



The Role of the United Nations in Combatting Discrimination and Violence against Lesbian, Gay, Bisexual, Transgender and Intersex People

A Programmatic Overview

19 June 2018

This paper provides a snapshot of the work of a number of United Nations entities in combatting discrimination and violence based on sexual orientation, gender identity, sex characteristics and related work in support of lesbian, gay, bisexual, transgender (LGBT) and intersex communities around the world. It has been prepared by the Office of the UN High Commissioner for Human Rights on the basis of inputs provided by relevant UN entities, and is not intended to be either exhaustive or detailed. Given the evolving nature of UN work in this field, it is likely to benefit from regular updating¹. The final section, below, includes a [Contact List](#) of focal points in each UN entity, as well as links and references to documents, reports and other materials that can be consulted for further information.

Click to jump to: [Joint UN statement](#), [OHCHR](#), [UNDP](#), [UNFPA](#), [UNHCR](#), [UNICEF](#), [UN Women](#), [ILO](#), [UNESCO](#), [WHO](#), the [World Bank](#), [IOM](#), [UNAIDS](#) (the Joint UN Programme on HIV/AIDS), [UNRISD](#) and [Joint UN initiatives](#).

Joint UN statement

Joint UN statement on Ending violence and discrimination against lesbian, gay, bisexual, transgender and intersex people:

- On 29 September 2015, 12 UN entities (ILO, OHCHR, UNAIDS Secretariat, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, UN Women, WFP and WHO) released an unprecedented [joint statement](#) calling for an end to violence and discrimination against lesbian, gay, bisexual, transgender and intersex people.
- The statement is a powerful call to action to States and other stakeholders to do more to protect individuals from violence, torture and ill-treatment, repeal discriminatory laws and protect individuals from discrimination, and an expression of the commitment on the part of UN entities to support Member States to do so.

UN Secretariat

Office of the United Nations High Commissioner for Human Rights (OHCHR)

Support and follow-up to UN human rights bodies and mechanisms:

- OHCHR prepared the first [two official UN reports on violence and discrimination based on sexual orientation and gender identity](#) (2011, 2015), as requested by [UN Human Rights Council resolutions](#).
- OHCHR provides support to the [UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity](#) appointed by the Human Rights Council in 2016. The Independent Expert is mandated, inter alia, to:

¹ The latest edition of this document is available here: <http://www.ohchr.org/EN/Issues/Discrimination/Pages/LGBTUNSystem.aspx>

assess implementation of existing international human rights instruments, identify best practices and gaps, raise awareness of violence and discrimination, identify and address root causes, engage in dialogue and consult with States and other stakeholders including UN entities, regional institutions, national human rights institutions, CSOs and academia, work in cooperation with States, address multiple forms of violence and discrimination, and conduct, facilitate and support advisory services, technical assistance, capacity-building and international cooperation in support of national efforts.

- OHCHR also supports other UN human rights [treaty bodies](#) and [special procedures](#) to fulfil their respective mandates in relation to the rights of LGBTI people. Such work includes gathering and sharing information on alleged rights abuses, assisting in the development of treaty body recommendations and general comments, and drafting urgent appeals to Governments.
- In September 2015, OHCHR organized the first [UN meeting on the human rights of intersex people](#) to support the work of UN, regional and national human rights mechanisms in better addressing the specific human rights violations they face, and has launched a [dedicated campaign website on the rights of intersex people](#).
- OHCHR, in partnership with UNAIDS and UNDP, has supported an unprecedented dialogue between the African Commission on Human and Peoples' Rights, the Inter-American Commission on Human Rights and UN human rights experts on sexual orientation, gender identity and sex characteristics, with a [first dialogue in 2015 hosted by the ACHPR](#) and a [second dialogue in 2018 hosted by the IACHR](#).

Support to informal inter-governmental processes:

- OHCHR provided support to the [Oslo Conference on Human Rights, Sexual Orientation and Gender Identity](#) co-chaired by Norway and South Africa in April 2013 and regional meetings organized by UN Member States.
- OHCHR has helped organize ministerial-level meetings at the General Assembly in [September 2013](#), [September 2014](#), [September 2015](#) (inclusion of LGBT people in efforts to achieve the Sustainable Development Goals), [September 2016](#) (positive stories of leadership and legislative change) and September 2017 (addressing violence and discrimination against LGBTI persons).
- The Office also supports a cross-regional group of UN Member States in the organization of public events at UN HQ in New York, including annual Human Rights Day events that focuses on the rights of LGBTI people ([2013 event on the role of sports in the fight against homophobia](#), [2014 event on family diversity](#), [2015 event on the cost of discrimination](#), 2016 event on LGBT children and young people).

Advocacy and policy advice:

- OHCHR advocates for the protection of the human rights of LGBTI people through [public advocacy and statements](#) of the High Commissioner, the Secretary-General and other senior staff, and in private meetings with member States and other stakeholders.
- OHCHR field offices integrate LGBTI-related human rights concerns into their monitoring and advocacy work, engaging with civil society and other stakeholders, and raising concerns with Governments. In a number of countries, OHCHR field presences have played a role in advocating against measures that threaten the rights of LGBTI persons, or in favour of measures aimed at strengthening human rights protection for members of LGBTI communities.

Guidance and training materials:

- A 2012 OHCHR publication, “[Born Free and Equal: Sexual Orientation and Gender Identity in International Human Rights Law](#)” outlines the key obligations of States under international law to protect the rights of LGBTI people. An updated version will be published in 2018.
- A 2016 publication, “[Living Free and Equal](#)” offers concrete guidance for States based on more than 200 examples from 65 countries of what Governments, courts, parliaments, national human rights institutions and others around the world are doing to tackle violence and discrimination against LGBTI people.
- OHCHR together with UN-Women and UNAIDS have finalised a module on the human rights of LGBTI persons as part of the electronic learning course “[I know gender](#)”.

Standards of Conduct for Business

- The [OHCHR global standards of conduct for business on tackling discrimination against LGBTI people](#) provide concrete guidance to the private sector on respect and support for equality and the human rights of LGBTI people. The standards were developed in partnership with civil society and the business community and launched in business hubs around the world in 2017 and 2018. By April 2018, more than 122 of the largest companies in the World had joined a coalition of companies expressing support for the Standards representing more than 6 million employees and US\$2,5 trillion in yearly revenues had signed up as early supporters.

UN Free & Equal Campaign (www.unfe.org):

- In July 2013, the High Commissioner launched the global public information campaign, UN [Free & Equal](#), aimed at promoting greater respect for the rights of LGBTI people.
- Since its launch, the campaign has generated a stream of [videos](#), [fact sheets](#), [macros](#) and other popular content for dissemination on social media – reaching more than 2.44 billion social media streams in 2017 alone.
- Campaign events have taken place in [almost 30 countries around the world](#) – in several cases organized jointly by OHCHR and UN partners on the ground.
- UN Free & Equal has benefitted from the support of the Secretary-General and celebrity [Equality Champions](#) who have helped spread campaign messages to a global audience. During the campaign’s first four years, billions of people have seen, read or heard campaign messages online, on TV, radio and print media.
- UN Free & Equal videos reached more than 25 million people in 2017, including 9.3 million via social media. This included an animated video that shone light on the problem of bullying affecting LGBTI youth, which was accompanied by dedicated [website](#), factsheet and tips for schools, authorities, friends and parents.

OHCHR’s main website also contains a [dedicated webpage](#) with further information on related activities and outputs.

United Nations Office on Drugs and Crime (UNODC)

Prison Management

Guidance and training materials

- [Handbook on Prisoners with Special Needs](#) (EN FR SP AR). LGBTI people are among prisoners with special needs and as such are covered in a dedicated chapter of the Handbook on Prisoners with Special Needs.

Advising

- [Consultative opinion](#) issued by UNODC Regional Office Panama on intimate visits in prisons (in Spanish) including in relation to LGBT people.

Drug dependence in prison

Good practices document

- Drug dependence treatment: Interventions for Drug users in prisons – [Good practices document](#) (Short section on needs of LGBT people in prisons).

HIV prevention, treatment care and support in prisons

Guidance and training materials

- In 2013, UNODC, ILO, UNDP, WHO and UNAIDS developed a comprehensive package of [15 key intervention for HIV prevention](#), treatment and care in prisons and other closed settings, including condom programmes and prevention of violence. These address vulnerable people in detention, including those targeted based on their sexual orientation.
- UNODC developed a set of guidelines and standard operating procedures to support professionals and peer workers providing HIV prevention, treatment, care and support services, including condom programmes, in prison settings in sub-Saharan Africa. These guidelines are intended to assist the provision of HIV services in prison settings by adopting a target-group specific approach including for men who have sex with men (MSM).

