Trade Unions for LGBTI Workplace Equality

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Social worker and sexologist.
Discrimination at workplace

Discrimination at work on grounds of sexual orientation and gender identity can take different forms.

Often LGBT people are

- Rejected
- Invisible
- LGBTphobia victims.
We have the responsibility to create an inclusive work environment.

Changing attitudes and opinions
LGBT rights are trade union task because ...

- Are Human Rights
- Help us to strengthen us as an organization.
- Are one more aspect of the fight against discrimination.
Initiatives to promote LGBT equality

- To raise awareness.
- Acquire clear and well defined commitment.
- Develop specific policies
- Create LGBT networks.
- Training: for trade unionist and the rest of society.
- Collective Bargaining
- Social dialogue
- Collaboration / Working with LGBT organizations
How are we making all this?
Raise awareness

- The claim of equal rights for LGBT people are integrated into our union speech.

- We are present at the demonstration LGBT pride day. We have our own space and claim.
Didactic materials and publications

- Developing and publishing materials about LGBT issue. Objectives:
  - Raise awareness of LGBT reality in the workplace.
  - To inform LGBT workers of their rights, and what to do in case of discrimination or harassment.
  - Publications which should help to introduce the vindication of the rights of LGBT in the collective bargaining, new covenants, etc.
Didactic materials and publications

- Poster designed for boards of the workplaces with the key action points of CCOO in LGBT equality.
Didactic materials and publications

- Postcards for the dissemination of the CCOO intervention with the LGBT workers, and the general equality.
Didactic materials and publications

- A CD containing: studies and researches, materials, guides and leaflets, a summary of the legal framework and laws that make it up, and a full bibliography, filmography and other links.
Didactic materials and publications

- Didactic guide about how to eradicate homophobia on workplace.
Didactic materials and publications

- Didactic guide about emotional and sexual diversity. How to enter this issue in collective bargaining?
Create LGBT networks

- CCOO has signed a cooperation agreement with the Spanish Federation of LGBT associations. (FELGTB)
  - Collaborate and advertise their activities in order to improve the situation of LGBT people in Spain and we are present in those days and events related to LGBT issues.
  - FELGTB publicized our activities in order to extend the union's message and are present in those days and events related to the work-related claims.
CCOO has signed a collaboration agreement with the LGBT association of police and state security bodies. (GAYLESPOL)

Objectives:
- To develop specific policies
- To create LGBT networks.
- Organization and sum of the forces
- To offer training courses.
Training

- We believe that education is the key to eradicate homophobia. We carry out an intensive training effort aimed to union members and the general population.

- In times of crisis, training tasks are cheap and serve to optimize the human and physical resources of the union and reinforce the relationship with the LGTB associations.

At this time we perform various training courses:
Training

- Training course: "Equality of different."

Directed to union members, consisting of a fifteen-hour basic training. The agenda is filled as follows:

- Definitions and terms on sexual diversity.
- Consequences of homophobia and transphobia in the basic centers of socialization and work.
- Spanish and European Legislation on the LGBT issue.
Training

Training course: "Eradicate homophobia is also a union fight."

Directed to union members, consisting of a fifteen-hour basic training.

It consists of a deepening of LGBT themes regarding previous training course, the agenda is as follows:

- Advanced terms and definitions about sexual orientation and gender identity. Queer Theory.
- How to deal with a situation of direct or indirect discrimination in your workplace?
- How to carry out a sensitization course on LGBT issues in your work?
- Examples and good practices. Insert articles and direct references about equality in collective bargaining.
Training

- Training Course: "Legal Equality, Social Equality?? Affective and sexual diversity in our society.
- This course is open and free for anyone who wants to apply.
- It is an online course that CCOO organized with UNED, Spanish University for Distance Education. It consists of 250 hours and is performed via the digital platform of the University.
- The course has four tutors, experts LGBT issue, and 107 students.
Este curso pertenece al Plan de Formación Continua 2012 de la Federación de Servicios a la Ciudadanía de Comisiones Obreras, en el marco del Acuerdo de Formación para el Empleo de las Administraciones Públicas (AFEDEMP), Resolución de 13 de abril de 2012 (B.O.E 16 de abril de 2012). Para poder visualizar los contenidos del curso es preciso que el alumno se descargue:

- Flash Player
- Adobe Reader

Para salir del curso pude siempre en el enlace “Salir”, en la esquina superior derecha de esta pantalla.

**SOPORTE A USUARIOS DE LA FEDERACIÓN DE SERVICIOS A LA CIUDADANÍA:**

- **Atención telefónica:**
  Tel.: 91 398 96 34
  Horario de atención: de 9:00h a 19:00h de Lunes a Viernes laborables

- **Atención por correo electrónico:**
  Email: soporteFSC@cti.uned.es

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**The course is framed in the employment training agreement with the public administrations.**

**Students have daily attention from tutors by phone and email.**

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Desde [Comunicación] puede acceder a las herramientas de comunicación interna de la plataforma: el correo y los chats, para contactarse con otros usuarios y con los moderadores.

[Evaluación] contiene los cuestionarios y casos o supuestos prácticos que tendrá que resolver para superar el curso.

La [Encuesta de expectativas] se debe cumplimentar en un plazo de 15 días a contar desde el inicio del curso, y la [Encuesta de Calidad] al finalizar el mismo.
The course integrates the gender perspective, the influence of homophobia on health, and a specific point of LGBT migration.
servicios a la ciudadanía

El correo le permite intercambiar mensajes con los participantes del curso. Se trata de un correo interno. Es decir, no permite recibir ni enviar correos fuera del curso.

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In addition to the email we have a discussion forum that tutors dynamize weekly with open questions, suggestions for events, books or LGBT-themed films.
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<tr>
<th>CUESTIONARIOS Y TRABAJOS</th>
<th>DESDE</th>
<th>HASTA</th>
<th>TEMAS</th>
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<td>PRIMER CUESTIONARIO</td>
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<td>16 de noviembre</td>
<td>1,2 y 3</td>
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<td>Todos los temas</td>
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To pass the course they have to do the test and perform two jobs.
Conclusions:

- The most of these activities have had a **zero cost**, or an **ultra reduced cost** using existing resources within the union and partnerships with LGBT associations or sex education.
In crisis time, sharpen your wits!!

Thanks