

# Africa - WORLD African Workplace Gender Discrimination Laws 2023

**WORLD Policy Analysis Center**

Report generated on: October 16, 2025

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## Identification

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### SURVEY ID NUMBER

afr-world-wawgdl-2023-v1

### TITLE

WORLD African Workplace Gender Discrimination Laws 2023

### ABBREVIATION OR ACRONYM

AWGDL 2023

### COUNTRY

Name	Country code
Africa	afr

### 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. This dataset is part of a series that assesses progress in laws across African countries that lay the foundation for equal opportunities in childhood and gender equality. Women's economic opportunities are adversely affected both by direct gender discrimination and discrimination based on care responsibilities. WORLD's Protection from Gender Discrimination at Work, Africa 2000-2023 dataset was created to assess progress on laws prohibiting gender and caregiving discrimination at work across all stages of the work life course through a systematic review of legislation governing gender equality and labor rights from 2000 to 2023 in 50 African countries. A public use legislative repository is available with the legislation used to code each African country. In some cases the laws made available are only the recent laws and not all the laws that relate to the coded data in the longitudinal African datasets.

### KIND OF DATA

Legislation

### UNIT OF ANALYSIS

Laws

## Version

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### VERSION DESCRIPTION

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

### VERSION DATE

2024

## Scope

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### NOTES

The data covers laws prohibiting discrimination at work based on gender, marital status, pregnancy, and maternal status, including in hiring, pay, training, promotions and/or demotions, and terminations, as well as measures to support effective implementation, including prohibitions of indirect discrimination, employer responsibility to prevent discrimination, and prohibitions of retaliation for reporting discrimination.

## Coverage

### GEOGRAPHIC UNIT

The data is at the country level and includes the following countries: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Republic of the Congo, Cote d'Ivoire, Djibouti, Egypt, Eritrea, Ethiopia, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, South Africa, South Sudan, Sudan, Eswatini, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe

## 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	End
2000	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, WORLD's first priority is to identify sources containing full-text original legislation. To ensure the greatest level of accuracy and comparability across countries, the aim is always 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. Documents are reviewed 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, those that are comparable across multiple countries are prioritized, such as global or regional sources. When using

information sources that cover a limited number of countries, the aim is to ensure that the information they contain can be made consistent with other sources.

For the Protection from Child Marriage Database, legislation to construct the data 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 data captures national-level legislation. In countries where minimum age of marriage laws are set at the state or provincial level coding is based on the lowest minimum age among all of their states or provinces. Given that the scope of the full project includes 193 UN member states, and that the role and strength of case law varies substantially across countries, an analysis of case law relevant to legal provisions for the minimum age of marriage could not be included. 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. The foundation for the longitudinal data from 1995 to 2013 was built in collaboration with McGill University's Maternal and Child Health Equity (MACHEquity) team. WORLD's team updated and expanded the data to May 31, 2023.

#### 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, the WORLD team first identify the essential policy features to be captured, 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 a viable framework is created, feedback is sought from civil society and researchers working in these areas to ensure the questions asked 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 are not 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, the WORLD team conducts systematic quality checks. They also carry out targeted checks of countries that appear as outliers globally or for their region or income level.

World uses the most up-to-date sources available for each of their datasets. 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 the data. Further, the process of coding legislation inevitably involves important matters of interpretation. For all datasets, the WORLD team welcome receiving feedback and copies of laws from anyone who believes the datab may not be fully up-to-date.