Advocacy/ Consultation

- UNODC promotes the United Nations Standard Minimum Rules for the Treatment of Prisoners, The Nelson Mandela Rules”. Rule 2 of the basic principles indicates that: no discrimination on the grounds of race, colour, sex. For the principle of non-discrimination to be put into practice, prison administrations shall take account of the individual needs of prisoners, in particular the most vulnerable categories in prison settings. Measures to protect and promote the rights of prisoners with special needs are required. discriminatory.
- In October 2014, UNODC held a global consultation on HIV in prisons in Vienna, where experiences of countries that established special facilities for gay, lesbian and transgender people in detention were discussed.

Technical Assistance

- UNODC provides technical assistance to countries in a number of regions to implement comprehensive HIV prevention, treatment and support programmes in prisons, including for key populations. For example; UNODC launched a programme in Sub Saharan Africa 2017 – 2020 to support the development and implementation of health and rights based policies and strategies. As such, more

attention will be paid to improving prison-based compliance with HIV/AIDS and SRHR minimum standards within prison environments.

HIV prevention and treatment care and support for people who use stimulants

Guidance and training materials

- In 2015, UNODC commissioned a literature review on HIV risks and stimulant drugs use. The review focused on HIV transmission risks and the use of cocaine, of amphetamine type stimulant (ATS) and of new psychoactive substances (NPS) that are stimulant. The last part of the review looked at the evidences related to interventions for the prevention of HIV and treatment for people who use stimulant drugs. The detailed reports of the review have been published in 5 parts accessible on [UNODC-HIV Publications webpage](#).
- In 2017 UNODC developed in collaboration with representatives from the community of people who use drugs and international experts in the field guidelines on how to address HIV and hepatitis C and B among people who use stimulant drugs at risks for HIV. The primary focus of this tool is on people use stimulant drugs (cocaine, amphetamine-type stimulant drugs (excluding MDMA) or stimulant new psychoactive substances) who have elevated risk for sexual or parenteral HIV or Hepatitis C and B transmission as identified among some groups of men who have sex, sex workers, transgender people and people who inject drugs. Thus, it has a specific focus on the intersection between people who use drugs and other key populations. The tool will be launched in 2018.
- In 2016 UNODC developed, in partnership with the International Network of Women Who Use Drugs (INWUD), Women Harm Reduction International Network (WHRIN), the Eurasian Harm Reduction Network (EHRN) [The practical guide Addressing specific needs of women who inject drugs for HIV service providers on gender sensitive HIV services](#) The publication was officially launched during International AIDS Conference 2016 and it is accessible on UNODC-HIV Publications webpage.
- In 2017, UNODC initiated and developed a training module on *Gender Mainstreaming Monitoring and Evaluation of HIV Services for Women Who Use Drugs* for implementation of country-level workshops. The workshops aim at building capacity in how to mainstream gender in HIV programming, monitoring and evaluation among service providers, programme managers, other relevant government and civil society partners.

Advocacy/ Consultation

- In 2016, in the framework of the preparation towards the United Nations General Assembly on the world drug problem (UNGASS2016) and the United Nations High Level Meeting on Ending AIDS (HLM2016), UNODC conducted a scientific consultation, including on stimulant drugs and HIV. The main conclusions in the [“Second Scientific Statement, Science addressing Drugs and HIV: State of the Art,”](#) were presented at the 59th session of the Commission on Narcotic Drugs as well as at the UNGASS2016 and at the HLM2016.
- In 2017 UNODC organized technical consultations HIV and stimulant drug use in Vietnam where the focus was on amphetamine/methamphetamine use; Ukraine addressing injecting NPS; and in Brazil, focusing on crack cocaine. The consultations brought together over 100 representatives from national HIV/AIDS programme, drug control agencies and other relevant law enforcement agencies, as well as governmental and non-governmental organizations developing and

implementing harm reduction programmes, drug dependence treatment programme, academics and representatives from people who use drugs, MSM, SW and LGBTI communities to discuss the national specific approaches in implementing HIV prevention treatment and care interventions among people who use stimulant drugs, as well as structural barriers for effective programming.

Technical Assistance

- UNODC developed a training package designed to build the capacity of the participants to mainstream gender into services for people who inject drugs. The capacity-building program is implemented in all UNODC High Priority Countries (HPC) for drug use and HIV. In 2017 UNODC organized trainings for service providers in Indonesia, Vietnam, and Egypt. In each country the training on gender responsive HIV services was followed by a training on *Gender Mainstreaming Monitoring and Evaluation of HIV Services for Women Who Use Drugs*. Both trainings will be implemented in at least 8 HPC in 2018.

UN Funds and Programmes

United Nations Development Programme (UNDP)

Strategic and Corporate Settings

The [UNDP Strategic Plan 2018-2021](#) recognizes that vulnerable groups are marginalized by structural barriers and also discriminatory norms and practices and directs efforts towards a signature solution to strengthen effective, inclusive and accountable governance, by building inclusive, effective and accountable institutions and mechanisms for advancing social cohesion and ensuring the inclusion of traditionally marginalized groups, while working in partnership with UN and other stakeholders. Across all the contexts in which it works, UNDP prioritizes the collection and use of disaggregated data and analyses for identifying those being left behind, and support the design of targeted interventions to reach them. The [UNDP 2016-2021 Strategy Note](#) on HIV, Health and Development recognizes that homophobia and other forms of stigma, violence and discrimination against LGBTI people contribute significantly to their exclusion from society, limit access to health and social services and hinder social and economic development. Improved data and analysis of the impacts of inequality and exclusion on LGBTI people are critical to inform rights-based policies and programmes and UNDP partners for strengthening the evidence base and capacities on inclusion of LGBTI and other excluded groups.

The UNDP Strategic Plan recognizes that civil society plays many important roles in support of the 2030 Agenda and stipulates that UNDP will continue to partner with and advocate for the inclusion of civil society in country-led efforts to achieve the 2030 Agenda, guided by the advice of the UNDP Civil Society Advisory Committee. Where requested, UNDP will also work with Governments to strengthen the capacities of civil society and to help countries create space and opportunities for civil society to effectively engage in sustainable development.

UNDP's [Mandatory Social and Environmental Standards](#) prohibit discrimination on the basis of sexual orientation and gender identity and the [UNDP Code of Ethics](#) prohibits discrimination based on LGBT status. The UNDP Human Resource policy recognizes same-sex partnerships.

Programmatic Overview

Strengthening the evidence base and capacities on inclusion

Reaching those left furthest behind first is an important goal for UNDP, which makes relevant data collection a crucial tool. To build the evidence base for development efforts that are inclusive of LGBTI people, UNDP continued to lead on the development of the LGBTI Inclusion Index, a multi-year effort. In December 2017, UNDP completed the development of 51 Index indicators in five strategic inclusion areas and their endorsement following a comprehensive all-stakeholder consultative process. The support of the Swedish Federation for LGBTQ Rights RFSL, OutRight Action International, and ILGA was instrumental for the completion of these consultations, which were done in partnership with the World Bank. UNDP is currently engaged in developing the methodology for the Index and its indicators, and in planning regional consultations to identify countries that would be interested in piloting the Index. Increased data collection and building the indicator evidence base will continue to be long-term effort of UNDP and many partners across the UN system, civil society, academia, governments, national statistics offices and the private sector.

Policy advice, advocacy, awareness-raising and capacity development

In 2017 UNDP continued to lead and partner in supporting the rights and inclusive development of LGBTI people to ensure that no one is left behind and that the need of those farthest behind are addressed first. The SOGI and rights and “Being LGBTI in...” regional initiatives now benefit 53 countries worldwide. “[Being LGBTI in Asia](#)” has engaged with 130 government departments, 357 civil society groups, 17 national human rights institutions and 88 private sector organisations across 33 countries in policy dialogue, contributing to a greater capacity on improving LGBTI inclusion in development. As part of that work, a comprehensive review of existing laws, policies and practices related to legal gender recognition for transgender people is being undertaken. “[Being LGBTI in Eastern Europe](#)” was implemented in four countries in partnership with civil society, with ten CSO capacity assessments, four national roundtables a sub-regional dialogue and [four LGBTI country reports](#). A virtual [one-stop-shop](#) hosted by the LGBTI Equal Rights Association was created and [intersex study](#) covering four countries took place. As an offshoot of this project UNDP Istanbul Regional Hub developed the [Outspoken](#) initiatives to increase in the advocacy and raising the voices of LGBTI people in the region and beyond.

UNDP’s joint efforts with OHCHR to promote positive policy changes in sexual orientation, gender identity and rights in Africa now cover seven countries, with two more countries benefitting from regional activities. In 2017, five national assessments, five roundtables, five national reports and one regional meeting were completed. With financial support from USAID, UNDP has also embarked on a “Being LGBTI in the Caribbean” project, which includes Barbados, the Dominican Republic, Haiti, and Jamaica.

