Committee: Human Rights Council

Chair: Sharwari Khare

Topic: The question of child marriage.

Background Information

The violation of article 16 of the Universal Declaration of Human Rights, marrying off minors, is an alarming tradition that is still taking place in many corners of the world. In Africa, the Middle East and South Asia, the practice is still far too common. UNICEF databases show that 21% of women aged 20 to 24 were married to their spouses before reaching the age of 18. The latest numbers published state that currently, approximately 12 million girls get married yearly. This would add up to more than 150 million girls marrying by 2030. Since data on boys being affected by forced marriage before reaching the age of 18 is limited, it is hard to estimate how many young boys are subjected to this practice – but it is certain that there are countries where boys being married before the age of 18 is not uncommon.

Child marriage is a toxic product of poverty and gender inequality. Girls in child marriages tend to be less educated and live in rural areas. Many impoverished parents believe that marriage will secure their daughters' future by ensuring that another family will be responsible for their care. This is also true in humanitarian crises when many parents fear they will be unable to protect or care for their daughters. Some mistakenly believe marriage will protect their daughters from sexual violence, which is often exacerbated in times of crisis. Some parents see their daughters as burdens or commodities. Dowries complicate the issue: in places where the bride's family pays a dowry to the groom's family, younger brides typically command smaller dowries, creating an incentive for parents to marry their daughters off early.

While most governments recognize the problem caused by child marriage and want to suppress and eliminate it, many are opposed to strong international action that takes the issue out of domestic control. Some are wary of antagonizing important religious and ethnic groups. Others require financial assistance from UN programs to do more. Funding for such programs is a crucial issue for any UN initiative on child marriage.

Important Definitions

Marriageable Age

The minimum age at which a person is allowed by law to marry, either as a right or subject to parental, judicial or other forms of approval.

Child Bride

A very young bride, usually coerced or pressured into marriage with a much older groom.

Dowry

Dowry is the transfer of wealth in the form of parental property, gifts, or money at the marriage of a daughter from the bride's family to the groom or his family. It is an ancient custom still practiced in some parts of the world today, and is usually expected or demanded by the groom's family in order to accept the marriage proposal.

Bride Price

Money, property, or another form of wealth paid by a groom or his family to the family of the woman he will be married to or is just about to marry.

Domestic Violence

All forms of actual abuse or threat of abuse of physical, sexual, verbal, emotional and economic nature that can harm, cause injury to or endanger the health, safety, life, limb or well-being, either mental or physical of the aggrieved person. The definition is wide enough to cover child sexual abuse, harassment caused to a woman or her relatives by unlawful dowry demands, and marital rape.

Parental Consent

A parent's right to consent to their minor child marrying before he or she reaches marriageable age.

Countries and Organizations Involved

UNICEF

The United Nations Children's Fund (UNICEF)—formerly known as the United Nations International Children's Emergency Fund—is a United Nations organization that works to protect the rights of and provide humanitarian aid to underprivileged children in over 190 countries around the world. In 2016,

UNICEF worked with UNFPA (United Nations Fund for Population Activities) to establish the 'Global Programme to End Child Marriage'. The program's aim is to provide aid to the children at the highest risk for child marriage, in 12 countries where it is found to be the most prevalent– Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia. It advocates for a change in policies and laws, as well as eliminating child marriage practises by providing opportunities such as education to young children. In 2018, 853 child marriages were cancelled or postponed and 189 young girls returned to school, in Niger alone, due to the program. UNICEF's program has had an impact in every country it has been launched in, reaching over 3.5 million people in India alone in 2018.

Middle East

Some nations in South Asia and the Middle East, such as Yemen, Afghanistan and Saudi Arabia, see some of the highest rates of practiced child marriage still today. Although some of these countries have set laws that state a minimum age for marriage, they are often overlooked or not implemented properly due to loopholes.