#### DATA COLLECTORS

Name	Abbreviation
WORLD Policy Analysis Center	WORLD

## 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 African Workplace Gender Discrimination Laws 2023 [dataset]. Version 1. Los Angeles: WORLD Policy Analysis Center [producer], 2024. Cape Town: DataFirst [distributor], 2024. DOI: <https://doi.org/10.25828/1g3h-dh96>

#### ACCESS AUTHORITY

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

## Metadata production

#### PRODUCERS

Name	Abbreviation	Role
WORLD Policy Analysis Center	WORLD	Metadata producer
DataFirst		Metadata producer

#### DATE OF METADATA PRODUCTION

2025-09-26

#### DDI DOCUMENT VERSION

Version 2

**Data Description**

Data file	Cases	Variables
pgdw-2000-2023-v1	1189	60



**Data file: pgdw-2000-2023-v1**

Cases: 1189

Variables: 60

**Variables**

ID	Name	Label	Question
V61	country	country name	
V62	count1		
V63	count2		
V64	count3		
V65	count4		
V66	year		
V67	anyprotect_gender	At least some POD at work: gender	
V68	anyprotect_preg	At least some POD at work: pregnancy status	
V69	anyprotect_matfam	At least some POD at work: maternal status	
V70	anyprotect_patfam	At least some POD at work: paternal status	
V71	anyprotect_marital	At least some POD at work: marital status	
V72	hir_gender	POD hiring: gender	
V73	hir_preg	POD hiring: pregnancy status	
V74	hir_matfam	POD hiring: maternal status	
V75	hir_patfam	POD hiring: paternal status	
V76	hir_marital	POD hiring: marital status	
V77	pay_gender	Equal pay: gender	
V78	pay_preg	Equal pay: pregnancy status	
V79	pay_matfam	Equal pay: maternal status	
V80	pay_patfam	Equal pay: paternal status	
V81	pay_marital	Equal pay: marital status	
V82	promdemo_gender	POD promotions and/or demotions: gender	
V83	promdemo_preg	POD promotions and/or demotions: pregnancy status	
V84	promdemo_matfam	POD promotions and/or demotions: maternal status	
V85	promdemo_patfam	POD promotions and/or demotions: paternal status	
V86	promdemo_marital	POD promotions and/or demotions: marital status	
V87	train_gender	POD employer-provided training :gender	
V88	train_preg	POD employer-provided training :pregnancy status	
V89	train_matfam	POD employer-provided training :maternal status	
V90	train_patfam	POD employer-provided training :paternal status	
V91	train_marital	POD employer-provided training :marital status	
V92	term_gender	POD terminations: gender	
V93	term_preg	POD terminations: pregnancy status	
V94	term_matfam	POD terminations: maternal status	
V95	term_patfam	POD terminations: paternal status	
V96	term_marital	POD terminations: marital status	
V97	indir_gender	Prohibition of indirect discrimination: gender	
V98	indir_preg	Prohibition of indirect discrimination: pregnancy status	

ID	Name	Label	Question
V99	indir_matfam	Prohibition of indirect discrimination: maternal status	
V100	indir_patfam	Prohibition of indirect discrimination: paternal status	
V101	indir_marital	Prohibition of indirect discrimination: marital status	
V102	ret_part_gender	Retaliation prohibited for participating in workplace investigations of gender d	
V103	ret_part_preg	Retaliation prohibited for participating in workplace investigations of pregnanc	
V104	ret_part_matfam	Retaliation prohibited for participating in workplace investigations of maternal	
V105	ret_part_patfam	Retaliation prohibited for participating in workplace investigations of paternal	
V106	ret_part_marital	Retaliation prohibited for participating in workplace investigations of marital	
V107	ret_type_gender	Types of retaliation prohibited for reporting gender discrimination	
V108	ret_type_preg	Types of retaliation prohibited for reporting pregnancy status discrimination	
V109	ret_type_matfam	Types of retaliation prohibited for reporting maternal status discrimination	
V110	ret_type_patfam	Types of retaliation prohibited for reporting paternal status discrimination	
V111	ret_type_marital	Types of retaliation prohibited for reporting marital status discrimination	
V112	empl_resp_gender	Employer responsibility to prevent gender discrimination	
V113	empl_resp_preg	Employer responsibility to prevent pregnancy status discrimination	
V114	empl_resp_matfam	Employer responsibility to prevent maternal status discrimination	
V115	empl_resp_patfam	Employer responsibility to prevent paternal status discrimination	
V116	empl_resp_marital	Employer responsibility to prevent marital status discrimination	
V117	iso3	ISO 3	
V118	region	World Bank Region	
V119	wb_econ	World Bank Income-level	
V120	iso2	ISO 2	

