

SITUATION OF LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX EMPLOYEES IN PRIVATE SECTOR IN TURKEY

2019 RESEARCH



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Murat Köylü



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Türkiye



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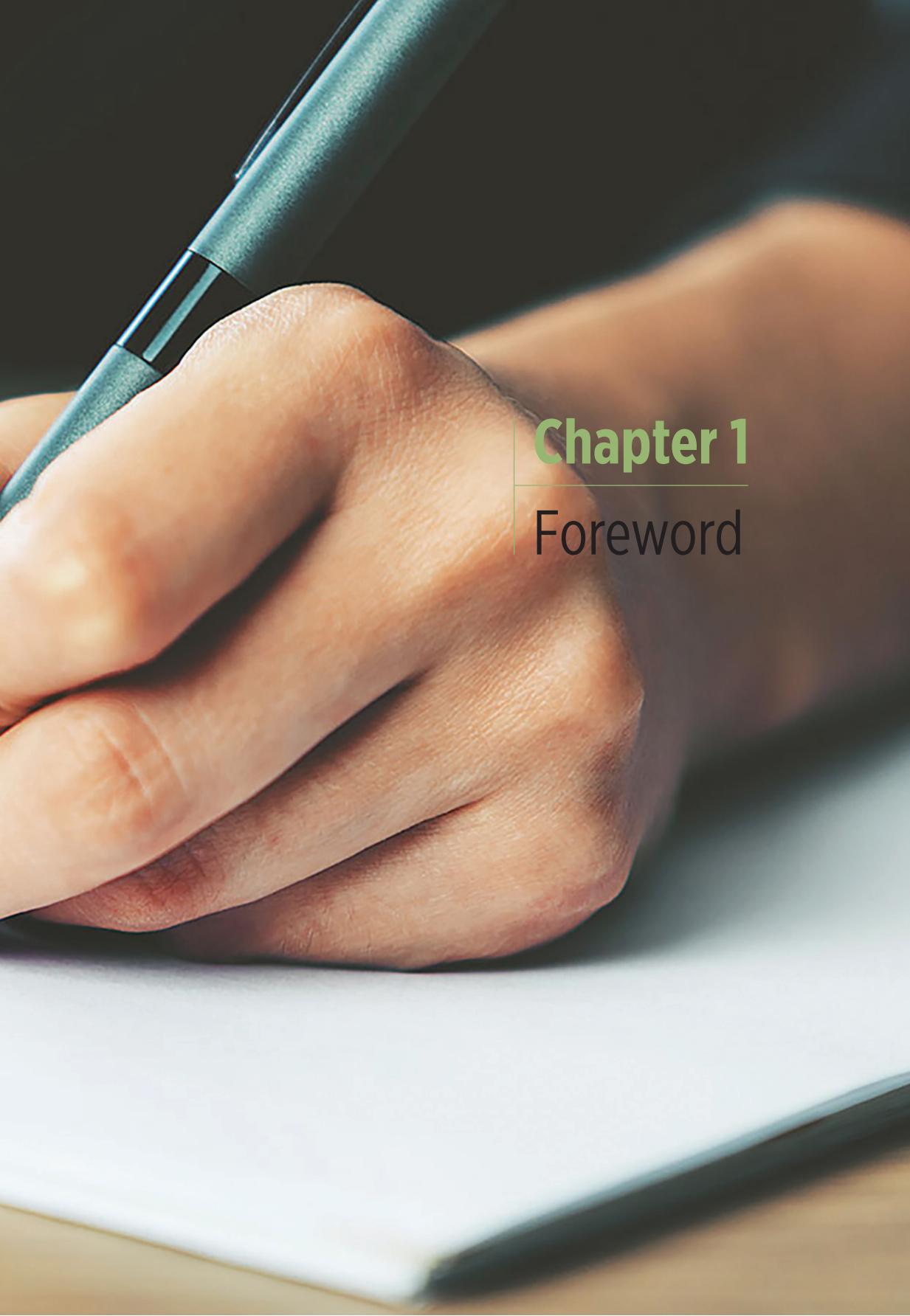
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Chapter 1

Foreword

This research has been conducted by Kaos GL Association for private sector since 2015 and for public sector since 2017. The focus of the research is the hiring processes, general working conditions and personal experiences of discrimination of the LGBTI+ employees of different sectors. Since 2018 Kadir Has University Gender and Women's Studies Research Center has also been part of the team.

In 2019, there were 228 public sector and 772 private sector participants. In line with the findings of previous years, very few employees completely disclose their gender identity, sexual orientation or intersex situation in their workplaces. In previous research, we found that public sector LGBTI+ employees were less open compared to the private sector, but the results this year suggest that the ratios are quite similar. The fact that these employees are forced to hide their gender identity, sexual orientation or intersex situation in their workplaces is not only a violation of basic human rights but causes these individuals to hide their identity outside the office as well. The experiences both private and public sector shared relate the fact that these individuals cannot be open and this affects their productivity, creates a constant source of stress and negatively impacts their relationship with other employees.

Another experience of discrimination common for both public and private sector LGBTI+ employees is their inability to resist innuendos and "jokes" that force them to reveal their identities. They are also unable to seek justice through legal or executive channels. Even though very few establishments in the private sector have protective regulations, we lack national legislation that would prevent discrimination and regulate the work environment for LGBTI+ employees.

Our participants who are open regarding their LGBTI+ existence shared different situations of prejudiced attitudes and discriminatory behavior. Unfortunately the research reveals that the majority of both public and private institutions in Turkey do not have adequate procedures and practices that meet the health and other needs of LGBTI+ individuals or protect them from the negative results of discrimination.

The fact that we do not have sexual orientation, gender identity and sex characteristics within the prohibited categories of discrimination in the Constitution and Labor Law creates the primary obstacle and the primary legal gap for LGBTI+ on the way to an equal citizenship. Most of our participants stated the need for legal and constitutional changes to prevent discrimination, which means it is only then they can feel comfortable and protected.

Results also show that working conditions also negatively affect the performance of the LGBTI+ employees, their peace in the workplace and their productivity. Even though discrimination based on gender identity or intersex status for those who disclose their identity is more obvious, even in closed cases comments, prejudices and innuendos prevent these employees from completely participate in labor and victimizes them.

Both public and private sector employees stated they often experience hate speech. Even though legally there is a distinction between hate speech and hate crimes, considering the results of hate speech in the workplace one can argue that it is also a hate crime. The answers given to open-ended questions by the LGBTI+ employees and their shared experiences of discrimination reveal that in most cases discrimination is based on behavior. The relationship between hate speech and hate crime is the fact that hate speech can easily be observed in one's behavior. Homosexuality as a stigmatized category, discrimination against sexual orientations other than heterosexuality and heteronormativity are social problems that were ignored by both government and in academic circles. Many studies, both in US and in Europe, consider the relationship between discrimination and violence within the definition of the concept of hate crime. This special form of discrimination is underlined. In Turkey, considering the high level of discriminatory violence towards LGBTI+ individuals, we need to deal with homophobia as a special form of violence. Hate crimes experienced in the workplace by LGBTI+ employees have direct negative impact, according to our results.

Hate crimes based on discrimination against sexual orientation, gender identity and sex characteristics should be separated from hate crimes towards other group identities. According to the studies in this area, victims of such crimes face or would face this kind of attacks all their lives just because they are LGBTI+. These attacks do not necessarily happen predictively, as a consequence of other incidents, as is the case for hate crimes towards other groups. They are also not limited to the actual time of the attack, they also cover the period before and after the incident. Victims are generally harassed and threatened in advance, in most cases there are witnesses and most do not react or intervene. The personal experiences of our participants regarding discriminatory behavior at work supports these findings, showing us that hate crimes and discrimination experienced in everyday life continues at the workplace.

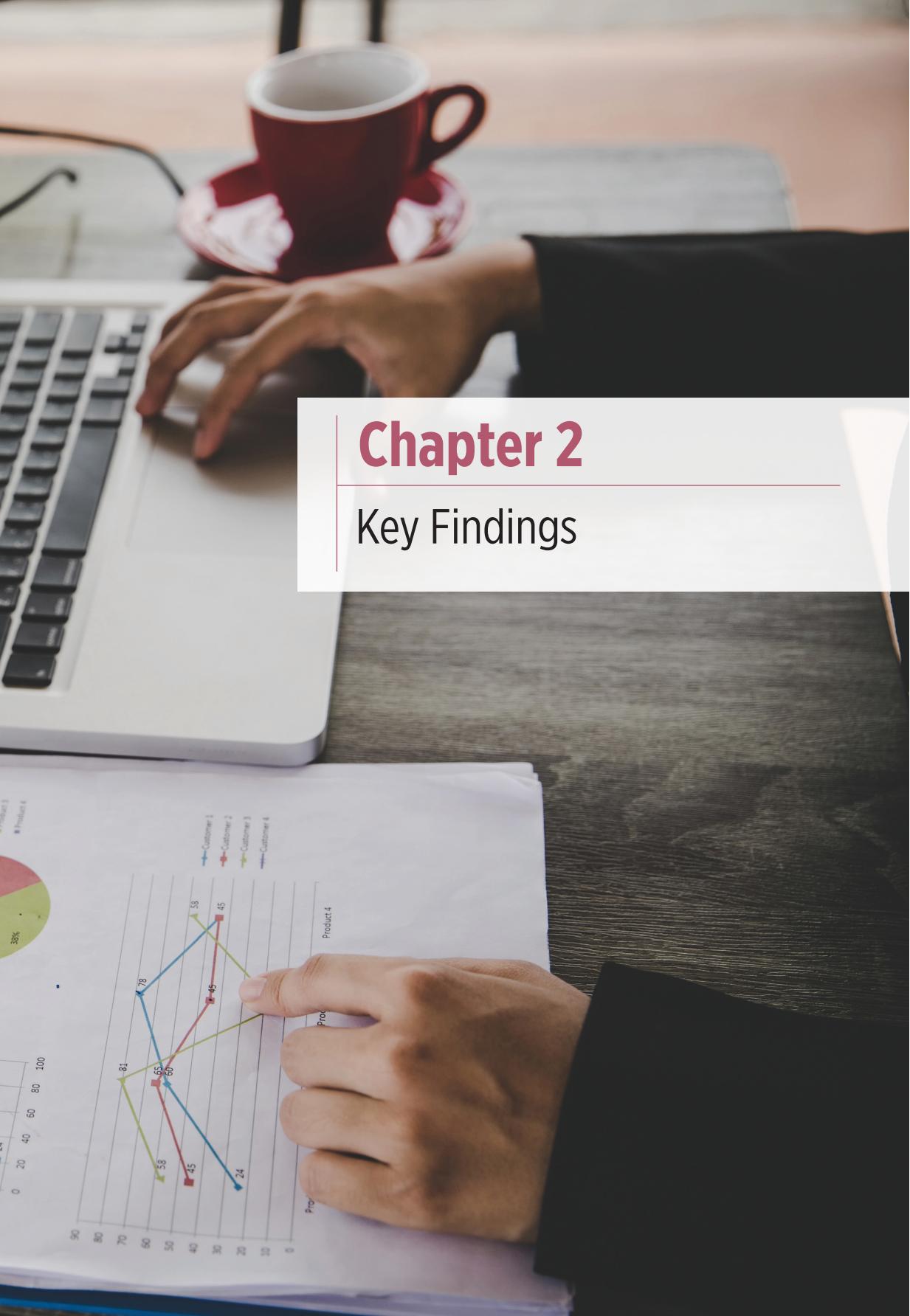
The results show us clearly the destructive nature of the problem that is mentioned above with its more important aspects. As employees from various sectors have pointed out, the most immediate solutions are “to prevent discrimination and hate crimes toward LGBTI+ by legal and constitutional changes” and “to organize awareness campaigns that aim a social transformation”. To be able to ban dis-

crimination in work life we should fight discrimination at a societal level so that the whole society reaches a mental and ideological understanding to condemn discrimination and to build a democratic and legal system that would support it. This understanding would only be possible by making discrimination and hate crimes visible, by having a mental and behavioral determination to recognize and demonstrate them as a violation of human rights and as crimes and by having an appropriate legal system. As public and private sector LGBTI+ employees put it, this target can be received only through organization and awakening of all the employees and the society as a whole.

Prof. Dr. Melek Göregenli
İzmir, 2019

Business Report





Chapter 2

Key Findings



This is the 5th year that Kaos GL Association conducted research on the situation of private sector LGBTI+ employees in Turkey. As Kadir Has University Gender and Women's Studies Research Center, we are proud to be a part of this project for the past two years. We hope that this annual research will contribute this academic area by creating a large data pool, increasing both the quantity of research and its diversity. It will also help us generate new policies in terms of advocacy and the struggle for rights. We give importance to the empowering effect created by the cooperation between academy and activism. We especially consider academia's role, as one of the pillars of democratic society, and responsibility regarding the fight against discrimination.

This year's research had 772 participants who declared they are LGBTI+ and who work in the private sector. The survey was online and conducted using *SurveyMonkey Pro*. This year our sample consisted mainly of young people, who possessed a high school education or higher and who are in the labor force for a relatively short time. Eighty-six percent were between 18-35 years of age, 82% are university graduate or higher. 86,6% of the participants work in their current workplace for less than 6 years.

In 2019, 62% of our participants declared their gender identity as male and 57% identified themselves as gay. These figures reveal that more than half of our sample are non-trans homosexual men. Compared to the results of last year, we saw an increase in the number of "trans men", "trans" and "other" categories. Therefore, despite the majority of non-trans homosexual male participants, we have a higher representation of individuals who define themselves as trans or with terms other than those of the binary system of gender and sexuality.

Another interesting change this year is the decrease in the number of participants identifying themselves women and trans women. This ratio was 38% (85 participants) in 2016, 45% (166 participants) in 2017 and 36,3% in (198 participants) in 2018. In 2019, the number is as low as 29,3%. However, we do not have enough data to explain why the number of participants overall has increased but the ratio of women in the sample decreased. However, when we consider that according to TUIK in 2018 the ratio of female employees in the registered labor force is 29,4%, with the increase in our number of participants, we can say that the number in the sample are closer to our research universe.

