

1 marzo 2018
in occasione di
#zerodiscriminationday
@Lexellentlegal

**DISCRIMINATION AT WORK
Survey
Sergio Barozzi
e
Alessandra Rovescalli**

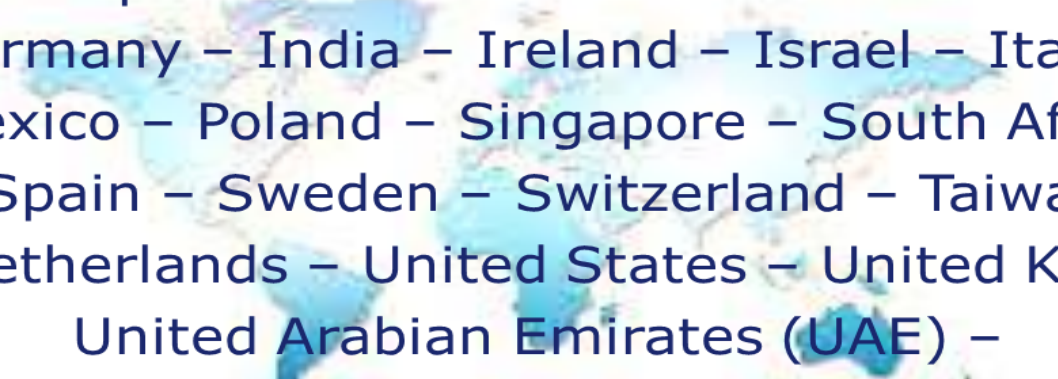
WHEN

WHY

WHO

WHAT





Argentina – Australia – Belgium – Canada – China –
Czech Republic – Denmark – Finland – France –
Germany – India – Ireland – Israel – Italy
Mexico – Poland – Singapore – South Africa
Spain – Sweden – Switzerland – Taiwan
The Netherlands – United States – United Kingdom
United Arab Emirates (UAE) –
Abu Dhabi Global Markets (ADGM) –
Dubai International Financial Centre (DIFC)



Does the country have anti-discrimination legislation on grounds of RACE ?	Is it acceptable to ask for different documentation on the basis of nationality	
	YES	NO
YES	Argentina Australia, China, France, India, Italy, Ireland, Mexico, South Africa, Spain, UK	Belgium, Canada, Czech Republic, Denmark, Finland, Israel, Taiwan, The Netherlands US
NO		
N/A	Germany, Poland, Sweden Switzerland, UAE, ADGM, DIFC	Singapore



Does the country have anti-discrimination legislation on grounds of AGE RACE AND GENDER?	Is it acceptable to require a curriculum vitae with a picture of the candidate ?	
	YES	NO
YES	Argentina, Australia, Belgium, China, Denmark, Finland, India, Italy, Mexico, South Africa, Spain	Canada, Czech Republic, France, Ireland, Israel, Taiwan, The Netherlands, UK, US
NO		
N/A	DIFC, Singapore, Sweden, Switzerland, UAE, ADGM	Germany, Poland



Does the country have anti-discrimination legislation on grounds of AGE AND GENDER?	Is it acceptable, in a fashion company, to publish a job advertisement to hire a young woman to carry out public relations activities ?	
	YES	NO
YES	Argentina, China, India	Australia, Belgium, Canada, Czech Republic, Denmark, Finland, France, Ireland, Israel, Italy, Mexico, South Africa, Spain, Taiwan, The Netherlands, UK, US
NO		
N/A	UAE, ADGM, DIFC	Germany, Poland, Singapore, Sweden, Switzerland



Does the country have anti-discrimination legislation on grounds of AGE ?	Is it acceptable to publish a job offer as follows: <i>“Our Company is searching for candidates between 30 and 40 years old: do you want to join us? Please send in your application”</i>	
	YES	NO
YES		Australia, Belgium, Canada, China, Czech Republic, Denmark, Finland, France, Ireland, Israel, Italy, Mexico, South Africa, Spain, Taiwan, The Netherlands, UK, US
NO	Argentina, India	Mexico
N/A	Switzerland, UAE, ADGM, DIFC	Germany, Poland, Singapore, Sweden



