SURVEY 2019

Official results

- **Summary**

- **Methodology**

- **Important Facts**

- **Demographic Analysis**

SUMMARY

1. Context

The purpose of the survey was **to provide the EU institutions with an updated overview of the situation at work and of the concerns and expectations of LGBTI+ staff.**

290 Egalité members took part in the Egalité 2019 survey. This figure represents 49% of our members and is 19 percentage points higher than the response rate for the 2016 survey (30%, 141 replies).

2. Important facts

1 out of 2 respondents is not fully themselves at work. The main reasons are **the work environment and fears that career prospects could be damaged.**

Over the last two years, based on their sexual orientation, gender identity or sex characteristic :
- **18%** of respondents **have faced direct and/or indirect discrimination** (purely verbal in nature);
- **15-20%** of respondents **suspect negative impact on their career and promotion**;
- **Fewer than 10%** of respondents raised issues with the **medical insurance system**, mainly relating to the reimbursement of fertility treatments and HIV prophylaxis (PrEP).

An HR strategy for inclusion and diversity is deemed important by a majority of respondents**.** Yet **HR frameworks vary greatly** amongst EU institutions, which **creates inequality**.

A clear need for 'role models' at management level within our EU institutions has been identified by an overwhelming majority of the respondents.

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METHODOLOGY

Between 4 November and 5 December 2019, Egalité carried out a survey with a view to providing the EU institutions and Egalité's Board members with updated data concerning the LGBTI+ staff situation and LGBTI+ colleagues' feelings regarding the EU institutions as workplaces.

290 people responded to the survey. The respondents were Egalité members or associates. The survey was announced and advertised only to Egalité members through its newsletter and social networks.

The survey was drafted with the aim of being as inclusive as possible, in terms of the sample population (Lesbian, Gay, Bisexual, Transgender and Intersex people) and in terms of the various forms that discrimination might take (sex caracteristics, gender identity, sexual orientation).

The survey was carried out through EUSurvey (the European Commission's official survey-management tool, the main purpose of which is to devise official public-opinion surveys and to design internal-communication and staff-management forms, e.g. staff opinion surveys and evaluation or registration forms).

The survey was carried out confidentially and the data collected do not constitute personal data.

The data collected was analysed by Egalité. It was decided that the results of the survey would be presented in a cumulative form and not by institution. The results are, however, available by institution and may be made available to HR departments on request.
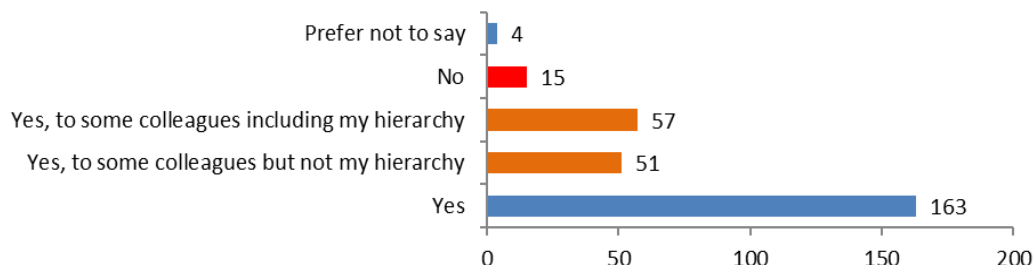
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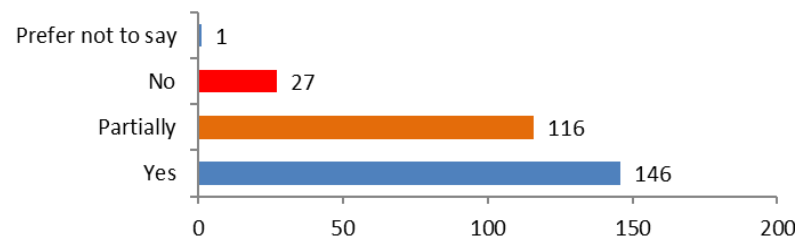
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OPEN AT WORK

42% of respondents are not fully out at work.
49% do not feel comfortable discussing their private lives with their colleagues and managers.

Are you out at work?

Prefer not to say	4
No	15
Yes, to some colleagues including my hierarchy	57
Yes, to some colleagues but not my hierarchy	51
Yes	163

Do you feel at ease to discuss your private life with your colleagues at work?