Statistics show us that in Turkey women have low access rate to labor and work also as unregistered labor. According to the DİSK (Confederation of Progressive Trade Unions of Turkey) report on March 2019 titled “Women’s Labor Report in Turkey” only 3 out of every 10 women are employed. For those who are employed, the biggest issue is insecurity. According to 2018 data, unregistered labor comprises 41% of the total employment for women. In addition, many documents, views and decisions on the subject state that in countries where there are no empowering policies regarding transition periods or gender identity in general, trans individuals have a very high percentage of unemployment. The lack of proper employment creates unregistered and insecure labor conditions especially for trans women and creates additional problems like involuntary sex work. There are issues that need to be scrutinized in terms of discrimination.¹

When we look at different sectors of our participants, similarly to previous years, education is the most populous sector, followed by health, food, retail and tourism. These sectors add up to a 42% of the sample. On the other hand, the sample shows us that almost every sector is represented in the study. When we look at the grades given by the participants to their workplaces regarding LGBTI+ sensitivity, NGOs have the highest points with 2,78/4. The energy sector has the lowest score. Foreign origin companies seem to create more satisfaction compared to the companies that have a Turkish origin. Among foreign origin companies, 82% are US and European based companies and their average is 2,1/4. For companies based in Turkey, the same grade is 1,7/4. In line with this finding 20% of the participants working in foreign based companies state that there are mechanisms to prevent discrimination based on gender identity, sexual orientation and gender qualities. In Turkey-based companies the same ratio is 8%. Again, in foreign based companies, the ratio of being disclosed in terms of gender and sexuality is higher (20%) than the average (17,4%). Among participants, 68% work in small and medium size companies. Data shows us that as the number of employees increases, the ratio of disclosed LGBTI+ and the grade given by those employees is lower. The disclosure ratio is also lower among employees of higher ranks. Only 4,8% of the participants are in executive positions and 70% of those high-level executives are completely closeted in their workplaces. In the sample, this ratio is 32,9%.

Those who declare they are completely open in the workplace are 17,4% of the sample this year. The same ratio is 4,4% in the public sector research that was conducted simultaneously. According to last year’s findings the disclosure ratio was 22% in the private sector and 7% in the public sector. This decline can be ex-

1 As an example: European Council Commissioner for Human Rights, *Human Rights and Gender Identity* (CommDH/IssuePaper(2009)2), 29 July 2009, s. 12,13; European Council Commissioner for Human Rights, *Discrimination on grounds of sexual orientation and gender identity in Europe*, October 2011, s. 171.

plained by the increase in the number of participants and the number of sectors included in the sample. This way our sample is closer to our research universe but we should see the results of years ahead to prove it right.

The ratio of disclosure between private sector participants during hiring processes is quite low. Only 15,9% of the individuals were open during this process. In the public sector, the same percentage drops to 2,1. As in previous years, the 2019 research reveals that discrimination based on gender identity, sexual orientation and sex characteristics is a serious obstacle in the way to access employment. LGBTI+ employees are closeted as a strategy to prevent the risk of unemployment. Since the risk of discrimination continues after employment, the same strategy often determines the rest of their lives. The fact that the ratio of those who are completely or partially open at the workplace is relatively higher than those who are open during the hiring processes and that the ratio of total closure drops after the employment proves that LGBTI+ employees can be more open about their identities if they have a safe environment depending on the conditions at the workplace, on the attitude of their colleagues and superiors. Personal statements included in the survey answers are also in line with these findings.

In 2019 only 5,2% of the participants declared that they experienced discriminatory attitudes, discourses, behaviors or practices during hiring processes. The percentage of those who did not have such an experience was 44,4. Nevertheless, 50,4% of the participants believe that they did not experience discrimination simply because their gender identity, sexual orientation or intersex situation is either hidden or not obvious. At the same time, 7,6% of the participants experienced discrimination in their workplaces and 42,3% say they did not face discrimination because of their hidden or not visible gender identity, sexual orientation or intersex situation. Furthermore, 50,1% of the participants did not experience discrimination and they did not state a reason why.

The ratio of those who experienced discrimination during or after the hiring processes seems quite low. But, like last year, we should consider these numbers together with other data. First of all, it is important to underline that one out of every two LGBTI+ employees either experienced discrimination before or after the employment process, or they did not experience any discrimination because their gender identity, sexual orientation or intersex situation was hidden and they were taken for a heterosexual non-trans individual. We should also examine the ratio of those who did not face discrimination together with the ratio of those who were open about their identity during the hiring processes or in the workplace. We should remember that only 15,9% were open during hiring and 17,4% while at work. The ratio of those who witnessed discrimination towards another LGBTI+ employee (15,3%) should also be taken into consideration in that framework.

In fact, the European Union Human Rights Commission issued a report in 2011 on discrimination based on gender identity and sexual orientation. According to that report, the strategy of not disclosing oneself that has been developed by the LG-BTI+ individuals against discrimination and harassment makes it more difficult to analyze the real level of homophobia and transphobia in the area of labor.² This statement is based on different researches in different countries and according to our findings, it is also applicable to Turkey. It is also true that the minute this strategy is changed or does not work, the risks become real. Therefore LGBTI+ individuals in Turkey are closeted from the beginning of the hiring process to decrease the risk of discrimination and harassment.

Parallel to the findings of the research in 2018, the private sector research of 2019 reveals that LGBTI+ individuals use peer advice or examination of company profiles through career websites as their main tool for job search and application. We believe that individuals not only want to know if they fit into a certain position but also are in need for information regarding what kind of a workplace they would be working in. Despite all these measures beginning with the job search, the ratio of those closed or partially open individuals in their workplaces is high. This shows that there are many obstacles in Turkey in the way to LGBTI+ visibility in the private sector, and that very few companies implement inclusive policies effectively. As we can understand from shared experiences inclusive and anti-discriminatory policies are not reflected in job postings or hiring processes. Heteronormative and cisnormative norms and roles created by the binary system are in effect and have a negative impact on LGBTI+ individuals even before employment, forcing them to stay closed as a strategy.

In order to understand the conditions that force LGBTI+ employees to maintain that strategy throughout their work life, this year we added a question regarding hate speech. Among participants, 34% stated they witnessed hate speech towards LGBTI+. This finding proves there are conditions that force LGBTI+ individuals to stay closed. The same ratio is double among public sector employees, which explains why we have a lower rate of disclosure in the public sector.

Another fact that shows us the real dimensions of homophobia, transphobia and discrimination in Turkey is the low number of cases of discrimination that are reported through various mechanisms. Again, in line with the previous year, the 2019 private sector report reveals that LGBTI+ employees rarely make any official complaint in cases of discrimination. Out of 59 participants who experienced direct discrimination based on gender identity, sexual orientation or sex characteristics

² European Council Commissioner for Human Rights, *Discrimination on grounds of sexual orientation and gender identity in Europe*, s. 166, 176.

only 11,9% officially reported to case to the authorities, 37% never reported and the rest reported verbally, reacted directly to the person in question or shared it with people around them. Only 1 person reported to the Human Rights and Equality Institution of Turkey and 2 people made a complaint to an NGO. Not even one individual took the case of discrimination to the court. None of the participants choose to report the case to their union or professional organization. From shared experiences, we understand that LGBTI+ employees do not believe that official channels would yield results. On the contrary, they are afraid of being even more victimized during the process, losing their jobs, experiencing hate speech, prejudice and being outed against their will.

The situation proves that LGBTI+ employees in Turkey need empowering mechanisms both to access labor and during work. But our study tells us that in private sector these mechanisms are either non-existent or ineffective. In a few positive instances, these mechanisms are effective in protecting LGBTI+ employees against discrimination and hate speech and provide them with job satisfaction and productivity.

The percentage of those workplaces that have rules and commissions to prevent gender identity, sexual orientation and gender quality based discrimination in their companies is 10,8. These mechanisms clearly increase the ratio of disclosure among LGBTI+ employees if used effectively. Of those who work in such a company, 54% stated they are completely open at work. We should remember this ratio is 17,4% in our sample. Shared experiences also suggest that even when a company lacks written rules, an unwritten understanding and/or existence of a corporate culture sensitive to LGBTI+ rights creates positive results. Similarly, only 10,6% of the participants mention LGBTI+ inclusive practices in company functions or social events and 57,2% of the employees working in more friendly companies stated they are completely open at workplace. Those who work in LGBTI+ sensitive companies in terms of social help and medical/psychological support constitute only 7,9% of the sample and 54% of these are completely open at their workplaces. As you can see, private sector companies where there are effectively functioning mechanisms that empower LGBTI+ employees are quite rare. But our findings suggest that these mechanisms are essential to fight gender identity and sexual orientation based discrimination and to empower LGBTI+ individuals.

When we talk about such mechanisms, the first thing that comes to mind is the existence of unions and professional organizations. Our research suggests that in the private sector the rate of membership in a union or professional organization is low and those who are members, do not necessarily see these organization as the locus for the fight against discrimination. Only 5,6% of our participants are members to a union, which is quite low compared to the general level of unionization in Turkey.

According to DISK-AR report on unionization in February 2019, 11% of the workers in Turkey have a union. Similarly, 11,3% of our sample are members of a professional organization or union.

According to our data out of 59 participants who suffered discrimination only 7 are members of a union or organization, but as we mentioned, none of them reported the case to those organizations. In addition, to the question regarding measures to prevent discrimination against LGBTI+ individuals, only 22% mentioned organized resistance and solidarity networks. These findings prove that unions and professional organizations have a central role in preventing discrimination towards LG-BTI+ persons and empowering employees. These organizations should prioritize development of policies regarding LGBTI+ members. Unfortunately, in 2016 the International Labor Organization (ILO) published the findings of its Honor Project where they note that economic and social rights of the LGBTI+ are not a priority for unions, this includes unions in Turkey.

The same note also indicates that LGBTI+ are the major group to experience discrimination and harassment, that job seeking LGBTI+ are closed about their gender identity, sexual orientation or intersex situation as a strategy which continues during the employment. The ILO study also shows that disclosed LGBTI+ employees suffer less from anxiety, depression and burnout syndrome, and in order to provide these working conditions workplaces should implement supportive and inclusive policies.³

All these conclusions are in line with the findings of our research. According to our participants LGBTI+ employees use a lack of disclosure as a strategy to avoid risks of discrimination and hate speech, which in turn prevents them from building close relationships with their colleagues, creates feelings of hopelessness, sadness, anxiety and angry. They have trouble developing any sense of belonging, they underperform due to a lack of motivation, but they also experience burn out and depression because of psychological and physical stress they experience every day. Their productivity and job satisfaction drops drastically. Since in modern society we spend most of our days in our workplaces, the impact of such conditions are even more evident.

Even though being closed provides some protection, many LGBTI+ feel that being forced to stay closeted is a violation of their rights. Generally, all LGBTI+ employees are certain that they will be discriminated against, therefore they take measures from the beginning and hide their identity or only share it with close colleagues or other LGBTI+ employees. This way they create clear boundaries between their

³ International Labour Organization, *Gender identity and sexual orientation: promoting rights, diversity and equality in the world of work, Results of the ILO's PRIDE Project, Briefing note*, s. 1, 2, 3.

private and work lives and in some cases, they enter a different role in terms of the way they talk, their body language or expression of gender. This constant state of cautiousness becomes a kind of permanent discrimination itself and has heavy psychological and sometimes physical impact on the individual.

Our findings suggest that the negative conditions of LGBTI+ in general are even heavier when it comes to women. For example, the percentage of those with university and graduate education among trans women is 53, whereas in our sample the number is 82,4%. In terms of being open during the hiring processes the ration drops from 9,6% to 2,7% and the disclosure at the workplace from 17,4% to 2,7%. Most of these trans women work in small scale, probably non-corporate companies. Differently from the rest of the sample, most of these trans women work in the entertainment sector. There were no high-level executives among trans women, most of them are workers or service personnel. Even though the ratio of disclosure during and after hiring is lower than general, their percentage of experiencing discriminatory behavior or application is higher than the sample. During the hiring processes the percentages are 5,2% for trans women to 13,3% for the sample, and after the employment 7,6% to 26,7% respectively. The fact that discrimination is so common among trans women despite their low ratio of openness makes us think that the strategy of closure is ineffective for them. It also seems like workplaces where trans women work are generally places with fewer cases of positive practices regarding discrimination. In fact, regarding the impact of discrimination on productivity and job satisfaction, 40% of trans women responded negatively. In the sample this ratio is 29%. Where in the sample 42,5% graded their workplaces 0/4 and ¼, among trans women this ratio is 60%.

When we compare answers given to different questions with the ratio of those who chose women as their gender and non-heterosexual as their sexual orientation, we have interesting outcomes. The ratio of being completely open during hiring processes drops from 15,9% to 5,7%, and that of being completely closed increases to 71% from 60%. The ratio of being completely open at work decreases from 17,4% to 10,9% and that of being completely closed jumps to 42,7% from 32,9%. The percentage of experiencing discrimination during or after hiring processes is relatively lower in this group. Nevertheless, the increase in the number of those who are closed and those who believe their identity does not show, suggest that non-trans women participants use the strategy of closedness more often against the risk of discrimination and hate speech. Another interesting finding is that the ratio of mid and high-level executives are lower in this group than the rest of the sample. In high level it is 4,8% to 1,9% and in mid-level 14,8% to 3,8%.

Open-ended questions reveal that the biggest issue for the LGBTI+ employees is freedom and visibility. According to our participants the condition for that is so-

cial awareness, transformation of heteronormative and cisnormative binary gender system and transformation of the society through education. Even though legal security is a main concern in general and for the labor area, there is a general understanding that social transformation cannot be acquired through legal means only. In that respect, LGBTI+ employees have demands not only from governments and political leaders but also from universities, professional organizations and unions.

In conclusion, there are measures to be taken to prevent discrimination based on gender identity and sexual orientation, to transform the disadvantages of LGBTI+ employees to access employment and to establish equality in terms of social and economic rights. There are discussions to be made in order to create legal policies, institutional policies and strategies for the NGOs. In addition, our research suggests that since LGBTI+ employees are not homogeneous groups, it is necessary to take gender and gender identity-based differences of conditions and needs to be taken into consideration. We hope this study will contribute to the policies and developments to empower LGBTI+ employees and to prevent discrimination.

