

World - WORLD Workplace Discrimination Laws 2023

WORLD Policy Analysis Center

Report generated on: October 16, 2025

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Identification

SURVEY ID NUMBER
int-world-wwdl-2023-v1

TITLE
WORLD Workplace Discrimination Laws 2023

ABBREVIATION OR ACRONYM
WWDL 2023

COUNTRY

Name
World

STUDY TYPE
Other

ABSTRACT

The WORLD Policy Analysis Center (WORLD) is committed to improving the quantity and quality of globally comparative data available to policymakers, citizens, civil society, and researchers on laws and policies that work to support human rights, including economic opportunity, social and civic engagement, human health, development, well-being, and equity. The WORLD Workplace Discrimination Laws 2023 dataset was created to assess progress on laws prohibiting discrimination in all aspects of work through a systematic review of labor and equality legislation across all 193 UN countries as of May 2023. The dataset covers discrimination in hiring, promotions and/or demotions, employer-provided training, pay, and terminations, as well as provisions to support effective implementation, such as by prohibiting indirect discrimination, requiring employers to take steps to prevent discrimination, and prohibiting all forms of retaliation for reporting discrimination or participating in investigations. Prohibitions of discrimination are assessed across race and/or ethnicity, gender and sex, disability status, religion, political affiliation, social class, age, migrant status, foreign national origin, marital status, pregnancy, care responsibilities, sexual orientation, gender identity, gender expression, and sex characteristics.

KIND OF DATA
Legislation

UNIT OF ANALYSIS
Laws

Version

VERSION DESCRIPTION
v1: Edited anonymised data for distribution as public access share-alike data

VERSION DATE
2023

VERSION NOTES
v1: Edited anonymised data for distribution as public access share-alike data

Scope

NOTES

Prohibitions of discrimination in hiring, promotions and/or demotions, employer-provided training, pay, and terminations, as well as provisions to support effective implementation, such as by prohibiting indirect discrimination, requiring employers to take steps to prevent discrimination, and prohibiting all forms of retaliation for reporting discrimination or participating in investigations. Prohibitions of discrimination are assessed across race and/or ethnicity, gender and sex, disability status, religion, political affiliation, social class, age, migrant status, foreign national origin, marital status, pregnancy, care

responsibilities, sexual orientation, gender identity, gender expression, and sex characteristics.

Coverage

GEOGRAPHIC UNIT

The data is at the level of country and includes all 193 UN member states

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
WORLD Policy Analysis Center	University of California Los Angeles

FUNDING AGENCY/SPONSOR

Name	Role
Bill & Melinda Gates Foundation	Funding agency
Conrad N. Hilton Foundation	Funding agency
William and Flora Hewlett Foundation	Funding agency

Data Collection

DATES OF DATA COLLECTION

Start
2023

DATA COLLECTION MODE

Other

SUPERVISION

Ethics approval was not required because all data is from publicly available legislative texts.

DATA COLLECTION NOTES

WORLD examined constitutional and legal provisions as they set a foundation for 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.

DATA SOURCES

In selecting data sources to analyze, our first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, we always aim to read the original laws (primary sources) rather than secondary summaries or policy descriptions. Primary sources allow for more accurate coding across countries, particularly in complex legal areas. Working with primary sources also allows us to provide excerpts or links to actual legislation and constitutions for those interested in passing new laws or creating reform in their countries. We review documents in their original language or in a translation into one of the UN's official languages.

Secondary sources are used when information is unclear or insufficient for particular countries. In choosing these secondary sources, we prioritize those that are comparable across multiple countries, such as global or regional sources. When using information sources that cover a limited number of countries, we aim to ensure that the information they contain can be made consistent with other sources.

This dataset was created through a systematic review of legislation available as of May 31, 2023. The legislation was located primarily through official country websites, the Lexadin World Law Guide, the Foreign Law Guide, the International Labour Organization (ILO)'s NATLEX database, the Pacific Islands Legal Information Institute, the Asian Legal Information Institute, and JaFBASE. In some cases, hard copies and electronic copies of legislation were obtained from libraries such as the Swiss Institute for Comparative Law, the University of California Los Angeles (UCLA) Law Library, the Harvard Law School Library, and the Northwestern University Library. The database captures national-level legislation. In countries where minimum age of marriage laws are set at the state or provincial level we coded based on the lowest minimum age provisions. Given that the scope of the project includes 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 legal provisions for the minimum age of marriage. Including case law in future analyses will be helpful to better understand the minimum age of marriage permitted by law. When legislation was not available from these sources, analysts reviewed the most recent reports submitted by countries to the monitoring committees of the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as the reports detailing the committees' concluding observations.

CODING FRAMEWORKS

In this work, coding refers to the process of translating legislative, policy, or constitutional text into a set of features which can be quantitatively analyzed to provide readily understandable summaries of policy approaches across countries and transformed into data visualizations, such as maps or charts. For example, a researcher reviews many pieces of labor and social security legislation and uses them to answer questions such as: Does a country guarantee paid parental leave? Is it available to all parents, only mothers, or only fathers? How long is paid leave? What is the wage replacement rate? How long do workers need to have been employed to access paid leave?

To answer these questions consistently across countries, we first identify the essential policy features that we want to capture, including intrinsic characteristics, such as coverage; important elements identified in policy research; and minimum standards recognized in global agreements, where they exist. Researchers then read legislative text from 20 to 30 countries to develop an understanding of the approaches countries take in each of these areas. A coding framework consisting of questions and close-ended responses is developed to capture the essential policy features systematically across countries based on the range of approaches identified. Research team members then test whether this coding framework accurately captures approaches on an additional ten to twenty nations.

Once we have a viable framework, we seek feedback from civil society and researchers working in these areas to ensure the questions we are asking will provide the critical answers needed to inform policy debates. Their feedback can lead to more scoping and test coding to determine which questions are feasible to answer with available legislation, recognizing that some important areas aren't always covered by national laws and policies. For example, access to sanitation facilities and safe transportation matters deeply to girls' ability to complete their education but is rarely addressed in a meaningful way in national-level education laws and policies. In other cases, new areas of research might involve going beyond the initial legislation we planned to code, expanding the scale of the project.

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

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

CODING PROCESS

Core to ensuring transparency and consistency is developing a codebook that details the rules and examples for coding each question. Researchers rely on this codebook to make decisions on coding policy features. The codebook is designed to be as straightforward as possible, but some questions require judgment calls. To minimize human error, we use a double coding system where two researchers independently code legal text for each country and then meet to compare their results. When two researchers cannot reach consensus based on the existing codebook, they bring these questions to the full coding team and senior analysts. This team meets regularly to discuss any questions or concerns that arise through the coding process. We record detailed minutes of these meetings and update the codebook to reflect any determinations that impact the coding rules.

ACCURACY, ANALYSIS, AND UPDATING

Upon completion of coding, we conduct systematic quality checks. We also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

For each of our data sets, we use the most up-to-date sources available. While this approach is designed to achieve accuracy, it is important to note that when publicly available sources have not been fully updated, the most recent amendments may not be captured in our data sets. Further, our process of coding legislation inevitably involves important matters of interpretation. For all data sets, we welcome receiving feedback and copies of laws from anyone who believes the data sets may not be fully up-to-date

DATA COLLECTORS

Name	Abbreviation	Affiliation
WORLD Policy Analysis Center	WORLD	University of California, Los Angeles

Access policy**CONTACTS**

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ACCESS CONDITIONS

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CITATION REQUIREMENTS

WORLD Policy Analysis Center (WORLD). WORLD Workplace Discrimination Laws 2023 [dataset]. Version 1. Los Angeles: WORLD Policy Analysis Center [producer], 2025. Cape Town: DataFirst [distributor], 2025. DOI: <https://doi.org/10.25828/z67k-0a65>

ACCESS AUTHORITY

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DataFirst	University of Cape Town	support@data1st.org	support.data1st.org

Metadata production**PRODUCERS**

Name	Abbreviation	Affiliation	Role
WORLD Policy Analysis Center	WORLD	University of California, Los Angeles	Metadata producer

DATE OF METADATA PRODUCTION

2025-09-25

DDI DOCUMENT VERSION

Version 1

Data Description

Data file	Cases	Variables
world-wdl-2023-v1	193	193

Data file: world-wdl-2023-v1

Cases: 193

Variables: 193

Variables

ID	Name	Label	Question
V1	country	country name	
V2	iso2	iso 2	
V3	iso3	iso3	
V4	region	un region	
V5	wb_econ	world bank country income group	
V6	anyprotect_gender	gender: at least some protection from workplace discrimination	
V7	anyprotect_dis	disability: at least some protection from workplace discrimination	
V8	anyprotect_relig	religion: at least some protection from workplace discrimination	
V9	anyprotect_race	race/ethnicity: at least some protection from workplace discrimination	
V10	anyprotect_politic	political association: at least some protection from workplace discrimination	
V11	anyprotect_class	social class: at least some protection from workplace discrimination	
V12	anyprotect_age	age: at least some protection from workplace discrimination	
V13	anyprotect_marital	marital status: at least some protection from workplace discrimination	
V14	anyprotect_matfam	maternal status: at least some protection from workplace discrimination	
V15	anyprotect_patfam	paternal status: at least some protection from workplace discrimination	
V16	anyprotect_mig	migrant status: at least some protection from workplace discrimination	
V17	anyprotect_fno	foreign national origin: at least some protection from workplace discrimination	
V18	anyprotect_sexor	sexual orientation: at least some protection from workplace discrimination	
V19	anyprotect_genid	gender identity: at least some protection from workplace discrimination	
V20	anyprotect_preg	pregnancy: at least some protection from workplace discrimination	
V21	anyprotect_genexp	gender expression: at least some protection from workplace discrimination	
V22	anyprotect_sexchar	sexual characteristics: at least some protection from workplace discrimination	
V23	hir_gender	hiring: prohibition of gender discrimination	
V24	hir_dis	hiring: prohibition of disability discrimination	
V25	hir_relig	hiring: prohibition of religion discrimination	
V26	hir_race	hiring: prohibition of race/ethnicity discrimination	
V27	hir_politic	hiring: prohibition of political association discrimination	
V28	hir_class	hiring: prohibition of social class discrimination	
V29	hir_age	hiring: prohibition of age discrimination	
V30	hir_marital	hiring: prohibition of marital status discrimination	
V31	hir_mig	hiring: prohibition of migrant status discrimination	
V32	hir_fno	hiring: prohibition of foreign national origin discrimination	
V33	hir_matfam	hiring: prohibition of maternal status discrimination	
V34	hir_patfam	hiring: prohibition of paternal status discrimination	
V35	hir_preg	hiring: prohibition of pregnancy discrimination	
V36	hir_sexor	hiring: prohibition of sexual orientation discrimination	
V37	hir_genid	hiring: prohibition of gender identity discrimination	
V38	hir_genexp	hiring: prohibition of gender expression discrimination	

