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Results of desk and field Analysis



Partner countries Project Diversities @ work - Austria, Belgium, Bulgaria, Italy and Spain- have developed a desk and field analysis addressed the scope of the working world. This analysis allowed to investigate on the one hand the policies, actions, regulations that companies adopt to combat discrimination related to sexual orientation of their employees in the process of selection (access) and permanence (career progression), from the other the level of knowledge and awareness of the workers about the policies and anti-discrimination measures provided by the membership.



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The second meeting: Partnership meeting in Sofia-Bulgaria



1st and 2nd October 2015 took place in Sofia, Bulgaria, the Second Meeting of the transnational Diversities @ Work project, organized by the Association Partner Generations

The meeting was attended by all project partners except Prevalia Spanish organization which, unfortunately, because of the economic crisis, has informed the partnership to be forced to abandon the project.

The meeting was focused on the sharing of the first results of desk and field for the detection of the target group needs.

Further analysis of the elements that emerged was essential to know with clarity and transparency, the point of view of entrepreneurs or managers of the companies in relation to the management of diversity within their workplaces and specifically to issues related to diversity ' gender identity and sexual orientation. In this regard it was interesting to cross these data with those of the workers.

Results of desk and field Analysis

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The survey was carried out through three social search tools: questionnaires, semi-structured interviews and focus groups. This recognition methods has allowed to collect in the first quantitative data which subsequently were investigated through a detailed qualitative analysis.

The results from the survey emerged in relation to the business / employer's testimony are:

- ◆ ITALY
 - Lack of real awareness of what can be present and serious discrimination against LGBT people in the workplace + Skepticism about the need to treat the Diversity LGBT + with ad hoc tools
 - ◆ Discrimination through the use of offensive / inappropriate words to colleagues / LGBT + and a need for a "non-discriminatory language" to use in the workplace Importance of a glossary to know and use correctly the terms to define and describe the LGBT + Strong need for successful models and best practices to follow

SPAIN

- ◆ no perception of the main problems of LGBT workers is not detected +
- ◆ Lack of concrete measures of prevention of discrimination linked to sexual orientation and gender identity

BELGIUM

- ◆ Presence of laws and regulations in terms of protection of the differences in the workplace, but we must encourage interventions that accompany people to change mentalities with respect to sexual orientation and gender identity issues.
- ◆ The majority of companies that have improved their plan for diversity and anti-discrimination policies have not punctual interventions of the discrimination related to sexual orientation.

BULGARIA

- ◆ Sexual orientation and gender identity issues are not taken into consideration by companies as related sections of the private life and not of the working people
- ◆ Complete absence of policies, actions and interventions LGBT anti-discrimination in the workplace

AUSTRIA

- ◆ Increasing attention to the management of diversity policies within companies
- ◆ Including implementation of interventions for LGBT people in the workplace

Fasi di progetto

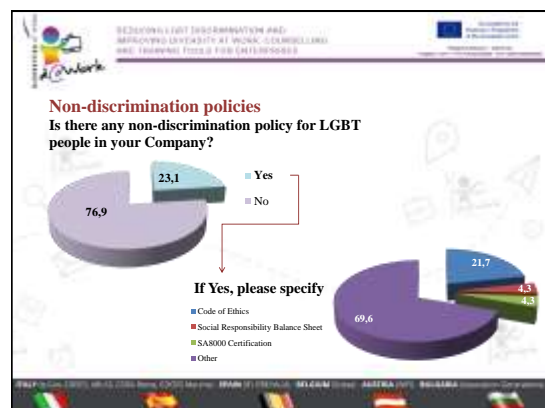
- 1) **analisi desk su:** diritti LGBT+, leggi antidiscriminazione, progetti, studi/ricerche, buone pratiche e/o politiche di Diversity LGBT+ attuate nei diversi Paesi Partner
- 2) **indagine quali-quantitativa** per rilevare i fabbisogni dei gruppi target rispetto alla Diversity LGBT+ nei luoghi di lavoro attraverso:
 - questionari alle aziende
 - questionari a lavoratori/trici
 - focus group con le aziende
 - focus group con lavoratori/trici
 - Interviste in profondità a stakeholders

