Society of
Gender Professionals

Breaking Gender & Sex Binaries Circle

Submission on the Draft Guidelines on addressing multiple and intersectional forms of discrimination against women and girls with disabilities

Discrimination Against LGBTQI+ People with Disabilities - Global South and Historically Disenfranchised and Socio-Politically Marginalised (HDSM) Communities

Executive Summary

LGBTQI+ women and gender minorities with disabilities experience compounded employment discrimination rooted in colonial legacies, legal pluralism, and inadequate implementation of international human rights standards. This submission addresses intersectional discrimination in employment contexts with particular attention to Global South settings and to the experiences of Historically Disenfranchised and Socio-Politically Marginalised (HDSM) Communities.

Key Findings

1. Women with disabilities in low- and middle-income countries face employment rates of 20–30%, compared to 68% for men without disabilities.[1]
2. Transgender people with disabilities experience unemployment rates 2–3 times higher than the general transgender population, with 77% taking steps to avoid workplace mistreatment and 30% experiencing direct harassment.[2]
3. Colonial-era sodomy laws persist in 64 countries, predominantly in the Global South, creating legal frameworks that criminalise LGBTQI+ identities while simultaneously excluding people with disabilities from formal employment.[3]
4. Only 59 UN member states/countries protect LGBTQI+ people from employment discrimination as of August 2025, with employment equity frameworks operating on single-axis models that fail to recognise intersectional experiences.[4]
5. The International Labour Organization reports that 60% of global employment occurs in informal economies, rising to 90% in some Global South regions, with LGBTQI+ people with disabilities disproportionately reliant on informal work that offers no labour protections.[5]
6. Trans women are 66 times more likely to be HIV-positive than the general population, and people with disabilities are up to three times more likely to be HIV-positive, creating compounded employment barriers.[6]

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[1] International Labour Organization. (2019–2022). Women with Disabilities in the World of Work. Geneva: ILO.
[2] James, S.E., Herman, J.L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). The Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality.
[3] Chataika, T. (2012). Disability, development and postcoloniality. In D. Goodley, B. Hughes, & L. Davis (Eds.), *Disability and Social Theory* (pp. 252–269). Palgrave Macmillan.
[4] Equaldex. (2025). LGBT employment discrimination. Retrieved from https://www.equaldex.com/issue/employment-discrimination
[5] International Labour Organization. (2018). *Women and Men in the Informal Economy: A Statistical Picture* (3rd ed.). Geneva: ILO.
[6] Samuel, K. (2022). Trans women 66 times more likely to have HIV, with trans men nearly 7 times more likely, global analysis finds. *aidsmap.* Retrieved from https://www.aidsmap.com/news/mar-2022/trans-women-66-times-more-likely-have-hiv-trans-men-nearly-7-times-more-likely-global

Intersecting Marginalisation: Legal And Structural Barriers

Colonial Legacies and Legal Pluralism

Employment discrimination against LGBTQI+ people with disabilities cannot be separated from colonial legacies that continue to structure Global South legal frameworks. Colonial-era sodomy laws persist in 64 countries[7] and create legal environments that criminalise LGBTQI+ identities whilst simultaneously excluding people with disabilities from formal employment.

Legal pluralism characterises many postcolonial contexts. In these settings, statutory protections for disability rights and LGBTQI+ equality are often superseded by laws that pathologise both identities.[8] LGBTQI+ people with disabilities must navigate multiple legal systems, none of which adequately protect their intersectional rights.

Implementation Gaps in International Human Rights Framework

Despite near-universal ratification of the UN Convention on the Rights of Persons with Disabilities (UNCRPD), employment protections lag significantly. Only 59 UN member states/countries protect LGBTQI+ people from employment discrimination as of August 2025.[9] The intersection of disability and Sexual Orientation, Gender Identity, Expression, and Sex Characteristics (SOGIESC)-based discrimination remains largely unaddressed in national legislation, with employment equity frameworks operating on single-axis models, as opposed to an intersectional one.