Prof. Dr. Mary Lou O'Neil ve Dr. Reyda Ergün



CRM and PM
- Sales & Sales all
- Length of product

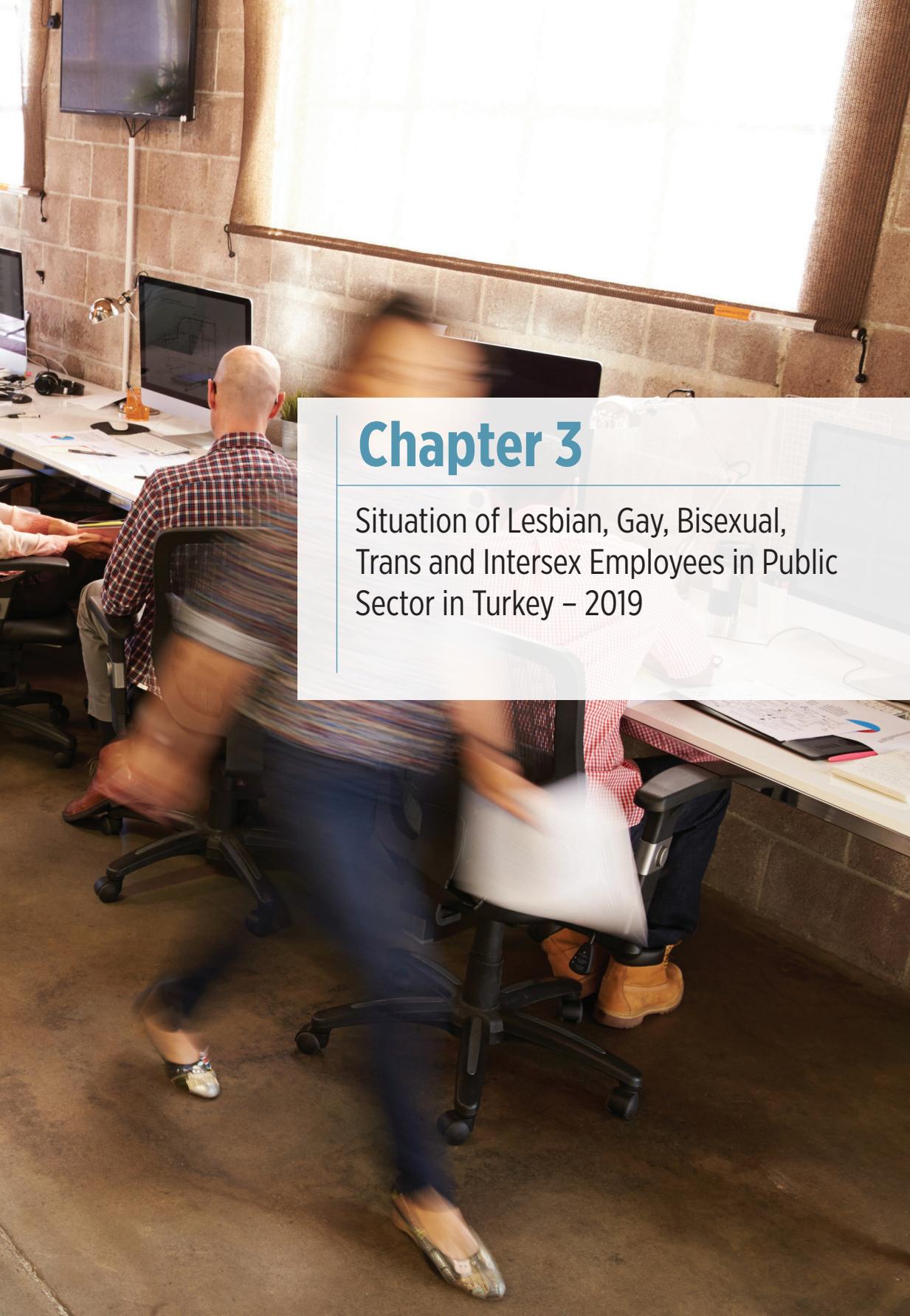
SALES

BRANDS
- Marketing
- Visuals
- Art of what?
APPROVALS!!

INTERNATIONAL
- Design
- Price
- Production

GLOBAL EXPANSION

Technology -> Phase 2 tool
-> Phase 3 tool
-> Phase 4 tool



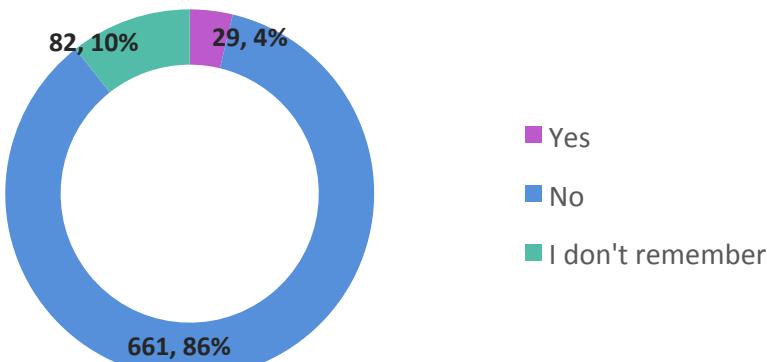
Chapter 3

Situation of Lesbian, Gay, Bisexual,
Trans and Intersex Employees in Public
Sector in Turkey – 2019

1. Research Sample

Kaos GL has published reports on sexual orientation, gender identity and gender equality since 2015. In 2018 and 2019, Kaos GL and Kadir Has University Gender and Women's Studies Research Center have conducted research using SurveyMonkey Pro online survey system. The participants were lesbian, gay, bisexual, trans and intersex individuals working in a private companies in Turkey in 2019. This year, we surveyed a total of 772 individuals and 85,62% of the participants (661 people) stated they have not previously participated in the research while 82 (10,62%) do not remember participating and 29 (3,76%) actually participated previous years' research.

Have you ever participated in the survey before?

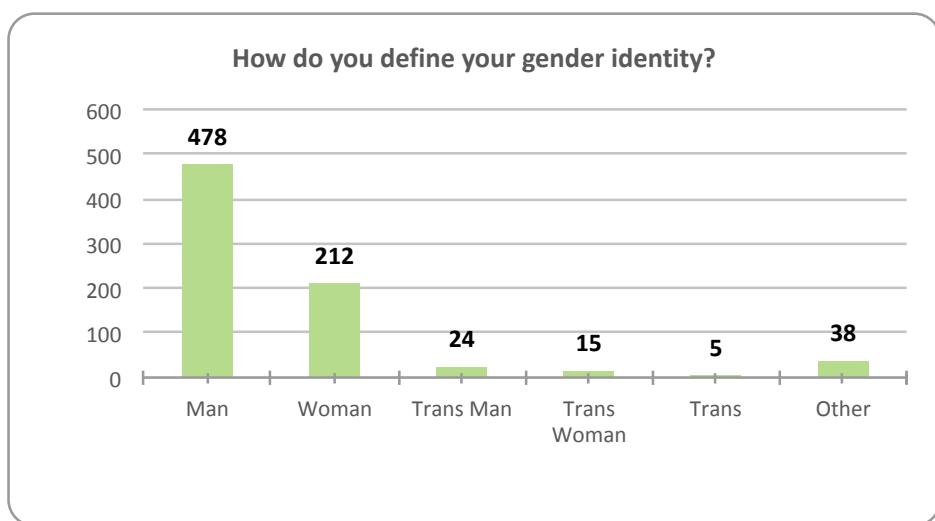


1.1. Evaluations Regarding Sexual Orientation, Gender Identity and Intersex Situation

Those who participated in the survey were able to choose their gender identity from a given list or choose “other” and identify themselves. Among the participants, 478 (61,9%) identified themselves as male, 212 (27,4%) as female, 24 (3,1%) as trans man, 15 (1,9%) as trans woman, 5 (0,6%) as trans and 38 (4,9%) as other. Regarding sexual orientation, 102 respondents (13,2%) stated they were lesbians, 440 (56,9%) stated they were gay, 159 (20,5%) identified as bisexual, 33 (4,2%) stated they were heterosexual and 38 (4,9%) identified as other.

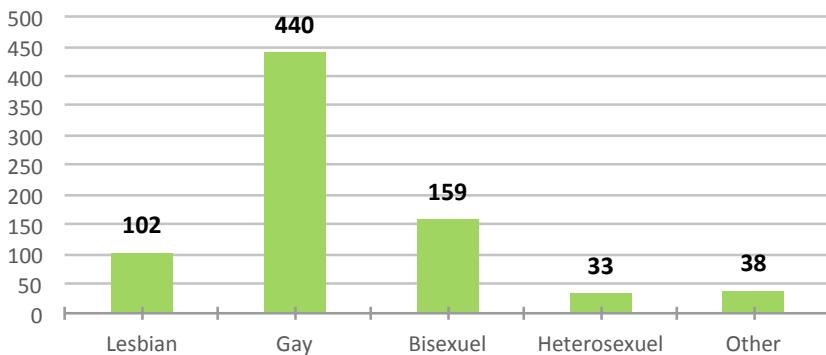
As you can see in the tables, most of our participants identified themselves as gay. You can also see male and female homosexuals are the largest groups followed by bisexual males and females. Out of 159 bisexuals that participated the survey, 106 identified themselves as female, 42 as male, 2 trans, 3 trans women, 2 non-binary, 2 non-binary female and 1 androgynous.

The number of trans men and women in the private sector is limited, similar to other areas of work life. A series of obstacles preventing educational attainment and limitations based on gender norms are the main causes of this situation.



Other: Agender x3, Agender Male, Androgynous x2, Sometimes Woman Sometimes Man Sometimes Agender, Bigender, Cross-Dresser, Deniz, Gay Man, Gay x7, Homosexual, Intersex, Woman, I Am a Person who is Trapped in a Woman's Body, Lesbian x4, Non-binary x7, Non-binary Woman, Queer x3, Transmasculine Agender (Sometimes it called FTX)

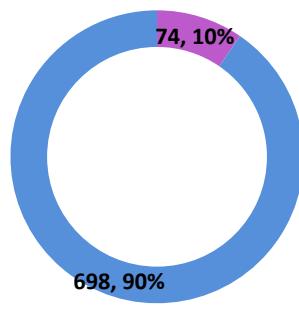
How do you define your sexual orientation?



Other: Dominant and Passive, Asexual, I Don't Prefer to Use a Name, Bisexual, Mostly Androsexual, Deniz, Gay, Genderqueer, Genderqueer/Genderfluid, Homoromantic Bisexual, Homosexual, Bisexual who Finds Women More Attractive, Lesbian, Pansexual x18, Queerx3, Straight, I Can't Define, Whatever.

To the question “do you identify yourself as intersex?” 74 participants replied yes (9,59%), and 698 said no (90,41%). Of the 74 people that stated yes, the gender identity distribution is the following: 39 were male, 26 were female, 2 were trans men, 3 were trans women, and 3 identified as other. Regarding sexual orientation out of these 74 people, 31 stated they were gay, 25 bisexual, 11 lesbian, 1 heterosexual while 6 people chose “other”.

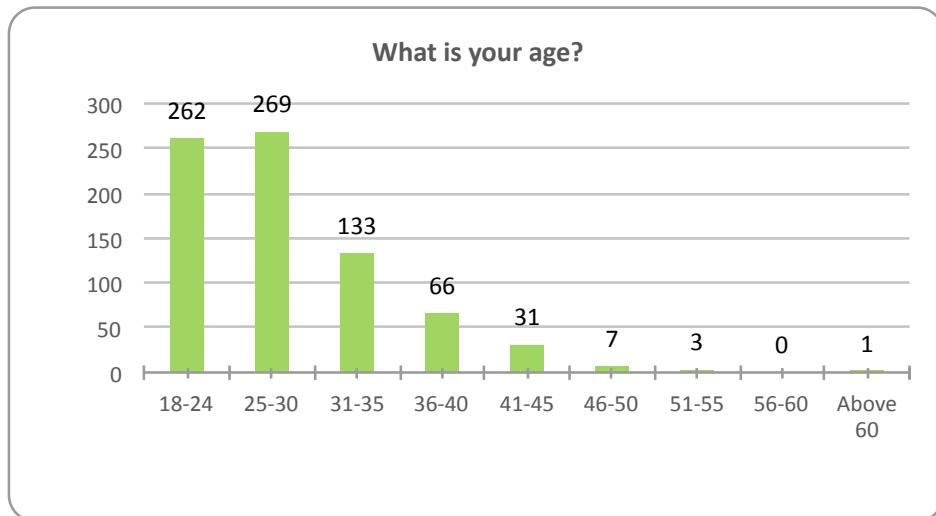
Do you define yourself as intersex?



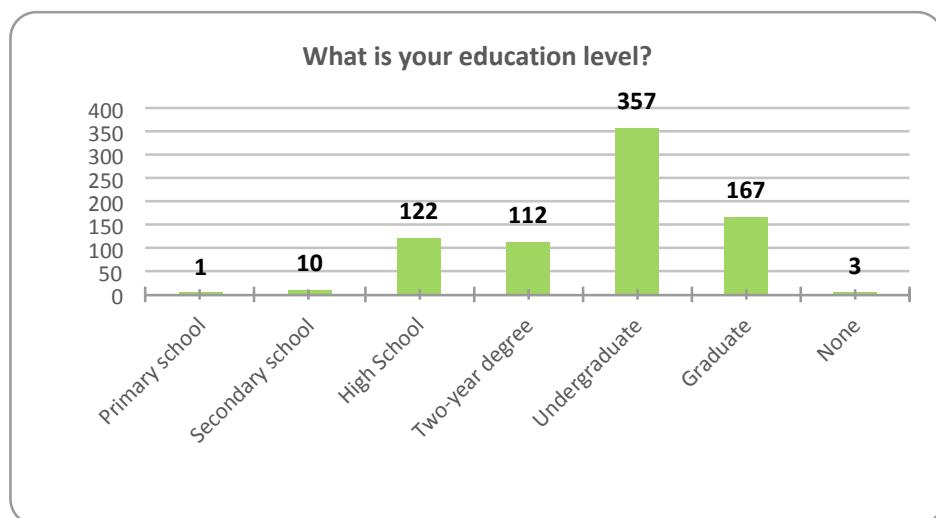
■ Yes ■ No

1.2. Age and Education Level of Participants

The age distribution of the participants can be examined in the graph below. The largest group number is between the ages of 25-30 (34,84%). The total of 18-35 years is 664 individuals (86,01%).