ID	Name	Label	Question
V39	hir_sexchar	hiring: prohibition of sexual characteristics discrimination	
V40	promdemo_gender	promotion/demotion: prohibition of gender discrimination	
V41	promdemo_dis	promotion/demotion: prohibition of disability discrimination	
V42	promdemo_relig	promotion/demotion: prohibition of religion discrimination	
V43	promdemo_race	promotion/demotion: prohibition of race/ethnicity discrimination	
V44	promdemo_politic	promotion/demotion: prohibition of political association discrimination	
V45	promdemo_class	promotion/demotion: prohibition of social class discrimination	
V46	promdemo_age	promotion/demotion: prohibition of age discrimination	
V47	promdemo_marital	promotion/demotion: prohibition of marital status discrimination	
V48	promdemo_mig	promotion/demotion: prohibition of migrant status discrimination	
V49	promdemo_fno	promotion/demotion: prohibition of foreign national origin discrimination	
V50	promdemo_matfam	promotion/demotion: prohibition of maternal status discrimination	
V51	promdemo_patfam	promotion/demotion: prohibition of paternal status discrimination	
V52	promdemo_preg	promotion/demotion: prohibition of pregnancy discrimination	
V53	promdemo_sexor	promotion/demotion: prohibition of sexual orientation discrimination	
V54	promdemo_genid	promotion/demotion: prohibition of gender identity discrimination	
V55	promdemo_genexp	promotion/demotion: prohibition of gender expression discrimination	
V56	promdemo_sexchar	promotion/demotion: prohibition of sexual characteristics discrimination	
V57	train_gender	training: prohibition of gender discrimination	
V58	train_dis	training: prohibition of disability discrimination	
V59	train_relig	training: prohibition of religion discrimination	
V60	train_race	training: prohibition of race/ethnicity discrimination	
V61	train_politic	training: prohibition of political association discrimination	
V62	train_class	training: prohibition of social class discrimination	
V63	train_age	training: prohibition of age discrimination	
V64	train_marital	training: prohibition of marital status discrimination	
V65	train_mig	training: prohibition of migrant status discrimination	
V66	train_fno	training: prohibition of foreign national origin discrimination	
V67	train_matfam	training: prohibition of maternal status discrimination	
V68	train_patfam	training: prohibition of paternal status discrimination	
V69	train_preg	training: prohibition of pregnancy discrimination	
V70	train_sexor	training: prohibition of sexual orientation discrimination	
V71	train_genid	training: prohibition of gender identity discrimination	
V72	train_genexp	training: prohibition of gender expression discrimination	
V73	train_sexchar	training: prohibition of sexual characteristics discrimination	
V74	pay_gender	pay: prohibition of gender discrimination	
V75	pay_dis	pay: prohibition of disability discrimination	
V76	pay_relig	pay: prohibition of religion discrimination	
V77	pay_race	pay: prohibition of race/ethnicity discrimination	
V78	pay_politic	pay: prohibition of political association discrimination	
V79	pay_class	pay: prohibition of social class discrimination	
V80	pay_age	pay: prohibition of age discrimination	
V81	pay_marital	pay: prohibition of marital status discrimination	
V82	pay_mig	pay: prohibition of migrant status discrimination	
V83	pay_fno	pay: prohibition of foreign national origin discrimination	

ID	Name	Label	Question
V84	pay_matfam	pay: prohibition of maternal status discrimination	
V85	pay_patfam	pay: prohibition of paternal status discrimination	
V86	pay_preg	pay: prohibition of pregnancy discrimination	
V87	pay_sexor	pay: prohibition of sexual orientation discrimination	
V88	pay_genid	pay: prohibition of gender identity discrimination	
V89	pay_genexp	pay: prohibition of gender expression discrimination	
V90	pay_sexchar	pay: prohibition of sexual characteristics discrimination	
V91	term_gender	termination: prohibition of gender discrimination	
V92	term_dis	termination: prohibition of disability discrimination	
V93	term_relig	termination: prohibition of religion discrimination	
V94	term_race	termination: prohibition of race/ethnicity discrimination	
V95	term_politic	termination: prohibition of political association discrimination	
V96	term_class	termination: prohibition of social class discrimination	
V97	term_age	termination: prohibition of age discrimination	
V98	term_marital	termination: prohibition of marital status discrimination	
V99	term_mig	termination: prohibition of migrant status discrimination	
V100	term_fno	termination: prohibition of foreign national origin discrimination	
V101	term_matfam	termination: prohibition of maternal status discrimination	
V102	term_patfam	termination: prohibition of paternal status discrimination	
V103	term_preg	termination: prohibition of pregnancy discrimination	
V104	term_sexor	termination: prohibition of sexual orientation discrimination	
V105	term_genid	termination: prohibition of gender identity discrimination	
V106	term_genexp	termination: prohibition of gender expression discrimination	
V107	term_sexchar	termination: prohibition of sexual characteristics discrimination	
V108	indir_gender	indirect: prohibition of gender discrimination	
V109	indir_dis	indirect: prohibition of disability discrimination	
V110	indir_relig	indirect: prohibition of religion discrimination	
V111	indir_race	indirect: prohibition of race/ethnicity discrimination	
V112	indir_politic	indirect: prohibition of political association discrimination	
V113	indir_class	indirect: prohibition of social class discrimination	
V114	indir_age	indirect: prohibition of age discrimination	
V115	indir_marital	indirect: prohibition of marital status discrimination	
V116	indir_mig	indirect: prohibition of migrant status discrimination	
V117	indir_fno	indirect: prohibition of foreign national origin discrimination	
V118	indir_matfam	indirect: prohibition of maternal status discrimination	
V119	indir_patfam	indirect: prohibition of paternal status discrimination	
V120	indir_preg	indirect: prohibition of pregnancy discrimination	
V121	indir_sexor	indirect: prohibition of sexual orientation discrimination	
V122	indir_genid	indirect: prohibition of gender identity discrimination	
V123	indir_genexp	indirect: prohibition of gender expression discrimination	
V124	indir_sexchar	indirect: prohibition of sexual characteristics discrimination	
V125	accomm	guaranteed reasonable accomodation at work for persons with disabilities	
V126	harass_dis	prohibition of disability harassment	
V127	harass_relig	prohibition of religion harassment	
V128	harass_race	prohibition of race/ethnicity harassment	

ID	Name	Label	Question
V129	harass_politic	prohibition of political association harassment	
V130	harass_class	prohibition of social class harassment	
V131	harass_age	prohibition of age harassment	
V132	harass_marital	prohibition of marital status harassment	
V133	harass_mig	prohibition of migrant status harassment	
V134	harass_fno	prohibition of foreign national origin harassment	
V135	harass_matfam	prohibition of maternal status harassment	
V136	harass_patfam	prohibition of paternal status harassment	
V137	harass_preg	prohibition of pregnancy harassment	
V138	harass_sexor	prohibition of sexual orientation harassment	
V139	harass_genid	prohibition of gender identity harassment	
V140	harass_genexp	prohibition of gender expression harassment	
V141	harass_sexchar	prohibition of sexual characteristics harassment	
V142	gender_empl_resp	employer responsibility to prevent gender discrimination	
V143	dis_empl_resp	employer responsibility to prevent disability discrimination	
V144	relig_empl_resp	employer responsibility to prevent religion discrimination	
V145	race_empl_resp	employer responsibility to prevent race/ethnicity discrimination	
V146	politic_empl_resp	employer responsibility to prevent political association discrimination	
V147	class_empl_resp	employer responsibility to prevent social class discrimination	
V148	age_empl_resp	employer responsibility to prevent age discrimination	
V149	marital_empl_resp	employer responsibility to prevent marital status discrimination	
V150	mig_empl_resp	employer responsibility to prevent migrant status discrimination	
V151	fno_empl_resp	employer responsibility to prevent foreign national origin discrimination	
V152	preg_empl_resp	employer responsibility to prevent pregnancy discrimination	
V153	matfam_empl_resp	employer responsibility to prevent maternal status discrimination	
V154	patfam_empl_resp	employer responsibility to prevent paternal status discrimination	
V155	sexor_empl_resp	employer responsibility to prevent sexual orientation discrimination	
V156	genid_empl_resp	employer responsibility to prevent gender identity discrimination	
V157	genexp_empl_resp	employer responsibility to prevent gender expression discrimination	
V158	sexchar_empl_resp	employer responsibility to prevent sexual characteristics discrimination	
V159	gender_rettype	types of retaliation prohibited for gender discrimination	
V160	dis_rettype	types of retaliation prohibited for disability discrimination	
V161	relig_rettype	types of retaliation prohibited for religion discrimination	
V162	race_rettype	types of retaliation prohibited for race/ethnicity discrimination	
V163	politic_rettype	types of retaliation prohibited for political association discrimination	
V164	class_rettype	types of retaliation prohibited for social class discrimination	
V165	age_rettype	types of retaliation prohibited for age discrimination	
V166	marital_rettype	types of retaliation prohibited for marital status discrimination	
V167	mig_rettype	types of retaliation prohibited for migrant status discrimination	
V168	fno_rettype	types of retaliation prohibited for foreign national origin discrimination	
V169	preg_rettype	types of retaliation prohibited for pregnancy discrimination	
V170	matfam_rettype	types of retaliation prohibited for maternal status discrimination	
V171	patfam_rettype	types of retaliation prohibited for paternal status discrimination	
V172	sexor_rettype	types of retaliation prohibited for sexual orientation discrimination	
V173	genid_rettype	types of retaliation prohibited for gender identity discrimination	

ID	Name	Label	Question
V174	genexp_retype	types of retaliation prohibited for gender expression discrimination	
V175	sexchar_retype	types of retaliation prohibited for sexual characteristics discrimination	
V176	gender_retpart	who protected from retaliation for gender discrimination	
V177	dis_retpart	who protected from retaliation for disability discrimination	
V178	relig_retpart	who protected from retaliation for religion discrimination	
V179	race_retpart	who protected from retaliation for race/ethnicity discrimination	
V180	politic_retpart	who protected from retaliation for political association discrimination	
V181	class_retpart	who protected from retaliation for social class discrimination	
V182	age_retpart	who protected from retaliation for age discrimination	
V183	marital_retpart	who protected from retaliation for marital status discrimination	
V184	mig_retpart	who protected from retaliation for migrant status discrimination	
V185	fno_retpart	who protected from retaliation for foreign national origin discrimination	
V186	preg_retpart	who protected from retaliation for pregnancy discrimination	
V187	matfam_retpart	who protected from retaliation for maternal status discrimination	
V188	patfam_retpart	who protected from retaliation for paternal status discrimination	
V189	sexor_retpart	who protected from retaliation for sexual orientation discrimination	
V190	genid_retpart	who protected from retaliation for gender identity discrimination	
V191	genexp_retpart	who protected from retaliation for gender expression discrimination	
V192	sexchar_retpart	who protected from retaliation for sexual characteristics discrimination	
V193	pos_gender	is positive action considered gender discrimination?	

