

Advancing LGBTIQ+ Equality in Europe.

The Role of Equality Bodies in **Employment**



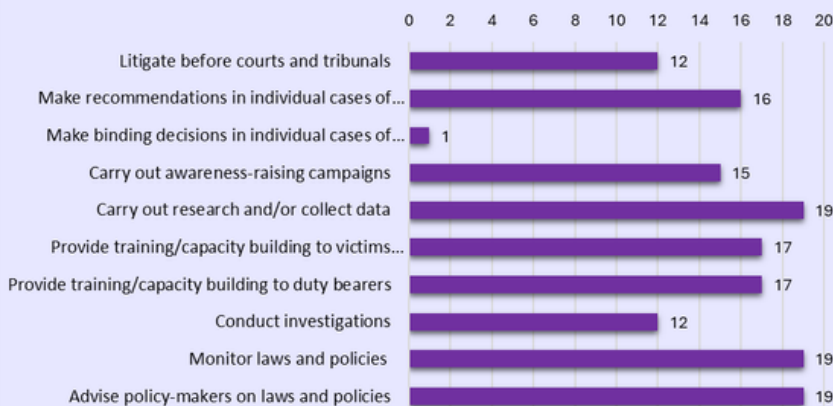
State of Play

Discrimination of LGBTIQ+ persons in employment can manifest in different forms, including but not limited to **unfair hiring practices, unequal treatment in the workplace, harassment, a hostile working environment, and wrongful termination based on SOGIESC grounds**. Furthermore, Equality Bodies reported that such discrimination is often linked to multiple, intersecting grounds. Groups particularly concerned are, for example, persons with disabilities or LGBTIQ+ parents.

EU anti-discrimination legislation partially protects LGBTIQ+ people against discrimination in the field of employment. Directive 2000/78 prohibits discrimination on the basis of sexual orientation and the Gender Equality (Recast) Directive prohibits discrimination against people undergoing gender reassignment surgery. At the moment, there is no legal obligation for Member States to extend the prohibition of discrimination in employment to all SOGIESC grounds.

The **Directive 2024/1499 on Standards for Equality Bodies** requires Member States to ensure Equality Bodies cover the ground of sexual orientation in employment, if not already mandated.

Equality Bodies in Action Employment



Out of **29** Equality Bodies surveyed for this report, the majority has a mandate on tackling discrimination on SOGIESC grounds in employment:

- **26** have a mandate on **sexual orientation**,
- **25** on **gender identity**,
- **21** on **sex characteristics**,
- **20** on **gender expression**.

Good Practices

The **Commission for Citizenship and Gender Equality in Portugal** was one of the partners in a [European project to advance LGBTIQ+ diversity and inclusion in the workplace](#). This initiative involved 16 business and 8 public universities, evaluating their policies and supporting employers in their actions towards more LGBTIQ+ diversity and inclusion.

The **Gender Equality Ombudsperson in Croatia** initiated an antidiscrimination procedure after a worker filed a complaint about daily discriminatory behaviour based on sexual orientation. The Ombudsperson's intervention led to further investigation, resulting in the employer issuing an apology, disciplining the perpetrator, and committing to staff education on preventing discrimination.