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of sexual orientation.</li> </ul>
<p>Is there at least some prohibition of discrimination at work based on both sexual orientation and gender identity?</p> <p>(sexor_genid)</p>	<p>1: No explicit prohibition  3: Prohibition based on gender  4: Prohibition based on sexual orientation or gender identity only  5: Prohibition based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> <li>• The term “sexual orientation” includes references to ‘sexual preference’ and ‘homosexuality’. For the purposes of this variable, the term “sexual orientation” captures all of these definitions.</li> <li>• The term “gender identity” includes references to ‘gender expression’, ‘gender reassignment’, ‘transgenderism’, or ‘Hijra/Kothi’. For the purposes of this variable, the term “gender identity” captures all of these definitions.</li> <li>• <i>Prohibition based on gender</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of gender, but does not address gender identity. In some countries, these provisions have been interpreted to cover sexual orientation through case law or regulations.</li> <li>• <i>Prohibition based on sexual orientation or gender identity</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of either sexual orientation or gender identity, but not both.</li> <li>• <i>Prohibition based on sexual orientation and gender identity</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of both sexual orientation and gender identity.</li> </ul>

## Sexual Harassment

Variable Name	Variable Description	Variable Values
<p>Is sexual harassment explicitly prohibited in the workplace?</p> <p>(sh_covered)</p> <p><i>Data is also available as of 2016: sh_covered_2016</i></p>	<p>1: No prohibition  2: Not prohibited, but at least some protection  3: Only harassment of women  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?</p> <p>(sh_ssb)</p> <p><i>Data is also available as of 2016: sh_ssb_2016</i></p>	<p>1: No prohibition  2: No prohibition, but at least some protection  3: Only sexual behavior-based harassment prohibited  4: Only sex-based harassment prohibited  5: Both sexual behavior-based and 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 discriminatory harassment on the basis of sex. This does not mean that legislation denies this guarantee.</li> <li>• <i>No prohibition, but at least some protection</i> means that legislation does not explicitly prohibit sexual</li> </ul>

Variable Name	Variable Description	Variable Values
		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.
What sexual behaviors are legally defined as sexual harassment at work? (sh_def)	1: No prohibition 2: Only narrowly defined 3: Quid pro quo or unwanted sexual advances only 5: Quid pro quo and conduct that creates a hostile work environment 9: Sexual harassment is not defined	<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 or description of specific prohibited sexual behaviors does not accompany the prohibition.</li> </ul>
Is sexual harassment by coworkers legally prohibited?	1: No prohibition of sexual harassment at work 2: Not prohibited by coworkers	<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</li> </ul>

Variable Name	Variable Description	Variable Values
(sh_commit_cowork)	5: Explicitly prohibited by coworkers or anyone in the workplace 9: Position not specified	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>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>
Is sexual harassment by customers legally prohibited? (sh_commit_cust)	1: No prohibition of sexual harassment at work 2: Not prohibited by customers 5: Explicitly prohibited by customers or anyone in the workplace 9: Position not specified	<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 employers/supervisors (and their representatives), by persons in positions of authority, and/or by co-workers, but not by customers.</li> <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> </ul>



Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <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?</p> <p>(sh_commit_contr)</p>	<p>1: No prohibition of sexual harassment at work  2: Not prohibited by contractors or third parties  5: Explicitly prohibited by contractors, third parties, or anyone in the workplace  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>
<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  3: Only workplace sexual harassment explicitly covered  5: Explicitly covers harassment outside the workplace  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</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>prohibition to the workplace, but not to other work-related environments.</p> <ul style="list-style-type: none"> <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  3: Covers employees or other specific groups only  5: Yes, explicitly covered  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 employees or employers, or broadly covers individuals in the workplace without further specifics.</li> <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,</p>	<p>1: No prohibition</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition</i> indicates that legislation does not specifically prohibit sexual harassment at the</li> </ul>

Variable Name	Variable Description	Variable Values
<p>apprentices, or employees in training?</p> <p>(sh_int)</p>	<p>3: Covers employees or other specific groups only</p> <p>5: Yes, explicitly covered</p> <p>9: Coverage not specified</p>	<p>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.</p> <ul style="list-style-type: none"> <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>
<p>Is there a prohibition of workplace sexual harassment based on sexual orientation?</p> <p>(sh_prohibit_orient)</p> <p><i>Data is also available as of 2016:</i> <i>sh_prohibit_orient_2016</i></p>	<p>1: No prohibition of sexual harassment at work</p> <p>2: No prohibition explicit to sexual orientation AND sexual harassment prohibition covers women only</p> <p>3: Prohibition extends to both genders, but no prohibition explicit to sexual orientation</p> <p>5: Prohibition explicit to sexual orientation or same-sex sexual harassment</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>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 extends to both genders, 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 against both genders.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <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><i>Data is also available as of 2016:</i>  sh_prohibit_gender_id_2016</p>	<p>1: No prohibition of sexual harassment at work  2: No prohibition explicit to gender identity AND sexual harassment prohibition covers women only  3: Prohibition extends to both genders, but no prohibition explicit to gender identity  5: Prohibition explicit to gender identity</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>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>

## Employer Responsibility to Prevent Discrimination and Sexual Harassment

Variable Name	Variable Description	Variable Values
<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</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>	<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 explicitly prohibit sexual harassment at the workplace, 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 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>Are employers required to take steps to prevent workplace discrimination on the basis of gender?</p> <p>(gender_empl_resp)</p>	<p>1: No prohibition of workplace discrimination based on gender</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>	<ul style="list-style-type: none"> <li>• <i>No prohibition of workplace discrimination based on gender</i> indicates that legislation does not specifically 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>No explicit requirements</i> means that legislation does explicitly prohibit at least one of these forms of gender-</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>based workplace discrimination, 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 gender-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 gender-based workplace discrimination, 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?</p> <p>(sh_legresp)</p>	<p>1: No explicit prohibition of sexual harassment at work  2: No explicit legal responsibility  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>

## Preventing Retaliation

Variable Name	Variable Description	Variable Values
<p>Do countries prohibit retaliation for reporting sexual harassment and gender discrimination at work?</p> <p>(shdisc_rettype)</p>	<p>1: No prohibitions of sexual harassment and gender discrimination or no prohibition of retaliation</p> <p>2: Limited prohibition of retaliation</p> <p>3: Any adverse action prohibited for reporting gender discrimination or sexual harassment, but not both</p> <p>5: Yes, any adverse action prohibited for reporting gender discrimination and sexual harassment</p>	<ul style="list-style-type: none"> <li><i>No prohibitions of sexual harassment and gender discrimination or no prohibition of retaliation</i> indicates that legislation does not specifically prohibit retaliatory action for reporting workplace sexual harassment or gender discrimination, or it fails to prohibit sexual harassment at the workplace, sexual harassment perpetrated by a person in a position of authority, or workplace gender discrimination broadly and specifically against discrimination in hiring, promotions and/or demotions, training, pay nor termination. This does not mean that legislation denies this guarantee.</li> <li><i>Limited prohibition of retaliation</i> means that there is some prohibition of workplace gender discrimination and/or sexual harassment, but legislation only guarantees that workers cannot be dismissed, disciplined, or harassed for reporting discrimination. The protection from retaliation does not cover all forms of adverse action.</li> </ul>
<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</p> <p>2: No prohibition of retaliation</p> <p>3: Only dismissal</p> <p>4: Harassment or disciplinary action</p> <p>5: Any adverse action</p>	<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> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <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>What types of retaliation are prohibited for reporting workplace discrimination on the basis of gender?</p> <p>(gender_rettype)</p>	<p>1: No prohibition of workplace discrimination based on gender  2: No prohibition of retaliation  3: Only dismissal  4: Harassment or disciplinary action  5: Any adverse action</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition of workplace discrimination based on gender</i> indicates that legislation does not specifically 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>No prohibition of retaliation</i> means that country legislation does explicitly prohibit at least one of these forms of gender-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 gender-based workplace discrimination, but legislation only guarantees that workers cannot be dismissed for reporting gender-based discrimination.</li> <li>• <i>Harassment or disciplinary action</i> means that legislation prohibits gender-based workplace discrimination and harassment or disciplinary action for reporting it, but not both, as well as retaliatory dismissal.</li> </ul>



Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>Any <i>adverse action</i> means that legislation prohibits gender-based workplace discrimination and guarantees that workers are protected from all forms of adverse action for reporting it.</li> </ul>
<p>Is retaliation prohibited for participating in workplace investigations of discrimination on the basis of gender?</p> <p>(gender_retpart)</p>	<p>1: No prohibition of workplace discrimination based on gender  2: No prohibition of retaliation  3: Only individuals who report  5: Explicit coverage for workers participating in investigation  9: Coverage not specified</p>	<ul style="list-style-type: none"> <li>No <i>prohibition of workplace discrimination based on gender</i> indicates that legislation does not specifically 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>No <i>prohibition of retaliation</i> means that country legislation does explicitly prohibit at least one of these forms of gender-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 gender-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 gender-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 gender-based workplace discrimination and prohibits retaliation, but does not</li> </ul>

Variable Name	Variable Description	Variable Values
		clearly specify who is covered by prohibitions of retaliation.
<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  2: No prohibition of retaliation  3: Only individuals who report  5: Explicit coverage for workers participating in investigation  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, but it does not at the same time pair this prohibition with an explicit prohibition of retaliatory action or dismissal for reporting sexual harassment.</li> <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>

