

GIOLLI

Società Cooperativa Sociale

Centro permanente di ricerca e sperimentazione teatrale sui metodi Boal e Freire

FHOFIJ – Fighting Homophobia for an Inclusive Job
1-11-2016 31-10-2018
Italy Slovenia Greece

INTRODUCTION

<Discrimination, stereotypes and sometimes violence against LGBTI people happen in public space, Health Services, workplaces, school, within the family and is reinforced through the media> (see: “Discrimination on grounds of sexual orientation and gender identity in Europe”, a survey carried out in 47 countries by the EU Council in 2012, which also shows some complicities and lack of competences from the Law). <In the EU, 20% of LGB people felt they experienced discrimination at work or job hunting because of their sexual orientation> (ILGA Europe, Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe 2014) --> 20% in Italy 16% in Slovenia 21% in Greece.

- ITALY - Even though since 2003 - in conformity with EU directives - discrimination on the basis of sexual orientation in employment is illegal throughout the whole country. Italy also remained active in the Council of Europe’s LGBT Project. Moreover a national strategy against homophobia and transphobia was introduced in 2015 by governmental decree, and was considered good but not effective enough by LGBTI activists, while religious leaders attacked it. Italy doesn’t have any proper legislation for LGBTI people. In fact, they can’t get married, adopt children, have access to the public health’s system for reproductive reasons, they are not protected against hate speech or other forms of discriminations related to sexual orientation and gender identity.

- SLOVENIA is the most progressive country of the former Yugoslavia and one of the most progressive in Slavic Europe on LGBTI Laws. But still the situation is completely different in eastern Slovenia and in rural parts. There gays and lesbians continue to face discrimination and harassment and there have been numerous instances of violent gay-bashing all over Slovenia.

- GREECE - Condemned by the European Court of Human Rights for barring same-sex couples from entering civil unions since 2008, Greece still failed to amend the relevant law. Police crackdowns against trans women and poor law enforcement on the ground remain daily realities.

NEEDS

That being so, it is relevant and urgent to reduce discrimination towards sexual orientation and gender identity and to bridge the gap between the institutions and the citizens. Therefore, we focused as main needs: - to better understand and investigate in depth the job situations where LGBTI are discriminated - to find methods that can be more effective in changing public opinion, companies included - to provide activists and professionals with tools that can be useful to deal with discrimination in their own daily action.

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Società Cooperativa Sociale
CF e P.IVA: 02508530348

- Iscrizione C.C.I.A. REA di Parma: n° 244444 dell’11-11-2008
- Iscrizione Albo nazionale delle cooperative a mutualità prevalente: n° A195974 - Coop.Sociali - Produzione e Lavoro del 13-2-2009
- Iscrizione alla Sezione Provinciale dell’Albo Regionale delle Cooperative Sociali - Sezione A: determina n. 1638 del 4-5-2009
- Iscrizione alla Legacoop: n. 25128, in data 15-9-2009

Sede legale: Via Chiesa 12 - 43022 Montechiarugolo (Parma)

Telefono e fax: 0521-686385 oppure 0521-1811861

Mail: segreteria@giollicoop.it

Web: www.giollicoop.it

FaceBook: Cooperativa Giolli

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OBJECTIVES

- 1) To foster quality improvements and internationalisation in training providers, by experimenting new methods to defend LGBTI rights: Theatre of The Oppressed combined with Loesje method, video, training in assertivitness and anti-rumours
- 2) To improve activists and professionals' quality of work sharing these methods applied to LGBTI issues, so that they can use them in their daily action
- 3) To strengthen cooperation between the world of adult education and the world of work (and other stakeholders interested in the issue) by extending the debate on the LGBTI issue in society in a larger scale, starting from the discrimination at job.

PARTICIPANTS

12 trainers from the 3 partners organisations (Greece, Italy, Slovenia).

TARGET GROUPS

Direct

- 60 professionals in LGBTI issue from Europe, from partners organisations and the 3 partners countries: adult education trainers, staff from adult education providers, social workers, educators and psychologists competent in LGBTI issue.
- 80 LGBTI activists, anti-homophobia associations members, people interested in the issue coming from the 3 partners' countries and from other European countries. The two groups will be selected with a questionnaire + CV on the basis of motivation and competencies.
- 120 stake-holders from partners countries and 40 from Europe: Centers for employment responsables, trade-unionists, local services for unemployment, private and public managers, cooperatives, decision-makers, Local and Regional Public Authorities, etc. Selected to have a wide range in terms of type of organisation, country, languages.

Indirect

- 1.000 citizens using our Website and FB profile
- 100 activists/professionals using our Educational Book
- 3.000 European citizens, public and private organisations, stakeholders receiving our newsletter
- 60 European organisations receiving our video
- 180 citizens/stakeholders attending to the Forum plays + 300 watching on youtube
- 180 stakeholders in the Book presentations.

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ACTIVITIES

- best practices exchange during the partners meetings through 3 days of training ruled by one partner about its specific method (T.O., Losje, video, assertivness, anti-rumours) and co-lead with a combination of methods
- local networking: meetings with local stakeholders to involve them in the project (Think tank)
- 1 national training in each country about the integrate approach, lasting 2-4 days to test the Integrate Training Model
- 1 national seminar with relevant stakeholders to debate the LGBTI inclusion issue
- 3 teaching assignment abroad co-lead by partners and using the 5 methods
- 1 international seminar for stakeholders
- 6 Forum-Theatre plays for local stakeholders, also for Youtube/Vimeo
- 6 Video and 6 Book presentations, for professionalsa, activists and adult education providers
- 6 newsletters
- 1 International training, for European professionals/activists, about the 5 partnership's methods
- 1 Project Website and Facebook

METHODS

We use a participatory approach and 5 methods:

- 1) [Boal's Theatre of the Oppressed](#)
- 2) Social-changing multimedia
- 3) [The creative writing method "Loesje developed"](#)
- 4) [Assertivness training](#)
- 5) [Anti-rumours training](#) (and also here: <http://www.antirumores.com/eng/project.html>).

Given the topic of the project – homophobia and gender discrimination – we will have a training group on these issues. And, according to the gender mainstreaming principle, we decided to introduce a gender expert in every part of the training, to assure a gender perspective and a gendered approach during all the process

TANGIBLE OUTPUTS

- 1 Project website available in English with summary in the other 3 languages of the partnership
- 1 Educational book, 50 pages, in EN/FR/SP and 3 partners languages, put online
- 6 Newsletters in EN, translated into the 3 partners' languages
- 1 Educational video with English subtitles
- 6 Forum-Theatre plays and scripts about LGBTI discrimination at workplace
- 3 Guidelines about how to improve the LGBTI inclusion at workplace.

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IMPACT AND LONG TERM BENEFITS

Improved skills in the 5 methods and their mutual contamination and internationalisation, will be the main impact on participants and partner organisations. A diffusion of sensitiveness to HHRR and LGBTI inclusion will affect the main stakeholders and citizens. At local, regional, national level our aim is to strength network and collaboration and affect the policy related to LGBTI.

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