

PRO-GE
DIE PRODUKTIONSGEWERKSCHAFT

RAHMENKOLLEKTIVVERTRAG

für die Nahrungs- und Genuss-
mittelindustrie Österreichs

Ausgabe 2019 / In der Fassung von 1. Jänner 2011

EP
Regelung
seit
1.1.2011

Regelung für 28 Branchen
und 27.000 Beschäftigte

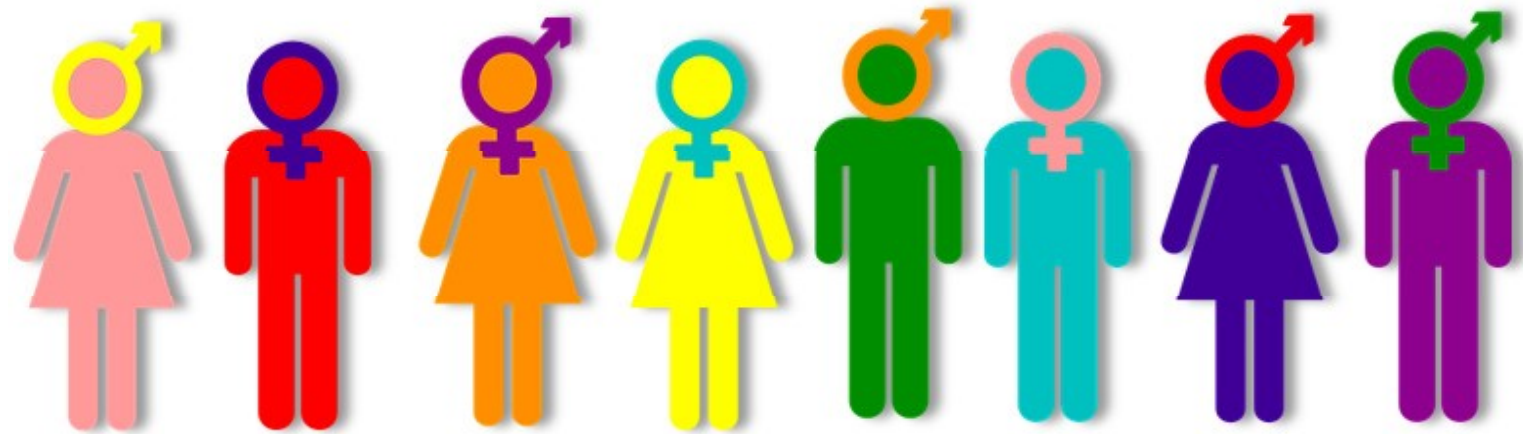
war erster KV in
Österreich

(3) Bei den nachstehend aufgezählten einzelnen wichtigen Gründen im Sinne des Abs. 1 lit. a) gebührt die jeweils angeführte Freizeit. Diese Freizeit gebührt bei lit. a), b), c), d), e) und f) auch dann, wenn das Ereignis keine Arbeitsverhinderung zur Folge hat und die Freizeit im Zusammenhang mit dem Ereignis (spätestens innerhalb von 14 Tagen nach dem Ereignis) konsumiert wird, widrigenfalls der Anspruch erlischt;

- a) eigene Eheschließung oder Eintragung iS des EPG 3 Arbeitstage;
- b) Teilnahme an der Eheschließung oder Eintragung iS des EPG der eigenen Kinder, der Zieh-, Stief- und Wahlkinder, der Geschwister, ferner Teilnahme an der Eheschließung oder Eintragung iS des EPG eines Elternteiles oder der Kinder des/der eingetragenen Partners/in 1 Arbeitstag;
- c) Niederkunft der Ehegattin, Lebensgefährtin oder Partnerin iS des EPG 1 Arbeitstag;
- d) Tod der Kinder, Eltern, Zieheltern, Stiefeltern, Zieh-, Stief- und Wahlkinder oder Kinder des/der eingetragenen Partners/in iS des EPG 3 Arbeitstage;
- e) Tod des Ehegatten, der Ehegattin des/der eingetragenen Partners/in sowie des Lebensgefährten, der Lebensgefährtin 3 Arbeitstage;

• Beispiele der Textierung

The situation in the Workplace of Lesbian, Gay, Bisexual, Trans*, Inter* and Queer Persons in Austria



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A Recipe for a stronger

EFFAT

5th Congress Zagreb 6-7 November 2019



Background

- **Growing visibility and acceptance of LGBTIQ-persons in public** (Eurobarometer 2007; 2009; 2015)
- **Improvement of the legal situation** (Registered partnership. Gay marriage, right to adopt children, paternal rights for same sex couples, anti-discrimination law....)
- **Nevertheless:** employment situation and experiences at the work place differ from heterosexual/binary employees (Köllen 2010; Frohn 2017)
- **The asexual workplace as fiction:** *“Many people think sexual orientation should not be discussed at all in the workplace. What they don’t realize, however, is that sexual orientation is already shaping norms within organizations – it’s simply that the accepted topic is heterosexual orientation.”* (Zuckerman/Simons 1996)
- **A major analysis of the experiences and needs of LGBTIQ-employees in Austria was missing**

Method of the Study

How?

