

Company practice terms used in flagging occurrences of financially material DEI practices

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practice_category_to_term_mapping_SIMPLE = {
  'Wages': ['wage', 'living wage'],

  'Precarious-Work': ['precarity', 'precarious work', 'gig work',
    'alternative work', 'alternate work', 'contingent work',
    'informal work', 'casual work'],

  'Work-Conditions': ['freedom of association', 'collective bargaining',
    'work stoppage', 'hotline'],

  'Good-Practices': ['code of conduct', 'due diligence',
    'ethical recruit', # ethical recruitment
    'handbook', # supplier handbook
    'social audit', 'equal benefits',
    'transparency', 'traceability', 'visibility', 'accessib',
    'timely payments', 'union', 'worker committee',
    'empower', 'accommodati'],

  'Neutral-Practices': ['outsourc', 'subcontracting', 'program', 'initiative',
    'training', 'exempt', 'recruit', 'promotion',
    'arbitration', 'mentorship', 'affirmative action'],

  'Negative-Practices': ['order delay',
    'lead time', # previously 'short lead time'
    'unplanned shipment', 'corruption',
    'quota system', 'delayed payment',
    'weak governance', 'wage violation',
    'informal supply chain',
    'last-minute order modification',
    'unfair timing demand', 'pricing pressure',
    'poor forecasting', 'irresponsible exit'],
}
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practice_category_to_term_mapping_COMPLEX = {

  'Wages': {

    'low wages': attach_regex_to_beginning_of_terms(
      ['low wage', 'poverty-level wage']),

    'underpay': attach_regex_to_beginning_of_terms(
      ['underpay', 'underpaid', 'inadequate pay', 'reduced pay']),

    'DEI compensation': attach_regex_to_beginning_of_terms(
      ['[un]?fair (pay|compensation)',
       '[un]?equal (pay|compensation)',
       '(pay|wage|compensation) ([dis]?parit|bias|discrimination)',
       'pay equality', 'paid less', 'pay gap'])
  },

  'Precarious-Work': {

    'temporary work-employment': attach_regex_to_beginning_of_terms(
      ['temporary( |-)(work|employ|contract)',
       'non(-)?permanent (work|employ|contract)',
       'seasonal( |-)(work|employ|contract)', 'part( |-)time worker']),

    'contract labor': attach_regex_to_beginning_of_terms(
      ['contract labo[u]?r ', 'contract work', 'contractor']),
  },

  'Work-Conditions': {

    'collective bargaining agreement': attach_regex_to_beginning_of_terms(
      ['collective bargaining agreement', 'cba']),

    'unsafe conditions': attach_regex_to_beginning_of_terms(
      ['(toxic|hostile|poor|dire) work(ing| environment|place)',
       'working conditions', 'dangerous', 'unsafe', 'unhealth', 'hazard',
       'violence', 'assault']),

    'employee morale': attach_regex_to_beginning_of_terms(
      ['employee morale', 'employee satisfaction']),

    'grievance mechanism': attach_regex_to_beginning_of_terms(
      ['grievance mechanism', 'grievance system']),

    'reprisal/retaliation': attach_regex_to_beginning_of_terms(
      ['retaliat', 'reprisal']),
  },
}

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'Good-Practices': {
  'code of conduct negative': attach_regex_to_beginning_of_terms(
    ['code of conduct(.*?)breach', 'breach(.*?)code of conduct',
     'violat(.*?)code of conduct', 'code of conduct(.*?)violat',
     'non[- ]?compliance(.*?)code of conduct',
     'code of conduct(.*?)non[- ]?compliance',
     'break(.*?)code of conduct',
     'broken(.*?)code of conduct', 'code of conduct(.*?)broken',
     'fail(.*?)code of conduct']),
  'flexible work': attach_regex_to_beginning_of_terms(
    ['flexible work', 'flexible hour', 'remote( |-)work',
     'work( |-)from( |-)home']),
  'family leave': attach_regex_to_beginning_of_terms(
    ['maternity leave', 'parental leave'])
},

'Neutral-Practices': {
  'corrective action': attach_regex_to_beginning_of_terms(
    ['corrective(.*?)action', 'corrective(.*?)plan',
     'corrective(.*?)measure']),
  'hiring': attach_regex_to_beginning_of_terms(
    ['hire', 'hiring', 'eligib', 'equal[ employment]? opportunit']),
  'termination/layoff': attach_regex_to_beginning_of_terms(
    ['termination', 'terminated', 'layoff', 'laid( |-)off', 'fired'])},

'Negative-Practices': {
  'canceled order': attach_regex_to_beginning_of_terms(
    ['cancel[1]?ed order']),
  'overtime NEGATIVE': attach_regex_to_beginning_of_terms(
    ['(forced|unpaid|chronic|mandatory|unlawful) overtime']),
  'lead time NEGATIVE': attach_regex_to_beginning_of_terms(
    ['short lead time', 'inadequate lead time'])},

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