



**WORLD Policy
Analysis Center**

Child Labor

Public Use Data Dictionary



CHILD LABOR PUBLIC USE DATA DICTIONARY

CONTENTS

About the Data	1
Overview of Organization	1
Building the Data Center	1
The Child Labor Database	4
Data	6
Country Identifier Variables	6
The Child Labor Database	7

© 2019 WORLD Policy Analysis Center
All rights reserved.

ABOUT THE DATA

OVERVIEW OF ORGANIZATION

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child marriage, education, income, discrimination, work-family, equality, health, disability, child labor, as well as social, economic, civil and political rights.

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

BUILDING THE DATA CENTER

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

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

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

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

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

NATIONAL AND SUBNATIONAL LEVELS

The WORLD Policy Analysis Center databases focus largely on the national level. However, in federal systems, states or provinces may legislate a variety of areas. In some cases, omitting subnational legislation is not a significant omission—in China, for example, laws can be passed by provinces as well as the national government, but most legislation is in fact passed nationally. In other countries, like the United States, legislation may be equally passed by the federal government and by states, but historically, once most states have had guarantees, these have typically become federal. However, in other federal contexts, like Canada, federal and provincial jurisdictions are quite distinct. Many social policies are under the jurisdiction only of provinces. In this case, not having subnational information is a greater omission.

Initial data analysis has focused on national-level law and policy collected by the UN and other global organizations. 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 CHILD LABOR DATABASE

CHILD LABOR RIGHTS & PROTECTIONS

The WORLD Policy Analysis Center reviewed original labor and child-related legislation from each UN member state as of October 2016 to collect information about provisions pertaining to child labor. Variables in this publicly-available database were constructed utilizing global child labor standards enshrined in both the ILO's Minimum Age Convention (C138) and associated

Recommendations, as well as the Convention on the Rights of the Child (CRC). The following sources were used to gather information on these protections:

- National labor codes and other child-related legislation obtained via International Labour Organization (ILO)'s NATLEX database;
- Official country websites;
- Foreign Law Guide;
- Global Legal Information Network;
- Lexadin;
- GlobaLex;
- For specific countries (where applicable): Pacific Islands Legal Information Institute, Commonwealth Legal Information Institute; and
- Hard copies of relevant legislation at ILO's headquarters in Geneva, McGill and Harvard universities' law libraries.

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)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: June 2018)

THE CHILD LABOR DATABASE

Variable Name	Variable Values	Variable Notes
What is the minimum age for admission to employment? (admiss_age)	1: No national minimum age 2: 12 or 13 years old 3: 14 years old 4: 15 years old 5: 16 years old or older	<ul style="list-style-type: none"> <i>Employment</i> is any work that is not specified as hazardous or light work. If a country allows children to work at a younger age with parental permission, the younger age is shown in the map.
What is the minimum age for admission to employment with exceptions? (admiss_age_except)	1: No national minimum age 2: 12 or 13 years old 3: 14 years old 4: 15 years old 5: 16 years old or older	<ul style="list-style-type: none"> <i>Employment</i> is any work that is not specified as hazardous or light work. <i>Exceptions</i> are cases where the legislation allows children to do work at a younger age under specific circumstances. For general employment and light work, exceptions include specific types of work, such as agricultural, temporary, or seasonal work; exceptions to allow children to work with family members; and exceptions that require only minister or government approval; or exceptions for when the work is deemed indispensable for the child or their family, because these may not be adequately protective in practice.
What is the minimum age for hazardous work? (haz_age)	1: No national minimum age 2: 12 or 13 years old 3: 14 or 15 years old 4: 16 or 17 years old 5: 18 years-old	<ul style="list-style-type: none"> <i>Hazardous work</i> is work that is harmful to children's health, safety or morals. For countries that define hazardous work in their legislation, that definition was used. For countries that do not define hazardous work, we used the International Labour Organization's definition: "(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d)

Variable Name	Variable Values	Variable Notes
		<p>work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.”¹</p> <ul style="list-style-type: none"> In cases where countries do not specify a separate minimum age for hazardous work, but do have a minimum age for admission to employment, the latter age was used based on the assumption that if children are not permitted to work, they are not permitted to do hazardous work, and similarly that once they reach the minimum working age, they will be permitted to engage in hazardous work.
What is the minimum age for hazardous work with exceptions? (haz_age_except)	1: No national minimum age 2: 12 or 13 years old 3: 14 or 15 years old 4: 16 or 17 years old 5: 18 years old	<ul style="list-style-type: none"> <i>Hazardous work</i> is work that is harmful to children’s health, safety or morals. For countries that define hazardous work in their legislation, that definition was used. For countries that do not define hazardous work, we used the International Labour Organization’s definition: “(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.”²

¹ International Labour Organization (1999). “Worst Forms of Child Labour Recommendation (R190)”, Article 3.

² International Labour Organization (1999). “Worst Forms of Child Labour Recommendation (R190)”, Article 3.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> In cases where countries do not specify a separate minimum age for hazardous work, but do have a minimum age for admission to employment, the latter age was used based on the assumption that if children are not permitted to work, they are not permitted to do hazardous work, and similarly that once they reach the minimum working age, they will be permitted to engage in hazardous work. <i>Exceptions</i> are cases where a country allows children younger than the official minimum age to do hazardous work under specific circumstances thereby undermining protections. For hazardous work we took into account any exceptions to the minimum age excluding the following: (1) exceptions activated by “force majeure” (i.e., extraordinary circumstances such as war), and (2) exceptions for vocational training, as C138 authorizes employment for vocational trainings or orientation programs that are held in schools and approved by governmental authority.³
What is the minimum age for light work? (light_age)	1: No national minimum age 2: 12 years old 3: 13 years old 4: 14 years old 5: 15 years old or older	<ul style="list-style-type: none"> C138 defines <i>light work</i> as work which is “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received”.⁴ For countries that explicitly define light work in their legislation, that definition was used. For countries that do not define light work, work that met the following criteria was considered to be light: (1) its description in legislation matched the definition of light work in C138 and (2) the legislation explicitly identified a minimum age for this type of work and this age was below the age for admission to employment.

³ International Labour Organization (1973). “Minimum Age Convention (C138)”, Article 6.

⁴ International Labour Organization (1973). “Minimum Age Convention (C138), Article 7.

Variable Name	Variable Values	Variable Notes
How long are children protected from working 6 or more hours on a school day? (age_schoolhrs6)	1: No national minimum age 2: Until 12 or 13 years old 3: Until 14 years old 4: Until 15 years old 5: Until 16 to 18 years old	<ul style="list-style-type: none"> • If legislation specifies that children can only do light work, which by definition should not interfere with schooling, it is assumed that they are protected from working 6 or more hours on a school day. • When legislation specifies a limit on the number of hours permitted on a school day, we used that number to measure if children are protected from working 6 or more hours. • In cases where labor legislation does not specify a maximum number of hours of work allowed on a school day, we used the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but does not specify particular hour limitations, a 6-hour school day is assumed and combined with data on hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days.
How many hours are 12-year-olds legally permitted to work on a school day? (schday_12)	1: 8 or more hours 2: 6 – 7.9 hours 3: 3 – 5.9 hours 4: 1 – 2.9 hours 5: Protected from any work 999: Only light work permitted	<ul style="list-style-type: none"> • In cases when a country explicitly specifies the maximum number of hours children are permitted to work on a school day, we used that. • When countries do not specify the number of hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and combined with data on the number of hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. • <i>Protected from any work</i> means that children are not generally permitted to do any type of work at age 12. • <i>Only light work permitted</i> means that at age 12, children are only permitted to do light work, defined by C138 as work which is “(a) not likely to be harmful to their health or development; and (b) not such

Variable Name	Variable Values	Variable Notes
		as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received". ⁵
How many hours are 14-year-olds legally permitted to work on a school day? (schday_14)	1: 8 or more hours 2: 6 – 7.9 hours 3: 3 – 5.9 hours 4: 1 – 2.9 hours 5: Protected from any work 999: Only light work permitted	<ul style="list-style-type: none"> • In cases when a country explicitly specifies the maximum number of hours children are permitted to work on a school day, we used that. • When countries do not specify the number of hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and combined with data on the number of hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. • <i>Protected from any work</i> means that children are not generally permitted to do any type of work at age 14. • <i>Only light work permitted</i> means that at age 14, children are only permitted to do light work, defined by C138 as work which is "(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received".⁶
How many hours are 16-year-olds legally permitted to work on a school day?	1: 8 or more hours 2: 6 – 7.9 hours 3: 3 – 5.9 hours	<ul style="list-style-type: none"> • In cases when a country explicitly specifies the maximum number of hours children are permitted to work on a school day, we used that.

⁵ International Labour Organization (1973). "Minimum Age Convention (C138), Article 7.

⁶ International Labour Organization (1973). "Minimum Age Convention (C138), Article 7.

Variable Name	Variable Values	Variable Notes
(schday_16)	4: 1 – 2.9 hours 5: Protected from any work 999: Only light work permitted	<ul style="list-style-type: none"> When countries do not specify the number of hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and combined with data on the number of hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. <i>Protected from any work</i> means that children are not generally permitted to do any type of work at age 16. <i>Only light work permitted</i> means that at age 16, children are only permitted to do light work, defined by C138 as work which is “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received”.⁷
How long are children guaranteed 12 hours off from work at night for rest? (age_nightrest12)	1: No national minimum age 2: Until 12 or 13 years old 3: Until 14 years old 4: Until 15 years old 5: Until 16 to 18 years old	<ul style="list-style-type: none"> <i>Hours off from work at night</i> are uninterrupted hours off work at night that children are guaranteed for rest. If legislation specifies only that a child cannot work at night, it is not assumed that children have at least 12 hours off at night. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. If only light work is permitted, it is assumed that children have at least 12 hours of nightly rest. The ILO’s Minimum Age Recommendation No. 146, which provides guidelines for the application of C138, specifies “a minimum

⁷ International Labour Organization (1973). “Minimum Age Convention (C138), Article 7.

Variable Name	Variable Values	Variable Notes
		consecutive period of 12 hours' night rest" for children and young persons under the age of 18. ⁸
How many hours off from work at night are 12-year-olds legally guaranteed for rest? (nightrest_12)	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours 5: Protected from working	<ul style="list-style-type: none"> • <i>Hours off from work at night</i> are uninterrupted hours off work at night that children are guaranteed for rest. • <i>Not guaranteed</i> means there is no guarantee of time off from work specifically at night for 12-year-old children. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. • <i>Less than 10 hours</i> includes cases where legislation prohibits night work for 12-year-old children, but does not specify the number of hours. • <i>Protected from working</i> means that, at age 12, children may not do general work at any time of day, although light work may be permitted. If legislation specifies children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.
How many hours off from work at night are 14-year-olds legally guaranteed for rest? (nightrest_14)	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours 5: Protected from working	<ul style="list-style-type: none"> • <i>Hours off from work at night</i> are uninterrupted hours off work at night that children are guaranteed for rest. • <i>Not guaranteed</i> means there is no guarantee of time off from work specifically at night for 14-year-old children. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. • <i>Less than 10 hours</i> includes cases where legislation prohibits night work for 14-year-old children, but does not specify the number of hours.

⁸ International Labor Organization (1973). "Minimum Age Recommendation (R146)", Article 13.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • <i>Protected from working</i> means that, at age 14, children may not do general work at any time of day, although light work may be permitted. If legislation specifies children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.
How many hours off from work at night are 16-year-olds legally guaranteed for rest? (nightrest_16)	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours 5: Protected from working	<ul style="list-style-type: none"> • <i>Hours off from work at night</i> are uninterrupted hours off work at night that children are guaranteed for rest. • <i>Not guaranteed</i> means there is no guarantee of time off from work specifically at night for 16-year-old children. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. • <i>Less than 10 hours</i> includes cases where legislation prohibits night work for 16-year-old children, but does not specify the number of hours. • <i>Protected from working</i> means that, at age 16, children may not do general work at any time of day, although light work may be permitted. If legislation specifies children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.

Childhood

Public Use Data Dictionary

CHILDHOOD PUBLIC USE DATA DICTIONARY

CONTENTS

Overview of WORLD.....	3
Building the Data Center.....	3
Data Sources.....	3
Coding Frameworks	4
Coding Process	5
Accuracy, Analysis, and Updating	6
The Constitutions Database	6
The Education Database.....	7
The Child Labor Database	8
The Child Marriage Database	8
The Adult Labor Database	9
The Poverty Database	10
Data	11
Country Identifier Variables.....	11
The Constitutions Database.....	12
The Education Database	27
The Child Labor Database	34
The Child Marriage Database	46
The Adult Labor Database	53
The Poverty Database	59

© 2014 WORLD Policy Analysis Center
All rights reserved.

OVERVIEW OF WORLD

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child labor, child marriage, education, income, discrimination, work-family, equality, health, and disability. By making this new “Constitutions” data set publicly available, we hope to support researchers, policymakers, students, and civil society in a wide array of efforts and analyses relating to children’s health and development.

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

BUILDING THE DATA CENTER

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

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN’s official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

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

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

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

THE CONSTITUTIONS DATABASE

General Constitutional Protections

The WORLD Policy Analysis Center analyzed national constitutional text in force as of May 2014.

- The Constitutions database comprises constitutions from all United Nations' member states.
- We only referred to additional legislation when it was explicitly referenced in the constitution.
- Although the vast majority of countries have written constitutions in place, a few countries (e.g. the United Kingdom, Canada, New Zealand and Israel) either have no written constitutions or have a series of constitutional laws rather than a single text. In both of these cases, our data was collected from documents or laws that are considered to be constitutional in nature either by the country itself or by the legal community.

Case Law

Our current database is a reflection of what is explicitly written in constitutions. Litigation can play an important role in creating a body of jurisprudence that can further extend women's constitutional protections beyond what is contained in the constitutional text itself. Given that the scope of the project includes 193 countries, 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 the

rights reported. Including case law in future analyses will be important to understand more fully the extent to which equal rights are protected in different countries.

THE EDUCATION DATABASE

Quality of and Access to Education

The WORLD Policy Analysis Center analyzed qualitative reports and national policies as of June 2014 to determine the educational conditions experienced by children around the world. Information on education policies of UN member states were collected primarily from the following sources:

- [UNESCO International Bureau of Education \(IBE\) reports](#) the fifth (2003), sixth (2006/2007), and seventh editions (2010/2011) including all reports available as of June 2014;
- [48th International Conference on Education reports](#); and
- [Planipolis](#).
- When these sources had incomplete information on policies affecting access to and quality of education, they were supplemented by analyzing information available through the following sources:
 - [Millennium Development Goals Reports](#) (2003-2010) and Education for All Mid-Decade Assessment Reports (available through [Planipolis](#)); and
 - [Eurydice – Network on education systems and policies in Europe](#).
- We did not capture nations' "plans" for educational regulations when they focused solely on goals for the future rather than the present situation. As education policy is made at the subnational level and country reports to UNESCO frequently contain subnational information, our data reflect provisions that apply to the majority of states or provinces in the country.
- 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:
 - A small number of countries split primary school into levels but do not split secondary school into levels.
 - For comparability, when countries have eight or more years of primary school and split it into a lower and upper level (but do not split secondary school), the upper level of primary is treated as lower secondary.
 - When countries do not split secondary into levels, we apply the general secondary data to both levels of secondary education.

THE CHILD LABOR DATABASE

Child Labor Rights & Protections

The WORLD Policy Analysis Center reviewed original labor and child-related legislation from each UN member state as of March 2012 to collect information about provisions pertaining to child labor. The following sources were used to gather information on this topic:

- National labor codes and other child-related legislation obtained via [International Labour Organization \(ILO\)'s NATLEX database](#);
- Official country websites;
- [Foreign Law Guide](#);
- [Global Legal Information Network](#);
- [Lexadin](#);
- [GlobaLex](#);
- For specific countries (where applicable): [Pacific Islands Legal Information Institute](#), [Commonwealth Legal Information Institute](#); and
- Hard copies of relevant legislation at ILO's headquarters in Geneva, McGill and Harvard universities' law libraries.

THE CHILD MARRIAGE DATABASE

Protection from Child Marriage

The WORLD Policy Analysis Center analyzed the following sources to establish the minimum age at which a girl or boy can be married with no restrictions, or only with parental permission in each country as of June 2013:

- [Lexadin World Law Guide](#);
- [Foreign Law Guide](#);
- [International Labour Organization \(ILO\)'s NATLEX database](#);
- [Pacific Islands Legal Information Institute](#);
- [Asian Legal Information Institute](#);
- [JaFBase](#); and
- Official country websites.
- If information from the abovementioned sources was not available, the following sources were 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 of August 2013, as well as the reports detailing the committees' concluding observations.

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.

THE ADULT LABOR DATABASE

Adult Labor Rights & Protections

The WORLD Policy Analysis Center reviewed original labor legislation and information on social security systems from each UN member state and global sources to collect information about policies for adult labor as of February 2014. The following sources were used to gather information on this subject:

- [International Labour Organization \(ILO\)'s NATLEX database](#);
- [ILO's Maternity Protection and Working Time databases](#);
- [World Bank's Women, Business, and the Law](#);
- Official country websites;
- The European Union's (EU) Mutual Information System on Social Protections ([MISSOC](#));
- The EU's Mutual Information System on Social Protection of the Council of Europe ([MISSCEO](#));
- The World Law Guide, [Lexadin](#);
- [World Legal Information Institute](#);
- The [Social Security Programs Throughout the World database](#) (SSPTW); and
- Hard copies of relevant legislation at ILO's headquarters in Geneva, McGill and Harvard universities' law libraries.
- Additional information to fill in gaps from the abovementioned sources was drawn from the following sources:
- [International Review of Leave Policies and Related Research](#) edited by Peter Moss of the Institute of Education, University of London; and
- Information on maternal leave and breastfeeding breaks was clarified or corroborated with information from [ILO's Maternity & Paternity at Work Report 2014](#).
- Initial data analysis has focused on national-level law and policy collected by the UN and other global organizations. In countries where labor policies are set at the state or provincial level, such as the U.S. and India, we coded based on the lowest level of guarantee.

THE POVERTY DATABASE

Poverty Protection & Reduction Policies

The WORLD Policy Analysis Center analyzed data from relevant legislation and details of social security systems drawn from the following sources as of March 2012:

- Legislative texts accessed via the [ILO's NATLEX database](#) and official government gazettes;
- [Social Security Programs Throughout the World \(SSPTW\)](#) reports;
- [ILO's TRAVAIL Database of Conditions of Work and Employment Laws](#);
- [European Union's Mutual Information System on Social Protection](#); and
- [Mutual Information System on Social Protection of the Council of Europe](#).

If the sources mentioned above did not have recent data on minimum-wage rates, information was drawn from the [U.S. Department of State's Human Rights Reports](#).

All data about minimum-wage policies were based on information relevant to the years 2010 and 2011.

Only family benefits provided on a statutory basis—that is, established by law are captured; because data sources offer very limited detail on non-statutory programs (and by definition there are no legislative documents that detail them), these were not included.

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
iso2		2-digit ISO country code
iso3		3-digit ISO country code
region		Country geographical region (World Bank classification)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: February 2014)
CRC ratification status (crc)	1: CRC ratified 0: CRC not ratified	<ul style="list-style-type: none"> • <i>CRC ratified</i> means the country has ratified CRC. • <i>CRC not ratified</i> means the country has not ratified CRC • This variable can be merged with data from the Adult Labor, Breastfeeding, Child Marriage, Constitutions, and Education data sets to assess whether countries are meeting their CRC commitments in those areas.