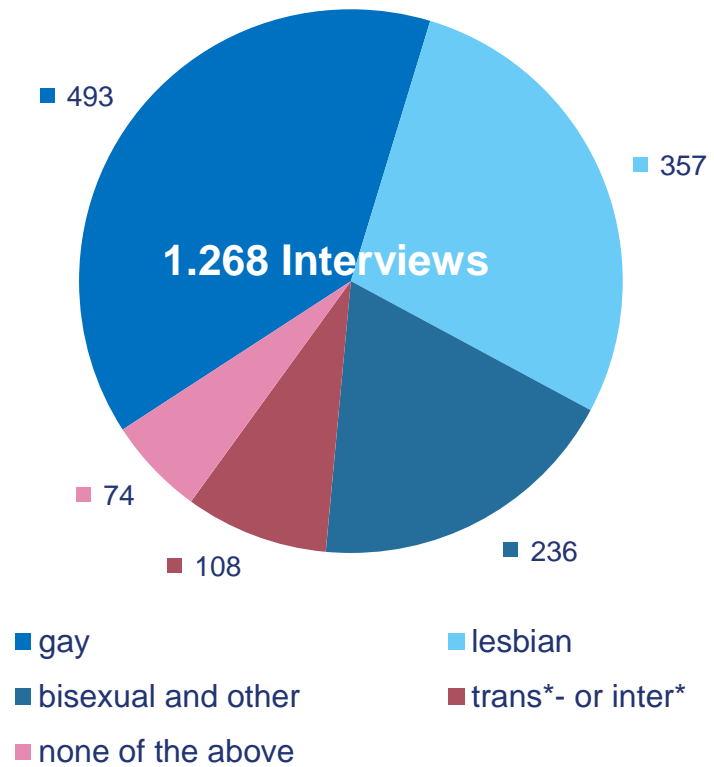
Standardized Query

Online in Spring 2017 in GERMAN
And English www.sora.at/lgbti-umfrage

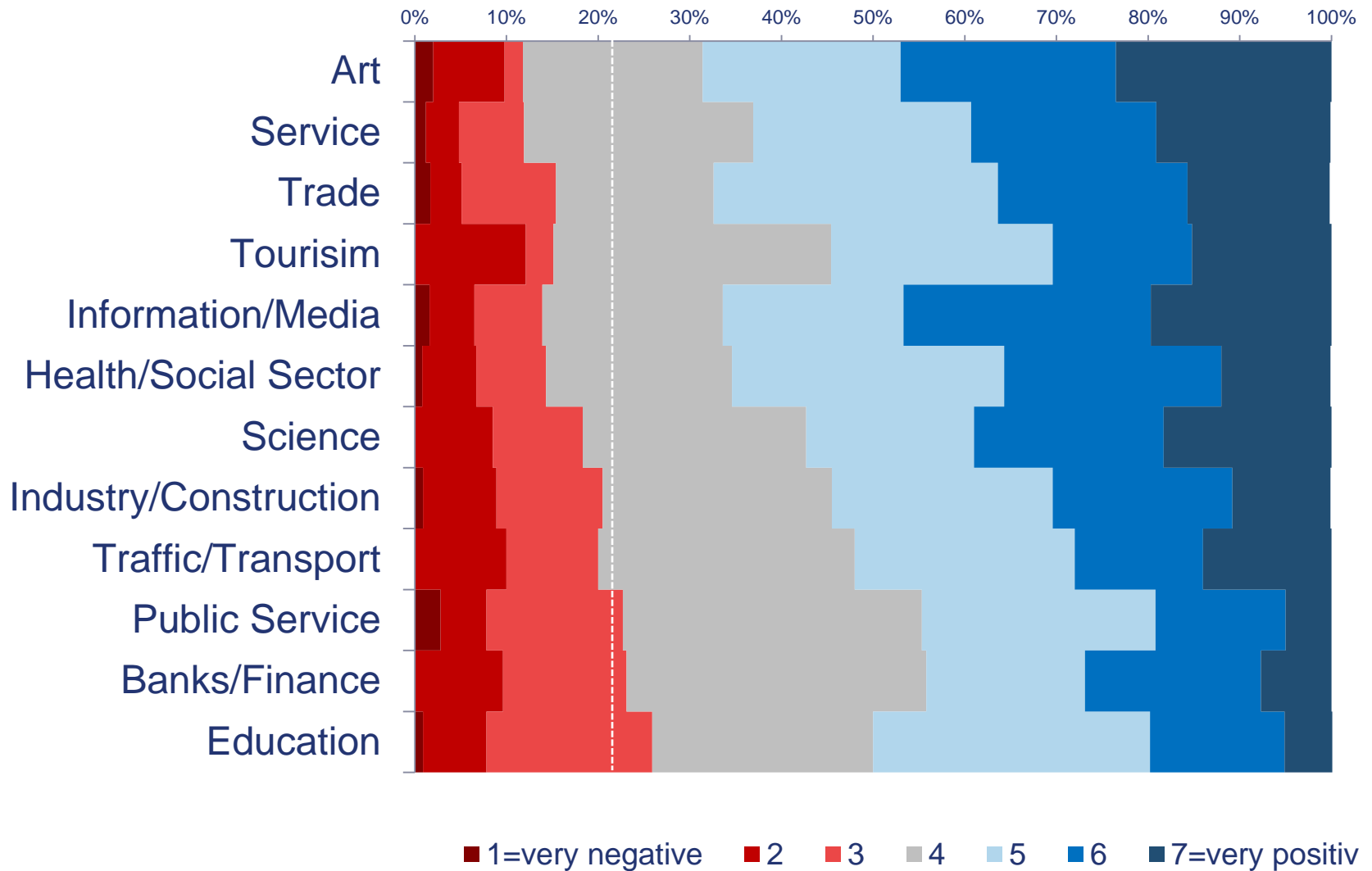
Advertised through LGBTI-
Organizations and Trade Unions in
Media und Social Media