Percent of Women Ages 20 to 24 Married Before Age 18

Afghanistan's minimum age for marriage is 15 (with consent from the girl's father), however, some reports reveal that 21% of women are married before the age of 15, while 53% are married before 18. Child brides under the age of 15 are often forced into marriage as a means of settling disputes, crimes or debts between families.
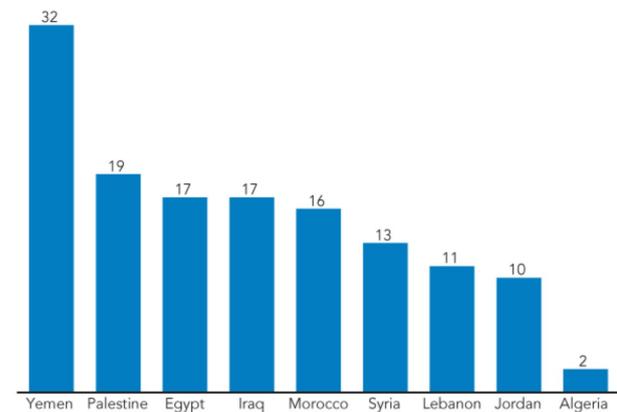
In Yemen, there have been multiple attempts and movements to set a minimum age of marriage of at least 15 or 18, but unfortunately, this still hasn't passed. The government's Sharia Legislative Committee claims that setting a minimum age is against the Sharia law and un-Islamic, but the consummation of the marriage is forbidden until the girl is 'of age'. This has resulted in over half of the female Yemeni population married from the ages of 8 - 18.

Prior to 2019, the practice of child marriage in Saudi Arabia was widespread, when child brides as young as 9 would be forced into marriage with partners years older than them, as there were no set laws defining a minimum age of marriage nor consent. Drafts of laws have been in the making since 2011, however, they were always voted against or denied approval. In 2019, two-thirds of the Saudi Shoura Council voted to approve new laws limiting marriages of those under 18 years of age—by

requiring court approval for them—and prohibiting marriages involving children under 15 years of age.

Africa

Countries in West and Central Africa have the highest risk of young girls in child marriage, cases of which are often related to poverty or religion. Payments are made from the groom's family to the bride's in the form of bride price, which is needed for parents to sustain their families and provide food and clothes to the rest of the household. Although many African nations have set a minimum age for marriage between 16 and 18, with some such as Ethiopia, Chad and Niger going down to 15, some courts and practices still allow marriages for children even below these ages.

Niger holds one of the world's highest child marriage rates in the world, with 76% of girls being married before the age of 18 and 28% before 15. These rates have a direct link with education rates, with 81% of women aged 20 - 24 having no education and 63% of women married at 18 having only primary education. Used by families as a means of economic stability and seen as the property of their parents, child brides have forced marriages with the mindset that this practice is in the best interest of everyone. The legal minimum age for marriage in Niger is 15 for girls and 18 for boys, however, the nation has signed international treaties setting 18 as the minimum age. While there have been discussions of ensuring these ages are equal, there has not been any action taken yet.

India

Child marriage was first outlawed in India in 1929, under the *Child Marriage Restraint Act*, which set the minimum age of marriage at 15 for women and 18 for men. Due to protests from Muslim organizations, a personal law was passed in 1937 stating a minimum age of 9 for marriage and even lower if parental consent was given, in the case of Muslim marriages. In 1978, the minimum age was raised by 3 years, becoming 18 for women and 21 for men.

Despite these laws, and the *Prohibition of Child Marriage Act* passed in 2006, child marriage still remains prevalent in India, with the rate estimated to be 47% and in rural areas, 56%. Due to the high population, poverty rates and socio-economic issues, India holds the world's highest total number of child marriages, making 40% of the world's child marriages.

Brazil

As of the law change passed by Brazil's National Congress and Senate in 2019, 18 years is set as the minimum age required for marriage, with all marriages of children below 16 banned. Although this

was the law prior to 2019 as well, the legal age was 18 and those below 16 were also allowed to be married in the case of pregnancy or to avoid statutory rape charges. However, as of 2019, child marriages under 16 are banned and those who are 16 or 17 can marry with parental or guardian consent. Currently, there are discussions and groups advocating for even the ages of 16 and 17 to be banned.

