

**The report should not exceed 5 pages. Please answer ALL questions and follow the structure outlined below.**

### I. Organizational details

Project title:	<i>Making Equality Real: LGBTI People and Labour Discrimination in Italy</i>
Reporting period:	<i>01/07/2015 – 30/06/2016</i>
Implementing organization:	<i>Avvocatura per i Diritti LGBTI</i>
Contact information (post, e-mail, phone):	<i>Via Zambonate 33, 24122, Bergamo – Italy, <a href="mailto:erc@retelenford.it">erc@retelenford.it</a>, 0039 03519904497</i>
Contact person:	<i>Giacomo Viggiani</i>
Date of report submission to ILGA-Europe:	<i>31/07/2016</i>

Number of people working on the project (staff and volunteers): 3

Changes in the project leadership (if different from the application): N.A.

### II. Narrative Report

1. What kind of information did you collect?

*As scheduled, we collected case-law, personal stories and experiences of discrimination and harassment in the field of labour. Special attention was given to transsexual and intersex people, even if, with regard to the latter, only few interviews were collected. We managed to provide a uniform coverage of the country with interviews in all twenty Regions, as detailed in the Report.*

*Furthermore, we contacted lawyers and professionals (Psychologist, Trade Unions, Legal professionals) in order to understand how the “non-out” condition of LGBTI persons can impact their recourse to the law and judges, the remedies available and their knowledge.*

*In addition, the case-law available were collected and reported in a separate chapter of the final report.*

2. What methodology did you use to collect the information? If it differs from the methodology initially planned, please provide explanations.

*As foreseen, structured questionnaires were developed by Giacomo Viggiani to guide Anna Lorenzetti in the fieldwork and to ensure a uniform collection of the data. The research was mainly qualitative, even though the interviews carried out were more than 100.*

*The following indicators were used to organise the data: Age, Sex, Education, Sexual orientation and gender identity, Out or non-out, Multiple discrimination Direct or indirect discrimination, Place and time of discrimination, Characteristics of the perpetrator, Reasons for not reporting to the Trade Unions, or to public authorities.*

3. Please describe main success / challenges / difficulties of the project. How did you deal with them?

*The biggest problem was to recruit persons to be interviewed. In order to achieve the number foreseen, we created a website where anyone could make himself available to be interviewed. Other Italian associations also helped us in disseminating the website and the news about the project.*

*A second problem was related to intersex persons, which are underrepresented in the research. Despite our efforts, only few (three) were found and interviewed.*

*An important success was to be contacted by an important national newspaper, which introduced the project and gave it an important visibility.*

4. Did you have any partners in this project? If yes, please briefly describe the role of each partner.

*We did not have any official partners, even though personal contacts were used to increase the dissemination of the project and to recruit persons to be interviewed.*

### **III. Project impact**

1. What product has come out of the project if any (e.g. report, CD ROM, survey)? Please, give a short description.

*The output of the project is a new up-to-date report on LGBTI persons in the field of labour in Italy, which is attached to this narrative report.*

*We also took contact with an Italian publisher to publish it as a book. It is likely to be published in October and in an open access format in order to maintain all data freely accessible to anyone.*

*In June 2016 we also organised a final event within the Pride week in Milano to present the results of the research. The main trade unions took part to the event, showing interest in the research. Please see the leaflet of this event.*

*Another event will be organised at the University of Bergamo when the book has been published. A representative of ILGA-EUROPE will be invited to attend.*

2. What are the main outcomes of the project? Give details here on:
- a) How you plan to use this information - for advocacy or other purposes (at local, national and/or European level)?

*Since Avvocatura per i Diritti LGBTI is an association of lawyers providing free legal advice and service to LGBTI people suffering discrimination, this information will help us to better understand the needs of LGBTI people and provide customised service to each victim of discrimination. With regard to the advocacy plan of our association, the results of the research will be included in the annual training programme of our associates, which will be so able to offer a better free legal aid to victims of discrimination.*

*In addition, the results of the project will be disseminated to the major LGBTI Association, to Trade Unions, to Lawyer Association, as to ensure the awareness of the results and the important findings which emerged. The Report will be also disseminated to the National Equality body, to local equality bodies, to Football Association (which was considered a scenario of institutional discrimination).*

*Since the final report is written in English, the dissemination is ensured on the whole European Union. Thus, the Italian situation can be considered more accessible, as to regard case-law, legislation, current situation of LGBTI persons. Recommendations and Conclusions will be translated in Italian, as to ensure a wider dissemination.*

- b) Who is your key target audience who needs to understand the collected information?

*The key target audience are Italian trade unions, stakeholders, and private sector representative, but also LGBTI persons and associations themselves. Lawyers and professionals (legal professionals, including judges; social and health professionals), public (local and national) entities can also benefit from the data.*

- c) Provide a short description and concrete steps on how you plan to approach your target audience.

*A copy of the final report will be sent to the Presidents of Italian Regions and Italian Ministry of Labour, who can enact specific antidiscrimination policies in the field of labour. A meeting will be organised with the Italian equality bodies (the so called UNAR), as to plan future actions to combat discrimination at work against LGBTI persons. In addition, a copy of the final report will be discussed within the Universities which have Antidiscrimination Law as a subject as to sensitise the issues regarding discrimination against LGBTI persons.*

*The trade unions were involved in the final event in Milano and they already said to be strongly interested in reading the results of the research. We made ourselves available for training courses that will be organised during the end of 2016 and the beginning of 2017.*

*The report will be also disseminated between the Regions which introduced antidiscrimination legislation and between the Regions and the Public administration which show a certain sensibility on this issue.*

- d) What impact will this have on legislative / decision-making level (e.g. change in laws/policies, new relations with policy makers etc.), if any.