Statistically not representative
("Convenience Sample")

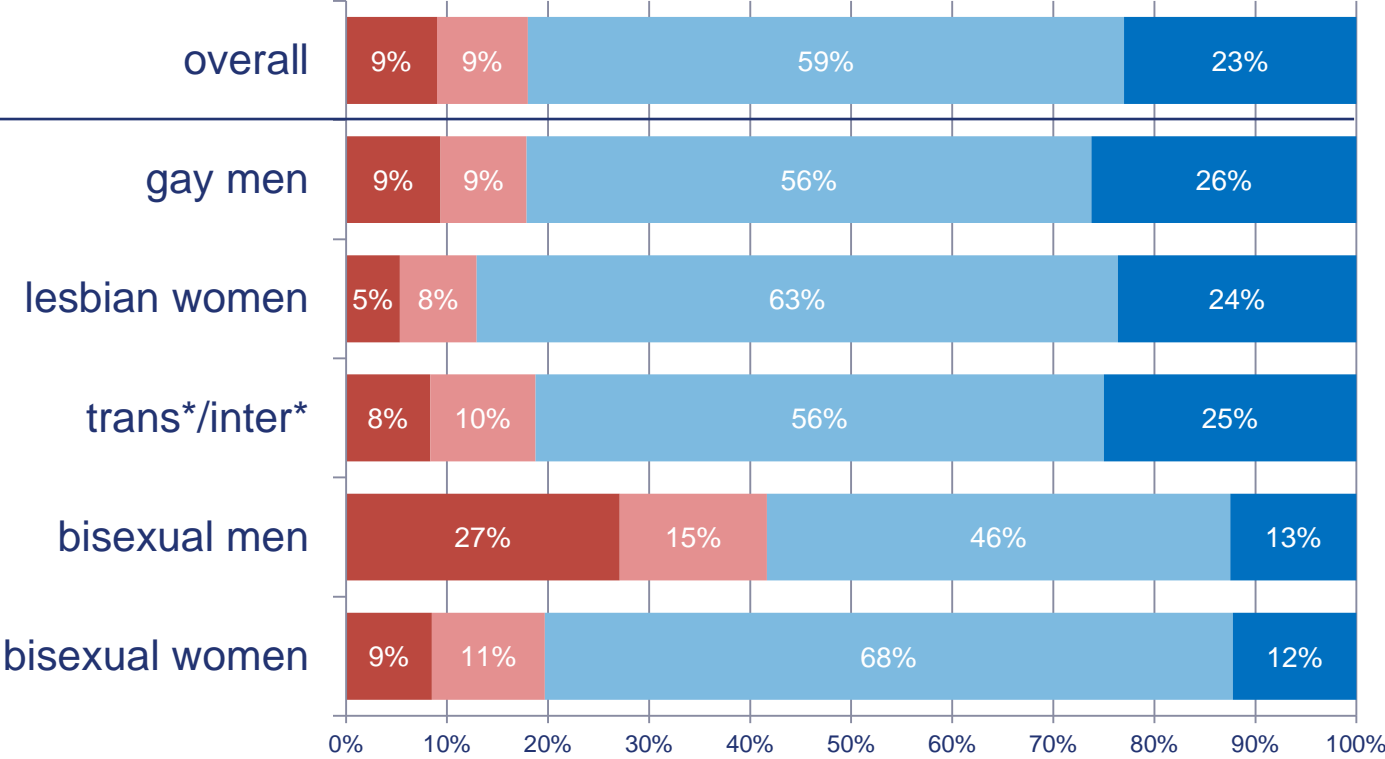
Who?