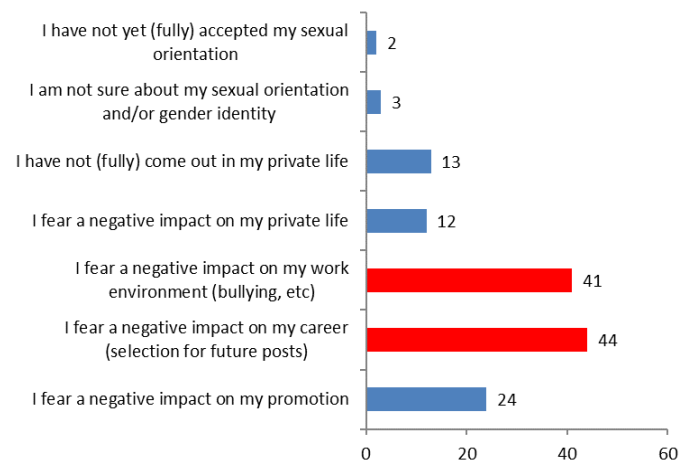|	
Prefer not to say	1
No	27
Partially	116
Yes	146

Observations

1 out of 2 respondents is not fully themselves at work. The main reasons are the work environment and the fear that career prospects could be damaged. To be noted that non permanent staff is a bit less out at work than permanent staff.

Compared with 2017, the proportion of people not fully 'out' at work is 3% higher; the proportion of people comfortable with discussing their private lives is also 3% higher.

As regards respondents who are not fully 'out' at work, the survey shows that similar issues arise in their interaction with other staff (25%) and with their hierarchy (23%).

Main Reasons for disconfort

I have not yet (fully) accepted my sexual orientation	2
I am not sure about my sexual orientation and/or gender identity	3
I have not (fully) come out in my private life	13
I fear a negative impact on my private life	12
I fear a negative impact on my work environment (bullying, etc)	41
I fear a negative impact on my career (selection for future posts)	44
I fear a negative impact on my promotion	24

DIRECT AND INDIRECT DISCRIMINATION

11% of respondents report that they have faced direct LGBTI+ discrimination
**15% of respondents report that they have witnessed LGBTI+ discrimination**
(Based on the detailed data, that is about 18% of respondents having faced direct or indirect discrimination)

In the past two years, have you _directly faced_ discrimination based on your sexual orientation, gender identity or sex characteristics?

Category	Value
Prefer not to say	3
No	256
Yes	31
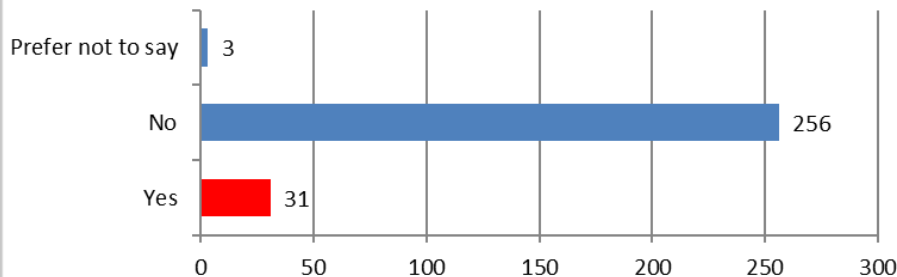
In the past two years, have you been _a witness_ of discrimination based on sexual orientation, gender identity or sex characteristics?

| Category	Value
Prefer not to say	3
No	243
Yes	44
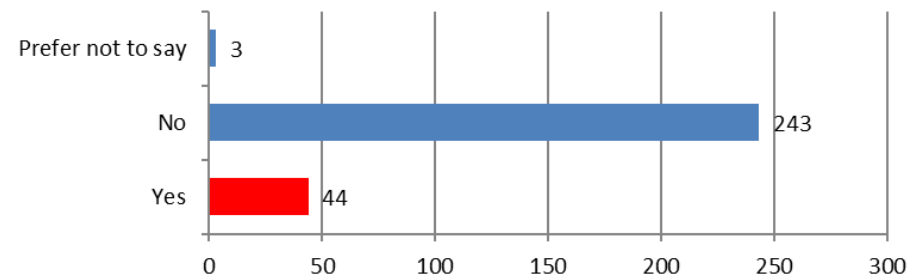
Observations

More than 1/6 of respondents have faced direct or indirect discrimination over the last 2 years. Most incidents are verbal, no physical violence was reported.

