

Çavaria – project PREVENT

Discrimination & well being at
work

All you need to know.

ÇAVARIA

ÇAVARIA

Who are we?

- A movement, an interest group and a center of expertise
- Advocate of LGBTI
- Umbrella organization
- Composition
 - Employees
 - Volunteers
 - 5 rainbowhouses
 - +125 associations

Aims, claims, projects, ... (1)

- Build an inclusive society
 - Broad perspective on sexual orientation, gender expression and gender identity
- Organizational and substansive support
- Lobby
 - Change laws in order to ensure equality and inclusiveness
 - Pursuing an LGBTI-inclusive policy & embrace diversity
- Education is key

Aims, claims, projects, ... (2)

- Fields we work in
 - Well-being
 - Violence
 - International relations
 - Education
 - Discrimination
 - Transgender law
 - Suicide prevention
 - Donor ship
 - Prostitution
 - SDG's (Sustainable Development Goals – UN)
 - Testing the field (e.g. rental market)

Aims, claims, projects, ... (3)

- Target audience
 - Gay, lesbian, bisexual
 - Transgender
 - Intersex
 - Disabled LGBTI
- Events
 - Sparkle
 - T-Day
 - B-curious

Aims, claims, projects, ... (4)

- Ongoing projects
 - Let's Go By Talking
 - Restorative justice
 - Diversity & Childhood
 - Changing social attitudes towards gender diversity in children across Europe
 - Prevent
 - Well being of LGBTI at work
 - Go Far? Go Together!
 - Support of LGBTI-organizations in central Africa
 - Companies and the inclusive SDG's
 - SDG 8: decent work & economic growth for LGBTI

PREVENT (1)

- European Union
 - Belgium (Çavaria, Idewe VZW)
 - Bulgaria (GLAS Foundation, Bilitis)
 - Portugal (ILGA Portugal)
- Research on discrimination & well-being of LGBTI at the work environment
- 2 years
 - Phase 1: research on knowledge and good practices
 - Phase 2: developing tools


PREVENT (2)

- Legislation

- Workers health & safety

“ “employers should conduct risk assessments in relation to mental health of workers, placing particular attention to any groups of workers particularly facing risks to their mental health. Especially vulnerable groups such as those affected by mental health problems or those exposed to risks in relation to their mental health must be protected against dangers which specifically affect them.”

PREVENT (3)

- Work related stress
 - ILO int. labour org. – work related stress has its costs
 - Workers' health
 - Absenteeism
 - Lower performance
 - Stress is the 2nd most reported work related problem
 - About 60% of all lost working days can be related to stress
 - Human distress & impaired economic performance 

PREVENT (4)

- Diversity management
 - LGBTI people face specific risks
 - Diversity management has been voluntary up to now

PREVENT (5)

- Expected results
 - Increase the knowledge of employers
 - Increase awareness
 - Launch a more effective implementation
 - Provide tools for risk assessment & creating inclusive workplaces
 - Eliminate risks
 - Specific benefits on indicators
 - Contribute to fight discrimination

Thank you for your attention.

QUESTIONS?

