

## I. Organizational details

Project title:	“Stories beyond the data: Documentation of discrimination in the field of employment”
Reporting period:	July 2015 – August 2016
Implementing organization:	Háttér Society, Hungary
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Date of report submission to ILGA-Europe:	19 <sup>th</sup> August 2016

**Number of people working on the project (staff and volunteers): 4**

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

Two people joined the project team instead of D. Bárány and Zs. Benkő (listed in the application), both of whom declined because of other obligations (traveling abroad, a new job). The change happened at the very beginning, so it was the same team that worked on the project:

- \* Bea Sándor (project coordinator, responsible for the research and writing the report);
- \* Flóris Balta (TranszPont & Háttér, researcher, making interviews);
- \* Tamás Mátai (Háttér, psychologist, researcher, conducting and analyzing focus group discussions);
- \* Tamás Dombos was involved in reviewing the report and compiling the chapter on good practices.

## II. Narrative Report

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

In this project (a research incorporating both qualitative and quantitative elements) we supplemented already existing data on employment discrimination by focusing on particular topics arising from earlier research.

#### **The effect of homo- and transphobia on people’s career choices**

\* how did or does homo- and transphobia influence LGBTQI persons’ careers and career choices; \* previous conceptions about professions; \* employment discrimination experiences and choosing to be an entrepreneur / individual contractor, etc.

#### **Spaces of heteronormativity: schools and the police**

\* what are the specific challenges LGBTQI people face pursuing careers in education and policing; \* public expectations about “good teachers” and “good police officers”;

#### **Trans people: specific barriers and needs**

\* what are the specific challenges trans people face when accessing the labor market; \* sources of employment inequality; \* employment experiences and career choices; \* transitioning and job security; \* reactions to transitioning; \* issues of privacy, data protection and reasonable accommodation.

### **The role of heterosexual employees**

\* how homo-, bi- and transphobia works and how it is enhanced by silence; \* exploring reasons, feelings, opportunities.

### **The role of HR personnel**

\* what policies exist to prevent or deal with discrimination; \* what are the difficulties in enforcing diversity / equal opportunity policies; \* what other problems they have faced in the past and how they dealt with them; \* what skills and knowledge HR personnel need to challenge workplace homophobia and transphobia.

### **Existing good practices**

#### **Themes of chapters of the report:**

- 1) Background and objectives;
- 2) Earlier research;
- 3) Methodology, results;
- 4) Career choices;
- 5) Schools, police;
- 6) Trans people's responses; gender expression;
- 7) Heterosexual and cisgender colleagues;
- 8) HR personnel;
- 9) Legal environment;
- 10) Recommendations;
- 11) Model equality plans;
- 12) Good practices;
- 13) Dictionary;
- 14) References.

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

### **Focus groups:**

4 instead of 5, as police workers were not willing to attend group meetings. We could only make individual interviews with police staff.

### **Semi-structured interviews:**

35 interviews with LGBTQI and non-LGBTQI employees and entrepreneurs; special sub-groups: teachers; school directors; police chiefs; policemen; trans people; colleagues of LGBTQI people; HR professionals.

### **Online questionnaires:**

2 instead of the planned 3; reason: we managed to integrate the questions related to trans people's experiences into the "general" questionnaire, applying "jumps" when certain answers were marked. The 2<sup>nd</sup> questionnaire targeted HR professionals.

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

Success A: many people gave very detailed responses in the online survey. It seemed that sharing information on this underresearched topic was important for them.

Success B: making contacts with the Hungarian Employers Forum on Equal Opportunities and a few HR leaders. The HEF (mef.forum.hu) organized a training we held in April 2016. HR leaders interviewed invited us to join a professional group in September 2016.