Total: 60



**COUNTRY: country name****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1189 Invalid: 0

Type: Discrete Width: 32 Range: - Format: character

**Questions and instructions**

## CATEGORIES

Value	Category	Cases	
Algeria		24	2%
Angola		24	2%
Benin		24	2%
Botswana		24	2%
Burkina Faso		24	2%
Burundi		24	2%
Cameroon		24	2%
Cape Verde		24	2%
Central African Republic		24	2%
Chad		24	2%
Comoros		24	2%
Cote d'Ivoire		24	2%
Democratic Republic of the Congo		24	2%
Djibouti		24	2%
Egypt		24	2%
Eritrea		24	2%
Eswatini		24	2%
Ethiopia		24	2%
Gabon		24	2%
Ghana		24	2%
Guinea		24	2%
Guinea-Bissau		24	2%
Kenya		24	2%
Lesotho		24	2%
Liberia		24	2%
Madagascar		24	2%
Malawi		24	2%
Mali		24	2%
Mauritania		24	2%
Mauritius		24	2%

Morocco		24	2%
Mozambique		24	2%
Namibia		24	2%
Niger		24	2%
Republic of the Congo		24	2%
Rwanda		24	2%
Sao Tome and Principe		24	2%
Senegal		24	2%
Seychelles		24	2%
Sierra Leone		24	2%
South Africa		24	2%
South Sudan		13	1.1%
Sudan		24	2%
Tanzania		24	2%
The Gambia		24	2%
Togo		24	2%
Tunisia		24	2%
Uganda		24	2%
Zambia		24	2%
Zimbabwe		24	2%

**COUNT1:****Data file: pgdw-2000-2023-v1****Overview**

Valid: 0 Invalid: 0

Type: Discrete Width: 1 Range: - Format: character

**COUNT2:****Data file: pgdw-2000-2023-v1****Overview**

Valid: 0 Invalid: 0

Type: Discrete Width: 1 Range: - Format: character

**COUNT3:****Data file: pgdw-2000-2023-v1**

**Overview**

Valid: 0 Invalid: 0  
 Type: Discrete Width: 1 Range: - Format: character

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**COUNT4:**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 0 Invalid: 0  
 Type: Discrete Width: 1 Range: - Format: character

---

**YEAR:**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1189 Invalid: 0 Minimum: 2000 Maximum: 2023 Mean: 2011.56 Standard deviation: 6.922  
 Type: Continuous Decimal: 0 Width: 4 Range: 2000 - 2023 Format: Numeric

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**ANYPROTECT\_GENDER: At least some POD at work: gender**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 Minimum: 0 Maximum: 1 Mean: 0.907 Standard deviation: 0.29  
 Type: Discrete Decimal: 0 Width: 1 Range: 0 - 1 Format: Numeric

**Questions and instructions**

## CATEGORIES

Value	Category	Cases	
0		107	9.3%
1		1047	90.7%
Sysmiss		35	

---

**ANYPROTECT\_PREG: At least some POD at work: pregnancy status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 Minimum: 0 Maximum: 1 Mean: 0.572 Standard deviation: 0.495  
 Type: Discrete Decimal: 0 Width: 1 Range: 0 - 1 Format: Numeric

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
0		494	42.8%
1		660	57.2%
Sysmiss		35	

### ANYPROTECT\_MATFAM: At least some POD at work: maternal status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 Minimum: 0 Maximum: 1 Mean: 0.412 Standard deviation: 0.492  
 Type: Discrete Decimal: 0 Width: 1 Range: 0 - 1 Format: Numeric

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
0		679	58.8%
1		475	41.2%
Sysmiss		35	