## Independent Monitoring Bodies

Variable Name	Variable Description	Variable Values
Can employees seek justice through an independent body for gender discrimination? (gender_complain)	1: No independent complaint mechanisms 2: Only for one area 3: Only for two areas 5: Yes, for all three areas	<ul style="list-style-type: none"> <li>The three areas of gender discrimination examined were (1) gender discrimination, (2) sexual harassment, and (3) inability to take, or retaliation for taking, paid parental leave because of caregiving-related gender discrimination.</li> <li>Independent complaint mechanisms are options for individuals to pursue remedies through alternative dispute resolution at low or no cost through public institutions such as labor commissions, equality bodies, and human rights commissions. These mechanisms can provide remedies to common individual workplace discrimination claims at lower cost and in a shorter period than going to court.</li> </ul>
Is there an independent body responsible for initiating workplace gender equality investigations? (initiate)	1: No independent body for workplace gender equality 2: Independent body, but not explicitly responsible for initiating workplace equality investigations 5: Independent body responsible for initiating workplace equality investigations	<ul style="list-style-type: none"> <li>Workplace gender equality investigations are performed by an independent body that is responsible for routine or targeted inspections of whether businesses are complying with gender equality laws. This variable captures whether the body is tasked with initiating investigations, rather than only investigating when there is a specific complaint(s) against a business.</li> <li>Independent body for workplace gender equality refers to public institutions, such as labor commissions, equality bodies, and human rights commissions, that are tasked with at least some aspect of workplace gender equality. These may be preventive measures, monitoring and enforcement measures, or measures to ensure access to justice for individuals.</li> </ul>
Is there an independent body responsible for	1: No independent body for workplace gender equality	<ul style="list-style-type: none"> <li>Independent body for workplace gender equality refers to public institutions, such as labor commissions,</li> </ul>

Variable Name	Variable Description	Variable Values
<p>education, awareness, and advocacy to prevent workplace gender discrimination?</p> <p>(disc_edu)</p>	<p>2: Independent body, but not explicitly responsible for education, awareness, or advocacy</p> <p>3: Independent body responsible for general labor or human rights education</p> <p>4: Independent body responsible for narrow aspects of education or advocacy</p> <p>5: Independent body responsible for education, awareness, and advocacy to prevent workplace gender discrimination</p>	<p>equality bodies, and human rights commissions, that are tasked with at least some aspect of workplace gender equality. These may be preventive measures, monitoring and enforcement measures, or measures to ensure access to justice for individuals.</p> <ul style="list-style-type: none"> <li>• <i>Independent body responsible for general labor or human rights education</i> means that, while there is an independent body for workplace gender equality, it is broadly responsible for education, awareness, and advocacy without a specific mention of concrete measures to reduce employment gender disparities. For example, a labor commission may be broadly responsible for promoting awareness of labor rights, and gender equality is amongst the many rights promoted.</li> <li>• <i>Independent body responsible for narrow aspects of education or advocacy</i> means that while there is an independent body for workplace gender equality, it is only responsible for some aspects of education or advocacy. For example, the body may be responsible for education to end gender-based violence, but there are no specific responsibilities to address other forms of workplace gender discrimination.</li> <li>• <i>Independent body responsible for education, awareness, and advocacy to prevent workplace gender discrimination</i> includes broad measures an independent body undertakes to raise public awareness about workplace gender equality and reduce employment disparities. It also includes the preparation of guidelines and best practices specifically for employers, or providing guidance or legal advice to individual workers.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Is there an independent body responsible for reviewing proposed legislation to prevent workplace gender discrimination?</p> <p>(disc_leg)</p>	<p>1: No independent body for workplace gender equality  2: Independent body, but not explicitly responsible for reviewing proposed legislation  3: Independent body responsible for general labor or human rights and reviewing proposed legislation  4: Independent body responsible for narrow aspects of reviewing proposed legislation  5: Independent body responsible for reviewing proposed legislation to prevent workplace gender discrimination</p>	<ul style="list-style-type: none"> <li>Independent body for workplace gender equality refers to public institutions, such as labor commissions, equality bodies, and human rights commissions, that are tasked with at least some aspect of workplace gender equality. These may be preventive measures, monitoring and enforcement measures, or measures to ensure access to justice for individuals.</li> <li><i>Independent body responsible for general labor or human rights and reviewing proposed legislation</i> means that, while there is an independent body for workplace gender equality, it is broadly responsible for reviewing proposed legislation without a specific mention of doing so to address gender employment disparities. For example, a labor commission may be broadly responsible for reviewing proposed labor legislation, and gender equality is one of many aspects covered by existing labor law.</li> <li><i>Independent body responsible for narrow aspects of reviewing proposed legislation</i> means that while there is an independent body for workplace gender equality, it is only responsible for some aspects of legislation relevant to gender equality at work. For example, the body may be responsible for reviewing proposed legislation to end gender-based violence, but there are no specific responsibilities to review proposed legislation that target other forms of workplace gender discrimination.</li> <li><i>Independent body responsible for reviewing proposed legislation to prevent workplace gender discrimination</i> means the independent body is specifically responsible for reviewing proposed enactments or giving feedback on draft laws relevant to preventing gender discrimination at work.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Is there an independent body responsible for proposing legislation or policies to prevent workplace gender discrimination?</p> <p>(disc_propose)</p>	<p>1: No independent body for workplace gender equality  2: Independent body, but not explicitly responsible for proposals to fill legal gaps  3: Independent body responsible for proposals to fill legal gaps in general labor or human rights  4: Independent body responsible for narrow aspects of proposals to fill legal gaps  5: Independent body responsible for proposals to fill legal gaps and prevent workplace gender discrimination</p>	<ul style="list-style-type: none"> <li>Independent body for workplace gender equality refers to public institutions, such as labor commissions, equality bodies, and human rights commissions, that are tasked with at least some aspect of workplace gender equality. These may be preventive measures, monitoring and enforcement measures, or measures to ensure access to justice for individuals.</li> <li><i>Independent body responsible for proposals to fill legal gaps in general labor or human rights</i> means that while there is an independent body for workplace gender equality, it is broadly responsible for proposals to fill legal gaps without a specific mention of doing so to address gender employment disparities. For example, a labor commission may be broadly responsible for noting abuses not covered by existing labor laws, and gender equality may be one of many aspects that the commission reports on.</li> <li><i>Independent body responsible for narrow aspects of proposals to fill legal gaps</i> means that while there is an independent body for workplace gender equality, it is only responsible for some aspects of proposals to fill legal gaps relevant to gender equality at work. For example, the body may be responsible for identifying legal gaps in ending gender-based violence, but there are no specific responsibilities to review proposed legislation that target other forms of workplace gender discrimination.</li> <li><i>Independent body responsible for proposals to fill legal gaps and prevent workplace gender discrimination</i> means the independent body is specifically responsible for making recommendations to the government on where legal gaps undermine gender equality at work.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>What remedies are available through an independent body for individuals who experience workplace gender discrimination?</p> <p>(disc_rem)</p>	<p>1: No prohibition of workplace gender discrimination  2: No independent complaint mechanism for individuals  3: No explicit remedies  4: Re-employment only  5: Some form of monetary compensation</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition of workplace gender discrimination</i> indicates that legislation does not specifically prohibit workplace gender discrimination broadly, nor specifically in hiring, promotions and/or demotions, training, pay, nor terminations. This does not mean that legislation denies this guarantee.</li> <li>• <i>No independent complaint mechanism for individuals</i> means that while legislation prohibits at least some form of workplace gender discrimination, there are no options for individuals to pursue remedies through alternative dispute resolution at low or no cost through public institutions such as labor commissions, equality bodies, and human rights commissions if they have experienced gender discrimination at work. These mechanisms can provide remedies to common individual workplace discrimination claims at lower cost and in a shorter period than going to court.</li> <li>• <i>No explicit remedies</i> means that, while at least some aspect of workplace gender discrimination is prohibited and there are options for individuals to pursue remedies through alternative dispute resolution at public institutions, legislation does not outline any specific measures for the individual to regain employment or receive compensation. This does not mean that legislation denies these remedies.</li> <li>• <i>Re-employment only</i> means that individuals who experience gender discrimination at work and pursue remedies through alternative dispute resolution at public institutions can be re-instated to their prior position or re-engaged with the company in another role, but there are no specific provisions to provide</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>monetary compensation. This does not mean that legislation denies this compensation.</p> <ul style="list-style-type: none"> <li>• <i>Some form of compensation</i> means individuals who pursue remedies through alternative dispute resolution for workplace gender discrimination, can receive compensation. Forms of compensation can include back pay for wages lost due to gender discrimination, front pay if individuals decline reinstatement, distress damages, or punitive damages.</li> </ul>
<p>What remedies are available through an independent body for individuals who experience workplace sexual harassment?</p> <p>(sh_rem)</p>	<p>1: No prohibition of workplace sexual harassment  2: No independent complaint mechanism for individuals  3: No explicit remedies  4: Re-employment only  5: Some form of monetary compensation</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 independent complaint mechanism for individuals</i> means that while legislation prohibits workplace sexual harassment, there are no options for individuals to pursue remedies through alternative dispute resolution at low or no cost through public institutions such as labor commissions, equality bodies, and human rights commissions if they have experienced gender discrimination at work. These mechanisms can provide remedies to common individual workplace discrimination claims at lower cost and in a shorter period than going to court.</li> <li>• <i>No explicit remedies</i> means that while workplace sexual harassment is prohibited and there are options for individuals to pursue remedies through alternative dispute resolution at public institutions, legislation does not outline any specific measures for the individual to</li> </ul>



