



**WORLD Policy
Analysis Center**

WORKPLACE DISCRIMINATION

Public Use Data Dictionary



WORKPLACE DISCRIMINATION PUBLIC USE DATA DICTIONARY

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ABOUT THE DATA

ORGANIZATIONAL OVERVIEW

The 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. No means that country legislation does not explicitly prohibit workplace discrimination on the basis of marital status broadly, nor specifically against discrimination in hiring, pay, promotions and/or demotions, terminations, nor harassment. Yes means that country legislation does explicitly prohibit at least one of these forms of workplace discrimination on the basis of marital status.
<p>Is there at least some explicit legislative prohibition of workplace discrimination based on 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"> • Yes, <i>characteristic-specific prohibition</i> means that legislation either: a) extends an explicit <i>characteristic</i>-based prohibition of discrimination in promotions or demotions, or b) extends a broad prohibition of <i>characteristic</i>-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 (_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>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.
<p>Does legislation explicitly guarantee equal pay on the basis of parenting status?</p> <p>(pay_parent)</p>	<p>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</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>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> 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.</i>
<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.
Does legislation explicitly prohibit indirect discrimination on the basis of parenting status? (indir_parent)	1: No prohibition 2: General prohibition of indirect discrimination 3: Prohibition for mothers only 5: Prohibition for mothers and fathers	<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.