### ANYPROTECT\_PATFAM: At least some POD at work: paternal status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 Minimum: 0 Maximum: 1 Mean: 0.38 Standard deviation: 0.486  
 Type: Discrete Decimal: 0 Width: 1 Range: 0 - 1 Format: Numeric

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
0		715	62%
1		439	38%
Sysmiss		35	

**ANYPROTECT\_MARITAL: At least some POD at work: marital status****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1154   Invalid: 35   Minimum: 0   Maximum: 1   Mean: 0.475   Standard deviation: 0.5  
 Type: Discrete   Decimal: 0   Width: 1   Range: 0 - 1   Format: Numeric

**Questions and instructions**

## CATEGORIES

Value	Category	Cases	
0		606	52.5%
1		548	47.5%
Sysmiss		35	

**HIR\_GENDER: POD hiring: gender****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1154   Invalid: 35   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	222	19.2%
2	General prohibition of discrimination in hiring or recruitme	0	0%
4	Broad prohibition of workplace discrimination based on gende	277	24%
5	Yes, gender-specific prohibition	655	56.8%
Sysmiss		35	

**HIR\_PREG: POD hiring: pregnancy status****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1154   Invalid: 35   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	895	77.6%
2	General prohibition of discrimination in hiring or recruitme	16	1.4%
4	Broad prohibition of workplace discrimination based on pregn	29	2.5%
5	Yes, pregnancy status-specific prohibition	214	18.5%
Sysmiss		35	

## HIR\_MATFAM: POD hiring: maternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	809	70.1%
2	General prohibition of discrimination in hiring or recruitme	30	2.6%
4	Broad prohibition of workplace discrimination based on mater	45	3.9%
5	Yes, maternal status-specific prohibition	270	23.4%
Sysmiss		35	

## HIR\_PATFAM: POD hiring: paternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	859	74.4%
2	General prohibition of discrimination in hiring or recruitme	30	2.6%
4	Broad prohibition of workplace discrimination based on pater	9	0.8%
5	Yes, paternal status-specific prohibition	256	22.2%
Sysmiss		35	

**HIR\_MARITAL: POD hiring: marital status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	738	64%
2	General prohibition of discrimination in hiring or recruitme	44	3.8%
4	Broad prohibition of workplace discrimination based on marit	128	11.1%
5	Yes, marital status-specific prohibition	244	21.1%
Sysmiss		35	

**PAY\_GENDER: Equal pay: gender**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	134	11.6%
2	General guarantee of equal pay	0	0%
3	Broad prohibition of workplace discrimination based on gende	48	4.2%
4	Guarantees equal pay for equal work based on gender	467	40.5%
5	Guarantees equal pay for work of equal value based on gender	505	43.8%
Sysmiss		35	

**PAY\_PREG: Equal pay: pregnancy status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	778	67.4%
2	General guarantee of equal pay	171	14.8%
3	Broad prohibition of workplace discrimination based on pregn	45	3.9%
4	Guarantees equal pay for equal work based on pregnancy statu	107	9.3%
5	Guarantees equal pay for work of equal value based on pregna	53	4.6%
Sysmiss		35	

**PAY\_MATFAM: Equal pay: maternal status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	758	65.7%
2	General guarantee of equal pay	166	14.4%
3	Broad prohibition of workplace discrimination based on mater	32	2.8%
4	Guarantees equal pay for equal work based on maternal status	84	7.3%
5	Guarantees equal pay for work of equal value based on matern	114	9.9%
Sysmiss		35	

**PAY\_PATFAM: Equal pay: paternal status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	808	70%
2	General guarantee of equal pay	166	14.4%
3	Broad prohibition of workplace discrimination based on pater	9	0.8%
4	Guarantees equal pay for equal work based on paternal status	71	6.2%
5	Guarantees equal pay for work of equal value based on patern	100	8.7%
Sysmiss		35	

