

World - WORLD Workplace Gender Discrimination Laws 2024

WORLD Policy Analysis Center

Report generated on: October 16, 2025

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Identification

SURVEY ID NUMBER

int-world-wwgdl-2024-v1

TITLE

WORLD Workplace Gender Discrimination Laws 2024

ABBREVIATION OR ACRONYM

WWGDL 2024

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 Gender and Caregiving Discrimination Laws 2024 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 January 2024. 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 gender and sex, marital status, pregnancy, and care responsibilities. A public use legislative repository is also included providing the legislation used to code each country.

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

2024

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 gender and sex, marital status, pregnancy, and care responsibilities.

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**

Name	Affiliation	Email	URL
DataFirst Support	University of Cape Town	support@data1st.org	www.support.data1st.org

ACCESS CONDITIONS

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CITATION REQUIREMENTS

WORLD Policy Analysis Center (WORLD). WORLD Workplace Gender Discrimination Laws, 2024 [dataset]. Version 1. Los Angeles: WORLD Policy Analysis Center [producer], 2025. Cape Town: DataFirst [distributor], 2025. DOI: <https://doi.org/10.25828/j7mc-2h40>

ACCESS AUTHORITY

Name	Affiliation	Email	URL
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

2025-09-26

DDI DOCUMENT VERSION

Version 1

Data Description

Data file	Cases	Variables
world-wgdl-2024-v1	193	72

Data file: world-wgdl-2024-v1

Cases: 193

Variables: 72

Variables

ID	Name	Label	Question
V266	country	country name	
V267	iso2	iso 2	
V268	iso3	iso3	
V269	region	un region	
V270	wb_econ	world bank country income group	
V271	sum_gender	do countries comprehensively prohibit gender discrimination at work?	
V272	anyprotect_gender	gender: at least some protection from workplace discrimination	
V273	hir_gender	hiring: prohibition of gender discrimination	
V274	pay_gender	pay: prohibition of gender discrimination	
V275	promdemo_gender	promotion/demotion: prohibition of gender discrimination	
V276	train_gender	training: prohibition of gender discrimination	
V277	prom_gender	promotion: prohibition of gender discrimination	
V278	demo_gender	demotion: prohibition of gender discrimination	
V279	eval_gender	evaluation: prohibition of gender discrimination	
V280	term_gender	termination: prohibition of gender discrimination	
V281	indir_gender	indirect: prohibition of gender discrimination	
V282	pos_gender	positive action for gender	
V283	anyprotect_marital	marital status: at least some protection from workplace discrimination	
V284	anyprotect_preg	pregnancy: at least some protection from workplace discrimination	
V285	anyprotect_matfam	maternal status: at least some protection from workplace discrimination	
V286	anyprotect_patfam	paternal status: at least some protection from workplace discrimination	
V287	anyprotect_womcare	is there at least some explicit legislative prohibition of workplace discriminat	
V288	anyprotect_mencare	is there at least some explicit legislative prohibition of workplace discriminat	
V289	hir_marital	hiring: prohibition of marital status discrimination	
V290	hir_preg	hiring: prohibition of pregnancy discrimination	
V291	hir_matfam	hiring: prohibition of maternal status discrimination	
V292	hir_patfam	hiring: prohibition of paternal status discrimination	
V293	promdemo_marital	promotion/demotion: prohibition of marital status discrimination	
V294	promdemo_preg	promotion/demotion: prohibition of pregnancy discrimination	
V295	promdemo_matfam	promotion/demotion: prohibition of maternal status discrimination	
V296	promdemo_patfam	promotion/demotion: prohibition of paternal status discrimination	
V297	train_marital	training: prohibition of marital status discrimination	
V298	train_preg	training: prohibition of pregnancy discrimination	
V299	train_matfam	training: prohibition of maternal status discrimination	
V300	train_patfam	training: prohibition of paternal status discrimination	
V301	pay_marital	pay: prohibition of marital status discrimination	
V302	pay_preg	pay: prohibition of pregnancy discrimination	
V303	pay_matfam	pay: prohibition of maternal status discrimination	