Total: 193

COUNTRY: country name**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0

Type: Discrete Width: 37 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
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Algeria		1	0.5%
Andorra		1	0.5%
Angola		1	0.5%
Antigua and Barbuda		1	0.5%
Argentina		1	0.5%
Armenia		1	0.5%
Australia		1	0.5%
Austria		1	0.5%
Azerbaijan		1	0.5%
Bahamas		1	0.5%
Bahrain		1	0.5%
Bangladesh		1	0.5%
Barbados		1	0.5%
Belarus		1	0.5%
Belgium		1	0.5%
Belize		1	0.5%
Benin		1	0.5%
Bhutan		1	0.5%
Bolivia		1	0.5%
Bosnia and Herzegovina		1	0.5%
Botswana		1	0.5%
Brazil		1	0.5%
Brunei		1	0.5%
Bulgaria		1	0.5%
Burkina Faso		1	0.5%
Burundi		1	0.5%
Cabo Verde		1	0.5%
Cambodia		1	0.5%

Cameroon		1	0.5%
Canada		1	0.5%
Central African Republic		1	0.5%
Chad		1	0.5%
Chile		1	0.5%
China		1	0.5%
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Cote d'Ivoire		1	0.5%
Croatia		1	0.5%
Cuba		1	0.5%
Cyprus		1	0.5%
Czech Republic		1	0.5%
Democratic People's Republic of Korea		1	0.5%
Democratic Republic of the Congo		1	0.5%
Denmark		1	0.5%
Djibouti		1	0.5%
Dominica		1	0.5%
Dominican Republic		1	0.5%
Ecuador		1	0.5%
Egypt		1	0.5%
El Salvador		1	0.5%
Equatorial Guinea		1	0.5%
Eritrea		1	0.5%
Estonia		1	0.5%
Eswatini		1	0.5%
Ethiopia		1	0.5%
Fiji		1	0.5%
Finland		1	0.5%
France		1	0.5%
Gabon		1	0.5%
Georgia		1	0.5%
Germany		1	0.5%
Ghana		1	0.5%
Greece		1	0.5%
Grenada		1	0.5%
Guatemala		1	0.5%
Guinea		1	0.5%

Guinea-Bissau		1	0.5%
Guyana		1	0.5%
Haiti		1	0.5%
Honduras		1	0.5%
Hungary		1	0.5%
Iceland		1	0.5%
India		1	0.5%
Indonesia		1	0.5%
Iran		1	0.5%
Iraq		1	0.5%
Ireland		1	0.5%
Israel		1	0.5%
Italy		1	0.5%
Jamaica		1	0.5%
Japan		1	0.5%
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Kazakhstan		1	0.5%
Kenya		1	0.5%
Kiribati		1	0.5%
Kuwait		1	0.5%
Kyrgyzstan		1	0.5%
Laos		1	0.5%
Latvia		1	0.5%
Lebanon		1	0.5%
Lesotho		1	0.5%
Liberia		1	0.5%
Libya		1	0.5%
Liechtenstein		1	0.5%
Lithuania		1	0.5%
Luxembourg		1	0.5%
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Malawi		1	0.5%
Malaysia		1	0.5%
Maldives		1	0.5%
Mali		1	0.5%
Malta		1	0.5%
Marshall Islands		1	0.5%
Mauritania		1	0.5%
Mauritius		1	0.5%

Mexico		1	0.5%
Micronesia, Federated States of		1	0.5%
Moldova		1	0.5%
Monaco		1	0.5%
Mongolia		1	0.5%
Montenegro		1	0.5%
Morocco		1	0.5%
Mozambique		1	0.5%
Myanmar		1	0.5%
Namibia		1	0.5%
Nauru		1	0.5%
Nepal		1	0.5%
New Zealand		1	0.5%
Nicaragua		1	0.5%
Niger		1	0.5%
Nigeria		1	0.5%
North Macedonia		1	0.5%
Norway		1	0.5%
Oman		1	0.5%
Pakistan		1	0.5%
Palau		1	0.5%
Panama		1	0.5%
Papua New Guinea		1	0.5%
Paraguay		1	0.5%
Peru		1	0.5%
Poland		1	0.5%
Portugal		1	0.5%
Qatar		1	0.5%
Republic of Korea		1	0.5%
Republic of the Congo		1	0.5%
Romania		1	0.5%
Russian Federation		1	0.5%
Rwanda		1	0.5%
Samoa		1	0.5%
San Marino		1	0.5%
Sao Tome and Principe		1	0.5%
Saudi Arabia		1	0.5%
Senegal		1	0.5%
Serbia		1	0.5%

Seychelles		1	0.5%
Sierra Leone		1	0.5%
Singapore		1	0.5%
Slovakia		1	0.5%
Slovenia		1	0.5%
Solomon Islands		1	0.5%
Somalia		1	0.5%
South Africa		1	0.5%
South Sudan		1	0.5%
Spain		1	0.5%
Sri Lanka		1	0.5%
St. Kitts and Nevis		1	0.5%
St. Lucia		1	0.5%
St. Vincent and the Grenadines		1	0.5%
Sudan		1	0.5%
Suriname		1	0.5%
Sweden		1	0.5%
Switzerland		1	0.5%
Syria		1	0.5%
Tajikistan		1	0.5%
Tanzania		1	0.5%
Thailand		1	0.5%
The Gambia		1	0.5%
The Netherlands		1	0.5%
The Philippines		1	0.5%
Timor-Leste		1	0.5%
Togo		1	0.5%
Tonga		1	0.5%
Trinidad and Tobago		1	0.5%
Tunisia		1	0.5%
Turkmenistan		1	0.5%
Tuvalu		1	0.5%
Türkiye		1	0.5%
Uganda		1	0.5%
Ukraine		1	0.5%
United Arab Emirates		1	0.5%
United Kingdom		1	0.5%
United States of America		1	0.5%
Uruguay		1	0.5%

Uzbekistan		1	0.5%
Vanuatu		1	0.5%
Venezuela		1	0.5%
Vietnam		1	0.5%
Yemen		1	0.5%
Zambia		1	0.5%
Zimbabwe		1	0.5%

ANYPROTECT_POLITIC: political association: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	63	32.6%
5	yes	130	67.4%

ISO2: iso 2

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0
 Type: Discrete Width: 2 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
AD		1	0.5%
AE		1	0.5%
AF		1	0.5%
AG		1	0.5%
AL		1	0.5%
AM		1	0.5%

AO		1	0.5%
AR		1	0.5%
AT		1	0.5%
AU		1	0.5%
AZ		1	0.5%
BA		1	0.5%
BB		1	0.5%
BD		1	0.5%
BE		1	0.5%
BF		1	0.5%
BG		1	0.5%
BH		1	0.5%
BI		1	0.5%
BJ		1	0.5%
BN		1	0.5%
BO		1	0.5%
BR		1	0.5%
BS		1	0.5%
BT		1	0.5%
BW		1	0.5%
BY		1	0.5%
BZ		1	0.5%
CA		1	0.5%
CD		1	0.5%
CF		1	0.5%
CG		1	0.5%
CH		1	0.5%
CI		1	0.5%
CL		1	0.5%
CM		1	0.5%
CN		1	0.5%
CO		1	0.5%
CR		1	0.5%
CU		1	0.5%
CV		1	0.5%
CY		1	0.5%
CZ		1	0.5%
DE		1	0.5%
DJ		1	0.5%

DK		1	0.5%
DM		1	0.5%
DO		1	0.5%
DZ		1	0.5%
EC		1	0.5%
EE		1	0.5%
EG		1	0.5%
ER		1	0.5%
ES		1	0.5%
ET		1	0.5%
FI		1	0.5%
FJ		1	0.5%
FM		1	0.5%
FR		1	0.5%
GA		1	0.5%
GB		1	0.5%
GD		1	0.5%
GE		1	0.5%
GH		1	0.5%
GM		1	0.5%
GN		1	0.5%
GQ		1	0.5%
GR		1	0.5%
GT		1	0.5%
GW		1	0.5%
GY		1	0.5%
HN		1	0.5%
HR		1	0.5%
HT		1	0.5%
HU		1	0.5%
ID		1	0.5%
IE		1	0.5%
IL		1	0.5%
IN		1	0.5%
IQ		1	0.5%
IR		1	0.5%
IS		1	0.5%
IT		1	0.5%
JM		1	0.5%

JO		1	0.5%
JP		1	0.5%
KE		1	0.5%
KG		1	0.5%
KH		1	0.5%
KI		1	0.5%
KM		1	0.5%
KN		1	0.5%
KP		1	0.5%
KR		1	0.5%
KW		1	0.5%
KZ		1	0.5%
LA		1	0.5%
LB		1	0.5%
LC		1	0.5%
LI		1	0.5%
LK		1	0.5%
LR		1	0.5%
LS		1	0.5%
LT		1	0.5%
LU		1	0.5%
LV		1	0.5%
LY		1	0.5%
MA		1	0.5%
MC		1	0.5%
MD		1	0.5%
ME		1	0.5%
MG		1	0.5%
MH		1	0.5%
MK		1	0.5%
ML		1	0.5%
MM		1	0.5%
MN		1	0.5%
MR		1	0.5%
MT		1	0.5%
MU		1	0.5%
MV		1	0.5%
MW		1	0.5%
MX		1	0.5%

MY		1	0.5%
MZ		1	0.5%
NA		1	0.5%
NE		1	0.5%
NG		1	0.5%
NI		1	0.5%
NL		1	0.5%
NO		1	0.5%
NP		1	0.5%
NR		1	0.5%
NZ		1	0.5%
OM		1	0.5%
PA		1	0.5%
PE		1	0.5%
PG		1	0.5%
PH		1	0.5%
PK		1	0.5%
PL		1	0.5%
PT		1	0.5%
PW		1	0.5%
PY		1	0.5%
QA		1	0.5%
RO		1	0.5%
RS		1	0.5%
RU		1	0.5%
RW		1	0.5%
SA		1	0.5%
SB		1	0.5%
SC		1	0.5%
SD		1	0.5%
SE		1	0.5%
SG		1	0.5%
SI		1	0.5%
SK		1	0.5%
SL		1	0.5%
SM		1	0.5%
SN		1	0.5%
SO		1	0.5%
SR		1	0.5%

SS		1	0.5%
ST		1	0.5%
SV		1	0.5%
SY		1	0.5%
SZ		1	0.5%
TD		1	0.5%
TG		1	0.5%
TH		1	0.5%
TJ		1	0.5%
TL		1	0.5%
TM		1	0.5%
TN		1	0.5%
TO		1	0.5%
TR		1	0.5%
TT		1	0.5%
TV		1	0.5%
TZ		1	0.5%
UA		1	0.5%
UG		1	0.5%
US		1	0.5%
UY		1	0.5%
UZ		1	0.5%
VC		1	0.5%
VE		1	0.5%
VN		1	0.5%
VU		1	0.5%
WS		1	0.5%
YE		1	0.5%
ZA		1	0.5%
ZM		1	0.5%
ZW		1	0.5%

ISO3: iso3

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0

Type: Discrete Width: 3 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
AFG		1	0.5%
AGO		1	0.5%
ALB		1	0.5%
AND		1	0.5%
ARE		1	0.5%
ARG		1	0.5%
ARM		1	0.5%
ATG		1	0.5%
AUS		1	0.5%
AUT		1	0.5%
AZE		1	0.5%
BDI		1	0.5%
BEL		1	0.5%
BEN		1	0.5%
BFA		1	0.5%
BGD		1	0.5%
BGR		1	0.5%
BHR		1	0.5%
BHS		1	0.5%
BIH		1	0.5%
BLR		1	0.5%
BLZ		1	0.5%
BOL		1	0.5%
BRA		1	0.5%
BRB		1	0.5%
BRN		1	0.5%
BTN		1	0.5%
BWA		1	0.5%
CAF		1	0.5%
CAN		1	0.5%
CHE		1	0.5%
CHL		1	0.5%
CHN		1	0.5%
CIV		1	0.5%
CMR		1	0.5%