### PAY\_MARITAL: Equal pay: marital status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	674	58.4%
2	General guarantee of equal pay	108	9.4%
3	Broad prohibition of workplace discrimination based on marit	83	7.2%
4	Guarantees equal pay for equal work based on marital status	159	13.8%
5	Guarantees equal pay for work of equal value based on marita	130	11.3%
Sysmiss		35	

### PROMDEMO\_GENDER: POD promotions and/or demotions: gender

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	232	20.1%
2	General prohibition of discrimination in promotions and/or d	17	1.5%
4	Broad prohibition of workplace discrimination based on gende	306	26.5%
5	Yes, gender-specific prohibition	599	51.9%
Sysmiss		35	

## PROMDEMO\_PREG: POD promotions and/or demotions: pregnancy status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	879	76.2%
2	General prohibition of discrimination in promotions and/or d	25	2.2%
4	Broad prohibition of workplace discrimination based on pregn	28	2.4%
5	Yes, pregnancy status-specific prohibition	222	19.2%
Sysmiss		35	

## PROMDEMO\_MATFAM: POD promotions and/or demotions: maternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	816	70.7%
2	General prohibition of discrimination in promotions and/or d	23	2%
4	Broad prohibition of workplace discrimination based on mater	44	3.8%
5	Yes, maternal status-specific prohibition	271	23.5%
Sysmiss		35	

**PROMDEMO\_PATFAM: POD promotions and/or demotions: paternal status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	865	75%
2	General prohibition of discrimination in promotions and/or d	23	2%
4	Broad prohibition of workplace discrimination based on pater	9	0.8%
5	Yes, paternal status-specific prohibition	257	22.3%
Sysmiss		35	

**PROMDEMO\_MARITAL: POD promotions and/or demotions: marital status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	744	64.5%
2	General prohibition of discrimination in promotions and/or d	20	1.7%
4	Broad prohibition of workplace discrimination based on marit	162	14%
5	Yes, marital status-specific prohibition	228	19.8%
Sysmiss		35	

**TRAIN\_GENDER: POD employer-provided training :gender**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	276	23.9%
2	General prohibition of discrimination in training	0	0%
4	Broad prohibition of workplace discrimination based on gende	359	31.1%
5	Yes, gender-specific prohibition	519	45%
Sysmiss		35	

## TRAIN\_PREG: POD employer-provided training :pregnancy status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	911	78.9%
2	General prohibition of discrimination in training	28	2.4%
4	Broad prohibition of workplace discrimination based on pregn	41	3.6%
5	Yes, pregnancy status-specific prohibition	174	15.1%
Sysmiss		35	

## TRAIN\_MATFAM: POD employer-provided training :maternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	877	76%
2	General prohibition of discrimination in training	39	3.4%

4	Broad prohibition of workplace discrimination based on mater	46	4%
5	Yes, maternal status-specific prohibition	192	16.6%
Sysmiss		35	

### TRAIN\_PATFAM: POD employer-provided training :paternal status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	927	80.3%
2	General prohibition of discrimination in training	39	3.4%
4	Broad prohibition of workplace discrimination based on pater	18	1.6%
5	Yes, paternal status-specific prohibition	170	14.7%
Sysmiss		35	

### INDIR\_PATFAM: Prohibition of indirect discrimination: paternal status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	979	84.8%
2	General prohibition of indirect discrimination	4	0.3%
5	Yes, paternal status-specific prohibition	171	14.8%
Sysmiss		35	

### TRAIN\_MARITAL: POD employer-provided training :marital status

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	743	64.4%
2	General prohibition of discrimination in training	39	3.4%
4	Broad prohibition of workplace discrimination based on marit	139	12%
5	Yes, marital status-specific prohibition	233	20.2%
Sysmiss		35	

**TERM\_GENDER: POD terminations: gender**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	212	18.4%
2	General prohibition of discrimination in terminations	0	0%
4	Broad prohibition of workplace discrimination based on gende	136	11.8%
5	Yes, gender-specific prohibition	806	69.8%
Sysmiss		35	

