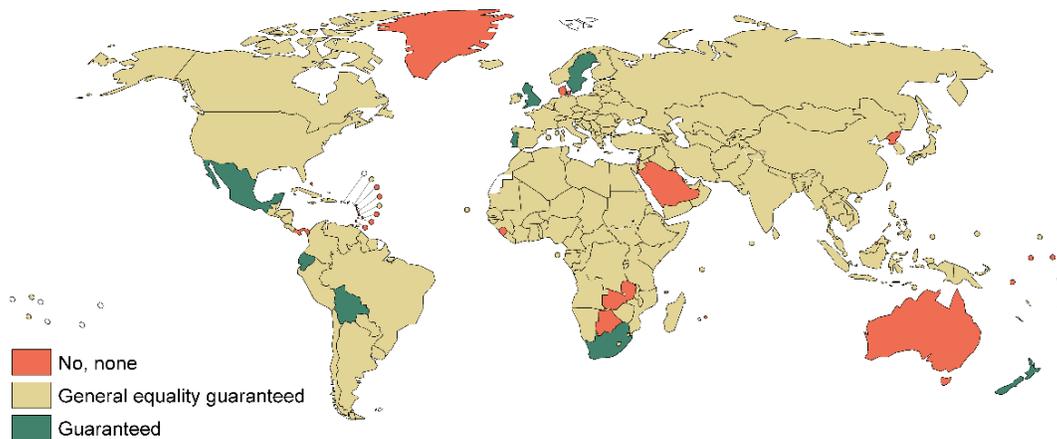




## Constitutional Rights

### Does the constitution take any approach to equality across sexual orientation?



Source: WORLD Policy Analysis Center, *Constitutions Database*, 2014

As the fundamental building blocks of a nation’s government and laws, constitutions can provide a foundation for more LGBT-inclusive laws and policies, and they play a critical role in shifting societal norms. Constitutional protections can also guard against retrenchment when different political parties assume power. Our online constitutional data for [sexual orientation](#) and [gender identity](#) is current up to 2014, with updated data available on request. We also have data on the constitutional status of same-sex marriage available on request.

#### Non-Discrimination in Employment

Having legal protection from discrimination at work at all stages of employment is vital to ensuring that LGBT persons are not only treated equally, but also legally protected from discriminatory practices in the workplace.

Our discrimination at work data covers the full range of employment and we could offer the Independent Expert globally comparative policy data on:

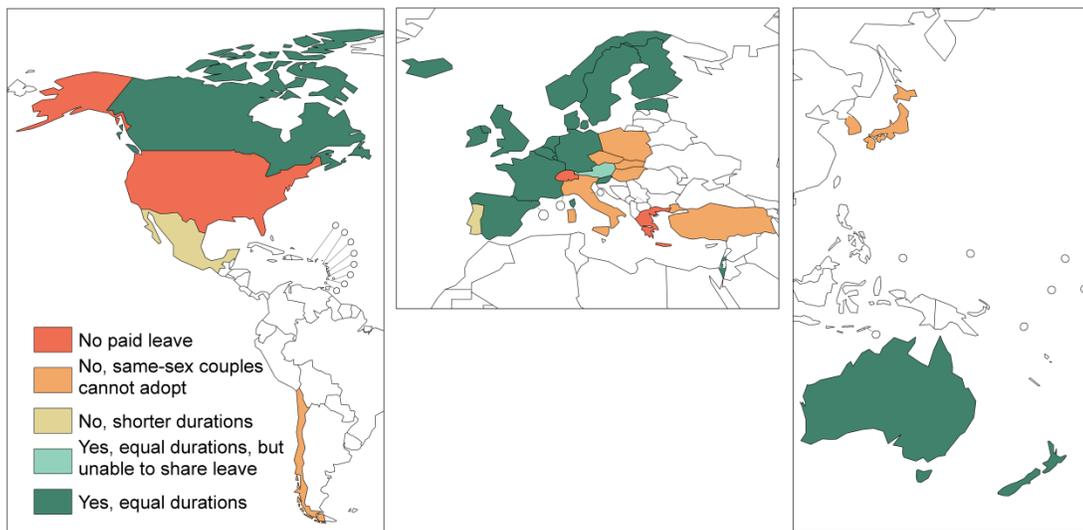
- Protections from discrimination at work on the basis of sexual orientation or gender identity in:
  - Hiring
  - Advancement
  - Training
  - Compensation



- Termination
- Protection from indirect discrimination at work on the basis of sexual orientation and gender identity
- Protection from harassment and sexual harassment at work on the basis of sexual orientation or gender identity

### Equal Access to Work-Family Benefits

#### Do same-sex couples have access to equal durations of paid parental leave as heterosexual couples for the adoption of a child?



Source: WORLD Policy Analysis Center, OECD Adult Labor Database, 2016

*Under review for publication; please do not cite or distribute*

Within the employment field, equal access to paid parental leave is a critical policy area that enables or denies same-sex couples to take leave from work to care for an infant after adoption or birth. Research shows that paid parental leave for new parents significantly improves infant health, health for birth mothers, and allows time for all parents to bond with their child. Currently we have data for the 34 OECD countries, and will be expanding this to cover all 193 UN member states later this year.

### International Migration

The right to flee from a country as a result of persecution related to sexual orientation and gender identity and seek asylum in another country is contained within the Yogyakarta Principles. Additionally, when an asylum-seeker is granted refugee status in their new country of residence, the widely ratified 1951 Refugee Convention confirms the right for families to be united. Through comprehensive research and analysis of the 150 most populous countries, we have the following comparative measures available on request:

- The legal right to claim asylum on SOGI grounds



## **WORLD Policy Analysis Center**

- A detailed look at the legal barriers that would prevent or allow a refugee or economic migrant from sponsoring their same-sex spouse or partner.
- Restrictions on entry at the border because of an individual's sexual orientation or HIV/AIDS status.