Empirical Evidence Of Intersectional Discrimination

Employment Exclusion and Workplace Barriers

Women with disabilities in low- and middle-income countries face employment rates of 20–30%, compared to 68% for men without disabilities.[10] Transgender people with disabilities experience unemployment rates 2–3 times higher than the general transgender population, with 77% taking steps to avoid workplace mistreatment and 30% experiencing direct harassment.[11]

Research demonstrates that women and girls are neurodivergent at similar rates to men and boys; however, social pressures leading to camouflaging behaviours result in later diagnosis and reduced access to workplace accommodations.[12] Neurodivergent LGBTQI+ individuals can experience that dominant workplace environments designed for neurotypical, cisgender, heterosexual employees create multiple barriers to employment success.

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[7] Chataika, T. (2012). Disability, development and postcoloniality. In D. Goodley, B. Hughes, & L. Davis (Eds.), Disability and Social Theory (pp. 252–269). Palgrave Macmillan.
[8] Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum,* 1989(1), 139–167.
[9] Equaldex. (2025). LGBT employment discrimination. Retrieved from https://www.equaldex.com/issue/employment-discrimination
[10] Chataika, T. (2012). Disability, development and postcoloniality. In D. Goodley, B. Hughes, & L. Davis (Eds.), *Disability and Social Theory* (pp. 252–269). Palgrave Macmillan.
[11] Equaldex. (2025). LGBT employment discrimination. Retrieved from https://www.equaldex.com/issue/employment-discrimination
[12] Vadapalli, P. (2023). The women in hiding: Are neurodivergent women being overlooked by the system? American India Foundation. Retrieved from https://aif.org/the-women-in-hiding-are-neurodivergent-women-being-overlooked-by-the-system/

Transgender and gender-diverse individuals are neurodivergent at significantly higher rates than cisgender individuals,[13] with certain conditions presenting at far higher rates in LGBTQI+ populations.[14] These conditions can constitute disabilities, yet LGBTQI+ women and gender minorities remain less likely to be identified as neurodivergent and therefore unsupported through workplace accommodations.

Healthcare Access, HIV Status, and Employment

LGBTQI+ people with disabilities who cannot access gender-affirming or disability-related healthcare face reduced employment prospects.[15] Trans women are 66 times more likely to be HIV-positive, and trans men 6.8 times more likely, than the general population.[16] People with disabilities are up to three times more likely to be HIV-positive than those without.[12] This intersecting vulnerability creates compounded employment barriers for trans people with disabilities living with HIV.

Informal Economy Participation

Sixty percent of global employment occurs in informal economies, rising to 90% in some Global South regions.[17] For LGBTQI+ people with disabilities, participation in the informal economy often represents the only available employment option. Whilst providing survival income, informal work offers no labour protections, social security coverage, healthcare access, or pathways to economic advancement.

LGBTQI+ people with disabilities in informal work often face violence, harassment, and exploitation with no legal recourse. Criminalisation of informal economy activities—including street vending bans, anti-loitering laws, and sex work criminalisation—creates additional vulnerabilities. Police harassment and violence against LGBTQI+ people with disabilities in informal economy sectors compounds economic marginalisation with physical danger.

Educational Exclusion and Long-Term Employment Prospects

LGBTQI+ youth with disabilities experience more harassment, bullying, discipline, and higher dropout rates than those without, impacting their future employability.[18] Educational discrimination begins cycles of employment exclusion that persist throughout working lives.

Case Studies: Intersectional Discrimination In Practice

Ghana: Disability, SOGIESC, and Informal Economies

Ghana criminalises same-sex relations whilst providing limited protections for people with disabilities. Persons with physical disabilities face significant discrimination in career development,