Success C: we held a launch event during the Budapest Pride festival week (on 28<sup>th</sup> June), and the report (+ the issues it is about) got a good press covering, e.g.:

[http://index.hu/belfold/2016/06/28/munkahelyi\\_diszkriminacio\\_es\\_meleg\\_leszbikus\\_biszexualis\\_transznemu\\_emberek/](http://index.hu/belfold/2016/06/28/munkahelyi_diszkriminacio_es_meleg_leszbikus_biszexualis_transznemu_emberek/)

<http://abcug.hu/vicceskedo-buzizasokkal-keseritik-meg-meleg-munkavallalok-eletet/>

<http://nepszava.hu/cikk/1098431-falun-ez-egy-et-jelentene-az-ongyilkossaggal>

<http://m.nol.hu/belfold/kirugassal-jarhat-ha-valaki-fellallja-a-melegseget-1621545>

<http://www.hrportal.hu/hr/melegek-munkahelyi-diszkriminacioja-a-hr-es-sincs-mindig-kepben-20160629.html>

<http://www.sztarklikk.hu/kozelet/divatbol-csinaljak-olvasd-el-ezt-es-meglatod-hogy-a-melegseg-inkabb-kereszt-mint-hobort/274656/>

<http://nepszava.hu/cikk/1098710-mert-mindannyian-magunk-vagyunk>

Challenges: we could not organize a focus group discussion with police workers. It is obvious (also from interviews) that fear of homophobia has grown in the state sector. We made individual interviews instead, but could find only men who were willing to talk (and some of them were not, even though interviews were fully anonymous).

Because of finishing the research in the middle of summer, we have not made contacts with trade unions. We'll go on with that in September.

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

Although we did not have partners, our work was helped by other LGBTQI NGOs that helped distribute the online questionnaire; as well as the Hungarian Employers Forum on Equal Opportunities, which invited us to participate in a training for members and helped making contacts with HR leaders; and HRportal (<http://www.hrportal.hu/>) that both wrote about the research results and helped spread the news about our online survey for HR personnel.

Transvanilla also helped immensely, both distributing and reviewing the online questionnaire for LGBTQI respondents.

### 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.

- Report in Hungarian (300 copies printed + online publication). 14 chapters, 90 pages long. Chapters list: see II/1.

- Report in English (online publication). A full translation of the report. (Online publication.)
  - Fact sheets in Hungarian and English.
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)?

Advocacy, primarily (and as foreseen) at national level.

1. To contact trade unions as well as political decision-makers to create more specific regulations on equal opportunity plans, so that they contain positive steps to eliminate discrimination.
2. To persuade HR leaders to get trainings on the employment / workplace discrimination of LGBTQI people.
3. To increasing legal awareness, so that more clients of Hättér's Legal Aid Service turn to the Equal Treatment Authority and / or labor courts.

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

- Trade unions to see the importance of anti-discrimination regulation and information.
- Political decision-makers.
- HR bodies and administrators to know more about the impacts of homo-, bi- and transphobia and how they can be prevented or dealt with, and to seek training programs on eliminating employment discrimination and advancing diversity.
- The general public; LGBTQI and other employees who have or might have LGBTQI colleagues.
- The press – to inform and influence the above groups.

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

- Providing trainings for HR leaders and staff (keeping contacts with the Hungarian Employers Forum on Equal Opportunities, as well as meeting a HR leaders' group in September).
- Contacting trade unions and political decision-makers.
- Providing information on our website; a blog dedicated to employment issues: <http://lmbtgimunka.blog.hu/> as well as Hatter's website and Facebook page.
- Preparing a separate online publication of the longer interviews made with trans people (10 interviews).

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.

Our aim is to create more specific regulations on equal opportunity plans, so that they contain positive steps to eliminate discrimination. But also to approach individual employers to further develop existing e.o.p.-s / implement new ones. It takes time, but steps have been taken to work more extensively in this field.

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

Positive impacts: focusing on this field that concerns basically everyone, making people (interviewees and online questionnaire respondents) more involved – many of the latter provided their e-mail address for further information on related projects and programs, broadening our network of allies, becoming more recognized as researchers / experts in this field.

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

The importance of working with other NGOs and finding allies (other NGOs, authorities, press) and also of making respondents feel involved (e.g. asking them to share stories of coming out at work and publishing these).

#### 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.

Definitely satisfied. The workshop in Brussels was very useful; both finding out about activities in other countries and thinking together about strategies. The mid-term Skype interview was also inspirational.

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

Link to the report in Hungarian: <http://www.hatter.hu/kiadvanyaink/barmilehet>  
(Also 300 copies printed.)

Link to the report in English:

Fact sheets in Hungarian and English attached.

#### V. Financial report

See attached.