Variable Name	Variable Description	Variable Values
		<p>regain employment or receive compensation. This does not mean that legislation denies these remedies.</p> <ul style="list-style-type: none"> <li>• <i>Re-employment only</i> means that individuals who experience sexual harassment at work and pursue remedies through alternative dispute resolution at public institutions can be re-instated to their prior position or re-engaged with the company in another role, but there are no specific provisions to provide monetary compensation. This does not mean that legislation denies this compensation.</li> <li>• <i>Some form of compensation</i> means individuals who pursue remedies through alternative dispute resolution for workplace sexual harassment, can receive compensation. Forms of compensation can include back pay for wages lost due to sexual harassment, front pay if individuals decline reinstatement, distress damages, or punitive damages.</li> </ul>
<p>Can an independent body impose penalties in workplace gender discrimination settlements? (disc_pen)</p>	<p>1: No prohibition of workplace gender discrimination 2: No independent complaint mechanism for individuals 3: No explicit penalties 5: Explicit penalties</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition of workplace gender discrimination</i> indicates that legislation does not specifically prohibit workplace gender discrimination broadly, nor specifically in hiring, promotions and/or demotions, training, pay, nor terminations. This does not mean that legislation denies this guarantee.</li> <li>• <i>No independent complaint mechanism for individuals</i> means that while legislation prohibits at least some form of workplace gender discrimination, there are no options for individuals to pursue remedies through alternative dispute resolution at low or no cost through public institutions such as labor commissions, equality bodies, and human rights commissions if they have experienced gender discrimination at work. These mechanisms can provide remedies to common</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>individual workplace discrimination claims at lower cost and in a shorter period than going to court.</p> <ul style="list-style-type: none"> <li>• <i>No explicit penalties</i> means that, while at least some aspect of workplace gender discrimination is prohibited and there are options for individuals to pursue remedies through alternative dispute resolution at public institutions, legislation does not outline any specific penalties for perpetrators of workplace gender discrimination or company leadership. This does not mean that legislation denies the imposition of these penalties.</li> <li>• <i>Explicit penalties</i> means individuals may pursue remedies through alternative dispute resolution for workplace gender discrimination, and legislation outlines penalties when an independent body finds it has occurred. Penalties may include fines, mandated workplace trainings, or apologies, as well as specific measures for the perpetrator including disciplinary measures, transfer, demotion, termination, and individual action plans.</li> </ul>
<p>Can an independent body impose penalties in workplace sexual harassment settlements?</p> <p>(sh_pen)</p>	<p>1: No prohibition of workplace sexual harassment  2: No independent complaint mechanism for individuals  3: No explicit penalties  5: Explicit penalties</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 independent complaint mechanism for individuals</i> means that, while legislation prohibits workplace sexual harassment, there are no options for individuals to pursue remedies through alternative dispute resolution at low or no cost through public institutions such as labor commissions, equality bodies, and</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>human rights commissions if they have experienced gender discrimination at work. These mechanisms can provide remedies to common individual workplace discrimination claims at lower cost and in a shorter period than going to court.</p> <ul style="list-style-type: none"> <li>• <i>No explicit penalties</i> means that, while workplace sexual harassment is prohibited and there are options for individuals to pursue remedies through alternative dispute resolution at public institutions, legislation does not outline any specific penalties for perpetrators of workplace sexual harassment or company leadership. This does not mean that legislation denies the imposition of these penalties.</li> <li>• <i>Explicit penalties</i> means individuals may pursue remedies through alternative dispute resolution for workplace sexual harassment, and legislation outlines penalties when an independent body finds it has occurred. Penalties may include fines, mandated workplace trainings, or apologies, as well as specific measures for the perpetrator including disciplinary measures, transfer, demotion, termination, and individual action plans.</li> </ul>

## Reasonable Accommodation

Variable Name	Variable Description	Variable Values
Are employers required to guarantee reasonable accommodation to workers with disabilities?  (accomm)	1: No 2: No, but provision of reasonable accommodation is not considered discrimination 3: No, but employers are encouraged to provide reasonable accommodation 5: Yes	<ul style="list-style-type: none"> <li>• <i>Reasonable accommodation</i> as measured here, corresponds with the definition of reasonable accommodation outlined in the Convention on the Rights of Persons with Disabilities, namely: “necessary and appropriate modifications and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms”</li> <li>• <i>No</i> means that legislation does not require employers to guarantee reasonable accommodation to individual workers with disabilities. This does not mean that legislation prohibits the extension of accommodations to employees.</li> <li>• <i>No, but provision of reasonable accommodation is not considered discrimination</i> means that legislation does not require employers to provide reasonable accommodation to workers with disabilities, but makes clear that taking affirmative steps to provide accommodations to workers is not a form of discrimination</li> <li>• <i>No, but employers are encouraged to extend reasonable accommodation</i> means that legislation does not require employers to provide reasonable accommodation to workers with disabilities, but legislation encourages provision, e.g. by stating that “employers should promote adoption of appropriate measures” or outlining that the State should provide support for employer provision of reasonable accommodations</li> <li>• <i>Yes</i> means that legislation explicitly requires that employers provide workers with disabilities reasonable accommodations.</li> </ul>

## Infant Caregiving

### Paid Leave Available to Mothers & Fathers of Infants

Variable Name	Variable Description	Variable Values
Is paid leave available for mothers of infants, including maternity and parental? (maternal_leave)	1: No paid leave 2: Less than 14 weeks 3: 14 - 25.9 weeks 4: 26 - 51.9 weeks 5: 52 weeks or more	<ul style="list-style-type: none"> <li>• Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave—which is leave available to either parent of an infant—that can be taken by women. For data on the duration of only paid leave reserved for mothers, see <code>maternity_leave</code>, and for data on the duration of only shared parental leave, see <code>parental_leave</code></li> <li>• We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances such as childbirth complications.</li> <li>• International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave.</li> <li>• The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.</li> </ul>
Is paid leave available for fathers of infants including paternity and parental? (paternal_leave)	1: No paid leave 2: Less than 3 weeks 3: 3 - 13.9 weeks 4: 14 - 25.9 weeks 5: 26 weeks or more	<ul style="list-style-type: none"> <li>• Paid leave for fathers includes both paid paternity leave, which is leave reserved for fathers of infants, and paid parental leave—which is leave available to either parent of an infant—that can be taken by men. For data on the duration of only paid leave reserved for fathers, spouses, or partners, see <code>paternity_leave</code>, and for data on the duration of only shared parental leave, see <code>parental_leave</code>.</li> <li>• We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances.</li> </ul>

Variable Name	Variable Description	Variable Values
<p>Is at least 14 weeks of paid leave available to mothers of infants?</p> <p>(mat_14wks_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> <li>• Paid leave available to mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by women.</li> <li>• We examine the duration of leave available under normal conditions for the birth of a child, excluding extended leave periods under extraordinary circumstances such as childbirth complications.</li> <li>• International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave.</li> </ul>
<p>Is at least 14 weeks of paid leave available to fathers of infants?</p> <p>(pat_14wks_*)</p>	<p>0: No 1: Yes</p>	<p>This variable is available for each year from 1995 – 2022.</p> <ul style="list-style-type: none"> <li>• Paid leave available to fathers includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave, which is leave available to either parent of an infant that can be taken by men.</li> <li>• We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.</li> </ul>

## Paid Leave Reserved for Mothers of Infants

Variable Name	Variable Description	Variable Values
<p>How much paid leave is reserved for mothers of infants?</p> <p>(maternity_leave)</p>	<p>1: No paid leave  2: Less than 14 weeks  3: 14–25.9 weeks  4: 26–51.9 weeks  5: 52 weeks or more</p>	<ul style="list-style-type: none"> <li>• This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women. For data on the full duration of paid leave available to mothers, see maternal_leave. In some countries, mothers can transfer some or all of this leave to fathers, spouses, and/or partners.</li> <li>• We report the leave available in weeks under normal conditions for the birth of a child, excluding extended leave periods under extraordinary circumstances such as childbirth complications.</li> <li>• International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave.</li> <li>• The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.</li> </ul>
<p>What is the lowest wage replacement rate of paid leave reserved for mothers with one year of tenure?</p> <p>(mtlv_min_wrr_ilo)</p>	<p>1: No paid leave  2: Flat or adjusted flat rate  3: 20%–65%  4: 66%–79%  5: 80%–100%</p>	<ul style="list-style-type: none"> <li>• This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women.</li> <li>• For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave. One country does not provide maternity leave to workers with one year of tenure: Zambia requires two years.</li> <li>• In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary.</li> <li>• International Labour Organization standards state that women should be guaranteed at least two-thirds of their previous earning during paid leave to ensure a suitable standard of living.</li> <li>• Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.</li> </ul>
Is job protection guaranteed throughout paid leave reserved for mothers? (mtlv_job_protect)	1: No paid leave 2: No explicit job protection 3: Job protection only guaranteed for a portion of leave (0 countries) 5: Job protection guaranteed throughout	<ul style="list-style-type: none"> <li>• This variable only includes paid leave reserved for mothers for the birth of an infant and does not include paid shared parental leave, which is leave available to either parent of an infant that can be taken by women.</li> <li>• <i>Job protection</i> can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).</li> </ul>

#### Paid Leave Reserved for Fathers or Partners

Variable Name	Variable Description	Variable Values
How much paid leave is reserved for fathers of infants? (paternity_leave)	1: No paid leave 2: Less than 3 weeks 3: 3–13.9 weeks 4: 14–25.9 weeks 5: 26 weeks or more	<ul style="list-style-type: none"> <li>• This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner. For data on the full duration of paid leave available to fathers, see <i>paternal_leave</i>. In some countries, fathers can transfer some or all of this leave to mothers.</li> </ul>



Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.</li> </ul>
<p>What is the lowest wage replacement rate of paid leave reserved for fathers with one year of tenure?</p> <p>(ptlv_min_wrr_ilo)</p>	<p>1: No paid leave  2: Flat or adjusted flat rate  3: 20%–65%  4: 66%–79%  5: 80%–100%</p>	<ul style="list-style-type: none"> <li>This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner.</li> <li>For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave.</li> <li>In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave.</li> <li>A <i>flat rate</i> means all fathers, spouses, or partners receive the same amount while taking paid leave, regardless of previous salary.</li> <li>Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.</li> </ul>
<p>Is job protection guaranteed throughout paid leave reserved for fathers?</p> <p>(ptlv_job_protect)</p>	<p>1: No paid leave  2: No explicit job protection  3: Job protection only guaranteed for a portion of leave (0 countries)  5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> <li>This variable includes only paid leave reserved for fathers of infants or for the birth mother's spouse or partner.</li> <li><i>Job protection</i> can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).</li> </ul>