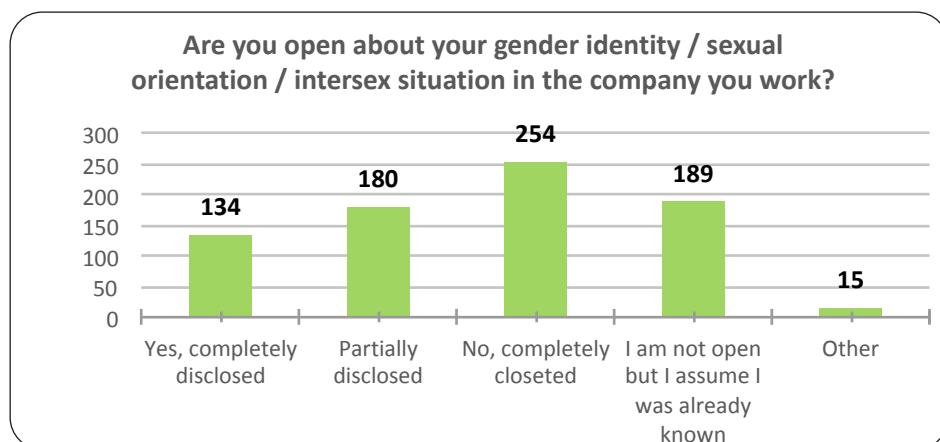
Close to half of the participants have a university degree (46,24%) while 167 people (21,63%) have an advanced degree (M.A./M.S., PhD) and 122 (15,80%) are high school graduates. Only 1 participant had a primary education (0,13%).



1.3. Disclosure of Sexual Orientation, Gender Identity and Intersex Status in the Workplace

Regarding disclosure in the workplace, 134 participants (17,36%) declared they are completely open about their sexual orientation, gender identity and/or intersex status while 254 people (32,90%) are completely hidden and 180 people (23,32%) are partially open in their workplaces.

Disclosure of one's identity primarily involves colleagues and/or other LGBTI+ individuals and not management or the employer but towards close colleagues. Some respondents did mention protective superiors and employers. Detailed numbers can be found in the table below.



Others: 1. It is better to hide it rather than draw attention. I am very open at business life. 2. I am not intersex but unfortunately I mostly have to hide my sexual orientation. 3. I prefer to hide, because it causes biases and reactions to be open. 4. My sexual orientation is not a thing that I specifically hide or tell anyone. For example, if someone asks about my "boyfriend" I tell them my partner is a woman. 5. Particular ones know (my associates). 6. I have never find myself in a topic like that. 7. I am not open but I guess some of them are aware. 8. I don't hide but also I think it is not distinguishable. 9. I am not open but it is my preference. 10. I just told my close friends. 11. My partial friends know. 12. I haven't share anything about my sexual orientation, I almost just started to work. 13. I have had the desire to be open but I am not out in the workplace. 14. I am normal. 15. I don't hide. I come out according to content.

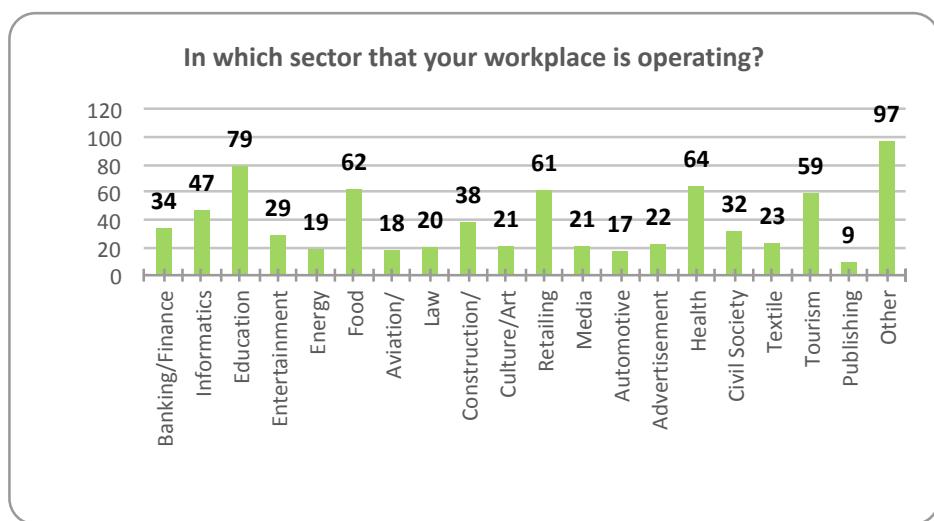
Out of 659 people who work in companies with headquarters in Turkey, 113 (17%) are open in the workplace, whereas in international companies with offices in Turkey the number increases to 20%.

Among the participants, 145 people work in large companies with more than 1000 employees. Of these 145 only 17 (12%) stated that they are open about their gender identity, sexual orientation and intersex status and only 39 of them (27%) graded their own companies three or four out of a possible four when it comes to LGBTI+ rights and sensitivity.

The idea of hiding one's sexual orientation and gender identity and the idea of "not being one's self" and its negative effects on daily life, work performance and rights claim will be analyzed here. Findings and comments regarding these conditions will be shared in the following pages. This is one of the common themes in each year's research.

1.4. Workplace Characteristics of Participants

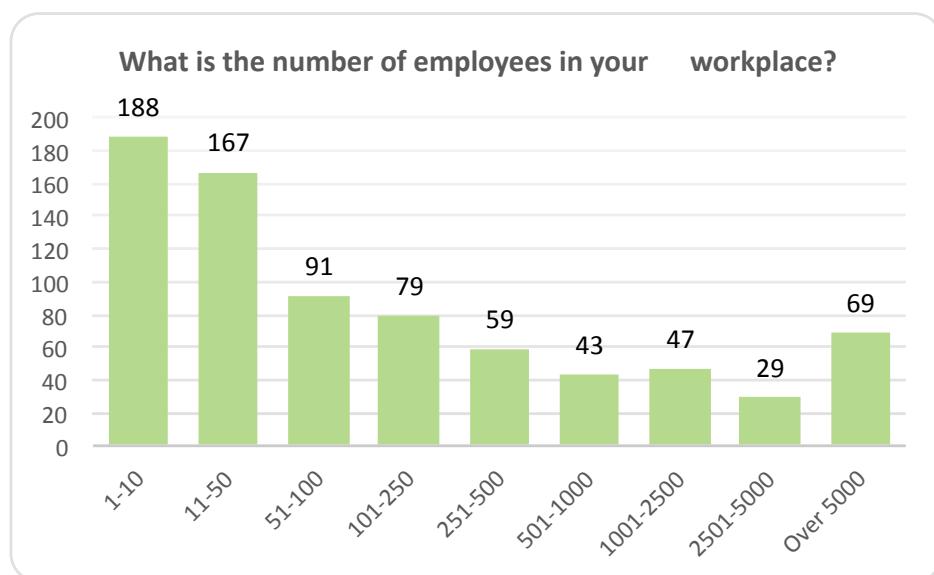
You can see the distribution of the various workplaces of participants in the table below. Participants are employed in a wide range of different areas of the private sector but education, health, food and retail stores are the most common. The details of the answer "other" shows the existence for LGBTI+ employees in many different areas, contrary to gender roles prevalent in society. Unfortunately, the fact that in many cases LGBTI+ individuals hide their identities obscures this and does not help fight the prejudicial idea that LGBTI+ employees only work in some sectors.



Others: Heavy Industry-Ship Construction, Academy x3, Research and Development, Science, Cafe/Restaurant x4, Call Center x5, Consultancy x7, Care Sector of Rolling Stock, Navigate, Teaching, Diplomacy, Electricity/Lightening sector, FMCG, Security x3, Beauty, Hydraulics, Service x4, Communication x4, Human Resources, Paper, Chemistry x4, Personal Care Services, Cosmetics x2, Hairdresser x3, Logistics x3, Modeling/Fashion, Joiner, Market x2, Medical/Chemical Apparatus, Engineering x2, Engineering and Sale, Organization x2, Hotel, Automation, Marketing x2, Retail x2, Plastic x2, Production(Cinema), Sale/Marketing, Defense Sector, Social Media, Sports x4, Design x3, Technology, Commerce x2, Manufacture x5, Why just the people who have job participate to this survey?, Human Resources Asked to Me the Reason that Why I did not Join the Army - after my answer they even did not invite me to the interview - It is hard to be LGBTIQ+ in Turkey.

When we consider the size of workplaces, we see a picture consistent with previous years' findings where 24,35% of participants (188 people) work in small scale establishments with no more than 10 employees.

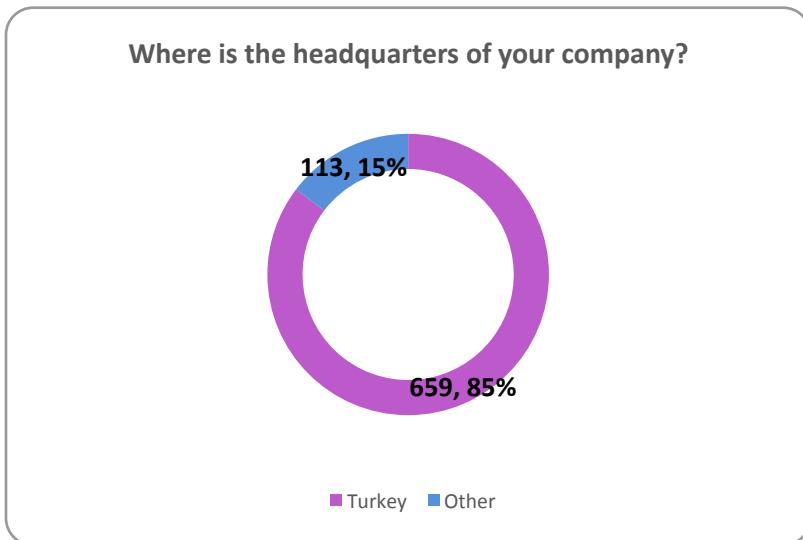
Large companies often with a more diverse labor force, might be expected to have more capacity to manage human resources but just 19% (145) of participants work in larger companies with more than 1000 employees. Only 17 of the participants working in these large companies are able to disclose their identity while only 12 of them graded their companies three or four out of four in terms of LGBTI+ sensitivity. These findings show that the size and corporate structure of the companies has little influence on LGBTI+ employees. You can see the details in the table.



1.5. Headquarters of the Company

Participants were asked about the original location of their companies. The purpose is to assess whether the conditions of foreign companies' are more supportive or protective towards their employees in Turkey. Most of these companies encourage diversity in terms of sexual orientation and gender identity in their home countries. Out of 659 participants who work in companies of Turkish origin 55 (8%) declared that their companies have rules and regulations to prevent discrimination against LGBTI+ individuals. In companies of foreign origin the same ratio is 25% (28 out of 113). Out of 113 people who work in these companies, 21 participants have completely disclosed and 8 partially disclosed their identities. Despite the fact that

more foreign companies have rules and regulations against discrimination concerning gender identity and/or sexual orientation than Turkey based companies, the ratio of disclosure is similar. This means that foreign-headquartered companies are weak when it comes to application of those rules and regulations.



Others: USA x25, German/American, Germany x14, Austria x2, Azerbaijan, Belgium, England x11, Switzerland x10, Denmark x4, UAE, French x8, Mostly Turkey but I partially service to Abroad, South Korea x3, India, Holland, The center is Turkey because it is a Law Office but we have partnerships with Global Offices, Ireland, Italy, Spain x9, Swedish x4, Japan, Turkish Republic of Northern Cyprus which is a Middle East Country, Russia x2, I Have No Job Right Now, Thailand, Foreign Capital, Greece, Centered Abroad.

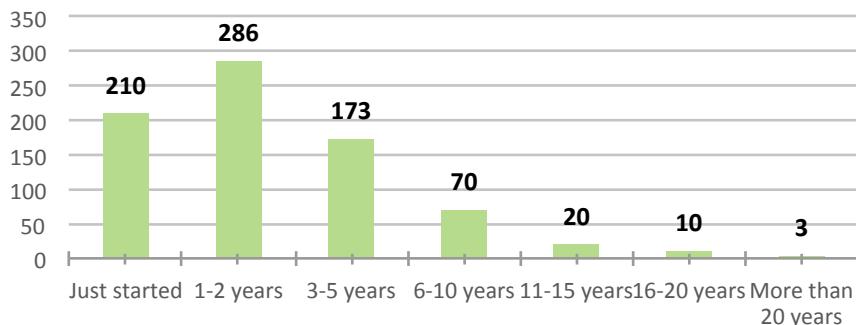
1.6. Duration of Work in the Current Workplace

Most of our participants stated that they were a “new employee” or had worked “1-2 years” in their current position. Few have worked in the same place for more than 15 years. Seventy percent of the employees working in the same company for more than 10 years hide their identity in their workplaces. This demonstrates that hiding one’s identity is not confined to the hiring process or the first years of the work life, but often continues over the long term.

1.7. Position in the Current Company

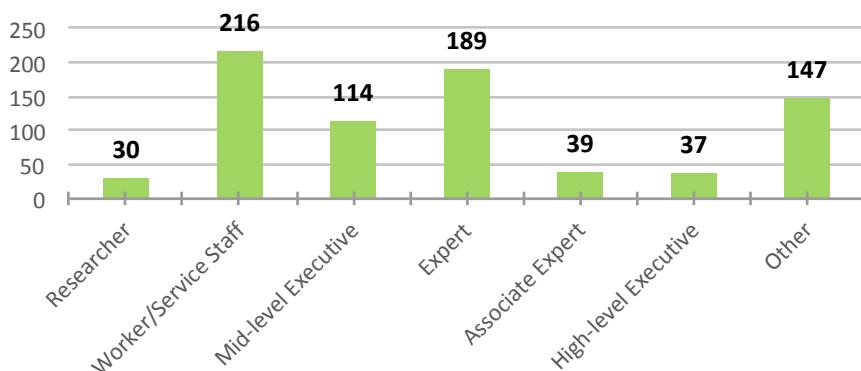
When we look at the answers regarding job positions of our participants we see that half of the sample are experts and worker/service personnel.

How many years you have been working in your current workplace?



