

## ALBANIA

Aleanca LGBT reported that about 70% of respondents to its annual questionnaire found themselves uninsured and in unstable economic situations. The Labour Code, amended in December 2015, prohibits discrimination in employment and professions based on sexual orientation and gender identity (SOGI). Despite these legal protections, in 2024 a significant 57.8% of respondents reported never having been formally employed under a legal contract, while one-third are currently unemployed, which indicates systemic barriers and discrimination within the workforce. Furthermore, 26.7% of those currently employed reported experiencing harassment and prejudice in the workplace due to their SOGI. Notably, 71.3% of these incidents were linked to their being LGBTI, highlighting the ongoing discrimination and hostility faced by LGBTI workers.

## ARMENIA

In June, human rights defender Anahit Manasyan delivered the [opening speech](#) at the concluding conference of the “Decent Work Now” program, which focused on addressing critical labour rights issues, including the protection of vulnerable groups such as LGBTI people.

A trans asylum seeker faced repeated refusals for employment at various establishments due to their gender expression. Although some employers initially agreed to hire them, they later withdrew their offers without providing any explanations upon noticing that the gender marker on the person’s identification documents had not been updated, according to Pink NGO. The case has been documented by the NGO as part of its documentation of discrimination based on gender identity and expression.

## BELGIUM

In February, Belgium introduced a [new Criminal Code](#) that removes the distinction between discrimination based on ‘racial’ criteria and other grounds, including sexual orientation, in employment and goods and services. This means that discrimination against individuals based on sexual orientation is now treated with the same legal seriousness as discrimination based on race, ensuring equal protection under the law.

## FINLAND

A research financed by the Nordic Ministerial Council on the conditions of trans people in the employment sector in Sweden and Finland was presented in October. The results for Finland show that the unemployment rate for trans persons is twice as high as for cis persons and that trans people face greater difficulties in finding employment and experience more bullying in workplaces than cis people.

## FRANCE

In March, France Télévisions was found [guilty](#) of failing to ensure workplace safety, wrongful dismissal, and unfair contract practices. The ruling derived from the case of Gaël Giordana, a former employee who was dismissed in summer 2023 after reporting sexual and moral harassment by a colleague.

## GEORGIA

The [anti-LGBTI law](#) restricts education on gender and sexuality by prohibiting information that promotes same-sex relationships, gender transitioning, or non-heterosexual identities in educational institutions. The Venice Commission has [condemned](#) this provision as discriminatory, warning that it creates an unsafe environment for LGBTI students and deprives all pupils of comprehensive, age-appropriate sex education. The Commission also noted that the law contradicts the right to education and may increase bullying, harassment, and health risks. (See also under Equality and Non-discrimination)

## HUNGARY

In June, the Parliament adopted a new [package](#) of child protection laws that - among others - introduced psychological assessment and background checks on foster parents and all staff working in child protection services. The legislation also deemed anyone with ‘sexual deviances’ as unfit for these roles. Concerns have been raised about the questionnaires used in the assessments, which include questions about intimate partners and social activities, potentially leading to the exclusion of individuals with non-heterosexual orientations.

## ICELAND

A new [study](#) conducted by three unions revealed that the annual salaries of LGBTI men are, on average, 30% lower than those of their heterosexual counterparts. The study also found that only about half of the respondents are fully open about their sexual orientation at work, and nearly 60% report a general disadvantage in terms of conditions and rights in the labour market.

In October, [Registers Iceland](#) became the first institution to receive the [Hinsegin certification](#) from Samtökin ’78, followed by the engineering office [LOTA](#) in November, and Ölgerðin earlier this year. This growing recognition highlights a shift towards workplaces taking tangible steps to ensure equal treatment and respect for all genders and sexual orientations. The Hinsegin certification, grounded in diversity education, assesses how effectively workplaces foster an inclusive environment, marking an important move toward more inclusive and equitable workplaces.

## ITALY

In September, Italy's Minister of University and Research, Anna Maria Bernini, requested an inquiry into whether a [research project](#) on trans and gender-creative children (ages 7-14) met the requirements of the public call won by one of the researchers at the University of Roma Tre earlier in 2024. The request came amidst a wave of hate speech and death threats targeting the two researchers—a cisgender woman at the University of Roma Tre and a non-binary person from the University of Bologna—sparked by certain political parties and anti-gender movements. The backlash extended to the researchers' universities, with accusations of promoting "gender ideology" and demands for institutional action against them. In [response](#), several associations and the Rector of the University of Roma Tre publicly defended academic freedom and condemned the attacks.

## KAZAKHSTAN

Trans people continue to face significant barriers in terms of employment. In September, a trans woman named Alice [was fired from the hostel](#) where she worked due to the owner and roommates suspecting her of being gay. Later, she was also denied housing in that same hostel.

## LUXEMBOURG

The Ministry of Family, Integration, and the Greater Region, in cooperation with the Centre LGBTIQ+ Cigale, the Centre for Equal Treatment, the Rosa Lëtzebuerg association, developed a [guide](#) to help bridge the gap between trans people and their employers. This guide equips employers with key information to better understand trans identities and implement inclusive policies, while also offering trans people support in communicating their needs within the workplace.