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[13] Warrier, V., Greenberg, D.M., Weir, E., et al. (2020). Elevated rates of autism, other neurodevelopmental and psychiatric diagnoses, and autistic traits in transgender and gender-diverse individuals. Nature Communications, 11, 3959.
[14] Weir, E., Allison, C., & Baron-Cohen, S. (2021). The sexual health, orientation, and activity of autistic adolescents and adults. *Autism Research,* 14, 2342–2353.
[15] White Hughto, J.M., & Reisner, S.L. (2016). A systematic review of the effects of hormone therapy on psychological functioning and quality of life in transgender individuals. *Transgender Health,* 1(1), 21–31.
[16] Human Rights Watch. (2011). Fact sheet: HIV/AIDS and disability. Retrieved from https://www.hrw.org/news/2011/06/08/fact-sheet-hiv/aids-and-disability
[17] International Labour Organization. (2018). Women and Men in the Informal Economy: A Statistical Picture (3rd ed.). Geneva: ILO.
[18] Outright International. (2025). *Input on the human right to education and the protection against violence and discrimination based on sexual orientation and gender identity (SOGI).* New York.

with employers citing prejudice and lack of accommodations as primary barriers.[19] For LGBTQI+ people with disabilities, these barriers are magnified by criminalisation and social stigma. The informal economy provides survival income but offers no labour protections. LGBTQI+ people with disabilities in informal work face violence and exploitation with no legal recourse.

Uganda: Criminalisation and Employment Exclusion

Uganda's Anti-Homosexuality Act creates a hostile legal environment that effectively excludes LGBTQI+ people with disabilities from formal employment. Fear of arrest forces many into hiding, making employment seeking impossible. Employers discriminate based on disability, whilst LGBTQI+ identity creates additional barriers. Healthcare discrimination by providers combined with physical inaccessibility of facilities prevents access to necessary care.

South Africa: Post-Apartheid Intersectional Marginalisation

South Africa's constitution provides strong protections for both disability and LGBTQI+ rights,[20] yet implementation remains limited.[21] Black LGBTQI+ people with disabilities face unemployment rates exceeding 70% in some communities,[22] compared to the 29% national unemployment rate.[23]

Apartheid spatial planning creates additional barriers. Township locations far from economic centres, combined with inadequate public transportation and physical inaccessibility, limit employment access.[24] South Africa's informal economy, representing approximately 28% of employment,[25] provides some opportunities, but LGBTQI+ people with disabilities report high rates of harassment and exclusion from informal economy networks.

Brazil: Healthcare Access and Employment Barriers

Brazil's universal healthcare system provides limited support for gender transition, but access is constrained for *travesti* individuals with disabilities who face physical inaccessibility of healthcare facilities, discrimination by providers, and lack of disability-competent transition care.[26] Whilst Brazil has progressive legal protections on paper, implementation is weak. Violence against *travesti* individuals with disabilities is endemic, restricting mobility and employment seeking.

India: Legal Recognition and Implementation Gaps

India legally recognises transgender identity and prohibits disability discrimination, yet implementation gaps mean LGBTQI+ people with disabilities face significant employment barriers.

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[19] Badu, E., Opoku, M.P., Appiah, S.C.Y., & Agyei-Okyere, E. (2016). The impact of discrimination on the career development of persons with physical disabilities in Ghana. *Journal of Disability Studies,* 2(1), 33–39.
[20] Republic of South Africa. (1996). Constitution of the Republic of South Africa, Act 108 of 1996. Section 9 (Equality Clause).
[21] Ngwena, C. (2018). Deconstructing the definition of disability under the Employment Equity Act: Social deconstruction. *South African Journal on Human Rights,* 34(1), 116–141.
[22] Statistics South Africa. (2021). *Quarterly Labour Force Survey, Quarter 4: 2020.* Statistical Release P0211. Pretoria: Stats SA. [Note: Intersectional data for Black LGBTQI+ people with disabilities is extrapolated from disability employment rates (15–34%) and LGBTQI+ employment discrimination studies]
[23] Statistics South Africa. (2023). *Quarterly Labour Force Survey, Quarter 2: 2023.* Statistical Release P0211. Pretoria: Stats SA.
[24] Charlton, S. (2014). Public housing in post-apartheid South Africa. In J. Bredenoord, P. van Lindert, & P. Smets (Eds.), *Affordable Housing in the Urban Global South: Seeking Sustainable Solutions* (pp. 191–207). Routledge.
[25] International Labour Organization. (2018). *Women and Men in the Informal Economy: A Statistical Picture* (3rd ed.). Geneva: ILO.
[26] Associação Nacional de Travestis e Transexuais (ANTRA). (2021). *Dossiê: Assassinatos e violência contra travestis e transexuais brasileiras em 2020.* São Paulo: ANTRA.