THE CONSTITUTIONS DATABASE

Variable Name	Variable Values	Variable Description
Was the country's constitution adopted before or after it ratified the CRC? (crc_const)	1: Constitution adopted after or in the same year as CRC ratification 0: Constitution adopted before CRC ratification	<ul style="list-style-type: none"> • <i>Constitution adopted after or in the same year as CRC ratification</i> means that the country adopted its constitution after or in the same year that the country ratified the CRC • <i>Constitution adopted before CRC ratification</i> means that the country adopted its constitution before the country ratified the CRC
In what year was the country's constitution adopted? (year_adopted)	Range: 1215 - 2014	<ul style="list-style-type: none"> • This variable can be used to assess global trends in the inclusion of constitutional rights over time. Most constitutional guarantees are included at the time of a constitution's adoption.
Do constitutions take at least one approach to gender equality? (const_eq_gender)	1: No, none 2: General equality guaranteed 3: Aspirational 4: Guaranteed with exceptions 5: Guaranteed	<ul style="list-style-type: none"> • Approaches to gender equality include prohibitions of discrimination against women, guarantees of equal rights, guarantees of equality before the law, and guarantees of overall equality for men and women. • <i>No, none</i> means that the constitution does not explicitly mention the right to equality for all men and women. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>General equality guaranteed</i> means the right to equality is guaranteed for all citizens, but not specifically on the basis of gender. • <i>Aspirational</i> means that the constitution protects the general right to gender equality but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect or promote gender equality. • <i>Guaranteed with exceptions</i> includes cases where individuals can be treated differently on the basis of gender for specified reasons, for

Variable Name	Variable Values	Variable Description
		<p>example, where equality is guaranteed, except when the law “takes due account of physiological differences between persons of different sex or gender.” This category does not apply to this variable as there are no countries that have exceptions to equality based on gender.</p> <ul style="list-style-type: none"> • <i>Guaranteed</i> means that the constitution protects the right to gender equality in authoritative language. For example, constitutions in this category might guarantee citizens’ right to gender equality or make it the State’s responsibility to ensure gender equality.
<p>Does the constitution include provisions for potential positive action based on gender?</p> <p>(const_eq_gender_ppa)</p>	<p>1: Potential positive action 0: No potential positive action</p>	<ul style="list-style-type: none"> • <i>Potential positive action</i> is a measure or measures that may be taken to compensate for past discrimination or current inequalities on the basis of gender. Positive action can be framed in guaranteed terms (e.g., “the State shall adopt measures of affirmative action for women”) or in terms that leave open the possibility for positive action (e.g., “Nothing in this article shall prevent the State from taking measures to promote women’s equality, in order to address past discrimination against them”).
<p>Do constitutions take at least one approach to equality across ethnicity?</p> <p>(const_eq_ethnic)</p>	<p>1: No, none 2: General equality guaranteed 3: Aspirational 4: Guaranteed with exceptions 5: Guaranteed</p>	<ul style="list-style-type: none"> • Approaches to equality based on ethnicity include prohibitions of discrimination against any particular racial/ethnic group, guarantees of equal rights, guarantees of equality before the law, and guarantees of overall equality for different racial or ethnic groups in a country. • <i>No, none</i> means that the constitution does not explicitly mention the right to equality based on ethnicity for all citizens. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>General equality guaranteed</i> means the right to equality is guaranteed for all citizens, but not specifically on the basis of ethnicity. • <i>Aspirational</i> means that the constitution protects the general right to equality based on ethnicity but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect or promote

Variable Name	Variable Values	Variable Description
		<p>equality based on ethnicity.</p> <ul style="list-style-type: none"> • <i>Guaranteed with exceptions</i> includes cases where the constitution protects the general right to equality based on ethnicity, but allows this protection to be curtailed in certain circumstances. For example, a constitution may have a provision allowing laws to restrict certain rights, including the right to nondiscrimination, in order to achieve the fundamental principles to which the constitution aspires. This category does not apply to this variable as there are no countries that have exceptions to equality based on ethnicity. • <i>Guaranteed</i> means that the constitution protects the right to equality based on ethnicity in authoritative language. For example, constitutions in this category might guarantee citizens' right to equality based on ethnicity or make it the State's responsibility to ensure this right.
<p>Does the constitution include provisions for potential positive action based on ethnicity? (const_eq_ethnic_ppa)</p>	<p>1: Potential positive action 0: No potential positive action</p>	<ul style="list-style-type: none"> • <i>Potential positive action</i> is a measure or measures that may be taken to compensate for past discrimination or current inequalities on the basis of ethnicity. Positive action can be framed in guaranteed terms (e.g., "the State shall adopt measures of affirmative action for ethnic minorities") or in terms that leave open the possibility for positive action (e.g., "Nothing in this article shall prevent the State from taking measures to promote equality for ethnic minorities, in order to address past discrimination against them").
<p>Do constitutions take at least one approach to equality across religion? (const_eq_relig)</p>	<p>1: No, none 2: General equality guaranteed 3: Aspirational 4: Guaranteed with exceptions 5: Guaranteed</p>	<ul style="list-style-type: none"> • Approaches to equality based on religion include prohibitions of discrimination against any particular religion, guarantees of equal rights, guarantees of equality before the law, and guarantees of overall equality for different religious groups in a country. • <i>No, none</i> means that the constitution does not explicitly mention the right to equality based on religion for all citizens. This does not mean that the constitution denies this right, but that it does not explicitly include it.

Variable Name	Variable Values	Variable Description
		<ul style="list-style-type: none"> • <i>General equality guaranteed</i> means the right to equality is guaranteed for all citizens, but not specifically on the basis of religion. • <i>Aspirational</i> means that the constitution protects the general right to equality based on religion but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect or promote equality based on religion. • <i>Guaranteed with exceptions</i> includes cases where the constitution protects the general right to equality based on religion, but allows this protection to be curtailed in certain circumstances. For example, a constitution may have a provision allowing laws to restrict certain rights, including the right to nondiscrimination, in order to achieve the fundamental principles to which the constitution aspires. This category does not apply to this variable as there are no countries that have exceptions to equality based on religion. • <i>Guaranteed</i> means that the constitution protects the right to equality based on religion in authoritative language. For example, constitutions in this category might guarantee citizens' right to equality based on religion or make it the State's responsibility to ensure this right.
Does the constitution include provisions for potential positive action based on religion? (const_eq_relig_ppa)	1: Potential positive action 0: No potential positive action	<ul style="list-style-type: none"> • <i>Potential positive action</i> is a measure or measures that may be taken to compensate for past discrimination or current inequalities on the basis of religion. Positive action can be framed in guaranteed terms (e.g., "the State shall adopt measures of affirmative action for religious minorities") or in terms that leave open the possibility for positive action (e.g., "Nothing in this article shall prevent the State from taking measures to promote equality for religious minorities, in order to address past discrimination against them").
Do constitutions take at least one approach to equality across disability?	1: No, none 3: Aspirational 4: Guaranteed with	<ul style="list-style-type: none"> • Approaches to equality include prohibitions of discrimination against persons with disabilities, guarantees of equal rights, guarantees of equality before the law, and guarantees of overall equality for persons

Variable Name	Variable Values	Variable Description
(const_eq_disab)	exceptions 5: Guaranteed	<p>with disabilities.</p> <ul style="list-style-type: none"> • <i>No, none</i> means that the constitution does not explicitly mention the right to equality for persons with disabilities. This does not mean that the constitution denies this right, but that it does not explicitly include it. The right to equality may also be guaranteed for all citizens, but not specifically to persons with disabilities. • <i>Aspirational</i> means that the constitution protects the general right to equality for persons with disabilities but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect or promote equality regardless of disability. • <i>Guaranteed with exceptions</i> includes cases where equality is guaranteed for persons with disabilities but there are stated exceptions such as if “their disability prevents them from exercising” their rights. • <i>Guaranteed</i> means that the constitution protects the right to equality for persons with disabilities in authoritative language. For example, constitutions in this category might guarantee persons with disabilities’ right to equality or make it the State’s responsibility to ensure equality regardless of disability.
Does the constitution include provisions for potential positive action based on disability? (const_eq_disab_ppa)	1: Potential positive action 0: No potential positive action	<ul style="list-style-type: none"> • <i>Potential positive action</i> is a measure or measures that may be taken to promote equality for persons with disabilities. Positive action can be framed in guaranteed terms (e.g., “the State shall adopt measures of affirmative action for persons with disabilities”) or in terms that leave open the possibility for positive action (e.g., “Nothing in this article shall prevent the State from taking measures to promote equality for persons with disabilities, in order to address past discrimination against them”).
Do citizens have a specific right to health?	1: Not granted in constitution 2: Granted to specific	<ul style="list-style-type: none"> • The right to health includes the right to “health,” “health security,” and overall well-being”. • <i>Not granted in constitution</i> means that the constitution does not

Variable Name	Variable Values	Variable Description
(const_rt_hlth)	groups, not universally 3: Aspirational in constitution 5: Guaranteed in constitution	<p>explicitly mention health protections. This does not mean that the constitution denies these protections, but that it does not explicitly include them.</p> <ul style="list-style-type: none"> • <i>Granted to specific groups, not universally</i> means the constitution explicitly guarantees the right to health, public health, or medical services to specific groups, but not to all citizens. Specific groups that are named in constitutions include children, the elderly, the poor, persons with disabilities, women, and ethnic minorities. • <i>Aspirational in constitution</i> means that the constitution protects the right to health, public health or medical services but does not use language strong enough to be considered a guarantee. For example, the nation will endeavor to provide the right to health or intends to provide medical services. • <i>Guaranteed in constitution</i> means that the constitution explicitly guarantees the right to health, medical services, or public health to citizens in authoritative language. For example, constitutions in this category might guarantee citizens' right to health or make it the State's responsibility to ensure the protection of the right to health.
<p>Do citizens have a specific right to medical services?</p> <p>(const_rt_hlthcare)</p>	<p>1: Not granted in constitution 2: Granted to specific groups, not universally 3: Aspirational in constitution 5: Guaranteed in constitution</p>	<ul style="list-style-type: none"> • The right to medical services includes "curative services," "health-care services," or "disease treatment," or discussion of the state's responsibility to restore/rehabilitate health. • <i>Not granted</i> means that the constitution does not explicitly mention the right to medical services. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>Granted to specific groups, not universally</i> means the constitution explicitly guarantees the right to medical services to specific groups, but not to all citizens. Specific groups that are named in constitutions include children, the elderly, the poor, persons with disabilities, women, and ethnic minorities. • <i>Aspirational in constitution</i> means that the constitution protects the general right to medical services but does not use language strong enough to be considered a guarantee. For example, the nation intends

Variable Name	Variable Values	Variable Description
		<p>to provide medical services.</p> <ul style="list-style-type: none"> • <i>Guaranteed in constitution</i> means that the constitution explicitly guarantees the right to medical services to citizens in authoritative language. For example, constitutions in this category might guarantee citizens' right to medical services or make it the State's responsibility to ensure the protection of the right to medical services.
<p>Do citizens have a specific right to public health?</p> <p>(const_rt_pubhlth)</p>	<p>1: Not granted in constitution 2: Granted to specific groups, not universally 3: Aspirational in constitution 5: Guaranteed in constitution</p>	<ul style="list-style-type: none"> • The right to public health includes the “defense of public health,” “access to preventive services,” “illness prevention,” etc. Each of these can be guaranteed in broad terms, such as the statement of a right to public health, and/or can be phrased more specifically, such as access to immunizations and health education. We considered the broad right to public health to be guaranteed when explicitly stated, or when these types of specifics appeared within a broader applicable context. For example, if access to immunizations was mentioned within the context of the protection of public health or disease prevention, the right to public health was considered granted, but if it appeared alone, the overall right to public health was not considered guaranteed. • <i>Not granted</i> means that the constitution does not explicitly mention the right to public health. This does not mean that the constitution denies this right, but that it does not explicitly include it. • <i>Aspirational in constitution</i> means that the constitution protects the right to public health but does not use language strong enough to be considered a guarantee in addressing the right to public health. For example, the nation will endeavor to protect public health. • <i>Guaranteed in constitution</i> means that the constitution explicitly guarantees the right to public health to citizens in authoritative language. For example, constitutions in this category might guarantee citizens' right to public health or make it the State's responsibility to ensure the protection of the right to public health. • There are no constitutions that only guarantee the right to public health to specific groups rather than universally.

Variable Name	Variable Values	Variable Description
<p>Does the constitution take any approach to health?</p> <p>(const_rt_anyhlth)</p>	<p>1: Not granted in constitution 2: Granted to specific groups, not universally 3: Aspirational in constitution 5: Guaranteed in constitution</p>	<ul style="list-style-type: none"> Approaches to health include the right to health, public health, or medical services. <i>Not granted</i> means that the constitution does not explicitly mention health protections. This does not mean that the constitution denies these protections, but that it does not explicitly include them. <i>Granted to specific groups, not universally</i> means the constitution explicitly guarantees the right to health, public health, or medical services to specific groups, but not to all citizens. Specific groups that are named in constitutions include children, the elderly, the poor, persons with disabilities, women, and ethnic minorities. <i>Aspirational in constitution</i> means that the constitution protects the right to health, public health or medical services but does not use language strong enough to be considered a guarantee. For example, the nation will endeavor to provide the right to health or intends to provide medical services. <i>Guaranteed in constitution</i> means that the constitution explicitly guarantees the right to health, medical services, or public health to citizens in authoritative language. For example, constitutions in this category might guarantee citizens' right to health or make it the State's responsibility to ensure the protection of the right to health.
<p>Do citizens have a general constitutional right to education or a specific constitutional right to primary education?</p> <p>(const_rt_genprimedu)</p>	<p>1: Not granted in constitution 2: Aspirational in constitution 3: Guaranteed in constitution 4: Guaranteed compulsory or free 5: Guaranteed compulsory and free</p>	<ul style="list-style-type: none"> General right to education means the constitution explicitly mentions a right to education or a right to education at all levels. Specific right to primary education means the constitution explicitly mentions a right to primary education, a right to education at all levels, or a right to education for at least 6 years or until at least age 11. <i>Not granted in constitution</i> means that the constitution does not explicitly mention the right to education or primary education for all citizens. This does not mean that the constitution denies the right to education or primary education, but that it does not explicitly include either of these rights. If the right to education is only guaranteed to specific groups of people, the country will appear as not granting the

Variable Name	Variable Values	Variable Description
		<p>right to education to all citizens on this variable.</p> <ul style="list-style-type: none"> • <i>Aspirational in constitution</i> means that the constitution protects the general right to education or the specific right to primary education, but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect the right to education or intends to provide free primary education. • <i>Guaranteed in constitution</i> means that the constitution protects the right to education or primary education in authoritative language. For example, constitutions in this category might guarantee citizens' right to education or make it the State's responsibility to provide primary education. However, constitutions in this category do not guarantee that education is free and/or compulsory. • <i>Guaranteed compulsory or free</i> means that the constitution guarantees the right to free or compulsory education, but not both, in authoritative language, either generally or specifically at the primary level. • <i>Guaranteed compulsory and free</i> means that the constitution guarantees both the right to free and the right to compulsory education in authoritative language, either generally or specifically at the primary level.
<p>Do citizens have a specific constitutional right to secondary education?</p> <p>(const_rt_secedu)</p>	<p>1: Not granted in constitution 2: Aspirational in constitution 3: Guaranteed in constitution 4: Guaranteed compulsory or free 5: Guaranteed compulsory and free</p>	<ul style="list-style-type: none"> • Specific right to secondary education means the constitution explicitly mentions a right to secondary education, a right to education at all levels, or a right to education for at least 11 years or until at least age 16. • <i>Not granted in constitution</i> means that the constitution does not explicitly mention the right to secondary education for all citizens. This does not mean that the constitution denies the right to secondary education, but that it does not explicitly include this right. If the right to secondary education is only guaranteed to specific groups of people, the country will appear as not granting the right to secondary education to all citizens on this variable. • <i>Aspirational in constitution</i> means that the constitution protects the

Variable Name	Variable Values	Variable Description
		<p>right to secondary education, but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect the right to secondary education or intends to provide free secondary education.</p> <ul style="list-style-type: none"> • <i>Guaranteed in constitution</i> means that the constitution protects the right to secondary education in authoritative language. For example, constitutions in this category might guarantee citizens' right to secondary education or make it the State's responsibility to provide this level of education. However, the constitutions in this category do not guarantee that secondary education is free and/or compulsory. • <i>Guaranteed compulsory or free</i> means that the constitution guarantees either the right to free or compulsory secondary education, but not to both, in authoritative language. • <i>Guaranteed compulsory and free</i> means that the constitution guarantees both the right to free and the right to compulsory secondary education in authoritative language.
<p>Do citizens have a specific constitutional right to higher education?</p> <p>(const_rt_highedu)</p>	<p>1: Not granted in constitution 2: Aspirational in constitution 3: Guaranteed in constitution 5: Guaranteed free</p>	<ul style="list-style-type: none"> • Specific right to higher education means the constitution explicitly mentions a right to higher education or a right to education at all levels. • <i>Not granted in constitution</i> means that the constitution does not explicitly mention the right to higher education for all citizens. This does not mean that the constitution denies the right to higher education, but that it does not explicitly include this right. If the right to education is only guaranteed to specific groups of people, the country will appear as not granting the right to higher education to all citizens on this variable. • <i>Aspirational in constitution</i> means that the constitution protects the right to higher education, but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to protect the right to higher education or intends to provide free higher education. • <i>Guaranteed in constitution</i> means that the constitution protects the right to higher education in authoritative language. For example,

Variable Name	Variable Values	Variable Description
		<p>constitutions in this category might guarantee citizens' right to higher education or make it the State's responsibility to provide this level of education. However, the constitutions in this category do not guarantee that higher education is free.</p> <ul style="list-style-type: none"> • <i>Guaranteed free</i> means that the constitution guarantees the right to free higher education in authoritative language.
<p>Do constitutions protect the right to education regardless of gender?</p> <p>(const_rt_edu_gender)</p>	<p>1: None specific to gender 2: Aspirational 3: Specifically guaranteed with exceptions 4: Broadly guaranteed 5: Specifically guaranteed</p>	<ul style="list-style-type: none"> • The right to education is considered to be protected for girls when the following are explicitly granted to both boys and girls or are granted in general and the constitution states that individuals enjoy rights on an equal basis regardless of gender: the right to education, the right to education at all levels, the right to compulsory education, the right to free education, and the prohibition of discrimination in education. • <i>None specific to gender</i> means that the constitution does not explicitly protect the right to education for girls. This does not mean that the constitution denies this right, but that it does not explicitly include it. The country may protect citizens' right to education, but not specifically based on gender. • <i>Aspirational</i> means that the constitution protects the right to education for girls but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure girls have the right to education. • <i>Specifically guaranteed with exceptions</i> includes cases where equality in education is guaranteed to both sexes, but allows this protection to be curtailed in certain circumstances based on gender. This category does not apply to this variable as there are no countries that have exceptions to protection against discrimination in education based on gender. • <i>Broadly guaranteed</i> means that the constitution guarantees the right to education to citizens and provides general protection against discrimination based on gender, but does not specifically protect against discrimination <i>in education</i> based on gender. • <i>Specifically guaranteed</i> means that the constitution guarantees the

Variable Name	Variable Values	Variable Description
		<p>right to education and protects against discrimination in education based on gender in authoritative language. For example, constitutions in this category might guarantee protection against discrimination in education based on gender or make it the State's responsibility to ensure this right for boys and girls.</p>
<p>Do constitutions protect the right to education regardless of ethnicity? (const_rt_edu_ethnic)</p>	<p>1: None specific to ethnicity 2: Aspirational 3: Specifically guaranteed with exceptions 4: Broadly guaranteed 5: Specifically guaranteed</p>	<ul style="list-style-type: none"> • The right to education is considered to be protected when the following are explicitly granted on the basis of ethnicity or are granted in general and the constitution states that individuals enjoy rights on an equal basis regardless of their ethnicity: the right to education, the right to education at all levels, the right to compulsory education, the right to free education, and the prohibition of discrimination in education. • <i>None specific to ethnicity</i> means that the constitution does not explicitly protect the right to education on the basis of ethnicity. This does not mean that the constitution denies this right, but that it does not explicitly include it. The country may protect citizens' right to education, but not specifically based on ethnicity. • <i>Aspirational</i> means that the constitution protects the right to education based on ethnicity but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure ethnic minorities have the right to education. • <i>Specifically guaranteed with exceptions</i> includes cases where equality in education is guaranteed based on ethnicity, but allows this protection to be curtailed in certain circumstances based on ethnicity. This category does not apply to this variable as there are no countries that have exceptions to protection against discrimination in education based on ethnicity. • <i>Broadly guaranteed</i> means that the constitution guarantees the right to education to citizens and provides general protection against discrimination based on ethnicity, but does not specifically protect against discrimination <i>in education</i> based on ethnicity. • <i>Specifically guaranteed</i> means that the constitution guarantees the