Although these changes towards eradicating child marriage are being made, Brazil has the fourth-highest number of child brides in the world, with 36% of Brazilian girls married before 18 and 11% before 15. These high rates are often driven by teenage pregnancy or the appeal of economic stability.

Past International Action

Over the past few years, more attention has been drawn to the risks of child marriage and actions taken to eradicate child marriage has been increasing. The number of human rights conventions and organizations stressing the need to end child marriage and provide opportunities to children like education instead has also been growing on a large scale.

The United Nations created the Sustainable Development Goals (SDGs) in 2015, which includes Goal 5.3– "to eliminate all harmful practices, such as child, early and forced marriage and female genital mutilations". Since then, many reports and UN resolutions have been passed to implement and monitor the progress of this goal. The first of such was passed in 2013 by the Human Rights Council, which recognizes child marriage as a human rights violation. The UNFPA-UNICEF Global Programme to Accelerate Action to End Child Marriage, announced in 2016, is a global initiative with the involvement of several nations to prevent child marriage in regions in Asia, the Middle East and Africa, as discussed before.

Apart from this, several national governments have implemented their own child marriage prevention programmes, such as the unconditional cash transfer program in Malawi, in which girls' education was incentivized. This proved to be effective, as those who participated in the program married and had children at a later age than those who didn't, which demonstrated the economic needs of families heavily influenced the appeal of child marriage in this community. Other governmental programs included offering financial incentives to families for keeping their daughters in school and unmarried and is used in various countries today, such as in India by the Haryana state government and in Ethiopia by the Population Council.

In March 2019, the Global Campaign for the Prevention of Child Marriage (GCPCM) was launched by two individuals, the primary goal of which is "raising awareness and illuminating people's minds to address child marriage in the world".

Suggestions for Future Solutions

In order to discuss this topic thoroughly and ensure quality debate, realistic and specific solutions must be proposed. Child marriage worldwide has been decreasing in the past few years, but the need to implement further solutions is ever-growing. The following are some general solutions that can be considered when writing resolutions.

First and foremost, ensuring the protection of child rights is of importance, for which nations must create and implement policies and regulations regarding the minimum age for marriage (18 as stated by the Human Rights Charter) as well as the strict conditions under which those below this age are allowed marriage. The concerned community leaders, organizations and human rights groups should also form measures to prevent and respond to child marriage, such as providing socio-economic incentives to families or supporting and protecting already-married child brides. This would include removing provisions that let individuals such as perpetrators of rape, sexual abuse, abduction, trafficking or other such acts to escape prosecution and punishment by marrying their victims.

Considering that one of the main contributors to child marriage is gender inequality and the opportunities present to those at highest risk of being forced into early marriage, ensuring that every child at risk has access to quality education, healthcare and other services is vital. Equal rights of all children, especially those of girls and young women, should be promoted, so they hold the right to choose and decide freely for themselves on matters such as marriage. This will, in turn, contribute to address and remove social norms and gender stereotypes and raising awareness about the risks of early child marriage.

Further measures should be taken to protect the rights of already married women, by providing catch-up and literacy education for those who did not receive schooling to educate them on making informed decisions pertaining to aspects of their lives such as health and employment. This could be conducted through a safe space programme that covers a wide but applicable curriculum of life skills development. The collaboration between existing NGOs, humanitarian groups and governments to provide support for these solutions is vital, as is increasing awareness about the consequences of child marriage and the issue as a whole through mass media.

While these are feasible solutions towards improving the situation and eradicating child marriage, there are also various other options that can be explored and elaborated on.

Additional Links/Resources

UNFPA-UNICEF Global Programme to End Child Marriage
https://www.unicef.org/protection/unfpa-unicef-global-programme-end-child-marriage

UNICEF Data on Child Marriage
https://data.unicef.org/topic/child-protection/child-marriage/

Committee: Human Rights Council
Chair: Denzel Tan
Topic: LGBTQ+ representation in the workplace.