**TERM\_PREG: POD terminations: pregnancy status**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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	477	41.3%
2	General prohibition of discrimination in terminations	17	1.5%
4	Broad prohibition of workplace discrimination based on pregn	12	1%
5	Yes, pregnancy status-specific prohibition	648	56.2%
Sysmiss		35	

## TERM\_MATFAM: POD terminations: maternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	655	56.8%
2	General prohibition of discrimination in terminations	24	2.1%
4	Broad prohibition of workplace discrimination based on mater	31	2.7%
5	Yes, maternal status-specific prohibition	444	38.5%
Sysmiss		35	

## TERM\_PATFAM: POD terminations: paternal status

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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	692	60%
2	General prohibition of discrimination in terminations	24	2.1%
4	Broad prohibition of workplace discrimination based on pater	9	0.8%
5	Yes, paternal status-specific prohibition	429	37.2%
Sysmiss		35	

**TERM\_MARITAL: POD terminations: marital status****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1154    Invalid: 35    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	582	50.4%
2	General prohibition of discrimination in terminations	24	2.1%
4	Broad prohibition of workplace discrimination based on marit	104	9%
5	Yes, marital status-specific prohibition	444	38.5%
Sysmiss		35	

**INDIR\_GENDER: Prohibition of indirect discrimination: gender****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1154    Invalid: 35    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	848	73.5%
2	General prohibition of indirect discrimination	0	0%
5	Yes, gender-specific prohibition	306	26.5%
Sysmiss		35	

**INDIR\_PREG: Prohibition of indirect discrimination: pregnancy status****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1154    Invalid: 35    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	991	85.9%
2	General prohibition of indirect discrimination	28	2.4%
5	Yes, pregnancy status-specific prohibition	135	11.7%
Sysmiss		35	

### INDIR\_MATFAM: Prohibition of indirect discrimination: maternal status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	957	82.9%
2	General prohibition of indirect discrimination	4	0.3%
5	Yes, maternal status-specific prohibition	193	16.7%
Sysmiss		35	

### INDIR\_MARITAL: Prohibition of indirect discrimination: marital status

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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	952	82.5%
2	General prohibition of indirect discrimination	4	0.3%
5	Yes, marital status-specific prohibition	198	17.2%
Sysmiss		35	

**RET\_PART\_GENDER: Retaliation prohibited for participating in workplace investigations of gender d**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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 gender discrimination at work	107	9.3%
2	No prohibition of retaliation	477	41.3%
3	Only individuals who report	165	14.3%
5	Explicit coverage for workers participating in investigation	405	35.1%
9	Coverage not specified	0	0%
Sysmiss		35	

**RET\_PART\_PREG: Retaliation prohibited for participating in workplace investigations of pregnanc**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1154 Invalid: 35 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 pregnancy status discrimination a	494	42.8%
2	No prohibition of retaliation	194	16.8%
3	Only individuals who report	156	13.5%
5	Explicit coverage for workers participating in investigation	310	26.9%
9	Coverage not specified	0	0%
Sysmiss		35	

**RET\_PART\_MATFAM: Retaliation prohibited for participating in workplace investigations of maternal****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1154 Invalid: 35 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 maternal status discrimination at	679	58.8%
2	No prohibition of retaliation	128	11.1%
3	Only individuals who report	97	8.4%
5	Explicit coverage for workers participating in investigation	250	21.7%
9	Coverage not specified	0	0%
Sysmiss		35	

**RET\_PART\_PATFAM: Retaliation prohibited for participating in workplace investigations of paternal****Data file: pgdw-2000-2023-v1****Overview**

Valid: 1154 Invalid: 35 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 paternal status discrimination at	715	62%
2	No prohibition of retaliation	92	8%
3	Only individuals who report	97	8.4%
5	Explicit coverage for workers participating in investigation	250	21.7%
9	Coverage not specified	0	0%
Sysmiss		35	

**RET\_PART\_MARITAL: Retaliation prohibited for participating in workplace investigations of marital****Data file: pgdw-2000-2023-v1**

