

World - WORLD Workplace Sexual Harassment Laws 2024

WORLD Policy Analysis Center

Report generated on: October 16, 2025

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Identification

SURVEY ID NUMBER
int-world-wwshll-2024-v1

TITLE
WORLD Workplace Sexual Harassment Laws 2024

ABBREVIATION OR ACRONYM
WWSHL 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 Sexual Harassment Laws 2024 dataset was created to assess progress on laws prohibiting sexual harassment at work through a systematic review of legislation across all 193 UN countries as of January 2024. The dataset covers whether all forms of sexual harassment are prohibited, whether laws cover everyone in the workplace, and whether laws cover all perpetrators, as well as measures to support effective implementation including employer responsibility to prevent discrimination, employer liability, and protection from all forms of retaliation for reporting sexual harassment or from participating in workplace investigations. 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
Whether all forms of sexual harassment are prohibited, whether laws cover everyone in the workplace, and whether laws cover all perpetrators, as well as measures to support effective implementation including employer responsibility to prevent discrimination, employer liability, and protection from all forms of retaliation for reporting sexual harassment or from participating in workplace investigations

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

Public access data for use under a Creative Commons CC-BY-SA (Attribution plus Share-Alike) License

CITATION REQUIREMENTS

WORLD Policy Analysis Center (WORLD). WORLD Workplace Sexual Harassment Laws, 2024 [dataset]. Version 1. Los Angeles: WORLD Policy Analysis Center [producer], 2025. Cape Town: DataFirst [distributor], 2025. DOI: <https://doi.org/10.25828/gnns-dr42>

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

2025-09-25

DDI DOCUMENT VERSION

Version 1

Data Description

Data file	Cases	Variables
world-wshl-2024	193	23

Data file: world-wshl-2024

Cases: 193

Variables: 23

Variables

ID	Name	Label	Question
V86	country	country name	
V87	iso2	iso 2	
V88	iso3	iso3	
V89	region	un region	
V90	wb_econ	world bank country income group	
V91	sh_covered	prohibition of sexual harassment at work	
V92	sh_ssb	sex-based and sexual behavior-based harassment prohibited at work	
V93	sh_def	legally defined prohibited sexual behaviors at work	
V94	sh_commit_cowork	by co-workers: workplace sexual harassment prohibited	
V95	sh_commit_cust	by customers: workplace sexual harassment prohibited	
V96	sh_commit_contr	by contractors and third parties: workplace sexual harassment prohibited	
V97	sh_leadership	against leaders: workplace sexual harassment prohibited	
V98	sh_where	outside the workplace: sexual harassment prohibited	
V99	sh_app	against job applicants: sexual harassment prohibited	
V100	sh_int	against interns and trainees: sexual harassment prohibited	
V101	sh_prohibit_orient	basis of sexual orientation: workplace sexual harassment prohibited	
V102	sh_prohibit_gender_id	basis of gender identity: workplace sexual harassment prohibited	
V103	sh_prohibit_genexp	basis of gender expression: workplace sexual harassment prohibited	
V104	sh_prohibit_sexchar	basis of sex characteristics: workplace sexual harassment prohibited	
V105	sh_legresp	employers legally responsible for sexual harassment	
V106	sh_empl_resp	employers must take steps to prevent sexual harassment	
V107	sh_retpart	who protected from retaliation for workplace sexual harassment	
V108	sh_retype	types of retaliation prohibited for reporting sexual harassment	

Total: 23

COUNTRY: country name**Data file: world-wshl-2024****Overview**

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

Questions and instructions

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Bolivia		1	0.5%
Bosnia and Herzegovina		1	0.5%
Botswana		1	0.5%
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Bulgaria		1	0.5%
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Cambodia		1	0.5%

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Cuba		1	0.5%
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Czech Republic		1	0.5%
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Democratic Republic of the Congo		1	0.5%
Denmark		1	0.5%
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Ecuador		1	0.5%
Egypt		1	0.5%
El Salvador		1	0.5%
Equatorial Guinea		1	0.5%
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Data file: world-wshl-2024

Overview

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Questions and instructions

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ISO3: iso3

Data file: world-wshl-2024

Overview

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

Questions and instructions

CATEGORIES

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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-wshl-2024

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-wshl-2024

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	

SH_COVERED: prohibition of sexual harassment at work

Data file: world-wshl-2024

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	sexual harassment not explicitly prohibited	35	18.2%
2	not prohibited, but at least some protection	3	1.6%
3	only harassment of women	8	4.2%
5	yes, for both men and women	146	76%
Sysmiss		1	

SH_SSB: sex-based and sexual behavior-based harassment prohibited at work

Data file: world-wshl-2024

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	33	17.2%
2	not prohibited, but at least some protection	3	1.6%
3	only sexual behavior-based harassment prohibited	58	30.2%
4	only sex-based harassment prohibited	2	1%
5	both sexual behavior-based and sex-based harassment prohibit	96	50%
Sysmiss		1	

SH_DEF: legally defined prohibited sexual behaviors at work

Data file: world-wshl-2024

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 prohibition	38	19.8%
2	only narrowly defined	3	1.6%
3	quid pro quo or unwanted sexual advances only	21	10.9%
5	quid pro quo and conduct that creates a hostile work environ	112	58.3%
9	sexual harassment is not defined	18	9.4%
Sysmiss		1	