Variable Name	Variable Values	Variable Description
		<p>right to education and protects against discrimination in education based on ethnicity in authoritative language. For example, constitutions in this category might guarantee protection against discrimination in education based on ethnicity or make it the State's responsibility to ensure this right.</p>
<p>Do constitutions protect the right to education regardless of religion? (const_rt_edu_relig)</p>	<p>1: None specific to religion 2: Aspirational 3: Specifically guaranteed with exceptions 4: Broadly guaranteed 5: Specifically guaranteed</p>	<ul style="list-style-type: none"> • The right to education is considered to be protected when the following are explicitly granted on the basis of religion or are granted in general and the constitution states that individuals enjoy rights on an equal basis regardless of their religion: the right to education, the right to education at all levels, the right to compulsory education, the right to free education, and the prohibition of discrimination in education. • <i>None specific to religion</i> means that the constitution does not explicitly protect the right to education on the basis of religion. This does not mean that the constitution denies this right, but that it does not explicitly include it. The country may protect citizens' right to education, but not specifically on the basis of religion. • <i>Aspirational</i> means that the constitution protects the right to education based on religion but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure religious minorities have the right to education. • <i>Specifically guaranteed with exceptions</i> includes cases where equality in education is guaranteed on the basis of religion, but allows this protection to be curtailed in certain circumstances based on religion. This category does not apply to this variable as there are no countries that have exceptions to protection against discrimination in education based on religion. • <i>Broadly guaranteed</i> means that the constitution guarantees the right to education to citizens and provides general protection against discrimination on the basis of religion, but does not specifically protect against discrimination <i>in education</i> based on religion. • <i>Specifically guaranteed</i> means that the constitution guarantees the

Variable Name	Variable Values	Variable Description
		<p>right to education and protects against discrimination in education based on religion in authoritative language. For example, constitutions in this category might guarantee protection against discrimination in education based on religion or make it the State's responsibility to ensure this right.</p>
<p>Do constitutions guarantee the right to education for children with disabilities?"</p> <p>(const_rt_edu_disab)</p>	<p>1: None specific to disability 2: Aspirational 3: Specifically guaranteed with exceptions 4: Broadly guaranteed 5: Specifically guaranteed</p>	<ul style="list-style-type: none"> • The right to education is considered to be protected for children with disabilities when the following are explicitly granted to children with disabilities or are granted in general and the constitution states that persons with disabilities enjoy rights on an equal basis: the right to education, the right to education at all levels, the right to compulsory education, the right to free education, and the prohibition of discrimination in education. • The term 'disability' refers to both general references to disabilities and specific mentions of mental or physical disabilities. • <i>None specific to disability</i> means that the constitution does not explicitly protect the right to education for children with disabilities. This does not mean that the constitution denies this right, but that it does not explicitly include it. The country may protect citizens' right to education, but not specifically for children with disabilities. • <i>Aspirational</i> means that the constitution protects the right to education for children with disabilities but does not use language strong enough to be considered a guarantee. For example, constitutions in this category might state that the country aims to ensure children with disabilities have the right to education. • <i>Specifically guaranteed with exceptions</i> includes cases where equality in education is guaranteed for children with disabilities but there are stated exceptions such as if "their disability prevents them from exercising" their rights. • <i>Broadly guaranteed</i> means that the constitution guarantees the right to education to citizens and provides general protection against discrimination based on disability, but does not specifically protect against discrimination <i>in education</i> based on disability.

Variable Name	Variable Values	Variable Description
		<ul style="list-style-type: none"> • <i>Specifically guaranteed</i> means that the constitution protects the right to education for children with disabilities in authoritative language. For example, constitutions in this category might guarantee protection against discrimination in education for children with disabilities or make it the State's responsibility to ensure this right.

THE EDUCATION DATABASE

Variable Name	Variable Values	Variable Notes
Is primary education tuition-free? (edu_free_prim)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition in primary school. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged in primary school, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available.
Is beginning secondary education tuition-free? (edu_free_begsec)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition in the first year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged in the first year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available.
Is completing secondary education tuition-free? (edu_free_endsec)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition by the last year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged by the last year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available.

Variable Name	Variable Values	Variable Notes
Is higher education tuition-free? (edu_free_high)	1: Tuition reported 5: Tuition-free	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition for higher education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged for higher education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available.
Is primary education compulsory? (edu_comp_prim)	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> • <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. • Senegal makes beginning primary school compulsory, but this requirement ceases before completion of primary school. In all other countries where primary school is compulsory, it is compulsory for the duration.
Is beginning secondary education compulsory? (edu_comp_begsec)	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> • <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 secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.

Variable Name	Variable Values	Variable Notes
Is completing secondary education compulsory? (edu_comp_endsec)	1: Not compulsory 5: Compulsory	<ul style="list-style-type: none"> <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 secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.
Is primary education tuition-free and compulsory? (edu_freecomp_prim)	1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition in primary school. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged in primary school, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. <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.
Is beginning secondary education tuition-free and compulsory? (edu_freecomp_begsec)	1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory	<ul style="list-style-type: none"> <i>Tuition reported</i> means that the country reports charging tuition in the first year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. <i>Tuition-free</i> includes cases where no tuition is charged in the first year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. <i>Compulsory</i> education can be specified by an age range, a number of

Variable Name	Variable Values	Variable Notes
		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 secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.
Is completing secondary education tuition-free and compulsory? (edu_freecomp_endsec)	1: Tuition reported 3: Tuition-free, but not compulsory 5: Tuition-free and compulsory	<ul style="list-style-type: none"> • <i>Tuition reported</i> means that the country reports charging tuition by the last year of secondary education. A country's constitution may state that education is tuition-free, but if the country reports that tuition is charged, it appears as tuition reported. • <i>Tuition-free</i> includes cases where no tuition is charged by the last year of secondary education, but there may be other fees. These additional fees cannot be compared across countries as there is not enough information available. • <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 secondary education and the standard age of beginning school, in order to create comparable information on the age until which education is compulsory.
Is inclusive education available for children with disabilities? (edu_integr)	1: No public special education 2: Low degree of integration 4: At least medium degree of integration 5: High degree of integration	<ul style="list-style-type: none"> • In defining the term "children with disabilities" some countries refer to persons with physical disabilities, some refer to persons with mental health conditions or intellectual disabilities, and some discuss persons with disabilities in general. For the purposes of our variable the term "children with disabilities" captures all of these definitions. • <i>No public special education</i> means children with disabilities receive no additional support to meet their needs within the public school system. NGOs and other organizations may provide some support for children with disabilities outside the public system. • <i>Low degree of integration</i> means that children with disabilities are sent to separate schools within the same public school system.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • <i>At least medium degree of integration</i> means that children with disabilities may attend the same schools as other students, but not necessarily the same classrooms. • <i>High degree of integration</i> means that children with disabilities are able to be taught within the same classroom as other students. • A public school system is a school system that is government-provided and accessible to the general public.
<p>How much education must primary-school teachers complete?</p> <p>(edu_teach_prim)</p>	<p>1: Lower secondary education 2: Completion of secondary 3: Bachelor's degree 4: Bachelor's with training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of comparability across countries. • <i>Bachelor's with training</i> includes a bachelor of education or a general bachelor's degree with additional teacher training. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that level of education, whether or not they require specialized teacher training. • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree.

Variable Name	Variable Values	Variable Notes
<p>How much education must lower-secondary-school teachers complete?</p> <p>(edu_teach_lowsec)</p>	<p>1: Lower secondary education 2: Completion of secondary 3: Bachelor's degree 4: Bachelor's with training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of comparability across countries. • <i>Bachelor's with training</i> includes a bachelor of education or a general bachelor's degree with additional teacher training. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that level of education, whether or not they require specialized teacher training. • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree.
<p>How much education must upper-secondary-school teachers complete?</p> <p>(edu_teach_upsec)</p>	<p>1: Lower secondary education 2: Completion of secondary 3: Bachelor's degree 4: Bachelor's with training 5: Master's degree</p>	<ul style="list-style-type: none"> • The minimum level of education is that which national policy requires teachers to have completed in order to instruct students at a given educational level. • <i>Lower secondary</i> usually ends after 9 years of schooling following the beginning of primary education. • <i>Secondary education</i> usually ends after 12 years of schooling following the beginning of primary education. • When a country requires three years of post-secondary education, we consider this to be equivalent to a bachelor's degree for the purpose of

Variable Name	Variable Values	Variable Notes
		<p>comparability across countries.</p> <ul style="list-style-type: none"> • <i>Bachelor's with training</i> includes a bachelor of education or a general bachelor's degree with additional teacher training. • <i>Lower secondary, secondary education, and master's degree</i> include countries that require a teacher to have completed no more than that level of education, whether or not they require specialized teacher training. • <i>Master's degree</i> consists of a program of study that normally occurs after the successful completion of a bachelor's degree. • If no information was available on whether specialized teacher training is required, the country was coded according to the level of education required; e.g. secondary education, bachelor's degree, or Master's degree.

THE CHILD LABOR DATABASE

Variable Name	Variable Values	Variable Notes
<p>How long are children protected from full-time work?</p> <p>(cl_genemp)</p>	<p>Range: 12-18 0: No minimum age</p>	<ul style="list-style-type: none"> • We have defined full-time work as 35 hours of work per week. • If a weekly limit is not available, we calculate this based on the number of hours of work permitted on a school day, the number of hours of work permitted on a non-school day, and the number of days of rest guaranteed per week. • Some countries prohibit work during school hours and during the night but set no maximum on work hours. In these countries, it is assumed that full-time work is permitted because if the only restrictions are that a child is not permitted to work during school hours (a 6-hour school day is assumed) and for 12 hours during the night, there are still 6 hours when the child can work on school days and 12 hours per day on weekends. • When a country guarantees up to 36 hours of rest, it is given credit for 1 day of rest per week. When a country guarantees between 37 and 48 hours, it is given credit for 2 days of weekly rest. When labor legislation does not specify a child-specific rest period, the rest period guaranteed to working adults is applied. • Some countries determine the number of hours of work permitted for a child at a given age based on whether or not the child is enrolled in school. Children who are not enrolled are allowed to work more hours. In these cases, after children reach the age at which education is no longer compulsory, we use the number of hours permitted if a child is not enrolled in school. • If a country allows children to work at a younger age with parental permission, the younger age is included in the map.

Variable Name	Variable Values	Variable Notes
<p>Are there major exceptions to the minimum age of full-time work?</p> <p>(cl_genemp_except)</p>	<p>0: No major exceptions 1: Major exceptions</p>	<ul style="list-style-type: none"> • <i>Major exceptions</i> are loopholes that allow children younger than the official minimum age for full time work to work. These exceptions fall into the following categories: work with family members; specific types of work, such as agricultural, temporary, or seasonal; work that is deemed essential to the child or family; or upon minister or government approval or request, because these may not be adequately protective in practice.
<p>Without taking exceptions into account, how long are children protected from hazardous work?</p> <p>(cl_haz_minage)</p>	<p>Range: 14-18 0: No minimum age</p>	<ul style="list-style-type: none"> • Hazardous work is work that is harmful to children's health or safety. If a country explicitly defined hazardous work in its legislation, its own definition was used. For countries that do not define hazardous work, we use the International Labour Organization's definition: "(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer." • In some cases, there is no minimum age for hazardous work, but there is a minimum age for general employment. In these cases, the minimum age for general employment is used based on the assumption that if children are not permitted to work, they will not be permitted to do hazardous work. At the same time, we assume that if hazardous work is not regulated separately, then children will be able to do hazardous work once they reach the minimum working age.

Variable Name	Variable Values	Variable Notes
<p>How long are children protected from hazardous work when exceptions to minimum-age protections are considered?</p> <p>(cl_haz_minage_except)</p>	<p>Range: 12-18 0: No minimum age</p>	<ul style="list-style-type: none"> • Hazardous work is work that is harmful to children's health or safety. If a country explicitly defined hazardous work in its legislation, its own definition was used. For countries that do not define hazardous work, we use the International Labour Organization's definition: "(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer." • In some cases, there is no minimum age for hazardous work, but there is a minimum age for general employment. In these cases, the minimum age for general employment is used based on the assumption that if children are not permitted to work, they will not be permitted to do hazardous work. At the same time, we assume that if hazardous work is not regulated separately, then children will be able to do hazardous work once they reach the minimum working age. • Exceptions are cases where a country allows children younger than the official minimum age to do hazardous work under specific circumstances. For hazardous work we included any exceptions to the minimum age except "force majeure" (extraordinary circumstances such as war) and "no harm to health, safety, and morals" (because in this case the work would no longer be defined as hazardous).
<p>What work protections do 12-year-olds have when exceptions to minimum-age protections are</p>	<p>1: Not protected from hazardous work 2: Not protected from general employment</p>	<ul style="list-style-type: none"> • Legal exceptions are cases where the legislation allows children to do work at a younger age under specific circumstances. For hazardous work, we include any exception to the minimum age for hazardous work except "force majeure" (extraordinary circumstances such as

Variable Name	Variable Values	Variable Notes
<p>considered? (cl_wkpermit_12)</p>	<p>4: Not protected from light work 5: No work permitted</p>	<p>war) and “no harm to health, safety, and morals” (because in this case the work would no longer be defined as hazardous). For general employment and light work, exceptions include specific types of work, such as agricultural, temporary, or seasonal work; exceptions to allow children to work with family members; and exceptions that require only minister or government approval or when the work is deemed indispensable for the child or their family, because these may not be adequately protective in practice.</p> <ul style="list-style-type: none"> • Hazardous work is work that is harmful to children’s health or safety. If a country explicitly defined hazardous work in its legislation, its own definition was used. For countries that do not define hazardous work, we use the International Labour Organization’s definition: “(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.” • In some cases, there is no minimum age for hazardous work, but there is a minimum age for general employment. In these cases, we assume children are not protected from hazardous work once they reach the minimum age for general employment, because any type of work is permitted at that age. • Work is any employment that is not specified as hazardous or light. Children may only be allowed to work in agriculture or with family members. • The International Labour Organization defines light work as “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority

Variable Name	Variable Values	Variable Notes
		<p>or their capacity to benefit from the instruction received.” When a country does not explicitly define light work, we consider work “light” when legislation specifies that it cannot harm the child’s health or development or interrupt his or her schooling, or when the legislation explicitly identifies work that can be done at a younger age than general employment.</p>
<p>What work protections do 14-year-olds have when exceptions to minimum-age protections are considered?</p> <p>(cl_wkpermit_14)</p>	<p>1: Not protected from hazardous work 2: Not protected from general employment 4: Not protected from light work 5: No work permitted</p>	<ul style="list-style-type: none"> • Legal exceptions are cases where the legislation allows children to do work at a younger age under specific circumstances. For hazardous work, we include any exception to the minimum age for hazardous work except “force majeure” (extraordinary circumstances such as war) and “no harm to health, safety, and morals” (because in this case the work would no longer be defined as hazardous). For general employment and light work, exceptions include specific types of work, such as agricultural, temporary, or seasonal work; exceptions to allow children to work with family members; and exceptions that require only minister or government approval or when the work is deemed indispensable for the child or their family, because these may not be adequately protective in practice. • Hazardous work is work that is harmful to children’s health or safety. If a country explicitly defined hazardous work in its legislation, its own definition was used. For countries that do not define hazardous work, we use the International Labour Organization’s definition: “(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.”

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • In some cases, there is no minimum age for hazardous work, but there is a minimum age for general employment. In these cases, we assume children are not protected from hazardous work once they reach the minimum age for general employment, because any type of work is permitted at that age. • Work is any employment that is not specified as hazardous or light. Children may only be allowed to work in agriculture or with family members. • The International Labour Organization defines light work as “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received.” When a country does not explicitly define light work, we consider work “light” when legislation specifies that it cannot harm the child’s health or development or interrupt his or her schooling, or when the legislation explicitly identifies work that can be done at a younger age than general employment.
<p>What work protections do 16-year-olds have when exceptions to minimum-age protections are considered?</p> <p>(cl_wkpermit_16)</p>	<p>1: Not protected from hazardous work 2: Not protected from general employment 4: Not protected from light work 5: No work permitted</p>	<ul style="list-style-type: none"> • Legal exceptions are cases where the legislation allows children to do work at a younger age under specific circumstances. For hazardous work, we include any exception to the minimum age for hazardous work except “force majeure” (extraordinary circumstances such as war) and “no harm to health, safety, and morals” (because in this case the work would no longer be defined as hazardous). For general employment and light work, exceptions include specific types of work, such as agricultural, temporary, or seasonal work; exceptions to allow children to work with family members; and exceptions that require only minister or government approval or when the work is deemed indispensable for the child or their family, because these may not be adequately protective in practice. • Hazardous work is work that is harmful to children’s health or safety. If a country explicitly defined hazardous work in its legislation, its own

Variable Name	Variable Values	Variable Notes
		<p>definition was used. For countries that do not define hazardous work, we use the International Labour Organization's definition: "(a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer." In some cases, there is no minimum age for hazardous work, but there is a minimum age for general employment. In these cases, we assume children are not protected from hazardous work once they reach the minimum age for general employment, because any type of work is permitted at that age.</p> <ul style="list-style-type: none"> • Work is any employment that is not specified as hazardous or light. Children may only be allowed to work in agriculture or with family members. • The International Labour Organization defines light work as "(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received." When a country does not explicitly define light work, we consider work "light" when legislation specifies that it cannot harm the child's health or development or interrupt his or her schooling, or when the legislation explicitly identifies work that can be done at a younger age than general employment.