ID	Name	Label	Question
V304	pay_patfam	pay: prohibition of paternal status discrimination	
V305	term_marital	termination: prohibition of marital status discrimination	
V306	term_preg	termination: prohibition of pregnancy discrimination	
V307	term_matfam	termination: prohibition of maternal status discrimination	
V308	term_patfam	termination: prohibition of paternal status discrimination	
V309	indir_marital	indirect: prohibition of marital status discrimination	
V310	indir_preg	indirect: prohibition of pregnancy discrimination	
V311	indir_matfam	indirect: prohibition of maternal status discrimination	
V312	indir_patfam	indirect: prohibition of paternal status discrimination	
V313	harass_marital	prohibition of marital status harassment	
V314	harass_preg	prohibition of pregnancy harassment	
V315	harass_matfam	prohibition of maternal status harassment	
V316	harass_patfam	prohibition of paternal status harassment	
V317	race_gender	is there at least some prohibition of discrimination at work based race/ethnicit	
V318	class_gender	is there at least some prohibition of discrimination at work based on social cla	
V319	relig_gender	is there at least some prohibition of discrimination at work based on religion a	
V320	mig_gender	is there at least some prohibition of discrimination at work based on migrant st	
V321	fno_gender	is there at least some prohibition of discrimination at work based on foreign na	
V322	dis_gender	is there at least some prohibition of discrimination at work based on disability	
V323	age_gender	is there at least some prohibition of discrimination at work based on age and ge	
V324	gender_empl_resp	employer responsibility to prevent gender discrimination	
V325	marital_empl_resp	employer responsibility to prevent marital status discrimination	
V326	preg_empl_resp	employer responsibility to prevent pregnancy discrimination	
V327	matfam_empl_resp	employer responsibility to prevent maternal status discrimination	
V328	patfam_empl_resp	employer responsibility to prevent paternal status discrimination	
V329	gender_retype	types of retaliation prohibited for gender discrimination	
V330	marital_retype	types of retaliation prohibited for marital status discrimination	
V331	preg_retype	types of retaliation prohibited for pregnancy discrimination	
V332	matfam_retype	types of retaliation prohibited for maternal status discrimination	
V333	patfam_retype	types of retaliation prohibited for paternal status discrimination	
V334	gender_retpart	who protected from retaliation for gender discrimination	
V335	marital_retpart	who protected from retaliation for marital status discrimination	
V336	matfam_retpart	who protected from retaliation for maternal status discrimination	
V337	patfam_retpart	who protected from retaliation for paternal status discrimination	

Total: 72

COUNTRY: country name**Data file: world-wgdl-2024-v1****Overview**

Valid: 193 Invalid: 0

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

Questions and instructions

CATEGORIES

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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%
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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%
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Monaco		1	0.5%
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St. Vincent and the Grenadines		1	0.5%
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ISO2: iso 2

Data file: world-wgdl-2024-v1

Overview

Valid: 193 Invalid: 0

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Questions and instructions

CATEGORIES

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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-wgdl-2024-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-wgdl-2024-v1

Overview

Valid: 193 Invalid: 0

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

Questions and instructions

CATEGORIES

Value	Category	Cases	
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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-wgdi-2024-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	

SUM_GENDER: do countries comprehensively prohibit gender discrimination at work?

Data file: world-wgdi-2024-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	13	6.7%
2	only prohibit some aspects and no broad prohibition	17	8.8%
3	broad prohibition and specific for some areas	66	34.2%
4	prohibits all aspects but not indirect discrimination	27	14%
5	prohibits all aspects and indirect discrimination	70	36.3%

ANYPROTECT_GENDER: gender: at least some protection from workplace discrimination

Data file: world-wgdl-2024-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%

HIR_GENDER: hiring: prohibition of gender discrimination

Data file: world-wgdl-2024-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	27	14.1%
5	yes, gender-specific prohibition	143	74.5%
Sysmiss		1	

PAY_GENDER: pay: prohibition of gender discrimination

Data file: world-wgdl-2024-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	14	7.3%
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	49	25.5%
5	guarantees equal pay for work of equal value based on gender	120	62.5%
Sysmiss		1	

PROMDEMO_GENDER: promotion/demotion: prohibition of gender discrimination

Data file: world-wgdl-2024-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	39	20.2%
5	yes, gender-specific prohibition	130	67.4%

TRAIN_GENDER: training: prohibition of gender discrimination

Data file: world-wgdl-2024-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	49	25.4%
5	yes, gender-specific prohibition	118	61.1%

PROM_GENDER: promotion: prohibition of gender discrimination

Data file: world-wgdl-2024-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 promotions	0	0%
4	broad prohibition of workplace discrimination based on gende	48	24.9%
5	yes, gender-specific prohibition	119	61.7%