Work Atmosphere for LGBTIQ-employees

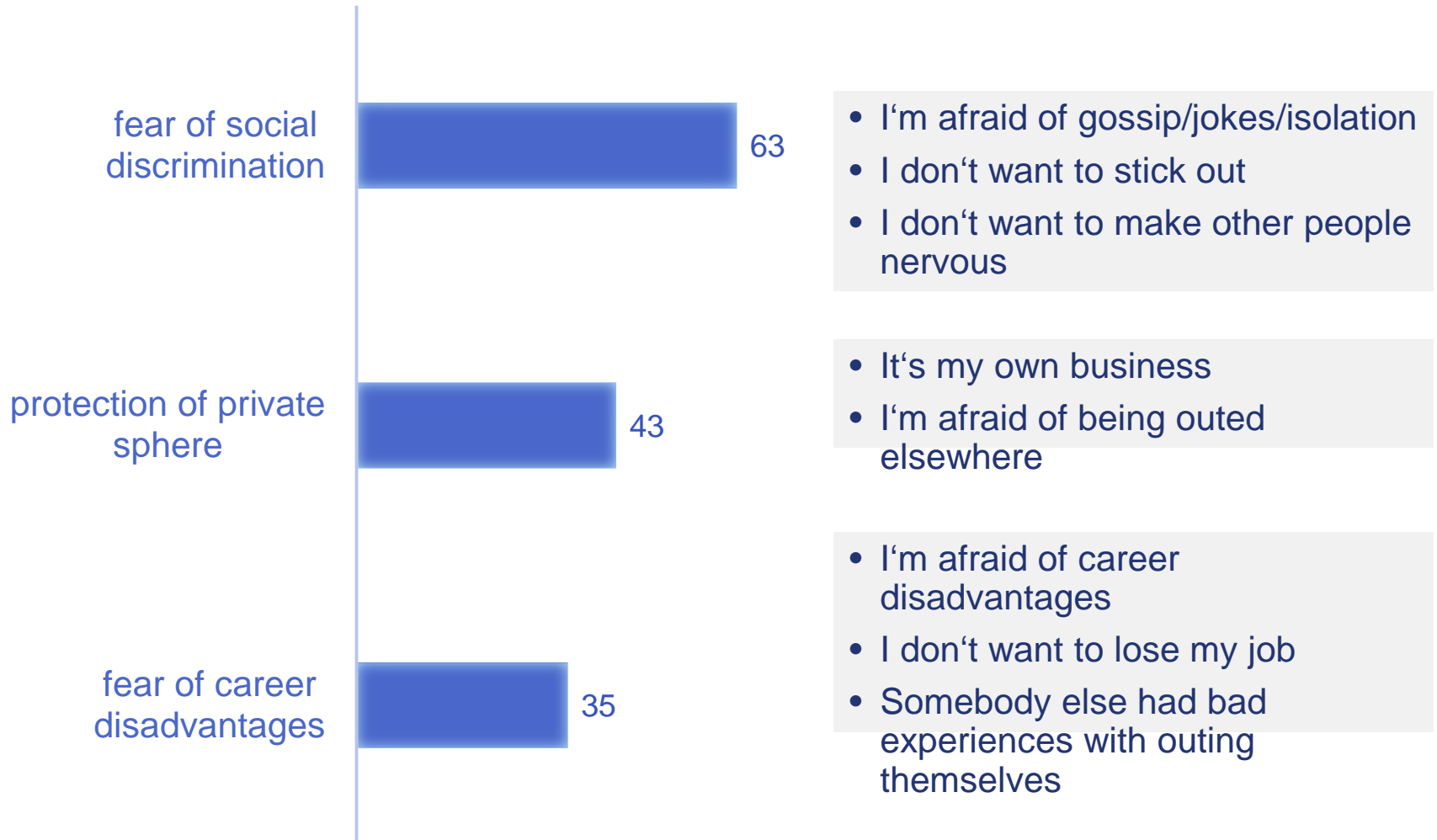


Outing on the Job

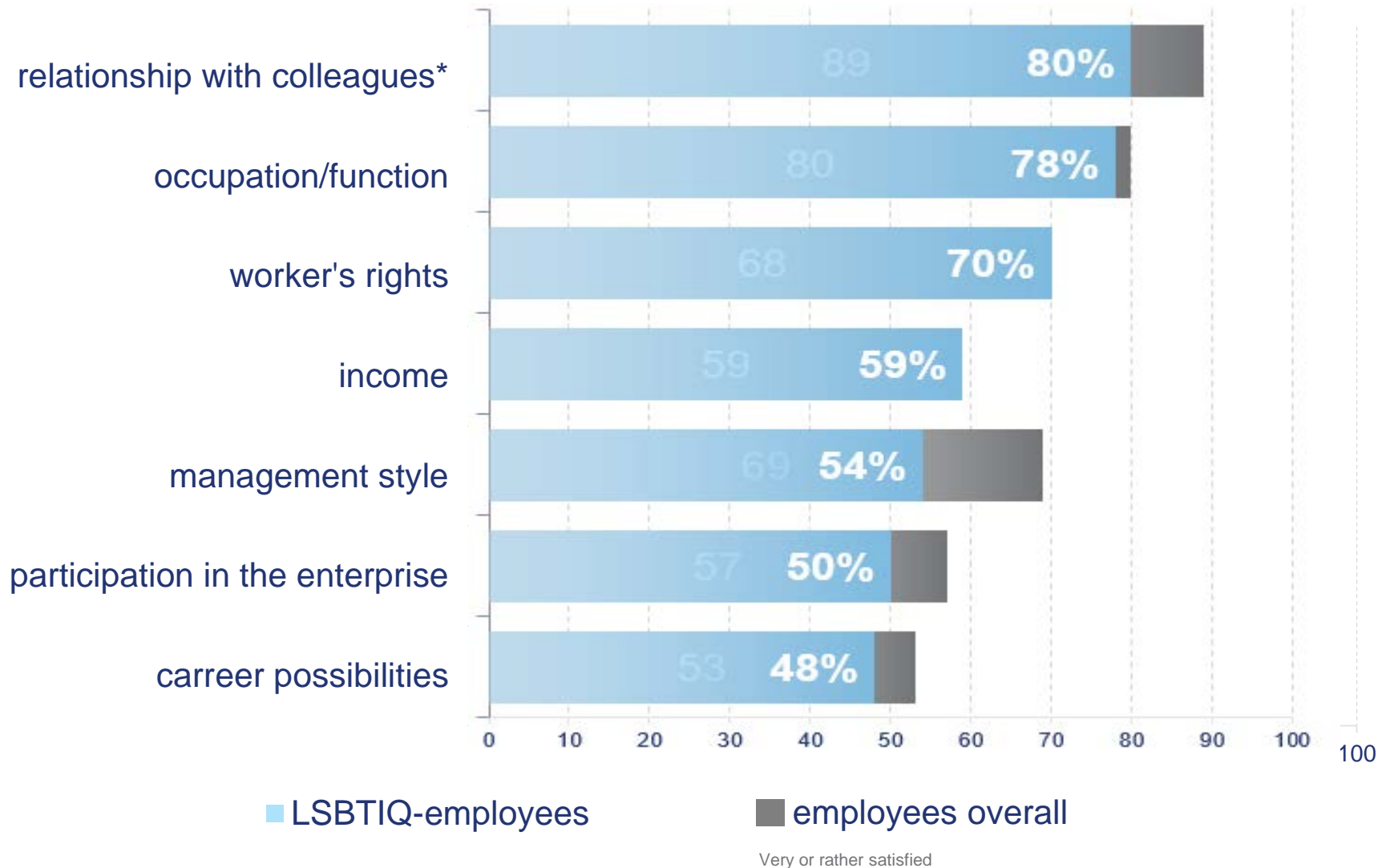


- I keep my sexual orientation or identity a secret
- I let them believe what they want
- I don't mention it on my own accord, but talk openly when asked
- I talk openly about it