COD		1	0.5%
COG		1	0.5%
COL		1	0.5%
COM		1	0.5%
CPV		1	0.5%
CRI		1	0.5%
CUB		1	0.5%
CYP		1	0.5%
CZE		1	0.5%
DEU		1	0.5%
DJI		1	0.5%
DMA		1	0.5%
DNK		1	0.5%
DOM		1	0.5%
DZA		1	0.5%
ECU		1	0.5%
EGY		1	0.5%
ERI		1	0.5%
ESP		1	0.5%
EST		1	0.5%
ETH		1	0.5%
FIN		1	0.5%
FJI		1	0.5%
FRA		1	0.5%
FSM		1	0.5%
GAB		1	0.5%
GBR		1	0.5%
GEO		1	0.5%
GHA		1	0.5%
GIN		1	0.5%
GMB		1	0.5%
GNB		1	0.5%
GNQ		1	0.5%
GRC		1	0.5%
GRD		1	0.5%
GTM		1	0.5%
GUY		1	0.5%
HND		1	0.5%
HRV		1	0.5%

HTI		1	0.5%
HUN		1	0.5%
IDN		1	0.5%
IND		1	0.5%
IRL		1	0.5%
IRN		1	0.5%
IRQ		1	0.5%
ISL		1	0.5%
ISR		1	0.5%
ITA		1	0.5%
JAM		1	0.5%
JOR		1	0.5%
JPN		1	0.5%
KAZ		1	0.5%
KEN		1	0.5%
KGZ		1	0.5%
KHM		1	0.5%
KIR		1	0.5%
KNA		1	0.5%
KOR		1	0.5%
KWT		1	0.5%
LAO		1	0.5%
LBN		1	0.5%
LBR		1	0.5%
LBY		1	0.5%
LCA		1	0.5%
LIE		1	0.5%
LKA		1	0.5%
LSO		1	0.5%
LTU		1	0.5%
LUX		1	0.5%
LVA		1	0.5%
MAR		1	0.5%
MCO		1	0.5%
MDA		1	0.5%
MDG		1	0.5%
MDV		1	0.5%
MEX		1	0.5%
MHL		1	0.5%

MKD		1	0.5%
MLI		1	0.5%
MLT		1	0.5%
MMR		1	0.5%
MNE		1	0.5%
MNG		1	0.5%
MOZ		1	0.5%
MRT		1	0.5%
MUS		1	0.5%
MWI		1	0.5%
MYS		1	0.5%
NAM		1	0.5%
NER		1	0.5%
NGA		1	0.5%
NIC		1	0.5%
NLD		1	0.5%
NOR		1	0.5%
NPL		1	0.5%
NRU		1	0.5%
NZL		1	0.5%
OMN		1	0.5%
PAK		1	0.5%
PAN		1	0.5%
PER		1	0.5%
PHL		1	0.5%
PLW		1	0.5%
PNG		1	0.5%
POL		1	0.5%
PRK		1	0.5%
PRT		1	0.5%
PRY		1	0.5%
QAT		1	0.5%
ROU		1	0.5%
RUS		1	0.5%
RWA		1	0.5%
SAU		1	0.5%
SDN		1	0.5%
SEN		1	0.5%
SGP		1	0.5%

SLB		1	0.5%
SLE		1	0.5%
SLV		1	0.5%
SMR		1	0.5%
SOM		1	0.5%
SRB		1	0.5%
SSD		1	0.5%
STP		1	0.5%
SUR		1	0.5%
SVK		1	0.5%
SVN		1	0.5%
SWE		1	0.5%
SWZ		1	0.5%
SYC		1	0.5%
SYR		1	0.5%
TCD		1	0.5%
TGO		1	0.5%
THA		1	0.5%
TJK		1	0.5%
TKM		1	0.5%
TLS		1	0.5%
TON		1	0.5%
TTO		1	0.5%
TUN		1	0.5%
TUR		1	0.5%
TUV		1	0.5%
TZA		1	0.5%
UGA		1	0.5%
UKR		1	0.5%
URY		1	0.5%
USA		1	0.5%
UZB		1	0.5%
VCT		1	0.5%
VEN		1	0.5%
VNM		1	0.5%
VUT		1	0.5%
WSM		1	0.5%
YEM		1	0.5%
ZAF		1	0.5%

ZMB		1	0.5%
ZWE		1	0.5%

REGION: un region

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0

Type: Discrete Width: 26 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Americas		35	18.1%
East Asia & Pacific		30	15.5%
Europe & Central Asia		53	27.5%
Middle East & North Africa		19	9.8%
South Asia		8	4.1%
Sub-Saharan Africa		48	24.9%

WB_ECON: world bank country income group

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 4

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 4 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	low-income	26	13.5%
2	middle-income	103	53.6%
4	high-income	63	32.8%
Sysmiss		1	

ANYPROTECT_GENDER: gender: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	13	6.7%
5	yes	180	93.3%

ANYPROTECT_DIS: disability: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	29	15%
5	yes	164	85%

ANYPROTECT_RELIG: religion: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	35	18.1%
5	yes	158	81.9%

ANYPROTECT_RACE: race/ethnicity: at least some protection from workplace discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	38	19.7%
5	yes	155	80.3%

ANYPROTECT_CLASS: social class: at least some protection from workplace discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	71	36.8%
5	yes	122	63.2%

ANYPROTECT_AGE: age: at least some protection from workplace discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	67	34.7%
5	yes	126	65.3%

ANYPROTECT_MARITAL: marital status: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	78	40.4%
5	yes	115	59.6%

ANYPROTECT_MATFAM: maternal status: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	92	47.7%
5	yes	101	52.3%

ANYPROTECT_PATFAM: paternal status: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	100	51.8%
5	yes	93	48.2%

ANYPROTECT_MIG: migrant status: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	106	54.9%
5	yes	87	45.1%

ANYPROTECT_FNO: foreign national origin: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	98	50.8%
5	yes	95	49.2%

ANYPROTECT_SEXOR: sexual orientation: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition	13	6.7%
3	prohibition based on gender	109	56.5%
5	prohibition based on sexual orientation	71	36.8%

ANYPROTECT_GENID: gender identity: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition	13	6.7%
3	prohibition based on gender	139	72%
5	prohibition based on gender identity	41	21.2%

ANYPROTECT_PREG: pregnancy: at least some protection from workplace discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	39	20.2%
5	yes	154	79.8%

ANYPROTECT_GENEXP: gender expression: at least some protection from workplace discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition	13	6.7%
3	prohibition based on gender	162	83.9%
5	prohibition based on gender expression	18	9.3%

ANYPROTECT_SEXCHAR: sexual characteristics: at least some protection from workplace discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition	13	6.7%
3	prohibition based on gender	166	86%
5	prohibition based on sex characteristics	14	7.3%

HIR_GENDER: hiring: prohibition of gender discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	22	11.5%
2	general prohibition of discrimination in hiring or recruitme	0	0%
4	broad prohibition of workplace discrimination based on gende	28	14.6%
5	yes, gender-specific prohibition	142	74%
Sysmiss		1	

HIR_DIS: hiring: prohibition of disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	28	14.6%
2	general prohibition of discrimination in hiring or recruitme	5	2.6%
4	broad prohibition of workplace discrimination based on disab	20	10.4%
5	yes, disability-specific prohibition	139	72.4%
Sysmiss		1	

HIR_RELIG: hiring: prohibition of religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	45	23.4%
2	general prohibition of discrimination in hiring or recruitme	3	1.6%
4	broad prohibition of workplace discrimination based on relig	25	13%
5	yes, religion-specific prohibition	119	62%
Sysmiss		1	

HIR_RACE: hiring: prohibition of race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	47	24.5%
2	general prohibition of discrimination in hiring or recruitme	3	1.6%
4	broad prohibition of workplace discrimination based on race/	25	13%
5	yes, race/ethnicity-specific prohibition	117	60.9%
Sysmiss		1	

HIR_POLITIC: hiring: prohibition of political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	65	33.9%
2	general prohibition of discrimination in hiring or recruitme	10	5.2%
4	broad prohibition of workplace discrimination based on polit	22	11.5%
5	yes, political affiliation-specific prohibition	95	49.5%
Sysmiss		1	

HIR_CLASS: hiring: prohibition of social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	75	39.1%
2	general prohibition of discrimination in hiring or recruitme	8	4.2%
4	broad prohibition of workplace discrimination based on socia	21	10.9%
5	yes, social class-specific prohibition	88	45.8%
Sysmiss		1	

HIR_AGE: hiring: prohibition of age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	72	37.5%
2	general prohibition of discrimination in hiring or recruitme	11	5.7%
4	broad prohibition of workplace discrimination based on age	17	8.9%
5	yes, age-specific prohibition	92	47.9%
Sysmiss		1	

HIR_MARITAL: hiring: prohibition of marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	77	40.1%
2	general prohibition of discrimination in hiring or recruitme	14	7.3%

4	broad prohibition of workplace discrimination based on marit	13	6.8%
5	yes, marital status-specific prohibition	88	45.8%
Sysmiss		1	

HIR_MIG: hiring: prohibition of migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	106	55.2%
2	general prohibition of discrimination in hiring or recruitme	18	9.4%
4	broad prohibition of workplace discrimination based on migra	19	9.9%
5	yes, migrant status-specific prohibition	49	25.5%
Sysmiss		1	

HIR_FNO: hiring: prohibition of foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	89	46.4%
2	general prohibition of discrimination in hiring or recruitme	18	9.4%
4	broad prohibition of workplace discrimination based on forei	13	6.8%
5	yes, foreign national origin-specific prohibition	72	37.5%
Sysmiss		1	

HIR_MATFAM: hiring: prohibition of maternal status discrimination**Data file:** world-wdl-2023-v1**Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	89	46.4%
2	general prohibition of discrimination in hiring or recruitme	15	7.8%
4	broad prohibition of workplace discrimination based on mater	6	3.1%
5	yes, maternal status-specific prohibition	82	42.7%
Sysmiss		1	

HIR_PATFAM: hiring: prohibition of paternal status discrimination**Data file:** world-wdl-2023-v1**Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	95	49.5%
2	general prohibition of discrimination in hiring or recruitme	17	8.9%
4	broad prohibition of workplace discrimination based on pater	5	2.6%
5	yes, paternal status-specific prohibition	75	39.1%
Sysmiss		1	

HIR_PREG: hiring: prohibition of pregnancy discrimination**Data file:** world-wdl-2023-v1**Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	87	45.3%
2	general prohibition of discrimination in hiring or recruitme	16	8.3%
4	broad prohibition of workplace discrimination based on pregn	8	4.2%
5	yes, pregnancy-specific prohibition	81	42.2%
Sysmiss		1	

HIR_SEXOR: hiring: prohibition of sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	105	54.7%
2	general prohibition of discrimination in hiring or recruitme	20	10.4%
4	broad prohibition of workplace discrimination based on sexua	10	5.2%
5	yes, sexual orientation-specific prohibition	57	29.7%
Sysmiss		1	