As a founding co-sponsor of the Joint UN Programme on HIV/AIDS (UNAIDS), UNDP convenes the work on removing and reforming punitive laws and policies that block effective responses to HIV promoting enabling legislation, access to justice, and eliminating discrimination in healthcare settings, co-convenes with UNFPA the work on empowering key populations (including gay and bi men and trans people) to access HIV prevention. In this capacity, in 2016-2017 UNDP partnered with other UN entities, particularly UNFPA, UNAIDS Secretariat, WHO, and UN Women on advising countries against the adoption on homo- and transphobic laws and policies in five countries.

UNDP continued to engage with several parliamentary forums to promote inclusion of LGBTI people. The [Handbook for Parliamentarians](#) on advancing the human rights and inclusion of LGBTI people published together with Parliamentarians for Global Action has now been translated to French, [Spanish](#), [Mandarin](#), [Thai](#) and [Vietnamese](#). UNDP has also been advocating at various [interparliamentary fora](#) for greater engagement of parliamentarians on LGBTI inclusion.

In 2017, UNDP, in partnership with Global Action for Trans Equality and Organisation Intersex International Australia, carried out two global capacity building webinars on advancing the rights and inclusion of intersex people. Two more, one in the Spanish language, are planned for 2018.

Select knowledge products

- UNDP, The World Bank, [A Set of Proposed Indicators for the LGBTI Inclusion Index, 2018](#) (forthcoming)
- UNDP, [Intersex Research Study: Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, and Serbia, 2017](#)
- UNDP, APTN, [Legal Gender Recognition: A Multi-Country Legal and Policy Review in Asia, 2017](#)
- UNDP, PGA, [Advancing the Human Rights and Inclusion of LGBTI People: A Handbook for Parliamentarians, 2017](#)
- UNDP, The World Bank, [Investing in a Research Revolution for LGBTI Inclusion, 2016](#)
- UNDP, APF, [Promoting and Protecting Human Rights in relation to Sexual Orientation, Gender Identity and Sex Characteristics: A Manual for National Human Rights Institutions, 2016](#)
- [Being LGBTI in Asia](#) – country reports and resources
- [Being LGBTI in Eastern Europe](#) – country reports and resources
- [OutSpoken](#) – lesbian, gay, bi, trans, and intersex people from the Western Balkans share their personal experiences (videos)
- UNDP contributed to the development of [Implementing Comprehensive HIV and STI Programmes with Transgender People: Practical Guidance for Collaborative Interventions](#) (the “TRANSIT”), together with UNAIDS, UNFPA, PEPFAR, IRGT, WHO, USAID
- UNDP contributed to the development of [Implementing Comprehensive HIV and STI Programmes with Men Who Have Sex with Men: practical guidance for collaborative interventions](#) (the “MSMIT”) together with UNFPA, MSMGF, WHO, PEPFAR.
- UNDP, together with the Asia Pacific Forum of National Human Rights Institutions developed the Manual for National Human Rights Institutions [Promoting and Protecting Human Rights in relation to Sexual Orientation, Gender Identity and Sex Characteristics](#), which explores how NHRI can work with lesbian, gay, bisexual, transgender and intersex communities and better advocate for their rights.

United Nations Population Fund (UNFPA)

Working with UN Cares and UN Globe networks, UNFPA has coordinated delivery of the “UN for All” programme for UN staff, aiming to make the UN workplace more accepting and inclusive, including for all LGBTI people. By the end of 2017, approximately 7,000 UN staff members had undertaken “UN for All” workshops. During 2018, UNFPA will continue to lead delivery of “UN for All”. Together with UNAIDS, UNDP and UNODC, UNFPA will

also begin roll-out national-level “In-Reach” workshops for sensitising UN Country Teams on working with and supporting key populations at risk of HIV, including gay, bisexual and other men who have sex with men and transgender people.

Together with OHCHR, UNDP and UNAIDS, UNFPA has supported the UN Equal Rights Coalition (ERC) of member states working towards promoting and ensuring the human, civil and political rights of LGBTI people within all member state countries. UNFPA has made inputs into the ERC working group on national laws, policies and good practices, advising on normative guidance for working with and supporting LGBTI people. The upcoming ERC conference on inclusion of LGBTI people within sustainable development, in August 2018 is being supported.

UNFPA, UNDP, UNODC, UNAIDS and other cosponsors continue to work to support empowerment of key population community networks, and reduction of HIV risk within key populations, including with and for gay, bisexual and other men who have sex with men, and transgender people. The key population HIV implementation tools have been rolled out, including the MSMIT and TRANSIT tools, with trainings in Eastern and Southern Africa, Eastern Europe, Latin America and Asian countries. A further tool for supporting young key populations was developed in Eastern Europe and Central Asia during 2017, to be further utilised during 2018. The TRANSIT has been translated into Spanish and French, with soon to be completed Turkish versions of the TRANSIT and MSMIT. Through the Global HIV Prevention Coalition, UNAIDS Fast-Track countries are being further engaged to support HIV prevention at scale, including with and for gay, bisexual and other men who have sex with men and transgender people, and for young key populations. UNFPA, UNHCR and partners will also work within a newly created sub-group of the IAWG on RH in Emergencies to address the needs of LGBTI people within humanitarian contexts.

UNESCO, UNFPA and partners have published updated sexuality guidelines, including curricula material for teaching students about sexual orientation, gender identity and expression using a rights-based and evidence informed approach. Further promotion and roll-out of the guidelines in member states will occur during 2018.

Other proposed UNFPA activities during 2018 include: support for a UNRISD project on promotion and protection of transgender persons’ rights, especially sexual rights, with pilot activities in three countries; examination of opportunities to increase the diversity of gender markers within national statistical collections, censuses and surveys; and support for ending discrimination in health care settings, including against LGBTI people and other key populations. UNFPA will continue to support provision of non-judgemental, rights-based sexual and reproductive health services for all including for adolescents of diverse SOGIE, contributing towards universal health coverage and efforts to ensure no one is left behind.

United Nations High Commissioner for Refugees (UNHCR)

International Protection:

- In 2012, UNHCR issued [Guidelines on International Protection No. 9](#) for people seeking refugee status due to a well-founded fear of persecution on the basis of sexual orientation and/or gender identity. It provides legal interpretative guidance for governments, legal practitioners, decision makers and the judiciary, as well as UNHCR staff carrying out refugee status determination under its mandate.

- UNHCR has also established a [web page on its refugee-related information portal, Refworld](#), with legal, policy and operational guidance material UNHCR and others have developed on this topic, including legal documents related to sexual orientation and gender identity (SOGI), case law, tools, country specific information, UNHCR policy documents related to SOGI, as well as other relevant policy documents related to SOGI, such as the Yogyakarta Principles . UNHCR’s technical guidance in this area include:
- "[Need to Know Guidance: Working with Lesbian, Gay, Bisexual, Transgender & Intersex Persons in Forced Displacement](#)" (2011), which provides practical guidance to staff on a range of issues to consider when working with LGBTI persons of concern to ensure the rights of LGBTI persons of concern to the Office are met without discrimination.
- "[Resettlement Assessment Tool: Lesbian, Gay, Bisexual, Transgender and Intersex Refugees](#)" (2013), which assists UNHCR staff and other stakeholders working with and assessing claims and resettlement needs of LGBTI refugees.
- UNHCR’s 2012 “[Guidelines on the Applicable Criteria and Standards relating to the Detention of Asylum-Seekers and Alternatives to Detention](#)” and the “[Detention Monitoring Manual](#)” both contain sections specifically dealing with issues of detention for persons with a minority sexual orientation and/or gender identity.
- In order to strengthen the protection of LGBTI persons, UNHCR conducted a global assessment to identify organizational strengths and gaps. Released in December 2015, the culminating report, “[Protecting Persons with Diverse Sexual Orientations and Gender Identities](#)”, provides the first global overview of concrete measures taken by UNHCR at the operational level to protect LGBTI asylum-seekers and refugees, and reveals significant opportunities to strengthen training, protection programming, monitoring, and reporting efforts undertaken by operations
- Following on from the assessment, UNHCR, jointly with IOM, developed a comprehensive [training package on the protection of LGBTI persons](#), which was piloted in Africa, Asia, MENA and at UNHCR Headquarters. The training module is publically available online and is delivered regularly to UNHCR staff in the field through a learning programme of three phases (including a project phase assignment where staff are requested to apply what they learned in their operation).
- UNHCR and IOM have since developed a programme to train trainers on the protection of LGBTI persons, to create a team of trainers who help build staff capacity around the world. The training of trainers programme was piloted at the end of 2016 and is delivered annually.
- In March 2018, UNHCR issued an updated [Age, Gender and Diversity \(AGD\) Policy](#) which comes with 10 core actions advancing meaningful participation and equal access to rights for all women, men, boys and girls of concern to UNHCR, irrespective of their age, gender, and diverse characteristics, including; religion, ethnic background, disability, sexual orientation and gender identity. The AGD policy is the cornerstone for UNHCR’s work with persons with diverse SOGI.

