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# **A new database on affirmative action around the world**



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# Motivation

- Although there is a large literature on affirmative action, much of the current research focuses on evaluating a small subset of particular country programmes.
  - Such analyses have been used to draw conclusions about whether affirmative action ‘works’ and could work in other contexts.
  - **BUT:** Assessing the generalizability of such claims is highly problematic because we lack knowledge about the universe of cases to facilitate systematic comparisons.
- We have a weak basis for assessing whether the particular cases studied are typical or unusual, and for systematically considering the contextual, structural, and institutional-design factors that may have influenced outcomes. This has implications for the rigour with which we can build and test theories, evaluate interventions, and inform policy.

# Affirmative action around the world

- AA politics globally that target ethnic inequalities in education, employment, or political representation.

## Policy database

45 countries coded

General information on  
AA and 5 policy domains  
(edu, emp, pub, pol, oth)

## Systematic literature review

182 case studies  
(27 countries)  
13 comparative works

# Data structure

- **Roster:** Identifier that allow merging with other databases (6), Region (4), Income Level and Development Status (7), Population(3), Ethnic Fractionalization (1), Coding (6) = **27 variables**
- **AA general:** General (8), Origins (10), Controversy (29) = **47 variables**
- **AA by policy domain:** General (3), Target Group (7), Origins (1), Amendment (16), Termination (14), Evaluation (13) = **54 variables x 5 policy domains** (edu, emp, pub, pol, oth) = **270 variables**
- **Specific policies:** Policy 1 (20), Policy 2 (20), Policy 3 (20) = **60 variables**
- **No AA** = 9 variables
- Total of **413 variables** in the dataset, of which **386 variables** capture characteristics of AA.

# Country coverage

# Global literature review of ethnic AA



- 4,389 publications identified; 272 full-text screened; 195 studies included.
- 182 case studies cover 27 countries spread across all five world regions.
- Heavily geographically concentrated: more than 70% of the case studies focus on four countries (United States, India, Brazil, and Malaysia).

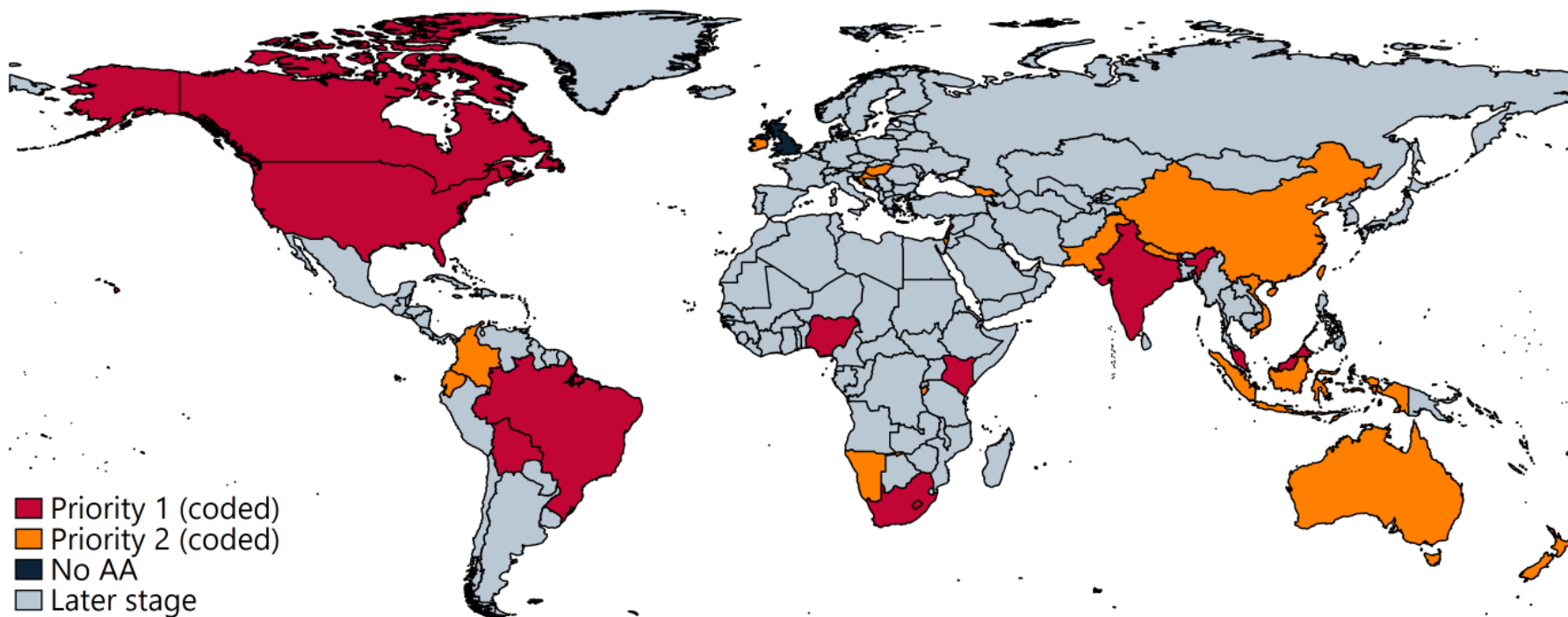


A world map illustrating the distribution of countries categorized by their stage of development or priority. The map uses a color-coded system: red for 'Priority 1 (coded)' and light blue for 'Later stage'. The red countries are primarily located in North America (USA, Canada), South America (Brazil, Colombia, Venezuela, Ecuador, Peru, Bolivia, Paraguay, Uruguay, Argentina), and parts of Africa (Nigeria, Kenya, Ethiopia, South Africa, Mozambique, Zimbabwe, Botswana, Namibia, Swaziland, Lesotho, and Malawi). The light blue countries are primarily located in Europe, Asia (Russia, China, India, Japan, South Korea, Taiwan, Hong Kong, Macao, Singapore, Malaysia, Indonesia, Philippines, Thailand, Vietnam, Laos, Cambodia, Myanmar, and Brunei), and Australia.

A world map illustrating the distribution of countries categorized by their stage of development or priority. The map uses two colors: red for 'Priority 1 (coded)' and light blue for 'Later stage'. Red countries include Canada, the United States, Brazil, India, and several countries in Africa (e.g., Nigeria, Kenya, South Africa). Light blue countries include Mexico, Argentina, and most countries in Europe, Asia, and Australia. The map also shows the Arctic region in white.