SH_COMMIT_COWORK: by co-workers: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition of sexual harassment at work	38	19.8%
2	not prohibited by coworkers	20	10.4%
4	prohibited by anyone in the workplace	0	0%
5	explicitly prohibited by co-workers or anyone in the workpla	69	35.9%
9	position not specified	65	33.9%
Sysmiss		1	

SH_COMMIT_CUST: by customers: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition of sexual harassment at work	38	19.8%
2	not prohibited by customers	38	19.8%
4	prohibited by anyone in the workplace	0	0%
5	explicitly prohibited by customers or anyone in the workplac	18	9.4%
9	position not specified	98	51%
Sysmiss		1	

SH_INT: against interns and trainees: sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition	38	19.8%
3	covers employees or other specific groups only	81	42.2%
5	yes, explicitly covered	47	24.5%
9	coverage not specified	26	13.5%
Sysmiss		1	

SH_PROHIBIT_ORIENT: basis of sexual orientation: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 of sexual harassment at work	38	19.8%
2	no protection explicit to sexual orientation and sexual hara	8	4.2%
3	prohibition extends to both genders, but no prohibition expl	103	53.6%
5	prohibition explicit to sexual orientation or explicit to sa	43	22.4%
Sysmiss		1	

SH_PROHIBIT_GENDER_ID: basis of gender identity: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 of sexual harassment at work	38	19.8%
2	no prohibition explicit to gender identity and sexual harass	8	4.2%

3	prohibition extends to both genders, but no prohibition expl	115	59.9%
5	prohibition explicit to gender identity	31	16.1%
Sysmiss		1	

SH_PROHIBIT_GENEXP: basis of gender expression: workplace sexual harassment prohibited

Data file: world-wshl-2024

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	not specific to gender expression	177	91.7%
5	protection explicit to gender expression	16	8.3%

SH_PROHIBIT_SEXCHAR: basis of sex characteristics: workplace sexual harassment prohibited

Data file: world-wshl-2024

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	not specific to sex characteristics	182	94.3%
5	protection explicit to sex characteristics	11	5.7%

SH_LEGRESP: employers legally responsible for sexual harassment

Data file: world-wshl-2024

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 prohibition of workplace sexual harassment	38	19.9%
3	no explicit legal responsibility	74	38.7%
5	employers can be held legally responsible	79	41.4%
Sysmiss		2	

SH_COMMIT_CONTR: by contractors and third parties: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition of sexual harassment at work	38	19.8%
2	not prohibited by contractors or third parties	36	18.8%
4	prohibited by anyone in the workplace	0	0%
5	explicitly prohibited by contractors, third parties, or anyo	22	11.5%
9	position not specified	96	50%
Sysmiss		1	

SH_LEADERSHIP: against leaders: workplace sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition of sexual harassment at work	38	19.8%

2	only harassment of subordinates prohibited	20	10.4%
3	prohibits peer harassment, but does not specifically prohibi	63	32.8%
4	broadly prohibits harassment by anyone in the workplace	9	4.7%
5	harassment of leaders specifically prohibited	20	10.4%
9	position not specified	42	21.9%
Sysmiss		1	

SH_WHERE: outside the workplace: sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition of sexual harassment at work	38	19.8%
3	only workplace sexual harassment explicitly covered	28	14.6%
5	explicitly covers harassment outside the workplace	28	14.6%
9	place not specified	98	51%
Sysmiss		1	

SH_APP: against job applicants: sexual harassment prohibited

Data file: world-wshl-2024

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 prohibition	38	19.8%
3	covers employees or other specific groups only	63	32.8%
5	yes, explicitly covered	65	33.9%
9	coverage not specified	26	13.5%
Sysmiss		1	

SH_EMPL_RESP: employers must take steps to prevent sexual harassment

Data file: world-wshl-2024

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 of workplace sexual harassment	38	19.8%
2	no explicit requirements	61	31.8%
4	general requirement, but no specific measures	26	13.5%
5	employers required to take one or more specific measures	67	34.9%
Sysmiss		1	

SH_RETPART: who protected from retaliation for workplace sexual harassment

Data file: world-wshl-2024

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 prohibition of workplace sexual harassment	38	19.8%
2	no prohibition of retaliation	39	20.3%
3	only individuals who report	33	17.2%
5	explicit coverage for workers participating in investigation	80	41.7%
9	coverage not specified	2	1%
Sysmiss		1	

SH_RETTYPE: types of retaliation prohibited for reporting sexual harassment

Data file: world-wshl-2024

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 prohibition of workplace sexual harassment	38	19.9%
2	no prohibition of retaliation	38	19.9%
3	only dismissal	12	6.3%
4	harassment or disciplinary action	8	4.2%
5	any adverse action	95	49.7%
Sysmiss		2	

Download related resources

Other materials

Workplace Sexual Harassment: public use data dictionary

Title	Workplace Sexual Harassment: public use data dictionary
Date	2025
Country	World
Publisher(s)	WORLD Policy Analysis Center
Description	This is the codebook for the study
Filename	world-wsh-2024-dict.pdf
