

Employers, trade unions, governmental public bodies, researchers and NGOs working together against discrimination on grounds of sexual orientation - that is TRACE, Transnational Cooperation for Equality.

TRANSNATIONAL COOPERATION FOR EQUALITY

TRACE

EQUAL



The project **TRACE** is founded under the **EU programme Equal**, a programme aiming at combating discrimination in working life. The project involves four countries: France, Lithuania, Slovenia and Sweden. The common interest is to abolish discrimination and the inequality of lesbian, gay and bisexual persons in the area of employment and enabling LGBT persons to work under circumstances that are equal to their colleagues'.

It is a fundamental human right to live, work and love in accordance with your true identity. Nevertheless, lesbians, gay men and bisexuals are facing negative attitudes in their working places.

WORKING TOGETHER

The planned transnational activities will be developed within three pillars.

The first pillar will focus on research cooperation. A question of how heteronormativity is constructed at work will be raised. The aim of the co-operation is also to develop methodological and analytical tools applicable on how to find, produce and analyse data for studies of heteronormativity in schools and working life.

The second pillar is about communication and policymaking. The main objective in this pillar is to, with a clear EU perspective, raise awareness and make sustainable changes in discriminatory structures in society and among social partners.

The main objective for the third pillar is to establish sustainable communication between similar organisations and institutions in the partnership countries. We do this in order to make sure that key actors can benefit from good practice, methods and policies developed and used in other countries.

TRANSNATIONAL PARTNERS

France – Deledios

The partnership includes the French federation representing HR managers (ANDCP), two organizations devoted to women's rights (CNIDFF and Arborus), and the largest LGBT organization focusing on equal rights in the workplace (L'Autre Cercle). The project encompasses research work on EC anti-discrimination directive in the french labour market, a study of sexism and homophobia, and a survey to identify and disseminate good practices on diversity and equality in the workplace. Special focus is given to sexual orientation discrimination. Target groups are mostly employers and trade unions.

Lithuania – Open and Safe at Work.lt

The Project is oriented towards the primary target group – lesbian women and gay men trained at the project laboratory and a bigger secondary target group, which includes all LGBT workers in general, their colleagues, employers and their organisations. The partners in this development partnership are a number of NGOs, researchers, the Ombudsman's Office and representatives from SME's.

Slovenia – Partnership for Equality

This project includes the Employers Association of Slovenia (ZDS/Zdruzenje delodajalcev Slovenije), the biggest trade union federation (ZSSS/Zveza svobodnih sindikatov Slovenije) and the NGO Skuc. The target groups for the development partnership are Slovenian social partners – trade union and employers. Homosexuals and lesbians are still "silent victims" of discrimination, which means that they are not as visible and accessible as some other social groups. For this reason the DP is aimed towards education, awareness raising and anti-discrimination policy development of social partners, major actors in the field of employment and labour market.

Sweden – Beneath the Surface

The partners represented in this development partnership represent a broad spectrum of the Swedish education system. They are researchers, employers, a number of trade unions, school authorities, two teacher's training institutions and three NGOs. The target groups for the project are active teachers, students in teachers training, pedagogic instructors, politicians, civil servants working in school environments and pupils.

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