

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

**I. Organizational details**

Project title:	<i>Documenting LGBTI discriminations in the field of employment</i>
Reporting period:	<i>July 2015 – July 2016</i>
Implementing organization:	Centro Risorse LGBTI
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Contact person:	Dafne Spirli
Date of report submission to ILGA-Europe:	1, August 2016

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

7

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

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**II. Narrative Report**

**1. What kind of information did you collect?**

Collection date, user ID, place, gender or gender identity, sexual orientation, age, type of employment, involvement in LGBTI community, visibility, date of discrimination, place of discrimination, types (access to employment or training, employment and working condition, as pay, advancement, dismissals, membership of organization of employers), sector (private or public), perpetrator’s identity (colleagues, HR department, supervisors, bosses, board), perpetrator’s characteristics (age, geographical provenience, sexual orientation, gender identity, religion, political idea) presence of other people, their reactions, advanced motivation, perceived motivation, consequences (physiological assistance, legal support), discrimination reactions (through the mediation of a LGBTI NGO, trade unions, directly by the HR department, no action).

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

It has been important to combine documentation with counseling or legal advises in order to increase victims’ trust and involvement in the documentation. That is the reason why we suggest to meet people affected by discriminations and, after provided them support, propose to collect their case. A questionnaire has been provided to help desk and trade unions staff (previously

trained by the Center on specific issue of prejudices or judge as the main element of LGBTI discriminations) involved in the documentation. Once the discrimination has been collected, the case has been stored online in a trained-referents-reserved area of the website, [www.progettoracontalgbti.it](http://www.progettoracontalgbti.it). The results are recorded automatically on a excel sheet.

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

The main challenge of this work was the creation of an effective operative unit of data collection made up by staff from LGBTI NGOs and Trade Unions, strongly motivated about the importance of documentation of cases they deal with. This was the most important and concrete positive outcome of the project. This was also the main success we reached since the unit exists and will keep working together even after the end of the project. This success is due to the training we have provided with trade unions staff (CGIL, CISL, UIL), first separately, then together and in cooperation with NGOs and regional institutions.

The main difficulty has been related to the underreporting trend of such cases: people do not consider SOGI-connected discriminations as rights violation, particularly in employment field. The change in their perception is very demanding and complex and it will take time in Italy.

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

The project has been thought to be implemented by the Center and two main partners: CasArcobaleno and Coordinamento Torino Pride. We have worked as a consortium: the Center has provided with training in the field of monitoring and documentation of LGBTI discriminations. CasArcobaleno has hosted the first training meetings with the Trade Unions in October and December 2015 and it has organized the final conference in July 2016 at the Rights Village. Moreover, its role was essential to set the helpdesk and to offer the legal and psychological support to the discriminations victims. Once we have trained and tutored the helpdesk staff, it was completely independent in monitoring and documenting the cases. The Coordinamento Torino Pride's support was more technical: since it is very competent in communication, it was asked to implement the project's communication campaign, both online and offline. Example of graphics and communication materials are available on the Activity Report.

**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.**

We have produced a report on the basis of the collected data. The report give a picture of the discrimination in Piedmont over the last 6 months and all the information about the type of violations reported by victims in relation with some relevant aspects (age, gender identity, position, sexual orientation, ... ecc.).

**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)?**

The LGBTI Resource Center is involved in a long term strategy aimed to document Hate Crimes based on SOGI in Italy. We already collected cases from Campania and Veneto and the documentation work is still ongoing in Piedmont. Through this project, we have improved the questionnaire used for the interviews in order to have a focus on the employment field in documentation activity. We are raising funds to start a communication campaign at a National level to extend the documentation work at the entire country. Our mission is to advocate for the approval of a national law against Hate Crimes, using data collected to influence national and local policy makers.

At the same time, we will share the documentation with the LGBTI NGOs, in order to support their advocacy strategies on the same field. The focus on employment is particularly relevant since a national, controversial law has been approved last year (Jobs Act) that weakens the power of workers. The only way to ask for compensation in case of dismissal, is to prove a discrimination which is quite hard to demonstrate before the court.

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

Our key target audience are the persons in charge of Labour Regional Department, because of their role in design and implement policies. Currently, they are discussing on the implementing decree that will make effective the Regional Law against Discriminations, approved last 16<sup>th</sup> march. This law was supposed to be endorsed by the final report of this project. But the Regional Council has demonstrated to be ready for the approval months before the project conclusion.

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

On one side, we will encourage cultural and social change in perception (as said above) by strengthening the network between Trade Unions and LGBTI NGOs, in order to increase the bargaining power of employer's organizations. The Vademecum is one effective step we started with this project that will be disseminate and promoted during next year.

With Regional and local institutions we started a dialogue and collaboration to support their process of implementation of the regional law against discrimination. LGBTI Resource Centre will provide trainings for Public Administration personnel and Trade Union personnel and promote the help desk project as a good practice at a regional level.

**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.**

With this project we started in Piedmont a reflection about what constitutes discrimination in employment field. Even before the data collection, during two different focus groups LGBTI Resource Center and Trade Unions we realized that the most pervasive and invisible kind of discrimination is the indirect one. Data collected does confirm this and state an urgency for decision and policy maker. The concurrence approval of the Regional Law Against Discrimination last 16<sup>th</sup> March is an opportunity since the law deal with the issue and it would be important to do it in the most inclusive

and effective way. We believe that this project can contribute in a very positive way in the future political strategies about this issue.

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

The project had a positive impact on our organization in terms of networking and cooperation with Trade Unions and other institutional stakeholders.

At the same time facing the “under reporting” of discrimination in employment field it was very discouraging during the early phase. Then we succeeded by strengthening the collaboration with the other stakeholders and experts of the network. We improved our capacity and skills in data collection dealing with a more sectorial field. Trade Union approach encouraged us to adopt different points of view about LGBTI issues.

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

We have learned the importance of making a preliminary analysis and a detailed study about the object of documentation. Although our experience in monitoring and documenting hate crimes and discriminations, it was very useful to meet Trade Unions’ experts before designing the questionnaire form. We were not aware about all the discriminations can occur in the field of employment: promotion, contract termination, welfare payments, leaves policy. It was the occasion for having a focus on the new Italian Labor Law, named “Jobs Act” and the consequences on the workers rights.

Improving our knowledge on this specific issue has been vital in defining the questionnaire form and other tools, such as the helpdesk staff training and to provide with the proper support to the discriminations victims.

**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.

As usual, we are very pleasant to work in collaboration with IE. In particular, we appreciate the support we receive in case of need. We feel free to ask for suggestions and advises. We have asked for a one-month extension, because of a change in the last activity purpose (from a output presentation’s conference to a awareness improving’s conference). It was a cost-free budget variation.

On the negative side, we are aware that sometimes is hard to communicate in English, particularly when we have to explain local scenarios. Maybe it will be useful to report to an Italian speaker if needed.

Thanks to IE, we are becoming very competent in monitoring and documenting hate crimes and discriminations at national level. Nevertheless, implementing advocacy projects on those themes is very demanding in our country. Our staff is limited and economic resources are scarce. If we could manage a greater budget, we would be able to improve the social and political project’s impact.

**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.)