



LGBT+  
Business  
Forum



## Case Study – Agile Work Stream "Corporate Perspective"

Anna is an IT Specialist and Business Process Analyst, born in Slovakia. In her professional career she spent most of the time living abroad. She studied Business Administration in the UK where she also worked for several years in information technology.

In 2017 she decided to move to Austria where she met her wife Ansaya at a congress. Ansaya, born in Thailand, is two years older than Anna and was teaching at the Medical University of Vienna at that time. After living two years together in Vienna, they decided to get married and Ansaya gave birth to a boy named George. Soon after, Ansaya decided to teach part time in a medical facility.

When George turned one, the cooperation Anna works for offers her a long-term management position as "Head of Business Process Management" in a CEE country to lead the corporation's center of excellence there. The offering of the position came to her as a surprise.

The day she was offered the position by the CIO she went home to talk to her wife about the challenges for the family. The young family has concerns about moving to the CEE country. They asked themselves: "Are we even legally allowed to move there as a family?"

On the next day at work Anna is reaching out to you\* asking for your support.

### Can you help the family identify the challenges they could be confronted with?

\*) The goal of the working session is to discuss with the audience the challenges and collect ideas to mitigate these challenges from a corporate perspective (imagine you are a C-Level management/board member)

- **Why is it important to address LGBTI expat issues as a company?**
- **Which resources does it take to help employees have a successful move?**
- **How do you balance out your corporate philosophy with legislative restrictions of different countries?**

Hint – This is the legal situation of the family in Austria:

- Anna is a citizen of Slovakia and has the right to live and work in Austria.
- Ansaya and George are citizens of Thailand and have the permanent residency in Austria.

The goal of the workshop is to **develop a checklist** with issues and aspects you need to take into account in order to support Anna and her family. (The goal is not to develop a concrete solution within a legal framework.)



# Corporate perspective



Christine Streibl,  
Sen PR Manager, RBI



Astrid Weinwurm-Wilhelm  
President Pride Biz Austria

## Why is it important to address LGBTI expat issues as a company?

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Special legal advice needed?  
Find legal solutions e.g. local citizenship etc.

Consider work from Vienna  
(online, virtual and only visit form time to time)

Rights of the child, working rights (if the child is sick)

Legal boundaries and exemptions

Citizenship of Thailand matters in the CEE country?

Is the CEE country in the EU or outside the EU?

Safety of the employees, higher degree of responsibility for LGBTI community

Is there a mobility department, are they aware of LGBTI topics

Are the people out or not?

Additional measures or costs covered eg travel costs of the partner covered

Alternative location or country?

Recognition of marriage vs. heterosexual marriage recognition

How does the local company see the LGBT situation? Is it a global company?

## Resources that help employees having a successful move

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Special legal advice

Identify helpers in the company. Perhaps it's to be set up for the first time

"Social Support" - housing, kindergarten, job for Ansaya, onboard the entire family

Give resources to people to get the expertise (as I'm a board member)

Make sure there is one general policy for all countries

LGBT Networks (informal systems that give insights)

Communication is crucial, get PR on board and involved

In case of a real threat involve security and determine the policy

## How to balance corporate philosophy with legislative restrictions?

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Accepting the global philosophy of the company but keeping in mind what is "outside"

How is a family defined? Parent vs. biological parent (medical coverage, pension)

Benefits depending on the definition of parent

Have responsible department(s) and have them empowered

Restrictions: Find alternatives/work-arounds to benefits that might not be allowed

Have a clear statement and stand behind it as a company

Start to work with the responsible governments or politicians - use market power as employer

Local insurance companies, health care companies - get in touch with them

This also benefits not married couples or non traditional couples