## Shared Parental Leave Available to Either Parent

Variable Name	Variable Description	Variable Values
How much shared parental leave is available? (parental_leave)	1: No paid leave 2: Less than 14 weeks 3: 14–25.9 weeks 4: 26–51.9 weeks 5: 52 weeks or more	<ul style="list-style-type: none"> <li>This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave. For data on the full duration of paid leave available to mothers, see maternal_leave, and for fathers, see paternal_leave.</li> <li>We report the leave available in weeks under normal conditions for the birth of a child, excluding leave available under extraordinary circumstances.</li> <li>The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.</li> </ul>
What is the lowest wage replacement rate of shared paid parental leave for parents with one year of tenure? (prlv_min_wrr_ilo)	1: No paid leave 2: Flat or adjusted flat rate 3: 20%–65% 4: 66%–79% 5: 80%–100%	<ul style="list-style-type: none"> <li>This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave.</li> <li>For comparability, this variable examines the wage replacement rate for workers who have been with their employer for at least one year. In some countries, recently hired workers may not be eligible for paid leave, or may receive a lower wage replacement while on leave.</li> <li>In some countries, a higher level of wage replacement than the one reported by this variable is available based on the parent's employment history, income level, or duration of leave.</li> <li>A <i>flat rate</i> means all parents receive the same amount while taking paid leave, regardless of previous salary.</li> <li>Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.</li> </ul>

Variable Name	Variable Description	Variable Values
Is job protection guaranteed throughout shared paid parental leave?  (prlv_job_protect)	1: No paid leave 2: No explicit job protection 3: Job protection only guaranteed for a portion of leave 5: Job protection guaranteed throughout	<ul style="list-style-type: none"> <li>This variable includes only shared paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use this leave unless there are incentives for men to take paid leave.</li> <li>Job protection can take the form of explicit legislative prohibitions of discriminatory dismissal during paid leave, guarantees to the same or equal position upon return from leave, or the prohibition of dismissals for parents of young children (under age 3).</li> </ul>

#### Paid Leave Available to Mothers & Fathers of Infants Working in the Informal Economy & Traditionally Uncovered Occupations

Variable Name	Variable Values	Variable Notes
Do countries guarantee self-employed workers access to paid maternal leave?  maternal_self	1: No national paid maternal leave 3: National paid maternal leave, but not for self-employed 5: Guaranteed to self-employed	<ul style="list-style-type: none"> <li>Globally, nearly half of all workers are self-employed, and include among their ranks some of the most vulnerable workers—such as own account street vendors. This indicator captures legislative guarantees (and exclusions) to “self-employed,” “own-account,” and “independent workers,” regardless of their sector. This category does not include provisions that narrowly extend to workers in cooperatives nor contributing family workers—groups which are defined as subsets of self-employed workers. Globally, over 80% of own-account workers are engaged in the informal economy; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well.</li> <li>Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which</li> </ul>

Variable Name	Variable Values	Variable Notes
		<p>is leave available to either parent of an infant—that can be taken by women.</p> <ul style="list-style-type: none"> <li>• <i>National paid maternal leave, but not for self-employed</i> means that state-financed benefits explicitly exclude self-employed workers from coverage, or national benefits are only available through employers. Note that in some countries, self-employed workers may have access to certain cash benefits financed by the state (e.g. old age pensions) but are not guaranteed access to maternal leave benefits.</li> <li>• <i>Guaranteed to self-employed</i> means that national legislation explicitly guarantees self-employed workers the right to register and access at least some maternal leave benefits financed through the state as part of the main state-financed scheme or a separate program. This includes both mandatory and voluntary schemes, and cases where benefits for self-employed workers are less generous than those available to dependent workers.</li> </ul>
<p>Do countries guarantee self-employed workers access to paid paternal leave?</p> <p>paternal_self</p>	<p>1: No national paid paternal leave  3: National paid maternal leave, but not for self-employed  5: Guaranteed to self-employed</p>	<ul style="list-style-type: none"> <li>• Globally, nearly half of all workers are self-employed, and include among their ranks some of the most vulnerable workers—such as own account street vendors. This indicator captures legislative guarantees (and exclusions) to “self-employed,” “own-account,” and “independent workers,” regardless of their sector. This category does not include provisions that narrowly extend to workers in cooperatives nor contributing family workers—groups which are defined as subsets of self-employed workers. Globally, over 80% of own-account workers are engaged in the informal economy; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well.</li> <li>• Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother’s spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men.</li> </ul>

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> <li>• <i>National paid maternal leave, but not for self-employed</i> means that state-financed benefits explicitly exclude self-employed workers from coverage, or national benefits are only available through employers. Note that in some countries, self-employed workers may have access to certain cash benefits financed by the state (e.g. old age pensions) but are not guaranteed access to paternal leave benefits.</li> <li>• <i>Guaranteed to self-employed</i> means that national legislation explicitly guarantees self-employed workers the right to register and access at least some paternal leave benefits financed through the state as part of the main state-financed scheme or a separate program. This includes both mandatory and voluntary schemes, and cases where benefits for self-employed workers are less generous than those available to dependent workers.</li> <li>• In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to self-employed workers.</li> </ul>
<p>Do countries guarantee agricultural workers access to paid maternal leave?</p> <p>maternal_ag</p>	<p>1: No national paid maternal leave  3: Agricultural workers excluded from paid leave  4: Guaranteed to workers generally, no exclusions based on agricultural work  5: Guaranteed to agricultural workers</p>	<ul style="list-style-type: none"> <li>• <i>Agricultural workers</i> are waged employees on farms and plantations who are employed by farmers, companies, or agricultural contractors. They do not own or rent the land on which they work—this category does not include tenant farmers and share-croppers if they aren't remunerated by an employer. This indicator reflects the broadest possible legislative provisions that apply to agricultural workers and does not reflect provisions dedicated to agricultural workers engaged in single specific crop (e.g. tea), nor does it reflect provisions dedicated to seasonal workers. A small number of countries extend guarantees to paid leave to "informal workers" and those countries are included in this category.</li> <li>• Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which</li> </ul>

Variable Name	Variable Values	Variable Notes
		<p>is leave available to either parent of an infant—that can be taken by women.</p> <ul style="list-style-type: none"> <li>• <i>Guaranteed to workers generally, no exclusions based on agricultural work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to agricultural workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to agricultural workers.</li> <li>• <i>Guaranteed to agricultural workers</i> means that legislation explicitly extends at least some paid maternal leave benefits to agricultural workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. This category also includes countries which make guarantees to agricultural workers broadly, but exclude agricultural workers on small farms that employ fewer than a certain threshold of employees.</li> </ul>
<p>Do countries guarantee agricultural workers access to paid paternal leave?</p> <p>paternal_ag</p>	<p>1: No national paid paternal leave  3: Agricultural workers excluded from paid leave  4: Guaranteed to workers generally, no exclusions based on agricultural work  5: Guaranteed to agricultural workers</p>	<ul style="list-style-type: none"> <li>• <i>Agricultural workers</i> are waged employees on farms and plantations who are employed by farmers, companies, or agricultural contractors. They do not own or rent the land on which they work—this category does not include tenant farmers and share-croppers if they aren't remunerated by an employer. This indicator reflects the broadest possible legislative provisions that apply to agricultural workers and does not reflect provisions dedicated to agricultural workers engaged in single specific crop (e.g. tea), nor does it reflect provisions dedicated to seasonal workers. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category.</li> <li>• Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men.</li> </ul>

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> <li>• <i>Guaranteed to workers generally, no exclusions based on agricultural work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to agricultural workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to agricultural workers.</li> <li>• <i>Guaranteed to agricultural workers</i> means that legislation explicitly extends at least some paid paternal leave benefits to agricultural workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. This category also includes countries which make guarantees to agricultural workers broadly, but exclude agricultural workers on small farms that employ fewer than a certain threshold of employees.</li> <li>• In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to agricultural workers.</li> </ul>
<p>Do countries guarantee domestic workers access to paid maternal leave?</p> <p>maternal_dom</p>	<p>1: No national paid maternal leave  3: Domestic workers excluded from paid leave  4: Guaranteed to workers generally, no exclusions based on domestic work  5: Guaranteed to domestic workers</p>	<ul style="list-style-type: none"> <li>• <i>Domestic work</i> is defined by the ILO's C189 Domestic Workers Convention as work performed in or for a household or households within an employment relationship. It is estimated that over 80% of domestic workers are engaged in informal employment globally; a small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well. This indicator reflects provisions in national labor and social security legislation and does not reflect provisions specific to non-citizen migrant domestic workers.</li> <li>• Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women.</li> </ul>

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> <li>• <i>Domestic workers excluded from paid leave</i> means that a country's labor and/or social security legislation explicitly excludes domestic workers from rights and entitlements broadly, or specifically from paid maternal leave. This includes countries with national guarantees to paid maternal leave which only extend unpaid maternal leave to domestic workers. It also includes countries with legislative loopholes that exclude workers at small enterprises (e.g. enterprises with fewer than 5 employees).</li> <li>• <i>Guaranteed to workers generally, no exclusions based domestic work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to domestic workers. This category also includes countries which have ratified the ILO's Domestic Workers Convention but do not include explicit guarantees to domestic workers in their national legislation. Additionally, this category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to domestic workers.</li> <li>• <i>Guaranteed to domestic workers</i> means that legislation explicitly extends at least some paid maternal leave benefits to domestic workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. It also includes countries where legislation includes a minimum hourly threshold that domestic workers must meet in order to be eligible for paid maternal leave.</li> </ul>
Do countries guarantee domestic workers access to paid paternal leave? paternal_dom	1: No national paid paternal leave 3: Agricultural workers excluded from paid leave 4: Guaranteed to workers generally, no exclusions based on domestic work	<ul style="list-style-type: none"> <li>• <i>Domestic work</i> is defined by the ILO's C189 Domestic Workers Convention as work performed in or for a household or households within an employment relationship. It is estimated that over 80% of domestic workers are engaged in informal employment globally; a small number of countries extend guarantees to paid leave to "informal workers" and those countries are included in this category as well. This indicator reflects provisions in national labor and social</li> </ul>



