

Defending LGBTQIA+ rights through unions

Lessons learnt and best practices

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The study

Starting point: Widespread discrimination and harassment of LGBTQIA+ people at the workplace, lack of protection from employers and the state.

Question: How do global unions advocate for LGBTQIA+ workers rights?

Methods: Document-based research and interviews

Timeframe: June to October 2023

Participants: 12 individuals working at nine member organisations of the CGU LGBTI working group

Situation of LGBTQIA+ inclusion in global unions

- Vast differences across sectors regarding networks, knowledge and support
- Inclusion efforts started through resolutions and advocacy
- Longstanding LGBTQIA+ inclusion efforts especially in the female-dominated sectors public services and education

Current activities

- Internal network building and awareness-raising
- Development of training materials
- Public campaigns and communications
- Coalition-building through collaborations with LGBTQIA+ organisations and political platforms

Main challenges

- Lack of awareness within unions and externally
- Limited financial resources
- Very few staff members tasked with inclusion
- Institutional memory and continuity not guaranteed
- Political opposition and far-right co-optation

Best practices

- Sensitisation, workshops, and trainings
- Development of resolutions, motions, and policies
- Include LGBTQIA+ issues into collective bargaining discussions
- Open dialogue without prejudice
- Engage youth, women, and other “minorities”
→ *together, they are the majority of workers*

Thank you!

Feel free to reach out to me:

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Also check the website for the report soon:

<https://rosalux-geneva.org>