HIR_GENID: hiring: prohibition of gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	122	63.5%
2	general prohibition of discrimination in hiring or recruitme	29	15.1%

4	broad prohibition of workplace discrimination based on gende	6	3.1%
5	yes, gender identity-specific prohibition	35	18.2%
Sysmiss		1	

HIR_GENEXP: hiring: prohibition of gender expression discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	135	70.3%
2	general prohibition of discrimination in hiring or recruitme	39	20.3%
4	broad prohibition of workplace discrimination based on gende	2	1%
5	yes, gender expression-specific prohibition	16	8.3%
Sysmiss		1	

HIR_SEXCHAR: hiring: prohibition of sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	138	71.9%
2	general prohibition of discrimination in hiring or recruitme	40	20.8%
4	broad prohibition of workplace discrimination based on sex c	0	0%
5	yes, sex characteristics-specific prohibition	14	7.3%
Sysmiss		1	

PROMDEMO_GENDER: promotion/demotion: prohibition of gender discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	24	12.4%
2	general prohibition of discrimination in promotions and/or d	0	0%
4	broad prohibition of workplace discrimination based on gende	40	20.7%
5	yes, gender-specific prohibition	129	66.8%

PROMDEMO_DIS: promotion/demotion: prohibition of disability discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	35	18.1%
2	general prohibition of discrimination in promotions and/or d	4	2.1%
4	broad prohibition of workplace discrimination based on disab	45	23.3%
5	yes, disability-specific prohibition	109	56.5%

PROMDEMO_RELIG: promotion/demotion: prohibition of religion discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	52	26.9%
2	general prohibition of discrimination in promotions and/or d	0	0%
4	broad prohibition of workplace discrimination based on relig	46	23.8%
5	yes, religion-specific prohibition	95	49.2%

PROMDEMO_RACE: promotion/demotion: prohibition of race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	53	27.5%
2	general prohibition of discrimination in promotions and/or d	0	0%
4	broad prohibition of workplace discrimination based on race/	46	23.8%
5	yes, race/ethnicity-specific prohibition	94	48.7%

PROMDEMO_POLITIC: promotion/demotion: prohibition of political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	73	37.8%
2	general prohibition of discrimination in promotions and/or d	3	1.6%
4	broad prohibition of workplace discrimination based on polit	34	17.6%
5	yes, political affiliation-specific prohibition	83	43%

PROMDEMO_CLASS: promotion/demotion: prohibition of social class discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	81	42%
2	general prohibition of discrimination in promotions and/or d	2	1%
4	broad prohibition of workplace discrimination based on socia	41	21.2%
5	yes, social class-specific prohibition	69	35.8%

PROMDEMO_AGE: promotion/demotion: prohibition of age discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	82	42.5%
2	general prohibition of discrimination in promotions and/or d	5	2.6%
4	broad prohibition of workplace discrimination based on age	29	15%
5	yes, age-specific prohibition	77	39.9%

PROMDEMO_MARITAL: promotion/demotion: prohibition of marital status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	86	44.6%
2	general prohibition of discrimination in promotions and/or d	7	3.6%
4	broad prohibition of workplace discrimination based on marit	19	9.8%
5	yes, marital status-specific prohibition	81	42%

PROMDEMO_MIG: promotion/demotion: prohibition of migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	118	61.1%
2	general prohibition of discrimination in promotions and/or d	8	4.1%
4	broad prohibition of workplace discrimination based on migra	27	14%
5	yes, migrant status-specific prohibition	40	20.7%

PROMDEMO_FNO: promotion/demotion: prohibition of foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	99	51.3%
2	general prohibition of discrimination in promotions and/or d	8	4.1%
4	broad prohibition of workplace discrimination based on forei	22	11.4%
5	yes, foreign national origin-specific prohibition	64	33.2%

PROMDEMO_MATFAM: promotion/demotion: prohibition of maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	100	51.8%
2	general prohibition of discrimination in promotions and/or d	7	3.6%
4	broad prohibition of workplace discrimination based on mater	7	3.6%
5	yes, maternal status-specific prohibition	79	40.9%

PROMDEMO_PATFAM: promotion/demotion: prohibition of paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	106	54.9%
2	general prohibition of discrimination in promotions and/or d	8	4.1%
4	broad prohibition of workplace discrimination based on pater	5	2.6%
5	yes, paternal status-specific prohibition	74	38.3%

PROMDEMO_PREG: promotion/demotion: prohibition of pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	95	49.2%
2	general prohibition of discrimination in promotions and/or d	11	5.7%
4	broad prohibition of workplace discrimination based on pregn	10	5.2%
5	yes, pregnancy-specific prohibition	77	39.9%

PROMDEMO_SEXOR: promotion/demotion: prohibition of sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	117	60.6%
2	general prohibition of discrimination in promotions and/or d	8	4.1%
4	broad prohibition of workplace discrimination based on sexua	13	6.7%
5	yes, sexual orientation-specific prohibition	55	28.5%

PROMDEMO_GENID: promotion/demotion: prohibition of gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	140	72.5%
2	general prohibition of discrimination in promotions and/or d	12	6.2%
4	broad prohibition of workplace discrimination based on gende	5	2.6%
5	yes, gender identity-specific prohibition	36	18.7%

PROMDEMO_GENEXP: promotion/demotion: prohibition of gender expression discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	152	78.8%
2	general prohibition of discrimination in promotions and/or d	23	11.9%
4	broad prohibition of workplace discrimination based on gende	1	0.5%
5	yes, gender expression-specific prohibition	17	8.8%

PROMDEMO_SEXCHAR: promotion/demotion: prohibition of sexual characteristics discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	156	80.8%
2	general prohibition of discrimination in promotions and/or d	24	12.4%
4	broad prohibition of workplace discrimination based on sex c	1	0.5%
5	yes, sex characteristics-specific prohibition	12	6.2%

TRAIN_GENDER: training: prohibition of gender discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	26	13.5%
2	general prohibition of discrimination in training	0	0%
4	broad prohibition of workplace discrimination based on gende	50	25.9%
5	yes, gender-specific prohibition	117	60.6%

TRAIN_DIS: training: prohibition of disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	34	17.6%
2	general prohibition of discrimination in training	4	2.1%
4	broad prohibition of workplace discrimination based on disab	50	25.9%
5	yes, disability-specific prohibition	105	54.4%

TRAIN_RELIG: training: prohibition of religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	54	28%
2	general prohibition of discrimination in training	0	0%
4	broad prohibition of workplace discrimination based on relig	50	25.9%
5	yes, religion-specific prohibition	89	46.1%

TRAIN_RACE: training: prohibition of race/ethnicity discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	55	28.5%
2	general prohibition of discrimination in training	0	0%
4	broad prohibition of workplace discrimination based on race/	48	24.9%
5	yes, race/ethnicity-specific prohibition	90	46.6%

TRAIN_POLITIC: training: prohibition of political association discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	75	38.9%
2	general prohibition of discrimination in training	4	2.1%
4	broad prohibition of workplace discrimination based on polit	43	22.3%
5	yes, political affiliation-specific prohibition	71	36.8%

TRAIN_CLASS: training: prohibition of social class discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	81	42%
2	general prohibition of discrimination in training	3	1.6%
4	broad prohibition of workplace discrimination based on socia	45	23.3%
5	yes, social class-specific prohibition	64	33.2%

TRAIN_AGE: training: prohibition of age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	84	43.5%
2	general prohibition of discrimination in training	5	2.6%
4	broad prohibition of workplace discrimination based on age	30	15.5%
5	yes, age-specific prohibition	74	38.3%

TRAIN_MARITAL: training: prohibition of marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	88	45.6%
2	general prohibition of discrimination in training	8	4.1%
4	broad prohibition of workplace discrimination based on marit	28	14.5%
5	yes, marital status-specific prohibition	69	35.8%

TRAIN_MIG: training: prohibition of migrant status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	119	61.7%
2	general prohibition of discrimination in training	6	3.1%
4	broad prohibition of workplace discrimination based on migra	26	13.5%
5	yes, migrant status-specific prohibition	42	21.8%

TRAIN_FNO: training: prohibition of foreign national origin discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	101	52.3%
2	general prohibition of discrimination in training	10	5.2%
4	broad prohibition of workplace discrimination based on forei	22	11.4%
5	yes, foreign national origin-specific prohibition	60	31.1%

TRAIN_MATFAM: training: prohibition of maternal status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	105	54.4%
2	general prohibition of discrimination in training	7	3.6%
4	broad prohibition of workplace discrimination based on mater	14	7.3%
5	yes, maternal status-specific prohibition	67	34.7%

TRAIN_PATFAM: training: prohibition of paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	112	58%
2	general prohibition of discrimination in training	8	4.1%
4	broad prohibition of workplace discrimination based on pater	10	5.2%
5	yes, paternal status-specific prohibition	63	32.6%

TRAIN_PREG: training: prohibition of pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	105	54.4%
2	general prohibition of discrimination in training	12	6.2%
4	broad prohibition of workplace discrimination based on pregn	15	7.8%
5	yes, pregnancy-specific prohibition	61	31.6%

TRAIN_SEXOR: training: prohibition of sexual orientation discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	119	61.7%
2	general prohibition of discrimination in training	9	4.7%
4	broad prohibition of workplace discrimination based on sexua	14	7.3%
5	yes, sexual orientation-specific prohibition	51	26.4%

TRAIN_GENID: training: prohibition of gender identity discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	139	72%
2	general prohibition of discrimination in training	13	6.7%
4	broad prohibition of workplace discrimination based on gende	8	4.1%
5	yes, gender identity-specific prohibition	33	17.1%

TRAIN_GENEXP: training: prohibition of gender expression discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	152	78.8%
2	general prohibition of discrimination in training	23	11.9%
4	broad prohibition of workplace discrimination based on gende	2	1%
5	yes, gender expression-specific prohibition	16	8.3%

TRAIN_SEXCHAR: training: prohibition of sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	155	80.3%
2	general prohibition of discrimination in training	25	13%
4	broad prohibition of workplace discrimination based on sex c	2	1%
5	yes, sex characteristics-specific prohibition	11	5.7%

PAY_GENDER: pay: prohibition of gender discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	13	6.8%
2	general guarantee of equal pay	0	0%
3	broad prohibition of workplace discrimination based on gende	9	4.7%
4	guarantees equal pay for equal work based on gender	50	26%

5	guarantees equal pay for work of equal value based on gender	120	62.5%
Sysmiss		1	

PAY_DIS: pay: prohibition of disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	30	15.6%
2	general guarantee of equal pay	5	2.6%
3	broad prohibition of workplace discrimination based on disab	52	27.1%
4	guarantees equal pay for equal work based on disability	62	32.3%
5	guarantees equal pay for work of equal value based on disabi	43	22.4%
Sysmiss		1	

PAY_RELIG: pay: prohibition of religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	46	24%
2	general guarantee of equal pay	1	0.5%
3	broad prohibition of workplace discrimination based on relig	49	25.5%
4	guarantees equal pay for equal work based on religion	50	26%
5	guarantees equal pay for work of equal value based on religi	46	24%
Sysmiss		1	