United Nations Children’s Fund (UNICEF)

UNICEF's mandate is to support the realization of the rights of all children. The organization's work on LGBTI children - and those who are perceived as LGBTI - supports this mandate and is in line with UNICEF's current global Strategic Plan 2014-2017, which places particular emphasis on the most disadvantaged children.

Issues affecting LGBTI children (and the children of LGBTI parents) are cross-cutting and relevant to all areas of UNICEF programming, especially social inclusion, protection, health, HIV, and education. Programming experience has recurrently highlighted how patterns of discrimination can represent significant bottlenecks to the realization of children's rights. Guided by the Convention on the Rights of the Child - which guarantees the rights set forth in the Convention without discrimination of any kind - and the Convention on the Elimination of All Forms of Discrimination Against Women, UNICEF's programming supports laws, policies, and practices that promote healthy and safe development for all children including those who identify as LGBTI and those who are perceived as LGBTI.

In November 2014 UNICEF published a [Current Issues paper](#) on eliminating discrimination against children and parents based on sexual orientation and/or gender identity. The paper leads with the statement that 'all children, irrespective of their actual or perceived sexual orientation or gender identity, have the right to a safe and healthy childhood that is free from discrimination', and that this same principle applies to all children irrespective of their parents. This Current Issues paper has been used across the organization. In Brazil, for example, the paper was translated into Portuguese and discussed during a seminar with Brazilian LGBT youth activists, government representatives, and civil society.

UNICEF has continued to engage in advocacy, research, and programming activities address issues pertaining to sexual orientation and gender identity, with the following examples of note:

- In Brazil, UNICEF continues to support LGBT adolescents through trainings, advocacy, and communications. Support has included a 3-day leadership training of 30 LGBT adolescents who were identified as leaders in their respective regions. The training addressed a wide-range of areas including health, the law, communications, and mobilization strategies. Participants established a one-year work plan as well as working groups to implement this plan. UNICEF also participated in a conference featuring members of the National LGBT Adolescent Network (which was established in early 2016 as a result of a UNICEF mapping exercise). Among the discussion topics was the importance of mental health support to assist LGBT children in dealing with situations of psychological and physical violence. This support has contributed to the bridging of the gap between LGBT adolescents and decision-makers, and has promoted peer education and peer support among LGBT adolescents;
- In Nepal, a social, civic, and financial skills training programme - known as 'Rupantaran' ('transformation') - has been implemented among the most disadvantaged young people, with targeted LGBTI interventions. The programme involves weekly, interactive sessions to support young people in influencing decisions that affect them and to become change agents in their communities;
- The Bangladesh Country Office launched a sexual and reproductive health (SRH) incentivized voucher scheme in Dhaka targeting both young males who have sex with males and transgender people. The scheme was particularly effective in linking adolescent males who have sex with males with SRH services, and also brought about some key lessons for linking transgender people with these services, including the need to consider personal networks of LGBT people when promoting use of SRH services in this way. A full account of this work was published and is available [here](#);

- In Jamaica, a rapid assessment was conducted as part of the HIV/AIDS ‘All In’ Country Assessment process and this produced the country’s first population and prevalence estimates for (i) adolescent males who have sex with males and (ii) trans populations. Civil society partners are now in the process of designing intervention activities based on this information;

Finally, UNICEF continues to address issues and concerns relating to LGBTI people within its staff training module as part of training on diversity and tolerance.

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

LGBTI people’s inclusion in economic and human development and the full realization of their human rights are strong imperatives for UN Women’s engagement within the context of its mandate on advancing gender equality and women’s empowerment. Therefore, UN Women works across its normative, UN coordination and operational roles to develop programming and advocacy that integrate LGBTI people’s rights and perspectives, and has continued to expand its work on LGBTI issues.

- In order to support a more structured, consistent and integrated approach to SOGI rights, UN Women has developed an internal Guidance Note on strengthening of programming and advocacy on the rights and empowerment of LGBTI people in its work. The Guidance Note is framed by international human rights standards and the Agenda 2030 and the SDGs, and had been developed through a consultative process, including members of UN Women’s informal reference group of partners on LGBTI issues.
- Continued analysis of UN treaty body and Universal Periodic Review recommendations on the rights of LGBTI persons and mapping of recommendations related to gender equality issued by UN human rights mechanisms for use by country offices, also included recommendations on sexual orientation and gender identity;
- UN Women integrates issues related to the human rights of LGBTI peoples into our work on civil society mobilization, especially given the intersectional lens of the SDGs. In addition to co-signing the Joint UN Statement, UN Women continues to issue public statements during IDAHOT, and during International Human Rights Day. UN Women’s Executive Director regularly meets with the LGBTI caucus. UN Women aims to ensure that all civil society meetings convened by UN Women have intersectional representation, including from LGBTI groups, not just in the global meetings but also in the regional and country level meetings. UN Women also ensures that LGBTI voices are part of the formal mechanism of its Civil Society Advisory Groups at the global, regional and country levels;
- UN Women integrated its advocacy work on LGBTI rights into various forums of the 62nd session of the Commission on the Status of Women held in March 2018, where UN Women partnered with some LGBTI groups on flagship side events on Leaving No One Behind, which specifically had the marginalization of LGBTI people as a key focus area, and the Youth Dialogue, where Youth LGBTI civil society activists and leaders also played a key role.
- UN Women is one of three UN agencies that partnered with Outright Action International, ARC International and GATE on the informal briefing of the Yogyakarta Principles plus 10 on 7 March 2018.

UN Women has participated in working groups aimed to strengthen the impact of gender and diversity perspectives in public policy making on HIV; ensured the inclusion of LGBTI voices as part of the formal mechanism of the Civil Society Advisory Groups at global, regional and country level, as well as at global, regional and country level civil society gatherings; supported awareness raising on the violence against LGBTI persons; conducted research with, and supported representation and capacity development of, LGBTI organizations to; participate in Commission on the Status of Women and other global events, including Beijing +20 events, understand how to better protect, promote and defend the rights of LGBTI people, prepare CEDAW shadow reports, engage in policy dialogue and lobby for policy change, in several countries. Concrete examples from UN Women Regional and Country Offices include:

- The regional UN Women Asia-Pacific office held a [regional consultation](#) on promoting and protecting the rights of lesbians, bisexual women, transgender and intersex persons in partnership with OutRight Action International and in collaboration with UNDP and UNAIDS. An outcome of the consultation is a list of ten recommendations for programming actions for UN Women and UN agencies for advancing LGBTI rights. As a follow-up to the regional consultation they held an Expert Group Meeting (EGM). An Internal Statement on Examining Gender Identities, Expressions and Inequalities was issued as the collective thinking from this EGM. The Statement explores the rethinking, redefining and re-conceptualizing [of] gender beyond the binary notions of male-female, man-woman, masculinities-femininities” and what these might mean for UN Women’s vision and mandate, and emphasizes the commitment to be inclusive in UN Women programming and normative work in the Asia-Pacific region.
- UN Women in Mexico, together with 8 other UN entities, issued [an interagency call for tolerance and respect for diversity and guaranteeing the human rights of all persons](#) to condemn the reiterated expressions of hate, intolerance, stigma and discrimination of lesbian, gay, bisexual, trans and intersex persons occurring in Mexico.
- UN Women in Cabo Verde has, as the co-chair of the UNCT thematic group on gender and human rights, mobilized funds to implement the ‘Free and Equal Campaign’, a global public education programme against homophobia and transphobia.
- UN Women in India prepared a briefing paper entitled [‘The Transgender Question in India: Policy and Budgetary Priorities’](#) that looks at the multi-dimensional nature of problems faced by the transgender community. The paper draws on a study carried out by a civil society organization and funded by UN Women and the Ford Foundation called ‘Intersectionality frameworks to track budgets for transgender communities’.
- UN Women in India supported civil society partners to prepare a stakeholder report for the Universal Periodic Review combining concerns related to women and the LGBTI community, outlining advancements and barriers in relation to the recommendations made to India in the second UPR, with suggestions for actions to be taken for the full realization of women’s human rights and gender equality. The report was included in OHCHR’s Summary of Stakeholder Information and was prepared based on a wide range of consultations and endorsed by 183 organizations.
- UN Women Pakistan in commemoration of the International Day Against Homophobia and Transphobia (IDAHOT) 2017, together with several ambassadors and UN representatives signed an Op-Ed in Pakistan’s major English language newspaper advocating for transgender rights. Due to the political sensitivities involved, an important consideration for the country office was to do this jointly with other agencies/embassies, not to be singled out.