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# Country coverage – Priority 2

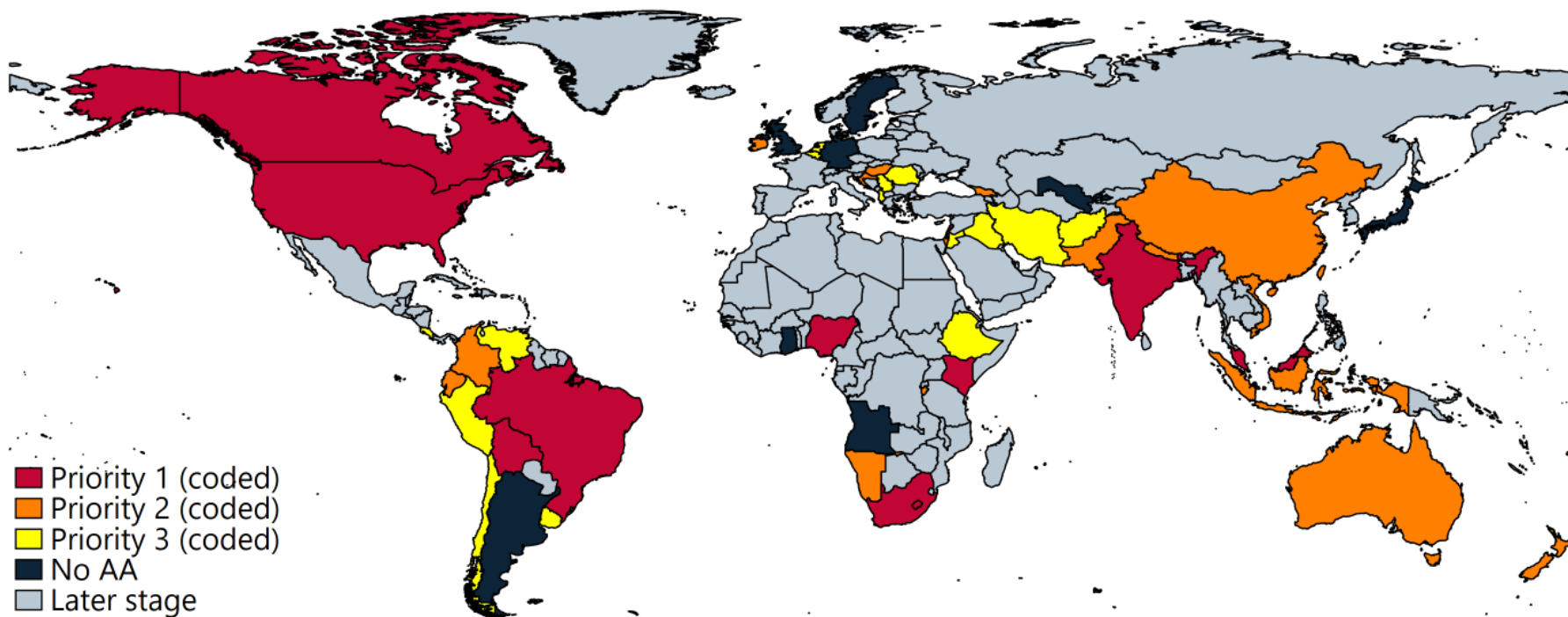


#	Country	EFindex
11	Australia	0.16
12	Burundi	0.30
13	China	0.16
14	Colombia	0.65
15	Croatia	0.25
16	Ecuador	0.59
17	Fiji	0.55
18	Georgia	0.45
19	Hungary	0.15
20	Indonesia	0.79
21	Ireland	0.14
22	Israel	0.33
23	Namibia	0.74
24	Nepal	0.84
25	New Zealand	0.39
26	Pakistan	0.71
27	Singapore	0.39
28	Taiwan	0.32
29	Vietnam	0.26
AVERAGE		0.43

#	Country	EFindex
30	Britain	0.36



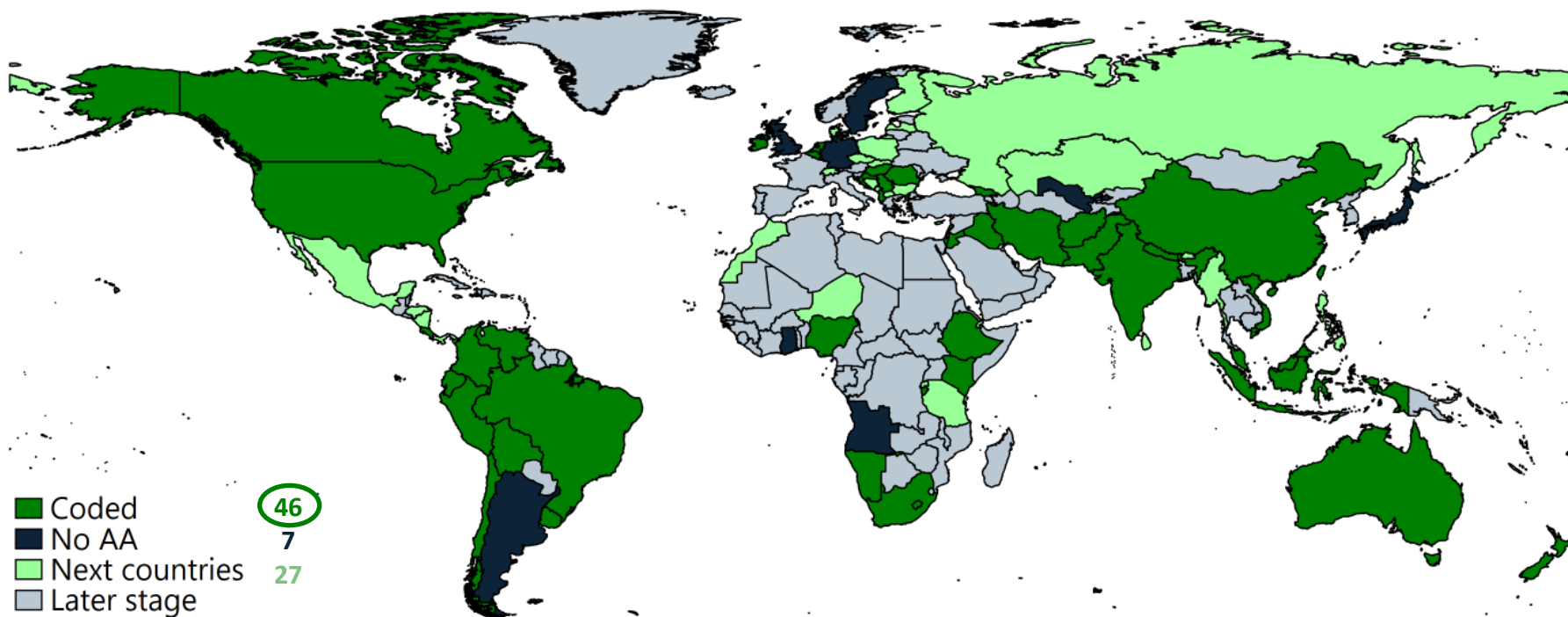
# Country coverage – Priority 3



#	Country	EFindex
31	Afghanistan	0.73
32	Albania	0.12
33	Belgium	0.58
34	Chile	0.46
35	Costa Rica	0.36
36	Ethiopia	0.79
37	Iran	0.74
38	Iraq	0.43
39	Jordan	0.04
40	Mauritius	0.47
41	Netherlands	0.17
42	Peru	0.62
43	Romania	0.20
44	Serbia	0.46
45	Uruguay	0.18
46	Venezuela	0.51
AVERAGE		0.43

#	Country	EFindex
47	Angola	0.78
48	Argentina	0.13
49	Germany	0.16
50	Ghana	0.74
51	Japan	0.02
52	Sweden	0.19
53	Uzbekistan	0.40
AVERAGE		0.34