DEMO_GENDER: demotion: prohibition of gender discrimination

Data file: world-wgdl-2024-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	31	16.1%
2	general prohibition of discrimination in demotions	0	0%
4	broad prohibition of workplace discrimination based on gende	110	57%
5	yes, gender-specific prohibition	52	26.9%

Eval_GENDER: evaluation: prohibition of gender discrimination

Data file: world-wgdl-2024-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	40	20.7%
2	general prohibition of discrimination in evaluations	0	0%
4	broad prohibition of workplace discrimination based on gender	126	65.3%
5	yes, gender-specific prohibition	27	14%

TERM_GENDER: termination: prohibition of gender discrimination

Data file: world-wgdl-2024-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	23	11.9%
2	general prohibition of discrimination in terminations	0	0%
4	broad prohibition of workplace discrimination based on gender	27	14%
5	yes, gender-specific prohibition	143	74.1%

INDIR_GENDER: indirect: prohibition of gender discrimination

Data file: world-wgdl-2024-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%

POS_GENDER: positive action for gender

Data file: world-wgdl-2024-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	83	43%
5	positive action is not gender discrimination, or specific ma	97	50.3%

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

Data file: world-wgdl-2024-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_PREG: pregnancy: at least some protection from workplace discrimination

Data file: world-wgdl-2024-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	36	18.7%
5	yes	157	81.3%

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

Data file: world-wgdl-2024-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-wgdl-2024-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_WOMCARE: is there at least some explicit legislative prohibition of workplace discriminat

Data file: world-wgdl-2024-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%
3	only for limited care needs	4	2.1%
4	only for caregivers of persons with disabilities or mothers,	13	6.7%
5	yes, prohibition for care responsibilities	90	46.6%

ANYPROTECT_MENCARE: is there at least some explicit legislative prohibition of workplace discriminat

Data file: world-wgdl-2024-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	94	48.7%
3	only for limited care needs	4	2.1%
4	only for caregivers of persons with disabilities or fathers,	6	3.1%
5	yes, prohibition for care responsibilities	89	46.1%

HIR_MARITAL: hiring: prohibition of marital status discrimination

Data file: world-wgdl-2024-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	76	39.6%
2	general prohibition of discrimination in hiring or recruitme	15	7.8%
4	broad prohibition of workplace discrimination based on marit	13	6.8%

5	yes, marital status-specific prohibition	88	45.8%
Sysmiss		1	

HIR_PREG: hiring: prohibition of pregnancy discrimination

Data file: world-wgdl-2024-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	86	44.8%
2	general prohibition of discrimination in hiring or recruitme	17	8.9%
4	broad prohibition of workplace discrimination based on pregn	8	4.2%
5	yes, pregnancy-specific prohibition	81	42.2%
Sysmiss		1	

HIR_MATFAM: hiring: prohibition of maternal status discrimination

Data file: world-wgdl-2024-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	88	45.8%
2	general prohibition of discrimination in hiring or recruitme	16	8.3%
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-wgdl-2024-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	94	49%
2	general prohibition of discrimination in hiring or recruitme	18	9.4%
4	broad prohibition of workplace discrimination based on pater	5	2.6%
5	yes, paternal status-specific prohibition	75	39.1%
Sysmiss		1	

PROMDEMO_MARITAL: promotion/demotion: prohibition of marital status discrimination

Data file: world-wgdl-2024-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	85	44%
2	general prohibition of discrimination in promotions and/or d	8	4.1%
4	broad prohibition of workplace discrimination based on marit	19	9.8%
5	yes, marital status-specific prohibition	81	42%

PROMDEMO_PREG: promotion/demotion: prohibition of pregnancy discrimination

Data file: world-wgdl-2024-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	
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1	no prohibition	94	48.7%
2	general prohibition of discrimination in promotions and/or d	12	6.2%
4	broad prohibition of workplace discrimination based on pregn	10	5.2%
5	yes, pregnancy-specific prohibition	77	39.9%

PROMDEMO_MATFAM: promotion/demotion: prohibition of maternal status discrimination

Data file: world-wgdl-2024-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 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-wgdl-2024-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 promotions and/or d	9	4.7%
4	broad prohibition of workplace discrimination based on pater	5	2.6%
5	yes, paternal status-specific prohibition	74	38.3%