In cases of direct or indirect discrimination, 69% of respondents think that the matter was not correctly handled by HR services, with two main reasons given : lack of human resources and lack of a strategy to combat discrimination.

Compared with 2017, there is a 2-point increase in cases of direct discrimination and a significant reduction in cases of indirect discrimination (-15 points).

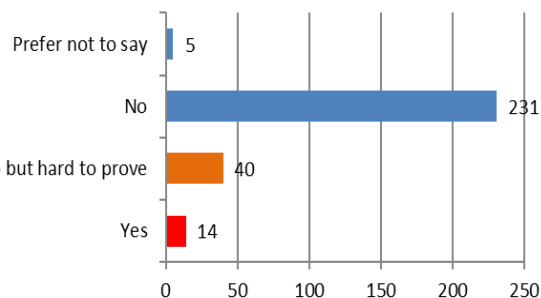**Do you think it has been handled appropriately by the Human Resources department ?**

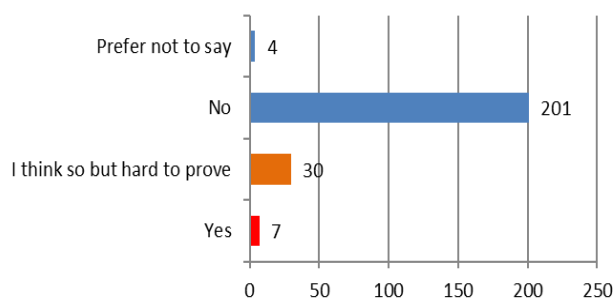| Category	Value
Prefer not to say	14
No	53
Yes	10
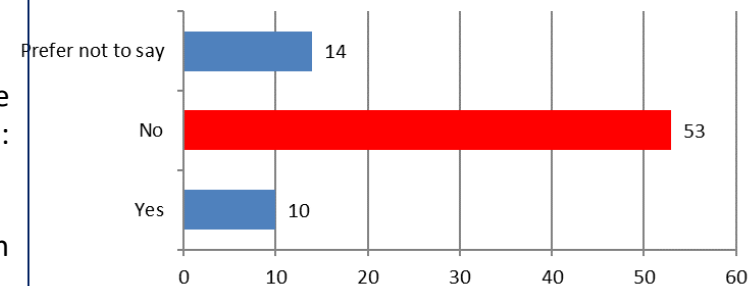
WORKING LIFE

Fewer than 5% of respondents felt that their career and promotion prospects had been directly affected.
Around 15% of respondents suspect negative impact on their career and promotion.
Fewer than 10% of respondents have had issues with the medical service.

In the past five years within the EU institutions, have you had or do you have the feeling that you face issues because of your sexual orientation, gender identity, sex characteristics concerning …
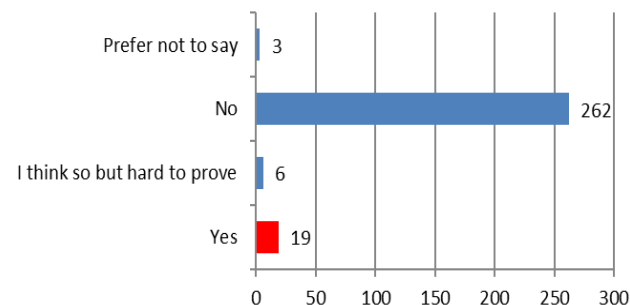
the carrer

Prefer not to say	5
No	231
I think so but hard to prove	40
Yes	14

the promotion

Prefer not to say	4
No	201
I think so but hard to prove	30
Yes	7

the medical services

Prefer not to say	3
No	262
I think so but hard to prove	6
Yes	19

Observations

The overall majority of respondents report that they do not face any problems (career, promotion, medical service). Yet a significant number of respondents suspect discrimination, especially where career and promotion prospects are concerned.

The reasons for problems with the medical services concern rainbow families (fertility treatment, surrogacy and PrEP reimbursement).

These matters were not addressed in the last survey – no comparison is possible.

DIVERSITY/EQUAL OPPORTURNITY POLICIES/STRATEGIES

54% of respondents report that the Diversity / Equal Opportunities strategy in place in the institution is sufficient to deal with LGBTI+ issues
Respondents assess the EU working environment as 'friendly'.

Do you think the official diversity / equal opportunities policy in place in your institution is sufficient to deal with LGBTI issues?