As you can see in the table, there are LGBTI+ employees occupy varying positions. This shows that LGBTI+ employees have the capacity to work in different levels and in higher levels. However, one should also keep in mind that many participants complain a lack of promotions or they are restrained from competing for promotion. Similar to other disadvantaged groups such as heterosexual cisgender women, LGBTI+ employees have obstacles blocking promotion limited equality when it comes to opportunities. We should also keep in mind that a majority of our participants are either completely hiding or partially hiding their identity in the workplace. Detailed numbers can be seen in the following table.

What is your current position in the place of work?

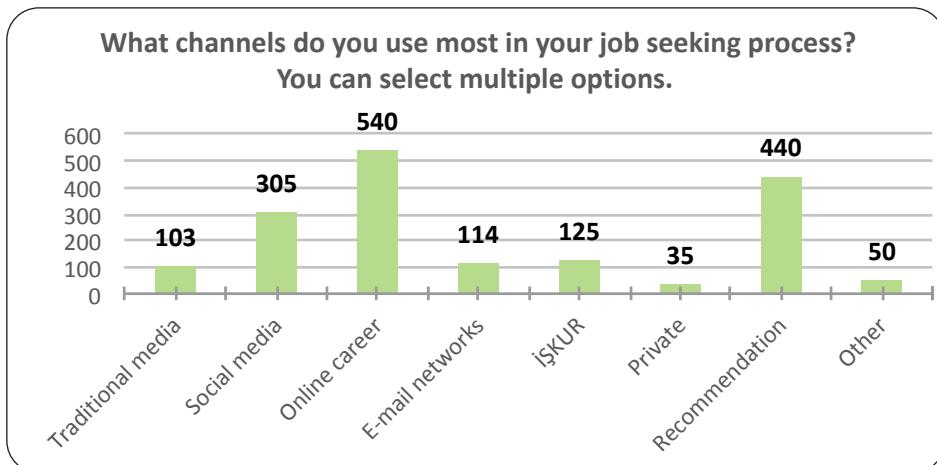


Among participants who are high-level executives, 70% are completely hidden regarding their sexual orientation and gender identity.

2. Assessments Regarding Recruitment Processes

2.1. Channels for Job Search and Application

As you can see in the following table, most of our participants found their current jobs through career websites, recommendations from a contact or social media channels. Many checked more than one answer indicating they often use more than one channel.



Others: Firms'/NGO's own websites, I deliver my CV by hand to companies, I personally talk with Authority, Via the mails that send by my University which I graduated, yok.gov.tr, Linkedin x3, Via Acquaintances, I am the Owner x2, Bar, Government Agencies and Websites, Directly going to Institution, It is my 3rd year at Sector, It is Easy to Find a Job Via Acquaintances, Headhunter x2, Linkedin, I Did my Internship when I am at Technical High School, Reference x2, I give them my CV personally, I prefer to give my CV directly to Institutions, I Apply directly to Institutions, Meslek örgütü kurumsal internet adresleri, No, Hi, Indeed x2, Secret CV, I am Looking for a Job Like Walking Street to Street, İSKUR Because it is Not Effective, KARIYER.NET, İSKUR, All of Them, I Sent a Mail to My Current Work Place and Told That Want to Work with Them, There was Internet Before but not I Have Been Working Same Place for a Long Time and that Place Belongs to Relatives, Acquaintances' References, I am a Teacher and I get Offers - there is no one who wants to work at private sector and does not get any job, I am not looking for a job but I am open to offers, ilan.gov, My School, Academic Staff Announcements, Everyone knows each other at Sector, I am not looking for a Job, I am not very entrepreneur about this topic, My acquaintances and my own attempts - I am known as a dancer for 18 years so I get offers, I am not looking for a job - it finds me, dolus specialis performer, Usually I get Offers, Freelance, Friends' Advices.

As in previous years, the percentages of those who applied to İSKUR (Turkish Employment Agency) or private labor offices was low. This might be linked to the fact that LGBTI employees often lack trust in these channels and fear being stigmatized by these institutions. The same research conducted in 2015, 2016, 2017 and 2018 revealed similarly low rates demonstrating a clear tendency. The high level of job applications through a contact signals that LGBTI+ employees value the references

of other LGBTI+ individuals in choosing relatively more LGBTI+ friendly companies. LGBTI+ employees are in need of extra information about the company in question regarding their working conditions, which also means that compared to other employees they are in need of more developed social support mechanisms.

Many participants stated that social media postings of a company have an effect on them and they are encouraged or discouraged by company's image and corporate identity. They tend to apply more easily and willingly to companies that mention LGBTI+ rights directly or talk about equality, diversity and non-discrimination in general. A similar situation is evident this year regarding company profiles in career websites. LGBTI+ individuals try to discern the attitude of a company towards them, more than other employees.

2.2. Encouraging and Discouraging Criteria in Job Advertisements

To the question "Have you encountered any criteria or statement that openly or covertly encourages or discourages LGBTI+ applicants?" In answering this question, 705 people said no and 67 people said yes.

Examples of positive answers can be seen below:

"When they were talking about organization criteria, they also mentioned equality. They said there was no discrimination based on religion, language, race, gender or sexual orientation, that everyone was accepted and treated as equal" (Lesbian woman working in chemistry).

"My company is a gay friendly brand." (Gay man working in retail)

"I saw the global branch attending pride" (Gay man in automotive).

"Company is based in Spain and they have an Ethics Code where it says you cannot discriminate" (Gay man working in construction/architecture).

"They were supportive saying 'equal rights apply'" (Gay man in health).

"I saw this statement that says 'the institution has an open and respectful policy regarding differences of religion, ethnic origin, physical condition, sexual orientation and gender identity'" (Lesbian women in an NGO).

"The ad stated openly The Equal Opportunity and Diversity Law of the company" (Gay man in an NGO).

Answers regarding discouraging statements signal the discriminatory nature of social norms. However, it is the responsibility of private sector employers, as well as the public sector to ensure nondiscriminatory processes in order to encourage LGBTI employees who are one of the most disadvantaged groups in the labor force. It is not enough to apply the equality principle during the job application processes, but employers also have the responsibility to prevent discrimination in order to

see their employees' real qualities. Our participants stated that the preparation during the job application (CV and self-promotion) were affected directly by the job advertisements and their attitude towards their employer directly affects their motivation at work. The situation can be easily seen in the quotes below.

"The moment they realize I am an LGBT individual they say they cannot hire me, so I have to keep it hidden" (Lesbian woman in personal care services).

"When they are putting an ad for a female employee they include the condition 'being presentable' which means not only tidy but feminine in style. So there is no way to apply" (Heterosexual trans man working in food sector).

"They said my clothing style was a little different and my voice was pitchy" (Gay man in food sector).

"They say men have to be 'man like' and should not wear 'feminin' accessories like ear-rings" (Gay man in education).

"It is a hypocrisy, a hidden agenda if you will. They try to find out why you are single, without openly saying why. It is really disgusting. And no matter how low or middle level the position is, if you have a feminine look or attitude, it is a reason to be eliminated. In the old days I used to wonder why so many job interviews went bad because I never realized I looked a little feminine. That should be the reason why" (Gay man in chemistry).

"The checkbox regarding military service for man says 'done or delayed' but I am exempted. When I say it out loud they start thinking about it for a while. I change my answer for the reason why depending on their attitude" (Gay man in health).

"One of the documents they ask for is for the HIV test" (Gay man working in telecommunication).

"They cornered me about marriage many times. I started saying that I broke an engagement now" (Gay man in education).

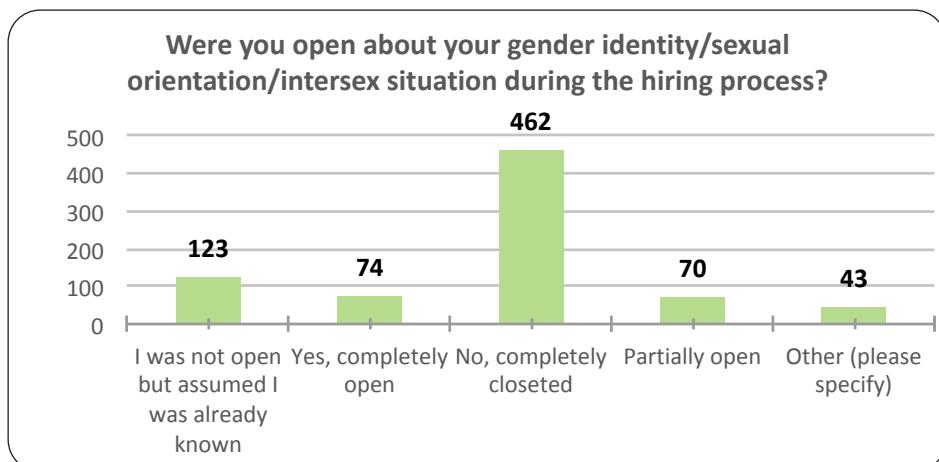
"I am not intersex, but I think the binary understanding of male-female can be disturbing for intersex people" (Bisexual woman in tourism).

Some of the participants stated that the reflection of expectations related to social gender norms and roles has negative effects on LGBTI employees. Therefore, using gender neutral language and language that transcends the understanding of existing gender roles would encourage LGBTI+ individuals. For example, advertisements could just define the job description and not use any gender specific term. In addition, the advertisements could also make clear that there would be no discrimination related to gender, sexual orientation, gender identity and intersex status. The situations in which there is positive discrimination towards LGBTI+ individuals, heterosexual women and other disadvantaged groups are not included in this argument.

2.3. Disclosure of Identity during the Hiring Process

To the question “Were you open about your gender identity/sexual orientation/intersex situation during the hiring process?” most of the participants answered “No”, similar to the previous question.

As you can see in the graph only 74 people (9,59%) were completely open during the hiring process. 123 applicants (15,93%) said they were not open but they assumed their identity was already known while 70 people (9,07%) stated they were completely open.



In addition, some of the participants believe that sexual orientation or gender identity are not social categories that are supported and protected on the basis of human rights base. Rather, they think these are “about private life” or “intimate” so they are not connected to labor, economy or social rights.

“I did not hide or disclose. I don't think my work career has anything to do with my sexual orientation” (Bisexual woman in entertainment).

“If heterosexual people do not disclose themselves why should I” (Gay man in food sector).

“I don't think I need to mention in this situation” (Pansexual woman in tourism).

“I am gay and I don't have to declare it. Do you see any heterosexuals doing that?” (Gay man in education).

“My Sexual orientation is not related to my work or the service I am providing, so it was not mentioned” (Gay man working in a gym).

“No and I don't think it has to be shared directly. This is a private situation and I would not approve it as a question or a declaration in a job interview. For a job that has little to do with sexuality” (Gay man in IT).

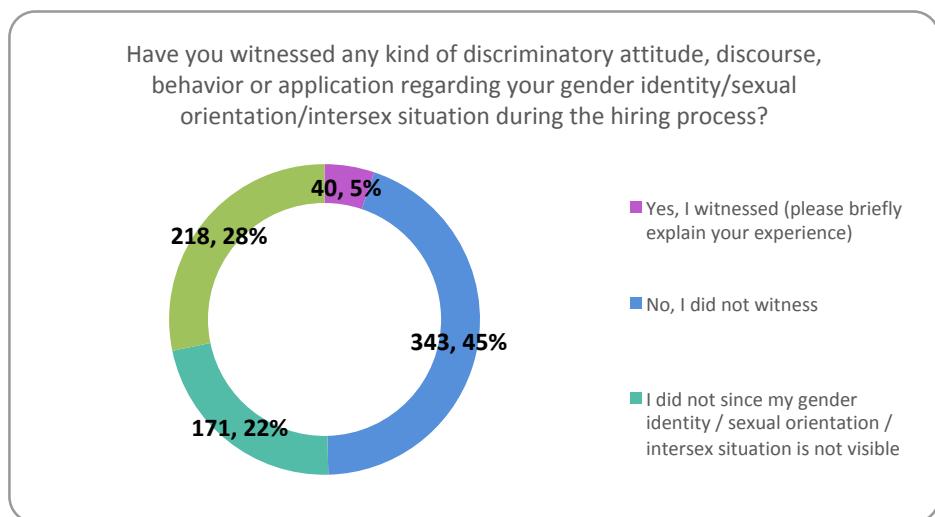
The fact that our participants believe that sexual orientation and gender identity are private, intimate personal issues seems to show how its very victims internalize dominant heteronormative ideology. In addition, the internalization is not only in mentality but also in daily practices. The situation requires further examination of LGBTIs self-transformation processes in the public sphere. To “leave your sexual identity home when you go to work” might signal a self-control and self-transformation process on its own. Furthermore, not declaring one’s sexual identity might result in not using some economic, social and cultural rights.

2.4. Experiences of Discrimination during the Hiring Process

To the question “Have you witnessed any kind of discriminatory attitude, discourse, behavior or practice regarding your gender identity/sexual orientation/intersex status during the hiring process?” and 343 applicants (44,43%) answered negatively.

However, in the following graphic you can see that 218 people (28,24%) think this is because they hide their gender identity. Another 22,15% percent stated they did not witness discrimination because their gender identity/sexual orientation/intersex status is not obvious.

These answers, however, should be evaluated keeping in mind the great majority of participants either hide or simply do not disclose their gender identity or sexual orientation. It is evident that many LGBTI+ fear discrimination and/or rejection and prefer to keep their identity hidden to prevent any confrontation.



Another reason for not experiencing discrimination might be the general acceptance of heterosexuality and cisgender and the widespread assumption that everyone is heterosexual or cisgender. Whereas in order to protect people from different forms of discrimination and support them about their rights companies could create an application environment where applicants could (if they chose to) state their gender identity freely.

Amongst these participants 40 declared they faced discrimination during the hiring processes:

"I have seen looks and statements. It was torture what should have been just a CV check" (Trans man in health sector).

"During an interview I was a faggot because I did not have a girlfriend. I ended the interview and left. It was discriminatory and unpleasant. I never came across with anything similar" (Gay man in law).

"During the early years no one wanted to give me a job. I couldn't develop myself and I had to talk to them about it seriously. There are still people judging but not the majority. Individuals like me are excluded by these cavemen and are depressed. We need to change this perception" (Lesbian trans woman in retail).