TRAIN_MARITAL: training: prohibition of marital status discrimination

Data file: world-wgdl-2024-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	87	45.1%
2	general prohibition of discrimination in training	9	4.7%
4	broad prohibition of workplace discrimination based on marit	28	14.5%
5	yes, marital status-specific prohibition	69	35.8%

TRAIN_PREG: training: prohibition of pregnancy discrimination

Data file: world-wgdl-2024-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 training	13	6.7%
4	broad prohibition of workplace discrimination based on pregn	15	7.8%
5	yes, pregnancy-specific prohibition	61	31.6%

TRAIN_MATFAM: training: prohibition of maternal status discrimination

Data file: world-wgdl-2024-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 training	8	4.1%
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-wgdl-2024-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	111	57.5%
2	general prohibition of discrimination in training	9	4.7%
4	broad prohibition of workplace discrimination based on pater	10	5.2%
5	yes, paternal status-specific prohibition	63	32.6%

PAY_MARITAL: pay: prohibition of marital status discrimination

Data file: world-wgdl-2024-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_PREG: pay: prohibition of pregnancy discrimination**Data file: world-wgdl-2024-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_MATFAM: pay: prohibition of maternal status discrimination**Data file: world-wgdl-2024-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-wgdl-2024-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	

TERM_MARITAL: termination: prohibition of marital status discrimination

Data file: world-wgdl-2024-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	70	36.3%
2	general prohibition of discrimination in terminations	8	4.1%
4	broad prohibition of workplace discrimination based on marit	12	6.2%
5	yes, marital status-specific prohibition	103	53.4%

TERM_PREG: termination: prohibition of pregnancy discrimination

Data file: world-wgdl-2024-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 terminations	1	0.5%
4	broad prohibition of workplace discrimination based on pregn	2	1%
5	yes, pregnancy-specific prohibition	155	80.3%

TERM_MATFAM: termination: prohibition of maternal status discrimination

Data file: world-wgdl-2024-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	85	44%
2	general prohibition of discrimination in terminations	9	4.7%
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-wgdl-2024-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	92	47.7%
2	general prohibition of discrimination in terminations	10	5.2%
4	broad prohibition of workplace discrimination based on pater	6	3.1%
5	yes, paternal status-specific prohibition	85	44%

INDIR_MARITAL: indirect: prohibition of marital status discrimination

Data file: world-wgdl-2024-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_PREG: indirect: prohibition of pregnancy discrimination

Data file: world-wgdl-2024-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_MATFAM: indirect: prohibition of maternal status discrimination

Data file: world-wgdl-2024-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-wgdl-2024-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%

HARASS_MARITAL: prohibition of marital status harassment**Data file: world-wgdl-2024-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	28	14.5%
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_PREG: prohibition of pregnancy harassment**Data file: world-wgdl-2024-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	22	11.4%
4	guaranteed in separate legislation	0	0%
5	yes, pregnancy-specific prohibition	50	25.9%

HARASS_MATFAM: prohibition of maternal status harassment

Data file: world-wgdl-2024-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	87	45.1%
2	general prohibition of harassment	31	16.1%
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-wgdl-2024-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	92	47.7%
2	general prohibition of harassment	34	17.6%

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%

RACE_GENDER: is there at least some prohibition of discrimination at work based race/ethnicit

Data file: world-wgdl-2024-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	12	6.3%
3	prohibition based on gender or race/ethnicity	20	10.4%
5	prohibition based on gender and race/ethnicity	160	83.3%
Sysmiss		1	

CLASS_GENDER: is there at least some prohibition of discrimination at work based on social cla

Data file: world-wgdl-2024-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	11	5.7%
3	prohibition based on gender or social class	56	29.2%
5	prohibition based on gender and social class	125	65.1%
Sysmiss		1	

RELIG_GENDER: is there at least some prohibition of discrimination at work based on religion

a**Data file: world-wgdl-2024-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	12	6.3%
3	prohibition based on gender or religion	18	9.4%
5	prohibition based on gender and religion	162	84.4%
Sysmiss		1	

MIG_GENDER: is there at least some prohibition of discrimination at work based on migrant status

Data file: world-wgdl-2024-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	12	6.3%
3	prohibition based on gender or migrant status	89	46.4%
5	prohibition based on gender and migrant status	91	47.4%
Sysmiss		1	

