

Employment

ALBANIA

Employment conditions for LGBTI persons remain marked by insecurity and discrimination. According to the 2024-2025 nationwide [survey](#) of Aleanca LGBTI, 70% of respondents had been employed during the past year, while 30% were unemployed. Among those employed, 47% worked under a formal contract, 44% were in informal employment and 9% were self-employed. Income levels indicate economic vulnerability: 16% of employed respondents earned below the national minimum wage, and 48% reported monthly incomes above 70,000 ALL (approximately 700 EUR). Workplace environments are frequently perceived as unsafe. Only 23% of employed respondents reported feeling safe and respected at work, while 30% stated that they did not feel safe at all. Homophobic and transphobic jokes, differential treatment and harassment were cited as common experiences. 70% of employed respondents reported that they had never disclosed their sexual orientation or gender identity in the workplace. Approximately half of those who remained closeted indicated that they feared losing their job. 27% reported experiencing sexual harassment at least once during the past year. Employment support services were rated as "very much needed" by 68% of respondents.

The Needs [Assessment](#) of Trans People in Albania documented severe structural exclusion of trans people from the labour market, characterised by high levels of unemployment, informality, pervasive discrimination, and limited access to institutional support mechanisms. According to the assessment, 35.2% of respondents were classified as NEET (not in education, employment, or training), and 47.05% reported engagement in sex work, reflecting significant economic marginalisation. Discrimination was reported across recruitment, employment, and job retention processes: 50% of respondents with prior employment experienced discrimination from prospective employers, 41.6% reported losing employment due to discrimination related to their gender identity, and 58.3% encountered discrimination in the workplace. Workplace environments were further characterised by violence and harassment, with 20% of respondents reporting experiences of violence and 30%

reporting sexual harassment linked to their gender identity. The assessment also noted that fear of discrimination contributes to concealment, with 50% of currently employed respondents reporting that they did not disclose their gender identity in the workplace.

ARMENIA

In 2025, Pink Armenia [documented](#) three cases of violations of workplace rights of LGBTI people, underscoring discriminatory hiring practices, workplace harassment, and unjust dismissal based on sexual orientation or gender identity. (See also under Bias-motivated Violence). In these instances, LGBTI employees were either denied employment outright or removed from their positions after employers expressed explicit bias, such as stating that they "do not need such employees" or accusing workers of "discrediting" the workplace due to their identity or relationships.

BELGIUM

In 2025, the Institute for the Equality of Women and Men launched a [new guide](#) for supporting intersex, trans, and non-binary people in the workplace. Aimed at employers, colleagues, unions, and others, it helps stakeholders understand their legal rights, duties, and responsibilities while addressing both practical and human aspects of support.

BULGARIA

In April, [disinformation](#) circulated on Bulgarian social media claiming that the Ministry of Agriculture and Food (MAF) had introduced a quota system requiring farms to employ at least 10% homosexual, bisexual, or trans workers by 2026. The Ministry issued an official rebuttal, condemning the story as gross misinformation intended to mislead the public and damage the institution's credibility. The statement stressed that the Ministry had never adopted, discussed, or agreed upon any measures related to collecting data on the sexual orientation of agricultural workers.

DENMARK

In February, the association of trade unions in industry (CO-Industri) and the association of

employers (Dansk Industri), negotiated a collective agreement for employees in the industrial sector for the next three years. The agreement sets the framework for other collective agreements, including the right to fully compensated parental leave for parents in rainbow families provided the legal parent decided to share the rights to parental leave with them.

IRELAND

In October, Red Umbrella Éireann, Sex Workers Alliance Ireland (SWAI), and the Street Workers Collective published a draft legislative proposal calling for the full decriminalisation of sex work, with an emphasis on the safety and labour rights of sex workers. The proposal was formally introduced as a Private Members' Bill by independent TD Ruth Coppinger at the Red Umbrella Film Festival. The draft sought to remove criminal penalties for sex workers working together or engaging support staff, such as security personnel or drivers. By the end of 2025, the proposal had not advanced through the parliamentary process.

ITALY

In July, Italy's Constitutional Court ruled that a non-biological mother in a same-sex couple is entitled to mandatory parental leave equivalent to paternity leave. The Court found that the exclusion of intended parents in same-sex female couples from such leave under existing legislation was unconstitutional, stressing that children's rights to care from both parents and parental responsibilities are not dependent on parents' sexual orientation. The case was referred by the Brescia Court of Appeal following a discrimination claim supported by Rete Lenford against the Italian Social Security Administration, which had refused to grant mandatory leave to a non-biological mother in a same-sex couple.

In November, the Department of Penitentiary Administration (DAP) issued a circular stating that Law 104/1992 on benefits (permitting leave to care for disabled family members) does not apply to civil union partners' relatives, arguing that civil unions do not create legal "affinity" relationships. This contradicted a 2022 INPS circular that extended these benefits to civilly united couples. The decision

affected prison workers nationwide.