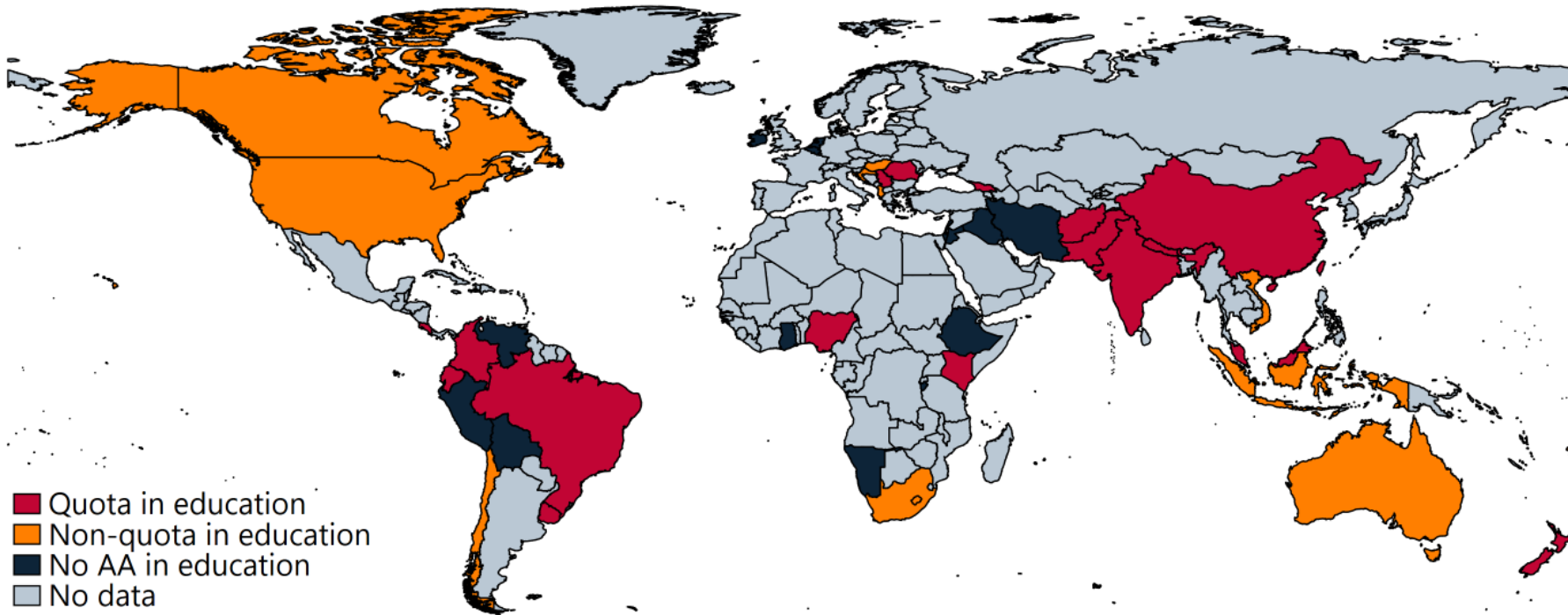
# Country coverage – Next



#	Country	EFindex
54	Bhutan	0.63
55	Bosnia and Herzegovina	0.66
56	Bulgaria	0.28
57	Cyprus	0.34
58	Czech Republic	0.33
59	Denmark	0.10
60	Djibouti	0.65
61	Finland	0.13
62	Honduras	0.21
63	Kazakhstan	0.64
64	Latvia	0.58
65	Mexico	0.58
66	Montenegro	
67	Morocco	0.55
68	Myanmar	0.55
69	Nicaragua	0.53
70	Niger	0.67
71	North Macedonia	0.54
72	Panama	0.58
73	Philippines	0.82
74	Poland	0.04
75	Russian Federation	0.32
76	Rwanda	0.25
77	Slovakia	0.25
78	Sri Lanka	0.35
79	Switzerland	0.33
80	Tanzania	0.62
AVERAGE		0.44

# Policy domains

# AA in education



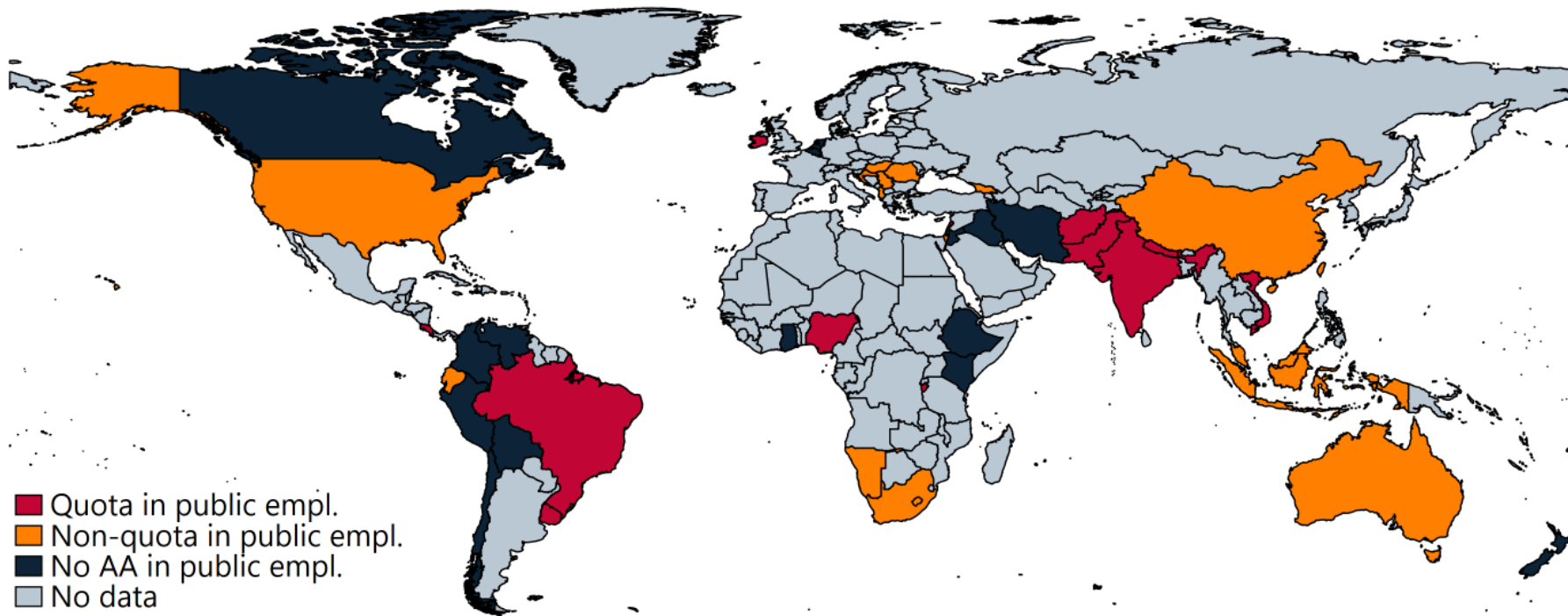
- Racial quota for people of African descent in Latin America: Brazil, Colombia, Costa Rica, Ecuador, Uruguay.
- Ethno-regional quota in Afghanistan, Kenya, Nigeria, Pakistan.
- Other measures (mainly scholarships/financial aid) for indigenous people in Australia, Canada, Chile, Fiji, Indonesia, Taiwan.

- AA in education in 29/45 (64%) cases.
- Quota in 17/29 (59%) cases.

