



Reference Guide for LGBT Employee Overseas Relocations



Countries With National Anti-Discrimination Protections On the Basis of Sexual Orientation and Gender Identity for the Workplace

Many countries in the world, including the United States, do not have federal anti-discrimination protections for sexual orientation or gender identity. Like in the United States, some of these countries may have particular municipal or state anti-discrimination provisions, but they are not listed unless the protections cover the entire country. The list below is comprised of the countries with federal protections on the basis of sexual orientation for the workplace. Countries in **orange** also have gender identity specific protection in addition to sexual orientation protection.

AFRICA

Botswana
Cape Verde
Mauritius
Mozambique
South Africa

ASIA

Australia
Fiji
Guam
Nepal
New Zealand
Taiwan

EUROPE

All Members
of the European
Union*
Albania
Bosnia and
Herzegovina
Croatia
Georgia
Iceland
Kosovo
Macedonia
Montenegro
Norway
Serbia

MIDDLE EAST and NORTH AFRICA

Israel

THE AMERICAS and the CARIBBEAN

Bolivia
British Virgin Islands
Canada
Costa Rica
Colombia
Ecuador
Faukland Islands
French Guiana
Guadeloupe
Martinique
Mexico
Nicaragua
Peru
Uruguay
Venezuela

*The European Union members are required to implement the Employment Equality Directive, but not all have put the non discrimination provisions into national law. The members of the European Union are: **Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom**. For more information on the EU's Employment Equality Directive see:

<http://europa.eu/rapid/pressReleasesAction.do?reference=MEMO/08/69&format=HTML&aged=0&language=EN&guiLanguage=en>

Countries Where Homosexuality Is Criminalized

(Male and/or Female)

AFRICA

Angola	Kenya	Nigeria	Sudan
Benin	Lesotho	Sahrawi Arab	Swaziland
Botswana	Madeira	Dem. Rep.	Tanzania
Burundi	Malawi	Sao Tome	Togo
Cameroon	Mauritania	& Principe	Tristan da Cunha
Comoros	Mauritius	Senegal	Uganda
Eritrea	Mayotte	Seychelles	Western Sahara
Ethiopia	Melilla	Sierra Leone	Zambia
Gambia	Mozambique	Somalia	Zimbabwe
Ghana	Namibia	Somaliland	

ASIA

Afghanistan	Malaysia	Philippines
Bangladesh	Maldives	Singapore
Bhutan	Nauru	Solomon Islands
Brunei	North Korea	Sri Lanka
Burma	Pakistan	Tonga
Indonesia	Palau	Turkmenistan
Kiribati	Papua	Tuvalu
	New Guinea	Uzbekistan

EUROPE

Turkish Republic Northern Cyprus
Chechnya – Southern Province

MIDDLE EAST NORTH AFRICA

Algeria	Morocco	Syria
Iran	Oman	Tunisia
Kuwait	Palestine Gaza	United Arab Emirates
Lebanon	Qatar	Yemen
Libya	Saudi Arabia	

THE AMERICAS and the CARIBBEAN

Antigua & Barbuda	Dominica	St. Kitts and Nevis
Barbados	Grenada	St. Lucia
Belize	Guyana	St. Vincent and the Grenadines
	Jamaica	Trinidad and Tobago

These lists are compiled by the Council for Global Equality in June 2011 from a variety of sources including advocacy organizations in the countries listed, the International Lesbian and Gay Association, Wikipedia, Leiden University's Law School, and other government sources. Due to the rapidly changing legal landscape, there may be errors in this list, and it will change over time. If you have questions or new information to share about a particular country, please contact info@globalequality.org.

Twenty-four countries provide their citizens the right to bring their same-sex partner into their country legally.

Australia	France	Israel	Romania
Belgium*	Finland	Luxembourg	South Africa*
Brazil	Germany	The Netherlands*	Spain*
Canada*	Greenland	New Zealand	Sweden*
Czech Republic	Hungary	Norway*	Switzerland
Denmark	Iceland	Portugal	United Kingdom

The other 168 countries, including the United States, do not.

*Countries with equal marriage rights for same-sex couples. Due to the quickly changing legal landscape, additional countries may soon belong on this list.