

Training to promote the inclusion of lesbian, gay, bisexual,
transgender, intersex, and queer (LGBTIQ+) people in the world of
work.

ITCILO training workshop
Madrid, Spain 3 to 5 September 2025

1. Background and context

Discrimination in the world of work hinders the achievement of decent work for all and is a violation of fundamental rights at work. Discrimination can perpetuate poverty and inequalities, undermine sustainable development, productivity and competitiveness, and aggravate political instability.

Around the world, LGBTIQ+ people experience violence, harassment and discrimination on the basis of their sexual orientation, gender identity, gender expression and sex characteristics. The ILO has documented a number of ways in which these harms affect them in the world of work.

Multiple and intersecting layers of discrimination (intersectionality) compound experiences; for example, when LGBTIQ+ people have a disability or health problem, such as HIV, tuberculosis or any other condition, or when they belong to an ethnic or racial minority.

The Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work enshrine the right to non-discrimination as one of the basic elements for the full enjoyment and exercise of other rights, and for the achievement of decent work. Although laws criminalising and discriminating against LGBTIQ+ people are changing, this change is still very gradual. Legislation prohibiting discrimination in the workplace on the basis of sexual orientation is currently being adopted in different regions. As of December 2020, only 81 UN Member States offered legal protection against workplace discrimination on the basis of sexual orientation.¹

The promotion of a workplace free from discrimination is at the core of the ILO's mandate and is one of the fundamental elements of decent work. The core ILO conventions that shape the right to non-discrimination apply to all workers. The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), provides explicit protection against discrimination on the basis of sex, including any other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment and occupation, which may be specified by each member State after consultation with representative organizations of employers and workers.

The Resolution on inequalities and the world of work² adopted by the International Labour Conference in December 2021 noted that discrimination, including systemic, multiple and intersectional forms of discrimination, remains a root cause of inequality. It calls for the development of a strategy to address inequalities in the world of work, ensuring gender equality and non-discrimination, and promoting equality, diversity and inclusion.

The ILO Convention on Violence and Harassment, 2019 (No. 190), for its part, recognises that everyone has the right to a world of work free from violence and harassment. It states that *"each Member shall adopt legislation and policies which guarantee the right to equality and non-discrimination in employment and occupation, including for women workers, as well as for workers and other persons belonging to one or more vulnerable groups, or groups in vulnerable situations who are disproportionately affected by violence and harassment in the world of work"*.

¹ ILGA World 2020 report

² For more information, see the ILO website: <https://www.ilo.org/resource/ilc/109/resolution-concerning-inequalities-and-world-work>

Equality, diversity and inclusion are a central pillar of the "*Leave no one behind*" principle enshrined in the 2030 Agenda for Sustainable Development. Several international studies³ have confirmed the benefits of LGBTIQ+ inclusion in the world of work, which brings aspects of quality and improved personal experience: it helps to ensure that all people feel valued, are treated fairly and are empowered to contribute to and influence workplace outcomes.

About the proposed activity

To promote the inclusion of LGBTIQ+ people in the world of work, the ILO has developed a [learning guide](#) that provides guidance to ILO constituents to initiate and support efforts to promote inclusive work environments. The guide is also useful for civil society organizations working to end discrimination and exclusion.

This multi-country activity aims to provide a training space for government officials from Nepal, Philippines, South Korea and Thailand in Asia; Costa Rica, Cuba, Mexico, Brazil, Colombia and Uruguay in Latin America; and Belgium, Croatia, Estonia, Iceland and Spain in Europe for the practical application of the ILO tool "Lesbian, gay, bisexual, transgender, intersex, intersex and queer (LGBTIQ+) inclusion in the world of work: a learning guide".

This activity is jointly developed by the International Training Centre of the ILO in Turin (ITCILO) through its International Labour Standards, Rights at Work and Gender Equality Programme (ISLGEN), with the financial support of the Spanish Ministry of Labour and Social Economy.