- In Albania, the UN Trust Fund to End Violence Against Women supported a project aimed to reduce violence and discrimination by service providers of Health and Education institutions to improve access to quality services and the respect of the rights of LBT women in the health and education sectors. Development of a manual for health care providers and educational professionals, including training workshops on its use, and awareness campaigns and advocacy initiatives formed part of the project.
- UN Women Cambodia provided support to LBQ civil society organizations at the 7th ILGA Regional Asia Conference in 2017, including through running a session on protecting Asian LGBTI women's rights through CEDAW and other human rights mechanisms.
- In Viet Nam, UN Women prioritized consultations with LGBTI persons in the scoping study for the Safe City programme, which helped to identify violence against transgender women in public spaces as a critical concern. In January 2018, UN Women also organized the first LGBTQ community consultation in Viet Nam in collaboration with the Feminist network of Vietnamese feminist organizations and groups.

UN Specialised Agencies

International Labour Organization (ILO)

Employment discrimination:

- ILO's project [Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work \(PRIDE\)](#) seeks to identify good practices and discrimination faced by LGBT people under each of the four pillars of the ILO's Decent Work Agenda. It seeks to:
 - Identify the gaps and shortcomings in legal provisions and their application which lead to discrimination in the world of work for LGBT persons, and record positive legal systems where such rights are protected (Fundamental Principles and Rights);
 - Identify 'good practice' workplaces where diversity and tolerance for LGBT persons is promoted (Employment Promotion);
 - Assess whether social security instruments such as medical care, pension entitlements and other benefits are available to LGBT workers on the same terms as other workers (Social Protection); and
 - Assess the extent of governments', trade unions' and employer organizations' knowledge and capacity to raise LGBT issues in tripartite social dialogue fora and collective bargaining processes (Social Dialogue). A fifth component on HIV and AIDS is also included in the project to address the challenges that LGBT persons face in this regard.
- As of December 2016, research is complete in Argentina, Costa Rica, France, Hungary, India, Indonesia, Montenegro, South Africa and Thailand. The country reports are available [here](#).
- A '[For Information](#)' paper, outlining the preliminary results of the PRIDE project at that time was put before the 319th Session of the ILO's Governing Body in October, 2013.
- On 15 May, 2015 the ILO marked International Day against Homophobia and Transphobia (IDAHOT) by launching the reports for [Argentina](#) and [Thailand](#), and by presenting an [issue brief](#) on the findings of the research globally to-date; and on IDAHOT celebrations on 18 May, 2016 international rugby referee, Nigel Owens spoke

of the challenges he faced being gay in his profession, and the ILO launched the country reports for Costa Rica, France, Indonesia and South Africa.

- Building on the results of the PRIDE project, under the next phase, to run from January to December 2017 the ILO will work with LGBT rights organizations to provide support to governments, and workers' and employers' organizations to promote decent work for LGBT workers. It seeks to work consistently and with a long-term perspective to promote the protection of LGBT people, and combat the discrimination of LGBT people in legislation and in practice. Additionally, through the diffusion of reports from the first phase of the project, the ILO contributes to raising awareness about LGBT rights globally.
 - The ILO marked IDAHOT 2017 with the slogan "LGBTI allies @ ILO." On this day the Pride flag was raised for the first time in the ILO. Staff were also invited to take a selfie at the Pride booth and to post their photos onto social media to show their solidarity with LGBTI people.
 - Trainings have been conducted in two departments of the ILO in HQs to strengthen the capacity and knowledge of staff on sexual orientation, gender identity, gender expression and sex characteristics.
 - ILO HQ in Geneva is the one of the first UN agencies in Geneva to have gender inclusive facilities on each floor.
- The ILO will be presenting a paper on LGBTI rights at work to the ILO Committee of Experts in November 2018.
- The ILO published the findings of a study titled "Tolerance concerning sexual orientation and gender identity in the ILO" in 2017. Attitudes and behaviours towards LGBT colleagues in the ILO were highlighted. The ILO is implementing the recommendations of the study to make the work environment within the organization more inclusive for LGBTI workers. The ILO study is serving as a basis for the UN Globe study scheduled for 2018. The report of the study was finally published in 2017 with clear recommendations to be implemented with the Human Resource Department (HRD).
- The ILO has commenced a process which may result in the first international labour standard or standards on violence and harassment in the world of work. Discrimination based on sexual orientation and gender identity has been identified as a factor leading to violence and harassment in the world of work, and lesbian, gay, bisexual, transgender, intersex and gender-nonconforming workers are disproportionately affected by violence and harassment. Equality and non-discrimination for all workers, in particular for those disproportionately affected by violence and harassment, is fundamental to achieving social justice. The new International Labour Standard or Standards which will be adopted in June 2019 will address violence and harassment in the world of work, including against LGBTI workers. This first discussion of the draft instruments will be held during the International Labour Conference in June 2018.
- As part of the UNAIDS Unified Budget Results and Accountability Framework (2016 – 17), the ILO reported on HIV interventions focussing on LGBTI populations, mostly in the Asia region.
- The ILO commenced the process of developing a Terms of Reference for task to develop a Toolbox on LGBTI inclusion in the world of work. Work in this regard is continuing in 2018 and will be extensively reported on during 2018.

United Nations Educational, Scientific and Cultural Organization (UNESCO)

Violence including bullying based on sexual orientation and gender identity/expression in education:

- UNESCO's work on preventing and addressing homophobic and transphobic violence including bullying in educational institutions, is in line with UNESCO's mandate on ensuring the right to quality education for all in learning environments that are safe, nonviolent and inclusive (SDG 4 – Target 2.a).
- In December 2011, UNESCO convened the first-ever UN international consultation to address homophobic bullying in educational institutions. The findings were summarized in the 2012 publication "[Good Policy and Practice in HIV and Health Education – Booklet 8: Education Sector Responses to Homophobic Bullying](#)". This publication is available in Chinese, English, French, Italian, Korean, Polish, Portuguese, Russian and Spanish.
- In 2013, with support from the Government of the Netherlands, UNESCO launched the three-year project "Education and Respect for All: Preventing and Addressing Homophobic and Transphobic Bullying in Educational Institutions". The project supported regional and country-level activities in Asia-Pacific, Southern Africa, Latin America and the Caribbean to improve the evidence base, document and share best practice for action, raise awareness and build coalitions, and implement school-based interventions to prevent and address homophobic and transphobic bullying. Within the framework of the project various activities were implemented at global, regional and country levels.

Improving the evidence base and documenting best practice:

- In 2014, UNESCO published in collaboration with Plan International a [study on bullying targeting secondary school students who are or are perceived to be transgender or same-sex attracted in Thailand](#).
- In 2015 UNESCO launched a comprehensive review into bullying based on sexual orientation and gender identity or expression in Asia Pacific, '[From Insult to Inclusion](#)' (infographics).
- May 2016 brought the release of the report '[Out in the open: Education sector responses to violence based on sexual orientation and gender identity/expression](#)' (Summary in [English](#) and [French](#)) in May 2016. The report provides an up-to-date review of the scope and impacts of that phenomenon across regions.
- In 2016, the Ministry of Education and Training of Viet Nam with support from UNESCO and UNGEI published the study, "[Reaching out: Preventing and addressing school-related gender-based violence in Viet Nam](#)" ([Volume 1](#) & [Volume 2](#)) in 2016, by the Ministry of Education and Training of Viet Nam with support from UNESCO and UNGEI.
- In 2017, at the invitation of UNDP and the World Bank, UNESCO chaired the expert working group on education for the development of an international LGBTI Inclusion Index.
- In 2018, UNESCO is working with the Council of Europe to develop a European version of the Out in the Open report, to enrich the evidence base for education sector responses to violence based on SOGIE in the European region.
- Also in 2018 UNESCO will publish a technical brief that provides evidence-based recommendations on how governments and organizations managing large school-based or household surveys can routinely monitor violence based on SOGIE in education.

Raising awareness and building coalitions:

- On the occasion of the International Day Against Homophobia and Transphobia (IDAHOT) in 2016, UNESCO organized an international ministerial meeting to catalyse responses by its Member States to violence including bullying based on sexual orientation and gender identity/expression in education. The meeting was attended by 250 participants. 67 countries were represented at the meeting, including 54 at governmental level and 15 countries at ministerial level. A group of countries present at the meeting also affirmed a “Call for Action by Ministers” expressing their political commitment to ensuring inclusive and equitable education for all learners in an environment free from discrimination and violence, including discrimination and violence based on sexual orientation and gender identity/expression. The “Call for Action by Ministers” uses the evidence and the recommendations included in the ‘Out in the Open’ report. 56 countries have already expressed their support for the Call for Action by Ministers.