The Musée National de la Résistance et des Droits Humains opened the temporary exhibition "[Vergessene Opfer. Victimes oubliées](#)" with a panel discussion. The exhibition was dedicated to the fates of the forgotten victims of the Holocaust such as LGBTI people, people of colour, Sinti and Roma people, disabled people and Jehovah's Witnesses.

## MONTENEGRO

A [report](#), released by the LGBTI Forum Progress and LGBTIQ Social Centre shedding light on the challenges faced by LGBTI people in employment. 82.7 percent of the respondents stated that they personally experienced discrimination at work based on sexual orientation, while 36.5 percent experienced discrimination at work based on gender identity.

In February, the Spektra Association published its research on socio-economic violence against trans, intersex, and gender-

variant (TIRV) persons conducted in 2023. The study indicates that in the past 21 months, 35% of trans respondents reported experiencing discrimination at work, with 40% of trans women specifically feeling discriminated against—representing the highest percentage among all TIRV subgroups included in the investigation.

## PORTUGAL

In June, Randstad released its 2024 [Workmonitor Pulse Survey](#), highlighting that while 49% of LGBTI employees feel comfortable discussing their identity at work, 28% still avoid it. The survey underscored that non-inclusive workplaces not only drive LGBTI talent away but also impact motivation and productivity, with discrimination concerns affecting 40% of LGBTI workers.

## RUSSIA

In April 2024, Denis Leontovich, an official in Samara's youth policy agency, was publicly [targeted](#) by Russian State Duma deputy Alexander Khinshtein, who shared photos of his alleged gay wedding online with the objective of discrediting him and fueling hatred. Following intense social media harassment and public outcry, Leontovich was forced to resign and ultimately left Russia due to fears of further persecution and legal threats. In October 2024, Leontovich, now living abroad, spoke out against Russia's anti-LGBTI policies and the ongoing Russia's war in Ukraine.

In September, a biology and chemistry teacher from Khabarovsk [was forced](#) to resign after a video surfaced showing him dancing in high heels, sparking public controversy. In October, he filed a lawsuit against the Khabarovsk education department, seeking reinstatement, and the case is currently ongoing.

In October, two policewomen in St Petersburg [were fired](#) for allegedly flirting with each other on social media.

## SERBIA

Rainbow Ignite played a key role in the research "The Economic Case for LGBTIQ+ Inclusion in Serbia," conducted by Open for Business, by offering insights and data on the socio-economic challenges faced by the LGBTI community in Serbia. The study revealed that discrimination and inadequate inclusion cost Serbia between RSD 42.8–47.3 billion (364.3–402.6 million Euro) annually, representing up to 0.70% of the GDP.

## SPAIN

In March, Spain's Ministry of Labour and Social Economy launched its first [Social Dialogue roundtable](#) to tackle LGBTI equality and discrimination in the workplace. At the end of June, following negotiations between trade unions, business representatives, and the Ministry of Labour and Social Economy, with the support

of LGBTI organisations, an [agreement](#) was signed to promote equality and prevent discrimination against LGBTI people.

## SWITZERLAND

In April, a group of parents from Pfäffikon utilised the pretext of criticising a school's sex education programme to advance [unfounded accusations](#) against a gay teacher. The involved individual was subsequently dismissed from his position by the school's administration.

## UKRAINE

Despite anti-discrimination laws, LGBTI people in Ukraine face significant workplace challenges, with many choosing to hide their identity due to fear of discrimination or stigma, a [report](#) by Fulcrum UA revealed. Trans people and those in rural areas or sectors like education are particularly vulnerable, facing heightened barriers to employment and inclusion. Inclusive work environments with clear non-discrimination policies and supportive management significantly improve safety and wellbeing for LGBTI employees.

The Nash Svit Centre [documented](#) two cases of discrimination based on sexual orientation and gender identity in the workplace. In one instance a worker faced insults and pressure from a superior, ultimately leading to their voluntary resignation. In another, a job advertisement was found to include discriminatory criteria, implicitly excluding certain individuals based on their sexual orientation or gender identity.

## UNITED KINGDOM

In January, a former school worker won the right for her [appeal](#) to be heard by senior judges. The appellant was fired after posting critical comments on Facebook about teaching LGBTI relationships in primary schools and alleged her dismissal from her employment was due to her Christian beliefs. In October, the Court of Appeal [ruled](#) that the teacher had her right to free speech violated and faced 'direct discrimination'.

In March, a Wiltshire teacher [pressed charges](#) against his former employer after being dismissed for gross misconduct. The dismissal followed reports that the teacher had repeatedly humiliated a student regarding their gender identity and preferred pronouns.

In May, a tribunal [ruled](#) that a woman, who was dismissed by her employer at the Edinburgh Rape Crisis Centre for her critical views on gender identity and biological sex, faced discrimination. The tribunal ruled that the charity had targeted her in a "heresy hunt" after she expressed her views, which led to her dismissal, [awarding her £70,000](#).

In July, a tribunal [ruled](#) that a Christian social worker faced direct

discrimination when Touchstone Leeds withdrew his job offer after discovering his negative views on homosexuality. However, the tribunal rejected the additional claims of discrimination related to the second interview and the final decision not to hire him.

As part of the proceedings, a former Trades Union Congress president was [removed](#) from the employment tribunal panel due to colleagues' concerns about his potential bias in favour of LGBTI stances.