Variable Name	Variable Values	Variable Notes
	5: Guaranteed to domestic workers	<p>security legislation and does not reflect provisions specific to non-citizen migrant domestic workers.</p> <ul style="list-style-type: none"> <li>• Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother's spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men.</li> <li>• <i>Domestic workers excluded from paid leave</i> means that a country's labor and/or social security legislation explicitly excludes domestic workers from rights and entitlements broadly, or specifically from paid paternal leave. This includes countries with national guarantees to paid paternal leave which only extend unpaid paternal leave to domestic workers. It also includes countries with legislative loopholes that exclude workers at small enterprises (e.g. enterprises with fewer than 5 employees).</li> <li>• <i>Guaranteed to workers generally, no exclusions based domestic work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to domestic workers. Additionally, this category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to domestic workers.</li> <li>• <i>Guaranteed to domestic workers</i> means that legislation explicitly extends at least some paid paternal leave benefits to domestic workers—this includes cases where available benefits are less generous than those available to other workers in the private sector. It also includes countries where legislation includes a minimum hourly threshold that domestic workers must meet in order to be eligible for paid paternal leave.</li> <li>• In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to domestic workers.</li> </ul>

Variable Name	Variable Values	Variable Notes
<p>Do countries guarantee part-time workers access to paid maternal leave?</p> <p>maternal_part</p>	<p>1: No national paid maternal leave</p> <p>2: Guaranteed to part-time workers working at least 50% of full time</p> <p>3: Guaranteed to part-time workers working 25-49% of full time</p> <p>4: Guaranteed to workers generally, no exclusions based on part-time work</p> <p>5: Guaranteed to part-time workers working less than 25% of full time</p>	<ul style="list-style-type: none"> <li>• <i>Part-time workers</i> are defined by the ILO's C175 Part-Time Work Convention as employees “whose normal hours of work are less than those of comparable full-time workers.” The ILO asserts that part-time work has “grown in importance” over past decades—particularly for women for whom it is currently “the most widespread type of non-standard employment.” This indicator captures legislative entitlements to “<i>part-time workers</i>” as well as entitlements that are conditioned upon working a certain threshold of time in a defined period. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well.</li> <li>• Paid maternal leave includes both paid maternity leave, which is leave reserved for mothers of infants, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by women.</li> <li>• Eligibility for paid leave benefits is assessed using individual countries’ threshold for part-time work in relation to weekly hours of full-time work as defined in national labor legislation, regardless of sector. For example, if part-time work is defined as working a minimum average of 20 hours per week in a country with a 40-hour work week, this is calculated as eligibility at 50% of full-time. Threshold calculations are defined in relation to normal full-time hours, and do not include overtime.</li> <li>• <i>Guaranteed to workers generally, no exclusions based on part-time work</i> means that workers are guaranteed national paid maternal leave, and legislation does not explicitly guarantee nor deny coverage to part-time workers. This category includes a limited number of cases where legislation states that future legislation or regulations will determine the extent to which existing provisions apply to part-time workers.</li> <li>• <i>Guaranteed to part-time workers working less than 25% of full time</i> means that countries explicitly include part-time workers and either: (a) there is a minimum eligibility threshold equivalent to less than 25% of full-time work in that country, (b) there is no explicit definition or</li> </ul>

Variable Name	Variable Values	Variable Notes
		<p>threshold for part-time work, (c) part-time work is defined as a maximum (not a minimum) number of hours, or (d) part-time work is defined as “less than full-time.” Countries which prohibit discrimination in labor rights and entitlements on the basis of part-time work are also included in this category.</p>
<p>Do countries guarantee part-time workers access to paid paternal leave?</p> <p>paternal_part</p>	<p>1: No national paid paternal leave  2: Guaranteed to part-time workers working at least 50% of full time  3: Guaranteed to part-time workers working 25-49% of full time  4: Guaranteed to workers generally, no exclusions based on part-time work  5: Guaranteed to part-time workers working less than 25% of full time</p>	<ul style="list-style-type: none"> <li>• <i>Part-time workers</i> are defined by the ILO’s C175 Part-Time Work Convention as employees “whose normal hours of work are less than those of comparable full-time workers.” The ILO asserts that part-time work has “grown in importance” over past decades. This indicator captures legislative entitlements to “<i>part-time workers</i>” as well as entitlements that are conditioned upon working a certain threshold of time in a defined period. A small number of countries extend guarantees to paid leave to “informal workers” and those countries are included in this category as well.</li> <li>• Paid paternal leave includes both paid leave reserved for fathers of infants or the birth mother’s spouse or partner, and paid shared parental leave—which is leave available to either parent of an infant—that can be taken by men.</li> <li>• Eligibility for paid leave benefits is assessed using individual countries’ threshold for part-time work in relation to weekly hours of full-time work as defined in national labor legislation, regardless of sector. For example, if part-time work is defined as working a minimum average of 20 hours per week in a country with a 40-hour work week, this is calculated as eligibility at 50% of full-time. Threshold calculations are defined in relation to normal full-time hours, and do not include overtime.</li> <li>• <i>Guaranteed to workers generally, no exclusions based on part-time work</i> means that workers are guaranteed national paid paternal leave, and legislation does not explicitly guarantee nor deny coverage to part-time workers.</li> </ul>

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> <li>• <i>Guaranteed to part-time workers working less than 25% of full time</i> means that countries explicitly include part-time workers and either: (a) there is a minimum eligibility threshold equivalent to less than 25% of full-time work in that country, (b) there is no explicit definition or threshold for part-time work, (c) part-time work is defined as a maximum (not a minimum) number of hours, or (d) part-time work is defined as “less than full-time.” Countries which prohibit discrimination in labor rights and entitlements on the basis of part-time work are also included in this category.</li> <li>• In China, there is no guarantee to paid paternal leave in national legislation; however, paid paternity leave is guaranteed in all provinces. At this time, we are unable to verify whether all provinces guarantee paid leave coverage to part-time workers.</li> </ul>

#### Paid Leave for the Adoption of an Infant

Variable Name	Variable Description	Variable Values
<p>Do adoptive families have access to as much paid parental leave as birth families?</p> <p>(adopt_iv)</p>	<p>1: No paid parental leave</p> <p>2: No paid leave for adoptive families</p> <p>3: Adoptive families have less leave than birth families</p> <p>5: Equal duration of leave for adoptive families</p>	<ul style="list-style-type: none"> <li>• To compare the duration of leave available for adoptive families with that available for birth families, we considered only paid leave available after the birth of an infant. In most countries, birth parents may take paid leave prior to delivery to support their health. The duration of paid leave available prior to delivery is excluded from calculations.</li> <li>• <i>No paid parental leave</i> means that there is no paid leave available for parents for either the birth or adoption of an infant.</li> <li>• <i>No paid parental leave for adoptive families</i> means that while there is paid leave available for birth parents, there are no specific provisions for parents who legally adopt an infant.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• Paid leave for fostering an infant or for fostering to adopt an infant is not included unless the same policy applies to adoption leave. In some countries, paid leave for adoption is only available for infants or the duration is longer.</li> </ul>
<p>Is there gender equality in the duration of paid leave for adoption?</p> <p>(genderequal_adopt)</p>	<p>1: No paid leave for adoption  2: Only women can take paid leave for adoption in two-parent families  3: Men can take paid adoption leave, but for a shorter period than women  5: Gender equality in duration of paid adoption leave</p>	<ul style="list-style-type: none"> <li>• This variable examines gender disparities in access to and duration of paid leave for adoption. Unlike paid leave available for the birth of an infant where small gender disparities may be justified to support maternal health and establish breastfeeding, there is no biological justification for gender disparities in paid leave for adoption. These disparities can reinforce outdated norms that women are caregivers and men are breadwinners.</li> <li>• In assessing whether leave is available to men and women, we applied eligibility criteria regardless of the terminology used to describe the leave. For example, Vietnam provides employees who are adopting an infant with what translates as “maternity” leave until the child reaches 6 months. However, the legislation further specifies that if both parents meet the eligibility requirements, only one of them can take the leave. For our analyses, we treat this paid adoption leave as leave that can be taken by either a mother or a father.</li> <li>• <i>No paid parental leave for adoptive families</i> means there are no specific provisions for parents who legally adopt an infant to take paid leave. This category includes both countries that have paid parental leave available for birth parents and countries that do not.</li> <li>• <i>Only women can take paid leave for adoption in two-parent families</i> means that paid leave for adoption is gender restrictive. In some countries, men may be able to take paid leave if they are the sole adopter, but not in two-parent different-sex couples.</li> <li>• <i>Gender equality in duration of paid adoption leave</i> means that there is no gender disparity in the duration of paid leave</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>available. In some countries, however, while adopting fathers have access to the same duration of leave as adopting mothers, it is at a lower payment rate.</p> <ul style="list-style-type: none"> <li>• Paid leave for fostering an infant or for fostering to adopt an infant is not included unless the same policy applies to adoption leave. In some countries, paid leave for adoption is only available for infants or the duration is longer.</li> </ul>

### Policies to Support Breastfeeding

Variable Name	Variable Description	Variable Values
<p>Are mothers of infants guaranteed breastfeeding breaks at work?</p> <p>(breastfeed_duration)</p>	<p>1: Not guaranteed  2: Yes, until child is 1 – 5.9 months old  4: Yes, at least 6 months unpaid  5: Yes, at least 6 months paid</p>	<ul style="list-style-type: none"> <li>• Breastfeeding breaks are commonly guaranteed for a set length of time determined either by a number of months after returning to work or by a child's age. For comparability, we show the length as the child's age. If legislation specifies a length of time permitted to breastfeed after the mother returns to work and the mother is also entitled to paid maternal leave, the age shown is the sum of post-birth paid maternity leave and the breastfeeding break entitlement. For example, if a mother is entitled to 3 months of post-birth paid maternity leave and 4 months of breastfeeding breaks once she returns to work (7 months total), we show that she is entitled to breastfeeding breaks until the child is 6-11.9 months old.</li> <li>• The World Health Organization recommends at least 6 months of breastfeeding.</li> </ul>