Supporting the implementation of country-level activities addressing violence based on sexual orientation and gender expression/identity in education:

- In Asia Pacific, UNESCO organized a regional consultation on education sector responses to violence based on SOGIE in Manila, the Philippines, on 6-7 November 2017. The two-day consultation brought together representatives from nine countries to highlight gaps and good practices at country-level, and identify strategic opportunities for multi-stakeholder advocacy and action to address school-related SOGIE-based violence. It featured the “Art for Inclusion” exhibition, which included artwork by Visual Communications students from the University of the Philippines.
- Also in Asia in 2017, a teacher training and curriculum development workshop was organized in Thailand, with the goal of providing national education authorities with a deeper understanding of SOGIE and the impact of bullying and discrimination based on SOGIE, and of identifying entry-points and strategies for the Thai context.
- In Latin America, UNESCO is working with Cenesex (Centro Nacional de Educación Sexual) in Cuba to generate data through two studies: a situation analysis on the response of the education sector to homophobic and transphobic bullying, and a study conducted amongst young LGBT adults about their experiences of violence when they were in school.
- In Europe, the International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex Youth and Student Organization (IGLYO) organized in Brussels, on 22-23 January 2018, a follow-up meeting to the Call for Action for European countries, with support of UNESCO. Participating countries reviewed progress in the implementation of their commitments, and plan for further actions.

Mainstreaming issues related to homophobic and transphobic violence in UNESCO’s general work on school violence and bullying.

- On 17-19 January 2017, UNESCO and the Ewha Womans University, organized the International Symposium on school violence and bullying in Seoul, Korea. The Symposium presented a review of the evidence on the scope, nature, drivers and impacts of school violence and bullying globally, and on existing education sector responses to school violence. A number of sessions presented data on school violence based on SOGIE, and best practices in preventing and addressing it.
- During the symposium, the [Global Status Report on School Violence](#) and Bullying was launched. It includes a specific section on “Children and adolescents whose sexual

orientation, gender identity or expression does not conform to traditional gender norms”.

- In 2018 UNESCO published the [International technical guidance on sexuality education](#). The guidance is developed to assist education, health and other relevant authorities in the development and implementation of school-based and out-of-school comprehensive sexuality education programmes and materials. The needs of LGBTI students are extensively referenced.

World Health Organization (WHO)

Principles and mandate with regards to LGBTI

- The support of WHO to Member States is founded on the principle that all citizens should have equitable and equal access to health services.
- With regard to all citizens’ right to equitable and equal access to health services, WHO provides leadership in developing evidence-based policy options; in providing technical support to Member States and in helping to build institutional capacity; in shaping the research agenda to stimulate the generation, translation and dissemination of information on access to health services; and in monitoring and reporting progress towards universal health coverage.
- WHO Regional offices have also taken a number of steps to advance the health of LGBTI people and in 2013, the Directing Council of WHO/PAHO adopted a [resolution on addressing the causes and disparities in health service access and utilization for lesbian, gay, bisexual and trans persons](#). The Resolution followed the adoption in 2012 of a WHO/PAHO statement on ["Cures for an illness that does not exist"](#) on the lack of medical justification and the threat to health and well-being of "therapies" to change sexual orientation with recommendations for Governments, academic institutions, professional associations, the media and other stakeholders.

Guidelines

- A key tool to monitor health coverage and outcomes is the International Classification of Diseases (ICD). The ICD is currently undergoing revision towards the 11th edition, and will reflect the contemporary context for healthcare and access including a proposed new chapter on “sexual health”.
- In the field of HIV, in 2011 WHO issued guidelines on [Prevention and Treatment of HIV and other STI among men who have sex with men and transgender people](#) which led to the development of a joint UN/civil society tool on [Implementing Comprehensive HIV and STI programmes for men who have sex with men](#). The Prevention guidelines were updated in 2014 into a consolidated version for [HIV prevention, diagnosis, treatment and care for key populations](#) and again in 2016 following a survey on values and preferences of transgender people. The latest guidelines include recommendations to, inter alia, decriminalize same-sex behaviour and non-conforming gender identities, and legally recognise transgender people. A supplement to these guidelines included a [Tool to set and monitor targets for HIV prevention, diagnosis, treatment and care](#) to support national programme managers to plan and measure disaggregated response for the five key populations.
- In 2015, WHO/HIV published a [Policy Brief on Transgender people and HIV](#) the first of its kind, which paved the way for a [Blueprint for the Provision of Comprehensive Care for Trans People and Trans Communities in Asia and the Pacific](#). More recently, WHO/HIV contributed to a commentary on the [‘Growing recognition of transgender health’](#) in the WHO Bulletin. WHO has also supported the development of a tool

[‘Implementing comprehensive HIV and STI programmes with transgender people. Practical guidance for collaborative interventions’.](#)

- In 2012, WHO/HIV issued guidelines on [Prevention and Treatment of HIV and other STI for sex workers in Low-and Middle –Income countries](#), which formed the basis for a WHO/HIV 2013 tool on [Implementing comprehensive HIV/STI programmes with sex workers: practical approaches from collaborative interventions](#), both of which address the situation of men who have sex with men and transgender sex workers. In 2015, a supplement to these guidelines provided a [Tool to set and monitor targets for HIV prevention, diagnosis, treatment and care](#) to support national programme managers to plan and measure disaggregated response for the five key populations.
- A similar tool was developed in 2015 to address the needs of MSM [‘Implementing comprehensive HIV and STI programmes with men who have sex with men. Practical guidance for collaborative interventions an implementation tool for men who have sex with men’.](#)
- In 2015, WHO/HIV published four technical briefs on HIV and young key populations (including young men who have sex with men, young people who inject drugs, young transgender people, and young people who sell sex).
- Starting in 2018, World Health Organization HIV Department, the International AIDS Society and other stakeholders, have begun work to develop a decision framework to support the implementation and scale-up of differentiated service delivery for key populations.
- A [compendium of case examples of innovation and good practice in HIV prevention, diagnosis, treatment and care](#) has also been published that will form an annex to the existing Guidelines for [HIV prevention, diagnosis, treatment and care for key populations](#)

Research

- In 2002, WHO published the report of a technical consultation on “[Defining sexual health](#)” which included a number of guiding principles for successful programme interventions, such as the importance of an affirmative approach to sexuality, and noting the importance of considering sexual orientation in the design of health programmes.
- A 2010 report ["Developing sexual health programmes: A framework for action"](#) further recommended the repeal of discriminatory laws and the adoption of anti-discrimination legislation that includes grounds of sex and sexual orientation. Similar conclusions were drawn in the 2015 report [Sexual health, human rights and the law](#) which highlights the relationship between sexual health, human rights and the law.
- In 2013-2014 WHO contributed to the [SIALON II project](#), a multi-centre bio-behavioural cross-sectional survey carried out among MSM across 13 European countries. Results of this study have been published with WHO support on [test seeking behaviour](#) and [serostatus disclosure](#). In 2018, results will be published on outness, sexual satisfaction and, autonomy and safety.
- In January 2016, WHO published a review of systematic reviews, compiling [evidence and knowledge gaps on the disease burden in sexual and gender minorities](#).
- In May 2016, three Global Health Sector Strategies on HIV, viral hepatitis and STIs were adopted by member states at the World Health Assembly.

- In December 2016, WHO published a [Frequently Asked Questions on health and sexual diversity: An introduction to key concepts](#) that consolidates existing WHO guidance on gender minorities.
- In 2017, WHO published a [study](#) exploring the link between violence and perceptions of sexual orientation, gender identity or gender expression, based on a systematic review of 74 studies.
- In 2017, WHO also contributed to the publication by the ESTICOM (European Surveys and Training to Improve MSM Community Health) Project of a [review](#) of HIV and sexually transmitted infections among men who have sex with men (MSM) in Europe.
- Following reported increases in the incidence of HIV and syphilis among men who have sex with men (MSM) in Europe, WHO published the findings of a [study](#) evaluating the performance of rapid point-of-care tests compared with laboratory tests among MSM in improving access to screening.
- Building on this, data collection is ongoing to evaluate the utility of dual HIV/syphilis tests for screening among MSM in Latvia, Slovenia, Spain, and Ukraine, as well as clinic-based evaluations of dual HIV/syphilis tests and point of care testing for NG/CT in MSM in Italy, Malta, Morocco, Peru, UK, and Uganda.
- WHO published in 2017 a [paper](#) describing the new operational framework for sexual health that was developed by the WHO Working Group for Operationalizing Sexual Health, which describes sexual health intervention areas and the inter-relationship between sexual health and reproductive health.
- In 2018, WHO will present papers on the role of behaviour interventions for STI prevention that includes a specific focus on LGBTI health within the context of biomedical interventions such as pre exposure prophylaxis.
- WHO will also initiate a two-year feasibility study on the use of a brief sexuality-related communication intervention among different populations, including MSM and transgender populations in Peru.

World Bank

This summary details the approach of the World Bank Group to address exclusion based on sexual orientation and gender identity in client countries.