Response	Count
Prefer not to say	4
Not aware of a strategy	65
No	64
To some point	106
Yes	51
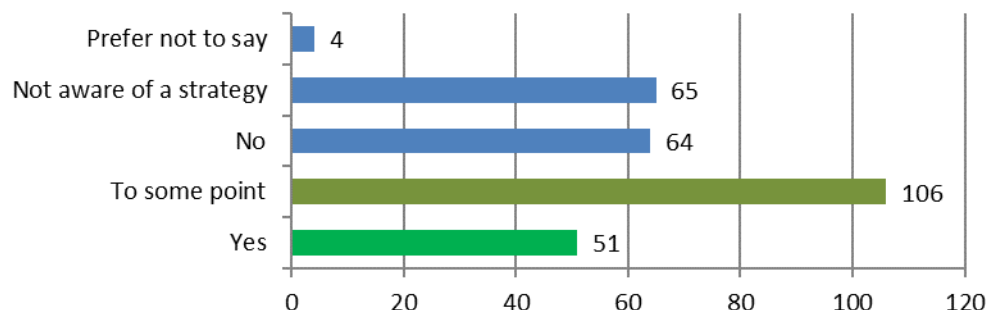
7,53

Assessment - **work environment**
scale from 1 (absolutely not friendly) to 10 (definitely friendly)
*(median score : 8)*

Observations

The situation varies greatly amongst the EU institutions. Although some have already adopted an HR strategy for inclusion and diversity at the workplace (including the issues faced by LGBTQI+ staff), others still lack such a tool. This means that colleagues who are supposed to be managed under the same staff regulations experience greatly differing treatment.

Compared with 2017, there is a 10-point increase in the number of respondents who believe the strategy to be useful (answering 'Yes' or 'To some point'). The number of respondents who are not aware of an HR strategy has fallen by 4 points.
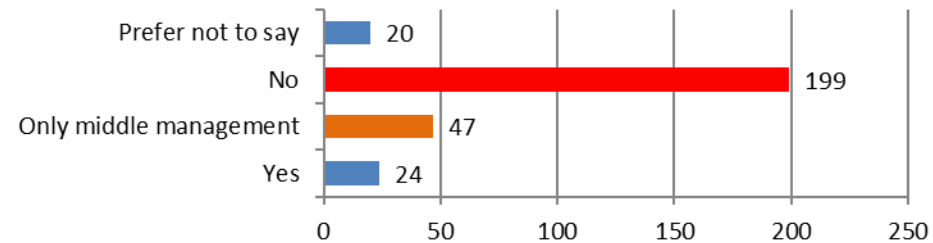
MANAGEMENT ROLE MODELS

91% of respondents recognise the importance of 'role models' in management positions.
85% of respondents report a lack of representation at senior-management level.

Do you think that it is important for creating an open and respectful workplace to have openly LGBTI "role models" in management positions?

Prefer not to say	6
No	20
Yes	264
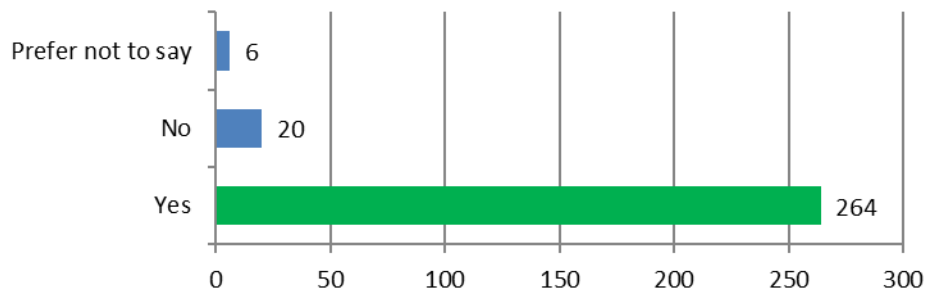
In your view, is there a sufficient number of managers ("role models") openly identifying as LGBTI in your institution who demonstrate that it is possible to have a successful career and be fully out at work ?
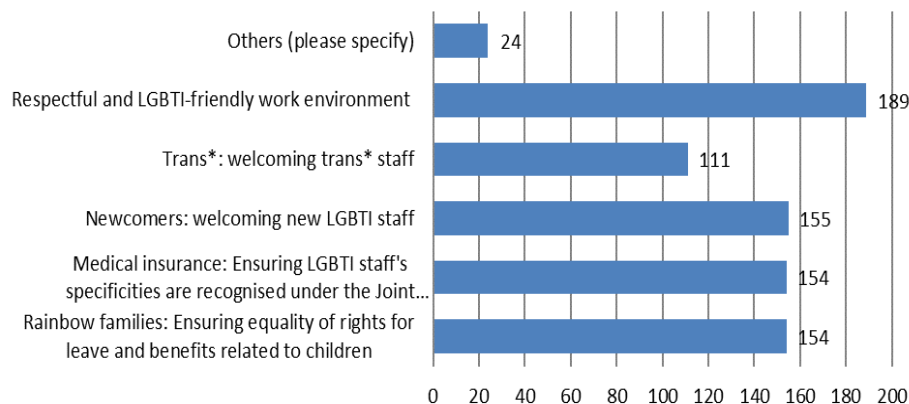
Prefer not to say	20
No	199
Only middle management	47
Yes	24