## Family Health Needs Leave

### Child Health Needs

Variable Name	Variable Description	Variable Values
Are working women and men guaranteed any leave for their children's everyday health needs? (anylv_ch_evday)	1: No, no leave 2: Leave only available to mothers 3: Unpaid leave only for parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> <li>Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs.</li> <li><i>Only available to mothers</i> means that leave for children's health needs is only available to women. This leave is categorized separately because of the implications for gender equality.</li> <li>Some countries only allow parents to take this leave to meet younger children's health needs.</li> </ul>
How much paid leave is available to parents to meet the everyday health needs of a child aged X? (chlv_*_evday)	1: No paid leave 2: Less than 1 week 3: 1-1.9 weeks 4: 2 – 3.9 weeks 5: 4 weeks or more, or leave available as needed	<ul style="list-style-type: none"> <li>This series of variables examines the duration of paid leave available by age of child [age2, age5, age8, age12, age15]. Some countries only allow parents to take this leave to meet younger children's health needs.</li> <li>Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs.</li> <li>Leave available as needed means that leave is available until the child recovers, or parents are entitled to take leave for each episode of illness.</li> <li>Leave available only to mothers is categorized as <i>No paid leave</i>.</li> </ul>
What is the lowest wage replacement rate of paid	1: No paid leave	

Variable Name	Variable Description	Variable Values
<p>leave available for children's everyday health needs?</p> <p>(chlv_min_wrr_gen)</p>	<p>2: Flat rate, adjusted flat rate, or percent of unemployment benefits</p> <p>3: 25% - 59%</p> <p>4: 60% - 79%</p> <p>5: 80% - 100%</p>	<ul style="list-style-type: none"> <li>• In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave.</li> <li>• Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs.</li> <li>• A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.</li> <li>• Leave available only to mothers is categorized as <i>No paid leave</i>.</li> </ul>
<p>How much paid leave is available to parents to meet the serious health needs of a child aged X?</p> <p>(chlv_*_ser)</p>	<p>1: No paid leave</p> <p>2: Less than 2 weeks</p> <p>3: 2 – 5.9 weeks</p> <p>4: 6 – 25.9 weeks</p> <p>5: 26 weeks or more, for duration of hospitalization, or until recovery</p>	<ul style="list-style-type: none"> <li>• This series of variables examines the duration of paid leave available by age of child [age2, age5, age8, age12, age15]. Some countries only allow parents to take this leave to meet younger children's health needs.</li> <li>• Any leave for children's serious health needs includes leave specifically for children's health needs, as well as discretionary, family needs, and emergency leave which may be used for health needs.</li> <li>• Leave available only to mothers is categorized as <i>No paid leave</i>.</li> </ul>
<p>How much paid leave is available to parents to meet the everyday and disability-specific health needs of a child aged X with disabilities?</p> <p>(chlv_*_dis)</p>	<p>1: No paid leave</p> <p>2: Less than 1 week</p> <p>3: 1-1.9 weeks</p> <p>4: 2 – 3.9 weeks</p> <p>5: 4 weeks or more, or leave available as needed</p>	<ul style="list-style-type: none"> <li>• This series of variables examines the duration of paid leave available by age of child [age2, age5, age8, age12, age15]. Some countries only allow parents to take this leave to meet younger children's health needs.</li> <li>• Any leave for children's everyday health needs includes leave specifically designated for children's health needs excluding cases where leave is available only for serious illnesses, hospitalization, or urgent health needs, as well as discretionary and family needs leave which may be used for health needs.</li> </ul>



Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• Paid leave for disability-specific health needs includes leave explicitly made available for the health needs of children with disabilities. Some countries refer to children with physical disabilities, some refer to children with mental health conditions or intellectual disabilities, and some discuss children or family members with disabilities in general. For the purposes of this variable the term “children with disabilities” captures all of these definitions.</li> <li>• Leave available as needed means that leave is available for as long as treatment is required, or parents are entitled to take leave for each episode requiring care.</li> <li>• Leave available only to mothers is categorized as <i>No paid leave</i>.</li> </ul>
<p>What is the lowest wage replacement rate of paid leave available for children’s serious health needs?</p> <p>(chlv_min_wrr_ser)</p>	<p>1: No paid leave  2: Flat rate, adjusted flat rate, or percent of unemployment benefits  3: 25% - 59%  4: 60% - 79%  5: 80% - 100%</p>	<ul style="list-style-type: none"> <li>• In cases where wage-replacement rates vary during leave, the lowest rate reflects the lowest level of wage replacement available over the course of the paid leave.</li> <li>• Any leave for children’s serious health needs includes leave specifically for children’s health needs, as well as discretionary, family needs, and emergency leave which may be used for health needs.</li> <li>• A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.</li> <li>• Leave available only to mothers is categorized as <i>No paid leave</i>.</li> </ul>

#### Adult Health Needs

Two indicators below (fhlv\_\*\_any\_length and \*\_any\_lv) are available for each type of adult family member below:

- *spouse* which captures references to spouse, husband or wife, family member, relative, immediate family, and relatives to the first degree.
- *partner* which captures references to cohabitant partner, unmarried spouse, defacto partner, person who resides with the employee in a relationship of domestic dependency, or common-law partner.

- *parent* which captures references to parent, mother or father, immediate family, family member, relative, blood relatives, predecessors, ascendants, and relatives to the first degree. One country (Israel) limits paid leave to parents aged 65 and older.
- *adult children* ('adlchld') which captures references to child without restrictions on their age, family member, relative, immediate family, blood relatives, descendants, and relatives to the first degree.
- *sibling* which captures references to siblings, brother or sister, immediate family, blood relatives, predecessors, ascendants, and relatives to the first degree.
- *grandparent* ('grand') which captures references to grandparents, grandmother of grandfather, blood relatives, descendants, and relatives to the secondary degree.
- *parents-in-law* ('inlaw') which captures references to parent-in-law, husband or wife's parent, and mother-in-law and father-in-law.

Variable Name	Variable Description	Variable Values
How much paid leave could be used for a [relative]'s health needs? (fhlv_*_any_length)	1: No paid leave 2: Less than one week 3: 1 – 1.9 weeks 4: 2 – 5.9 weeks 5: 6 weeks or more	This is a series of variables that covers separately the following seven categories of adult family member: spouse (spouse); partner (partner); parent (parent); adult children (adlchld); sibling (sibling); grandparent (grand); and parent-in-law (inlaw). <ul style="list-style-type: none"> <li>• Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs, as well as discretionary, family needs, and emergency leave which may also be used for adult family members' health needs.</li> <li>• Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.</li> <li>• The duration of paid leave is given for an adult family member living within the same household of the worker.</li> </ul>
Are workers guaranteed any leave to care for their [relative]'s health needs? (*_any_lv)	1: No paid leave 2: For dependents only 3: For 'family members' or 'relatives' living within the household 4: Paid for those living in the household 5: Paid leave	This is a series of variables that covers separately the following seven categories of adult family member: spouse (spouse); partner (partner); parent (parent); adult children (adlchld); sibling (sibling); grandparent (grand); and parent-in-law (inlaw). <ul style="list-style-type: none"> <li>• Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs, as well as discretionary, family needs, and emergency leave which may also be used for adult family members' health needs.</li> <li>• Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.</li> </ul>

Variable Name	Variable Description	Variable Values
	9: For 'family members' or 'relatives' living outside the household	<ul style="list-style-type: none"> <li>Available for 'family members' or 'relatives' means that legislation broadly guarantees leave for family health needs, but does not specify the type of relationship.</li> </ul>
<p>What is the lowest wage replacement rate during paid leave for adult family members?</p> <p>(fhlv_any_min_wrr)</p>	<p>1: No paid leave  2: Flat rate, adjusted flat rate, or percent of unemployment benefits  3: 40% - 59%  4: 60% - 79%  5: 80% - 100%</p>	<ul style="list-style-type: none"> <li>Leave for adult family members' health needs includes leave specifically designated to care for adult family members' health needs, as well as discretionary, family needs, and emergency leave which may also be used for adult family members' health needs.</li> <li>In cases where wage-replacement rates vary during leave, the lowest rate reflects the highest level of wage replacement available over the course of the paid leave for adult family members' health needs. This benefit may be paid by the employer, social security system, or both simultaneously.</li> <li>A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.</li> </ul>