MAIN FINDINGS

- Differences depending on size
- Sexual orientation mentioned more than Gender Identity
- **Companies don't admit to have problems with LGTB**
- In Spain, legal marriage = same rights for all the marriages
- No politics for transexual or transgender people
- No specific budget

Qualitative results from interviews

- Existing tools and actions (best practices) :
 - Diversity : training, entertainment, symposium on diversity and on profits for companies to be open to diversity
 - eDIV : tool online → <http://www.ediv.be>
 - Diversity Plan : few of its are based on sexual discriminations
 - LGBT diversity : Actions of Trade Unions (brochures available to the members and trade unions workers , awareness campaign, participation at the Gay Pride)
 - Some companies or employers organizations highlighted the topic
 - Rainbow cops
 - Acenture (Diversity and Inclusion)



The Second transnational meeting in Sofia

(Continue from pag. 1...)

Each partner then presented some data collected in their own country through the administration of on-line questionnaires that had been developed to investigate the existence and type of implementation of Diversity LGBT + in businesses, as well as the way the / workers / trici live that diversity in the workplace.

The difficulties encountered by all partners to reach a significant number of respondents led to the collegial decision to extend the investigation still for at least two months (until December 2015).

During the second meeting day, then, the partners, using a Metaplan (see. Below) prepared by CIRSES, Cora Rome and COOSS Marche, they started the shared work of adaptation of the contents of Crossing Diversity, beginning to assume the parts to be modified , supplement, delete, store the manual and 9 base maps.

They were thus assigned new tasks for each member of the Partnership and fixed deadlines associated with these tasks.

It was played, finally, a long connection skype Rome / Sofia with expert administrative CIRSES who provided information to the Partner, rules and detailed guidelines on the proper management of expenditure and Erasmus + funds.

Partner	Participants
ISCON	Annalisa Carbone Paula Barnieri
CIRSES	Alessandra Antonini Federica Paragona Monica Pierucci (by Skype)
CORA ROMA	Claudia Piccini
COOSS Marche	Luca Borioni
SIDAIDS/SIREAS	Emilie Gerard Nicolas Jocky
WIFI (AT)	Nichola Scarambala Claudia Scarambala
IFI	Cristina Ferris
Association Generations	Silvana Hristova Tanya Gebeva

WORKING GROUP FOR THE ADAPTATION OF GOOD PRACTICE CROSSING DIVERSITY WITH METAPLAN



SOFIA Meeting - ADAPTATION SUMMARY						
	ITALY	SPAIN	BELGIUM	AUSTRIA	BULGARIA	
HANDBOOK	LGBT Diversity Management → History → Added value for using Diversity Management → Insert European LGBT Diversity Charts and how enterprises can apply (insert information in the "Useful links" section) APPENDIX: • How to organize courses/initiative s/vents on LGBT Diversity	• Glossary: change some concepts: -Biological sex by assigned sex -Transgender and transsexual by Trans People Trans People: person whose gender does not match the gender assigned at birth • Resources: adding one book for Spain: -Raquel (Lucas) Piñero (2014) TRANS*EXUALIDAD: Acompañamientos, factores de salud y recursos educativos	Glossary ok STEREOTYPES/COMING OUT	• Highlight beneficiaries • Competencies of LGBT Diversities Manager (Professional Profile?) • Movies section ok • Songs section ok • Insert Questionnaires for workers and companies • Organize a Map for HR users • Addresses section: insert communities of	• More information about legal aspects → insert a/fracl section (rules), rights • Glossary ok • How to organize courses on LGBT Diversity (for managers)	