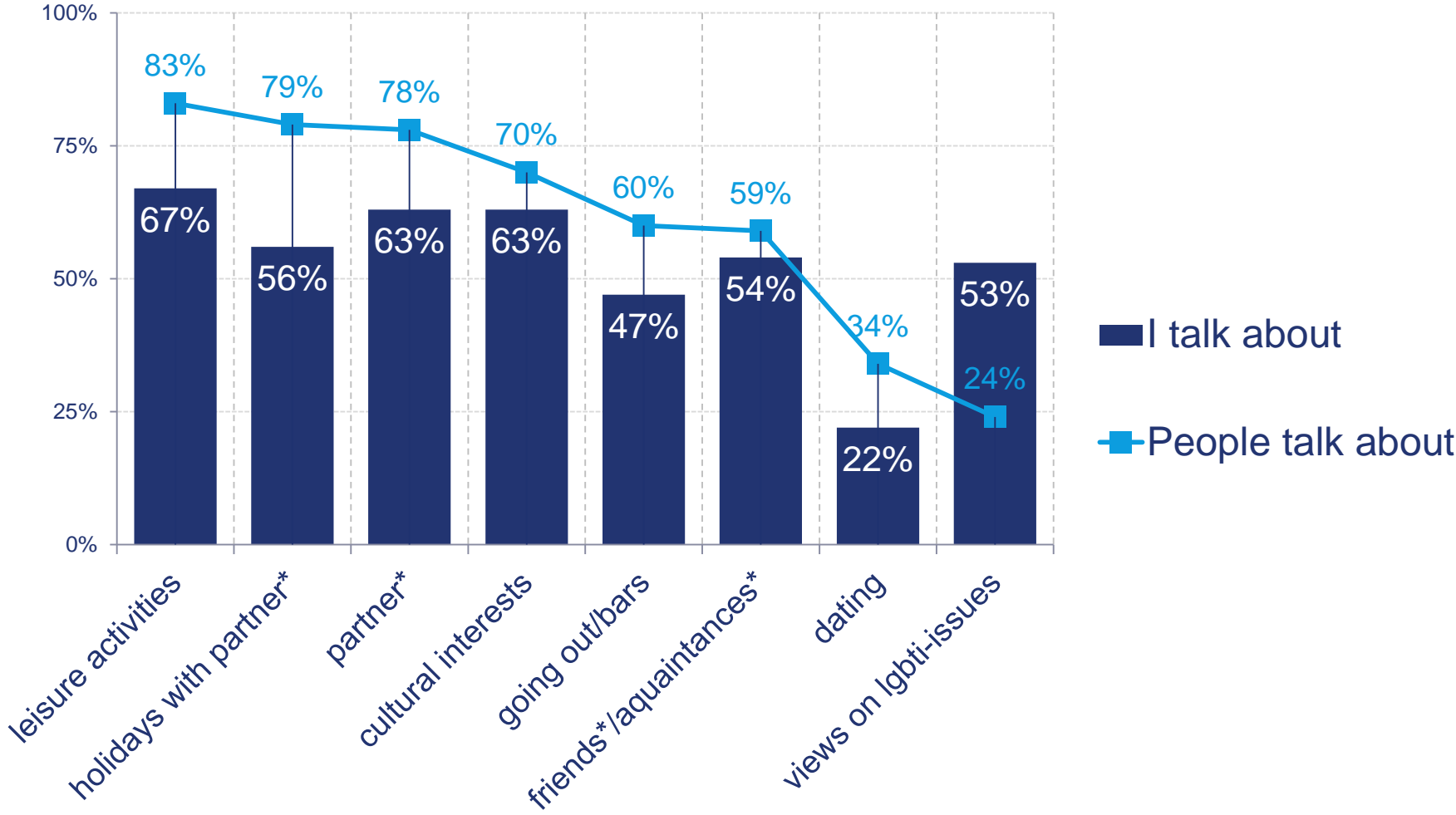
Reasons not to Out Oneself



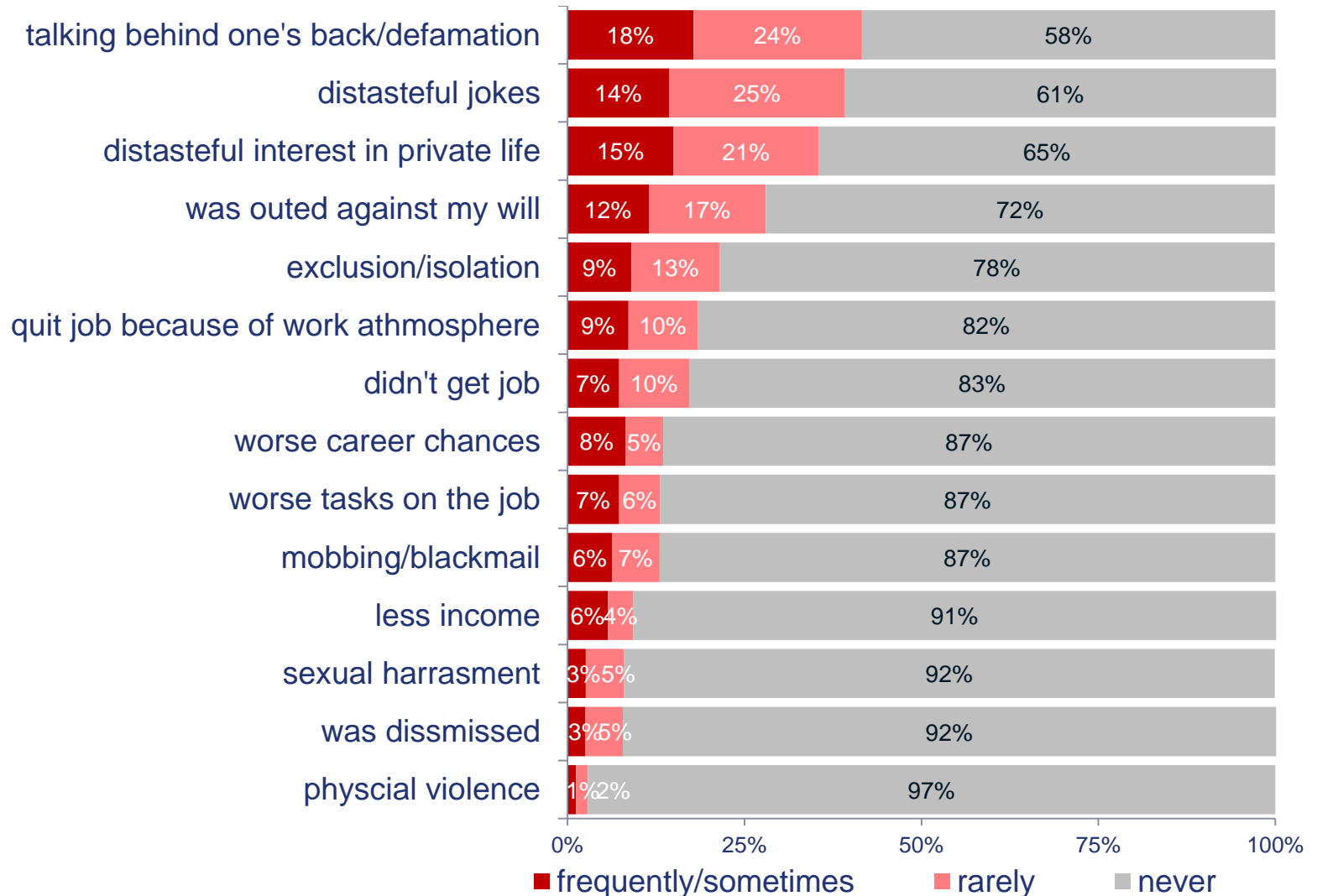
Job Satisfaction



Conversation Topics at Work

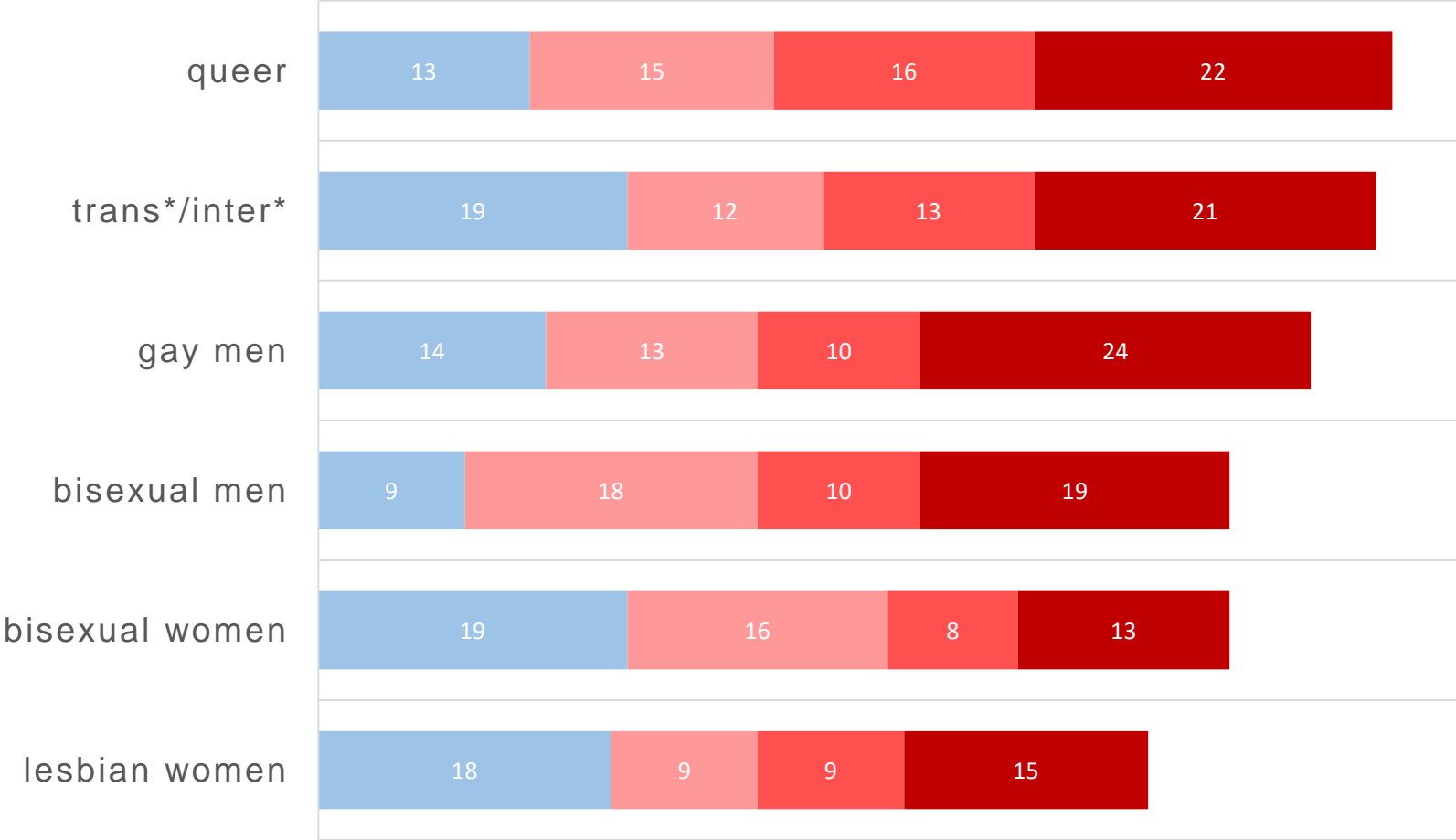


Discrimination against LGBTIQ-Employees

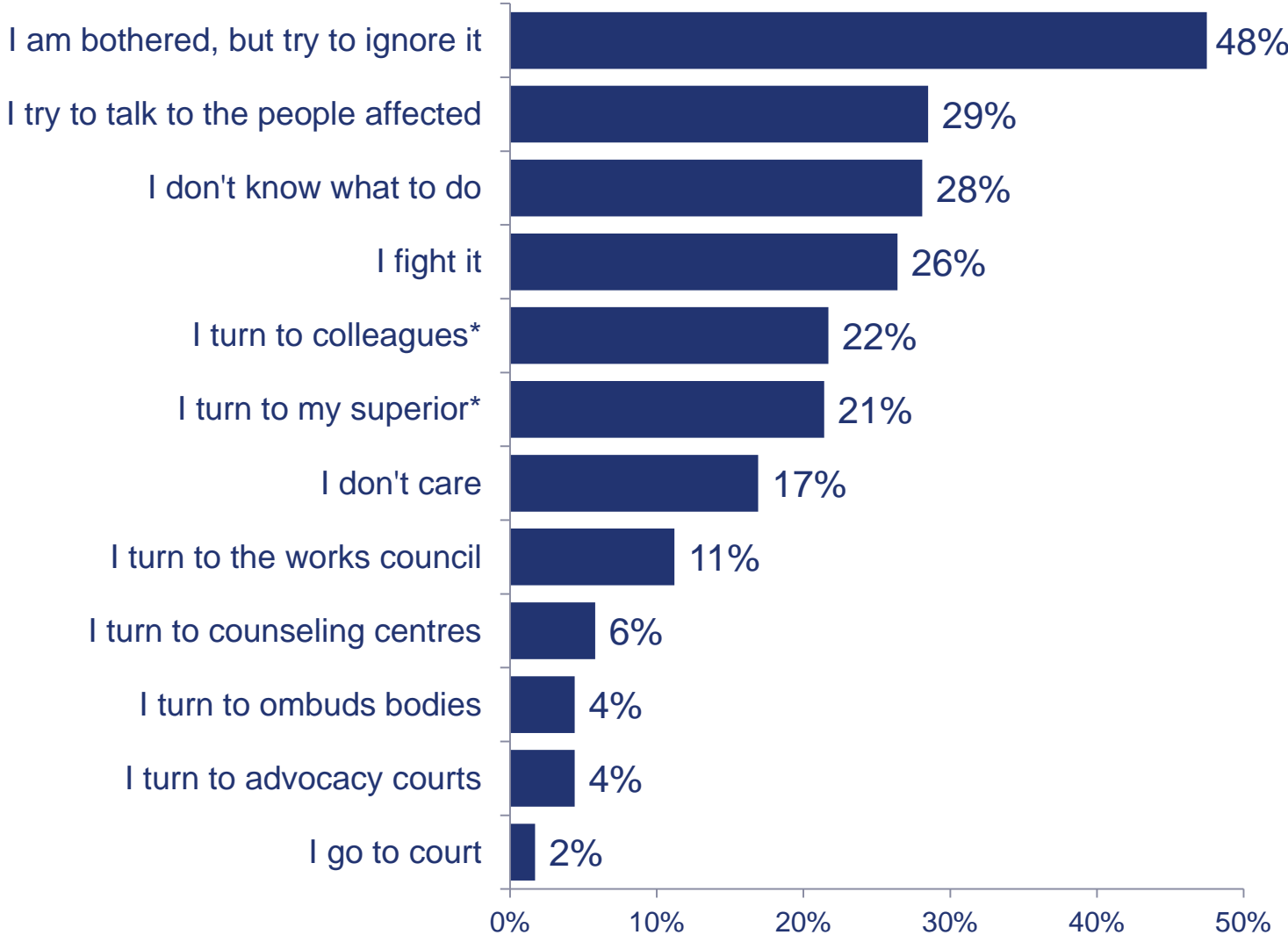


Social Discrimination by Group

■ 1 type ■ 2 ■ 3 ■ 4 types



How People Deal With Discrimination



What to do



Raising awareness and make LGBTIQ-issues visible

- LGBTIQ-issues in internal media
- Gender sensitive language
- Inclusion of anti-discrimination in work-contracts



Managers as role-models and clear statements against discrimination

“Greater responsibility should be taken by leaders to ensure a climate of appreciation in a business”

“Role models, preferably from executive levels, that are visible and can encourage others - simply by being part of their life plan.”

Clear mission statement on LGBTIQ-issues

“Clear commitment of management and executives to diversity management.”

Training for management and employees*

“Training for supervisors and staff on diversity and LGBTIQ, as well as clear anti-discrimination policies in companies would, in my opinion, help.”

Community networks and open work atmosphere

“The culture in the company would have to be fundamentally changed, i.e. these issues must be disabused, e.g. the open and very often demonizing approach must be made transparent through open discussions.”



What AK and Trade-Unions Do

- pride@work as New Claim and Website www.prideatwork.at
- Fighting for Legal Improvements (“Levelling Up”)
- Counselling for LGBTIQ-employees
- Supporting Works-Councils (Information, Training)
- Information on LGBTIQ-rights at the Work Place
- Research on the Situation of LGBTIQ at the Workplace
- Awareness Raising through Media Activities and Events
- Taking a Stand in Public: Europride, Rainbow Flag
- Awareness Raising Within Companies
- Info-Site <https://wien.arbeiterkammer.at/vielfalt>



Sharing Respect in Work and Life!