## Education

### Tuition-Free and Compulsory Education

Variable Name	Variable Description	Variable Values
Do national policies, laws, or constitutions make education tuition-free? (finbar)	1: Not tuition-free 2: Primary only 3: Through start of secondary 5: Through completion of secondary	<ul style="list-style-type: none"> <li>Guaranteeing tuition-free education can eliminate a financial barrier to schooling that disproportionately impact girls, poor children, children with disabilities, and other marginalized groups.</li> <li><i>Tuition</i> refers to fees charged for access to public education. It does not include fees that may be levied on other specific educational materials, such as textbooks or uniforms. In countries with tuition-free guarantees to public education, tuition may be charged in private schools operating in parallel.</li> <li><i>Not tuition-free</i> means that there is no explicit guarantee to tuition-free education in the country's constitution, legislation, or non-legislative policy commitments. The country may have committed to taking steps to gradually implement tuition-free education over time.</li> </ul>
Is primary education tuition-free? (finbar_prim)	1: Not tuition-free 3: Subject to progressive realization 4: Policy guarantee 5: Legislative or constitutional guarantee	<ul style="list-style-type: none"> <li>Guaranteeing tuition-free education can eliminate a financial barrier to schooling that disproportionately impact girls, poor children, children with disabilities, and other marginalized groups.</li> <li><i>Tuition</i> refers to fees charged for access to public education. It does not include fees that may be levied on other specific educational materials, such as textbooks or uniforms. In countries with tuition-free guarantees to public education, tuition may be charged in private schools operating in parallel.</li> <li><i>Not tuition-free</i> means that there is no explicit guarantee to tuition-free primary education in the country's constitution, legislation, or non-legislative policy commitments.</li> <li><i>Subject to progressive realization</i> means that the country does not commit to tuition-free primary education, but has committed to take</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>steps to gradually implement tuition-free primary education over time.</p> <ul style="list-style-type: none"> <li>• <i>Policy guarantee</i> refers to guarantees to tuition-free primary education included in policy documents or non-legislative government commitments. While this can be a valuable policy-making approach, non-legislative guarantees to tuition-free can be more impermanent and reversible than those enshrined in legislation or constitutions.</li> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to tuition-free primary school is enshrined in the country's legislation or constitution</li> </ul>
<p>Is beginning secondary education tuition-free? (finbar_lowsec)</p>	<p>1: Not tuition-free 3: Subject to progressive realization 4: Policy guarantee 5: Legislative or constitutional guarantee</p>	<ul style="list-style-type: none"> <li>• Guaranteeing tuition-free education can eliminate a financial barrier to schooling that disproportionately impact girls, poor children, children with disabilities, and other marginalized groups.</li> <li>• <i>Tuition</i> refers to fees charged for access to public education. It does not include fees that may be levied on other specific educational materials, such as textbooks or uniforms. In countries with tuition-free guarantees to public education, tuition may be charged in private schools operating in parallel.</li> <li>• <i>Not tuition-free</i> means that there is no explicit guarantee to tuition-free education at the beginning of secondary school in the country's constitution, legislation, or non-legislative policy commitments.</li> <li>• <i>Subject to progressive realization</i> means that the country does not commit to tuition-free education at the beginning of secondary school, but has committed to take steps to gradually implement tuition-free education over time.</li> <li>• <i>Policy guarantee</i> refers to guarantees to tuition-free education at the beginning of secondary school that are included in policy documents or non-legislative government commitments. While this can be a valuable policy-making approach, non-legislative guarantees to tuition-free can be more impermanent and reversible than those enshrined in legislation or constitutions.</li> </ul>

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to tuition-free school at the beginning of secondary is enshrined in the country's legislation or constitution</li> </ul>
<p>Is completing secondary education tuition-free?</p> <p>(finbar_upsec)</p>	<p>1: Not tuition-free</p> <p>3: Subject to progressive realization</p> <p>4: Policy guarantee</p> <p>5: Legislative or constitutional guarantee</p>	<ul style="list-style-type: none"> <li>• Guaranteeing tuition-free education can eliminate a financial barrier to schooling that disproportionately impact girls, poor children, children with disabilities, and other marginalized groups.</li> <li>• <i>Tuition</i> refers to fees charged for access to public education. It does not include fees that may be levied on other specific educational materials, such as textbooks or uniforms. In countries with tuition-free guarantees to public education, tuition may be charged in private schools operating in parallel.</li> <li>• <i>Not tuition-free</i> means that there is no explicit guarantee to tuition-free education at the beginning of secondary school in the country's constitution, legislation, or non-legislative policy commitments.</li> <li>• <i>Subject to progressive realization</i> means that the country does not commit to tuition-free education at the beginning of secondary school, but has committed to take steps to gradually implement tuition-free education over time.</li> <li>• <i>Policy guarantee</i> refers to guarantees to tuition-free education at the beginning of secondary school that are included in policy documents or non-legislative government commitments. While this can be a valuable policy-making approach, non-legislative guarantees to tuition-free can be more impermanent and reversible than those enshrined in legislation or constitutions.</li> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to tuition-free school at the beginning of secondary is enshrined in the country's legislation or constitution</li> </ul>
<p>Do national policies, laws, or constitutions make education compulsory?</p>	<p>1: Not compulsory</p> <p>2: Primary only</p> <p>3: Through start of secondary</p>	<ul style="list-style-type: none"> <li>• Guarantees to compulsory education can make clear that government has an obligation to provide education, and support families in prioritizing education for all of their children</li> </ul>

Variable Name	Variable Description	Variable Values
(compend)	5: Through completion of secondary	<ul style="list-style-type: none"> <li>• <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of each level of education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory. Note that in some cases, source text uses authoritative language to assert the parents'/guardians/ responsibility to ensure children of a certain age are enrolled or attending school; these cases were categorized as a guarantee to compulsory education.</li> <li>• <i>Not compulsory</i> means that there is no explicit guarantee to compulsory education in the country's constitution, legislation, or non-legislative policy commitments.</li> </ul>
<p>Is primary education compulsory?</p> <p>(compend_prim)</p>	<p>1: Not compulsory</p> <p>3: Subject to progressive realization</p> <p>4: Policy guarantee</p> <p>5: Legislative or constitutional guarantee</p>	<ul style="list-style-type: none"> <li>• Guarantees to compulsory education can make clear that government has an obligation to provide education, and support families in prioritizing education for all of their children</li> <li>• <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of primary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory. Note that in some cases, source text uses authoritative language to assert the parents'/guardians/ responsibility to ensure children of a certain age are enrolled or attending school; these cases were categorized as a guarantee to compulsory education.</li> <li>• <i>Not compulsory</i> means that there is no explicit guarantee to compulsory primary education in the country's constitution, legislation, or non-legislative policy commitments.</li> <li>• <i>Subject to progressive realization</i> means that the country does not guarantee compulsory primary education, but has committed to</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>take steps to gradually realize compulsory primary education over time</p> <ul style="list-style-type: none"> <li>• <i>Policy guarantee</i> refers to guarantees to compulsory primary education included in policy documents or non-legislative government commitments. While this can be a valuable policy-making approach, non-legislative guarantees to compulsory can be more impermanent and reversible than those enshrined in legislation or constitutions.</li> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to compulsory primary school is enshrined in the country's legislation or constitution</li> </ul>
<p>Is beginning secondary education compulsory? (compend_lowsec)</p>	<p>1: No compulsory guarantee 3: Subject to progressive realization 4: Policy guarantee 5: Legislative or constitutional guarantee</p>	<ul style="list-style-type: none"> <li>• Guarantees to compulsory education can make clear that government has an obligation to provide education, and support families in prioritizing education for all of their children</li> <li>• <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of primary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory. Note that in some cases, source text uses authoritative language to assert the parents'/guardians' responsibility to ensure children of a certain age are enrolled or attending school; these cases were categorized as a guarantee to compulsory education.</li> <li>• <i>Not compulsory</i> means that there is no explicit guarantee to compulsory education at the beginning of secondary school in the country's constitution, legislation, or non-legislative policy commitments.</li> <li>• <i>Subject to progressive realization</i> means that the country does not guarantee compulsory education at the beginning of secondary school, but has committed to take steps to gradually realize compulsory secondary education over time</li> </ul>



Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> <li>• <i>Policy guarantee</i> refers to guarantees to compulsory education at the beginning of secondary school included in policy documents or non-legislative government commitments. While this can be a valuable policy-making approach, non-legislative guarantees to compulsory can be more impermanent and reversible than those enshrined in legislation or constitutions.</li> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to compulsory education at the beginning of secondary school is enshrined in the country's legislation or constitution</li> </ul>
<p>Is completing secondary education compulsory?</p> <p>(compend_upsec)</p>	<p>1: No compulsory guarantee  3: Subject to progressive realization  4: Policy guarantee  5: Legislative or constitutional guarantee</p>	<ul style="list-style-type: none"> <li>• Guarantees to compulsory education can make clear that government has an obligation to provide education, and support families in prioritizing education for all of their children</li> <li>• <i>Compulsory</i> education can be specified by an age range, a number of years, or a level of education during which children are required to go to school. We have looked at each of these factors, as well as national information on the length of primary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory. Note that in some cases, source text uses authoritative language to assert the parents'/guardians' responsibility to ensure children of a certain age are enrolled or attending school; these cases were categorized as a guarantee to compulsory education.</li> <li>• <i>Not compulsory</i> means that there is no explicit guarantee to compulsory education through the completion of secondary school in the country's constitution, legislation, or non-legislative policy commitments.</li> <li>• <i>Subject to progressive realization</i> means that the country does not guarantee compulsory education through the completion of secondary school, but has committed to take steps to gradually realize compulsory secondary education over time</li> <li>• <i>Policy guarantee</i> refers to guarantees to compulsory education through the completion of secondary school included in policy documents or non-legislative government commitments. While this</li> </ul>

Variable Name	Variable Description	Variable Values
		<p>can be a valuable policy-making approach, non-legislative guarantees to compulsory can be more impermanent and reversible than those enshrined in legislation or constitutions.</p> <ul style="list-style-type: none"> <li>• <i>Legislative or constitutional guarantee</i> means that a guarantee to compulsory education through the completion of secondary school is enshrined in the country's legislation or constitution</li> </ul>

## Prohibitions of Gender Discrimination and Sexual Harassment in Education

Variable Name	Variable Description	Variable Values
<p>Is gender-based discrimination prohibited in education?</p> <p>(disc_sex_prim)</p>	<p>1: No prohibition  3: Broadly prohibited, not specific to education  4: Prohibited in admissions or access to education  5: Prohibited in education</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition</i> means that legislation does not explicitly prohibit gender-based discrimination broadly, specifically in admissions or access to education, or in an education setting. This does not mean that legislation denies this guarantee.</li> <li>• <i>Broadly prohibited, not specific to education</i> means that national constitutions or legislation generally guarantee gender equality, but do not specifically prohibit gender discrimination in education or more narrowly address gender equality in access to education.</li> <li>• <i>Discrimination prohibited in admissions</i> means that legislation explicitly prohibits gender-based discrimination in admissions generally, guarantees that boys and girls have equal access to education, makes education explicitly compulsory for girls, prohibits the denial of access to girls, or guarantees girls the right to educational advancement. However, legislation does not specifically address gender discrimination in other aspects of education.</li> <li>• <i>Prohibited in education</i> means that legislation explicitly prohibits gender-based discrimination in education.</li> <li>• Because the vast majority of countries do not distinguish these provisions by level of education, we do not present separate results for different levels. Provisions that only apply to higher education are not included.</li> </ul>
<p>Is sexual harassment explicitly prohibited in education?</p> <p>(sh_edu)</p>	<p>1: No prohibition  2: No explicit prohibition, but gender discrimination prohibited  3: Prohibited against girls only</p>	<ul style="list-style-type: none"> <li>• <i>No prohibition</i> means that legislation does not explicitly prohibit sexual harassment or gender discrimination broadly or specifically in education.</li> <li>• <i>No explicit prohibition, but gender discrimination prohibited</i> means that legislation does not specifically prohibit sexual harassment broadly or specifically in education, but does prohibit gender discrimination. In some countries in this category, prohibitions of</li> </ul>