Observations

Almost all respondents clearly identify the need for 'role models' at management level within our EU institutions. Having visible LGBTI+ managers would be evidence of an inclusive and diverse workplace, thereby helping to raise awareness and demonstrating that it is possible to combine a successful career with being 'out' at work.

These matters were not addressed in the last survey – no comparison is possible.

PERSPECTIVES / EXPECTATIONS

Perpsectives / Main issues Egalité should work on in the coming years

Category	Value
Others (please specify)	24
Respectful and LGBTI-friendly work environment	189
Trans*: welcoming trans* staff	111
Newcomers: welcoming new LGBTI staff	155
Medical insurance: Ensuring LGBTI staff's specificities are recognised under the Joint...	154
Rainbow families: Ensuring equality of rights for leave and benefits related to children	154

Most respondents emphasise the need to pursue the following objectives:
(1) create a diverse, inclusive workplace,
(2) establish the rights of rainbow families,
(3) welcome newcomers,
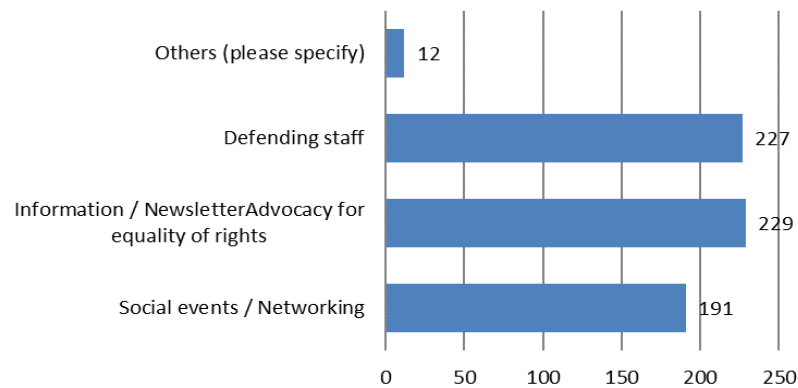**(4) ensure equal entitlement to medical insurance.**

More than one-third of respondents also express the wish to address transgender issues within the EU institutions.

Roughly equal numbers of respondents say that they want Egalité to:
(1) protect staff,
(2) inform staff of their rights,
(3) organise social events.

These days, these three pillars constitute the mainstay of Egalité's work. Some respondents expressed the hope that Egalité would seek to help retired colleagues as well.

Expectations towards Egalité

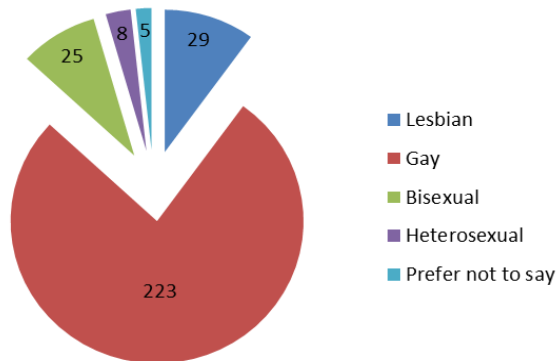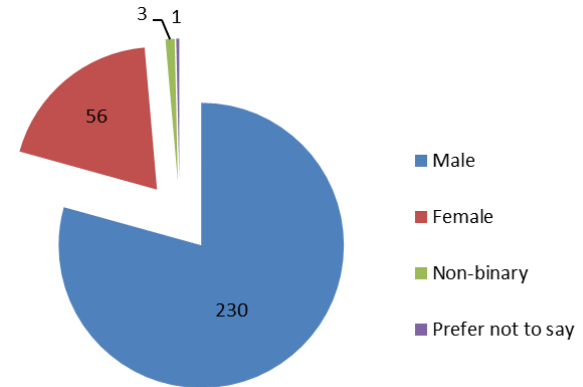| Category	Value
Others (please specify)	12
Defending staff	227
Information / NewsletterAdvocacy for equality of rights	229
Social events / Networking	191