Only 24% of women with disabilities participate in the labour force in India.[27] Caste intersects with disability and SOGIESC to create additional layers of discrimination. Family rejection is common, removing crucial support networks necessary for employment seeking.

Policy Recommendations

1. Repeal colonial-era sodomy laws and enact comprehensive anti-discrimination protections explicitly inclusive of disability, sexual orientation, and gender identity.

The majority of prohibitions on consensual same-sex conduct are inherited from colonial powers.[28] These laws create legal precarity enabling employment discrimination against LGBTQI+ people with disabilities, who face compounded vulnerability to arbitrary arrest, extortion, and workplace exclusion.[29] Criminalisation prevents LGBTQI+ people with disabilities from accessing legal remedies for discrimination, as reporting workplace violations risks criminal prosecution.[30] States must repeal all criminal prohibitions on consensual same-sex conduct and enact comprehensive anti-discrimination legislation explicitly prohibiting discrimination on grounds of disability, sexual orientation, gender identity, and gender expression in employment, consistent with Committee on the Rights of Persons with Disabilities (CRPD) Article 27 and the International Covenant on Civil and Political Rights (ICCPR) Article 26.[31]

2. Decriminalise sex work and informal economy activities; recognise informal economy participation and care work as legitimate, valued economic activity.

Criminalisation of sex work disproportionately impacts people with disabilities, who face heightened barriers to formal employment.[32] Criminal penalties for street vending and informal economy activities compound employment exclusion.[33] States must decriminalise sex work and informal economy activities, recognising that informal economy participation constitutes legitimate work deserving legal protection.[34] Care work, disproportionately performed by women with disabilities and LGBTQI+ people, must be recognised as economically valuable labour warranting social protection and fair remuneration.[35]

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[27] National Sample Survey Office. (2018). *Persons with Disabilities in India: NSS 76th Round.* New Delhi: Government of India Ministry of Statistics and Programme Implementation.
[28] Mendos, L.R., Botha, K., Lelis, R.C., de la Peña, E.L., Savelev, I., & Tan, D. (2020). *State-Sponsored Homophobia 2020: Global Legislation Overview Update.* Geneva: ILGA World.
[29] Divan, V., Cortez, C., Smelyanskaya, M., & Keatley, J. (2016). Transgender social inclusion and equality: A pivotal path to development. *Journal of the International AIDS Society,* 19(3 Suppl 2), 20803.
[30] Knight, K. (2014). Criminalisation and impunity: Structural violence against sex workers, people who use drugs, and sexual and gender minorities. In J. Buchanan & M. Keenan (Eds.), *The War on Drugs and HIV/AIDS: How the Criminalization of Drug Use Fuels the Global Pandemic* (pp. 89–112). Routledge.
[31] United Nations Committee on the Rights of Persons with Disabilities. (2022). *General Comment No. 8 on the right of persons with disabilities to work and employment.* UN Doc. CRPD/C/GC/8.
[32] Platt, L., Grenfell, P., Meiksin, R., Elmes, J., Sherman, S.G., Sanders, T., Mwangi, P., & Crago, A.L. (2018). Associations between sex work laws and sex workers' health: A systematic review and meta-analysis of quantitative and qualitative studies. PLoS Medicine, 15(12), e1002680.
[33] Chen, M.A., Vanek, J., & Carr, M. (2004). Mainstreaming Informal Employment and Gender in Poverty Reduction: A Handbook for Policy-makers and Other Stakeholders. London: Commonwealth Secretariat.
[34] International Labour Organization. (2015). Recommendation No. 204 Concerning the Transition from the Informal to the Formal Economy. Geneva: ILO.
[35] Folbre, N. (2006). Measuring care: Gender, empowerment, and the care economy. Journal of Human Development, 7(2), 183–199.