Introduction

Although the term gender identity can be used differently, the Human Rights Campaign describes it as the "innermost concept of self as female, male, a blend or neither- how one perceives themselves and what they are called." Individuals identify themselves in numerous genders outside the traditional male and female. Fundamentally, these 'spectrums' of gender roles exhibit the diversity of human possibility and psychology. In order to categorize these roles, the Lesbian, Gay, Bisexual, Transgender and Queer community (LGBTQ+) was designated, to include individuals that do not conform to the common gender norms.

On June 17, 2011, South Africa requested a study on discrimination and sexual orientation that passed, 23 to 19, with 3 abstentions in the United Nations Human Rights Council. This resolution called on the office of United Nations High Commissioner for Human Rights, Navi Pillay to establish the first UN report "documenting discriminatory laws and practices and acts of violence against individuals based on their sexual orientation and gender identity". The High Commissioner's report found that violence against LGBTQ+ persons remains common.

These individuals are discriminated against in institutions, in particular, the workplace environment. Despite the progress made towards LGBTQ+ workplace equality, millions today go to work feeling they may lose their jobs because of who they are or who they love. Representation of the LGBTQ+ community is not present, these issues stem from negative mindsets and threaten the livelihood of individuals around the globe.

Therefore, addressing the issue of laws that limit the amount of LGBTQ+ representation in the workplace and taking actions to combat inequality and lack of human rights (concerning free expression) is essential in resolving the issue of LGBTQ+ representation in the workplace (employment discrimination, harassment or mistreatment).

Former UN Secretary-General Ban Ki-moon described violence and discrimination based on sexual orientation as "a monumental tragedy for those affected and a stain on the collective consciousness", and many others voiced similar concerns; however, "A number of states had signaled their opposition to any discussion of sexual orientation and gender identity by leaving the Council chamber at the start of the meeting", and "A number voiced their opposition on cultural or religious grounds, or argued that sexual orientation and gender identity were new concepts that lay outside the framework of international human rights law". LGBTQ+ representation in the workplace is a complex phenomenon that includes social, security, and social aspects that influence the daily life of individuals in an increasingly interconnected, globalizing world.

Important Definitions

Agender

Of, relating to, or being a person who has an internal sense of being neither male nor female nor some combination of male and female: of, relating to, or being a person whose gender identity is genderless or neutral

Androgyny

The quality or state of being neither specifically feminine or masculine: the combination of feminine and masculine characteristics: the quality or state of being androgynous

Asexual

Used as an adjective for a lack of interest or not experiencing sexual attraction or lack, or only experiencing the former in certain conditions.

Bigender

Of, relating to, or being a person whose gender identity is a combination of male and female or is sometimes male and sometimes female. *Different from intersex which refers to one with mixed sexual anatomy, whereas bigender refers is the gender roles and norms.

Biological Sex

Medical terminology that encompasses of hormonal, anatomical and chromosomal facts used to label one as male, female or intersex. Referred to as anatomical or physical sex, or more specifically as "sex assigned at birth", which can obviously differ from the chosen "gender" later on.

Bisexual

Typically refers to a person attracted to men and women, but can also refer to an individual who is attracted to their own gender and another gender (considering numerous gender identities). *Different from Bigender, as Bisexual refers to sexual orientation and not gender roles.

Cisgender

Of, relating to, or being a person whose gender identity corresponds with the sex the person had or was identified as having at birth. A description of gender for when one's sex at birth and gender identity is aligned with the expected way (for example; if someone was born as a male, and to date identify as a man.) In simpler words, if one is not transgender, they are cisgender (often shortened to 'cis'.)

Cisnormativity

The mislead belief or assumption that an individual and institution is cisgender, and are superior to trans identities and invisibility of the trans community.

Cissexism

Preferential treatment to cisgender individuals, with the main idea being that cisgender is right or better than the trans community, and that makes other genders invisible.

Demisexual

The minimal capacity of sexual attraction until a strong spiritual/emotional/physical/sexual connection is formed.

Fluid(ity)

Typically used with another term attached, it describes an identity that can change or shift between different identities. For example; gender-fluid, or fluid-sexuality, the former meaning that one can conform to different gender identities, and the latter meaning varied sexuality preferences.