Economic, social, and human development:

- The World Bank approaches SOGI inclusion through our commitments on gender equality and social inclusion. The links between gender equality and development were well established in the [2012 World Development Report on Gender Equality and Development](#), while the importance of social inclusion in development was articulated in the 2013 report [Inclusion Matters](#). Jim Yong Kim, the World Bank Group president calls for LGBTI inclusion in a [video](#) message and [advocates](#) for countries to address the cost of discrimination on societies and economies—including on grounds of SOGI.

In November 2016, the World Bank appointed first-ever [SOGI Global Advisor](#). He is providing thought leadership and technical guidance to ensure LGBTI inclusion in World Bank programs and operations.

- Existing evidence indicates that [LGBTI people suffer](#) lower education outcomes due to discrimination, bullying and violence in schools; higher unemployment rates; and a lack of access to adequate housing and health services and financial services. As a result, [LGBTI people are likely overrepresented in the economic bottom 40%](#) of the population. The main strategic contributions and priorities for the World Bank are to expand the evidence-base on the links between LGBTI exclusion and development through research, and to the application of knowledge to project design. Secondary contributions include platforms that promote knowledge-exchange—especially in relation to [poverty alleviation](#).

Research and Data:

- With support from the World Bank internal Nordic Trust Fund (NTF), the World Bank surveyed more than 3500 LGBTI and non LGBTI people in Thailand and launched a report on [the Economic Inclusion of LGBTI Groups in Thailand](#). The research generated quantitative and qualitative data on the forms of discrimination—specifically in accessing markets, services and spaces pertaining to the employment, labor, and education sectors. This involved an online survey targeting LGBTI individuals as well as, for comparison, the general population, plus focus-group discussions.
- With support from the NTF, the World Bank is generating quantitative [data in the Western Balkans](#) on the economic dimensions of LGBTI exclusion. This includes a regional survey designed to capture the experiences of LGBTI people in 5 countries of the Western Balkans, Croatia and Slovenia. A specialized survey in Serbia was designed to capture the development outcomes of LGBTI Serbians, while [two experimental studies](#) provided in depth insights into SOGI based discrimination and exclusion.
- Within the Development Economics unit, the World Bank is examining discriminatory laws applied to [racial minorities, religious minorities, and LGBTI persons](#) as a way to measure the impact of these laws on economic growth. Countries in the pilot phase included Bulgaria, Mexico, Morocco, The Netherlands, Tanzania and Vietnam.
- In Georgia, and as part of a larger diagnostic to measure the extent of gender-based violence, the World Bank carried out numerous focus group discussions with the LGBTI community across the country. The findings will inform policy dialogue on services and policies to support violence prevention.
- Building on the study “The Economic Cost of Stigma and the Exclusion of LGBT People: A Case Study of India,” the World Bank is carrying out a country study in Brazil to measure the economic cost of excluding LGBTI people from markets, services and spaces.
- The World Bank partnered with UNDP in leading global consultations to further define LGBTI inclusion through consensus on [draft LGBTI inclusion measurement indicators](#). This work also enjoyed the leadership of several other UN agencies for specific sectoral or thematic areas (UNESCO, UNICEF, WHO, UNAIDS), as well as OAS. ILO, UNFPA and OHCHR also participated in the consultations.

Applying Knowledge to Project Design:

- The World Bank in Costa Rica is seeking to operationalize new public policies to protect the rights to life, health, social security and social protection of LGBTI individuals. Additionally, the project seeks to support government staff to improve health care for LGBTI individuals and their participation in the implementation of results monitoring.
- Through a series of briefs which seek to operationalize violence prevention in sectoral loans, the World Bank co-created a guidance note to promote violence prevention among [lesbian, bisexual, and transgender women](#). Additionally, regional gender action plans and diagnostics in Europe, Central Asia, Latin America, and the Caribbean have specifically incorporated LGBTI issues as important to the larger goals of gender equality.
- Examples of development initiatives focusing on SOGI include:
 - A Philippines [Gender Assessment](#) included an analysis of challenges specific to the LGBTI population.
 - A [Development Policy Loan](#) to the State of Bahia, Brazil addressed violence against marginalized populations, including LGBTI people.
 - In Rio de Janeiro, the [Metropolitan Urban and Housing Development project](#) supported a medium and long-term agenda for fostering social development.
 - A project in Indonesia empowered marginalized groups, [including transgender women](#).
 - In Nepal, the World Bank contributed resources to a project with a focus on creating SOGI-sensitivity tools in schools.
 - The World Bank Country Partnership Framework for Uruguay includes SOGI-specific entry points in the portfolio.
 - Country diagnostics in the Western Balkans and Thailand incorporated LGBTI exclusion as an integral challenge to larger development outcomes.
 - With support from the NTF, the World Bank is now working with the Thai government to strengthen awareness on their commitment to safeguard marginalized groups—particularly LGBTI people. The grant also seeks to build a South-South learning platform among countries in Southeast Asia to promote LGBTI inclusion.
- In 2016 the World Bank updated its safeguard framework to modernize its approach of risk mitigation during the lending process. In parallel, the World Bank president enacted a Presidential Directive to be implemented alongside the framework. This Directive specifically demarcates discrimination based on SOGI as contributing toward vulnerability, and thus places a responsibility on staff to ensure vulnerable groups (including LGBTI people) are not negatively impacted by lending.
- We are also producing a knowledge product on the intersection of SOGI and contexts of Fragility, Conflict, and Violence (FCV). This knowledge product discusses why it is important for the World Bank to consider SOGI inclusion. It further identifies the entry points the World Bank can take in areas such as health, education, jobs and social protection to mitigate SOGI-based vulnerabilities in FCV contexts.

Knowledge-Exchange:

Since 2011, the World Bank has convened numerous public events on SOGI inclusion in development—particularly by advancing the link to poverty and larger development goals. These events have taken place on internationally recognized days, including [IDAHOT](#), World AIDS Day, and the [International Day of Tolerance](#). Other events have taken place during the

World Bank's Annual and Spring Meetings, and include the World Bank President and Executive Directors [meeting with global LGBTI leaders](#). Finally, other events have prioritized sharing best practices regarding governmental inclusion of LGBTI people, in addition to exchanging expertise on measuring the extent of exclusion. Throughout these events, the World Bank fostered knowledge-exchange among organizations, governments, World Bank staff, and international organizations. In this, the World Bank will continue to convene a diverse group of actors who seek to promote inclusion and rights, will continue to showcase global successes, and will continue to promote the exchange of cutting-edge methods of measuring exclusion.

Other UN Entities and Related Organizations

International Organization for Migration (IOM)

IOM aims to combat discrimination and abuses against LGBTI migrants and to build a work environment with zero tolerance for homophobia, transphobia and biphobia.

Working with LGBTI Migrants:

- From 2011-2016, the IOM LGBTI Focal Point provided training on working with persons of diverse sex, sexual orientation and gender identity in the humanitarian context to nearly 1500 staff members of IOM and 25 other organizations and entities, including UNHCR, other UN agencies, government representatives and NGOs, in 18 countries in the Americas, Europe, Africa, the Middle East and Asia. The training sessions were between one and three days in length and included such topics as terminology, global issues, communication, creating safe spaces, conducting interviews, operational protection, resettlement and travel and transit for LGBTI migrants and refugees.
- In December 2016 and August 2017, IOM and UNHCR held joint “training of trainers” sessions for 46 staff members from around the globe to deliver the training package. Since those Training of Trainer sessions, the certified IOM trainers have provided LGBTI training for more than 300 staff members in 10 countries. They are expected to continue training IOM, UNHCR and operating partners in 2018 and beyond.
- In September 2017, an updated version of the 2015 IOM UNHCR training package [“Working with LGBTI Persons in the Humanitarian Context” was released and can be accessed at www.unhcrexchange.org/old/topics/15810/contents](#). The material is suitable for a wide range of entities, and organizations are encouraged to adapt the material for their own use. The training package includes five modules comprised of 26 units and covers a wide range of topics, from terminology, international law, successful communication and safe spaces to conducting interviews, operational protection, durable solutions, health, sexual and gender-based violence, travel and transit and intersectionality. The package is currently being translated into French, Spanish and Arabic.
- IOM has also developed a Spanish-language training course [“Migration and the LGBTI Community”](#) ([English translation available here](#)). It is being implemented through LGBTI focal points in Mesoamerica and raises awareness among public servants, shelter workers, migration-related NGOs and LGBTI activists and advocates by teaching participants how to better address the challenges faced by LGBTI migrants due to persecution on the basis of their sex, sexual orientation and gender identity.