Variable Name	Variable Values	Variable Notes
How many hours off from work at night are 12-year-olds guaranteed? (cl_nightrest_12)	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours 5: Protected from working	<ul style="list-style-type: none"> Hours of rest at night is the number of uninterrupted hours off work at night that children are guaranteed at age 12. <i>Not guaranteed</i> means there is no guarantee of time off specifically at night. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. <i>Less than 10 hours</i> includes cases where legislation prohibits night work, but does not specify the number of hours. <i>Protected from working</i> means children may not do general work at age 12. Light work may be permitted. If legislation specifies children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.
How many hours off from work at night are 14-year-olds legally guaranteed? (cl_nightrest_14)	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours 5: Protected from working	<ul style="list-style-type: none"> Hours of rest at night is the number of uninterrupted hours off work at night that children are guaranteed at age 14. <i>Not guaranteed</i> means there is no guarantee of time off specifically at night. If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. <i>Less than 10 hours</i> includes cases where legislation prohibits night work, but does not specify the number of hours. <i>Protected from working</i> means children may not do general work at age 14. Light work may be permitted. If legislation specifies that children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.
How many hours off from work at night are 16-year-olds legally guaranteed?	1: Not guaranteed 2: Less than 10 hours 3: Only 10 – 11.9 hours 4: At least 12 hours	<ul style="list-style-type: none"> Hours of rest at night is the number of uninterrupted hours off work at night that children are guaranteed at age 16. <i>Not guaranteed</i> means there is no guarantee of time off specifically at night. If a country specifies only that work by children and youth is

Variable Name	Variable Values	Variable Notes
(cl_nightrest_16)	5: Protected from working	<p>limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night.</p> <ul style="list-style-type: none"> • <i>Less than 10 hours</i> includes cases where legislation prohibits night work, but does not specify the number of hours. • <i>Protected from working</i> means children may not do general work at age 16. Light work may be permitted. If legislation specifies that children can only do light work which by definition should not interfere with schooling, it is assumed that they are well-protected for nightly rest.
<p>Until what age are children guaranteed 12 hours off from work at night?</p> <p>(cl_age_nightrest12)</p>	<p>Range: 12-18</p> <p>0: No minimum age</p>	<ul style="list-style-type: none"> • Hours of rest at night is the number of uninterrupted hours off work at night that children are guaranteed at particular ages. • If legislation specifies only that a child cannot work at night, it is NOT assumed that children have at least 12 hours off at night. • If a country specifies only that work by children and youth is limited to a given number of hours per day, it is not counted as prohibiting night work because the working hours could occur at night. • If only light work is permitted, it is assumed that children have at least 12 hours of nightly rest.
<p>How many hours are 12-year-olds legally protected from working on a school day?</p> <p>(cl_schday_12)</p>	<p>1: 8 or more hours</p> <p>2: 6 – 7.9 hours</p> <p>3: 3 – 5.9 hours</p> <p>4: 1 – 2.9 hours</p> <p>5: Protected from any work</p> <p>999: Only light work permitted</p>	<ul style="list-style-type: none"> • A nation's stated maximum number of hours permitted on a school day is used whenever available. • When countries do not specify hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and is combined with data on hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. • <i>Protected from any work</i> means that children are not generally

Variable Name	Variable Values	Variable Notes
		<p>permitted to do any type of work.</p> <ul style="list-style-type: none"> The International Labour Organization defines light work as “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received.” When a country does not explicitly define light work, we consider work “light” when legislation specifies that it cannot harm the child’s health or development or interrupt his or her schooling, or when the legislation explicitly identifies work that can be done at a younger age than general employment.
<p>How many hours are 14-year-olds legally protected from working on a school day?</p> <p>(cl_schday_14)</p>	<p>1: 8 or more hours 2: 6 – 7.9 hours 3: 3 – 5.9 hours 4: 1 – 2.9 hours 5: Protected from any work 999: Only light work permitted</p>	<ul style="list-style-type: none"> A nation’s stated maximum number of hours permitted on a school day is used whenever available. When countries do not specify hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and is combined with data on hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. <i>Protected from any work</i> means that children are not generally permitted to do any type of work. The International Labour Organization defines light work as “(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received.” When a country does not explicitly define light work, we consider work “light” when legislation specifies that it cannot harm the child’s health or development or interrupt his or her schooling, or when the legislation

Variable Name	Variable Values	Variable Notes
		explicitly identifies work that can be done at a younger age than general employment.
How many hours are 16-year-olds legally protected from working on a school day? (cl_schday_16)	1: 8 or more hours 2: 6 – 7.9 hours 3: 3 – 5.9 hours 4: 1 – 2.9 hours 5: Protected from any work 999: Only light work permitted	<ul style="list-style-type: none"> • A nation's stated maximum number of hours permitted on a school day is used whenever available. • When countries do not specify hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and is combined with data on hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days. • <i>Protected from any work</i> means that children are not generally permitted to do any type of work. • The International Labour Organization defines light work as "(a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received." When a country does not explicitly define light work, we consider work "light" when legislation specifies that it cannot harm the child's health or development or interrupt his or her schooling, or when the legislation explicitly identifies work that can be done at a younger age than general employment.
Until what age are children protected from working 6 or more hours on a school day?	Range: 12-18 0: No minimum age	<ul style="list-style-type: none"> • If legislation specifies that children can only do light work, which by definition should not interfere with schooling, it is assumed that they are protected from working 6 or more hours on a school day. • A nation's stated maximum number of hours permitted on a school day is used whenever available to measure if children are protected from

Variable Name	Variable Values	Variable Notes
(cl_age_schoolhrs6)		<p>working 6 or more hours.</p> <ul style="list-style-type: none"> • When countries do not specify hours of work allowed on a school day, we use the maximum number of hours permitted per day (not specific to a school day) because it is assumed that these regulations will also apply to school days. • When countries state that work is prohibited during school hours but do not specify particular hour limitations, a 6-hour school day is assumed and is combined with data on hours of rest guaranteed at night; the remaining number of hours is used to determine the hours of work permitted on school days.

THE CHILD MARRIAGE DATABASE

Variable Name	Variable Values	Variable Notes
What is the minimum age of marriage for girls? (cm_minage_fem_leg)	Range: 9-21 0: No minimum age	<ul style="list-style-type: none"> In 8 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.
What is the minimum age of marriage for boys? (cm_minage_mal_leg)	Range: 13-22 0: No minimum age	<ul style="list-style-type: none"> This variable tells us the age at which boys can legally be married.
What is the minimum age of marriage for girls with parental consent? (cm_minage_fem_pc)	Range: 9-21 0: No minimum age	<ul style="list-style-type: none"> This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the intended spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone.
What is the minimum age of marriage for boys with parental consent? (cm_minage_mal_pc)	Range: 13-22 0: No minimum age	<ul style="list-style-type: none"> The minimum age of marriage is the youngest age at which a boy may be married with no restrictions or only with parental consent. Since the majority of child marriages occur with parental permission and involvement, we do not consider that this requirement alone is enough to protect at-risk children.
What is the minimum age of marriage for girls including under customary	Range: 9-21 0: No minimum age	<ul style="list-style-type: none"> In many 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

Variable Name	Variable Values	Variable Notes
or religious law? (cm_minage_fem_crlaw)		<p>prohibitions and exposing girls in particular religious and ethnic communities to early marriage.</p> <ul style="list-style-type: none"> In 2 countries, girls may be married once they reach puberty under customary and religious law. Because there is not an explicit minimum age of marriage, these countries are included in the <i>no minimum age</i> category.
What is the minimum age of marriage for boys including under customary or religious law? (cm_minage_mal_crlaw)	Range: 13-22 0: No minimum age	<ul style="list-style-type: none"> In many 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 children in particular religious and ethnic communities to early marriage.
When all exceptions are taken into account, what is the minimum age of marriage for girls? (cm_minage_fem_any)	Range: 9-20 0: No minimum age	<ul style="list-style-type: none"> This variable includes exceptions to the minimum age that permit earlier marriage with parental consent, under religious or customary law, with court or other government approval, and/or when a girl is pregnant or has given birth. In 3 countries, girls may be married once they reach puberty under certain conditions such as with court approval or in the case of pregnancy. Because there is not an explicit minimum age of marriage, these countries are included in the <i>no minimum age</i> category.
When all exceptions are taken into account, what is the minimum age of marriage for boys? (cm_minage_mal_any)	Range: 13-22 0: No minimum age	<ul style="list-style-type: none"> This variable includes exceptions to the minimum age that permit earlier marriage with parental consent, under religious or customary law, with court or other government approval, and/or when there is a pregnancy or birth of a child.

Variable Name	Variable Values	Variable Notes
Is there a gender disparity in the minimum legal age of marriage? (cm_legal_diff_leg)	1: No minimum age for girls and boys 2: Girls can be married 3 to 4 years younger than boys 3: Girls can be married 1 to 2 years younger than boys 5: No difference in minimum age	<ul style="list-style-type: none"> • In 8 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. • There are no cases where the minimum age for boys is younger than the minimum age for girls. • In 8 countries, the minimum age of marriage for girls is 18 years old or older, but legislation specifies a higher minimum age of marriage for boys.
Is there a gender disparity in the minimum legal age of marriage with parental consent? (cm_legal_diff_pc)	1: No minimum age for girls and boys 2: Girls can be married 3 to 4 years younger than boys 3: Girls can be married 1 to 2 years younger than boys 5: No difference in minimum age	<ul style="list-style-type: none"> • This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone. • There are no cases where the minimum age for boys is younger than the minimum age for girls. • In 8 countries, the minimum age of marriage for girls is 18 years old or older, but legislation specifies a higher minimum age of marriage for boys.
Under what circumstances can 13-year-old girls be married? (cm_protect_girl_13)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on girls marrying at age 13. • <i>Can marry with parental consent and/or under religious or customary law</i> means that girls may be married at age 13 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Only permitted with court approval or when pregnant</i> means girls may be married at age 13 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 13-year-old girl can legally be married.

Variable Name	Variable Values	Variable Notes
Under what circumstances can 15-year-old girls be married? (cm_protect_girl_15)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on girls marrying at age 15. • <i>Can marry with parental consent and/or under religious or customary law</i> means that girls may be married at age 15 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Only permitted with court approval or when pregnant</i> means girls may be married at age 15 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 15-year-old girl can legally be married.
Under what circumstances can 17-year-old girls be married? (cm_protect_girl_17)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on girls marrying at age 17. • <i>Can marry with parental consent and/or under religious or customary law</i> means that girls may be married at age 17 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Only permitted with court approval or when pregnant</i> means girls may be married at age 17 only with approval that is likely to be more protective (such as court or social welfare center approval), or in the case of pregnancy or after the birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 17-year-old girl can legally be married.
Under what circumstances can 13-year-old boys be married? (cm_protect_boy_13)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on boys marrying at age 13. • <i>Parental consent and/or under religious or customary law</i> means that boys may be married at age 13 with parental permission and/or under religious or customary law. We do not consider that these

Variable Name	Variable Values	Variable Notes
	court approval and/or pregnancy 5: Marriage legally prohibited	requirements are protective of at-risk children. <ul style="list-style-type: none"> • <i>Court approval or when pregnant</i> means boys may be married at age 13 only with approval that is likely to be more protective (such as court or social welfare center approval), or when there is a pregnancy or birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 13-year-old boy can legally be married.
Under what circumstances can 15-year-old boys be married? (cm_protect_boy_15)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on boys marrying at age 13. • <i>Parental consent and/or under religious or customary law</i> means that boys may be married at age 13 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Court approval or when pregnant</i> means boys may be married at age 13 only with approval that is likely to be more protective (such as court or social welfare center approval), or when there is a pregnancy or birth of a child. • <i>Marriage legally prohibited</i> means that there are no circumstances in which a 13-year-old boy can legally be married.
Under what circumstances can 17-year-old boys be married? (cm_protect_boy_17)	1: No restrictions 2: Can marry with parental consent and/or under religious or customary law 4: Only permitted with court approval and/or pregnancy 5: Marriage legally prohibited	<ul style="list-style-type: none"> • <i>No restrictions</i> means that there are no legal restrictions on boys marrying at age 13. • <i>Parental consent and/or under religious or customary law</i> means that boys may be married at age 13 with parental permission and/or under religious or customary law. We do not consider that these requirements are protective of at-risk children. • <i>Court approval or when pregnant</i> means boys may be married at age 13 only with approval that is likely to be more protective (such as court or social welfare center approval), or when there is a pregnancy or birth of a child.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> <i>Marriage legally prohibited</i> means that there are no circumstances in which a 13-year-old boy can legally be married.
<p>Is there an exception to the general legal minimum age of marriage for girls who marry under religious or customary law?</p> <p>(cm_except_crlaw)</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal under religious or customary law 5: No exceptions to minimum age legislation for religious or customary law</p>	<ul style="list-style-type: none"> In many 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.
<p>Is there an exception to the general legal minimum age of marriage for girls with parental consent?</p> <p>(cm_except_pc)</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal with parental consent 4: Earlier marriage is legal with parental consent only with additional requirements 5: No exceptions to minimum age legislation based on parental consent</p>	<ul style="list-style-type: none"> This variable includes cases where, in addition to parental consent, legislation requires that marriage is in the interest of the child or that the intended spouse is above the age of majority. We do not consider these requirements to be more protective than parental consent alone. <i>Earlier marriage is legal with parental consent only with additional requirements</i>: “additional requirements” may include court or other government approval, pregnancy and/or birth of a child, physical and/or mental maturity, and others.
<p>Is there an exception to the general legal minimum age of marriage for girls in the case of pregnancy and/or birth of a child?</p>	<p>1: No legislated minimum age of marriage 3: Yes, earlier marriage is legal in case of pregnancy and/or birth of a child 5: No exceptions to</p>	<ul style="list-style-type: none"> This variable includes cases where, in addition to pregnancy and/or birth of a child, legislation requires parental consent and/or court approval to permit early marriage.

Variable Name	Variable Values	Variable Notes
(cm_except_preg)	minimum age legislation in case of pregnancy and/or birth of a child	

THE ADULT LABOR DATABASE

Variable Name	Variable Values	Variable Notes
Can working parents take leave specifically for children's educational needs? (al_lv_edu)	1: No leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave for children's education needs includes only leave specifically for children's educational needs.
Can working parents take any leave to meet children's educational needs? (al_anylv_edu)	1: No leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave for children's educational needs includes leave specifically for children's educational needs, as well as discretionary and family needs leave which may be used for educational needs.
Can working parents take leave specifically for children's health needs? (al_lv_hlth)	1: No leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically for children's health needs. Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. When leave to meet a child's health needs is made available only to women, it was not included. Our map only shows leave available to both men and women to ensure gender equality.
Can working parents take any leave to meet children's health needs?	1: No leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave for children's 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. Leave for children's health needs also includes cases where leave is

Variable Name	Variable Values	Variable Notes
(al_anylv_hlth)		<p>available only for serious illnesses, hospitalization, or urgent health needs.</p> <ul style="list-style-type: none"> When leave to meet a child's health needs is made available only to women, it was not included. Our map only shows leave available to both men and women to ensure gender equality.
<p>Can working parents take leave to meet children's everyday health needs?</p> <p>(al_lv_evday_hlth)</p>	<p>1: No leave 3: Yes, unpaid leave 5: Yes, paid leave</p>	<ul style="list-style-type: none"> Leave for children's everyday health needs includes leave specifically for children's health needs, but does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. When leave to meet a child's health needs is made available only to women, it was not included. Our map only shows leave available to both men and women to ensure gender equality. Some countries only allow parents to take this leave to meet younger children's health needs. Two countries only guarantee this leave for children three years of age or younger. An additional eight countries limit this leave to children no more than six to ten years old.
<p>Can working parents care for both children's health and educational needs?</p> <p>(al_healthoredu_lv)</p>	<p>1: No, no leave 3: Education only 4: Leave for health needs only 5: Leave for health and education needs</p>	<ul style="list-style-type: none"> Leave for children's health needs is only leave specifically designated for children's health needs. It does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Leave for children's educational needs is only leave specifically designated for children's educational needs. There are no countries that only guarantee leave for children's educational needs without also guaranteeing leave for children's health needs. When leave to meet a child's health needs is made available only to women, it was not included. Our map only shows leave available to both men and women to ensure gender equality. This variable includes both paid and unpaid leave.

Variable Name	Variable Values	Variable Notes
Are mothers of infants guaranteed breastfeeding breaks at work? (al_bf_breaks)	1: No guarantee 2: Yes, until child is 1 - 5.9 months old 4: Yes, until child is 6 - 11.9 months old 5: Yes, until child is at least 1 year old	<ul style="list-style-type: none"> 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 maternal 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. The World Health Organization recommends at least 6 months of breastfeeding.
Are mothers guaranteed paid working conditions that facilitate breastfeeding for at least six months? (al_bf_6mos)	1: None 3: Breastfeeding breaks or maternal leave only 5: Both	<ul style="list-style-type: none"> Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave for either parent of an infant, that can be taken by women. <i>None</i> means that women are not entitled to at least 6 months of paid maternal leave or paid breastfeeding breaks at work. Women may be entitled to shorter periods of paid maternal leave or paid breastfeeding breaks, but these are too short to support the WHO recommendation of at least 6 months of exclusive breastfeeding. <i>Breastfeeding breaks or maternal leave only</i> means that women are either guaranteed at least 6 months of paid breastfeeding breaks, but no or less than 6 months of paid maternal leave or that women are guaranteed at least 6 months of paid maternal leave, but no or less than 6 months of paid breastfeeding breaks. <i>Both</i> means that women are guaranteed paid maternal leave for at least 6 months and paid breastfeeding breaks for at least 6 months. This allows women who choose to return to work before the duration of their maternal leave entitlement expires to continue breastfeeding their infant.

Variable Name	Variable Values	Variable Notes
<p>Is paid leave available for mothers of infants?</p> <p>(al_lv_maternal)</p>	<p>1: No paid leave 2: Less than 14 weeks 3: 14-25 weeks 4: 26-51 weeks 5: 52 weeks or more</p>	<ul style="list-style-type: none"> • 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. • We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances such as childbirth complications. • International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave. • The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.
<p>What is the maximum wage replacement rate of paid leave for mothers of infants?</p> <p>(al_lv_maternal_wrr)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 25%-49% 4: 50% - 74% 5: 75% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage replacement rates vary during leave, the maximum rate shows the highest level of wage replacement available over the course of the leave. • A flat rate means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company. 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.
<p>Is paid leave available for fathers of infants?</p>	<p>1: No paid leave 2: Less than 3 weeks 3: 3-13 weeks 5: 14 weeks or more</p>	<ul style="list-style-type: none"> • 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. • We report the leave available in weeks under normal conditions,

Variable Name	Variable Values	Variable Notes
(al_lv_paternal)		excluding extended leave periods under extraordinary circumstances.
<p>What is the maximum wage replacement rate of paid leave for fathers of infants?</p> <p>(al_lv_paternal_wrr)</p>	<p>1: No paid leave 2: Flat rate 3: 25%-49% 4: 50% - 74% 5: 75% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage replacement rates vary during leave, the maximum rate shows the highest level of wage replacement available over the course of the leave. • A flat rate means all fathers receive the same amount while taking paid leave, regardless of previous salary.
<p>Is paid leave available for both parents?</p> <p>(al_lv_matandpat)</p>	<p>1: No, neither parent 2: Fathers only 3: Mothers only 5: Both parents</p>	<ul style="list-style-type: none"> • <i>No, neither parent</i> means that there is no paid leave available for parents of infants. • <i>Fathers only</i> means that only paid leave specifically designated for fathers of infants is available and there is no gender-neutral leave or maternity leave available. There are no countries that only provide paid leave for fathers. • <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available and there is no gender-neutral leave or paternity leave available. • <i>Both parents</i> means that there is leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave. • When it is available, paternity leave is often significantly shorter in duration than leave for mothers. However, some countries offer bonuses in the form of parental leave length extensions or additional payments if a portion of the leave is used by both mothers and fathers to encourage fathers to take advantage of the available leave.

Variable Name	Variable Values	Variable Notes
<p>Are at least 4 weeks of paid leave available for both parents of infants?</p> <p>(al_lv_matandpat_4)</p>	<p>1: No, neither parent 2: Fathers only 3: Mothers only 5: Both parents</p>	<ul style="list-style-type: none"> • <i>No, neither parent</i> means that there is no paid leave available for parents of infants. • <i>Fathers only</i> means that only paid leave specifically designated for fathers of infants is available and there is no gender-neutral leave or maternity leave available. There are no countries that only provide paid leave for fathers. • <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available and there is no gender-neutral leave or paternity leave available. • <i>Both parents</i> means that there is leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.
<p>Is paid leave structured to incentivize working fathers to share infant caregiving responsibilities?</p> <p>(al_patincentive)</p>	<p>1: No paid leave for fathers 2: Parental leave but no incentives 3: 2 weeks or fewer reserved for fathers 4: More than 2 weeks reserved for fathers 5: Leave length or payment bonus for fathers sharing leave</p>	<ul style="list-style-type: none"> • <i>No paid leave for fathers</i> means that fathers do not have access to paid paternity leave, which is leave reserved for fathers of infants, or paid parental leave, which is leave available to either parent. • <i>Parental leave but no incentives</i> means that fathers only have access to paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use paid parental leave. • <i>2 weeks or fewer reserved for fathers</i> means that fathers have less than two weeks of paid paternity leave. In these cases, they may have additional leave available through shared parental leave. • <i>More than 2 weeks reserved for fathers</i> means that fathers have more than two weeks of paid paternity leave. • <i>Leave length or payment bonus for fathers sharing leave</i> means there are incentives for parents to share their parental leave. Parents may receive additional leave if both parents use parental leave or a higher payment while they are on leave. These measures encourage fathers to take parental leave.