Quota	Cases	Share (%)
Race/colour	5	29.4
Indigeneity	2	11.8
Ethno-regional	4	23.5
Language	1	5.9
Caste	2	11.8
Other	3	17.7
	17	100

Non-Quota	Cases	Share (%)
Race/colour	2	16.7
Indigeneity	6	50.0
Ethno-regional	1	8.3
Other	3	25.0
	12	100

# AA in public sector employment



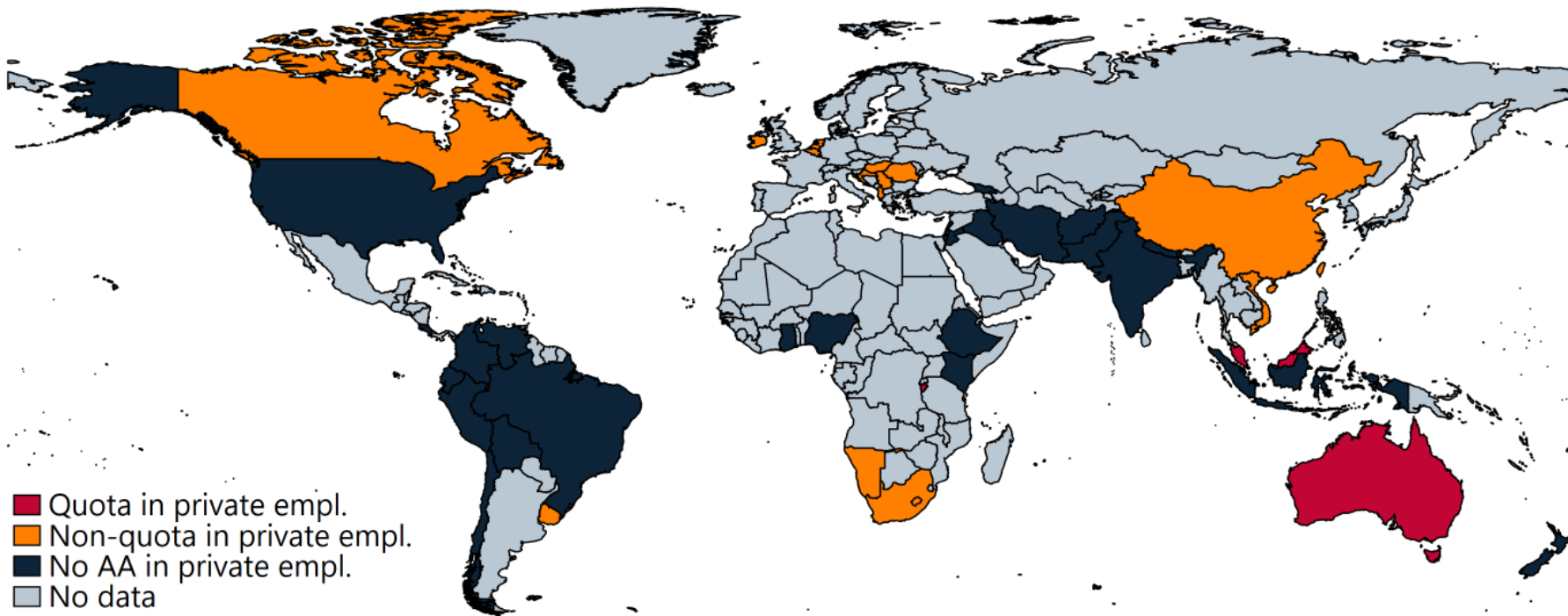
- Ethno-regional quota in Afghanistan, Burundi, Nigeria, Pakistan, Vietnam.
- Racial quota in Brazil (ministry-level goals), Costa Rica, Uruguay and non-quota measures for racial groups in Ecuador, Namibia, South Africa, United States.
- Measures for ethnic minorities in China, Croatia, Israel; specifically for Roma in Albania, Hungary, Romania, Serbia.

- AA in education in 29/45 (64%) cases.
- Quota in 14/29 (48%) cases.

Quota	Cases	Share (%)
Race/colour	3	21.4
Indigeneity	2	14.3
Ethno-regional	4	28.6
Religion	2	14.3
Caste	2	14.3
Other	1	7.1
	14	100

Non-Quota	Cases	Share (%)
Race/colour	4	26.7
Indigeneity	3	20.0
Language	1	6.7
Other	7	46.7
	15	100

# AA in private employment/business



- Indigenous quota in Australia (50,000 jobs to be filled by indigenous applicants), Malaysia (racial equity to receive a manufacturing license), Taiwan (to win public bids need at least 1% of the indigenous employees) and other ethnic groups in Burundi (fixed Hutu/Tutsi quota in NGO staff).
- Non-quota measures for racial groups in Namibia, South Africa, Uruguay.

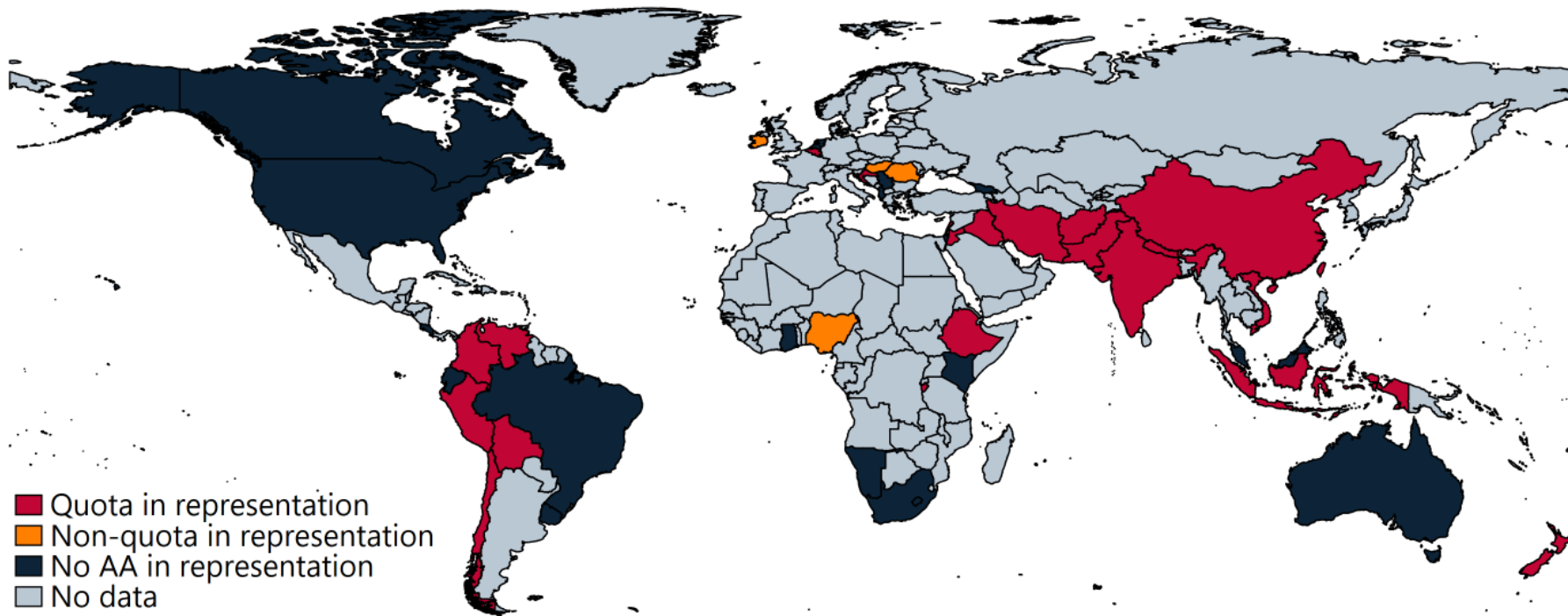
- AA in education in 19/45 (42%) cases.
- Quota in 4/19 (21%) cases.