"We have an interesting situation that doesn't have a name. Since I am hiding, they used my gentle and naïve sides to bring up things like 'can't have a work done' or 'too delicate'. This might be the covert way to talk about my identity which they already know. But once I started they began to realize that I was actually compatible" (Gay man in education).

"During the hiring process, on the second interview, my future director asked me if I was gay without even saying hello. I was calm and said that I was but that it had nothing to do with business. And that person had to apologize. Once I got the job I connected my department directly to the general manager. So I covered my own back" (Gay man in tourism).

"They asked why I was exempt from military service. They asked when I was going to get married. I did not answer any of the questions" (Gay man at an NGO).

"Things like 'We already hired. We are looking for a man/woman. We have our own gay/trans friends, but this job is not suitable for that kind of stuff'" (Pansexual non-binary in entertainment).

"They talked about assignments based on gender. They said man can do anything but women only some things" (Gay man in food sector).

"I was the source of gossip" (Gay man in textiles).

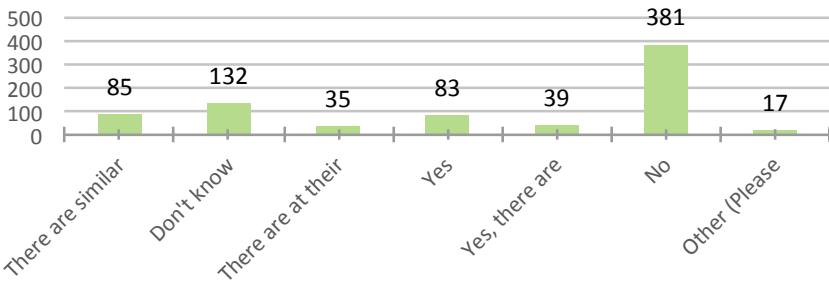
3. Corporate Protection against Discrimination

We asked LGBTI+ participants the following question: "Are there any rules or committees to prevent gender-based discrimination in your company regarding promotion, assignment, discharge, detention or in-house education?" Only 83 participants (10.75%) answered positively. Out of these 83, just 45 are open in their

workplaces. While 35 participant declared that the company they work for anti-discrimination rules and committees against discrimination in their foreign branches, these rules are not applied in Turkey.

Most of our applicant answered "No" (49,35 %) or "Don't know" (17,10%) to the question regarding anti-discrimination measures. The fact that such a substantial number answered "I don't know" may signal that do not have any expectations regarding anti-discrimination protection.

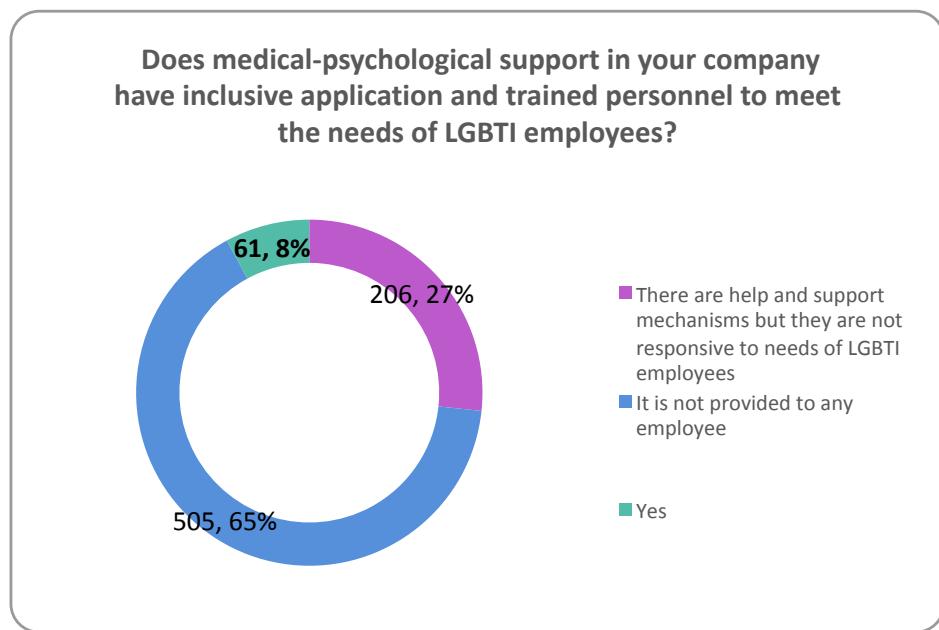
Are there any rules or commissions to prevent gender-based discrimination in your company regarding promotion, assignment, discharge, detention or in-house education?



Others: 1. They do not interested in sexual orientation, because the center of company is at Spain. The all top managers are LGBT members. The Company has no bias about this topic, the biased ones are customers. 2. At the advertising agency - the biases about religion, language, race, sexual orientation, etc. or violence, will be warned rigidly. These kind of behaviours are definitely forbidden. 3. There are some oral contracts between workers. I believe the workers create this. 4. I will do it, when I open my own Law office I will be an ally. 5. There is an article that tells no one can be fired from job or be exposed to discrimination just because their sexual identity. 6. There is no rule, but the Hotel is open for LGBT individuals and most of the customers from abroad, so we serviced more than 50 LGBT individuals in 5 months. There is no biases in general but the workers are hateful and biased about LGBT individuals. 7. There is a rule that tells us to we should respect everyone. No one sees gender identity, sexual orientation, appearance, profession as a distinctiveness. 8. There is no known rule, but still I have too many LGBTI+ co-workers. We know that, senior manager unofficially takes the responsibility for being fair. 9. There is a rule but only for show. 10. Literature does not include any rule like this, but it is not welcome to be homophobic or being discriminatory. 11. I am not sure but there is a rule, but the managers also has important role, everyone should behave according to office's attitude. 12. There is less than 10 people at office, as far as I see there are some unwritten rules and everyone is respectful at their communication. We, who are freelancers just go to office to take/give project. 13. There is no rule because it is a small institution. 14. I am not sure. There is something about sexual orientation but also not sure if there is a part in standing rule. I know that it is not at base line. It is not the main focus, I know that. 15. Institution's Abroad Center has rules but in Turkey sexual orientation/gender identity/intersex conditions are not emphasized, they are just talk about discrimination part. 16. There is no direct rule but the managers are totally open and protective about this topic. 17. The Company's international politics has rules about it, our company also translate and "use" the same rules but in practice there is nothing.

3.1. LGBTI+ Inclusive Social Activities

To the question “Are there any social activities in your company that aim to include LGBTI+ individuals?” Half of the participants in the survey (386) said that no one has such activities while 304 (39,38%) related that there are activities but they are not sensitive to the needs of LGBTI+. Only 82 participants (10,62%) mentioned activities that include LGBTI+ employees.



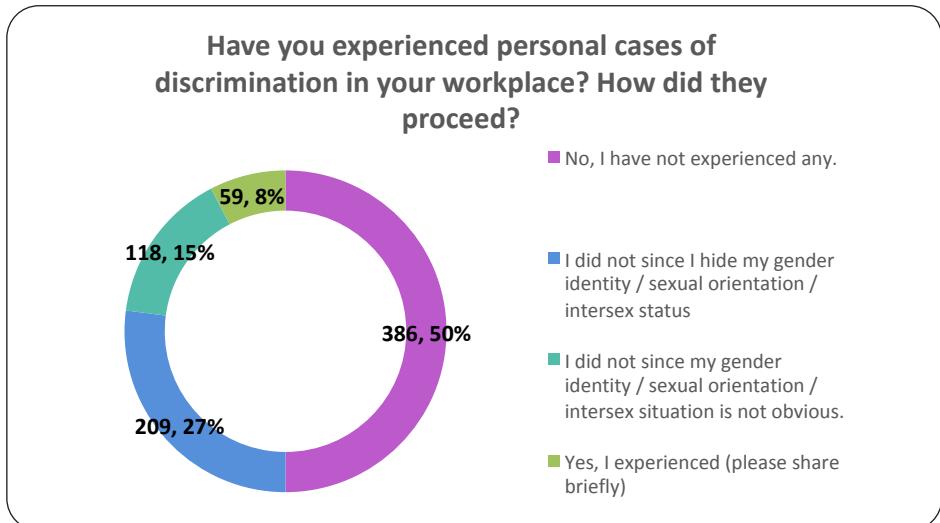
3.2. LGBTI+ Inclusive Social Help and Medical Support

The question we asked about the details of the subject of health was “Does medical-psychological support in your company have an inclusive practice and trained personnel to meet the needs of LGBTI+ employees?” As health support there should be special measures regarding sexual identity and intersex and trained personnel that support LGBTI+ employees from a socio-psychological perspective and help trans individuals during their transition periods. It is an important corporate equality policy to include support mechanism to meet these needs.

To assess the current situation, we asked our participants whether they have any kind of medical or social support. The majority (505) explained that there are no such support mechanisms in their workplace. Another 206 participants (26,68%) said that these mechanisms exist but are not suitable to LGBTI+ individuals’ needs and only 61 (7,90%) respondents were able to answer the social and medical help question in the positive.

4. Personal Experiences of Discrimination

One of the questions aimed at evaluating whether or not participants have experienced any discriminatory actions as a result of their identity. Answers to the question “Have you experienced any personal cases of discrimination in your workplace? How did they proceed?” can be found below.



As displayed in the graph above, of 772 participants, only 59 (7,64%) stated that they had experienced discrimination in the workplace because of their gender identity/sexual orientation/intersex situation. However, 209 people (27,07%) said they hide their identities in order to prevent discrimination and 188 people (15,28%) believe the reason they have not faced discrimination is because their gender identity/sexual orientation/intersex situation is not obvious.

Some of the quotes concerning personal experiences of discrimination can be seen below and most of them indicate common, structural problems.

"The ex-owner of the company and my director teased me about my very short hair saying I am only missing 'the thing'" (Heterosexual trans man in food sector).

"They are constantly surveilling me or make comments about whatever I wear that day saying 'men don't wear that'" (Gay man in food sector).

"When I had to have a promotion, after a perfect interview, someone blocked my way" (Gay man in telecommunication).

"They don't shake my hand, they don't make eye contact. When we talk about relationships and it's my turn to talk, they look at each other. A general situation of mobbing" (Cisgender male in advertisement).

"My director said to a close colleague 'Don't hang with him, they will think you are gay, too'. Phobic, discriminating, alienating talk behind my back" (Gay man in health).

4.1. Reporting Discrimination

For those who reported having experiencing discrimination (59), we asked the question “Did you report the discrimination you experienced?” They were able to choose more than one answer. Twenty two respondents responded negatively. The most common answer was “I directly reacted to the person in question”. Other common answers were “shared with close circle” and “verbally reported to executives”. The interesting point is that none of the victims of discrimination appealed “to a court or union/professional organization”.

Examples of quotes from those who experienced discrimination can be seen below:

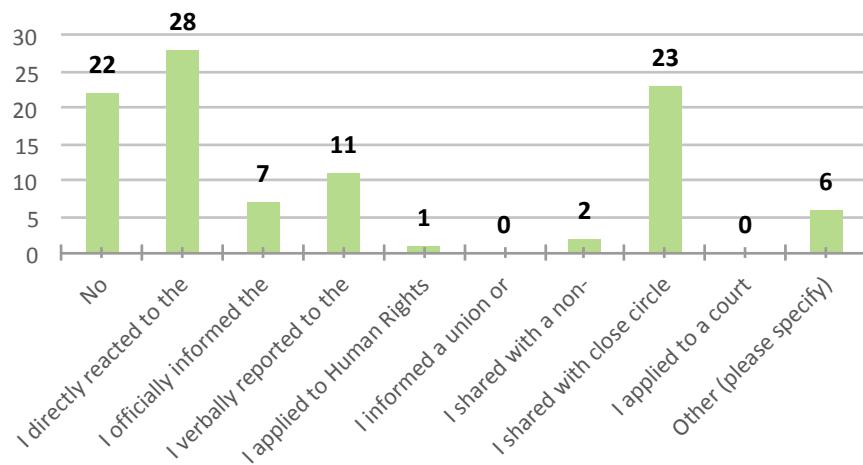
“I reported it to the highest executive both verbally and in writing but they didn’t do anything and covered it up” (Gay man in health sector).

“No, because he was my superior” (Gay man in IT).

“I dealt with it myself” (Heterosexual trans woman in entertainment).

“HR gave me a warning through my director. Men shave their head, why shouldn’t I? Isn’t that sexist? He said ‘yes, it is’. But he did not report anything back to HR” (Pansexual transmasculine cisgender working as a consultant).

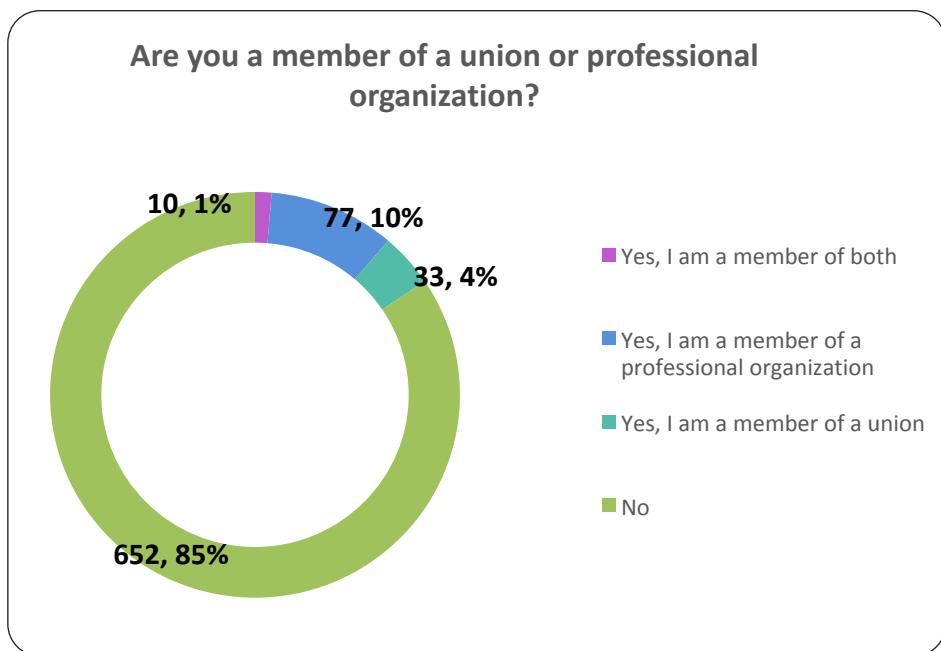
Did you report the discrimination you experienced? You can select more than one.