THE POVERTY DATABASE

Variable Name	Variable Values	Variable Notes
<p>Do families receive income support?</p> <p>(fb_leg)</p>	<p>1: No known family cash benefits</p> <p>2: Provided only in certain circumstances</p> <p>3: Provided subject only to a means test</p> <p>5: Provided without a means test</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • Provided only in certain circumstances includes cases where benefits are available only to specific groups of people, such as single parents or orphans, or as benefits to fund specific aspects of life, such as housing allowances, birth grants, and school allowances. • Provided subject only to a means test includes benefits that are only available to families with incomes below a certain level. • Provided without a means test includes benefits that are available to families without considering their income.
<p>How much financial assistance is available to low-income families with two preschool children per month?</p> <p>(fb_modelfam_presch)</p>	<p>1: No known family benefits</p> <p>2: Less than \$20 PPP</p> <p>3: \$20 - \$59.99 PPP</p> <p>4: \$60 - \$149.99 PPP</p> <p>5: \$150 PPP or more</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with preschool-age children, the calculation was made based on a family with two 4-year-old children. • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial

Variable Name	Variable Values	Variable Notes
		<p>support available to families with the greatest need.</p> <ul style="list-style-type: none"> • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much financial assistance is available to low-income families with two school-aged children per month?</p> <p>(fb_modelfam_school)</p>	<p>1: No known family benefits 2: Less than \$20 PPP 3: \$20 - \$59.99 PPP 4: \$60 - \$149.99 PPP 5: \$150 PPP or more</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with school-age children, the calculation was made based on a family with two 8-year-old children. • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial support available to families with the greatest need. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much financial assistance is available to low-income families with two teenage children per month?</p>	<p>1: No known family benefits 2: Less than \$20 PPP 3: \$20 - \$59.99 PPP 4: \$60 - \$149.99 PPP 5: \$150 PPP or more</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there

Variable Name	Variable Values	Variable Notes
(fb_modelfam_teen)		<p>was no reliable global data source for this information.</p> <ul style="list-style-type: none"> • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with teenage children, the calculation was made based on a family with two 15-year-old children. • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial support available to families with the greatest need. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much are birth or maternity grants available to first-time parents?</p> <p>(fb_birthsupp_amt)</p>	<p>1: No grant available 2: Less than \$50 PPP 3: \$50 - \$149.99 PPP 4: \$150 - \$499 PPP 5: \$500 PPP or more</p>	<ul style="list-style-type: none"> • A birth or maternity grant is a one-time or short-term grant given when a child is born to help with the costs associated with having a child. Because the amount of the grant might vary due to birth order, we present information on grants available for the first child in order to have a basis for comparison between countries. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>Do families receive benefits for child care or school costs?</p> <p>(fb_ccschsupp)</p>	<p>1: No benefits for child care or school costs 3: Means-tested benefits 4: Benefits available without means test</p>	<ul style="list-style-type: none"> • <i>Means-tested benefits</i> are only available to families with incomes below a certain level. • <i>Benefits available without a means test</i> are available to families without considering their income.

Variable Name	Variable Values	Variable Notes
	5: Both with and without a means test	
Is income protection available during unemployment? (ui_leg)	1: No income protection 3: Severance pay only 4: Benefits, but self-employed excluded 5: Government unemployment benefits	<ul style="list-style-type: none"> Severance pay is compensation that must be provided by an employer to an employee when his or her job is terminated. Severance pay may also be required when government unemployment benefits are available. <i>Benefits, but self-employed excluded</i> means that the government provides unemployment benefits, but self-employed workers are not entitled to those benefits. This category also includes cases where it is unknown whether coverage is available to individuals who are self-employed. <i>Government unemployment benefits</i> means the government provides unemployment benefits and coverage for individuals who are self-employed is available. This coverage includes both mandatory and voluntary coverage for the self-employed. For all types of income protection, eligibility to receive these benefits may depend on a minimum period of employment, the specific type of employment (e.g. full-time, casual), age, and other factors.
For how long is government financial assistance available during unemployment? (ui_maxbenlength)	1: No government assistance 2: 20 weeks or less 3: 20.1 – 26 weeks 4: 26.1 – 52 weeks 5: More than 52 weeks	<ul style="list-style-type: none"> The map shows the maximum length of time under ordinary circumstances. It does not include extensions. All durations were converted into weeks for the purposes of comparability. <i>No government assistance</i> includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.
How much financial assistance would an unemployed minimum	1: No government assistance 2: \$2PPP or less 3: \$2.01 - \$4 PPP	<ul style="list-style-type: none"> These amounts are calculated by putting the minimum wage into the benefit-calculation formula. For example, if unemployment insurance pays workers 45% of their wage the amount shown would be 45% of

Variable Name	Variable Values	Variable Notes
wage worker receive per day? (ui_minwageppp)	4: \$4.01 - \$10 PPP 5: More than \$10 PPP	<p>minimum wage. Where applicable the national minimum of unemployment benefits was used.</p> <ul style="list-style-type: none"> To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies. <i>No government assistance</i> includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.
How is minimum wage established? (minwage_leg)	1: Not established by law or collective bargaining 3: Set by collective bargaining only 5: Set by law	<ul style="list-style-type: none"> <i>Not established by law or collective bargaining</i> includes cases where there is no minimum wage legislation as well as where legislation provides a framework for establishing the minimum wage, but the country has not yet implemented one. <i>Set by collective bargaining only</i> usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wage set by collective agreement for a particular sector or profession. <i>Set by law</i> means that legislation establishes the minimum wage for the country.
At what level are minimum wages set per day? (minwage_ppp)	1: No national minimum wage 2: \$2PPP or less 3: \$2.01 - \$4 PPP 4: \$4.01 - \$10 PPP 5: More than \$10 PPP 999: Collective bargaining	<ul style="list-style-type: none"> No national minimum wage includes cases where there is no minimum wage legislation as well as where legislation provides a framework for establishing a minimum wage, but the country has not yet implemented one. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • Where a series of minimum wages are set by occupation, sector, region, etc., we used the lowest established minimum wage. In exceptional cases where there was a primary minimum wage with an exception designed for a small percentage, the primary minimum wage was used. For example, in the United States, the federal minimum-wage level does not apply to employees who receive tips. These workers are guaranteed a lower minimum level with the assumption that combined with the tips they receive, their income will be at least equal to the general minimum-wage level. • Legal minimum wage set by collective bargaining usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wages set by collective agreement for a particular sector or profession. • The level of minimum wages established through collective bargaining is generally not shown because it differs per sector, with the exception of three countries. Belgium and Croatia have a collectively bargained national minimum-wage level below which collectively bargained sectoral minimum-wage levels cannot be set. In Greece, we were able to determine the amount of the lowest collectively bargained minimum wage, and that level has been included.



**WORLD Policy
Analysis Center**

Adult Labor

Public Use Data Dictionary



ADULT LABOR PUBLIC USE DATA DICTIONARY

CONTENTS	
About the Data	1
Overview of Organizations	1
Building the Data Center	1
The Adult Labor Database.....	4
Data.....	8
Country Identifier Variables	8
The Adult Labor Database.....	7

© 2019 WORLD Policy Analysis Center
All rights reserved.

ABOUT THE DATA

OVERVIEW OF ORGANIZATIONS

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child marriage, education, income, discrimination, work-family, equality, health, disability, child labor, as well as social, economic, civil and political rights.

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

BUILDING THE DATA CENTER

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

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

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

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

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

NATIONAL AND SUBNATIONAL LEVELS

The WORLD Policy Analysis Center databases focus largely on the national level. However, in federal systems, states or provinces may legislate a variety of areas. In some cases, omitting subnational legislation is not a significant omission—in China, for example, laws can be passed by provinces as well as the national government, but most legislation is in fact passed nationally. In other countries, like the United States, legislation may be equally passed by the federal government and by states, but historically, once most states have had guarantees, these have typically become federal. However, in other federal contexts, like Canada, federal and provincial jurisdictions are quite distinct. Many social policies are under the jurisdiction only of provinces. In this case, not having subnational information is a greater omission.

Initial data analysis has focused on national-level law and policy collected by the UN and other global organizations. 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 ADULT LABOR DATABASE

The WORLD Policy Analysis Center created the Adult Labor Database through a systematic review of labor legislation, complemented by information from secondary sources. This data reflects laws in place as of April 2015, supplemented with detailed data on OECD countries as of September 2016 and other known policy changes that have occurred since then. The primary sources of information were national labor and social security laws. The full-text copies of these 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 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.

When analysts were unable to locate a labor code we used the Social Security Programs throughout the World (SSPTW) database, based on data from the International Social Security Association and other supplemental sources. We also used SSPTW to complement legislative information about paid leave policies because specifics, such as wage replacement rates, are not included in some labor codes but rather are mandated by social security policies. SSPTW reports were reviewed for every country in our database for which they were available.

Additional information to fill in gaps was drawn from the following sources:

- Some regional secondary sources, such as the International Review of Leave Policies and Related Research edited by Peter Moss of the Institute of Education, University of London, were used to clarify information or fill in missing details.
- The ILO's Maternity Protection Database and Working Time Databases were used to supplement information on maternity and working time policies when primary sources were unavailable.

In some cases, information on maternal leave and breastfeeding breaks was clarified or corroborated with information compiled by the ILO's Maternity and Paternity at Work Report 2014.

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)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: February 2014)

THE ADULT LABOR DATABASE

Variable Name	Variable Values	Variable Notes
Is there a wage premium for night work? (night_premium)	1: No Premium 2: Only for certain employees 3: Set externally 4: 105%-125% 5: 126% - 150%	<ul style="list-style-type: none"> <i>No premium</i> includes two countries which offer no premium but have a general ban on non-essential night work (Belgium and Norway). <i>Only for certain employees</i> means the night work premium only applies to certain categories of workers such as shift workers or workers who do not normally work at night.
Is paid annual leave available to workers? (paid_anlv)	1: No paid annual leave 2: 5-9 days 3: 10-14 days 4: 15-19 days 5: 20 days or more	<ul style="list-style-type: none"> If leave entitlements vary, we report the lowest amount of leave guaranteed to a worker with at least one year of tenure. Leave that is at the discretion of the employer is not considered a guarantee of paid annual leave.
Are workers guaranteed a weekly day of rest? (day_of_rest)	1: No day of rest 3: 24 hours 4: 25-36 hours 5: 37-48 hours	<ul style="list-style-type: none"> This variable reflects the minimum number of consecutive hours of weekly rest guaranteed to all workers.
Is paid leave available for mothers of infants? (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"> 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. We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances such as childbirth complications. International Labour Organization standards state that women should be guaranteed at least 14 weeks of paid maternity leave.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> The World Health Organization recommends at least six months of breastfeeding, which is facilitated by paid leave.
<p>Is paid leave available for fathers of infants?</p> <p>(paternal_leave)</p>	<p>1: No paid leave 2: Less than 3 weeks 3: 3 - 13 weeks 5: 14 weeks or more</p>	<ul style="list-style-type: none"> 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. We report the leave available in weeks under normal conditions, excluding extended leave periods under extraordinary circumstances.
<p>Is paid leave available for both parents?</p> <p>(matandpat)</p>	<p>1: No, neither parent 3: Mothers only 5: Both parents</p>	<ul style="list-style-type: none"> <i>No, neither parent</i> means that there is no paid leave available for parents of infants. <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available and there is no gender-neutral leave or paternity leave available. <i>Both parents</i> means that there is leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave. When it is available, paternity leave is often significantly shorter in duration than leave for mothers. However, some countries offer bonuses in the form of parental leave length extensions or additional payments if a portion of the leave is used by both mothers and fathers to encourage fathers to take advantage of the available leave.
<p>What is the minimum wage replacement rate of paid leave for mothers of infants?</p> <p>(maternal_min_wrr_ilo)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> 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. In cases where wage replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the leave.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> • A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company. • 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. • Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>What is the maximum wage replacement rate of paid leave for mothers of infants?</p> <p>(maternal_max_wrr_ilo)</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%</p>	<ul style="list-style-type: none"> • 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. • In cases where wage replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the leave. • A <i>flat rate</i> means all mothers receive the same amount while taking paid leave, regardless of previous salary. One country, China, uses an adjusted flat rate. The flat rate is set at the level of the average wage of the company. • 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. • Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
<p>What is the minimum wage replacement rate of paid leave for fathers of infants?</p>	<p>1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65%</p>	<ul style="list-style-type: none"> • 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.

Variable Name	Variable Values	Variable Notes
(paternal_min_wrr_ilo)	4: 66% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the leave. A <i>flat rate</i> means all fathers receive the same amount while taking paid leave, regardless of previous salary. Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
What is the maximum wage replacement rate of paid leave for fathers of infants? (paternal_max_wrr_ilo)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 20% - 65% 4: 66% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> 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. In cases where wage replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the leave. A <i>flat rate</i> means all fathers receive the same amount while taking paid leave, regardless of previous salary. Research evidence suggests that a wage replacement rate of at least 80% is needed to address poverty and promote gender equality in leave-taking.
Are at least 4 weeks of paid leave available for both parents of infants? (matandpat_4)	1: No, neither parent 3: Mothers only 5: Both parents	<ul style="list-style-type: none"> <i>No, neither parent</i> means that there is not at least 4 weeks of paid leave available for parents of infants. <i>Mothers only</i> means that only paid leave specifically designated for mothers of infants is available for at least 4 weeks and there is no gender-neutral leave or paternity leave available for at least 4 weeks. <i>Both parents</i> means that there is at least 4 weeks of paid leave available for either parent to take, whether it is through maternity or paternity leave specifically for mothers and fathers, gender-neutral parental leave that can be used by either parent, or a combination of these types of leave.

Variable Name	Variable Values	Variable Notes
<p>Is paid leave structured to incentivize working fathers to share infant caregiving responsibilities?</p> <p>(dadstoo)</p>	<p>1: No paid for fathers 2: Parental leave but no incentives 3: 2 weeks or fewer reserved for fathers 4: More than 2 weeks reserved for fathers 5: Leave length or payment bonus for fathers sharing leave</p>	<ul style="list-style-type: none"> • <i>No paid leave for fathers</i> means that fathers do not have access to paid paternity leave, which is leave reserved for fathers of infants, or paid parental leave, which is leave available to either parent. • <i>Parental leave but no incentives</i> means that fathers only have access to paid parental leave, which is leave available to either parent. Research shows that women are more likely than men to use paid parental leave. • <i>2 weeks or fewer reserved for fathers</i> means that fathers have less than two weeks of paid paternity leave. In these cases, they may have additional leave available through shared parental leave. • <i>More than 2 weeks reserved for fathers</i> means that fathers have more than two weeks of paid paternity leave. • <i>Leave length or payment bonus for fathers sharing leave</i> means there are incentives for parents to share their parental leave. Parents may receive additional leave if both parents use parental leave or a higher payment while they are on leave. These measures encourage fathers to take parental leave.
<p>Is job protection guaranteed for mothers throughout paid maternal leave?</p> <p>(mtlv_job_protect)</p>	<p>1: No paid maternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • 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.
<p>Is job protection guaranteed for fathers throughout paid paternal leave?</p> <p>(ptlv_job_protect)</p>	<p>1: No paid paternal leave 2: No explicit job protection 3: Job protection guaranteed during a portion of leave 5: Job protection guaranteed throughout</p>	<ul style="list-style-type: none"> • 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.

Variable Name	Variable Values	Variable Notes
Are mothers of infants guaranteed breastfeeding breaks at work? (breastfeed_duration)	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	<ul style="list-style-type: none"> 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 maternal 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. The World Health Organization recommends at least 6 months of breastfeeding.
Are working mothers guaranteed paid options to facilitate exclusive breastfeeding for at least 6 months? (mat_bfeed_6mon)	1: None 3: Only one option 5: Both	<ul style="list-style-type: none"> Paid leave for mothers includes both paid maternity leave, which is leave reserved for mothers of infants, and paid parental leave, which is leave for either parent of an infant, that can be taken by women. <i>None</i> means that women are not entitled to at least six months of paid maternal leave or paid breastfeeding breaks at work. Women may be entitled to shorter periods of paid maternal leave or paid breastfeeding breaks, but these are too short to support the WHO recommendation of at least 6 months of exclusive breastfeeding. <i>Only one option (Maternal leave or breastfeeding breaks)</i> means that women are only guaranteed either paid maternal leave or paid breastfeeding breaks at work for at least six months. <i>Both</i> means that women are guaranteed paid maternal leave for at least 6 months and paid breastfeeding breaks for at least 6 months. This allows women who choose to return to work before the duration of their maternal leave entitlement expires to continue breastfeeding their infant.

Variable Name	Variable Values	Variable Notes
Are workers entitled to sick leave from the first day of illness? (sick_1stday)	1: No, none 3: No, paid leave, but not from 1 st day 5: Yes, paid from 1 st day	<ul style="list-style-type: none"> While in general, sick leave benefits are provided by the employer, by social security, or by both, the employer and social security, leave from the first day is commonly provided by employers. This variable reflects whether any of these benefits are provided from the first day of illness. If the legislation does not mention a waiting period for paid sick leave, we assume sick leave benefits are provided starting on the first day of illness.
For how long are workers guaranteed paid sick leave? (sickleave_duration)	1: No paid sick leave 3: 1-3.9 weeks 4: 4-25.9 weeks 5: 26 weeks or more	<ul style="list-style-type: none"> If the duration of sick leave varies, the duration of the sick leave benefit shown is the one that is available to the lowest wage worker with at least one year of tenure. The benefit duration includes extensions due to hospitalizations, serious illnesses, or chronic illnesses. 26 weeks or more of paid leave includes cases where benefits are provided “until recovery” or “for as long as treatment is required.”
What is the minimum wage replacement rate of sick leave? (sick_min_wrr)	1: No paid sick leave 2: Flat benefit 3: 17-59% 4: 60-79% 5: 80-100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the paid sick leave. This benefit may be paid by the employer, social security system, or both simultaneously. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate of sick leave? (sick_max_wrr)	1: No paid sick leave 2: Flat benefit 3: 17-59% 4: 60-79% 5: 80-100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid sick leave. This benefit may be paid by the employer, social security system, or both simultaneously. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.

Variable Name	Variable Values	Variable Notes
Are working men and women guaranteed leave to care for their family's health needs? (anyhlth_lv)	1: No, no leave 2: Only leave for women to care for children 3: Leave for both parents to care for children 4: Leave for both parents to care for children and spouse 5: Leave for both men and women to care for any family member	<ul style="list-style-type: none"> • Leave for family members' health needs includes leave specifically designated to care for family members' health needs. • Leave for family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <i>Only leave for women to care for children</i> means that leave for children's health needs is only available to women. There are no countries that only guarantee leave for children's educational needs to women. This leave is categorized separately because of the implications for gender equality. • No country guarantees leave to care for adult family members' health needs without also providing leave for children's health needs. • This variable includes both paid and unpaid leave.
Are working women and men guaranteed any leave for children's health needs? (health_anylv_pdu)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents	<ul style="list-style-type: none"> • Any leave for children's 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. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • <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.
Are working women and men guaranteed leave specifically for children's health needs? (health_lv_pdu_comb)	1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents	<ul style="list-style-type: none"> • Leave specifically for children's health needs includes leave specifically designated for children's health needs. • Leave for children's health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs.

Variable Name	Variable Values	Variable Notes
	5: Yes, paid leave for both parents	<ul style="list-style-type: none"> <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.
<p>Are working women and men guaranteed leave specifically for their children's everyday health needs?</p> <p>(wom_evday_chhlth)</p>	<p>1: No, no leave 2: Only available to mothers 3: Yes, unpaid leave for both parents 5: Yes, paid leave for both parents</p>	<ul style="list-style-type: none"> Leave for children's everyday health needs includes leave specifically designated for children's health needs, but does not include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. <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. Some countries only allow parents to take this leave to meet younger children's health needs. Two countries only guarantee this leave for children three years of age or younger. An additional eight countries limit this leave to children no more than six to ten years old.
<p>Is paid leave available to both parents specifically for 2 year old children's health needs?</p> <p>(chlv_age2)</p>	<p>1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more</p>	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically designated for children's health needs. Leave specifically for children's health needs may include cases where leave is available only for serious illness, hospitalization, or urgent health needs. Leave available only to mothers is categorized as <i>No paid leave</i>.
<p>Is paid leave available to both parents specifically for 12 year old children's health needs?</p> <p>(chlv_adl)</p>	<p>1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more</p>	<ul style="list-style-type: none"> Leave specifically for children's health needs includes leave specifically designated for children's health needs. Leave specifically for children's health needs may include cases where leave is available only for serious illness, hospitalization, or urgent health needs. Leave available only to mothers is categorized as <i>No paid leave</i>.