*Since the Italian political system is in turmoil, we do not expect immediate changes in laws. However, we hope that some new policies can be enacted at the regional level by the equal opportunity committees. The data can also be used within trainings.*

3. What impact (positive/negative) had the project on your organization?

*The research made us aware that we need to better customize our free legal advice service, especially for transgender and intersex persons. We also need to continue providing free legal training to make sure that legal tools are effectively used.*

4. What are the lessons you have learned internally? What learning would you share with others undertaking similar projects?

*It is important that all LGBTI associations work together to collect and report discrimination in the field of labour. Moreover, training is strongly needed for trade unions and legal professionals (lawyer and judges). We hope that the results of the project will help to increase the awareness on this topic and provide cases to be discussed within trade unions.*

#### IV. ILGA-Europe

How satisfied you are with the quality of cooperation with ILGA-Europe? Please, give a maximum of three positive and three negative points / examples, preferably with suggestions on how the latter can be improved.

*We are very satisfied. Boris Balanetkii and her colleague were very kind and helpful. We have no negative points to report.*

*We thank for this opportunity to work together.*

**PLEASE, INCLUDE A COPY OF THE PRODUCT THAT HAS COME OUT OF THE PROJECT (DOCUMENT, CD ROM etc) WITH THE ACTIVITY REPORT.**

**V. Financial report**

Please, provide the financial report using the attached excel sheet. In case if deviations from the original budget occurred, please provide explanations. All expenditures need to be accompanied by certified copies of supporting financial documents (bills, invoices, pay slips, bank statements etc.)

*With regard to the Lorenzetti's reimbursement (travels and accommodation), it was higher than envisaged, but we only reimbursed her the maximum amount budget. However, we put all travels in the reimbursement details in order to prove our commitment to the research and to the project.*

**VI. Additional questions**

- a) The number of people who took part in the research: those who were approached and those who participated, are there difference, if some people refused, what were the reasons?

*The recruitment of interviewees involved a call for interview via website, direct mail and emails sent to courts and LGBTI organisations or associations' members and personal contacts of the researchers involved in the study. In particular, trade union professionals, volunteers and personnel of LGBTI Associations and University researchers were recruited primarily, through personal contacts of the researchers, while lawyers were recruited through a call for interview via email.*

*The recruitment of experts involved five representatives from the major trade unions, eight legal professionals, five staff working for LGBTI or equality organisations, six therapists/counsellors working with LGBTI voluntary organisations and three University researchers.*

*The victims of discrimination were contacted primarily via websites (thanks to the website project form: [www.makingequalityreal.eu](http://www.makingequalityreal.eu)) and to a call for interview. The study respondents (N = 117) consisted of 43 persons who identified as gay men, 33 who identified as lesbian women, 8 who identified as bisexual men, 5 who identified as bisexual women, 9 who identified as transmen and 16 who identified as transwomen. Only 3 persons identified as intersex.*

*Since it was up to victims to answer to the call for interview via websites, we don't know the reasons why others could have not answered. We only know the reasons why some replied: the majority contacted the research staff as they felt the need to support other LGBTI victims of discrimination by sharing their experience, while a smaller number were seeking affirmation that what they had experienced was indeed a form of discrimination and were searching for any remedies which might be available.*

- b) What is the project coverage: which regions are included? What was the logic behind this?

*The research was conducted in all (twenty) Italian Regions, with a mean of 5.85 interviews per Region, ensuring uniform coverage of the country. The number of interviews per Region was calculated taking into consideration the size and the population of each and the availability of the persons (for details of the interviews per Region, see Table 1). However, the final number of those interviewed depended on the response the research had in the different geographical contexts. The majority of participants (N = 58, 49.6 % of the respondents) came from North, 27 (23.08 %) from the South and the two big Islands, 32 (27.35 %) from the Central Italy.*

- c) Do you think that would be of an added value to have report in Italian as well (at least short summary with main findings and recommendations)? Would it have added value to your advocacy efforts?

*Having a report in local language is always a sure mean of dissemination. However, we do not have the necessary resources to arrange a translation of the whole research at the moment. Considering that the target groups are mostly professionals, English should not be a barrier, though.*

*However, we will prepare a summary of main findings and recommendations in Italian for the book launch campaign in November.*

- d) Do you plan to share somehow the outcomes with other LGBTI NGOs in the country? How? Any strategy on that?

*Yes, we are already doing it. At the final event we invited some trade unions and the NGO Parks, which is an association of Italian employers working for the inclusion of LGBTI employees.*

*We are presenting the main findings and recommendations at events here in Italy and local NGOs are usually invited. We plan also to send a free sample of the book, once printed, to the more important NGOs working on the topic and to the stakeholders and policy makers. We are also at their disposal as free consultants for training events.*

- e) Do you think that such research could be repeated in other regions of Italy or in other European countries?

*We have already covered all Italian regions, but a future project considering the development and the evolution could be an idea for a future research. In fact, the empirical research in Italy is important to stress the condition of LGBTI persons in labour market.*



The European Region  
of the  
International Lesbian  
Gay Bisexual Transgender and  
Intersex Association

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*With regard to the other European countries, we believe that our concept has a high replicability, given also the low cost. However, since our research was mainly qualitative, a quantitative basis has to be already available in the target country.*