Others: 1. If I share this situation with a counseling service, they will laugh at me and also they will share this information with my family and my family will end me. I am in a shitty situation. 2. I told to the highest executive in black and white and also viva voce, but there was no enforcement or warning and they just explained it away. 4. I shared with my gay friends. 5. I struggle with it. 6. Human resources warned me via my manager. Men buzzcut their hair, why should I not, is it sexist right? I told, and they say “yes it is”, but they did not notify anything to Human Resources.

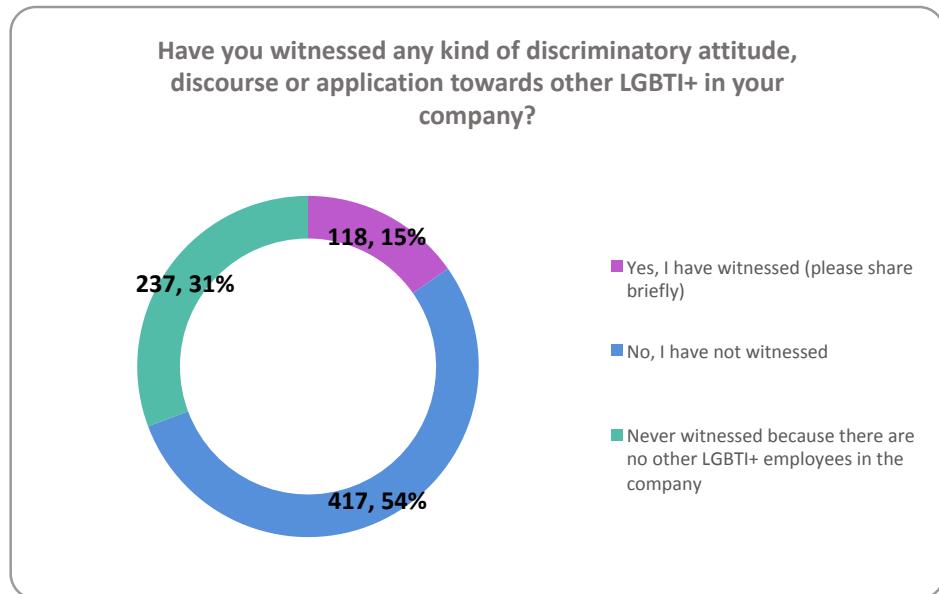
In general, the statements related to how participants reacted to discrimination are in line with previous years. LGBTI+ employees often fail to pursue their rights because they fear losing their jobs, involuntary disclosure and other problems that might come up in their work life. Another important finding is the lack of belief in authorities advocating LGBTI+ rights. This might be the result of an inadequate corporate or legal approach. LGBTI+ employees worry that reporting discrimination might result in further discrimination, or even spreading discrimination outside the workplace. Hence, many stay quiet.

The inadequacy of corporate and legal approaches to discrimination is an important finding for unions and professional organizations. Among participants 120 are members of at least one union or professional organization (15,54%). From those who experienced discrimination in the workplace only 7 of them are members a professional organization and 4 of those made an official complaint and the remaining 3 never notified their professional organization.



5. Experience of Discrimination towards Other LGBTI+ Employees

Regarding witnessing discrimination, we asked the question “Have you witnessed any kind of discriminatory attitude, discourse or application towards other LGBTI+ in your company?” Most of our participants answered the question negatively with 237 participants (30,70%) choosing the answer “Never witnessed because there are no other LGBTI+ employees in the company”. However, 118 people (15,28%) answered positively.



Here are some of the examples:

“Constant remarks about a gay colleague, gossip etc. Comments like ‘If my child was LGBTI+ I would throw him out’ or ‘He was not suitable for some work’” (Pansexual woman working in an NGO).

“There was a director who claimed lesbian should work alone, isolated” (Bisexual woman in Health).

“Prejudices, looking LGBTI+ as perverts, to see the disgust mixed with ‘God Forbid!’ look on their faces. As a lawyer I can see these things at the court or when I am with some colleagues. Fortunately we have sympathetic attorneys or even attorneys who fight for LGBTI+ rights. That is promising” (Bisexual lawyer).

“People have different attitudes regarding LGBTI+ with an open sexual orientation. Immediately they start threatening with dismissals or branch changes” (Gay man in retail).

"Executives mobbed big time a naïve male colleague (obviously LGBTI+ but not openly) saying they are conservative or manly" (Lesbian in health).

"Even though founders of the company and HR department was supportive, other employees insulted LGBTI+ individual, degraded and humiliated, cursed the company and HR for their support" (Bisexual woman in tourism).

"The media sector is 50% gay (male and female) and unfortunately I have witnessed harassment coming from the set crew, classical Turkish male attitude towards actors or costume crew" (lesbian women in media).

"Got fired" (Heterosexual trans man in tourism).

"An openly bisexual colleague quit because of gossip and alienation from other colleagues" (Gay man in tourism).

"What are you doing in women's clothing? Are a woman?" (Gay man in retails).

"An open friend of mine went under physical violence" (Bisexual male working in Culture/Arts).

"They said 'Laughs like a transvestite' to a trans student of mine" (Gay man in education).

"A heterosexual colleague was talking to another saying 'The company is invaded by homos' and I witnessed" (Gay man in finance and banking).

"An employee was debarred from annual increase with the claim that he was 'a bad influence' to other students. His gestures and behavior was ridiculed by the executive. Small things like hand gestures or the way he sits, things he does naturally were used as an excuse to discriminate. He was sent to places where no one would see him" (Gay man in education sector).

"I witness very shallow discourses towards my gay colleagues. God forbid, who sleep with who, none of our business but what kind of a perverse is that. That is the discourse" (Gay man in automotive).

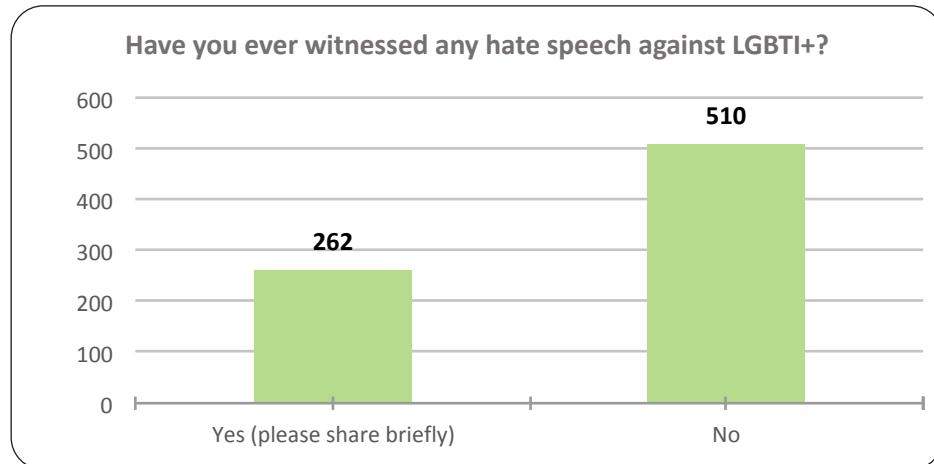
"I constantly witness people saying on other people's back, at lunch, things like 'he is definitely gay, that girl is a lesbian, they are everywhere now, kids will become homos watching TV'" (Gay man in medical equipment).

"I heard phobic comments towards a white collar executive. And we heard false information during company health training given by in-house physician" (Gay man in energy sector).

From what participants shared and similar to the findings of last year, we see repeated patterns of mobbing, dismissal, ridicule and verbal insults towards LGBTI+ individuals.

6. Hate Speech against LGBTI+ People

During the survey, we asked the question “Did you witness any kind of hate speech in your company?” Among those who answer this question, 510 participants answered no (66,06%) while 262 people (33,94%) said they had witnessed hate speech towards LGBTI+ individuals.



Some of the personal quotes of those who witnessed hate speech can be found below:

“The word homo is generally used as a curse. Masculine discourse is dominant” (Gay male in culture/arts).

“I have seen many people making ‘jokes’ about customers or about people from their own social circle” (heterosexual trans man working in food sector).

“I have seen people saying it’s a sin or perversion using religious discourse. And they use words like homo or fag when they talk about it” (lesbian woman in health).

“Is he soft or what? You are like a girl. This one is a weirdo” (lesbian woman in health sector).

“When they were going to hire new personnel I heard them saying ‘I will not work with this perverts god knows what!’” (Gay man in education).

“I was told it was perversion and deviance” (Gay man in retail).

“Gay or lesbian, they are all infidels! That’s how they start and go on with lots of insulting comments” (bisexual man in education sector).

“They keep saying fag, homo, softy etc. as an insult” (Pansexual woman working in retail).

“A colleague of mine was talking about the Pride: ‘Now the police will attack them and we’ll have to defend these homos’. An executive in a meeting said: ‘I was in Taksim the other day, filled with transvestites, you cannot even walk down the street. They should all be sent to exile’” (Gay man at an NGO).

"They used word like homo and fag as bad word, for people who don't like. Female personnel blames LGBTI+ talking about People of Lot" (Gay man in Law).

"I have seen people say that homosexuality is a disease" (lesbian woman in IT)

"Masculine language is also hate speech. Off, course I have seen it" (pansexual non-binary in entertainment).

"Hate speech is everywhere. Even 'are you gay, buddy?' between men is enough. I have heard it many times" (lesbian woman in finance/banking).

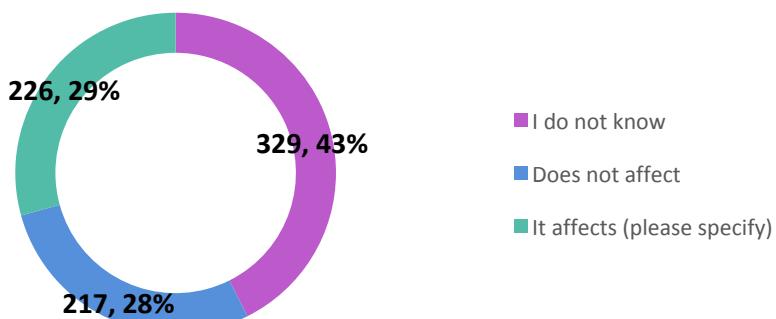
"I have seen my colleagues commenting and expressing opinions many times, so I am hiding myself" (Gay man in energy).

As you can in in the quotes, hate speech and discrimination go hand-in-hand. Interestingly, 20% of those who did not witness discrimination based on gender identity/sexual orientation/intersex situation stated they witnessed hate speech.

7. The Relationship between Discrimination, Job Satisfaction and Productivity

In our survey we also asked the question "Does actual and potential discrimination based on gender identity/sexual orientation/intersex situation in the workplace have any effect on your job satisfaction and efficiency?" Responses were nearly even with 217 people (28,11%) answering in the negative and 226 (29,27%) participants stating there is relationship between discrimination, job satisfaction and productivity.

How do the circumstances that you encounter or might encounter due of your gender identity / sexual orientation / intersex situation affect your productivity and work satisfaction?



Some of the comments related to job satisfaction and efficiency can be seen below:

"There is an effect when I have to lookout for myself" (Gay man in culture/arts).

"I am not close to anyone at work, I hate my job, I cry every day, I am hopeless. I am too old for a new job, even here they call me a dinosaur. I am only 41! I am not married, I don't want kids, everybody judges and acts weird" (pansexual woman at an NGO).

"You cannot work crying all the time" (lesbian woman in retail).

"If I was open, I could not have the job I have now" (Heterosexual woman in architecture construction)

"I has an effect. Because it is annoying for other woman to be bothered when I am in the locker room. As if I get intimate with every person I see. Naturally it decreases my performance" (Lesbian woman in health sector).

"It affects me because I think freedom is for everybody. And when I start thinking about it I don't feel like doing anything. Injustice just haunts my day" (Lesbian woman in health sector).

"I get discouraged, as a high performance employee I work low capacity. Not always but most of the time" (Gay man in retail).

"How can not have an effect? Off course, it does. I find myself at the edge when I am dealing with depression. I hope they won't have to collect my body one day" (lesbian androgynous in social media).

"If I could work in an environment where I can be myself, where I can express myself, I could have a more efficient life. I could then have higher performance not only at work but everywhere. I would have less stress and depression, feel happy and free" (Bisexual woman in education sector).

"Since I am closed, there is nothing they do, not personally. But since they expressed their opinions previously I don't feel comfortable around them. In fact I am quite restless because when they will find out about my private life, their attitude won't be pleasant. I might even get fired" (bisexual women in IT).

"Effect is negative, decreases my work motivation. No matter how much I work and produce I won't be an individual in this country. I believe working more will only exhaust me" (Gay man in engineering).

"I am not attached enough. I feel like it's not me, I am having somebody else's role. So it's exhausting. And I have to be careful not to disclose myself" (gay man in architecture /construction).

"I have to hide, which causes lack of communication and low performance" (bisexual woman in law).

"I get upset, I have cramps because of stress, and I cry sometimes" (gay man hairdresser).

"I feel more stress and pressure because I feel like I have to force myself to be spotless so that they don't link the work I do and my orientation and create a stereotype" (bisexual woman in health sector).

"I get angry, tense and completely off the work. I get sad thinking I am working in a phobic place making phobic people rich, I start looking for a new job or I change my work conditions using other excuses. In fact I am doing that right now and work at home)" (Gay man in cosmetics).

"I am afraid of not being taken seriously" (Gay man in telecommunication).

"I have a job that need concentration. I always fear being disclosed, I hear sentences that hurt me. That's why I am tense and it affects my concentration, I am prone to make a mistake" (Gay man in aviation/transportation).

"The sense of belonging disappears; makes you curse corporate culture. Since you have to stay nonresponsive it eats you up. Makes me look at people with hatred. Makes me upset, seriously" (Gay man in IT).

"I think they realize I am gay because they started making jokes, asking if I have a wife or a girlfriend. It was the same at the other place as well. They realized I was gay and it reflected in payments, they did not pay overtime, payed late, no increase" (gay man in tourism).

