

# Know the context

## General context

Prior to taking steps on LGBT labour dignity, you need a thorough understanding of the local context. How a government and society treat its fellow LGBT citizens does not come in a vacuum, yet often stems from historical power relations and colonisation, traditional or religious beliefs, economic capacity and priorities, ... and intersects with discrimination based on other personal characteristics. These websites and actors will give you the necessary information:

### *The historical, political, socio-cultural situation*

- [Encyclopaedia Britannica](#)
- [Belgian embassy](#)
- [EU delegations](#)

### *The economic situation*

- [World Bank](#)
- [ILO World Employment and Social Outlook Trends Report](#)
- [Organisation for Economic Cooperation and Development](#)
- [Flanders Investment and Trade \(FIT\)](#)

### *The human rights situation*

- [Human Rights Watch World Report](#)
- [Amnesty International - countries](#)

### *Human development*

- [Human Development Index \(HDI\)](#)

The HDI was created to emphasize that people and their capabilities should be the ultimate criteria for assessing the development of a country, not economic growth alone. The HDI is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and having a decent standard of living. The health dimension is assessed by life expectancy at birth, the education dimension is measured by mean of years of schooling for adults aged 25 years and more and expected

years of schooling for children of school-entering age. The standard of living dimension is measured by gross national income per capita.

- [Inequality-Adjusted Human Development Index \(IHDI\)](#)

The IHDI combines a country's average achievements in health, education and income with how those achievements are distributed among country's population by "discounting" each dimension's average value according to its level of inequality. Under perfect equality the IHDI is equal to the HDI, but it falls below the HDI when inequality rises. The difference between the IHDI and HDI is the human development cost of inequality, also termed – the overall loss to human development due to inequality.

- [Multidimensional Poverty Index \(MPI\)](#)

The MPI provides a comprehensive and in-depth picture of global poverty – in all its dimensions – and monitors progress towards Sustainable Development Goal (SDG) 1.

- [UNESCO](#)

Information on the state of education in the UNESCO member countries.

- [Gender Inequality Index \(GII\)](#)

This index is a composite measure which shows the loss in human development due to inequality between female and male achievements in three dimensions: (1) reproductive health, (2) empowerment, and (3) the labour market. The index ranges from zero, which indicates that women and men fare equally, to one, which indicates that women fare as poorly as possible in all measured dimensions

- [Progress of the World's Women Report](#)

- [ILO country information](#)

The ILO knowledge portal connects country information and data on labour laws, standards, policies and statistics.

### *Development cooperation*

- [Flemish Department of Foreign Affairs](#)

Partner countries of the Flemish development cooperation.

- [Diplomacy Belgium](#)

List of partner countries of the Belgian governmental development cooperation.

- [Enabel](#)

Enabel is the Belgian development agency that implements and coordinates the Belgian international development policy

## Lived realities of LGBT individuals

What is the legal and policy context that determines your obligations as an employer, the rights of employees and possibilities to go beyond the legal minimum? Are there criminalising laws or not? Are sexual and gender diversity secured by protective measures? Can LGBT individuals officially join forces to fight for their rights or are they prohibited to register? And what is their position in society? Can they generally rely on their families? How are 'deviating' sexual orientations and gender identities portrayed in the media and presented in the public discourse? The following actors and resources offer valuable insights on these questions:

- [Belgian embassy](#)
- [EU delegations](#)
- [Ilga World](#):
  - [State-sponsored homophobia report](#)
  - [Map sexual orientation laws](#)
  - [Trans legal mapping report](#)
- Regional Ilga
  - [Ilga Asia](#)
  - [Ilga Europe](#)
  - [Ilgalac](#)
  - Ilga North America
  - [Ilga Oceania](#)
  - [Pan Africa Ilga](#)
- Outright International:
  - [Country articles](#)
  - [The global state of LGBTIQ organising](#)

- [Independent expert on SOGIE](#)

The Independent Expert conducts country visits after which he publishes a report on the enjoyment of human rights by lesbian, gay, bisexual and trans populations in the country.

- [Williams institute LGBT global acceptance index](#)  
Using advanced statistical methods and computer modelling, researchers at the Williams Institute analysed survey data from 174 different countries to produce the Global Acceptance Index (GAI), a measure of the relative level of social acceptance of LGBT people and rights in each country. The least accepting country for the period 2014-2017 is Tajikistan with a score of 1,6. Iceland is in the first place with a score of 8,9. Belgium was 6<sup>th</sup> with a global acceptance score of 7,9.
- [Eurobarometer: Social acceptance of LGBTI people in the EU](#)  
Detailed data from EU Member States on the social acceptance of LGBTI people and perceptions on discrimination based on sexual orientation, gender identity and sex characteristics.