Variable Name	Variable Description	Variable Values
	4: Broadly prohibited, not specific to education 5: Prohibited in education specifically or by people in a position of authority	<p>gender discrimination have been interpreted to include sexual harassment.</p> <ul style="list-style-type: none"> <li>• <i>Prohibited against girls only</i> means that legislation prohibits sexual harassment broadly or specifically in schools, but these provisions only refer to women or girls, or are contained in women-specific legislation or women-specific sections of legislation.</li> <li>• <i>Broadly prohibited, not specific to education</i> means that laws prohibit sexual harassment, but do not specifically address educational settings or sexual harassment by people in a position of authority.</li> <li>• Because the vast majority of countries do not distinguish these provisions by level of education, we do not present separate results for different levels. Provisions that only apply to higher education are not included.</li> </ul>
Are both sexual-based behaviors and sex-based harassment prohibited in education?  (sh_edu_ssb)	1: Sexual violence prohibited, but not explicitly harassment 3: Gender discrimination in education and sexual violence prohibited, but not explicitly harassment 4: Sexual-based behaviors only 5: Sexual-based behaviors and sex-based harassment	<ul style="list-style-type: none"> <li>• <i>Sexual violence prohibited, but not explicitly harassment</i> means that legislation prohibits sexual violence, but does not specifically address sexual harassment or behaviors that are generally considered to be sexual harassment, such as sexual behaviors, sexual advances, or conduct that creates a hostile environment. No country fails to prohibit at least some form of sexual violence. These prohibitions may protect children from the most extreme forms of sexual harassment.</li> <li>• <i>Gender discrimination in education and sexual violence prohibited, but not explicitly harassment</i> means that legislation prohibits both sexual violence and gender discrimination in education. However, it does not specifically address sexual harassment or behaviors that are generally considered to be sexual harassment, such as sexual behaviors, sexual advances, or conduct that creates a hostile environment. In some countries in this category, prohibitions of gender discrimination have been interpreted to include sexual harassment.</li> <li>• <i>Sexual-based behaviors only</i> means that legislation prohibits sexual harassment, but does not specifically address sex-based</li> </ul>

Variable Name	Variable Description	Variable Values
		harassment that is not sexual in nature, such as stereotyping or derogatory jokes.
<p>What sexual-based behaviors are legally defined as sexual harassment in education?</p> <p>(sh_edu_def)</p>	<p>1: Sexual violence prohibited, but not explicitly harassment</p> <p>3: Gender discrimination in education and sexual violence prohibited, but not explicitly harassment</p> <p>4: Sexual advances or quid pro quo</p> <p>5: Quid pro quo and conduct that creates a hostile environment</p> <p>9: Sexual harassment not defined</p>	<ul style="list-style-type: none"> <li>• <i>Quid pro quo</i> refers to conduct based on gender or 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 child’s educational outcomes.</li> <li>• <i>Conduct that creates a hostile environment</i> refers to behaviors that—while not necessarily targeted at an individual—create conditions at school that undermine children’s learning and dignity. Behaviors that create a hostile environment may include unwelcome or humiliating jokes or comments of a sexual nature, or portrayal of offensive sexually-explicit materials.</li> <li>• <i>Sexual violence prohibited, but not explicitly harassment</i> means that legislation prohibits sexual violence, but does not specifically address sexual harassment or behaviors that are generally considered to be sexual harassment, such as sexual behaviors, sexual advances, or conduct that creates a hostile environment. No country fails to prohibit at least some form of sexual violence. These prohibitions may protect children from the most extreme forms of sexual harassment.</li> <li>• <i>Gender discrimination in education and sexual violence prohibited, but not explicitly harassment</i> means that legislation prohibits both sexual violence and gender discrimination in education. However, it does not specifically address sexual harassment or behaviors that are generally considered to be sexual harassment, such as sexual behaviors, sexual advances, or conduct that creates a hostile environment. In some countries in this category, prohibitions of gender discrimination have been interpreted to include sexual harassment.</li> <li>• <i>Sexual harassment is not defined</i> means legislation explicitly prohibits sexual harassment, but a definition or description of specific prohibited sexual behaviors does not accompany the prohibition.</li> </ul>

## Child Marriage

Variable Name	Variable Description	Variable Values
What is the minimum age of marriage for girls? (minage_fem_leg)	1: 13 years old or younger 2: 14 to 15 years old 3: 16 or 17 years old 5: 18 years old or older	<ul style="list-style-type: none"> <li>In 15 countries, the approval of a guardian is required for females to be married at any age. The minimum age of marriage with guardian approval is reflected in the data for this variable.</li> </ul>
When loophole exceptions are taken into account, what is the minimum age of marriage for girls? (minage_fem_loop)	9: Unknown minimum age set by religious or customary law 1: 13 years old or younger 2: 14 to 15 years old 3: 16 or 17 years old 5: 18 years old or older	<ul style="list-style-type: none"> <li>We consider two forms of loophole exceptions: parental consent (because most early marriages happen with parental consent and involvement), and religious or customary law.</li> <li>We do not consider countries with legislation that requires marriage with parental consent to be in the best interest of the child and/or to be to a spouse that is above the age of majority to be more protective than countries that require parental consent alone.</li> <li>In some countries civil law exists alongside parallel customary and religious legal systems. These parallel laws often do not establish an adequate minimum age for marriage, or any at all, weakening civil law prohibitions and exposing girls in particular religious and ethnic communities to early marriage.</li> <li><i>Unknown minimum age set by religious or customary law</i> means that legislation recognizes marriages under religious and/or customary law, but there is no written legislation regarding the minimum age of marriage under these systems, or the minimum age is only explicit for some but not all systems.</li> </ul>
Is there a gender disparity in the minimum legal age of marriage with parental consent? (legal_diff_pc)	1: No specific minimum age for girls 2: Girls can be married 3 years younger than boys 3: Girls can be married 1 to 2 years younger than boys	<ul style="list-style-type: none"> <li>We do not consider countries with legislation that requires marriage with parental consent to be in the best interest of the child and/or to be to a spouse that is above the age of majority to be more protective than countries that require parental consent alone.</li> <li>There are no cases where the minimum age for boys is younger than the minimum age for girls.</li> </ul>

Variable Name	Variable Description	Variable Values
	5: No difference in minimum age	<ul style="list-style-type: none"> <li>In some countries with a difference in minimum age, the minimum age of marriage with parental consent for girls is 18 years old or older, but legislation specifies a higher minimum age of marriage with parental consent for boys.</li> </ul>
<p>When loophole exceptions are taken into account, do laws prohibit early marriage and ensure girls have as much legal protection as boys?</p> <p>(loop_summ)</p>	<p>9: Unknown minimum age set by religious or customary law</p> <p>1: Girls can be married at age 13 or younger</p> <p>2: Gender inequality in age, and girls can be married at ages 14 to 17</p> <p>3: Gender inequality in age, or girls can be married at ages 14 – 17</p> <p>5: Gender parity, and cannot be married until 18 years old or older</p>	<ul style="list-style-type: none"> <li>We consider two forms of loophole exceptions: parental consent (because most early marriages happen with parental consent and involvement), and religious or customary law.</li> <li>We do not consider countries with legislation that requires marriage with parental consent to be in the best interest of the child and/or to be to a spouse that is above the age of majority to be more protective than countries that require parental consent alone.</li> <li>In some countries civil law exists alongside parallel customary and religious legal systems. These parallel laws often do not establish an adequate minimum age for marriage, or any at all, weakening civil law prohibitions and exposing girls in particular religious and ethnic communities to early marriage.</li> <li><i>Unknown minimum age set by religious or customary law</i> means that legislation recognizes marriages under religious and/or customary law, but there is no written legislation regarding the minimum age of marriage under these systems, or the minimum age is only explicit for some but not all systems.</li> </ul>
<p>Is the minimum age of marriage with parental consent at least 18 years old for girls?</p> <p>(minage_par_18_f_*)</p>	<p>0: No</p> <p>1: Yes</p>	<ul style="list-style-type: none"> <li>This variable is included for each year between 1995 and 2019 to enable analyses of whether minimum age of marriage laws have strengthened over time. Data is only available for a subset of countries.</li> <li><i>Parental consent</i> creates legal loopholes to minimum age of marriage laws because most early marriages happen with parental consent and involvement.</li> <li>We do not consider countries with legislation that requires marriage with parental consent to be in the best interest of the child and/or to</li> </ul>

Variable Name	Variable Description	Variable Values
		be to a spouse that is above the age of majority to be more protective than countries that require parental consent alone.
<p>Is the minimum age of marriage with parental consent at least 18 years old for boys?</p> <p>(minage_par_18_m_*)</p>	<p>0: No 1: Yes</p>	<ul style="list-style-type: none"> <li>• This variable is included for each year between 1995 and 2019 to enable analyses of whether minimum age of marriage laws have strengthened over time. Data is only available for a subset of countries.</li> <li>• <i>Parental consent</i> creates legal loopholes to minimum age of marriage laws because most early marriages happen with parental consent and involvement.</li> <li>• We do not consider countries with legislation that requires marriage with parental consent to be in the best interest of the child and/or to be to a spouse that is above the age of majority to be more protective than countries that require parental consent alone.</li> </ul>