**Overview**

Valid: 1154 Invalid: 35 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 marital status discrimination at	606	52.5%
2	No prohibition of retaliation	145	12.6%
3	Only individuals who report	108	9.4%
5	Explicit coverage for workers participating in investigation	295	25.6%
9	Coverage not specified	0	0%
Sysmiss		35	

**RET\_TYPE\_GENDER: Types of retaliation prohibited for reporting gender discrimination**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1150 Invalid: 39 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 gender discrimination at work	107	9.3%
2	No prohibition of retaliation	477	41.5%
3	Only dismissal	234	20.3%
4	Harassment or disciplinary action	97	8.4%
5	Any adverse action	235	20.4%
Sysmiss		39	

**RET\_TYPE\_PREG: Types of retaliation prohibited for reporting pregnancy status discrimination**

Data file: pgdw-2000-2023-v1

**Overview**

Valid: 1150 Invalid: 39 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 pregnancy status discrimination a	490	42.6%
2	No prohibition of retaliation	194	16.9%
3	Only dismissal	198	17.2%
4	Harassment or disciplinary action	61	5.3%
5	Any adverse action	207	18%
Sysmiss		39	

### RET\_TYPE\_MATFAM: Types of retaliation prohibited for reporting maternal status discrimination

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1150 Invalid: 39 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 maternal status discrimination at	675	58.7%
2	No prohibition of retaliation	128	11.1%
3	Only dismissal	146	12.7%
4	Harassment or disciplinary action	59	5.1%
5	Any adverse action	142	12.3%
Sysmiss		39	

### RET\_TYPE\_PATFAM: Types of retaliation prohibited for reporting paternal status discrimination

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1150 Invalid: 39 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 paternal status discrimination at	711	61.8%
2	No prohibition of retaliation	92	8%
3	Only dismissal	146	12.7%
4	Harassment or disciplinary action	60	5.2%
5	Any adverse action	141	12.3%
Sysmiss		39	

### RET\_TYPE\_MARITAL: Types of retaliation prohibited for reporting marital status discrimination

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1150 Invalid: 39 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 marital status discrimination at	606	52.7%
2	No prohibition of retaliation	141	12.3%
3	Only dismissal	173	15%
4	Harassment or disciplinary action	88	7.7%
5	Any adverse action	142	12.3%
Sysmiss		39	

### EMPL\_RESP\_GENDER: Employer responsibility to prevent gender discrimination

Data file: pgdw-2000-2023-v1

#### Overview

Valid: 1154 Invalid: 35 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 gender discrimination at work	107	9.3%
2	No explicit requirements	936	81.1%

4	General requirement, but no specific measures	25	2.2%
5	Employers required to take one or more of the specific measu	86	7.5%
Sysmiss		35	

## EMPL\_RESP\_PREG: Employer responsibility to prevent pregnancy status discrimination

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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 pregnancy status discrimination a	494	42.8%
2	No explicit requirements	562	48.7%
4	General requirement, but no specific measures	7	0.6%
5	Employers required to take one or more of the specific measu	91	7.9%
Sysmiss		35	

## EMPL\_RESP\_MATFAM: Employer responsibility to prevent maternal status discrimination

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1154 Invalid: 35 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 maternal status discrimination at	679	58.8%
2	No explicit requirements	392	34%
4	General requirement, but no specific measures	19	1.6%
5	Employers required to take one or more of the specific measu	64	5.5%
Sysmiss		35	

**EMPL\_RESP\_PATFAM: Employer responsibility to prevent paternal status discrimination****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1154 Invalid: 35 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 paternal status discrimination at	715	62%
2	No explicit requirements	357	30.9%
4	General requirement, but no specific measures	18	1.6%
5	Employers required to take one or more of the specific measu	64	5.5%
Sysmiss		35	

