

LAW FIRM

Diversity and Discrimination Traffic Lights

Europe 2015



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Europe* Diversity and Discrimination Traffic Lights 2015

	Belgium 	England & Wales 	France 	Germany 	Italy 	Norway 	Russia 	Spain 	Switzerland 	Turkey 	
Gender and Family											Gender and Family
Breastfeeding	Red	Yellow	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Breastfeeding
Family Status	Red	Yellow	Red	Red	Yellow	Yellow	Red	Yellow	Red	Yellow	Family Status
Marital Status	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Marital Status
Maternity	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Maternity
Paternity	Yellow	Red	Red	Red	Red	Red	Red	Green	Red	Yellow	Paternity
Pregnancy	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pregnancy
Sex/Gender	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Sex/Gender
Sexual Orientation	Red	Red	Red	Red	Red	Red	Yellow	Red	Red	Yellow	Sexual Orientation
Transgender	Red	Red	Red	Red	Yellow	Red	Red	Yellow	Red	Red	Transgender
Women in the Workplace	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Women in the Workplace
Race, Origin and Looks											Race, Origin and Looks
Appearance	Red	Yellow	Red	Red	Yellow	Yellow	Red	Green	Yellow	Yellow	Appearance
Birthplace	Red	Yellow	Yellow	Red	Yellow	Red	Red	Red	Yellow	Yellow	Birthplace
Caste	Yellow	Yellow	Red	Red	Green	Red	Red	Red	Red	Red	Caste
Class	Red	Green	Red	Red	Yellow	Yellow	Red	Red	Red	Red	Class
Ethnicity	Red	Red	Red	Red	Yellow	Red	Red	Red	Red	Red	Ethnicity
Facial Features	Red	Yellow	Red	Red	Green	Yellow	Red	Green	Yellow	Yellow	Facial Features
Language	Red	Yellow	Yellow	Red	Red	Red	Red	Yellow	Red	Red	Language
Nationality	Red	Red	Red	Red	Yellow	Red	Red	Red	Red	Yellow	Nationality
Race	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Race
Social Origin	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Yellow	Social Origin
Tribal Origin	Yellow	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Yellow	Tribal Origin
Age	Red	Red	Red	Red	Red	Red	Red	Red	Red	Yellow	Age
Age	Red	Red	Red	Red	Red	Red	Red	Red	Red	Yellow	Age
Health											Health
Carriers of Epidemic Pathogens	Red	Yellow	Red	Red	Yellow	Yellow	Red	Red	Yellow	Green	Carriers of Epidemic Pathogens
Disability	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Disability
HIV/AIDS	Red	Red	Red	Red	Red	Red	Red	Yellow	Green	Yellow	HIV/AIDS
Medical Records	Red	Red	Red	Red	Red	Red	Yellow	Red	Yellow	Yellow	Medical Records
Unions and Politics											Unions and Politics
Party Affiliation	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Yellow	Party Affiliation
Political Opinion	Red	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	Political Opinion
Thought	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Red	Red	Thought
Trade Union Activity	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Trade Union Activity
Trade Union Membership: former	Red	Red	Red	Red	Red	Red	Red	Red	Green	Yellow	Trade Union Membership: former
Veterans											Veterans
War Veterans	Green	Green	Green	Green	Red	Green	Yellow	Green	Green	Yellow	War Veterans
Privacy	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Privacy
Privacy	Yellow	Yellow	Red	Red	Red	Yellow	Red	Red	Red	Yellow	Privacy
History											History
Criminal Record	Yellow	Red	Yellow	Red	Red	Red	Red	Yellow	Yellow	Yellow	Criminal Record
Religion											Religion
Belief	Red	Red	Red	Red	Yellow	Red	Red	Red	Red	Yellow	Belief
Religion	Red	Red	Red	Red	Red	Red	Red	Red	Red	Yellow	Religion
Pay											Pay
Equal Pay	Yellow	Red	Red	Red	Red	Red	Red	Yellow	Red	Yellow	Equal Pay
Mechanisms											Mechanisms
Disability Commission	Yellow	Red	Red	Red	Yellow	Yellow	Green	Red	Red	Yellow	Disability Commission
Equal Opportunities Commission	Red	Red	Red	Red	Red	Red	Green	Green	Red	Yellow	Equal Opportunities Commission
Human Rights Commission	Yellow	Red	Red	Yellow	Yellow	Red	Green	Green	Red	Red	Human Rights Commission
Women's Commission	Red	Red	Red	Yellow	Green	Yellow	Green	Red	Red	Yellow	Women's Commission

Red: Specific legislation, case law or mechanism exists and protects this class

Yellow: No specific legislation, case law or mechanism exists to cover this class MAY be protected by other legislation, case law or institutional mechanism

Green: This class/category is not protected by legislation, case law or an institutional mechanism

* Countries have been selected on the basis of their economic and commercial relevance.