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Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Afghanistan	No	General guarantee of equal pay	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Albania	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Algeria	Yes	Guarantees equal pay for work of equal value based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Andorra	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Angola	Yes	Guarantees equal pay for work of equal value based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Antigua and Barbuda	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Argentina	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Armenia	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	General prohibition of indirect discrimination
Australia	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Austria	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Azerbaijan	Yes	Guarantees equal pay for equal work based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Bahamas	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Bahrain	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Bangladesh	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Barbados	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Belarus	No	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Belgium	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Belize	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Benin	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Bhutan	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Bolivia	Yes	No guarantee	No prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Bosnia and Herzegovina	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	General prohibition of indirect discrimination
Botswana	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Brazil	Yes	No guarantee	No prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Brunei	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Bulgaria	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Burkina Faso	Yes	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Burundi	No	General guarantee of equal pay	No prohibition	No prohibition	General prohibition of indirect discrimination
Cabo Verde	No	General guarantee of equal pay	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Cambodia	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Cameroon	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Canada	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Central African Republic	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Chad	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Chile	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
China	Yes	General guarantee of equal pay	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Colombia	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Comoros	Yes	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Costa Rica	Yes	Guarantees equal pay for equal work based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions

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Cote d'Ivoire	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Croatia	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Cuba	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Cyprus	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Czech Republic	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Democratic People's Republic of Korea	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Democratic Republic of the Congo	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Denmark	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Djibouti	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Dominica	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Dominican Republic	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Ecuador	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions

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Egypt	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
El Salvador	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Equatorial Guinea	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Eritrea	Yes	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Estonia	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Eswatini	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition
Ethiopia	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Fiji	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Finland	No	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
France	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Gabon	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

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Georgia	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Germany	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Ghana	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Greece	Yes	Guarantees equal pay for work of equal value based on marital status	No prohibition	No prohibition	No indirect discrimination provisions
Grenada	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions

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Guatemala	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions
Guinea	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Guinea-Bissau	Yes	Guarantees equal pay for equal work based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition
Guyana	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Haiti	Yes	Guarantees equal pay for work of equal value based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Honduras	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Hungary	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
Iceland	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
India	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Indonesia	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Iran	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Iraq	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Ireland	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Israel	Yes	No guarantee	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Italy	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Jamaica	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Japan	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Jordan	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Kazakhstan	No	General guarantee of equal pay	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Kenya	Yes	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Kiribati	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Kuwait	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

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Kyrgyzstan	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Laos	Yes	No guarantee	No prohibition	Yes, marital status-specific prohibition	General prohibition of indirect discrimination
Latvia	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
Lebanon	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Lesotho	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions
Liberia	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

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Libya	No	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Liechtenstein	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Lithuania	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Luxembourg	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Madagascar	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Malawi	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Malaysia	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Maldives	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Mali	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Malta	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Marshall Islands	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Mauritania	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Mauritius	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Mexico	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Micronesia, Federated States of	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Moldova	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
Monaco	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Mongolia	Yes	Guarantees equal pay for equal work based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Montenegro	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Morocco	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Mozambique	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	No indirect discrimination provisions
Myanmar	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Namibia	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Nauru	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Nepal	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
New Zealand	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Nicaragua	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Niger	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Nigeria	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

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North Macedonia	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Norway	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Oman	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Pakistan	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Palau	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Panama	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Papua New Guinea	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Paraguay	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Peru	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	General prohibition of indirect discrimination
Poland	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions
Portugal	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Qatar	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Republic of Korea	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Republic of the Congo	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Romania	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Russian Federation	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
Rwanda	No	General guarantee of equal pay	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Samoa	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
San Marino	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Sao Tome and Principe	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Saudi Arabia	No	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Senegal	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Serbia	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

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Seychelles	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Sierra Leone	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Singapore	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Slovakia	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Slovenia	Yes	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	General prohibition of indirect discrimination
Solomon Islands	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

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Somalia	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
South Africa	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
South Sudan	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Spain	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Sri Lanka	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
St. Kitts and Nevis	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

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St. Lucia	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
St. Vincent and the Grenadines	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Sudan	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Suriname	Yes	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Sweden	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Switzerland	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

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Syria	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Tajikistan	Yes	General guarantee of equal pay	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Tanzania	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Thailand	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
The Gambia	Yes	Guarantees equal pay for work of equal value based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions
The Netherlands	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
The Philippines	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Timor-Leste	Yes	Guarantees equal pay for work of equal value based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Togo	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Tonga	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Trinidad and Tobago	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Tunisia	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Turkmenistan	No	General guarantee of equal pay	General prohibition of discrimination in promotions and/or demotions	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
Tuvalu	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Türkiye	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Uganda	Yes	No guarantee	Yes, marital status-specific prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Ukraine	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition
United Arab Emirates	No	No guarantee	No prohibition	General prohibition of discrimination in hiring or recruitment	No indirect discrimination provisions
United Kingdom	Yes	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
United States of America	Yes	Guarantees equal pay for equal work based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Uruguay	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Uzbekistan	Yes	Guarantees equal pay for equal work based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	No indirect discrimination provisions
Vanuatu	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions
Venezuela	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions
Vietnam	Yes	Broad prohibition of workplace discrimination based on marital status	Broad prohibition of workplace discrimination based on marital status	Yes, marital status-specific prohibition	No indirect discrimination provisions
Yemen	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

Country	Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Does legislation explicitly guarantee equal pay on the basis of marital status?	Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of marital status?	Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of marital status?	Does legislation explicitly prohibit indirect discrimination on the basis of marital status?
Zambia	Yes	Guarantees equal pay for work of equal value based on marital status	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition	Yes, marital status-specific prohibition
Zimbabwe	No	No guarantee	No prohibition	No prohibition	No indirect discrimination provisions