KYRGYZSTAN

In late January, the blocking of 23 websites offering sex work services in Kyrgyzstan cut off many trans sex workers from their only source of income. For many trans women, sex work was the sole viable form of livelihood, as mismatches between their appearance and official documents make securing employment nearly impossible.

In March, a trans woman was summarily evicted from a hostel after the owner learned of her gender identity, according to the Kol-Kabysh Collective. The termination, delivered without cause or procedure, left her without income or prospects. Kol-Kabysh is seeking redress and mobilising support. No publicly reported update on the outcome of this case or any accountability measures had emerged by the end of 2025.

Since 2020, trans people in Kyrgyzstan experienced difficulties in employment due to the absence of procedures to change their official gender markers. Trans women are particularly vulnerable and often rely on sex work to cover living expenses but since 2024, pressure has intensified, especially from law enforcement officers. While sex work is administratively prohibited, initial detention previously allowed the option to pay a fine. However, recent trends restrict access to lawyers and the right to reduced penalties. In December 2025, a trans sex worker in the south of the country was detained for the first time, held for one day in a pretrial detention centre, and then, by court decision, was denied the option to pay a fine and spent an additional three days in detention.

NORWAY

In May, news emerged that Accenture, the American consulting firm with around 1,000 employees in Norway, is ending its global diversity and inclusion initiatives following US President Donald Trump's executive orders. Accenture CEO Julie Sweet informed all employees that the company's goals for diversity, inclusion, and equality are being discontinued, including career development programs aimed at specific demographic groups.

This change affects the Norwegian branch, which has offices in Oslo, Bergen, and Stavanger.

POLAND

In February, the Supreme Court of Poland ruled in favor of a non-binary former casino dealer in Wrocław, marking the first time Polish law explicitly recognised that non-binary individuals can be subject to gender-based discrimination. The applicant was fired in 2021 after refusing to comply with strict appearance rules requiring female employees to wear make-up, skirts, and high heels.

In February, the Polish Supreme Court rejected an appeal by IKEA in the case of a Christian employee who had been dismissed for criticising the LGBTI community under a company post encouraging staff participation in pro-LGBTI initiatives. The Lower Regional Court of Krakow had previously ruled that Komenda's dismissal was unlawful and ordered his reinstatement, a decision upheld by the Supreme Court. The Court emphasised that workplaces must remain "free of ideological indoctrination" and allow employees to express their personal values and beliefs.

SERBIA

According to Open for Business, workplace exclusion and wage gaps contribute to income insecurity among LGBTI people in Serbia, increasing their risk of poverty and limiting access to adequate food. These findings draw in part on data and qualitative input from the Serbian LGBTI organisation Rainbow Ignite, which contributed to the Open for Business analysis. Within this research, a significant proportion of LGBTI respondents reported having no income, while more than half earned below the national average, highlighting the link between economic discrimination and basic living standards.

In 2025, Rainbow Ignite reported in The Rights of Sexual and Gender Minorities in Serbia that, although Serbian labour law prohibits discrimination based on sexual orientation and, through the provision of "other personal attributes," indirectly protects gender identity and expression, the lack of explicit recognition of gender identity leaves many trans and non-binary individuals vulnerable in practice.

The report also underscored that persistent barriers to equality remain in the labour market, including low rates of permanent employment, high unemployment levels, and widespread workplace mobbing and harassment against LGBTI persons. Within this context, women and non-binary respondents reported the highest exposure to hostile work environments, reflecting the intersectional challenges faced by marginalised groups within Serbia's workforce.

SPAIN

In January, the Labor Inspectorate of Catalonia sanctioned the delivery app Glovo with a fine of €30,000 for asking job applicants about their gender identity and possible disabilities during recruitment processes. According to the Inspectorate, the practice constitutes a very serious violation under the LISOS (Law on Social Infractions and Sanctions), as it invades candidates' privacy and infringes on their fundamental rights. Although Glovo indicated the survey was voluntary, anonymous, and unrelated to hiring decisions, the Inspectorate ruled that the mere act of asking placed applicants in a position of pressure and therefore violated their rights.

In May, the Social Court No. 5 of Málaga ruled that the termination of an employment contract constituted discrimination based on sexual orientation. The case stemmed from an incident in April 2024 in which the worker received a payslip containing an offensive reference to his sexual orientation, which the court found had been deliberately inserted by the company's direct manager. Shortly after this incident, the worker's employment was terminated. The court found that the dismissal amounted to a violation of the worker's fundamental rights. The company and the manager were ordered to pay €10,000 in moral damages, as well as €3,759.94 in compensation related to the termination of the contract.

In July, Podemos party General Secretary Ione Belarra, Political Secretary and MEP Irene Montero, together with LGBTI Secretary and President of the Trans Platform Mar Cambrollé, registered a non-legislative motion in the Congress of Deputies. The initiative calls for the creation of a job quota for trans people in civil service examinations. The aim is for the

Public Administration to reserve positions in order to address structural discrimination and ensure fair access to public employment.

