

UNI Global Survey on LGBTQIA+ workers and trade union recommendations for healthy workplaces

UNI Survey on LGBTQIA+ Communities across the world and sectors: UNI Global developed a survey to better understand the situation of LGBTQIA+ workers across sectors and regions. More than 1,300 responses from 51 countries were received. Most of the replies came from the European region. 68% of all respondents expressed hearing, seeing or experiencing some form of discrimination, harassment or violence against LGBTQIA+ workers. This included physical or verbal violence, but also public outing.

Recommendations for Social Partners to create more inclusive workplaces:

- Collective Bargaining is a key tool
- Advocacy, campaigns and visibility
- Education and training
- Creating inclusive environments at work
- Vigilance
- Specialised staff networks within companies
- Policies for LGBTQIA+ workers and against discrimination and violence

Policies against discrimination and violence: As a baseline, UNI calls for the ratification by EU Member States of Convention 190 and Recommendation 206 of the International Labour Organisation (ILO), which establish new global standards aimed at ending violence and harassment in the workplace. It also addresses countering of domestic violence and support provided by employers. Collective bargaining plays a key role in establishing such structures, also to counter gender-based violence and harassment at work and to promote the ratification of relevant ILO Conventions. Companies and Trade Unions should further educate workers, develop effective anti-harassment and anti-violence policies at work, and establish reflective language in Collective Bargaining.

About Global Agreements: UNI Global has more than 50 global bilateral agreements with multinational companies in the services sectors, which can serve as an inspiration for others. These include partnerships on ethical employment, Social Dialogue, Collective Bargaining, and Trade Unions rights. The parties recognise each other as their respective global Social Partners and agree on the need to carry out activities to improve employment standards and the quality of services.

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