

Foreword

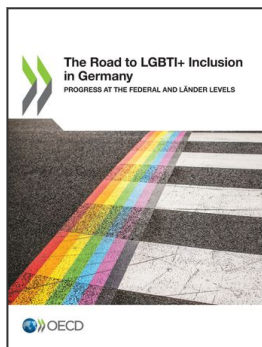
The OECD Directorate for Employment, Labour and Social Affairs (ELS) has been supporting the inclusion of increasingly diverse groups in member countries through its work on gender equality, ageing and employment, the labour market integration of youth, the inclusion of people with disability, or the integration of immigrants and their families. Since 2016, following a Call to Action signed by 12 member countries, ELS has been leading the organisation's work on the inclusion of LGBTI+ people, i.e. lesbians, gay men, bisexuals, transgender and intersex individuals.

With the 2019 edition of *Society at a Glance* and with *Over the Rainbow? The Road to LGBTI Inclusion* (2020), the OECD previously explored the socio-economic situation of sexual and gender minorities and the extent to which laws in OECD countries ensure equal treatment of LGBTI+ people.

Building on these analyses, this report investigates legal and policy achievements towards LGBTI+ equality in Germany at both the national and subnational levels. The key findings are encouraging. Although anti-LGBTI+ discrimination and violence is a reality that continues to hamper the well-being of millions in Germany, legal and policy achievements towards LGBTI+ equality have been substantial. Yet, margins for improvement exist. In particular, legal safeguards against discrimination by state public entities are still limited. Beyond laws, there is also room for enhancing preventive policies aimed at fostering a culture of equal treatment of LGBTI+ individuals at school, in the workplace, and in health care and for strengthening remedial policies aimed at enforcing antidiscrimination and anti-violence laws.

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