3. Mandate reasonable accommodations addressing both disability and LGBTQI+ identity needs, including gender-affirming care and accessibility.

CRPD Article 2 defines reasonable accommodation as necessary and appropriate modifications ensuring persons with disabilities enjoy all human rights on an equal basis.[36] For LGBTQI+ people with disabilities, accommodations must address both disability-related needs and SOGIESC-related requirements, including accessible gender-neutral facilities, flexible work arrangements enabling access to gender-affirming healthcare, and workplace modifications addressing sensory, mobility, and cognitive access needs.[37] Denial of reasonable accommodation constitutes discrimination under the CRPD.[38] States must mandate employer provision of reasonable accommodations with clear guidance on implementation and enforcement mechanisms.[39]

4. Extend labour protections, social security coverage, and collective bargaining rights to informal economy workers, including sex workers.

Sixty-one percent of the global workforce participates in the informal economy.[40] Informal economy workers lack access to labour protections, social security, and collective bargaining rights available to formal sector employees.[41] The International Labor Organization (ILO) Recommendation 204 calls for extending social security coverage and labour protections to informal economy workers.[42] States must extend minimum wage protections, occupational health and safety standards, social insurance, and collective bargaining rights to informal economy workers, including sex workers, ensuring LGBTQI+ people with disabilities access employment protections regardless of work sector.[43]

5. Implement affirmative action measures specifically targeting LGBTQI+ people with disabilities, including employment quotas and preferential procurement.

CRPD Article 5(4) explicitly authorises specific measures to accelerate or achieve *de facto* equality for persons with disabilities.[44] Employment quotas have proven effective in increasing workforce participation in jurisdictions including India, Germany, and South Africa.[45] However, quota systems rarely account for intersecting marginalisation based on SOGIESC, resulting in continued exclusion of LGBTQI+ people with disabilities.[46] States must implement affirmative action measures specifically targeting LGBTQI+ people with disabilities, including employment quotas

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[36] United Nations. (2006). *Convention on the Rights of Persons with Disabilities.* UN Doc. A/RES/61/106, Article 2.
[37] Stroumsa, D., Shires, D.A., Richardson, C.R., Jaffee, K.D., & Woodford, M.R. (2019). Transphobia rather than education predicts provider knowledge of transgender health care. *Medical Education,* 53(4), 398–407
[38] United Nations Committee on the Rights of Persons with Disabilities. (2018). *General Comment No. 6 on equality and non-discrimination.* UN Doc. CRPD/C/GC/6, para. 24.
[39] Job Accommodation Network. (2023). *Accommodation and Compliance Series: Employees with Disabilities.* U.S. Department of Labor, Office of Disability Employment Policy.
[40] International Labour Organization. (2019). *World Employment and Social Outlook: Trends 2019.* Geneva: ILO.
[41] Bonner, C., & Spooner, D. (2011). Organizing in the informal economy: A challenge for trade unions. *Internationale Politik und Gesellschaft,* 2, 87–105.
[42] International Labour Organization. (2015). *Recommendation No. 204 Concerning the Transition from the Informal to the Formal Economy.* Geneva: ILO, paras. 18–20.
[43] Kabeer, N., Milward, K., & Sudarshan, R. (2013). Organising women workers in the informal economy. *Gender & Development,* 21(2), 249–263.
[44] United Nations. (2006). *Convention on the Rights of Persons with Disabilities.* UN Doc. A/RES/61/106, Article 5(4).
[45] Kulkarni, M., & Gopakumar, K.V. (2014). Career management strategies of people with disabilities. *Human Resource Management,* 53(3), 445–466.
[46] Schur, L., Kruse, D., & Blanck, P. (2013). *People with Disabilities: Sidelined or Mainstreamed?* Cambridge: Cambridge University Press.

disaggregated by SOGIESC and disability status, and preferential procurement policies requiring government contractors to demonstrate employment of LGBTQI+ people with disabilities.[47]

6. Establish intersectional equality bodies with disaggregated data collection systems and proactive compliance monitoring with meaningful penalties.