Quota	Cases	Share (%)
Indigeneity	3	75.0
Other	1	25.0
	4	100

Non-Quota	Cases	Share (%)
Race/colour	3	20.0
Indigeneity	2	13.3
Ethno-regional	1	6.7
Language	1	6.7
Other	8	53.3
	15	100



# AA in political representation



- Indigenous quota (reserved seats) in Bolivia, Chile, Fiji, Indonesia, Jordan, New Zealand, Peru, Taiwan, Venezuela.

- AA in education in 29/45 (64%) cases.
- Quota in 24/29 (83%) cases.

Quota	Cases	Share (%)
Race/colour	1	4.2
Indigeneity	9	37.5
Ethno-regional	3	12.5
Language	1	4.2
Religion	3	12.5
Caste	2	8.33
Other	5	20.8
	24	100

Non-Quota	Cases	Share (%)
Ethno-regional	1	20.0
Other	4	80.0
	5	100

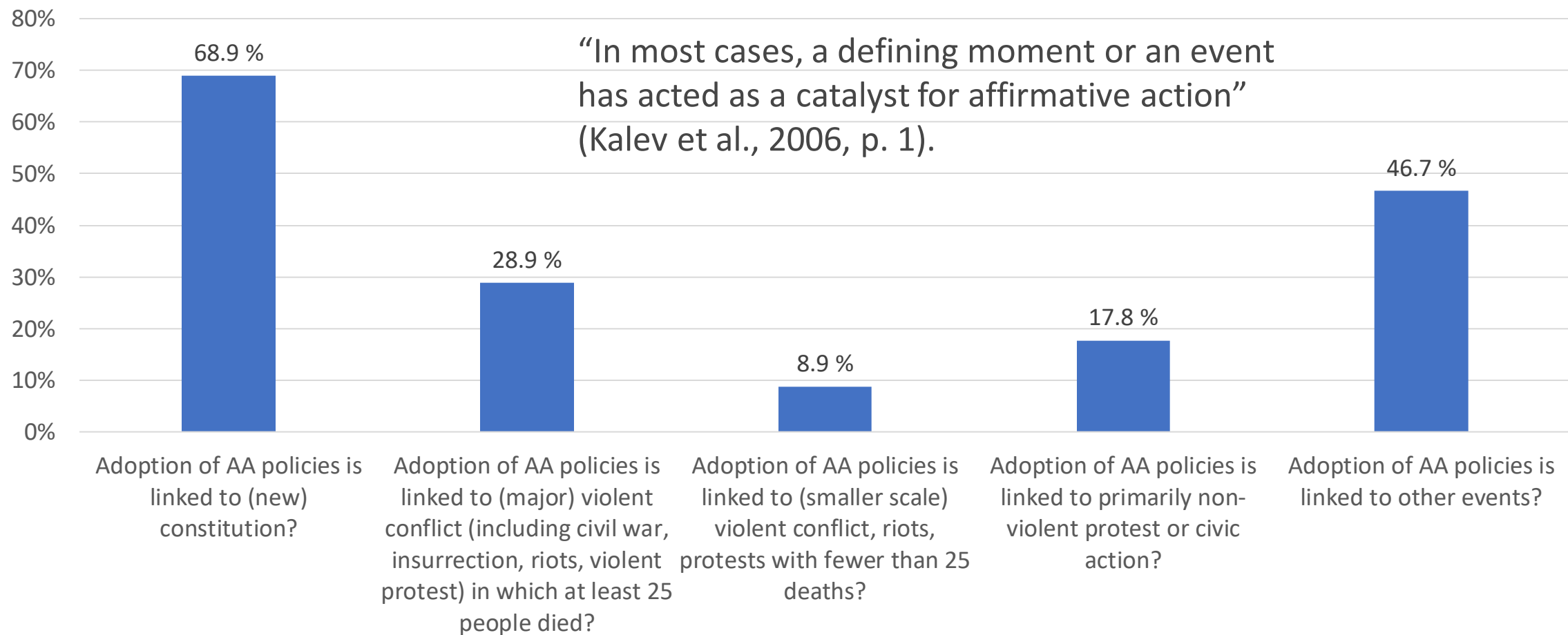
■ Quota in other domain  
 ■ Non-quota in other domain  
 ■ No AA in other domain  
 ■ No data

- Quota for social/public housing in Albania and Singapore; non-quota preferential housing policies for Roma in Croatia, Hungary, Romania, Serbia.
- Indigenous rights to land and other resources in Bolivia, Brazil, Canada, Colombia, Ecuador, Fiji, India, Indonesia, Malaysia, New Zealand, Taiwan, United States, Vietnam.
- Exemption from one-child policy in China.

Group criterion	Cases	Share (%)
Race/colour	1	5.6
Indigeneity	10	55.6
Ethno-regional	1	5.6
Caste	1	5.56
Other	5	27.8
	18	100