FNO_GENDER: is there at least some prohibition of discrimination at work based on foreign nationality

Data file: world-wgdl-2024-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	12	6.3%
3	prohibition based on gender or foreign national origin	83	43.2%
5	prohibition based on gender and foreign national origin	97	50.5%
Sysmiss		1	

DIS_GENDER: is there at least some prohibition of discrimination at work based on disability

Data file: world-wgdl-2024-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	7	3.6%
3	prohibition based on gender or disability	26	13.5%
5	prohibition based on gender and disability	159	82.8%
Sysmiss		1	

AGE_GENDER: is there at least some prohibition of discrimination at work based on age and ge

Data file: world-wgdl-2024-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	11	5.7%
3	prohibition based on gender or age	51	26.6%
5	prohibition based on gender and age	130	67.7%

Sysmiss		1	
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GENDER_EMPL_RESP: employer responsibility to prevent gender discrimination

Data file: world-wgdl-2024-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	128	66.3%
4	general requirement, but no specific measures	13	6.7%
5	employers required to take one or more specific measures	40	20.7%

MARITAL_EMPL_RESP: employer responsibility to prevent marital status discrimination

Data file: world-wgdl-2024-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	85	44.3%
4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

PREG_EMPL_RESP: employer responsibility to prevent pregnancy discrimination

Data file: world-wgdl-2024-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	122	63.5%
4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	30	15.6%
Sysmiss		1	

MATFAM_EMPL_RESP: employer responsibility to prevent maternal status discrimination

Data file: world-wgdl-2024-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	70	36.5%
4	general requirement, but no specific measures	8	4.2%
5	employers required to take one or more specific measures	23	12%
Sysmiss		1	

PATFAM_EMPL_RESP: employer responsibility to prevent paternal status discrimination

Data file: world-wgdl-2024-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	66	34.4%
4	general requirement, but no specific measures	6	3.1%
5	employers required to take one or more specific measures	21	10.9%
Sysmiss		1	

GENDER_RETTYPE: types of retaliation prohibited for gender discrimination

Data file: world-wgdl-2024-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	47	24.5%
3	only dismissal	28	14.6%
4	harassment or disciplinary action	10	5.2%
5	any adverse action	95	49.5%
Sysmiss		1	

MARITAL_RETTYPE: types of retaliation prohibited for marital status discrimination

Data file: world-wgdl-2024-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	25	13%
3	only dismissal	19	9.9%
4	harassment or disciplinary action	8	4.2%
5	any adverse action	63	32.8%
Sysmiss		1	

PREG_RETTYPE: types of retaliation prohibited for pregnancy discrimination

Data file: world-wgdl-2024-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	34	17.6%
2	no prohibition of retaliation	45	23.3%
3	only dismissal	24	12.4%
4	harassment or disciplinary action	9	4.7%
5	any adverse action	81	42%

MATFAM_RETTYPE: types of retaliation prohibited for maternal status discrimination

Data file: world-wgdl-2024-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 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-wgdl-2024-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	

GENDER_RETPART: who protected from retaliation for gender discrimination

Data file: world-wgdl-2024-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	47	24.4%
3	only individuals who report	40	20.7%
5	explicit coverage for workers participating in investigation	92	47.7%
9	coverage not specified	2	1%

MARITAL_RETPART: who protected from retaliation for marital status discrimination

Data file: world-wgdl-2024-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	25	13%
3	only individuals who report	25	13%
5	explicit coverage for workers participating in investigation	64	33.3%
9	coverage not specified	1	0.5%
Sysmiss		1	

MATFAM_RETPART: who protected from retaliation for maternal status discrimination

Data file: world-wgdl-2024-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	20	10.4%
5	explicit coverage for workers participating in investigation	55	28.6%
9	coverage not specified	2	1%
Sysmiss		1	

PATFAM_RETPART: who protected from retaliation for paternal status discrimination

Data file: world-wgdl-2024-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	18	9.4%
5	explicit coverage for workers participating in investigation	51	26.6%
9	coverage not specified	2	1%
Sysmiss		1	

Download related resources

Other materials

Workplace Gender Discrimination 2024: public use data dictionary

Title	Workplace Gender Discrimination 2024: public use data dictionary
Date	2024
Country	World
Publisher(s)	WORLD Policy Analysis Center
Description	This is the codebook for the study
Filename	world-wgd-2024-dict.pdf
