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EMPLOYMENT

ALBANIA

According to Aleanca's annual survey, 40.8% of LGBTI respondents do not have and have never had formal employment. During 2023 Aleanca supported employment of 19 community members through mediation.

In December, the UNDP Albania and PINK Embassy together with the Ministry of Health and Social Protection and the Ministry of Finances, held a workshop on anti-discrimination in the private sector, to promote better cooperation among the private sector and LGBTI organisations.

BELGIUM

Civil servants in Ghent are now eligible for 20 days of transition leave.

A new study by the University of Ghent found that lesbians and gay men face little discrimination in employment, contrary to trans people. Ghent allocated funding this year to test transphobic discrimination in employment and take legal action.

BULGARIA

Bilitis's study found that in the last three years 39% of LGBT respondents had difficulty finding a job.

On May 17, Sofia Pride Business Forum took place for the first time, attracting over 60 representatives of different companies.

CYPRUS

Events continued to be held this year to address LGBTQI+ rights in the workplace, resulting from the collaboration between some large companies and CSOs. In January, the governments of Cyprus and the UK co-hosted a conference on workplace diversity and LGBTQ+ inclusion.

CZECHIA

The Pride Business Forum published a toolkit for employers, in cooperation with Trans*parent, on how to create a safe and inclusive workplace for trans employees.

DENMARK

LGBT+ Denmark and the Boston Consulting Group's study 'Danish Companies Miss the Mark on LGBT+ Inclusion' found that 81% of LGBT+ people have experienced or witnessed discrimination against LGBT+ people at work.

FRANCE

In August, the European Court of Human Rights agreed about the admissibility of a case brought by a coalition of 261 sex workers and allies concerning discrimination and violence they have faced since France introduced a law criminalising the purchase of sex and pimping in 2016.

ICELAND

The company Ölgerðin is the first to be certified as a queer-friendly workplace.

IRELAND

The Workplace Relations Commission ruled for financial compensation to a queer employee who was outed at work in 2021.

In March, a new bill was passed to ensure trans men wh

KAZAKHSTAN

In February, a queer man faced job dismissal threats over a customer comment on the 2GIS application. Despite getting the comment removed and settling with his employers, he later chose to resign due to the homophobic workplace environment.

In May, in Almaty a lesbian woman was compelled to resign from her job due to a hostile environment.

LITHUANIA

LGL held the first ever conference focusing on employment, Direction: Employment. Strengthening LGBTQ Workplace Inclusion, which was joined by the Minister of Economy and Innovation and several Ambassadors.

LUXEMBOURG

Luxembourg ranked first in the LGBT Worldwide Workplace Index, published in July.

MALTA

As part of EuroPride 2023, Malta's Chamber of Commerce together with the Allied Rainbow Communities (ARC) hosted a conference to raise awareness and promote engagement among industry experts and LGBTIQ+ communities and later signed a memorandum of understanding.

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MONACO

A bank and a hotel, two sponsors of this year's Pride, introduced diversity and inclusion programmes in the workplace.

MONTENEGRO

Economic marginalisation and discrimination in employment continued to be serious issues for the community (see [here](#) and [here](#)). Companies that have equality policies in place that cover sexual orientation and gender identity, remain the minority. Spektra launched a survey on the socio-economic position of transgender, gender-variant and intersex people, with a special focus on work and employment, housing and health issues. In April, LGBT Forum Progress published the results of the research "Montenegrin companies and anti-discrimination", which was a groundbreaking study conducted for the first time in Montenegro. Only 28.1% of companies stated that their anti-discrimination policy explicitly mentions sexual orientation and gender identity.

NETHERLANDS

The government's proposed Municipal Supervision of Sex Businesses Act would make it possible for municipalities to register each sex worker. Civil society is concerned about the discriminatory bill that will harm sex workers.

Introducing transition leave remained stalled this year, but more and more companies provide this to their employees (see [here](#), [here](#), and [here](#)).

NORWAY

Esben Esther Pirelli Benestad, a prominent figure within trans healthcare and professor of sexology, had their medical licence revoked in February for providing trans healthcare outside the monopolised system. Several protests were held across Norway in solidarity with the doctor. In July, the Health Authority partially reinstated their licence, with limitations such as only being allowed to practise under supervision in the public healthcare system.

POLAND

In January, the European Court of Justice ruled that the ban on discrimination on the grounds of sexual orientation applies to self-employed persons too. The District Court in Warsaw affirmed in April that the Polish National Television's refusal to extend a contract due to a person's sexual orientation was discriminatory.

A priest was fired from the Pontifical University in Krakow, for having visited gay clubs 13 years ago.

RUSSIA

Several people were fired this year on grounds of 'propaganda' (see [here](#) and under Freedom of Expression). The psychologist recruitment service Teplota ('Warmth') rejected a candidate for a job because of her sexual orientation.

SERBIA

A conference on Discrimination of LGBTI people on the labour market in Serbia brought together key stakeholders, including the Ministry for Human and Minority Rights and Social Dialogue.

SLOVAKIA

On IDAHOBIT, 25 large companies called for the improvement of the rights and living conditions of LGBTI+ people in the country.

A poll from the Profesia job search website found that LGBTI+ employees are the least accepted at work compared to, for instance, ethnic minorities, foreigners, people with disabilities, and others.

The LGBTI+ Business Forum 2023 took place in June, bringing together companies, organisations, representatives of the European Labor Agency (ELA) and the European Commission.

SLOVENIA

A pedagogy student, who was doing a two-week internship at a primary school in Maribor, became a target of transphobic harassment and hate speech in April, with parents calling for her dismissal because of her trans identity. The media widely reported on the case. Civil society organisations and the primary school stood in support of the teacher. She, however, did not finish her internship.

SWITZERLAND

A total of 75 businesses now have the LGBTI label, 22 of which received it this year.

The National Council agreed with a motion to ban discrimination in employment based on sexual orientation and gender identity in the Equality Act. Gender identity is

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already a protected ground. The Council of State will have to vote on the motion as well.

TURKEY

The Supreme Court ruled in July that the firing of trans doctor Larin Kayataş for “undermining morals” in 2021 was unlawful and that she needs to be re-hired.

UKRAINE

In May, the parliament amended the law on advertising making it unlawful to make demands in job ads relating to sexual orientation, among other grounds. An IT company made headlines for including “non-involvement in the LGBTI movement” in a job advert, but following backlash, they deleted the section.