SWEDEN

In August, a [report](#) funded by the Nordic Council of Ministers and conducted in partnership with RFSL examined labour market outcomes among trans people in Sweden and Finland. Based on survey responses from just over 1,000 participants, the study found higher levels of unemployment and economic vulnerability among trans respondents, with an unemployment rate of 14 percent. The report also noted 56 percent of trans respondents reported reduced work capacity, which it linked to experiences of discrimination, minority stress, and insufficient workplace support. Notably, respondents who had transitioned in a workplace setting were more likely to report full work capacity than those who had not, highlighting the importance of inclusive and supportive working environments.

TAJIKISTAN

ECOM [documented](#) cases in which law enforcement officers disclosed individuals' sexual orientation to employers, resulting in dismissal or forced resignation. Trans people were reported to face particularly severe barriers to employment due to the lack of legal gender recognition, pushing many into informal or precarious work without access to labour protections (see also under Data Collection).

UNITED KINGDOM

In January, more than 700 current and former employees launched [legal action](#) against McDonald's over allegations of [discrimination](#), homophobia, racism, ableism, and harassment across more than 450 restaurants. The lawsuit followed the company's [failure](#) to uphold a legally binding agreement with the Equality and Human Rights Commission (EHRC) to protect staff from sexual harassment and discrimination. Appearing before MPs, UK chief executive Alistair Macrow [admitted](#) that McDonald's had received 75 allegations of sexual harassment in the past year, 47 of which led to disciplinary action and 29 to dismissals. The proceedings were ongoing at the end of the year, with no final outcome reported.

In February, a tribunal heard the [case](#) of a nurse who had been suspended from Victoria Hospital in Kirkcaldy after objecting on Christmas Eve 2023 to a trans woman colleague, who was a doctor, using the women's changing room in the A&E department. Following the incident, the doctor [lodged](#) a complaint alleging bullying and harassment, and the nurse was suspended. The nurse subsequently brought a tribunal claim alleging sexual harassment or harassment related to a protected belief under the Equality Act. In June, NHS Fife [cleared](#) the nurse of gross misconduct at a disciplinary hearing, concluding that none of the allegations against her were substantiated. In December, the employment tribunal [ruled](#) that the nurse had been harassed by NHS Fife in relation to her beliefs. But all allegations against the trans doctor were dismissed, and the tribunal said that the nurse had unlawfully harassed the doctor.

In February, the Court of Appeal [ruled](#) in favour of a Christian school worker dismissed in 2019 from Farmor's School in Gloucestershire after posting on Facebook criticising plans to teach LGBTI relationships in primary schools. The claimant, who served as a pastoral administrator and work experience manager, had previously won an appeal in June 2023, but the case was sent back to an employment tribunal for reconsideration. The court found that the decision to remit the case back to an employment tribunal was "unlawfully discriminatory". In May, Farmor's School sought to [challenge](#) the ruling with the Supreme Court, but three justices denied permission, holding that most grounds were outside the Court's jurisdiction and the rest did not raise an arguable point of law.

In March, a teacher lost a High Court [challenge](#) against findings that she had acted unprofessionally by telling pupils during a lesson at Bishop Justus Church of England School in Bromley that being LGBTI is "a sin" and that trans people are "just confused." The remarks, made in February 2022, led to her suspension and dismissal two months later. A professional conduct panel concluded her comments lacked respect for others' rights and risked upsetting pupils, though she was not prohibited from future teaching. The claimant argued that publication of the findings of the panel was unlawful

and harmed her privacy and job prospects, but the High Court rejected her case, ruling that the decision was lawful and proportionate.

In late May, an employment tribunal dismissed claims of unfair dismissal and religious discrimination brought by a teacher who was dismissed after accessing and transcribing a trans pupil's safeguarding report onto her personal computer. The teacher had previously refused to use the male name and pronouns requested by the child's parents. Suspended in September 2021 and later dismissed after the safeguarding breach was uncovered, she argued her treatment amounted to detriment, wrongful dismissal, and discrimination on grounds of religion or belief. The tribunal rejected all claims.

In July, the Welsh Government faced criticism for continuing to identify trans women as women in its official HR guidance on trans inclusion, despite April's UK Supreme Court ruling (see also under Legal Gender Recognition). The Welsh Government stated that its policy remains that "trans women are women, trans men are men, and non-binary identities are valid," framing this as part of its commitment to an inclusive and diverse workplace.

In February 2026, in the case of Good Law Project vs Equality and Human Rights Commission (see above), the High Court ruled that employers who provide separate toilets for women and men employees must do so based on "biological sex at birth". But the court said that trans people should not be required to use the toilet for their biological sex, and other arrangements - although unspecified by the Court - should be made for trans employees.

UZBEKISTAN

In June, a doctor at a municipal clinic was forced to resign after a colleague accidentally saw private messages on his phone revealing communication with a male partner. The following day, rumors about his sexual orientation circulated among the staff. The chief physician called him in for a meeting, stating that his "behavior does not align with the moral values of the medical team" and "could erode patients' trust," before demanding that he submit a voluntary resignation.