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DEMOGRAPHIC ANALYSIS

Sexual Orientation

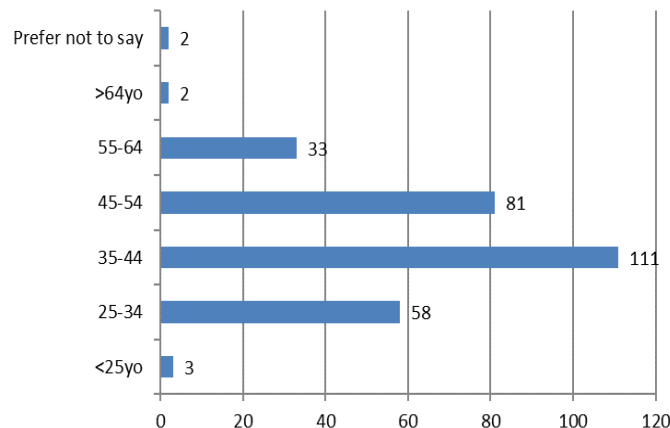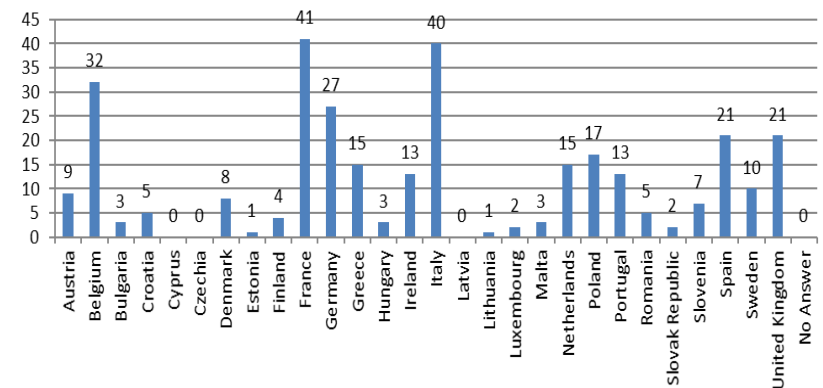- ■ Lesbian — 29
- ■ Gay — 223
- ■ Bisexual — 25
- ■ Heterosexual — 8
- ■ Prefer not to say — 5

Gender Identity

- ■ Male — 230
- ■ Female — 56
- ■ Non-binary — 3
- ■ Prefer not to say — 1

> To be noted :
> 4 respondents out of 290 declared themselves as trans persons.

Age

Age	Count
Prefer not to say	2
>64yo	2
55-64	33
45-54	81
35-44	111
25-34	58
<25yo	3

Nationality

Country	Count
Austria	9
Belgium	32
Bulgaria	3
Croatia	5
Cyprus	0
Czechia	0
Denmark	8
Estonia	1
Finland	4
France	41
Germany	27
Greece	15
Hungary	3
Ireland	13
Italy	40
Latvia	0
Lithuania	1
Luxembourg	2
Malta	3
Netherlands	15
Poland	17
Portugal	13
Romania	5
Slovak Republic	2
Slovenia	7
Spain	21
Sweden	10
United Kingdom	21
No Answer	0

DEMOGRAPHIC ANALYSIS

Institution

Institution	Value
Others	8
EU delegations	6
EU agencies	20
European Investment Bank	15
European Central Bank	1
European Committee of the Regions	6
European Economic and Social...	2
European External Action Service (HQ)	4
European Court of Auditors	1
Court of Justice of the European Union	2
Council of the European Union /...	35
European Parliament	59
European Commission	131

Place of work

- Brussels — 238
- Luxemburg — 26
- Other EU countries — 19
- Outside EU — 7

Managing position

- Manager — 30
- Not manager — 258
- Prefer not to say — 2

Status

- Permanent staff — 182
- Contractual/temporary — 86
- Trainee — 5
- Other — 17

SURVEY 2019
Official results

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