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“Best practices of cooperation between LGBT-community and trade union organization”
(Лучшие практики сотрудничества между ЛГБТ и профсоюзными организациями), December 2016 – February 2017.

REPORT

My second visit to Sweden dedicated the tasks of researching best practice of cooperation between LGBT, trade-unions and human rights organizations was fruitful and brought some results.



Activities during this visit was aimed for searching additional points for cooperation between organizations (Union to Union, LO, SAKO, Olof Palme International Center, et cetera) whose representatives I met in

time of first part Internship, which was held from 1-st February till 30-th of April 2016.

I am grateful for the opportunity to carry out fruitful work not only Sverker Åström Foundation, but Civil Rights Defenders too. Because the last mentioned organization have provided me not only consulting assistance, but also a workplace in the office. It was great input in my work, insofar as made possible to work more productively than working at home.

On the basis of conversations with representatives of trade-unions and human rights organizations, several numbers of directions for working to mitigate discrimination in labor sphere have been identified.

It can be undertaken in the following areas in order to promote diversity in the workplace: recruitment (policies for equal access to vacant positions, regardless of any characteristics of the individual, with the exception of professional competence), the prevention of bullying and persecution in the workplace, equality in terms, conditions, rules and benefits for all employees, training and support for different categories of employees (diversification training-programs for different categories of employees: employees of HR-department, workers and managers, because employees who occupied different positions could influent differently for promoting diversity and changing internal climatic conditions to the more affirmative side), the importance of small language changes for promotion of diversity policies in the workplace.

Wide range opportunities for Russian-Swedish collaboration have offered by The Swedish Institute supporting different programs of Russian-Swedish cooperation.

The Swedish Institute (Swedish: *Svenska Institutet, SI*) is a Government agency in Sweden with the responsibility to spread information about Sweden outside the country. It exists to promote Swedish interests, and to organize exchanges with other countries in different areas of public life, in particular in the spheres of culture, education, and research.



I have known about conditions for taking part in these kinds of programs, claimed partnership proposal for potential partnership organization (from among of organizations protect human rights, trade-union and LGBT-organizations). After that, proposal was sent to organizations and than I have met with representatives

(there were several meetings with different organizations). The objectives of meeting was to gain experts opinion and vision about proposal and also about completeness and the impact of the final result on improving the situation in the sphere of protection of labor rights, collecting ideas on further work to protect the



labor rights of the LGBT community and other vulnerable groups in the Russian Federation.

Based of feedbacks, obtained from organizations I have managed to finalize the project proposal. The essence of that is: organizing in Moscow the conference issued protection of

the rights of vulnerable groups in the labor sphere.

As a result of consulting with Swedish organizations and further discussion in team of “Rainbow Association” and with our Moscow’s partnership organizations, it was decided to devote the conference to discussing and analyzing the technologies used by human rights, trade union and social organizations for protecting the rights of representative’s vulnerable social groups (including LGBT) in the sphere labor relations. And also to present and discuss methods of work, and analyze actual practices of antidiscrimination work.



Finally, the main practical result from internship was followed: During my internship I have developed concept of conference which was approval and activities in framework of this project would be realized in term between april till july 2017. Besides of it, I have marked several steps for promoting anti-

discrimination policies among the target audience and among partnership organizations. In time of my Internship I did not avoid the idea of working for equal rights at labor sphere with employers, I had meetings with representatives of IBM Corporation and Hewlett Packard Enterprise. Searching perspectives for promoting equal rights in defense of LGBT and other vulnerable social groups at working place through cooperation with association of employers and large business companies – this is a new perspective direction of activities in my country. I took attention for it and now I have the project vision how to work with employers and have some practical ideas for 6 month with aim to attraction to dialog not less than 15 representatives of companies worked in HR-departments.



Also I was attended at the panel discussion organized by Professional LGBT Alliance Sweden Discussion Panel: “A New Era for LGBT Rights” and had meetings with RFSL¹ (International Advocacy Advisor and Director of International

Programmes), from that meetings I have known about Eastern Coalition. The Coalition include different LGBT organization from Post-Soviet countries for LGBT Equality and aims to increase awareness about LGBTQ issues in respective countries, to strengthen the capacity of the organizations working in Post-Soviet countries.

And also Internship provide me unique opportunity to know about another independent (they did not belong to RFSL) LGBT organizations, like:

¹ The Swedish Federation for Lesbian, Gay, Bisexual, Transgender and Queer Rights (RFSL) is a Swedish organization working for LGBT rights.

Transammans, Lesbisk Kraft, Lesbians who Tech, Amnesty LGBTQI group Stockholm, Dharma & Martia.

My visit in Sweden pushed myself to know more about cultural life, tradition, and history of Sweden. I have seen celebration of Saint Lucy's Day, also called the Feast of Saint Lucy.



It is a Christian feast day celebrated on 13 December in Advent, commemorating Saint Lucy, a 3rd-century martyr under the Diocletianic Persecution, who according to legend brought "food and aid to Christians hiding in the catacombs" using a candle-lit wreath to "light her way and leave her hands free to carry as much food as possible". Her feast once coincided with the Winter Solstice, the shortest day of the year before calendar reforms, so her feast day has become a Christian festival of light. Falling within

the Advent season, Saint Lucy's Day is viewed as an event signaling the arrival of Christmastide, pointing to the arrival of the Light of Christ in the calendar, on Christmas Day.

Another cultural experience was when I visited museums, in my first visit I avoided to see every famous museum, but now I improved it and have visited some more of them: Moderna museet, Tekniska museet, Historiska museet, Junibacken, Aquarius, Etnografiska museet.