Variable Name	Variable Values	Variable Notes
What is the minimum wage replacement rate of paid leave for children's health needs? (chlv_min_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate of paid leave for children's health needs? (chlv_max_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 25% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available over the course of the paid leave. A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
Are working women and men guaranteed any leave for their adult family member's health needs? (ad_hlthany_lv)	1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> 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. Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. Leave for adult family members' health needs also includes cases where leave is only available to care for a spouse's health needs. There are no countries that only guarantee leave for adult family members' health needs to women.
Are working women and men guaranteed leave specifically for their adult family member's health needs?	1: No, no leave 3: Yes, unpaid leave 5: Yes, paid leave	<ul style="list-style-type: none"> Leave specifically for adult family members' health needs includes leave specifically designated to care for adult family members' health needs.

Variable Name	Variable Values	Variable Notes
(ad_hlth_lv_comb)		<ul style="list-style-type: none"> • Leave for adult family members' health needs also includes cases where leave is available only for serious illnesses, hospitalization, or urgent health needs. • Leave for adult family members' health needs also includes cases where leave is only available to care for a spouse's health needs. • There are no countries that only guarantee leave for adult family members' health needs to women.
Is paid leave available specifically for elderly parents' health needs? (fhlv_eldpar_length)	1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more	<ul style="list-style-type: none"> • Leave for elderly parents' health needs may include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs
Is paid leave available specifically for spouses' health needs? (fhlv_spouse_length)	1: No paid leave 2: Less than 1 month 3: 1-2.9 months 4: 3-5.9 months 5: 6 months or more	<ul style="list-style-type: none"> • Leave for spouses' health needs may include cases where leave is available only for serious illnesses, hospitalization, or urgent health needs
What is the minimum wage replacement rate during paid leave for adult family members' health needs? (fhlv_min_wrr)	1: No paid leave 2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%	<ul style="list-style-type: none"> • In cases where wage-replacement rates vary during leave, the minimum rate reflects the lowest 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. • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.
What is the maximum wage replacement rate	1: No paid leave	<ul style="list-style-type: none"> • In cases where wage-replacement rates vary during leave, the maximum rate reflects the highest level of wage replacement available

Variable Name	Variable Values	Variable Notes
during paid leave for adult family members' health needs? (fhlv_max_wrr)	2: Flat rate or adjusted flat rate 3: 40% - 59% 4: 60% - 79% 5: 80% - 100%	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. <ul style="list-style-type: none"> • A <i>flat rate</i> means all workers receive the same amount while taking paid leave, regardless of previous salary.



**WORLD Policy
Analysis Center**

WORKPLACE DISCRIMINATION

Public Use Data Dictionary



WORKPLACE DISCRIMINATION PUBLIC USE DATA DICTIONARY

CONTENTS

About the Data	1
Organizational Overview.....	1
Building the Data Center.....	1
Data Sources.....	1
Coding Frameworks	2
Coding Process	3
Accuracy, Analysis, and Updating	4
National and Subnational Levels	4
Case Law	4
The Workplace Discrimination Database.....	5
Data	6
Country Identifier Variables	6
The Workplace Discrimination Database.....	7

ABOUT THE DATA

ORGANIZATIONAL OVERVIEW

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child marriage, education, income, discrimination, work-family, equality, health, disability, child labor, as well as social, economic, civil and political rights.

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

BUILDING THE DATA CENTER

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

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

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

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

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

NATIONAL AND SUBNATIONAL LEVELS

The WORLD Policy Analysis Center databases focus largely on the national level. However, in federal systems, states or provinces may legislate a variety of areas. In some cases, omitting subnational legislation is not a significant omission—in China, for example, laws can be passed by provinces as well as the national government, but most legislation is in fact passed nationally. In other countries, like the United States, legislation may be equally passed by the federal government and by states, but historically, once most states have had guarantees, these have typically become federal. However, in other federal contexts, like Canada, federal and provincial jurisdictions are quite distinct. Many social policies are under the jurisdiction only of provinces. In this case, not having subnational information is a greater omission.

Data analysis has focused on national-level law and policy collected by the UN and other global organizations. For countries that legislate at the sub-national level and have no federal policy in place, we coded based on the lowest level of protection set at the state or provincial level.

CASE LAW

Our current database is a reflection of what is explicitly written in legislation. Litigation can play an important role in extending the application of more general prohibitions of discrimination to specific areas of work and to cover additional characteristics. Given that the scope of the project includes 193 UN member states, 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 the legislative

guarantees reported. Including case law in future analyses will be important to understand more fully the extent to which equal rights are protected in different countries.

THE WORKPLACE DISCRIMINATION DATABASE

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

Original, legislative texts were identified primarily using the International Labour Organization (ILO)'s NATLEX database. Supplemental legislation was also identified through the World Bank. The Workplace Discrimination Database includes legal guarantees in effect through August 2016. Updates of these data are currently in progress.

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.

DISABILITY MODULE

In addition to disability indicators included in the full database current as of August 2016, there is an additional Disability Module of the Workplace Discrimination Database that includes legal guarantees in effect through May 2018. This separate module contains an additional indicator on guarantees to reasonable accommodation at work.

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)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: 2016)

THE WORKPLACE DISCRIMINATION DATABASE

Variable Name	Variable Description	Variable Values
Is sexual harassment explicitly prohibited in the workplace? (sh_covered)	1: No prohibition 3: Only harassment of women 5: Yes, for both women and men	<ul style="list-style-type: none"> <i>No prohibition</i> indicates that legislation did not specifically prohibit sexual harassment at the workplace, or did not prohibit sexual harassment perpetrated by a position of authority. <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. <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.
Is there at least some explicit legislative prohibition of workplace discrimination based on sex? (anyprotect_sex)	1: No 5: Yes	<ul style="list-style-type: none"> The term ‘sex’ refers to country references to ‘sex’ or ‘gender’ or specific protections for ‘female’ or ‘women’ employees. <i>No</i> means that country legislation does not explicitly prohibit sex-based workplace discrimination broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. <i>Yes</i> means that the country does explicitly prohibit at least one of these forms of sex-based workplace discrimination in legislation.
Is there at least some explicit legislative prohibition of workplace discrimination based on disability? (anyprotect_dis)	1: No 5: Yes	<ul style="list-style-type: none"> The term ‘disability’ includes general references to disabilities (‘handicap’, ‘impaired’, or ‘special needs’), or specific mentions of mental, intellectual, sensory, or physical disabilities. For the purposes of this variable, the term “disability” captures all of these definitions. <i>No</i> means that country legislation does not explicitly prohibit disability-based workplace discrimination broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> Yes means that country legislation does explicitly prohibit at least one of these forms of disability-based workplace discrimination.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on religion?</p> <p>(anyprotect_relig)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term “religion” includes references to ‘creed’, ‘religious belief’, ‘religious opinion’, ‘religious adherence’, ‘religious community’ or ‘confession’. For the purposes of this variable, the term “religion” captures all of these definitions. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of religion broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of religion.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on race/ethnicity?</p> <p>(anyprotect_race)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term “race/ethnicity” includes references to ‘color’, ‘clan’, ‘ethnic origin’, ‘indigenous’, ‘aboriginal’, ‘tribe’, or ‘ethnic groups’. For the purposes of this variable, the term “race/ethnicity” captures all of these definitions. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of race/ethnicity broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of race/ethnicity.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on political affiliation?</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> The term “political affiliation” includes references to ‘political beliefs,’ ‘political convictions,’ or ‘political party affiliation.’ For the purposes of this variable, the term “political affiliation” captures all of these definitions. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of political affiliation

Variable Name	Variable Description	Variable Values
(anyprotect_politic)		<p>broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment.</p> <ul style="list-style-type: none"> • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of political affiliation.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on social class?</p> <p>(anyprotect_class)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “social class” encompasses a diversity of terminology used across countries, and includes references to ‘caste’, ‘social background’, ‘economic standing’, ‘economic status’, ‘social condition’, ‘social origin’, ‘socioeconomic status’, ‘disadvantaged’, ‘property status’, ‘education’, and others. For the purposes of this variable, the term “social class” captures all of these definitions • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of social class broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of social class.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on age?</p> <p>(anyprotect_age)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “age” includes broad references to ‘age’ and specific protections for minors, the elderly, or individuals above a certain age. For the purposes of this variable, the term “age” captures all of these definitions. • No means that country legislation does not explicitly prohibit workplace discrimination on the basis of age broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. • Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of age.

Variable Name	Variable Description	Variable Values
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?</p> <p>(anyprotect_marital)</p>	<p>1: No 5: Yes</p>	<ul style="list-style-type: none"> • The term “marital status” includes references to ‘civil status’, ‘married’, ‘relationship status’, ‘personal status,’ or whether employees have a husband or wife. For the purposes of this variable, the term “marital status” captures all of these definitions, but does not include cases where protections based on marital status are only extended to women. • <i>No</i> means that country legislation does not explicitly prohibit workplace discrimination on the basis of marital status broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. • <i>Yes</i> means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of marital status.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on parenting status?</p> <p>(anyprotect_parent)</p>	<p>1: No prohibition 4: Prohibition for mothers only 5: Yes, for both mothers and fathers</p>	<ul style="list-style-type: none"> • The term “mothers” includes gender-neutral references to caregiving (‘parenthood’, ‘having children’, ‘single parents’, workers with ‘family responsibilities’), and gender specific references to ‘motherhood’ or ‘maternity.’ For the purposes of this variable, the term “mothers” captures all of these definitions, but it does not capture job protections that narrowly apply to mothers’ leave-taking alone. • The term “fathers” includes gender-neutral references to caregiving (“parenthood’, ‘having children’, ‘single parents’, workers with ‘family responsibilities’), and gender-specific references to ‘fatherhood’, or ‘paternity’. For the purposes of this variable, the term “fathers” captures all of these definitions, but it does not capture job protections that narrowly apply to fathers’ leave-taking. • <i>Prohibition for mothers only</i> means that country legislation explicitly prohibits workplace discrimination for mothers broadly, or specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, or harassment. Country legislation does not prohibit any of these forms of workplace discrimination for fathers.

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

Variable Name	Variable Description	Variable Values
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on sexual orientation and gender identity?</p> <p>(anyprotect_sogi)</p>	<p>1: No prohibition 2: Sex-based discrimination only 4: Yes, based on sexual orientation only 5: Yes, based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • The term ‘sex’ refers to country references to ‘sex’ or ‘gender’ or specific protections for ‘female’ or ‘women’ employees. • The term “sexual orientation” includes references to ‘sexual preference’ and ‘homosexuality’. For the purposes of this variable, the term “sexual orientation” captures all of these definitions. • The term “gender 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. • <i>Sex-based discrimination only</i> means that country legislation explicitly prohibits workplace discrimination on the basis of sex broadly, or specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, or harassment. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Yes, based on sexual orientation only</i> means that country legislation explicitly prohibits workplace discrimination on the basis of sexual orientation status broadly, or specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, or harassment. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of gender identity. • <i>Yes, based on both sexual orientation and gender identity</i> means that country legislation does explicitly prohibit at least one form of workplace discrimination on the basis of both sexual orientation and gender identity.

Variable Name	Variable Description	Variable Values
Is there at least some explicit legislative prohibition of workplace discrimination based on pregnancy? (anyprotect_preg)	1: No 5: Yes	<ul style="list-style-type: none"> The term “pregnancy” includes references to ‘pregnancy’ or ‘potential pregnancy.’ It does not include job protections that narrowly apply to leave-taking alone. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of pregnancy broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of pregnancy.
Is there at least some explicit legislative prohibition of workplace discrimination based on breastfeeding status? (anyprotect_bfeed)	1: No 5: Yes	<ul style="list-style-type: none"> The term “breastfeeding status” includes references to ‘breastfeeding’ or ‘nursing.’ It does not include job protections that narrowly apply to breast-feeding breaks alone. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of breastfeeding status broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of breastfeeding status.
Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of <u>characteristic</u> ? (hir_*)	1: No prohibition 2: General prohibition of discrimination in hiring or recruitment 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u> -based prohibition	This is a series of variables examining legislative prohibitions of discrimination in hiring or recruitment across the following <u>characteristics</u> : sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), and breastfeeding status (_bfeed).

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in hiring or recruitment on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in hiring or recruitment</i> means that legislation prohibits discrimination in hiring or recruitment generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the <u>characteristic</u> in focus, but does not explicitly address discrimination in hiring nor recruitment on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic</u>-based prohibition</i> means that legislation either: a) extends an explicit <u>characteristic</u>-based prohibition of discrimination in hiring or recruitment, or b) extends a broad prohibition of <u>characteristic</u>-based workplace discrimination alongside a general prohibition of discrimination in hiring or recruitment to all workers within the same legislation.
Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of sexual	1: No prohibition 2: Prohibition of sex-based discrimination in hiring 3: Broad prohibition of workplace discrimination	<ul style="list-style-type: none"> • <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process. • <i>Prohibition of sex-based discrimination in hiring</i> means that legislation either: a) extends an explicit sex-based prohibition of

Variable Name	Variable Description	Variable Values
<p>orientation and gender identity?</p> <p>(hir_sogi)</p>	<p>based on sexual orientation or gender identity</p> <p>4: Prohibition of discrimination in hiring based on sexual orientation only</p> <p>5: Prohibition of discrimination in hiring based on sexual orientation and gender identity</p>	<p>discrimination in hiring or recruitment, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general prohibition of discrimination in hiring or recruitment to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity.</p> <ul style="list-style-type: none"> • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly address discrimination in hiring nor recruitment on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Prohibition of discrimination in hiring based on sexual orientation only</i> means that legislation either: a) extends an explicit prohibition of discrimination in hiring or recruitment on the basis of sexual orientation, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation alongside a general prohibition of discrimination in hiring or recruitment to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity. • <i>Prohibition of discrimination in hiring based on sexual orientation and gender identity</i> means that legislation prohibits discrimination in hiring on the basis of both sexual orientating and gender identity by either: a) extending an explicit prohibition of discrimination in hiring or recruitment on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general prohibition of discrimination in hiring or recruitment to all workers within the same legislation.

Variable Name	Variable Description	Variable Values
<p>Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of parenting status?</p> <p>hir_parent</p>	<p>1: No prohibition 2: Broad prohibition of workplace discrimination for mothers only 3: Broad prohibition of workplace discrimination based on parenting status 4: Prohibition of discrimination in hiring for mothers only 5: Prohibition of discrimination in hiring for mothers and fathers</p>	<ul style="list-style-type: none"> • <i>Hiring or recruitment</i> includes explicit legislative prohibitions against discrimination during pre-employment, or the hiring or recruitment process. • <i>Broad prohibition of workplace discrimination for mothers only</i> means that legislation extends a prohibition of discrimination at the workplace to mothers, but not fathers, but does not explicitly address discrimination in hiring nor recruitment. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace. • <i>Broad of prohibition of workplace discrimination based on parenting status</i> means that legislation extends a prohibition of discrimination at the workplace using gender-neutral references to caregiving ('parenthood', 'having children', 'single parents', workers with 'family responsibilities'), but does not explicitly address discrimination in hiring nor recruitment. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace. • <i>Prohibition of discrimination in hiring for mothers only</i> means that legislation either: a) extends an explicit prohibition of discrimination in hiring or recruitment to mothers, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood alongside a general prohibition of discrimination in hiring or recruitment to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of fatherhood. • <i>Prohibition of discrimination in hiring for mothers and fathers</i> means that legislation prohibits discrimination in hiring on the basis of both motherhood and fatherhood by either: a) extending an explicit prohibition of discrimination in hiring or recruitment on the basis of motherhood and/or fatherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood and/or fatherhood alongside a general

Variable Name	Variable Description	Variable Values
		prohibition of discrimination in hiring or recruitment to all workers within the same legislation.
Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of <u>characteristic</u> ? (promdemo_*)	1: No prohibition 2: General prohibition of discrimination in promotions and/or demotions 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u> -specific prohibition	<p>This is a series of variables examining legislative prohibitions of discrimination in promotions and/or demotions across the following <u>characteristics</u>: sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), and breastfeeding status (_bfeed).</p> <ul style="list-style-type: none"> • <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. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in promotions and/or demotions on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in promotions and/or demotions</i> means that legislation prohibits discrimination in promotions and/or demotions generally—for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address discrimination in promotions nor demotions on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Yes, <u>characteristic-specific prohibition</u></i> means that legislation either: a) extends an explicit <u>characteristic</u>-based prohibition of discrimination in promotions or demotions, or b) extends a broad prohibition of <u>characteristic</u>-based workplace discrimination alongside a general prohibition of discrimination in promotions or demotions to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of sexual orientation and gender identity?</p> <p>(promdemo_sogi)</p>	<p>1: No prohibition 2: Prohibition of sex-based discrimination in promotions and/or demotions 3: Broad prohibition of workplace discrimination based on sexual orientation or gender identity 4: Prohibition of discrimination in promotions and/or demotions based on sexual orientation only 5: Prohibition of discrimination in promotions and/or demotions based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • <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. • <i>Prohibition of sex-based discrimination in promotions and/or demotions</i> means that legislation either: a) extends an explicit sex-based prohibition of discrimination in promotions and/or demotions, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general prohibition of discrimination in promotions and/or demotions to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly address discrimination in promotions or demotions on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Prohibition of discrimination in promotions and/or demotions based on sexual orientation only</i> means that legislation either: a) extends an explicit prohibition of discrimination in hiring or recruitment on the basis of sexual orientation, or b) extends a

Variable Name	Variable Description	Variable Values
		<p>broad prohibition of workplace discrimination on the basis of sexual orientation alongside a general prohibition of discrimination in promotions and/or demotions to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity.</p> <ul style="list-style-type: none"> • <i>Prohibition of discrimination in promotions and/or demotions based on sexual orientation and gender identity</i> means that legislation prohibits discrimination in promotions and/or demotions on the basis of both sexual orientating and gender identity by either: a) extending an explicit prohibition of discrimination in promotions and/or demotions on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general prohibition of discrimination in promotions and/or demotions to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of parenting status?</p> <p>(promdemo_parent)</p>	<p>1: No prohibition 2: Broad prohibition of workplace discrimination for mothers only 3: Broad prohibition of workplace discrimination based on parenting status 4: Prohibition of discrimination in promotions and/or demotions for mothers only 5: Prohibition of discrimination in promotions and/or demotions for mothers and fathers</p>	<ul style="list-style-type: none"> • <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. • <i>Broad prohibition of workplace discrimination based on parenting status</i> means that legislation extends a prohibition of discrimination at the workplace using gender-neutral references to caregiving ('parenthood', 'having children', 'single parents', workers with 'family responsibilities'), but does not explicitly address discrimination in promotions and/or demotions. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace. • <i>Prohibition of discrimination in promotions and/or demotions for mothers only</i> means that legislation either: a) extends an explicit prohibition of discrimination in promotions and/or

Variable Name	Variable Description	Variable Values
		<p>demotions to mothers, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood alongside a general prohibition of discrimination in promotions and/or demotions to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of fatherhood.</p> <ul style="list-style-type: none"> • <i>Prohibition of discrimination in promotions and/or demotions for mothers and fathers</i> means that legislation prohibits discrimination in promotions and/or demotions on the basis of both motherhood and fatherhood by either: a) extending an explicit prohibition of discrimination in promotions and/or demotions on the basis of motherhood and/or fatherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood and/or fatherhood alongside a general prohibition of discrimination in promotions and/or demotions to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of <u>characteristic</u>? (train_*)</p>	<p>1: No prohibition 2: General prohibition of discrimination in training 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of discrimination in employer-provided training across the following <u>characteristics</u>: sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), social class (_class), age (_age), marital status (_marital), pregnancy (_preg), and breastfeeding status (_bfeed).</p> <ul style="list-style-type: none"> • <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in employer-provided training on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in training</i> means that legislation prohibits discrimination in employer-provided training generally—for example, by prohibiting discrimination based on