	ITALY	SPAIN	BELGIUM	AUSTRIA	BULGARIA
		Barcelona, Ed Belaterra		workers • Website section ok • Glossary to be localized, where needed	
nMAPS	5 Maps 1) Basic information about sexual identities 2) Recruiting/select on/career opportunities 3) Coming out 4) Mobbing, career step down and Minority stress 5) Health and wellbeing	Insert Best Practice instead of "A story..." Caricel maps 5,6,8,9 Best practices: -CCOO -REPSOL -BERDROLA -TV3	FOR EVERY MAP USE SYMBOL/COLORS FOR IDENTIFY • TYPE OF ENTERPRISE • TARGET GROUP (HR Manager, Entrepreneur...) MAPS TO BE IMPLEMENTED: • WELLBEING/LIFE STYLES • COMING OUT • CONFLICT MANAGEMENT Belgian Tools → see www.ediv.be	Cancel 6, 8, 9 FOR EVERY MAP USE SYMBOL/COLORS FOR IDENTIFY • TYPE OF ENTERPRISE • TARGET GROUP (HR Manager, Entrepreneur...)	Cancel Maps 6,8,9 • Practical tools to solve conflicts, problems among workers • Colors and symbol not useful → Best Practice descriptions to be imposed from other Country Partners

First Multiplier Event

The October 1, 2015 was held the first Multiplier Event project. During the dissemination seminar, in addition to having examined and discussed the first results of the survey conducted on companies and workers, it was presented to the / guests the good practice Crossing Diversity - produced with the Leonardo da Vinci project-TOI "Eurialo" and addressed to schools and to the socio-educational world of work - in order to open a debate on possible changes / adaptations needed to make the product with the relevant business context.

In this reflection, in addition to the / to the representatives of the various partner organizations of the project, we were attended by three privileged witnesses, guests invited by the Bulgarian partners: Dr. Valia Dankova, General Manager of Bimec, the Nadejda Dr. Bocheva, associated professor at the Institute of Neurobiology of the Bulgarian Academy of Sciences; Dr. Simeon Vassilev, CEO and store manager del Springfield and Dr. Nicolas Jocky, African Pride Association member based in Brussels. The Bulgarians witnesses emphasize that sexual orientation in the Bulgarian labor market is considered a private matter of workers to be relegated to the privacy of individuals, not to the public related to the working environment, so the HR managers and business owners do not pay attention to diversity refers to 'sexual orientation, although they recognize that it can be a social stigma, but deny any relationship to the workplace. . Dr. Jocky asked the two witnesses what was the role of associations representing the LGBT + people in the Bulgarian society in general and in one work in particular (eg trade unions). The Bulgarian entrepreneur stressed that it is still difficult in Bulgaria discuss this issue and that the project Diversitie @ Work is an excellent opportunity to raise awareness among companies and employees on diversity and respect.

Valia Dankova

Education :

International trade and Finances - Bulgarian University for World Economy
Business Administration - City University, Seattle

Certified adult education trainer – System-Cert, Austria

Professional trainer in sales and marketing, soft skills

Project manager – programs PHARE, national funded social programs, Leonardo da Vinci, ERASMUS+

Professional experience: Manager Sells and Marketing in apparel and clothing industry. President of the Bulgarian Association of the apparel and clothing industry- Owner and director of small clothing industry enterprise. Foreign language skills: English, Russian , German



Prof. doc. Nadya Bocheva

Education:

Solid State Physics, Sofia University "KI. Ohridsky"

Professor in Psychophysiology

Doctor in Biology

Professional experience:

Director of Department "Sensory Neurobiology"

Manager of projects, supported by Fulbright and National science Fund of America

Manager International projects – 7th Framework for scientific researches, ERASMUS+

Foreign language skills: English, Russian

Prof. Simeon Vassilev

Education:

London School of PR

Professional experience:

Motomania magazine – editor

Springfield – Marketing and PR specialist

General and Store Manager, Springfield Bulgaria

DJ MAG Bulgaria – publications, strategic planning

HUGE - CEO & Founder - till now

Djbook.bg – CEO & Founder – till now

GLAS Foundation – Director & Founder

Foreign language skills: English

Learn More...

A soon will be online the Diversities@Work website www.d-work.eu. The website, available in Italian and in English, shall feature a public area – containing information about the Project – and a private area reserved for the Project Partners and for the direct and indirect Targets of the Project, as well as all other possible beneficiaries of LGBT Diversity-related information in companies and Firms. The web site shall allow accessing: the multi-language E-learning Section, where it shall be possible to use the LGBT Diversity Tools and methodologies intended for companies an firms; possible discussion forums and communities on the social media.

Accessing www.d-work.eu you shall also download this Newsletter and next issues. So please visit our website and stay tuned! :-)