Complaint-based enforcement systems place undue burden on LGBTQI+ people with disabilities to document and report discrimination whilst risking retaliation.[48] Proactive compliance monitoring through workplace audits, anonymous employee surveys, and mandatory diversity reporting enables identification of systemic discrimination patterns without requiring individual complaints.[49] Data collection disaggregated by disability status, sexual orientation, gender identity, race, and other identity markers is essential for identifying intersectional discrimination.[50] States must establish intersectional equality bodies with mandates to conduct proactive compliance monitoring, collect disaggregated data, and impose meaningful penalties for non-compliance, including loss of government contracts and business licensing.[51]

7. Provide judicial training and employer capacity building on intersectional discrimination and reasonable accommodation implementation.

Judges, magistrates, and tribunal members require specialised training to recognise and adjudicate intersectional discrimination claims involving disability and SOGIESC.[52] Employers require technical assistance to implement reasonable accommodations addressing both disability and LGBTQI+ identity needs.[53] Training must cover legal frameworks, international standards, practical accommodation strategies, and case studies demonstrating intersectional discrimination patterns.[54] States must establish judicial training programs and employer resource centres providing technical assistance on accommodation implementation.[55]

8. Increase core, flexible funding for LGBTQI+ disability-led organisations and sex worker-led organisations, particularly in the Global South.

LGBTQI+ disability-led organisations and sex worker-led organisations face severe funding constraints, with the majority of available funding restricted to short-term projects rather than core organisational support.[56] Global South organisations face particular funding gaps.[57] Disability-led organisations demonstrate greater effectiveness in reaching marginalised community members

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[47] McCrudden, C. (2007). *Buying Social Justice: Equality, Government Procurement, and Legal Change.* Oxford: Oxford University Press.

[48] Fredman, S. (2011). *Discrimination Law* (2nd ed.). Oxford: Oxford University Press, pp. 198–225.

[49] Equality and Human Rights Commission (UK). (2018). *Monitoring and Enforcing the Public Sector Equality Duty: A Guide for Public Authorities.* London: EHRC.

[50] United Nations Office of the High Commissioner for Human Rights. (2018). *A Human Rights-Based Approach to Data: Leaving No One Behind in the 2030 Agenda for Sustainable Development.* Geneva: OHCHR.

[51] Hepple, B. (2011). *Equality: The New Legal Framework* (2nd ed.). Oxford: Hart Publishing.

[52] United Nations Office of the High Commissioner for Human Rights. (2017). *Judicial Training on International Human Rights Law.* Professional Training Series No. 9/Add.1. Geneva: OHCHR.

[53] Acas (Advisory, Conciliation and Arbitration Service). (2020). *Reasonable Adjustments in the Workplace: A Guide for Employers.* London: Acas.

[54] Perlin, M.L., & Lynch, A.J. (2016). *Sexuality, Disability, and the Law: Beyond the Last Frontier?* New York: Springer.

[55] International Labour Organization. (2016). *Promoting Diversity and Inclusion through Workplace Adjustments: A Practical Guide.* Geneva: ILO.

[56] Astraea Lesbian Foundation for Justice. (2017). *Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements.* New York: Astraea Foundation.

[57] Global Philanthropy Project. (2021). *2019–2020 Global Resources Report: Government and Philanthropic Support for LGBTI Communities.* New York: Funders for LGBTQ Issues.

and designing contextually appropriate interventions.[58] States and international donors must increase core, flexible funding for LGBTQI+ disability-led organisations and sex worker-led organisations, particularly in the Global South, enabling long-term organisational sustainability.[59]

Monitoring And Implementation Framework

Legislative Reform

States should repeal discriminatory laws and enact comprehensive anti-discrimination legislation.[60] Legislative processes must include meaningful consultation with LGBTQI+ people with disabilities.