Variable Name	Variable Description	Variable Values
		<p>“any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <i>characteristic</i> in focus.</p> <ul style="list-style-type: none"> • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <i>characteristic</i> in focus, but does not explicitly address discrimination in employer-provided training on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic</u>-specific prohibition</i> means that legislation either: a) extends an explicit <i>characteristic</i>-based prohibition of discrimination in employer-provided training, or b) extends a broad prohibition of <i>characteristic</i>-based workplace discrimination alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in employer-provided training on the basis of sexual orientation and gender identity?</p> <p>(train_sogi)</p>	<p>1: No prohibition 2: Prohibition of sex-based discrimination in training 3: Broad prohibition of workplace discrimination based on sexual orientation or gender identity 4: Prohibition of discrimination in training based on sexual orientation only 5: Prohibition of discrimination in training based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer. • <i>Prohibition of sex-based discrimination in training</i> means that legislation either: a) extends an explicit sex-based prohibition of discrimination in employer-provided training, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly

Variable Name	Variable Description	Variable Values
		<p>address discrimination in employer-provided training on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</p> <ul style="list-style-type: none"> • <i>Prohibition of discrimination in training based on sexual orientation only</i> means that legislation either: a) extends an explicit prohibition of discrimination in employer-provided training on the basis of sexual orientation, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity. • <i>Prohibition of discrimination in training based on sexual orientation and gender identity</i> means that legislation prohibits discrimination in employer-provided training on the basis of both sexual orientating and gender identity by either: a) extending an explicit prohibition of discrimination in employer-provided training on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in employer-provided training on the basis of parenting status?</p> <p>(train_parent)</p>	<p>1: No prohibition 2: Broad prohibition of workplace discrimination for mothers only 3: Broad prohibition of workplace discrimination based on parenting status</p>	<ul style="list-style-type: none"> • <i>Employer-provided training</i> refers to vocational training or retraining opportunities provided by an employer. • <i>Broad prohibition of workplace discrimination based on parenting status</i> means that legislation extends a prohibition of discrimination at the workplace using gender-neutral references to caregiving ('parenthood', 'having children', 'single parents', workers with 'family responsibilities'), but does not explicitly address discrimination in employer-provided training. These

Variable Name	Variable Description	Variable Values
	4: Prohibition of discrimination in training for mothers only 5: Prohibition of discrimination in training for mothers and fathers	<p>broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace.</p> <ul style="list-style-type: none"> • <i>Prohibition of discrimination in training for mothers only</i> means that legislation either: a) extends an explicit prohibition of discrimination in employer-provided training to mothers, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of fatherhood. • <i>Prohibition of discrimination in training for mothers and fathers</i> means that legislation prohibits discrimination in employer-provided training on the basis of both motherhood and fatherhood by either: a) extending an explicit prohibition of discrimination in employer-provided training on the basis of motherhood and/or fatherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood and/or fatherhood alongside a general prohibition of discrimination in employer-provided training to all workers within the same legislation.
Does legislation explicitly guarantee equal pay on the basis of <u>characteristic</u> ? (pay_*)	1: No guarantee 2: General guarantee of equal pay 3: Broad prohibition of workplace discrimination based on <u>characteristic</u> 4: Guarantees equal pay to <u>characteristic</u> 5: Guarantees equal pay for work of equal value to <u>characteristic</u>	<p>This is a series of variables examining legislative prohibitions of discrimination in pay across the following <u>characteristics</u>: sex (<u>_sex</u>), disability (<u>_dis</u>), religion (<u>_relig</u>), race/ethnicity (<u>_race</u>), political affiliation (<u>_politic</u>), social class (<u>_class</u>), age (<u>_age</u>), marital status (<u>_marital</u>), migrant status (<u>_mig</u>), foreign national origin (<u>_fno</u>), pregnancy (<u>_preg</u>), and breastfeeding status (<u>_bfeed</u>).</p> <ul style="list-style-type: none"> • <i>No guarantee</i> means that legislation does not take an explicit approach to prohibiting discrimination in pay on the basis of the <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>General guarantee of equal pay</i> means that legislation guarantees equal remuneration, equal pay for equal work, or equal pay for work of equal value generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address discrimination in pay on this basis. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. It also includes cases where <u>characteristic</u>-based discrimination is prohibited in terms of employment. • <i>Guarantees equal pay</i> means that legislation either a) extends an explicit guarantee to equal remuneration or equal pay for equal work on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on this basis alongside a guarantee for equal remuneration or equal pay for equal work to all workers within the same legislation. • <i>Guarantees equal pay for work of equal value</i> indicates a guarantee that types of work that require similar skill levels and are similarly productive are paid the same. In these cases, legislation either: a) extends an explicit guarantee to equal pay for work of equal value on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of the <u>characteristic</u> in focus alongside a general guarantee to equal pay for work of equal value to all workers within the same legislation.

Variable Name	Variable Description	Variable Values
<p>Does legislation explicitly guarantee equal pay on the basis of sexual orientation and gender identity?</p> <p>(pay_sogi)</p>	<p>1: No guarantee 2: Guarantees equal pay based on sex 3: Broad prohibition of workplace discrimination based on sexual orientation or gender identity 4: Guarantees equal pay based on sexual orientation only 5: Guarantees equal pay based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • <i>Equal pay</i> refers to guarantees of ‘equal remuneration,’ ‘equal pay for equal work,’ and ‘equal pay for work of equal value.’ • <i>Guarantees equal pay based on sex</i> means that legislation either: a) extends an explicit sex-based guarantee to equal pay, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general guarantee to equal pay to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly guarantee equal pay on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Guarantees equal pay based on sexual orientation</i> means that legislation either: a) extends an explicit guarantee to equal pay on the basis of sexual orientation, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation alongside a general guarantee to equal pay to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity. • <i>Guarantees equal pay based on sexual orientation and gender identity</i> means that legislation guarantees equal pay on the basis of both sexual orientating and gender identity by either: a) extending an explicit guarantee to equal pay on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general

Variable Name	Variable Description	Variable Values
		guarantee to equal pay to all workers within the same legislation to all workers within the same legislation.
Does legislation explicitly guarantee equal pay on the basis of parenting status? (pay_parent)	1: No guarantee 2: Broad prohibition of workplace discrimination for mothers only 3: Broad prohibition of workplace discrimination based on parenting status 4: Guarantees equal pay for mothers only 5: Guarantees equal pay for mothers and fathers	<ul style="list-style-type: none"> • <i>Equal pay</i> refers to guarantees of 'equal remuneration,' 'equal pay for equal work,' and 'equal pay for work of equal value.' • <i>Broad prohibition of workplace discrimination for mothers only</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of motherhood but does not explicitly guarantee equal pay. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Broad prohibition of workplace discrimination based on parenting status</i> means that legislation extends a prohibition of discrimination at the workplace using gender-neutral references to caregiving ('parenthood', 'having children', 'single parents', workers with 'family responsibilities'), but does not explicitly address equal pay. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace. • <i>Guarantees equal pay for mothers only</i> means that legislation either: a) extends an explicit guarantee to equal pay on the basis of motherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood alongside a general guarantee to equal pay to all workers within the same legislation. • <i>Guarantees equal pay for mothers and fathers</i> means that legislation guarantees equal pay on the basis of both motherhood and fatherhood by either: a) extending an explicit guarantee to equal pay on the basis of motherhood and/or fatherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood and/or fatherhood

Variable Name	Variable Description	Variable Values
		alongside a general guarantee to equal pay to all workers within the same legislation to all workers within the same legislation.
Does legislation explicitly prohibit discriminatory workplace harassment on the basis of <u>characteristic</u> ? (harass_*)	1: No prohibition 2: General prohibition of harassment 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u> -specific prohibition	<p>This is a series of variables examining legislative prohibitions of discriminatory harassment at the workplace across the following <u>characteristics</u>: sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status (_marital), migrant status (_mig), and foreign national origin (_fno).</p> <ul style="list-style-type: none"> • <i>Discriminatory harassment</i> includes explicit legislative prohibitions against harassment at the workplace. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discriminatory harassment on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of harassment</i> means that legislation prohibits discriminatory harassment generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination on the basis of <u>characteristic</u></i> broadly protects individuals from workplace discrimination on the basis of the <u>characteristic</u> in focus, but does not explicitly address workplace harassment. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Yes, <u>characteristic</u>-specific prohibition</i> means that legislation either extends: a) an explicit prohibition of discriminatory harassment on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of the <u>characteristic</u> alongside a general prohibition of

Variable Name	Variable Description	Variable Values
		discriminatory harassment to all workers within the same legislation.
<p>Does legislation explicitly prohibit discriminatory workplace harassment on the basis of sexual orientation and gender identity?</p> <p>(harass_sogi)</p>	<p>1: No prohibition 2: Prohibition of sex-based harassment 3: Broad prohibition of workplace discrimination based on sexual orientation or gender identity 4: Prohibition of harassment based on sexual orientation only 5: Prohibition of harassment based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • <i>Discriminatory workplace harassment</i> includes explicit legislative prohibitions against harassment at the workplace. • <i>Prohibition of sex-based harassment</i> means that legislation either: a) extends an explicit sex-based prohibition of harassment at work, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general prohibition of discriminatory harassment to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly address discriminatory workplace harassment on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Prohibition of harassment based on sexual orientation only</i> means that legislation either: a) extends an explicit prohibition of discriminatory workplace harassment on the basis of sexual orientation, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation alongside a general prohibition of discriminatory harassment to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity. • <i>Prohibition of harassment based on sexual orientation and gender identity</i> means that legislation prohibits discriminatory harassment on the basis of both sexual orientating and gender

Variable Name	Variable Description	Variable Values
		<p>identity by either: a) extending an explicit prohibition of discriminatory harassment on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general prohibition of discriminatory workplace harassment to all workers within the same legislation.</p>
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of <u>characteristic</u>? (term_*)</p>	<p>1: No prohibition 2: General prohibition of discrimination in terminations 4: Broad prohibition of workplace discrimination based on <u>characteristic</u> 5: Yes, <u>characteristic</u>-specific prohibition</p>	<p>This is a series of variables examining legislative prohibitions of discriminatory terminations across the following <u>characteristics</u>: sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status (_marital), migrant status (_mig), foreign national origin (_fno), pregnancy (_preg), and breastfeeding status (_bfeed).</p> <ul style="list-style-type: none"> • <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting discrimination in terminations on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of discrimination in terminations</i> means that legislation prohibits discrimination in terminations generally—for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Broad prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation extends a prohibition of discrimination at the workplace on the basis of the specific <u>characteristic</u> in focus, but does not explicitly address

Variable Name	Variable Description	Variable Values
		<p>terminations. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work.</p> <ul style="list-style-type: none"> • <i>Yes, <u>characteristic-specific prohibition</u></i> means that legislation either extends: a) an explicit prohibition of discriminatory terminations on the basis of the <u>characteristic</u> in focus, or b) extends a broad prohibition of workplace discrimination on the basis of this <u>characteristic</u> alongside a general prohibition of discriminatory termination to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of sexual orientation and gender identity?</p> <p>(term_sogi)</p>	<p>1: No prohibition 2: Prohibition of sex-based discrimination in terminations 3: Broad prohibition of workplace discrimination based on sexual orientation or gender identity 4: Prohibition of discrimination in terminations based on sexual orientation only 5: Prohibition of discrimination in terminations based on sexual orientation and gender identity</p>	<ul style="list-style-type: none"> • <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment. • <i>Prohibition of sex-based discrimination in terminations</i> means that legislation either: a) extends an explicit sex-based prohibition of discrimination in terminations, or b) extends a broad prohibition of sex-based workplace discrimination alongside a general prohibition of discrimination in terminations to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of sexual orientation nor gender identity. • <i>Broad prohibition of workplace discrimination based on sexual orientation or gender identity</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of sexual orientation or gender identity but does not explicitly address discrimination in terminations on the basis of sexual orientation or gender identity. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Prohibition of discrimination in terminations based on sexual orientation only</i> means that legislation either: a) extends an explicit prohibition of discrimination in terminations on the basis of sexual orientation, or b) extends a broad prohibition of

Variable Name	Variable Description	Variable Values
		<p>workplace discrimination on the basis of sexual orientation alongside a general prohibition of discrimination in terminations to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis gender identity.</p> <ul style="list-style-type: none"> • <i>Prohibition of discrimination in terminations based on sexual orientation and gender identity</i> means that legislation prohibits discrimination in terminations on the basis of both sexual orientating and gender identity by either: a) extending an explicit prohibition of discrimination in terminations on the basis of sexual orientation and/or gender identity, or b) extends a broad prohibition of workplace discrimination on the basis of sexual orientation and/or gender identity alongside a general prohibition of discrimination in terminations to all workers within the same legislation.
<p>Does legislation explicitly prohibit discrimination in terminations on the basis of parenting status?</p> <p>(term_parent)</p>	<p>1: No prohibition 2: Broad prohibition of workplace discrimination for mothers only 3: Broad prohibition of workplace discrimination based on parenting status 4: Prohibition of discrimination in terminations for mothers only 5: Prohibition of discrimination in terminations for mothers and fathers</p>	<ul style="list-style-type: none"> • <i>Terminations</i> includes explicit legislative prohibitions against discriminatory terminations or dismissals from the workplace, or guarantees of continuance of employment. • <i>Broad prohibition of workplace discrimination for mothers only</i> means that legislation extends a prohibition of discrimination at the workplace on the basis of motherhood but does not explicitly guarantee equal pay. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of work. • <i>Broad prohibition of workplace discrimination based on parenting status</i> means that legislation extends a prohibition of discrimination at the workplace using gender-neutral references to caregiving ('parenthood', 'having children', 'single parents', workers with 'family responsibilities'), but does not explicitly address discrimination in terminations. These broad prohibitions use language that could extend prohibition of discrimination across any aspect of workplace.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>Prohibition of discrimination in terminations for mothers only</i> means that legislation either: a) extends an explicit prohibition of discrimination in terminations to mothers, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood alongside a general prohibition of discrimination terminations to all workers within the same legislation. Country legislation does not prohibit any of these forms of workplace discrimination on the basis of fatherhood. • <i>Prohibition of discrimination in terminations for mothers and fathers</i> means that legislation prohibits discrimination in terminations on the basis of both motherhood and fatherhood by either: a) extending an explicit prohibition of discrimination in terminations on the basis of motherhood and/or fatherhood, or b) extends a broad prohibition of workplace discrimination on the basis of motherhood and/or fatherhood alongside a general prohibition of discrimination in terminations to all workers within the same legislation.
<p>Does legislation explicitly prohibit indirect discrimination on the basis of <u>characteristic</u>?</p> <p>(indir_*)</p>	<p>1: No prohibition 2: General prohibition of indirect discrimination 5: Yes, prohibition on the basis of <u>characteristic</u></p>	<p>This is a series of variables examining legislative prohibitions of indirect discrimination across the following <u>characteristics</u>: sex (_sex), disability (_dis), marital status (_marital), pregnancy (_preg), and breastfeeding status (_bfeed).</p> <ul style="list-style-type: none"> • <i>Indirect discrimination</i> indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons on the basis of <u>characteristic in focus</u> and have the effect of discrimination on this basis. In these cases, legislation either explicitly prohibits indirect discrimination, or prohibits the imposition of unreasonable requirements that particularly disadvantage persons on the basis of <u>characteristic</u>. Legislative prohibitions of indirect discrimination may extend across any aspect of work, or specific aspects of work such as hiring.

Variable Name	Variable Description	Variable Values
		<ul style="list-style-type: none"> • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting indirect discrimination on the basis of the specific <u>characteristic</u> in focus. This does not mean that legislation denies this guarantee. • <i>General prohibition of indirect discrimination</i> means that legislation prohibits indirect discrimination generally— for example, by prohibiting discrimination based on “any status” or stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of the specific <u>characteristic</u> in focus. • <i>Yes, prohibition on the basis of <u>characteristic</u></i> means that legislation extends an explicit prohibition of indirect discrimination on the basis of the specific <u>characteristic</u> in focus.
<p>Does legislation explicitly prohibit indirect discrimination on the basis of parenting status?</p> <p>(indir_parent)</p>	<p>1: No prohibition 2: General prohibition of indirect discrimination 3: Prohibition for mothers only 5: Prohibition for mothers and fathers</p>	<ul style="list-style-type: none"> • <i>Indirect discrimination</i> indicates a prohibition of imposing standards, criteria, or other requirements that disproportionately impact persons with the specific characteristic in focus and has 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 with the characteristic in focus. Legislative prohibitions of indirect discrimination may extend across any aspect of work, or specific aspects of work such as hiring. • <i>No prohibition</i> means that legislation does not take an explicit approach to prohibiting indirect discrimination on the basis of motherhood or fatherhood. This does not mean that legislation denies this guarantee. • <i>General prohibition of indirect discrimination</i> means that legislation prohibits indirect discrimination generally— for example, by prohibiting discrimination based on “any status” or

Variable Name	Variable Description	Variable Values
		<p>stating no worker may be discriminated against. This general prohibition is not specifically extended on the basis of motherhood or fatherhood.</p> <ul style="list-style-type: none"> • <i>Prohibition for mothers only</i> means that legislation extends an explicit prohibition of indirect discrimination on the basis of motherhood. It does not extend a prohibition on the basis of fatherhood. • <i>Prohibition for mothers and fathers</i> means that legislation extends an explicit prohibition of indirect discrimination on the basis of both motherhood and fatherhood.
<p>Does legislation explicitly prohibit retaliation for reporting workplace discrimination on the basis of <u>characteristic</u>? (ret_*)</p>	<p>1: No explicit prohibition of workplace discrimination based on <u>characteristic</u> 2: No explicit prohibition of retaliatory action or dismissal 5: Explicit prohibition of retaliation</p>	<p>This is a series of variables examining legislative prohibitions of retaliation for reporting workplace discrimination across the following <u>characteristics</u>: sex (_sex), disability (_dis), religion (_relig), race/ethnicity (_race), political affiliation (_politic), social class (_class), age (_age), marital status (_marital), migrant status (_mig), and foreign national origin (_fno).</p> <ul style="list-style-type: none"> • <i>No explicit prohibition of workplace discrimination based on <u>characteristic</u></i> means that legislation does not explicitly prohibit <u>characteristic</u>-based workplace discrimination broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. This does not mean that legislation denies this guarantee. • <i>No explicit prohibition of retaliatory action or dismissal</i> means that legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of the <u>characteristic</u> in focus. However, legislation does not pair protections with an explicit prohibition of retaliatory action or dismissal for reporting workplace discrimination on the basis of this <u>characteristic</u> to the responsible body. • <i>Explicit prohibition of retaliation</i> means that legislation both explicitly prohibits at least one of these forms of workplace

Variable Name	Variable Description	Variable Values
		discrimination on the basis of the <i>characteristic</i> in focus and prohibits retaliatory action or dismissal for reporting workplace discrimination to the responsible body.
Does legislation explicitly prohibit retaliation for reporting workplace discrimination on the basis of sexual orientation and gender identity? (ret_sogi)	1: No explicit prohibition of workplace discrimination 2: No explicit prohibition of retaliatory action or dismissal 3: Prohibition of retaliation based on sex only 4: Prohibition of retaliation based on sexual orientation only 5: Prohibition of retaliation based on sexual orientation and gender identity	<ul style="list-style-type: none"> • <i>No explicit prohibition of workplace discrimination</i> means that legislation does not explicitly prohibit workplace discrimination broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment on the basis of sex, sexual orientation, nor gender identity. This does not mean that legislation denies this guarantee. • <i>No explicit prohibition of retaliatory action or dismissal</i> means that legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of sex. However, legislation does not pair protection(s) with an explicit prohibition of retaliatory action or dismissal for reporting sex-based workplace discrimination to the responsible body. • <i>Prohibition of retaliation based on sex only</i> means that legislation both explicitly prohibits at least one of these forms of workplace discrimination on the basis of sex and prohibits retaliatory action or dismissal for reporting sex-based workplace discrimination to the responsible body. • <i>Prohibition of retaliation based on sexual orientation only</i> means that legislation both explicitly prohibits at least one of these forms of workplace discrimination on the basis of sexual orientation and prohibits retaliatory action or dismissal for reporting workplace discrimination to the responsible body on this basis. • <i>Prohibition of retaliation based on sexual orientation and gender identity</i> means that legislation both explicitly prohibits at least one of these forms of workplace discrimination on the basis of both sexual orientation and gender identity and prohibits retaliatory action or dismissal for reporting workplace discrimination to the responsible body on these bases.

