

## QUESTIONNAIRE FOR OTHER STAKEHOLDERS FOR THE REPORT OF THE UN WORKING GROUP ON RESPECTING THE RIGHTS OF LGBTI PEOPLE IN THE CONTEXT OF BUSINESS ACTIVITIES: FULFILLING OBLIGATIONS AND RESPONSIBILITIES UNDER THE UNGPS

Unless indicated otherwise, all the responses received will be posted on the Working Group's [website](#).

Please feel free to respond to all or selected questions as per expertise, relevance or focus of work.

1. In what ways do lesbian, gay, bisexual, transgender, and gender diverse and intersex (LGBTI) people experience human rights impacts in the context of business activities? Please provide specific examples of relevant experiences, including in specific economic sectors, and any relevant available data.

Please explain ways in which LGBTI people may face intersecting forms of discrimination due to multiple factors, including their age, race, ethnicity, disability, or socio-economic status?

2. What measures has the government of your country taken to address any discriminatory laws, policies, attitudes and practices in contexts in which businesses operate, and promote inclusive working environments? Please indicate whether specific reference is made to the situation of LGBTI people in any business and human rights regulatory frameworks, including the national action plan on business and human rights, mandatory human rights due diligence regulations, incentives schemes, disclosure or transparency requirements for companies and investors.

Are there any positive practices regarding the protection of the rights of LGBTI people in the activities of the State in its role as an economic actor, e.g. state-owned enterprises, public procurement agencies, trade missions, export credit agencies, privatization of public services, public-private partnerships, and trade and investment agreements?

What are the remaining challenges to strengthen access to effective remedies for LGBTI people in relation to business adverse human rights impacts? Are there any measures taken by States or businesses to support access to an effective remedy by LGBTI people, including to remove any existing barriers and to ensure that all types of remedial mechanisms, processes and outcomes are sensitive to the experiences of LGBTI people?

3. Please share the experiences of businesses in integrating a gender perspective that is inclusive of the experiences of LGBTI people into their internal structures, policies and practices, including in inclusion and diversity initiatives, as well as in human rights due diligence processes?
4. What challenges and opportunities exist for trade unions to play a positive role in upholding the rights of LGBTI people in the workplace, including in relation to their right of freedom of association and the ability to engage in collective bargaining?
5. Are there any positive practices of meaningful and equal participation of LGBTI persons, movements and organizations in State and business led decision making initiatives and processes on business and human rights?

6. Please share any positive examples at national, regional and international levels that proved useful to promote protection and respect of the rights of LGBTI people in the business context.
7. Please provide any comments, suggestions or additional information that you consider relevant to the 2024 thematic report of the Working Group on respecting the human rights of LGBTI people in business operations.