Does the country have anti-discrimination legislation on grounds of AGE ?	Is it acceptable to grant a bonus on an employee's 50th birthday?	
	YES	NO
YES	Belgium, China, Czech Republic, Finland, India, South Africa, Spain	Australia, Canada, Denmark, France, Ireland, Israel, Italy, Taiwan, The Netherlands, UK, US
NO	Argentina, Mexico	
N/A	Germany, Poland, Sweden, Switzerland, UAE, DIFC	Singapore, ADGM



Does the country have anti-discrimination legislation on grounds of GENDER ?	Is it acceptable to provide the same accident prevention material (e.g. suits, helmets, shoes ...) regardless of gender of employees?	
	YES	NO
YES	Argentina, Australia, Belgium, China, Czech Republic, Denmark, Finland, France, India, Ireland, Mexico, South Africa, The Netherlands, UK, US	Canada, Italy, Spain, Taiwan,
NO		
N/A	Germany, Poland, Singapore, Switzerland, UAE, ADGM, DIFC	Sweden



Does the country have anti-discrimination legislation on grounds of SEXUAL ORIENTATION ?	Is it acceptable to grant special leave (i.e. parental) only to heterosexual married couples?	
	YES	NO
YES		Australia, Belgium, Canada, Czech Republic, Denmark, Finland, France, Ireland, Israel, Italy, Mexico, South Africa, Spain, Taiwan, The Netherlands, UK, US
NO	China, India	
N/A	Singapore, UAE, ADGM, DIFC	Argentina, Germany, Poland, Sweden, Switzerland,



Does the country have anti-discrimination legislation on grounds of RELIGION ?	Is it acceptable to not allow the wearing of any religious symbol (i.e. cross, burqa, etc.)?	
	YES	NO
YES	Argentina, Australia, Belgium, China, Czech Republic, Denmark, Finland, France, Taiwan *Sweden answered that it is «debatable»	Canada, India, Ireland, Israel, Italy, Mexico, South Africa, Spain, The Netherlands, UK, US
NO		
N/A	Germany, Poland, Switzerland	Singapore, UAE, ADGM, DIFC



Does the country have anti-discrimination legislation on grounds of INDIRECT DISCRIMINATION ?	Is it acceptable to not grant special leave to adoptive parents?	
	YES	NO
YES	Australia	Belgium, Canada, Czech Republic, Denmark, Finland, France, Ireland, Italy, Spain, Taiwan, The Netherlands, UK
NO	China	Argentina, India, Israel, Mexico, South Africa, US
N/A	Switzerland, UAE, ADGM, DIFC	Germany, Poland, Singapore, Sweden



Does the country have anti-discrimination legislation on grounds of INDIRECT DISCRIMINATION?	Is it acceptable to organize the annual company trip in a foreign country?	
	YES	NO
YES	Australia, Belgium, Canada, Czech Republic, Denmark, Finland, France, Ireland, Mexico, Spain, Taiwan, The Netherlands, UK, US	Italy
NO	Argentina, China, India, Israel, South Africa	
N/A	Germany, Poland, Singapore, Sweden, Switzerland, UAE, ADGM, DIFC	



Does the country have anti-discrimination legislation on grounds of RELIGION ?	Is it acceptable to dismiss the employee who refuses to handle packages of pork for religious reasons?	
	YES	NO
YES	Argentina, Australia, Belgium, Czech Republic, Denmark, France, Italy, South Africa, Spain	Canada, China, Finland, India, Ireland, Israel, Mexico, Taiwan, The Netherlands, UK, US
NO		
N/A	Germany, Poland, Sweden, Switzerland	Singapore, UAE, ADGM, DIFC



Does the country have anti-discrimination legislation on grounds of SEXUAL ORIENTATION?	Is it acceptable to dismiss a homosexual employee who refuses to carry out his / her activity in countries in which homosexuality is unlawful?	
	YES	NO
YES	Australia, Czech Republic, India, Ireland	Argentina, Belgium, Canada, Denmark, Finland, France, Israel, Italy, South Africa, Spain, Taiwan, The Netherlands, UK, US
NO	Argentina	China, Mexico,
N/A	Singapore, UAE, ADGM, DIFC	Germany, Poland, Sweden, Switzerland

**I Paesi Europei
rispondenti**

**Legislazione
Vs
Comportamenti**





#zerodiscriminationday
@Lexellentlegal

LEXELLENT,
Your partner in law.