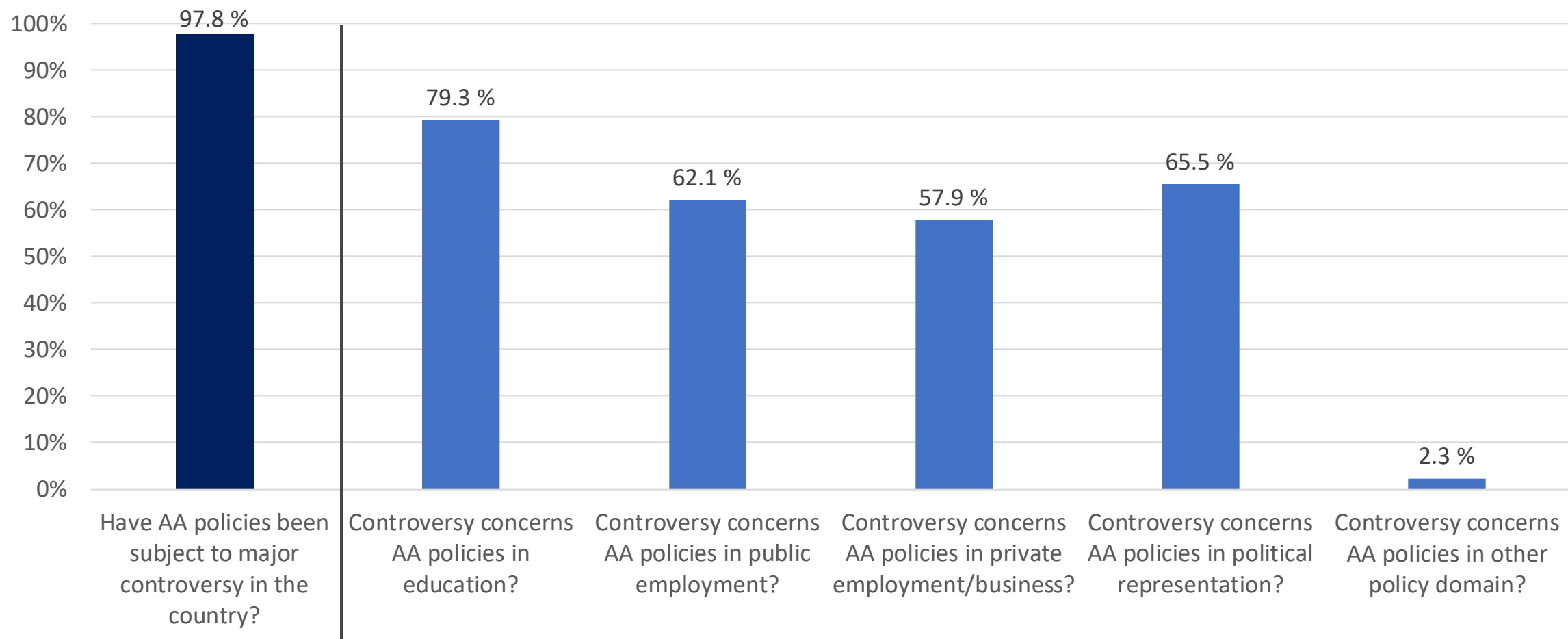
# Origins

# Circumstances of AA adoption



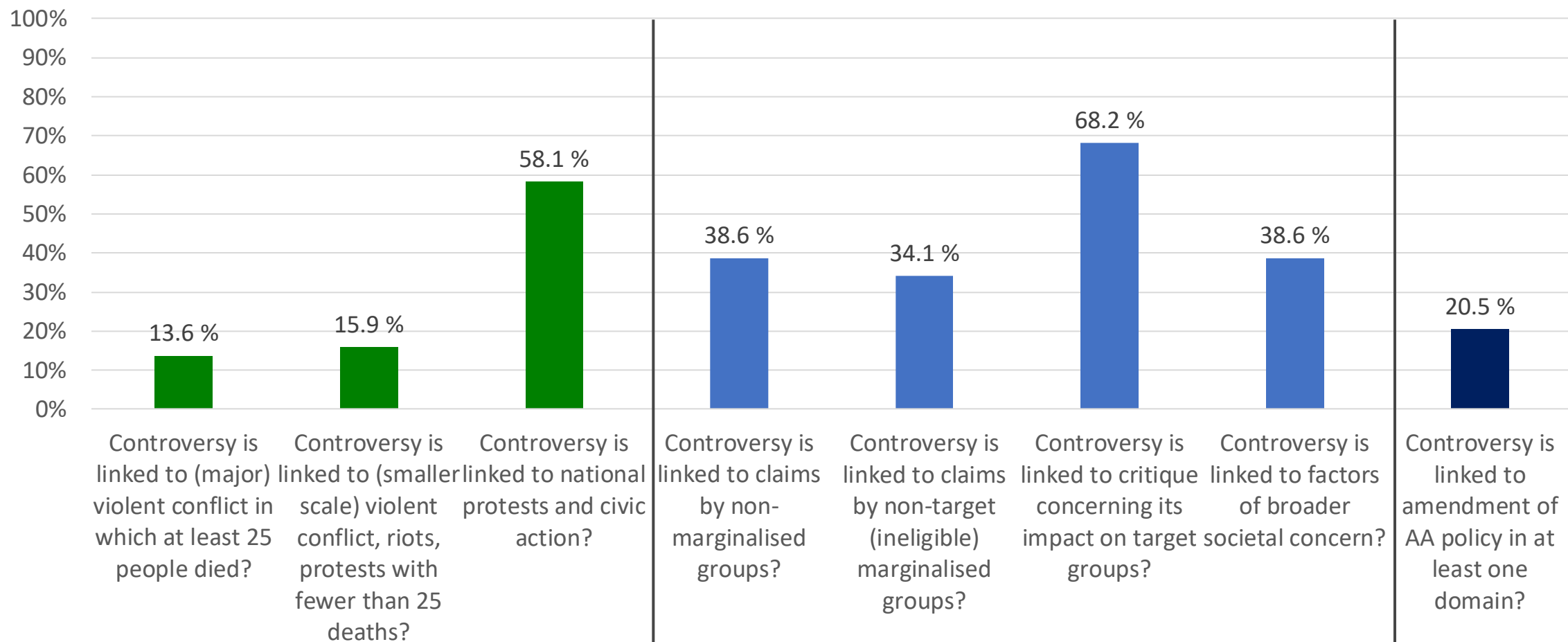
# Controversy

# AA subject to major controversy





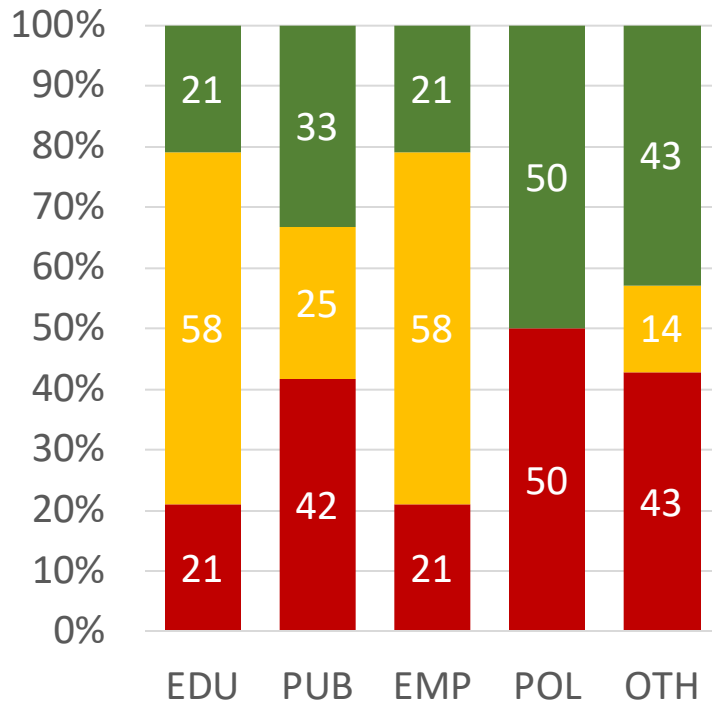
# Controversy linked to what issues



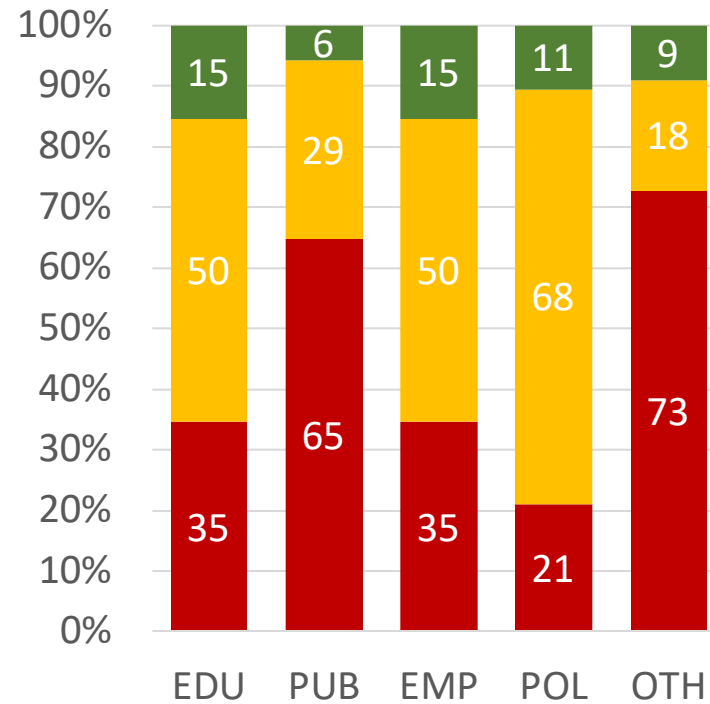
# Policy evaluations

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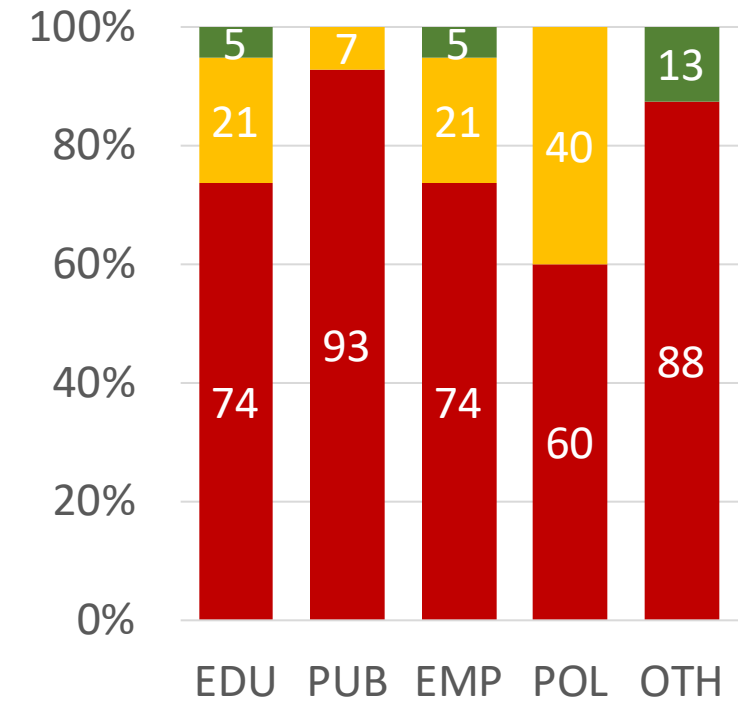
## Government Evaluation