The IOM Work Environment:

- In 2017, IOM hired its first Diversity Officer under the division of Human Resources Management. The Diversity Officer's portfolio includes gender and geographical balance in the workforce and other diversity-related concerns, including improving the workplace for persons of diverse ability, sexual orientation and gender identity.
- In 2015, IOM appointed a LGBTI Focal Point who handles programmatic and personnel questions related to migrants and staff members of diverse sex, sexual orientation and gender identity from throughout the organization. The LGBTI Focal Point is also IOM's representative to UN-GLOBE.
- IOM has made several important policy changes related to LGBTI staff issues, including on the provisions on rotation, recognition of spouses and partners in same-sex relationships (IN/225) and the inclusion of gender identity as a category protected by the Standards of Conduct (IN/15, Rev. 1).
- For IDAHOT 2016 and 2017, IOM undertook a wide range of activities, including a multi-agency panel discussion in Geneva, training sessions and global information dissemination to staff through a staff advisory and other means. The Director General released a video message to all staff members and the general public on "IOM and Working with LGBTI People in the Humanitarian Context.". The organization also produced an article for partners on IOM's LGBTI-related work and printed diversity and inclusion, "safe space workplace" and "LGBTI ally" posters, buttons, stickers and bookmarks that were distributed in print to IOM's regional offices and digitally to staff worldwide.
- In 2015, IOM launched a social media campaign on Twitter ([@IOM LGBTI](#)) and Facebook ([IOM LGBTI Migrant Equality](#)) highlighting the importance of respecting LGBTI migrant rights.

UNAIDS - the Joint UN Programme on HIV/AIDS²

UNAIDS is a partnership of 11 UN organizations (UNHCR, UNICEF, WFP, UNDP, UNFPA, UNODC, UN Women, ILO, UNESCO, WHO and the World Bank) that leads UN efforts to achieve universal access to HIV prevention, treatment, care and support. UNAIDS fulfils its mission by uniting global efforts, speaking out in solidarity, mobilizing political, technical, scientific and financial resources, empowering agents of change with strategic information and evidence, and supporting inclusive country leadership. This update focuses uniquely on the UNAIDS Secretariat.

The UNAIDS strategy, [2016–2021: On the Fast-Track to end AIDS](#), aligns with the Sustainable Development Goals and incorporates human rights based approach to development..

Advocacy and speaking out in solidarity:

- One of 12 UN agencies endorsing a joint statement on *Ending violence and discrimination against LGBTI people*.
- Led the development and is supporting the implementation of a Joint *UN Statement on Ending Discrimination in Health Care Settings* that was endorsed by 12 UN Agencies. http://www.unaids.org/sites/default/files/media_asset/ending-discrimination-healthcare-settings_en.pdf

² UNAIDS means the UNAIDS Secretariat unless otherwise noted.

Role of the UN in combatting violence and discrimination against lesbian, gay, bisexual, transgender and intersex people – programmatic overview (19 June 2018)

- Monitors political and HIV crisis situations facing LGBTI people in countries, and engages in diplomacy as necessary. This includes statements and high-level advocacy by the UNAIDS Executive Director, RST Directors and UNAIDS Country Directors.
- Releasing annual IDAHOT statements. In 2018, hosting with UN-Globe & UN Plus events in Geneva relating to the impact of artificial intelligence on LGBTI people and SOGI policies

Mobilizing political, technical, scientific and financial resources:

- Providing technical assistance and high-level political engagement in countries on issues related to policies such as criminalization, mandatory testing, travel restrictions, and more. This includes engaging as a “friend of the court” or Amicus Curiae when necessary.
- Working in partnership with USAID and the Elton John Foundation on the [Deep Engagement Fund](#) to support access to health care by LGBTI people in Uganda, Kenya and Mozambique. The partnership has also initiated an [Emergency Response Fund](#) administered by the International HIV/AIDS Alliance. Grants of up to \$20,000 are available in 29 countries where these communities are at high risk of experiencing human rights violations.
- Provided technical support, including training staff, for several UN system-wide training initiatives to raise awareness on issues related LGBTI among UN staff members, namely UN for All (UN Cares) and “in-reach” initiative.

Convening stakeholders and partners:

- Coordinating an annual global effort on March 1: [International Zero Discrimination Day](#).
- With UNFPA, launched the [Global HIV Prevention Coalition](#) and a [Prevention Road Map](#). One of the five pillars in the Prevention Road Map specifically aims at scaling up evidence-informed and human-rights based combination prevention programmes tailored to LGBTI people.
- Supporting [#uproot](#), a youth political agenda led by [The PACT](#). It aims to tackle the root causes that put young people at risk, including inequalities, discrimination, exclusion and violence. #Uproot’s first pillar is to challenge harmful policies that jeopardize young people’s access to HIV and sexual and reproductive health services and rights, including criminalization of LGBT communities.
- With MSMGF, established a stakeholder platform to *fast track* the HIV and human rights responses among gay, bisexual men and other men who have sex with men.
- UNAIDS Country Offices (UCOs) routinely convene representatives from the gay/MSM and transgender communities for consultations. They remain in-country responders to issues impacting access to health and justice.
- With OHCHR, supported a second joint dialogue between the African Commission on Human and Peoples’ Rights and the Inter-American Commission on Human Rights in 2018.
- With WHO, co-leading the implementation of the *Agenda for Zero Discrimination in Healthcare Settings* action plan.
http://www.unaids.org/sites/default/files/media_asset/2017ZeroDiscriminationHealthCare.pdf
- With GNP+ and UN Women, convening the *Global Compact to End All Forms of HIV related Stigma and Discrimination*. This initiative aims to attain UNAIDS’ vision of ZERO Discrimination, ZERO New HIV Infections and ZERO AIDS-Related Deaths.

Empowering agents of change with strategic information and evidence:

- Created the [Key Population Atlas](#) that brings together data from multiple sources and displays them for gay men and other men who have sex with men (16 indicators) and transgender people (9 indicators). Indicators include stigma, legal issues and resource needs. It will be updated in July 2018 with compiled data from the Global AIDS Monitoring.
- Launched *Agenda for Zero Discrimination in Health care* jointly with WHO to catalyze partnerships.
- [Equal Eyes](#): a bi-weekly curated compilation of stories that highlight successes and challenges facing LGBTBI people. It is available in English and Portuguese.
- Built and published an innovative index to measure the level of homophobia at country level. The index is presenting the situation in terms of institutional and social homophobia for 158 countries.
(http://www.unaids.org/en/resources/presscentre/featurestories/2018/march/20180309_homophobia)
- Supported the development of indicators to measure social inclusion of LGBTBI communities in countries: index is being developed by World Bank and UNDP

Supporting inclusive country leadership:

- Supporting countries to develop and implement Global Fund grants to scale-up human rights programmes that include removing legal, policy and program barriers to HIV services and addressing stigma and discrimination against LGBTBI people and others.
- Engaged extensively with stakeholders in-country to support the development of concept notes to the Global Fund that include activities related to human rights and stigma & discrimination.

UNRISD - United Nations Research Institute for Social Development

UNRISD is an autonomous research institute within the UN system that undertakes interdisciplinary research and policy analysis on the social dimensions of contemporary development issues. Through its work, the Institute aims to ensure that social equity, inclusion and justice are central to development thinking, policy and practice. To this end, UNRISD:

- focuses on the often neglected social content and impacts of development processes and the role of social institutions, relations and actors in shaping development policies and pathways;
- engages researchers, policy makers and civil society actors from around the world in generating and sharing knowledge, in order to shape policy within and beyond the UN system;
- mobilizes and strengthens the research capacity of individuals and institutions in developing countries through collaborative inquiry; and
- provides a space for the exchange of ideas, giving prominence to marginalized viewpoints, often challenging mainstream development thinking and offering alternative policy options.

Research for Social Change

UNRISD's research project, *Beyond Binary: Protection the Rights of Trans* People* [tentative title] will compare and analyse innovative policies being implemented to safeguard and advance trans* people's civil and political rights as well as economic, social and cultural

rights in national and local contexts as articulated by trans* people themselves, aiming specifically to fill in identified gaps in current research and policy recommendations.

The findings will contribute to policy design, feed into UN processes and the 2030 Agenda, and be useful for advocates, practitioners and national governments. In 2018, outputs will include a joint research paper on the rights of trans* asylum seekers in the European Union (focusing) Italy, the United Kingdom and Germany with the Sexual Orientation and Gender Identity Claims of Asylum (SOGICA) project team at the University of Essex, and a literature review on the rights of Timorese trans* women, by Bella Galhos, LGBTQI+ rights activist in Timor-Leste and Sarah Niner of Monash University.

Joint UN initiatives

UN For All

UN Cares, the UN system-wide workplace programme on HIV, has created a training project called "UN for All: Dignity and inclusion in the UN system workplace." The purpose of the learning modules is to help foster a fully inclusive UN system workplace, and it includes a specific learning module on inclusion of lesbian, gay, bisexual, transgender and intersex people in the UN Workplace. So far about 256 UN staff from 106 countries and 30 United Nations entities have been trained to facilitate the UN for All learning modules for their colleagues. Country-level implementation began in 2015. In 2016 UN for All received the "Innovation in Talent Management" award at the Career Development Roundtable in International Organizations meeting in Helsinki. Information about the UN for All project is available on the [UN Cares website](#).

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