2. General and specific objectives

The general objective of this activity is to strengthen capacities to contribute to making a more inclusive world a reality for all people, promoting equality and diversity and the inclusion of LGBTIQ+ people in the world of work.

The specific objective is to train government focal points to foster and promote the inclusion of LGBTIQ+ people in the world of work, who will increase their knowledge and exchange experiences.

The specific training objectives of the course are

- To increase knowledge of concepts related to sexual and gender diversity;
- To improve understanding of the situation of LGBTIQ+ people in their working and social environment;
- Raise awareness of the importance of guaranteeing the rights of LGBTIQ+ people in the world of work in order to achieve the goal of decent work for all;
- Strengthen knowledge of laws, policies and practices in the workplace for LGBTIQ+ inclusion;
- Learn more about best practices for LGBTIQ+ inclusion in the world of work;
- Promote the exchange of experiences and good practices between Asia, Europe and Latin America.

³ Shapiro, G. 2020. "A Study of Practice, Opportunities and Challenges", ILO Diversity and Inclusion in the Workplace Background Paper.

3. Course content and structure

The course consists of three days of face-to-face training in Madrid, Spain, based on the Guide for the "Inclusion of lesbian, gay, bisexual, transgender, intersex, intersex and queer (LGBTIQ+) people in the world of work".

Day 1. LGBTIQ+ people and the world of work

- Global situation
- Discrimination and LGBTIQ+ workers+
- Legal protection of LGBTIQ+ people+

Day 2. Progress towards an LGBTIQ+ inclusive world of work.

- The changing situation of LGBTIQ+ people at work.
- Diversity and inclusion in the world of work
- World Café: national experiences

Day 3 The way forward: from policy to practice

- Policy review (analysis of national cases)
- Hold consultations with LGBTIQ+ civil society organisations.
- Maintain contact with LGBTIQ+ people working in the informal economy.
 1. Dialogue with civil society: the role of LGBTIQ+ organisations.
 2. Networking for decent work for LGBTIQ+ people.

Concluding document: Roadmap for the promotion of decent work and the inclusion of LGBTIQ+ people in the world of work.

4. Methodology

The learning methodology will be:

- Participatory: participants are expected to play an active role and share their knowledge and experiences on the inclusion of LGTBIQ+ people in the world of work, the strategies adopted and their results at the policy level.
- Based on experiential learning methods: new knowledge will be acquired through the contributions of international experts, the sharing of good practices and through learning activities based on the exchange of participants' experiences and knowledge.
- Integrative: the training will enable participants to share or integrate their learning in their own professional context and to influence the design of national policies and strategies for the inclusion of LGTBIQ+ people in the world of work.
- Respectful of diversity: in terms of gender, origin, background and experience will be considered an added value in the training programme and participants will be encouraged to take advantage of and express this diversity.

The ITCILO will make available for the activity [the eCampus](#), a digital space exclusively dedicated to this learning journey, which will include key ILO resources, materials and documents on LGTBIQ+

inclusion in the world of work, diversity and non-discrimination, so that participants can familiarize themselves with the concepts and associated definitions prior to the event.

5. Participants

The course is aimed at government representatives from Belgium, Croatia, Estonia, Iceland, Spain, Nepal, Philippines, South Korea, Thailand, Costa Rica, Cuba, Mexico, Brazil, Colombia, Uruguay and selected civil society organisations. The course is aimed at focal points of ministries of labour and other relevant ministries in the field of inclusion, diversity and non-discrimination.

6. Modality of participation

Participation in the event will be by invitation and participants will be identified with the cooperation of ILO country offices.

Travel, accommodation and living expenses in Madrid of the invited persons will be covered by the activity, financed by the Spanish Ministry of Labour and Social Economy.

The International Training Centre of the ILO will provide support in organizing travel logistics and obtaining visas if necessary.

Selected participants are invited to register at their earliest convenience in the following link:

<https://oar2.itcilo.org/SHN/A9718413/en>