**EMPL\_RESP\_MARITAL: Employer responsibility to prevent marital status discrimination****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1154 Invalid: 35 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 marital status discrimination at	606	52.5%
2	No explicit requirements	464	40.2%
4	General requirement, but no specific measures	7	0.6%
5	Employers required to take one or more of the specific measu	77	6.7%
Sysmiss		35	

**ISO3: ISO 3****Data file:** pgdw-2000-2023-v1**Overview**

Valid: 1189 Invalid: 0  
 Type: Discrete Width: 3 Range: - Format: character

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
AGO		24	2%
BDI		24	2%
BEN		24	2%
BFA		24	2%
BWA		24	2%
CAF		24	2%
CIV		24	2%
CMR		24	2%
COD		24	2%
COG		24	2%
COM		24	2%
CPV		24	2%
DJI		24	2%
DZA		24	2%
EGY		24	2%
ERI		24	2%
ETH		24	2%
GAB		24	2%
GHA		24	2%
GIN		24	2%
GMB		24	2%
GNB		24	2%
KEN		24	2%
LBR		24	2%
LSO		24	2%
MAR		24	2%
MDG		24	2%
MLI		24	2%
MOZ		24	2%
MRT		24	2%
MUS		24	2%
MWI		24	2%
NAM		24	2%
NER		24	2%
RWA		24	2%

SDN		24	2%
SEN		24	2%
SLE		24	2%
SSD		13	1.1%
STP		24	2%
SWZ		24	2%
SYC		24	2%
TCD		24	2%
TGO		24	2%
TUN		24	2%
TZA		24	2%
UGA		24	2%
ZAF		24	2%
ZMB		24	2%
ZWE		24	2%

## REGION: World Bank Region

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1189 Invalid: 0  
Type: Discrete Width: 26 Range: - Format: character

### Questions and instructions

#### CATEGORIES

Value	Category	Cases	
Middle East & North Africa		120	10.1%
Sub-Saharan Africa		1069	89.9%

## WB\_ECON: World Bank Income-level

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1189 Invalid: 0 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	493	41.5%
2	Middle-income	672	56.5%
4	High-income	24	2%

## ISO2: ISO 2

Data file: pgdw-2000-2023-v1

### Overview

Valid: 1189 Invalid: 0

Type: Discrete Width: 2 Range: - Format: character

### Questions and instructions

#### CATEGORIES

Value	Category	Cases	
AO		24	2%
BF		24	2%
BI		24	2%
BJ		24	2%
BW		24	2%
CD		24	2%
CF		24	2%
CG		24	2%
CI		24	2%
CM		24	2%
CV		24	2%
DJ		24	2%
DZ		24	2%
EG		24	2%
ER		24	2%
ET		24	2%
GA		24	2%
GH		24	2%
GM		24	2%
GN		24	2%
GW		24	2%
KE		24	2%
KM		24	2%

LR		24	2%
LS		24	2%
MA		24	2%
MG		24	2%
ML		24	2%
MR		24	2%
MU		24	2%
MW		24	2%
MZ		24	2%
NA		24	2%
NE		24	2%
RW		24	2%
SC		24	2%
SD		24	2%
SL		24	2%
SN		24	2%
SS		13	1.1%
ST		24	2%
SZ		24	2%
TD		24	2%
TG		24	2%
TN		24	2%
TZ		24	2%
UG		24	2%
ZA		24	2%
ZM		24	2%
ZW		24	2%

## Download related resources

### Other materials

#### Protection from Gender Discrimination at Work, Africa, 2000-2023 public use data dictionary

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Title	Protection from Gender Discrimination at Work, Africa, 2000-2023 public use data dictionary
Date	2024-01-01
Country	Africa
Language	English
Contributor(s)	This is the data dictionary for the data file
Filename	pgdw-2023-dict.pdf

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#### [African Workplace Discrimination Laws 2023]

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Title	[African Workplace Discrimination Laws 2023]
Date	2023-01-01
Contributor(s)	This is a zipped folder of African laws related to workplace discrimination
Filename	african-workplace-discrimination-laws-2023.zip

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