PAY_RACE: pay: prohibition of race/ethnicity discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	51	26.6%
2	general guarantee of equal pay	0	0%
3	broad prohibition of workplace discrimination based on race/	49	25.5%
4	guarantees equal pay for equal work based on race/ethnicity	47	24.5%
5	guarantees equal pay for work of equal value based on race/e	45	23.4%
Sysmiss		1	

PAY_POLITIC: pay: prohibition of political association discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	67	34.9%
2	general guarantee of equal pay	8	4.2%
3	broad prohibition of workplace discrimination based on polit	41	21.4%
4	guarantees equal pay for equal work based on political affil	38	19.8%
5	guarantees equal pay for work of equal value based on politi	38	19.8%
Sysmiss		1	

PAY_CLASS: pay: prohibition of social class discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	70	36.5%
2	general guarantee of equal pay	9	4.7%
3	broad prohibition of workplace discrimination based on socia	44	22.9%
4	guarantees equal pay for equal work based on social class	29	15.1%
5	guarantees equal pay for work of equal value based on social	40	20.8%
Sysmiss		1	

PAY_AGE: pay: prohibition of age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	57	29.7%
2	general guarantee of equal pay	15	7.8%
3	broad prohibition of workplace discrimination based on age	34	17.7%
4	guarantees equal pay for equal work based on age	44	22.9%
5	guarantees equal pay for work of equal value based on age	42	21.9%
Sysmiss		1	

PAY_MARITAL: pay: prohibition of marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	73	38%
2	general guarantee of equal pay	23	12%
3	broad prohibition of workplace discrimination based on marit	33	17.2%
4	guarantees equal pay for equal work based on marital status	22	11.5%
5	guarantees equal pay for work of equal value based on marita	41	21.4%
Sysmiss		1	

PAY_MIG: pay: prohibition of migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	93	48.4%
2	general guarantee of equal pay	18	9.4%
3	broad prohibition of workplace discrimination based on migra	27	14.1%
4	guarantees equal pay for equal work based on migrant status	24	12.5%
5	guarantees equal pay for work of equal value based on migran	30	15.6%
Sysmiss		1	

PAY_FNO: pay: prohibition of foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	78	40.6%
2	general guarantee of equal pay	30	15.6%
3	broad prohibition of workplace discrimination based on forei	36	18.8%

4	guarantees equal pay for equal work based on foreign nationa	27	14.1%
5	guarantees equal pay for work of equal value based on foreig	21	10.9%
Sysmiss		1	

PAY_MATFAM: pay: prohibition of maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	86	44.8%
2	general guarantee of equal pay	26	13.5%
3	broad prohibition of workplace discrimination based on mater	21	10.9%
4	guarantees equal pay for equal work based on maternal status	21	10.9%
5	guarantees equal pay for work of equal value based on matern	38	19.8%
Sysmiss		1	

PAY_PATFAM: pay: prohibition of paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	92	47.9%
2	general guarantee of equal pay	29	15.1%
3	broad prohibition of workplace discrimination based on pater	18	9.4%
4	guarantees equal pay for equal work based on paternal status	22	11.5%
5	guarantees equal pay for work of equal value based on patern	31	16.1%
Sysmiss		1	

PAY_PREG: pay: prohibition of pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	84	43.8%
2	general guarantee of equal pay	34	17.7%
3	broad prohibition of workplace discrimination based on pregn	22	11.5%
4	guarantees equal pay for equal work based on pregnancy	21	10.9%
5	guarantees equal pay for work of equal value based on pregna	31	16.1%
Sysmiss		1	

PAY_SEXOR: pay: prohibition of sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	97	50.5%
2	general guarantee of equal pay	29	15.1%
3	broad prohibition of workplace discrimination based on sexua	18	9.4%
4	guarantees equal pay for equal work based on sexual orientat	24	12.5%
5	guarantees equal pay for work of equal value based on sexual	24	12.5%
Sysmiss		1	

PAY_GENID: pay: prohibition of gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	110	57.3%
2	general guarantee of equal pay	41	21.4%
3	broad prohibition of workplace discrimination based on gende	15	7.8%
4	guarantees equal pay for equal work based on gender identity	11	5.7%
5	guarantees equal pay for work of equal value based on gender	15	7.8%
Sysmiss		1	

PAY_GENEXP: pay: prohibition of gender expression discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	119	62%
2	general guarantee of equal pay	55	28.6%
3	broad prohibition of workplace discrimination based on gende	6	3.1%
4	guarantees equal pay for equal work based on gender expressi	5	2.6%
5	guarantees equal pay for work of equal value based on gender	7	3.6%
Sysmiss		1	

PAY_SEXCHAR: pay: prohibition of sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no guarantee	122	63.5%
2	general guarantee of equal pay	56	29.2%
3	broad prohibition of workplace discrimination based on sex c	5	2.6%
4	guarantees equal pay for equal work based on sex characteris	4	2.1%
5	guarantees equal pay for work of equal value based on sex ch	5	2.6%
Sysmiss		1	

TERM_FNO: termination: prohibition of foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	91	47.2%
2	general prohibition of discrimination in terminations	10	5.2%
4	broad prohibition of workplace discrimination based on forei	16	8.3%
5	yes, foreign national origin-specific prohibition	76	39.4%

TERM_GENDER: termination: prohibition of gender discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	24	12.4%
2	general prohibition of discrimination in terminations	0	0%

4	broad prohibition of workplace discrimination based on gende	28	14.5%
5	yes, gender-specific prohibition	141	73.1%

TERM_DIS: termination: prohibition of disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	33	17.1%
2	general prohibition of discrimination in terminations	3	1.6%
4	broad prohibition of workplace discrimination based on disab	34	17.6%
5	yes, disability-specific prohibition	123	63.7%

TERM_RELIG: termination: prohibition of religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	39	20.2%
2	general prohibition of discrimination in terminations	3	1.6%
4	broad prohibition of workplace discrimination based on relig	31	16.1%
5	yes, religion-specific prohibition	120	62.2%

TERM_RACE: termination: prohibition of race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	41	21.2%
2	general prohibition of discrimination in terminations	2	1%
4	broad prohibition of workplace discrimination based on race/	32	16.6%
5	yes, race/ethnicity-specific prohibition	118	61.1%

TERM_POLITIC: termination: prohibition of political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	61	31.6%
2	general prohibition of discrimination in terminations	6	3.1%
4	broad prohibition of workplace discrimination based on polit	21	10.9%
5	yes, political affiliation-specific prohibition	105	54.4%

TERM_CLASS: termination: prohibition of social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	71	36.8%
2	general prohibition of discrimination in terminations	4	2.1%
4	broad prohibition of workplace discrimination based on socia	30	15.5%

5	yes, social class-specific prohibition	88	45.6%
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TERM_AGE: termination: prohibition of age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	73	37.8%
2	general prohibition of discrimination in terminations	8	4.1%
4	broad prohibition of workplace discrimination based on age	24	12.4%
5	yes, age-specific prohibition	88	45.6%

TERM_MARITAL: termination: prohibition of marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	71	36.8%
2	general prohibition of discrimination in terminations	7	3.6%
4	broad prohibition of workplace discrimination based on marital	12	6.2%
5	yes, marital status-specific prohibition	103	53.4%

TERM_MIG: termination: prohibition of migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	104	53.9%
2	general prohibition of discrimination in terminations	15	7.8%
4	broad prohibition of workplace discrimination based on migra	20	10.4%
5	yes, migrant status-specific prohibition	54	28%

TERM_MATFAM: termination: prohibition of maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	86	44.6%
2	general prohibition of discrimination in terminations	8	4.1%
4	broad prohibition of workplace discrimination based on mater	6	3.1%
5	yes, maternal status-specific prohibition	93	48.2%

TERM_PATFAM: termination: prohibition of paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	93	48.2%
2	general prohibition of discrimination in terminations	9	4.7%
4	broad prohibition of workplace discrimination based on pater	6	3.1%
5	yes, paternal status-specific prohibition	85	44%

TERM_PREG: termination: prohibition of pregnancy discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	38	19.7%
2	general prohibition of discrimination in terminations	1	0.5%
4	broad prohibition of workplace discrimination based on pregn	2	1%
5	yes, pregnancy-specific prohibition	152	78.8%

TERM_SEXOR: termination: prohibition of sexual orientation discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	108	56%
2	general prohibition of discrimination in terminations	14	7.3%
4	broad prohibition of workplace discrimination based on sexua	13	6.7%
5	yes, sexual orientation-specific prohibition	58	30.1%

TERM_GENID: termination: prohibition of gender identity discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	129	66.8%
2	general prohibition of discrimination in terminations	23	11.9%
4	broad prohibition of workplace discrimination based on gende	8	4.1%
5	yes, gender identity-specific prohibition	33	17.1%

TERM_GENEXP: termination: prohibition of gender expression discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	142	73.6%
2	general prohibition of discrimination in terminations	33	17.1%
4	broad prohibition of workplace discrimination based on gende	4	2.1%
5	yes, gender expression-specific prohibition	14	7.3%

TERM_SEXCHAR: termination: prohibition of sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	147	76.2%
2	general prohibition of discrimination in terminations	32	16.6%
4	broad prohibition of workplace discrimination based on sex c	0	0%
5	yes, sex characteristics-specific prohibition	14	7.3%

INDIR_GENDER: indirect: prohibition of gender discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	103	53.4%
2	general prohibition of indirect discrimination	1	0.5%
5	yes, gender-specific prohibition	89	46.1%

INDIR_DIS: indirect: prohibition of disability discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	115	59.9%
2	general prohibition of indirect discrimination	5	2.6%
5	yes, disability-specific prohibition	72	37.5%
Sysmiss		1	

INDIR_RELIG: indirect: prohibition of religion discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	117	60.6%
2	general prohibition of indirect discrimination	1	0.5%
5	yes, religion-specific prohibition	75	38.9%

INDIR_RACE: indirect: prohibition of race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	117	60.6%
2	general prohibition of indirect discrimination	2	1%
5	yes, race/ethnicity-specific prohibition	74	38.3%

INDIR_POLITIC: indirect: prohibition of political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	129	66.8%
2	general prohibition of indirect discrimination	5	2.6%
5	yes, political affiliation-specific prohibition	59	30.6%

INDIR_CLASS: indirect: prohibition of social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	133	68.9%
2	general prohibition of indirect discrimination	3	1.6%
5	yes, social class-specific prohibition	57	29.5%

INDIR_AGE: indirect: prohibition of age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	124	64.2%
2	general prohibition of indirect discrimination	1	0.5%
5	yes, age-specific prohibition	68	35.2%

INDIR_MARITAL: indirect: prohibition of marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	121	62.7%

2	general prohibition of indirect discrimination	10	5.2%
5	yes, marital status-specific prohibition	62	32.1%

INDIR_MIG: indirect: prohibition of migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	148	76.7%
2	general prohibition of indirect discrimination	9	4.7%
5	yes, migrant status-specific prohibition	36	18.7%