"If you need and example, I have debts I have to pay but still I consider quitting every-day because of pressure. Many colleagues did. I don't care about the debt, I will just resign this time" (gay man in health sector).

"Being treated like a freak or scum forces me to hide it. It is hard to play someone you are not, exhausting. So that affects my efficiency at the end" (gay man in education sector).

"If I will start the adjustment period I am going to have to quit my job. So that kills the motivation towards any kind of future" (pansexual transmasculine cisgender working in consulting).

"Naturally, for a while, I ask myself 'What did he/she mean by that? Does he/she accept my sexual orientation or pretending to have because everybody else does?'" (Gay man in media).

"When you are criticized directly just because of who you are or a piece of it, it affects you psychology and self-sufficiency. And it reflects on your work. It is very valuable to stand up against it and claim yourself. We are all unique and special" (lesbian cisgender in education sector).

When we evaluate our findings as a whole, we find that experiences of discrimination related to one's gender not only harms a person's psychology, but also decreases an employee's productivity and satisfaction. Participants pointed out negative outcomes like exclusion, negative feelings including anger, loss of hope from life and future. This affects general motivation at work and decreases productivity.

Even if not expressed directly loss of focus and concentration should also be expected because LGBTI+ employees have to create strategies to overcome obstacles both in and out of the workplace. Sometimes they do it without even noticing and sometimes they are frustrated and relationships between colleagues are affected by the situation as well. Additionally, LGBTI+'s are unable to find the social

support mechanisms they need and because they cannot express themselves fully, they are often unable to create real friendships and other social relationships that support these friendships even outside work. Some participants also pointed out the issue of belonging because of discrimination at work many do not have a sense of belonging towards their workplace.

A small number of positive comments came from respondents who are open about their identity at work and/or who work in LGBTI+ friendly workplaces makes a real difference. Their comments demonstrate that having no pressure regarding sexual orientation, gender identity and intersex situation increases employees' loyalty and belonging, their thrust towards themselves and their colleagues, efficiency, private life - work life feedback and job satisfaction. Here are some examples:

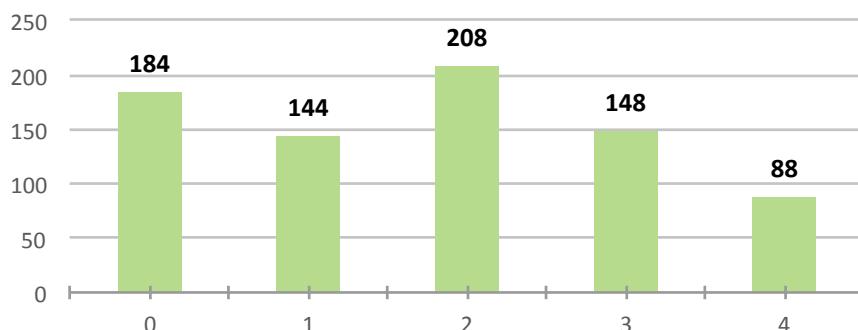
"Something I experience in my previous job is that stress and pressure cause by corporate functions, things like finding the appropriate look one that suit gender rules etc. caused my efficiency to drop. Where in my current company the situation is the opposite, which increases my efficiency and creates a trustful work environment" (non-binary queer working in production).

"It affects positively when they know and support it because you feel closer and it makes relationship more intimate. You know they get you and you don't have to lie" (Gay man in IT).

8. General Evaluation Regarding the Sensibility of Workplaces about LGBTI+ Rights

We asked participants to evaluate the sensitivity of their companies in terms of sexual identity-based rights and discrimination. We asked respondents to give a grade between 0 to 4. You can see the answers in the table below.

If you gave a grade to your workplace out of 4 for its overall sensitivity on LGBTI+ rights, what would be the grade?



As you can see in the table, 328 applicants (43%) gave their companies 0 or 1 out of 4 in terms of sensitivity and 27% graded their company as 2 out of 4 or mediocre. As a result, 70% of the employees believe the company they work for is average and below average when it comes to LGBTI+ sensitivity. Furthermore, 148 people grade their company 3 out of 4 (19,17%) and only 88 participants (11,40%) graded their companies 4/4, highly positive.

When we examine the answers NGO's have the highest average of 2.78/4 while the energy sector, on the other hand, is has the lowest with 0.95/4. Participants who work in a Turkey-based companies rated their workplaces 1.69/4 while those who work in a foreign headquartered company rated their employers 2.11/4 on LGBTI+ sensitivity.

These findings are consistent with previous years. Maybe we should talk about the relativity of the participants grading highly positive (4). They still do not have the same rights as other employees, they often cannot fully express themselves, they take precautions and work keeping in mind that this is an exception. This finding shows that unless there is a sensitivity everywhere about equality and rights, no employee could ever be completely happy, satisfied and secure.

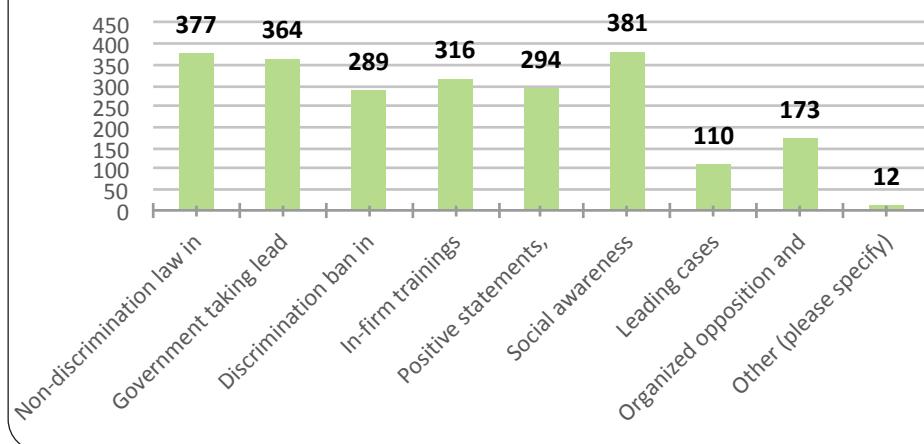
9. Suggestions for the Fight against Discrimination of LGBTI+ Employees

In the last part of the survey participants were asked "What do you think 3 measures should be against discrimination of LGBTI+ employees?" You can see in the table a distribution of answers.

Most of our participants pointed out the need to create mental and behavioral changes that would develop a social awareness. The second most common measure is a law against discrimination on the national level. Similarly, government responsibility and leadership is the 3rd most common answer.

The answers regarding the fight against discrimination are consistent with previous years. The second most common answer, the need for legal transformation shows the demand for national anti-discrimination legislation. However, our participants believe that legal and constitutional changes are not enough and a change in social mentality is imperative to fight against discrimination. In the end, law is applied by people and without social change, LGBTI employees' working conditions will not improve. A significant number of participants also underline the necessity of organized resistance to achieve these legal and social transformations.

What might be "three main measures" that should be taken against discrimination of LGBTI+ employees?



Other: 1. It should be all of them (why did you decide 3 as mandatory? They are all interconnected...) But before everything, the government should step in. And the government will not give these rights to us joyfully, that's why we need to start this fight ourselves. 2. If any Lgbt+ individual is fired because of sexual orientation, this should cause a certain amount of penalty for the other party. 3. First of all, all employers or the state or the private sector that want to hire lgbt individuals should announce this, I mean the companies should say that if you are an lgbt individual you can work in my company. 2. Military service, the state has to share the number of people who are exempted from it because they are gay and at the same time they are government officials with associations even though they do not share it with the public. 3. We need a study for awareness that should include whole country, so the goverment should do it to be effective. 4. Public awareness. 5. Society education. 6. İş ilanlarında If there will be a part at job advertisements, it helps to gain trust for LGBT individuals and also shows the attitude that companies prefer to, against discrimination. 7. Yöneticiler Because of the managers are group leaders, they are the ones who are bridges at situations like disintegration. 8. Unnecessary questions.. 9. No 10. Cut up the situations like discrimination that front to gays and trans. 11. We have the experience of living in a Turkey where discriminatory language is so widespread that I can quickly answer this question. I am a happy Turk. 12. Making the in-company trainings mandatory, making it legal and making every single institution obey the rules.

10. Quotes from our Participants

At the end of the survey participants were asked if they wanted to share any thoughts or subjects that should be included in our reports. Below you will see some of the answers.

"I want to say 'I am here' just like everybody. I am what I am, not sick, not psychologically broken or confused, I am just like you. We are tired of being ghosts, we deserve to live as well" (bisexual woman in food sector).

"In local, in-house memos there should be content about LGBTI+ exist and it's normal. Even though I am in a global company, sensitive to the subject, in Turkey, all the in-house communication is prepared with the assumption that everyone is heterosexual" (lesbian woman in FMCG).

"I hope an idea of a free society is developed" (Lesbian woman in education sector).

"There is another issue. I am a student at a university but I am also a professional athlete. I get excluded and insulted in my sports club. I have to face the whole thing alone, my trainer knows about it and helps me, thankfully. The thing is I am a trans man but I did not have an operation yet. They saw me with a girl and reported me, asking me to leave the club. My trainer gave them a polite answer and surely it helped. They wanted me to quit this activity I have been regularly doing all my life. I wish I didn't have to deal with that..." (Heterosexual trans man in retail).

"I think LGBTI+ associations that deal with these issues should organize training for private companies about basic LGBTI+ concepts" (bisexual woman in social media).

"First of all, thank you. I hope you can do something substantial with these data. I hope you don't disappoint me" (lesbian androgynous in social media).

"Lack of information is important. People take LGBTI+ individuals as boogeyman. What they don't know is those people are their sisters, brothers, aunts, cousins, friends or lovers. Those are people they see every day, not harmful, people they share a lot. This is not fair to us. We need organizational efforts to raise consciousness for the rest of the society. Maybe we can't reach political levels but we need time. Maybe we can start with people and raise our voice. Pride is not enough. We might even look scarier, people are already scared of us. It can be seen as a threat. We should be milder, work on our communication. We shouldn't have to, we have the right to like without being forced to deal with this stuff but that's not the case. Maybe for ourselves, maybe for the future generations, we can accomplish something. That's why we should work harder. I am willing to do my part, as a psychologist, and be one of you, as I am always" (bisexual woman in education sector).

"I am open about my orientation in my private life. My family knows, too. But I have a delicate profession and I don't want to be tagged. I have to be discreet about my job. A feminine woman is expected to have a boyfriend. It sticks out. I don't know how I can go on for years. While I have freedom and support from the ones I love in my private life, I cannot be completely free because of people I don't really care. And I will never be. It's getting under my skin. For the same reason some of my friends have imaginary boyfriends now. What a shame!" (lesbian woman at an NGO).

"we would like to live in a world where people love one another, male or female, a world where there is nothing wrong about it, where everybody respects each other" (lesbian woman in sports).

"Every soul should live as he/she prefers" (heterosexual male in architecture/construction).

Opinion leaders, artists and celebrities of popular culture should come out and say they are LGBTI+. It is repulsive that they marry the surrogate mothers and act normal (!). Why some of the great artists who like to share their stages with trans woman where completely silent when Hande Kader was murdered and burned. Silent about homophobia and hate? The society should be transformed both from top to bottom and from bottom to top. How can we nurture hope in a country where even health professionals and doctors are homophobic? (gay man in health sector).

"When I was filling the survey, looking for the best answer, I felt I was lucky. But even though I feel relaxed about my workplace I don't feel so about the country because of all the things I have witnessed" (Gay man in IT).

"Everybody deserves to live and to live means to be free. So don't try to take our freedom away from us" (Gay man hairdresser).

"Even though I never heard hate speech per se, some of the hetero cisgenders talk like they know everything. They can even lecture me on how should I defend my right even though they know nothing about my world" (bisexual woman in health sector).

"I could actually work for the state and make more money but I did not prefer that because of possible discrimination. And I was a little bothered with the 'male-female-trans male-trans woman' categories in the survey. I would prefer cismale/female distinction" (gay man at an NGO).

"Love is love" (bisexual trans woman in culture and arts).

"We are humans, please tell them that, it's my only wish" (lesbian woman in marketing).

"No one should care about who loves who and in what way. The world is big enough. Instead of hating us, people should deal with honor killings and child molestation and people raping animals. Then they would understand what Lot is" (gay man chemist).

"We are the minority and we don't have any effect on the majority. We live by majority decision and we don't have individual rights" (bisexual man in good sector).

"You should take geographical differences into consideration because the individual in Istanbul and the one in Urfa experience the same question differently" (gay man at an NGO).

"I am not asking for privileges. I don't want to be treated as a circus animal or appreciated for being gay. I don't expect people to accept me. The only thing that should matter is how I am following my responsibilities and duties" (gay man in education sector).

"It is a must to have a regulation regarding LGBTI+ issued by the parliament. The first thing is constitutional protection. We also need affirmative action regarding LGBTI+ employees at the state. The pink permit cruelty should be over. There should be gender identity options in the media, in application forms or forms you fill in a government office. First we need to give teachers seminars on how to deal with homosexual students. We should be able to take to the court any kind of hate speech coming from a party, union, association, head of religion or just bare citizen" (gay man in education sector).

"If we consider the traditions and customs of the geography we live in we are tough artists. We have to make the new generation feel like individuals without any imitation. Gender identity comes from inside" (gay man in banking).

"Generally speaking the way people treat LGBTI+ affects individuals at a micro level and should have an effect on the work life. If we can have support from the higher ranks and if we can work justice work and LGBTI+ can be protected by law then we might have a comfortable environment. But we also need education of the people and people to have modern perception. Personally, because of the conditions in our country, I am not seeking career in here but searching for possibilities abroad. I want to be open where

I live but I am worried for the people who can cause problems. So I do my best to hide myself, and I even hide my workplace from her LGBTI+ friends" (gay man in call center).

"Nail polish is nail polish, doesn't have a gender" (gay man in advertisement).

"Actually, what I experience when I was little is PTSD after all the bulling I survived because of my identity. Even though I feel safe I always feel social anxiety around people, and I cannot be myself. Even if people around me are careful I cannot take the risk. The possibility to live all those things again keeps me from being disclosed at work. I hope KAOS GL has programs for younger LGBTI+ in the future. Because traumas that date back to our childhood have great effect on the work life" (gay man in banking and finance).

"Get used to it, we are everywhere!" (gay man in organization sector).