Gay

Of, relating to, or characterized by a tendency to direct sexual desire toward another of the same sex. Primal attraction towards members of the same gender, or used as an identity marker for anyone who is not straight (attracted to the opposite gender). Alternatively, also used as an umbrella term for the queer community, but is considered derogatory.

Gender

An individual's concept of themselves, defined by the environment, family and social interactions, peers, society and education. For example, in traditional society, a male and female's role is defined due to norms but can be changed. Gender roles and stereotypes are not rigid and tend to shift substantially.

Gender Binary

The concept that there are only two genders and every individual is either one.

Genderqueer

A label used by one who doesn't identify with the binary of man/woman or an umbrella term for non-binary or non-conforming identities.

Gender Variant

One who by nature or choice does not conform to ideal gender-expectations in society. Those who come under this category include cross-dressers, genderqueer, transgender, transsexual and intersex.

Heteronormativity

The assumption that all individuals are heterosexual, and that the same is superior to other identities. Typically causes stigmatism of other sexualities; for example, asking a woman her husband's name upon learning she is married/assumption that all masculine men and feminine women are heterosexual.

Heterosexism

Preferential behavior to heterosexuals, with the idea that it is better or more morally "right" than queer identities.

Heterosexual/Straight

An individual who is solely attracted to some members of the opposite gender.

Homophobia

An overhead term for a slew of negative actions and emotions (anger, intolerance resentment) one may have against queer identities (generally all LGBTQ+ people).

Homosexual

An individual with a primary sexual/emotional/physical attraction to members of the same gender/sex. However, it is often discouraged as it was once used to categorize mental illness.

Intersex

This refers to an individual born with a combination of male and female reproductive parts. Other words for the same include "hermaphrodite", an outdated medical term that is now considered inaccurate and derogatory.

LGBTQ+

Stands for Lesbian, Gay, Bisexual, Transgender and Queer/Questioning (a '+' is often added at the end to signify the inclusion of any other identities, which may include gender non-binary, gender fluid/variant, demisexual, pansexual, asexual amongst others.)

Lesbian

Women who have a primal attraction (erotic/spiritual/emotional) to other women.

Pansexual/Queer:

An individual who experiences attraction (sexual/emotional/spiritual) for members of all gender identities and expressions. For example; a pan individual may feel attracted to a transgender or cisgender person, someone who is gender variant or gender binary, to name a few.

Sex

Biological characteristics of an individual, determined by genitalia and genetic makeup. Sex assigned at birth is in accordance with the above characteristics but can be changed later through SRS (sex reassignment surgery), which involves the use of alteration hormones and surgery to transition to the preferred sex. Common sex at birth is either 'male', 'female' or 'intersex'.

Sexual Orientation

The type of attraction one has the capacity to feel for others, generally categorized depending on gender identity and sex of both parties involved in the relationship. *Typical confused with sexual preference.

Sexual Preference

Types of gratification, sexual intercourse and/or stimulation one like to indulge in. Since it's often mistaken with the former definition, it gives off the illusion that one has a preference/option in who they are attracted to.

Transgender

A descriptor for one who has transitioned from one gender/sex to another, and also as an umbrella term whose SAAB (sex assigned at birth) and current gender/sexual identity do not align.

Transphobia

Fear/hatred/resentment of the trans community or the concept of gender ambiguity (i.e. androgyny). Transphobes harbor such emotions and other negative attitudes.

Transsexual

An individual who psychologically identifies as a transgender and emulates respective behavior, and wishes to transform their bodies with hormones and surgery to match their desired sex/gender.

Transvestite

An individual who dresses as the opposite binary gender (binary includes masculine or feminine) for fun, relaxation, sexual stimulation/gratification. Also known as "cross-dressers" in a casual sense. Not a synonym for transsexual, as a transvestite doesn't necessarily want to transition or emulate trans behavior.