INDIR_FNO: indirect: prohibition of foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	136	70.5%
2	general prohibition of indirect discrimination	11	5.7%
5	yes, foreign national origin-specific prohibition	46	23.8%

INDIR_MATFAM: indirect: prohibition of maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	125	64.8%
2	general prohibition of indirect discrimination	10	5.2%
5	yes, maternal status-specific prohibition	58	30.1%

INDIR_PATFAM: indirect: prohibition of paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	126	65.3%
2	general prohibition of indirect discrimination	11	5.7%
5	yes, paternal status-specific prohibition	56	29%

INDIR_PREG: indirect: prohibition of pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	129	66.8%
2	general prohibition of indirect discrimination	17	8.8%
5	yes, pregnancy-specific prohibition	47	24.4%

INDIR_SEXOR: indirect: prohibition of sexual orientation discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	133	68.9%
2	general prohibition of indirect discrimination	8	4.1%
5	yes, sexual orientation-specific prohibition	52	26.9%

INDIR_GENID: indirect: prohibition of gender identity discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	148	76.7%
2	general prohibition of indirect discrimination	11	5.7%
5	yes, gender identity-specific prohibition	34	17.6%

INDIR_GENEXP: indirect: prohibition of gender expression discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	156	80.8%

2	general prohibition of indirect discrimination	21	10.9%
5	yes, gender expression-specific prohibition	16	8.3%

INDIR_SEXCHAR: indirect: prohibition of sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no indirect discrimination provisions	158	81.9%
2	general prohibition of indirect discrimination	23	11.9%
5	yes, sex characteristics-specific prohibition	12	6.2%

ACCOMM: guaranteed reasonable accomodation at work for persons with disabilities

Data file: world-wdl-2023-v1

Overview

Valid: 190 Invalid: 3 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no	63	33.2%
2	no, but provisions of reasonable accommodation is not consid	2	1.1%
3	no, but employers are encouraged to provide reasonable accom	5	2.6%
5	yes	120	63.2%
Sysmiss		3	

HARASS_DIS: prohibition of disability harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	37	19.2%
2	general prohibition of harassment	6	3.1%
3	broad prohibition of workplace discrimination based on disab	56	29%
4	guaranteed in separate legislation	0	0%
5	yes, disability-specific prohibition	94	48.7%

HARASS_RELIG: prohibition of religion harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	53	27.5%
2	general prohibition of harassment	8	4.1%
3	broad prohibition of workplace discrimination based on relig	52	26.9%
4	guaranteed in separate legislation	0	0%
5	yes, religion-specific prohibition	80	41.5%

HARASS_RACE: prohibition of race/ethnicity harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	56	29%

2	general prohibition of harassment	7	3.6%
3	broad prohibition of workplace discrimination based on race/	48	24.9%
4	guaranteed in separate legislation	0	0%
5	yes, race/ethnicity-specific prohibition	82	42.5%

HARASS_POLITIC: prohibition of political association harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	72	37.3%
2	general prohibition of harassment	16	8.3%
3	broad prohibition of workplace discrimination based on polit	45	23.3%
4	guaranteed in separate legislation	0	0%
5	yes, political affiliation-specific prohibition	60	31.1%

HARASS_CLASS: prohibition of social class harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	73	37.8%
2	general prohibition of harassment	15	7.8%
3	broad prohibition of workplace discrimination based on socia	45	23.3%
4	guaranteed in separate legislation	0	0%
5	yes, social class-specific prohibition	60	31.1%

HARASS_AGE: prohibition of age harassment**Data file:** world-wdl-2023-v1**Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	77	39.9%
2	general prohibition of harassment	15	7.8%
3	broad prohibition of workplace discrimination based on age	31	16.1%
4	guaranteed in separate legislation	0	0%
5	yes, age-specific prohibition	70	36.3%

HARASS_MARITAL: prohibition of marital status harassment**Data file:** world-wdl-2023-v1**Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	74	38.3%
2	general prohibition of harassment	27	14%
3	broad prohibition of workplace discrimination based on marital	32	16.6%
4	guaranteed in separate legislation	0	0%
5	yes, marital status-specific prohibition	60	31.1%

HARASS_MIG: prohibition of migrant status harassment**Data file:** world-wdl-2023-v1**Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	96	49.7%
2	general prohibition of harassment	31	16.1%
3	broad prohibition of workplace discrimination based on migra	20	10.4%
4	guaranteed in separate legislation	0	0%
5	yes, migrant status-specific prohibition	46	23.8%

HARASS_FNO: prohibition of foreign national origin harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	90	46.6%
2	general prohibition of harassment	25	13%
3	broad prohibition of workplace discrimination based on forei	25	13%
4	guaranteed in separate legislation	0	0%
5	yes, foreign national origin-specific prohibition	53	27.5%

HARASS_MATFAM: prohibition of maternal status harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	88	45.6%
2	general prohibition of harassment	30	15.5%

3	broad prohibition of workplace discrimination based on mater	20	10.4%
4	guaranteed in separate legislation	0	0%
5	yes, maternal status-specific prohibition	55	28.5%

HARASS_PATFAM: prohibition of paternal status harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	93	48.2%
2	general prohibition of harassment	33	17.1%
3	broad prohibition of workplace discrimination based on pater	18	9.3%
4	guaranteed in separate legislation	0	0%
5	yes, paternal status-specific prohibition	49	25.4%

HARASS_PREG: prohibition of pregnancy harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	88	45.6%
2	general prohibition of harassment	33	17.1%
3	broad prohibition of workplace discrimination based on pregn	23	11.9%
4	guaranteed in separate legislation	0	0%
5	yes, pregnancy-specific prohibition	49	25.4%

HARASS_SEXOR: prohibition of sexual orientation harassment**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	103	53.4%
2	general prohibition of harassment	23	11.9%
3	broad prohibition of workplace discrimination based on sexua	7	3.6%
4	guaranteed in separate legislation	0	0%
5	yes, sexual orientation-specific prohibition	60	31.1%

HARASS_GENID: prohibition of gender identity harassment**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	114	59.1%
2	general prohibition of harassment	36	18.7%
3	broad prohibition of workplace discrimination based on gende	4	2.1%
4	guaranteed in separate legislation	0	0%
5	yes, gender identity-specific prohibition	39	20.2%

HARASS_GENEXP: prohibition of gender expression harassment**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	120	62.2%
2	general prohibition of harassment	55	28.5%
3	broad prohibition of workplace discrimination based on gender	1	0.5%
4	guaranteed in separate legislation	0	0%
5	yes, gender expression-specific prohibition	17	8.8%

HARASS_SEXCHAR: prohibition of sexual characteristics harassment

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition	121	62.7%
2	general prohibition of harassment	59	30.6%
3	broad prohibition of workplace discrimination based on sex c	1	0.5%
4	guaranteed in separate legislation	0	0%
5	yes, sex characteristics-specific prohibition	12	6.2%

GENDER_EMPL_RESP: employer responsibility to prevent gender discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	12	6.2%
2	no explicit requirements	129	66.8%

4	general requirement, but no specific measures	13	6.7%
5	employers required to take one or more specific measures	39	20.2%

DIS_EMPL_RESP: employer responsibility to prevent disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	26	13.5%
2	no explicit requirements	127	66.1%
4	general requirement, but no specific measures	11	5.7%
5	employers required to take one or more specific measures	28	14.6%
Sysmiss		1	

RELIG_EMPL_RESP: employer responsibility to prevent religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	34	17.7%
2	no explicit requirements	118	61.5%
4	general requirement, but no specific measures	10	5.2%
5	employers required to take one or more specific measures	30	15.6%
Sysmiss		1	

RACE_EMPL_RESP: employer responsibility to prevent race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	37	19.3%
2	no explicit requirements	116	60.4%
4	general requirement, but no specific measures	10	5.2%
5	employers required to take one or more specific measures	29	15.1%
Sysmiss		1	

POLITIC_EMPL_RESP: employer responsibility to prevent political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	62	32.3%
2	no explicit requirements	102	53.1%
4	general requirement, but no specific measures	5	2.6%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

CLASS_EMPL_RESP: employer responsibility to prevent social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	68	35.4%
2	no explicit requirements	94	49%
4	general requirement, but no specific measures	7	3.6%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

AGE_EMPL_RESP: employer responsibility to prevent age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	66	34.4%
2	no explicit requirements	89	46.4%
4	general requirement, but no specific measures	9	4.7%
5	employers required to take one or more specific measures	28	14.6%
Sysmiss		1	

MARITAL_EMPL_RESP: employer responsibility to prevent marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	78	40.6%
2	no explicit requirements	86	44.8%
4	general requirement, but no specific measures	5	2.6%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

MIG_EMPL_RESP: employer responsibility to prevent migrant status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	104	54.2%
2	no explicit requirements	63	32.8%
4	general requirement, but no specific measures	5	2.6%
5	employers required to take one or more specific measures	20	10.4%
Sysmiss		1	

FNO_EMPL_RESP: employer responsibility to prevent foreign national origin discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	94	49%
2	no explicit requirements	79	41.1%
4	general requirement, but no specific measures	5	2.6%
5	employers required to take one or more specific measures	14	7.3%
Sysmiss		1	

PREG_EMPL_RESP: employer responsibility to prevent pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	37	19.3%
2	no explicit requirements	121	63%
4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	28	14.6%
Sysmiss		1	

MATFAM_EMPL_RESP: employer responsibility to prevent maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	91	47.4%
2	no explicit requirements	72	37.5%
4	general requirement, but no specific measures	7	3.6%
5	employers required to take one or more specific measures	22	11.5%
Sysmiss		1	

PATFAM_EMPL_RESP: employer responsibility to prevent paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	99	51.6%
2	no explicit requirements	67	34.9%

4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	20	10.4%
Sysmiss		1	

SEXOR_EMPL_RESP: employer responsibility to prevent sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	120	62.5%
2	no explicit requirements	43	22.4%
4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

GENID_EMPL_RESP: employer responsibility to prevent gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	149	77.6%
2	no explicit requirements	24	12.5%
4	general requirement, but no specific measures	5	2.6%
5	employers required to take one or more specific measures	14	7.3%
Sysmiss		1	

GENEXP_EMPL_RESP: employer responsibility to prevent gender expression discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	174	90.6%
2	no explicit requirements	8	4.2%
4	general requirement, but no specific measures	3	1.6%
5	employers required to take one or more specific measures	7	3.6%
Sysmiss		1	

SEXCHAR_EMPL_RESP: employer responsibility to prevent sexual characteristics discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	178	92.7%
2	no explicit requirements	10	5.2%
4	general requirement, but no specific measures	1	0.5%
5	employers required to take one or more specific measures	3	1.6%
Sysmiss		1	

GENDER_RETTYPE: types of retaliation prohibited for gender discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	12	6.3%
2	no prohibition of retaliation	49	25.5%
3	only dismissal	27	14.1%
4	harassment or disciplinary action	9	4.7%
5	any adverse action	95	49.5%
Sysmiss		1	

DIS_RETTYPE: types of retaliation prohibited for disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 191 Invalid: 2 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	26	13.6%
2	no prohibition of retaliation	62	32.5%
3	only dismissal	13	6.8%
4	harassment or disciplinary action	7	3.7%
5	any adverse action	83	43.5%
Sysmiss		2	