Poverty

Public Use Data Dictionary

POVERTY PUBLIC USE DATA DICTIONARY

CONTENTS

About the Data	1
Overview of Organizations	1
Building the Data Center	1
The Poverty Database.....	4
Data	6
Country Identifier Variables.....	6
The Poverty Database	7

© 2014 WORLD Policy Analysis Center
All rights reserved.

ABOUT THE DATA

OVERVIEW OF ORGANIZATIONS

The WORLD Policy Analysis Center has collected and analyzed information on laws and policies relevant to human health, wellbeing, and equality in the following areas: child marriage, education, income, discrimination, work-family, equality, health, disability, child labor, as well as social, economic, civil and political rights.

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

BUILDING THE DATA CENTER

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

When determining the laws, rights, and policies that should be included in the data center, we gave priority to policies that are supported in two ways: with research evidence on their importance to human development, health, or well-being in a variety of geographic, social, and economic circumstances; and with widespread global consensus on their value. If a policy mattered only under a very particular set of circumstances, it was unlikely to make our list.

DATA SOURCES

In selecting data sources to analyze, we had several priorities. Did the source provide primary data on the question we were looking for? For example, if we were looking for information about minimum age of marriage laws, we would always prefer to read the laws themselves (a primary source) rather than a secondary summary or description of them. Primary sources allowed us to better understand the law or policy and helped us avoid errors that might have been introduced in the secondary sources. Working with primary sources also had the advantage of enabling us to provide links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. Documents were reviewed in their original language or in a translation into one of the UN's official languages.

When legislation was not available, either because it had not been collected or because we were examining areas that are often not legislated, such as education policy, we gave priority to country reports on their policies submitted to international organizations. We recognize the limitations of country reports, primarily that countries may claim to be doing more than they in fact are in order to cast a more favorable light on their approach, but this limitation is partially mitigated by countries' awareness that nongovernmental organizations and experts will have the opportunity to make recorded comments on the accuracy of many reports to the UN that are linked to international agreements. We turned to official country reports for two reasons. First, as we reviewed the reports, it became clear that many countries do acknowledge gaps in their laws, policies, and programs. For example, many countries that charge tuition for education acknowledge this in their reports to the International Bureau of Education. Second, we saw them as a source for initial mapping that national governments, having filed the reports themselves, would find valid.

Although we used primary data and global sources whenever possible, we also used secondary sources when information was unclear or lacking on particular countries, or when a substantial number of countries were missing even from the most comprehensive sources. In choosing these secondary sources, we gave priority to those that were comparable across multiple countries, such as regional sources. When we were using information sources that covered a limited number of countries, we aimed to ensure that the information they contained could be made consistent with our other sources.

CODING FRAMEWORKS

Conceptually, frameworks had to be developed that allowed the comparison of laws and policies across all the world's countries, even when there was a great deal of variation in the approach taken by individual nations. Questions that originally seemed simple to answer across all countries rarely were. For instance, countries do not simply prohibit or allow child labor below a certain age; many permit work below the minimum age in certain industries or under specific conditions. Once children are allowed to work, there is a range of legislation addressing when they can work, for how long, and under what conditions. As another example, we originally thought that the minimum wage could be captured by a few currency figures. However, we found enormous variation in everything from how the minimum wage was set to how it was determined, and whether and when it was increased to who was exempted. Despite this complexity, the minimum wage was straightforward compared to analyzing a question about equal rights in constitutions. What domains should constitutions cover in providing equal rights? Does it matter if they have a general equal-protection clause but do not spell out specific groups? Which named groups should be captured, and how can this be done consistently? As well, citizens are rarely simply denied or granted certain rights; these rights are subject to provisions regarding whether they can be denied under certain circumstances, whether the nation guarantees the right or just aspires to it, whether positive action can be taken for certain populations, and whether citizens are permitted to defend the right in court, among others.

In developing analytic approaches for each policy area, we began with the essential features, based in intrinsic characteristics of the policy or law, research evidence on important features, and global agreement where it existed. For example, in the case of child labor, international agreements and the evidence base distinguish light work from general employment and hazardous work. In the case of equal rights in constitutions, international agreements have forged consensus on the importance of equal rights across a wide range of features, including gender, ethnicity, and disability, among others; they also underscore the importance of equal rights in social and economic, as well as civil and political, areas.

After determining a set of key features, research analysts read laws and policies from 20 to 30 countries to develop closed-ended categories according to which these features could be coded while capturing the full variety of approaches taken by countries. They then tested this coding system on an additional 10 to 20 nations before implementing it for all countries.

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

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

CODING PROCESS

Coding is the process by which an individual researcher takes a piece of information in legislation, policy, or constitutions and translates it into a set of features that can be mapped, quantitatively analyzed, and readily understood and shared. For example, a researcher would review many pieces of labor legislation and use them to answer such questions as the following: At what age can children or youth engage in hazardous work? How many hours are they permitted to work per day or per week? To capture this information as reliably as possible, coding was carried out whenever feasible by team members fluent in the relevant language of the original documents or in the language into which it had been translated.

Although the coding was designed to be as straightforward as possible to increase reliability, some questions required judgment calls. To make our approach transparent and consistent, the rules for making these judgments were captured systematically in a codebook used by everyone involved in the particular database.

Policies, laws, constitutions, reports, and secondary sources were coded independently twice, and the results of each coding were compared to minimize human error. Where there was disagreement due to human error and the answer was straightforward, the coding was corrected. Where researchers arrived at different conclusions based on judgment, the two researchers discussed the best answer on the basis of coding guidelines and coded their consensus answer. Where they did not agree, a team meeting was called to determine the best way to proceed.

ACCURACY, ANALYSIS, AND UPDATING

Nations that were outliers on particular policies were verified using external sources whenever possible. We recognize that even with all the efforts to provide information that is as accurate as possible, errors are nearly inevitable. The UN and other sources we used may not always have the most up-to-date legislation where primary data were used. Any error or omission in national reports that we used will also be reflected in our data. Finally, even with the double coding, the research team can make errors. We look forward to receiving feedback from readers if they believe that any individual countries have been placed in the wrong category. We will update country reports in our databases when we receive new primary sources of legislation or policy, indicating that changes should be made.

NATIONAL AND SUBNATIONAL LEVELS

The WORLD Policy Analysis Center databases focus largely on the national level. However, in federal systems, states or provinces may legislate a variety of areas. In some cases, omitting subnational legislation is not a significant omission—in China, for example, laws can be passed by provinces as well as the national government, but most legislation is in fact passed nationally. In other countries, like the United States, legislation may be equally passed by the federal government and by states, but historically, once most states have had guarantees, these have typically become federal. However, in other federal contexts, like Canada, federal and provincial jurisdictions are quite distinct. Many social policies are under the jurisdiction only of provinces. In this case, not having subnational information is a greater omission.

Initial data analysis has focused on national-level law and policy collected by the UN and other global organizations. 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 POVERTY DATABASE

Poverty Protection & Reduction Policies

The WORLD Policy Analysis Center analyzed data from relevant legislation and details of social security systems drawn from the following sources as of March 2012:

- Legislative texts accessed via the ILO's NATLEX database and official government gazettes;

- Social Security Programs Throughout the World (SSPTW) reports;
- ILO's TRAVAIL Database of Conditions of Work and Employment Laws;
- European Union's Mutual Information System on Social Protection; and
- Mutual Information System on Social Protection of the Council of Europe.

If the sources mentioned above did not have recent data on minimum-wage rates, information was drawn from the U.S. Department of State's Human Rights Reports.

All data about minimum-wage policies were based on information relevant to the years 2010 and 2011.

Only family benefits provided on a statutory basis—that is, established by law are captured; because data sources offer very limited detail on non-statutory programs (and by definition there are no legislative documents that detail them), these were not included.

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 Notes
country		Name of country
iso2		2-digit ISO country code
iso3		3-digit ISO country code
region		Country geographical region (World Bank classification)
World Bank Country Income Group (wb_econ)	1: Low-income 2: Middle-income 4: High-income	Country income group classification (World Bank: February 2014)

THE POVERTY DATABASE

Variable Name	Variable Values	Variable Notes
<p>How is minimum wage established?</p> <p>(minwage_leg)</p>	<p>1: Not established by law or collective bargaining</p> <p>3: Set by collective bargaining only</p> <p>5: Set by law</p>	<ul style="list-style-type: none"> Not established by law or collective bargaining includes cases where there is no minimum wage legislation as well as where legislation provides a framework for establishing the minimum wage, but the country has not yet implemented one. Set by collective bargaining usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wage set by collective agreement for a particular sector or profession. Set by law means that legislation establishes the minimum wage for the country.
<p>At what level are minimum wages set per day?</p> <p>(minwage_ppp)</p>	<p>1: No national minimum wage</p> <p>2: \$2PPP or less</p> <p>3: \$2.01 - \$4 PPP</p> <p>4: \$4.01 - \$10 PPP</p> <p>5: More than \$10 PPP</p> <p>999: Collective bargaining</p>	<ul style="list-style-type: none"> No national minimum wage includes cases where there is no minimum wage legislation as well as where legislation provides a framework for establishing a minimum wage, but the country has not yet implemented one. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies. Where a series of minimum wages are set by occupation, sector, region, etc., we used the lowest established minimum wage. In exceptional cases where there was a primary minimum wage with an exception designed for a small percentage, the primary minimum wage was used. For example, in the United States, the federal minimum-wage level does not apply to employees who receive tips. These workers are guaranteed a lower minimum level with the assumption that combined with the tips they receive, their

Variable Name	Variable Values	Variable Notes
		<p>income will be at least equal to the general minimum-wage level.</p> <ul style="list-style-type: none"> • Legal minimum wage set by collective bargaining usually means that groups representing entire sectors or professions negotiate with employers to establish a minimum wage that applies to most or all workers. Even if employers in a particular sector do not hold membership in the organization that sets the minimum wage for that sector, they must honor the minimum wages set by collective agreement for a particular sector or profession. • The level of minimum wages established through collective bargaining is generally not shown because it differs per sector, with the exception of three countries. Belgium and Croatia have a collectively bargained national minimum-wage level below which collectively bargained sectoral minimum-wage levels cannot be set. In Greece, we were able to determine the amount of the lowest collectively bargained minimum wage, and that level has been included.
<p>Is income protection available during unemployment?</p> <p>(ui_leg)</p>	<p>1: No income protection 3: Severance pay only 4: Benefits, but self-employed excluded 5: Government unemployment benefits</p>	<ul style="list-style-type: none"> • Severance pay is compensation that must be provided by an employer to an employee when his or her job is terminated. Severance pay may also be required when government unemployment benefits are available. • Benefits, but self-employed excluded means that the government provides unemployment benefits, but self-employed workers are not entitled to those benefits. This category also includes cases where it is unknown whether coverage is available to individuals who are self-employed. • Government unemployment benefits means the government provides unemployment benefits and coverage for individuals who are self-employed is available. This coverage includes both mandatory and voluntary coverage for the self-employed.

Variable Name	Variable Values	Variable Notes
		<ul style="list-style-type: none"> For all types of income protection, eligibility to receive these benefits may depend on a minimum period of employment, the specific type of employment (e.g. full-time, casual), age, and other factors.
<p>For how long is financial assistance available during unemployment?</p> <p>(ui_maxbenlength)</p>	<p>1: No government assistance 2: 20 weeks or less 3: 20.1 – 26 weeks 4: 26.1 – 52 weeks 5: More than 52 weeks</p>	<ul style="list-style-type: none"> The variable includes the maximum length of time under ordinary circumstances. It does not include extensions. All durations were converted into weeks for the purposes of comparability. No government assistance includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.
<p>How much financial assistance would an unemployed minimum wage worker receive per day?</p> <p>(ui_minwageppp)</p>	<p>1: No government assistance 2: \$2PPP or less 3: \$2.01 - \$4 PPP 4: \$4.01 - \$10 PPP 5: More than \$10 PPP</p>	<ul style="list-style-type: none"> These amounts are calculated by putting the minimum wage into the benefit-calculation formula. For example, if unemployment insurance pays workers 45% of their wage the amount shown would be 45% of minimum wage. Where applicable the national minimum of unemployment benefits was used. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies. No government assistance includes cases where workers receive no financial assistance from the government but are entitled to severance pay from their employer after termination.
<p>Do families receive income support?</p> <p>(fb_leg)</p>	<p>1: No known family cash benefits 2: Provided only in certain circumstances 3: Provided subject only to a</p>	<ul style="list-style-type: none"> Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as

Variable Name	Variable Values	Variable Notes
	means test 5: Provided without a means test	<p>there was no reliable global data source for this information.</p> <ul style="list-style-type: none"> • Provided only in certain circumstances includes cases where benefits are available only to specific groups of people, such as single parents or orphans, or as benefits to fund specific aspects of life, such as housing allowances, birth grants, and school allowances. • Provided subject only to a means test includes benefits that are only available to families with incomes below a certain level. • Provided without a means test includes benefits that are available to families without considering their income.
<p>How much are birth or maternity grants available to first-time parents?</p> <p>(fb_birthsupp_amt)</p>	1: No grant available 2: Less than \$50 PPP 3: \$50 - \$149.99 PPP 4: \$150 - \$499 PPP 5: \$500 PPP or more	<ul style="list-style-type: none"> • A birth or maternity grant is a one-time or short-term grant given when a child is born to help with the costs associated with having a child. Because the amount of the grant might vary due to birth order, we present information on grants available for the first child in order to have a basis for comparison between countries. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much financial assistance is available per month to low-income families with two preschool-age children?</p> <p>(fb_modelfam_presch)</p>	1: No known family benefits 2: Less than \$20 PPP 3: \$20 - \$59.99 PPP 4: \$60 - \$149.99 PPP 5: \$150 PPP or more	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with preschool-age

Variable Name	Variable Values	Variable Notes
		<p>children, the calculation was made based on a family with two 4-year-old children.</p> <ul style="list-style-type: none"> • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial support available to families with the greatest need. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much financial assistance is available per month to low-income families with two school-aged children?</p> <p>(fb_modelfam_school)</p>	<p>1: No known family benefits 2: Less than \$20 PPP 3: \$20 - \$59.99 PPP 4: \$60 - \$149.99 PPP 5: \$150 PPP or more</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with school-age children, the calculation was made based on a family with two 8-year-old children. • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial support available to families with the greatest need. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.

Variable Name	Variable Values	Variable Notes
<p>How much financial assistance is available per month to low-income families with two teenage children?</p> <p>(fb_modelfam_teen)</p>	<p>1: No known family benefits 2: Less than \$20 PPP 3: \$20 - \$59.99 PPP 4: \$60 - \$149.99 PPP 5: \$150 PPP or more</p>	<ul style="list-style-type: none"> • Cash benefits refer to direct financial assistance provided to households by the government, as opposed to other types of assistance such as food stamps or tax. • Our data on family benefits include only cash benefits because we were unable to examine other types of transfers to families as there was no reliable global data source for this information. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with teenage children, the calculation was made based on a family with two 15-year-old children. • When benefits differed according to income level, the lowest income bracket was used as we were particularly interested in financial support available to families with the greatest need. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>Do families receive benefits for child care or school costs?</p> <p>(fb_ccschsupp)</p>	<p>1: No benefits for child care or school costs 3: Means-tested benefits 4: Benefits available without means test 5: Both with and without a means test</p>	<ul style="list-style-type: none"> • Means-tested benefits are only available to families with incomes below a certain level. • Benefits available without a means test are available to families without considering their income.
<p>Are benefits available to families with disabled children?</p>	<p>1: No or limited family benefits 2: Means-tested family benefits</p>	<ul style="list-style-type: none"> • In defining the term “children with disabilities” some countries refer to persons with physical disabilities, some refer to persons with mental health conditions or intellectual disabilities, and some

Variable Name	Variable Values	Variable Notes
(dc_benprov)	3: Family benefits are not means-tested 5: Specific benefits for disabled children	<p>discuss persons with disabilities in general. For the purposes of our map the term “children with disabilities” captures all of these definitions.</p> <ul style="list-style-type: none"> • Our data on family benefits include only government-provided cash benefits. We were unable to examine in-kind transfers to families and tax credits as there was no reliable global data source for this information. • <i>No or limited family benefits</i> includes cases where family benefits are available only in certain circumstances such as only to specific groups (for example single parents or orphans), or as benefits to fund specific aspects of life, such as housing or school allowances. • <i>Means-tested family benefits</i> are only available to families with incomes below a certain level. There are no family benefits specific to children with disabilities. • <i>Family benefits that are not means-tested</i> are family benefits available to families without considering their incomes. There are no family benefits specific to children with disabilities.
<p>How much financial assistance is available per month to low-income families with one severely disabled school-age child?</p> <p>(fb_modelfam_scschool_dc)</p>	<p>1: No specific family benefits 2: Less than \$100 PPP 3: \$100 - \$199.99 PPP 4: \$200 - \$499.99 PPP 5: \$500 PPP or more</p>	<ul style="list-style-type: none"> • Some countries adjust the amount of these benefits based on the age of the child, the family's income, the amount of benefits received through other schemes, and/or the nature of the child's disability. For the purposes of comparability, we examine the benefits provided to families in the lowest income bracket with one child with the most severe level of disability at a given age. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with a school-age child, the calculation was made based on a family with one 8-year-old child. • <i>No specific family benefits</i> includes countries with no family benefit scheme as well as countries with general cash family benefits, but no benefits specifically for children with disabilities. • Benefits are only the amount of money targeted toward children

Variable Name	Variable Values	Variable Notes
		<p>with disabilities. If a country has a general cash family benefit and an additional supplement for children with disabilities, we only consider the amount of the supplement.</p> <ul style="list-style-type: none"> • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.
<p>How much financial assistance is available per month to low-income families with one severely disabled teenage child?</p> <p>(fb_modelfam_teen_dc)</p>	<p>1: No specific family benefits 2: Less than \$100 PPP 3: \$100 - \$199.99 PPP 4: \$200 - \$499.99 PPP 5: \$500 PPP or more</p>	<ul style="list-style-type: none"> • Some countries adjust the amount of these benefits based on the age of the child, the family's income, the amount of benefits received through other schemes, and/or the nature of the child's disability. For the purposes of comparability, we examine the benefits provided to families in the lowest income bracket with one child with the most severe level of disability at a given age. • In order to provide a concrete and comparable image of the financial support offered to families across countries, we calculated benefit levels for sample families with a specified number of children of a specified age. For families with a teenage child, the calculation was made based on a family with one 15-year-old child. • <i>No specific family benefits</i> includes countries with no family benefit scheme as well as countries with general cash family benefits, but no benefits specifically for children with disabilities. • Benefits are only the amount of money targeted toward children with disabilities. If a country has a general cash family benefit and an additional supplement for children with disabilities, we only consider the amount of the supplement. • Benefits are adjusted for differences in buying power across countries. To determine purchasing power parity (PPP), economists estimate the amount of money required to purchase the same bundle of goods and services across countries rather than using a simple exchange rate to compare currencies.

Variable Name	Variable Values	Variable Notes
<p>Are there income protections for the elderly? (oa_ben)</p>	<p>1: No government pensions 3: Contributory pensions only 4: Non-contributory pensions only 5: Both contributory and non-contributory</p>	<ul style="list-style-type: none"> Contributory pensions are a benefit that individuals are entitled to when they have paid into the country's social insurance, social assistance, provident fund, or equivalent system. Benefits are often determined based on the individual's prior level of earnings. Non-contributory pensions are benefits that individuals are entitled to without having paid into a retirement fund. Benefits are usually a fixed amount meant to ensure a minimum level of income for the elderly. <i>No government pensions</i> means that the government does not provide any kind of contributory or non-contributory old-age benefit. <i>Contributory pensions only</i> means that only individuals who have paid into the government retirement system are entitled to receive benefits. Depending on the country, workers in the informal economy may not have access to contributory pensions. <i>Non-contributory pensions only</i> means that the government only provides a non-contributory benefit to the elderly. <i>Both contributory and non-contributory</i> means that the government provides a contributory and a non-contributory old age benefit. In these cases, the non-contributory pension often acts as a safety net to ensure that all individuals receive a minimum level of income support in old age.