Background Information

Discussions and concerns regarding LGBTQ+ rights at the United Nations have included a variety of both resolutions and joint statements in the United Nations General Assembly as well as in the United Nations Human Rights Council. Since its founding in 1945, the United Nations political bodies had not discussed LGBTQ+ rights (regarding equality regardless of sexual orientation or gender identity) until 1994 through the favorable resolution of the Toonen v. Australia case by the UN Human Rights Committee, which dictated that the International Covenant on Civil and Political Rights states that laws against homosexuality are a violation of human rights. Since then, discussions have continued; however, despite the uptake of awareness on an international scale, a lack of representation of the community is still present in the workplace.

Intolerance/Discrimination of the LGBTQ+ Community (Worldwide)

The LGBT community is statistically one of the most discriminated against demographics in the world today. Although this demographic has seen positive gains as of late, in both marriage rights and employment equality, there is still a long way for them to go to achieve the same equality that those who only have opposite-sex attractions face. Hate crimes against LGBTQ+ individuals hit an all-time high with almost 2343 killings of queer and transgender persons in nearly 69 countries between 2008 and 2018. Along with the former, Transgender Europe's Trans Murder Monitoring Project announced that 1700 of the above percentile were in Central and South America alone. The IACHR (Inter-American Commission on Human Rights) recorded nearly 770 killings and brutal assaults from 2013 to March 2016, consisting of 594 killings in Brazil. Additionally, evidence suggests that a lot of

these crimes go unreported, as government institution reports are often a source to "out" the person's sexual orientation, as many police departments or other federal agencies do not have policies in place for the same.

Laws for LGBTQ+ Workplace Rights

Transgender and non-conforming gender (TGNC) individuals are protected by policies and laws intended to eliminate harassment and discrimination. While some protections are at the federal level, many states, counties, and cities have their own policies in place. Since the laws differ based on location, it is important to note the different aspects and laws included in the location mentioned and or discussed.

Countries and Organizations Involved

United Nations High Commissioner for Human Rights (OHCHR)
OHCHR is a department of the Secretariat of the United Nations that works to promote and protect the human rights that are guaranteed under international law and stipulated in the Universal Declaration of Human Rights of 1948. On June 17, 2011, a report "documenting discriminatory laws and practices and acts of violence against individuals" was published. The report, documented human rights violations based on sexual orientation and gender identity, including hate crimes, criminalization of homosexuality, and discrimination based on one's sexual orientation and gender identity to follow up and implement the Vienna Declaration and Programme of Action.

The United Nations LGBTI Core Group
The United Nations LGBTI Core Group is an informal group of United Nations Member States that focuses on intergovernmental LGBTI rights through ongoing collaborations since 2008. The overarching goal of the UN LGBTI Core Group in New York is to work within the United Nations framework on ensuring universal respect for the human rights and fundamental freedoms for all, specifically lesbian, gay, bisexual, transgender and intersex (LGBTI) persons, with a particular focus on protection from violence and discrimination.

Various other organizations have also contributed to combating the lack of LGBTQ+ representation such as but not limited to:
- United Nations Development Programme (UNDP)
- United Nations Children's Fund (UNICEF)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)
- International Labour Organization (ILO),
- United Nations Population Fund (UNFPA)
- Joint United Nations Programme on HIV/AIDS (UNAIDS).

United States of America
Most of Europe and the US support the LGBT community comparatively; the issues faced by gay and trans people are minor compared to countries where homosexuality can lead to prison, torture, and death. Notwithstanding the progress towards equality in the LGBT workforce, millions of Americans today go to work still afraid to lose their jobs because of who they are or who they love. No current federal law protects LGBT employees from discrimination in the field of employment. More than 40

percent of lesbian, gay, and bisexual people and nearly 90 percent of transgender people have experienced discrimination, abuse, or ill-treatment in jobs, according to statistics.

Africa

With the exception of South Africa and Cape Verde, lesbian, gay, bisexual, and transgender (LGBT) rights in Africa are limited in comparison to Western Europe and North America. Out of the 54 states recognized by the United Nations or African Union or both, the International Gay and Lesbian Association stated in 2015 that homosexuality is outlawed in 34 African countries. The Human Rights Watch notes that another two countries, Benin and the Central African Republic, do not outlaw homosexuality, but have certain laws that apply differently to heterosexual and homosexual individuals. This reflects in the workplace community and representation of the LGBTQ+ community.