RELIG_RETTYPE: types of retaliation prohibited for religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
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1	no explicit prohibition of workplace discrimination based on	34	17.7%
2	no prohibition of retaliation	39	20.3%
3	only dismissal	28	14.6%
4	harassment or disciplinary action	7	3.6%
5	any adverse action	84	43.8%
Sysmiss		1	

RACE_RETTYPE: types of retaliation prohibited for race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 191 Invalid: 2 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	37	19.4%
2	no prohibition of retaliation	37	19.4%
3	only dismissal	27	14.1%
4	harassment or disciplinary action	7	3.7%
5	any adverse action	83	43.5%
Sysmiss		2	

POLITIC_RETTYPE: types of retaliation prohibited for political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	62	32.3%
2	no prohibition of retaliation	36	18.8%
3	only dismissal	22	11.5%
4	harassment or disciplinary action	8	4.2%

5	any adverse action	64	33.3%
Sysmiss		1	

CLASS_RETTYPE: types of retaliation prohibited for social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	68	35.4%
2	no prohibition of retaliation	37	19.3%
3	only dismissal	21	10.9%
4	harassment or disciplinary action	6	3.1%
5	any adverse action	60	31.3%
Sysmiss		1	

AGE_RETTYPE: types of retaliation prohibited for age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 191 Invalid: 2 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	65	34%
2	no prohibition of retaliation	38	19.9%
3	only dismissal	12	6.3%
4	harassment or disciplinary action	4	2.1%
5	any adverse action	72	37.7%
Sysmiss		2	

MARITAL_RETTYPE: types of retaliation prohibited for marital status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	77	40.1%
2	no prohibition of retaliation	26	13.5%
3	only dismissal	19	9.9%
4	harassment or disciplinary action	7	3.6%
5	any adverse action	63	32.8%
Sysmiss		1	

MIG_RETTYPE: types of retaliation prohibited for migrant status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	104	54.2%
2	no prohibition of retaliation	29	15.1%
3	only dismissal	13	6.8%
4	harassment or disciplinary action	5	2.6%
5	any adverse action	41	21.4%
Sysmiss		1	

FNO_RETTYPE: types of retaliation prohibited for foreign national origin discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 191 Invalid: 2 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	94	49.2%
2	no prohibition of retaliation	25	13.1%
3	only dismissal	15	7.9%
4	harassment or disciplinary action	6	3.1%
5	any adverse action	51	26.7%
Sysmiss		2	

PREG_RETTYPE: types of retaliation prohibited for pregnancy discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	37	19.2%
2	no prohibition of retaliation	45	23.3%
3	only dismissal	23	11.9%
4	harassment or disciplinary action	8	4.1%
5	any adverse action	80	41.5%

MATFAM_RETTYPE: types of retaliation prohibited for maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
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1	no explicit prohibition of workplace discrimination based on	91	47.4%
2	no prohibition of retaliation	24	12.5%
3	only dismissal	13	6.8%
4	harassment or disciplinary action	7	3.6%
5	any adverse action	57	29.7%
Sysmiss		1	

PATFAM_RETTYPE: types of retaliation prohibited for paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	99	51.6%
2	no prohibition of retaliation	22	11.5%
3	only dismissal	13	6.8%
4	harassment or disciplinary action	8	4.2%
5	any adverse action	50	26%
Sysmiss		1	

SEXOR_RETTYPE: types of retaliation prohibited for sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	120	62.5%
2	no prohibition of retaliation	13	6.8%
3	only dismissal	1	0.5%
4	harassment or disciplinary action	1	0.5%

5	any adverse action	57	29.7%
Sysmiss		1	

GENID_RETTYPE: types of retaliation prohibited for gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	149	77.6%
2	no prohibition of retaliation	7	3.6%
3	only dismissal	0	0%
4	harassment or disciplinary action	0	0%
5	any adverse action	36	18.8%
Sysmiss		1	

GENEXP_RETTYPE: types of retaliation prohibited for gender expression discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	174	90.6%
2	no prohibition of retaliation	3	1.6%
3	only dismissal	0	0%
4	harassment or disciplinary action	0	0%
5	any adverse action	15	7.8%
Sysmiss		1	

SEXCHAR_RETTYPE: types of retaliation prohibited for sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	178	92.7%
2	no prohibition of retaliation	1	0.5%
3	only dismissal	0	0%
4	harassment or disciplinary action	0	0%
5	any adverse action	13	6.8%
Sysmiss		1	

GENDER_RETPART: who protected from retaliation for gender discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	12	6.2%
2	no prohibition of retaliation	49	25.4%
3	only individuals who report	39	20.2%
5	explicit coverage for workers participating in investigation	91	47.2%
9	coverage not specified	2	1%

DIS_RETPART: who protected from retaliation for disability discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	26	13.5%
2	no prohibition of retaliation	62	32.3%
3	only individuals who report	28	14.6%
5	explicit coverage for workers participating in investigation	74	38.5%
9	coverage not specified	2	1%
Sysmiss		1	

RELIG_RETPART: who protected from retaliation for religion discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	34	17.7%
2	no prohibition of retaliation	39	20.3%
3	only individuals who report	36	18.8%
5	explicit coverage for workers participating in investigation	81	42.2%
9	coverage not specified	2	1%
Sysmiss		1	

RACE_RETPART: who protected from retaliation for race/ethnicity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
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1	no explicit prohibition of workplace discrimination based on	37	19.3%
2	no prohibition of retaliation	37	19.3%
3	only individuals who report	33	17.2%
5	explicit coverage for workers participating in investigation	83	43.2%
9	coverage not specified	2	1%
Sysmiss		1	

POLITIC_RETPART: who protected from retaliation for political association discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	62	32.3%
2	no prohibition of retaliation	36	18.8%
3	only individuals who report	27	14.1%
5	explicit coverage for workers participating in investigation	66	34.4%
9	coverage not specified	1	0.5%
Sysmiss		1	

CLASS_RETPART: who protected from retaliation for social class discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	68	35.4%
2	no prohibition of retaliation	37	19.3%
3	only individuals who report	25	13%
5	explicit coverage for workers participating in investigation	60	31.3%

9	coverage not specified	2	1%
Sysmiss		1	

AGE_RETPART: who protected from retaliation for age discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 191 Invalid: 2 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	65	34%
2	no prohibition of retaliation	38	19.9%
3	only individuals who report	23	12%
5	explicit coverage for workers participating in investigation	64	33.5%
9	coverage not specified	1	0.5%
Sysmiss		2	

MARITAL_RETPART: who protected from retaliation for marital status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	77	40.1%
2	no prohibition of retaliation	26	13.5%
3	only individuals who report	24	12.5%
5	explicit coverage for workers participating in investigation	64	33.3%
9	coverage not specified	1	0.5%
Sysmiss		1	

MIG_RETPART: who protected from retaliation for migrant status discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	104	54.2%
2	no prohibition of retaliation	29	15.1%
3	only individuals who report	17	8.9%
5	explicit coverage for workers participating in investigation	40	20.8%
9	coverage not specified	2	1%
Sysmiss		1	

FNO_RETPART: who protected from retaliation for foreign national origin discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	94	49%
2	no prohibition of retaliation	25	13%
3	only individuals who report	16	8.3%
5	explicit coverage for workers participating in investigation	57	29.7%
9	coverage not specified	0	0%
Sysmiss		1	

PREG_RETPART: who protected from retaliation for pregnancy discrimination**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 9

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	37	19.2%
2	no prohibition of retaliation	45	23.3%
3	only individuals who report	34	17.6%
5	explicit coverage for workers participating in investigation	75	38.9%
9	coverage not specified	2	1%

MATFAM_RETPART: who protected from retaliation for maternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	91	47.4%
2	no prohibition of retaliation	24	12.5%
3	only individuals who report	21	10.9%
5	explicit coverage for workers participating in investigation	54	28.1%
9	coverage not specified	2	1%
Sysmiss		1	

PATFAM_RETPART: who protected from retaliation for paternal status discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
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1	no explicit prohibition of workplace discrimination based on	99	51.6%
2	no prohibition of retaliation	22	11.5%
3	only individuals who report	19	9.9%
5	explicit coverage for workers participating in investigation	50	26%
9	coverage not specified	2	1%
Sysmiss		1	

SEXOR_RETPART: who protected from retaliation for sexual orientation discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	120	62.5%
2	no prohibition of retaliation	13	6.8%
3	only individuals who report	12	6.3%
5	explicit coverage for workers participating in investigation	46	24%
9	coverage not specified	1	0.5%
Sysmiss		1	

GENID_RETPART: who protected from retaliation for gender identity discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 9
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	149	77.6%
2	no prohibition of retaliation	7	3.6%
3	only individuals who report	7	3.6%
5	explicit coverage for workers participating in investigation	28	14.6%

9	coverage not specified	1	0.5%
Sysmiss		1	

GENEXP_RETPART: who protected from retaliation for gender expression discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	174	90.6%
2	no prohibition of retaliation	3	1.6%
3	only individuals who report	3	1.6%
5	explicit coverage for workers participating in investigation	12	6.3%
9	coverage not specified	0	0%
Sysmiss		1	

SEXCHAR_RETPART: who protected from retaliation for sexual characteristics discrimination

Data file: world-wdl-2023-v1

Overview

Valid: 192 Invalid: 1 Minimum: 1 Maximum: 5
 Type: Discrete Decimal: 0 Width: 1 Range: 1 - 9 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no explicit prohibition of workplace discrimination based on	178	92.7%
2	no prohibition of retaliation	1	0.5%
3	only individuals who report	6	3.1%
5	explicit coverage for workers participating in investigation	7	3.6%
9	coverage not specified	0	0%
Sysmiss		1	

POS_GENDER: is positive action considered gender discrimination?**Data file: world-wdl-2023-v1****Overview**

Valid: 193 Invalid: 0 Minimum: 1 Maximum: 5

Type: Discrete Decimal: 0 Width: 1 Range: 1 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
1	no prohibition of gender discrimination	13	6.7%
3	gender discrimination prohibited, positive action not address	82	42.5%
5	positive action is not gender discrimination, or specific ma	98	50.8%

Download related resources

Other materials

Workplace Discrimination: public use data dictionary

Title Workplace Discrimination: public use data dictionary
 Date 2023
 Country World
 Publisher(s) WORLD Policy Analysis Center
 Description This is the codebook for the data
 Filename world-wd-2023-dict.pdf

[workplace discrimination laws 2023]

Title [workplace discrimination laws 2023]
 Date 2023
 Country World
 Publisher(s) WORLD Policy Analysis Center
 Description This is a zipped folder containing laws dealing with workplace discrimination for all countries in the study
 Filename workplace-discrimination-laws-2023.zip

Workplace Gender Discrimination 2024: public use data dictionary

Title Workplace Gender Discrimination 2024: public use data dictionary
 Date 2024-01-01
 Contributor(s) This is the codebook for the study
 Filename world-wgd-2024-dict.pdf

world-wgd-2024-v1

Title world-wgd-2024-v1
 Date 2024-01-01
 Contributor(s) This is a zipped folder containing the data for the study
 Filename world-wgd-2024-v1.zip