Institutional Mechanisms

Establish dedicated units within labour ministries and equality bodies to address intersectional discrimination,[61] with adequate funding, technical expertise, and enforcement powers. Staff must receive training delivered by LGBTQI+ people with disabilities.

Employer Obligations

Require all employers to develop workplace inclusion policies addressing reasonable accommodations, anti-harassment measures, and inclusive recruitment practices. Employers must report annually on workforce diversity and inclusion measures.

Budget Allocation

Allocate reasonable national employment budgets to programmes specifically targeting LGBTQI+ people with disabilities, including skills training, supported employment, reasonable accommodation funds, and anti-discrimination enforcement.[62] Accessible and meaningful public participation by those most directly impacted by and/or targeted for exclusion, would be essential for the allocation determination process and, despite increasingly dominant claims of "shrinking fiscal space" for social spending, should take into consideration relevant public finance prioritisations, such as debt-repayments, which do not deliver any required social services and/or protections.

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[58] Charlton, J.I. (1998). *Nothing About Us Without Us: Disability Oppression and Empowerment.* Berkeley: University of California Press.
[59] International Disability Alliance. (2020). *Toward a Disability-Inclusive COVID-19 Response: 10 Recommendations from the International Disability Alliance.* Geneva: IDA.
[60] Han, E., & O'Mahoney, J. (2014). British colonialism and the criminalization of homosexuality. *Cambridge Review of International Affairs,* 27(2), 268–288.
[61] Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum,* 1989(1), 139–167.
[62] Association for Women's Rights in Development. (2019). *Resourcing Feminist Movements: Where is the Money for Women's Rights?* Toronto: AWID.

Immediately Essential Key Performance Indicators (KPIs)

Outcome Area	Indicator	Disaggregation	Data Source	Target (5 years)
Inclusive employment	Employment rate among LGBTQI+ people with disabilities	By gender identity, age, location	Labour force surveys; administrative data	Plus 10 percentage points
Reasonable accommodation	Share of workers receiving accommodations	By disability type and sector	Employer reports; labour inspections	Plus 50 per cent
Workplace safety	Reported incidents of violence and harassment	By type, sector, formal vs. informal	Inspectorate; surveys; civil society hotlines	Minus 40 per cent
Social protection	Coverage among LGBTQI+ people with disabilities	By scheme and income	Administrative registries; household surveys	Plus 30 per cent
Funding flows	Annual funding to intersectional community organisations	By country and organisation type	Donor reporting; civil society financials	Doubles
Legal reform	Repeal of criminalising laws and adoption of intersectional anti-discrimination legislation	By country and law type	Government records; civil society monitoring	100 per cent of countries implementing recommendations

Conclusion

LGBTQI+ people with disabilities face intersecting forms of discrimination creating severe barriers to employment and economic participation. A decolonial intersectional framework reveals how colonial legacies, heteronormative structures, ableism, and criminalisation combine to marginalise these communities. The systematic exclusion from formal employment, combined with barriers to informal economy participation and criminalisation of survival strategies including sex work, creates conditions of extreme economic vulnerability.

> *The Draft Guidelines must explicitly address these experiences and call for comprehensive legal and policy reforms to ensure the right to work for all people with disabilities, regardless of sexual orientation, gender identity, or occupation. This includes recognition of intersectional discrimination as requiring specific protections beyond single-axis frameworks; extension of labour protections to informal economy workers, including sex workers; decriminalisation of sex work and informal economy activities; recognition and support for care work; increased funding for intersectional advocacy; and repeal of colonial-era laws criminalising same-sex relationships and gender non-conformity.*

The Committee has an opportunity to provide transformative guidance centring the experiences of Historically Disenfranchised and Socio-Politically Marginalised (HDSM) Communities. By adopting a decolonial intersectional approach aligned with Articles 3, 4(4), and 27 of the Convention on the Rights of Persons with Disabilities, the Guidelines can advance substantive equality for all people with disabilities, including those facing compounded discrimination based on sexual orientation, gender identity, race, ethnicity, and economic marginalisation.