## Scientific Evaluation



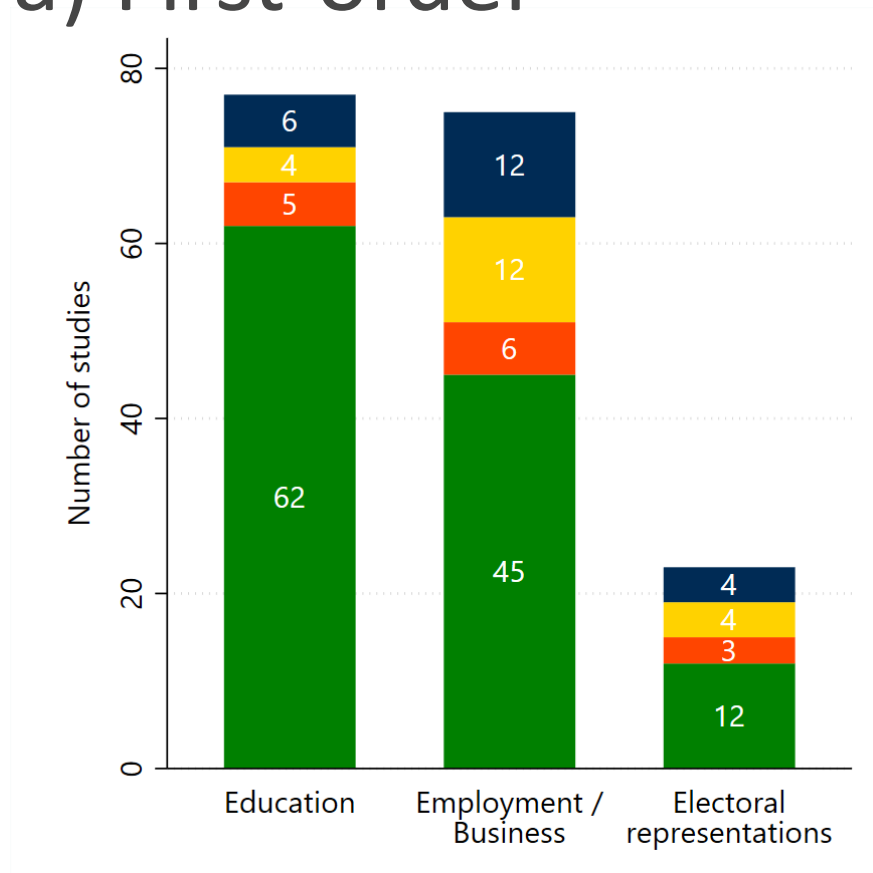
## Public Discourse



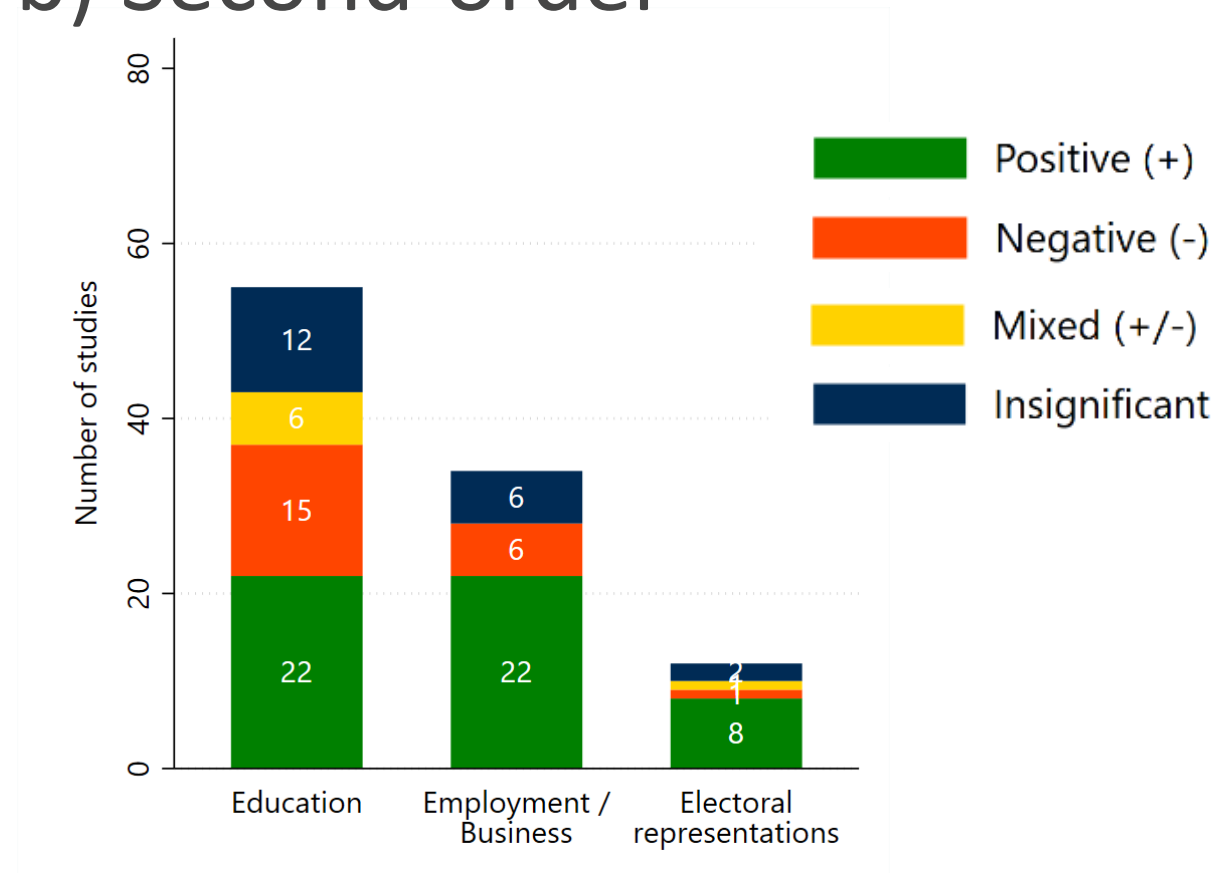
■ Failure ■ Mixed ■ Success

# Effects recorded in literature review

a) First-order

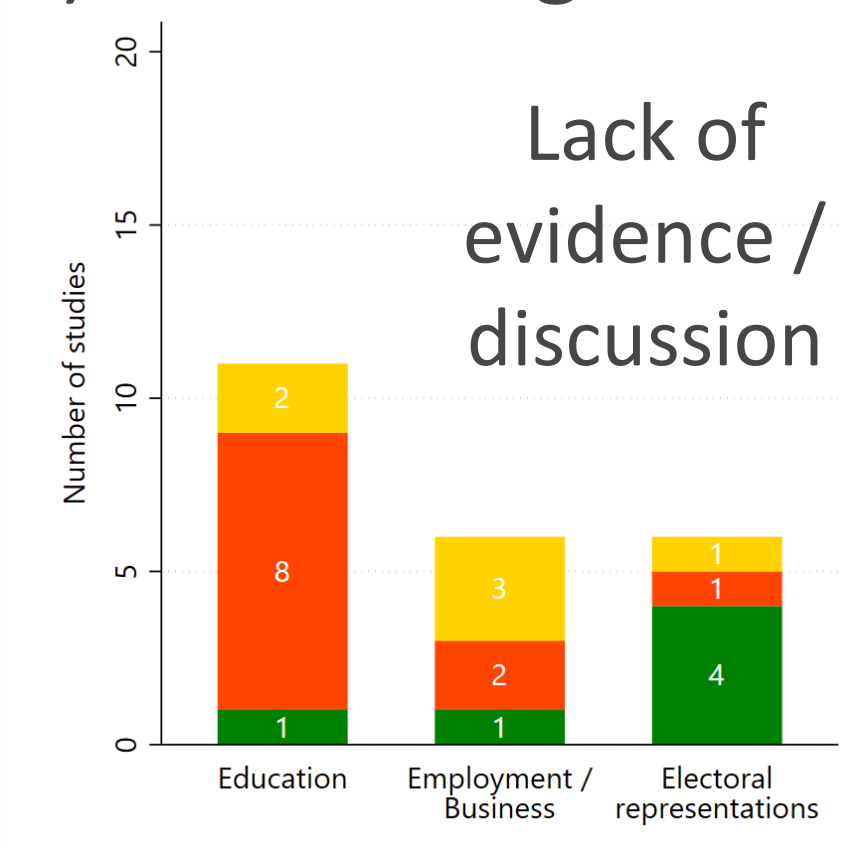


b) Second-order

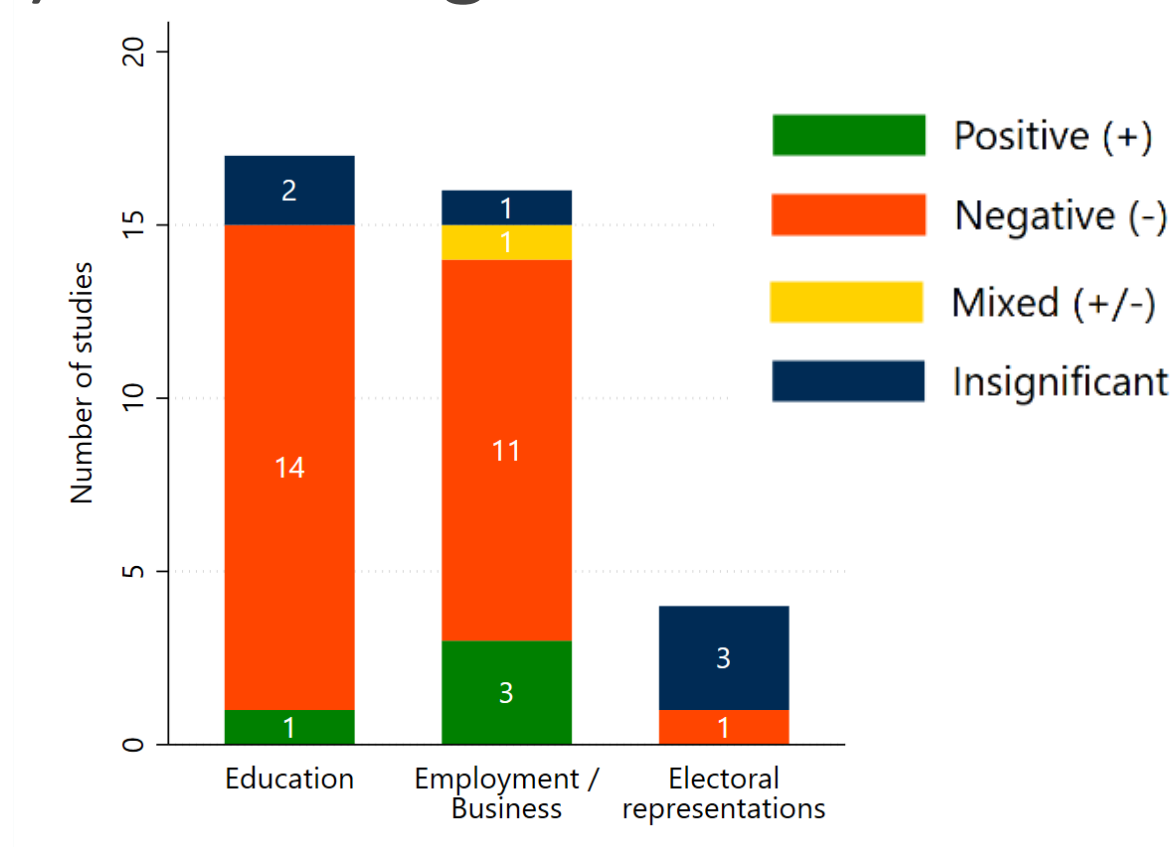


# Effects recorded in literature review

a) Other marginalized



b) Non-marginalized



# Summary and next steps



# Summary and next steps

- Much of the AA literature focuses on a small subset of particular country programmes that may not be representative of the universe of cases.
- AA policies are almost always controversially debated in the local country context.
  - Target groups worry about tokenism and implementation gaps.
  - Non-beneficiary groups worry about replacement (limited research).
- Evaluations show mixed results, but counterfactual situation is unknown.
- Next Steps:
  - Two literature review papers will soon be available as WPs (October/November).
  - Complete final data quality checks (October/November).
  - Launch Version 1 of the database with accompanying report (November/December).
  - Add additional countries to the database.



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