Middle East

Lesbian, gay, bisexual, and transgender people in most parts of the Middle East typically have restricted or particularly restrictive freedoms, and are subject to animosity among others. LGBT citizens ' rights and freedoms are strongly influenced by the prevailing cultural practices and religious mores of the people who live in the region-especially through the practice of the religion Islam. This reflects back on the workplace and the environment within the workplace community.

Past International Action

Over the past few years, LGBTQ+ rights in general and in the workplace have begun to develop a strong presence within international diplomacy; however, support remains subject to debate within the global community. International bodies such as the United Nations have introduced initiatives to promote LGBTQ rights, but official statements usually face resistance from member states unable to deal with their own records on the matter. LGBTQ rights have no official recognition within the world's most prominent international body because of this division. Alternatively, informal organizations such as the LGBTI Core Group and individual UN agencies represent LGBTQ rights.

In 2008, a coalition of 66 countries issued a statement to the UN General Assembly affirming their support for LGBT rights. The resolution cited the Universal Declaration of Human Rights in condemning sexual orientation and gender identity-based human rights violations. This was opposed by Russia, China, and the United States under the Bush administration. Notwithstanding UN agencies' attempts to promote LGBTQ+ rights, countries opposed to such rights have legislation that constitutes a powerful faction with the power to impede or stall development. Former Secretary-General Ban Ki-Moon claimed during his final year in office that his support for LGBTQ+ rights frequently put him at odds with powerful member states. Nevertheless, on 29th September 2015, 12 UN agencies (ILO, OHCHR, UNAIDS Secretariat, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, UN Women, WFP, and WHO) released a statement declaring their intention to end violence and discrimination against the LGBTQ+ community.

Due to opposition from certain member states, the UN's formal institutions face obstacles in securing widespread support for LGBTQ+ rights. The LGBT Core Group, as an informal assembly, works around these barriers to coordinate policy among countries and NGOs committed to establishing LGBT rights as a human rights norm. Thus, increased recognition for LGBTQ+ rights has to be exemplified through the actions of individual countries.

Suggestions for Future Solutions

Producing various feasible solutions is necessary in order to create friendly, quality debate; however, these solutions should be realistic for the representation of the LGBTQ+ community in the workplace. Ongoing solutions implemented within the international community focus on the awareness of the topic, yet there are tangible solutions that can reflect other aspects globally that are feasible. Therefore, general solutions will be included below that can be considered when drafting a resolution.

Primarily, focusing on taking a step forward in the awareness of inequalities of the LGBTQ+ community in the workplace environment. These inequalities have to be addressed and action needs to be taken. For such countries, laws should be altered, special divisions and institutions can be created. Furthermore, the inclusion of institutions that protect LGBTQ+ individuals in the workplace environment.

Protecting LGBTQ+ individuals and the community's representation in the workplace environment does not necessitate the creation of a new quota of specific human rights, or the creation of a new global human rights standard. A standard of legal obligations consisting of measures to safeguard all-inclusive rights should be established based on the UDHR and should be approved by international human rights treaties to be followed.

The following aspects can be considered:

- Right to security of privacy and person
- Right to life
- Right to be free of intolerance
- Freedom of association, expression, assembly
- etc.

These aforementioned solutions all work towards the situation and help to address the issue of LGBTQ+ representation in the workplace environment. While these solutions are logical, there are a countless number of other solutions that should be explored. Ultimately, the solution should help to settle the concerned issue through the repeal of laws that create the inequality in LGTBQ+ representation in the workplace in the first place.

Additional Links/Resources

https://www2.ohchr.org/english/bodies/hrcouncil/docs/19session/a.hrc.19.41_english.pdf

https://www.researchgate.net/publication/320993350_Workplace_contextual_supports_for_LGBT_employees_A_review_meta-analysis_and_agenda_for_future_research