

# THE CHALLENGE OF ACCESSION: LGBT RIGHTS UNDER ATTACK IN POLAND

## > NON-DISCRIMINATION IN THE EU

Debate on Future Priorities

## > EUROPEAN PARLIAMENT

Elections campaign update

## > SAME-SEX PARTNERSHIP

New momentum for action



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**Editors:** Birgit Hardt, Kurt Krickler  
**Contributors:** Stephen Barris, Don Bisson, François Diderich, Iain Gill, Riccardo Gottardi, Tatjana Greif, Sylvia Jaén, Jackie Lewis, Marie Lindbergh, Christine Loudes,

Robert Simon, Wanda Spielhoff, Ailsa Spindler, Joke Swiebel, Konrad Szmerdt, Carola Towle  
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## EDITORIAL

Spring was an exciting period in Brussels. Not only did we live through the official enlargement of the EU to 25 member states. Elections for the new European Parliament were held across the EU and negotiations on a EU constitutional treaty have gained new momentum. The shape of the Union has altered substantially. How to respond to this challenge was the main focus of the fifth EU Co-ordination network meeting, that was held in Brussels in late March this year (see p. 4). But not only the Union's shape has changed. ILGA-Europe itself keeps undergoing significant transformations – both with regard to the area of work we aim to cover (see p. 4 for an update on our Eastern European programme) and to the team responsible for implementing the work. As we welcome our new Project Assistant Miha Lobnik, we say goodbye to Stagiaire Iain Gill and Executive Director Ailsa Spindler, who will be leaving us in July to take up a new position with the Equality Network in Scotland (see p. 3).

### NEWS FROM THE EU INSTITUTIONS

After almost four years of non-discrimination policy at EU level, the European Commission is using this summer to reflect and take stock. On 1 June, a green paper consultation was launched that will be open until 31 August. It is an opportunity to identify future policy priorities and to have some real impact on the EU's non-discrimination agenda (see p. 5). Find out also in this issue about the Irish Presidency conference on equality and diversity, learn about the 25 new transnational partnerships and hear from the QuBA project about their experiences in co-operating with partners across the EU. After the surprise announcement of the European Council last December that the Vienna-based European Monitoring Centre on Racism and Xenophobia was to become a human rights agency, things are gradually beginning to take shape. ILGA-Europe – with cautious optimism – sees this as an opportunity to strengthen the position of human rights on the EU's policy agenda (see p. 9). As the European Parliament's tenure is drawing to a close, it is time to say good-bye to Joke Swiebel, MEP and Chair of the Intergroup on Gay and Lesbian Rights (see p. 11). Looking ahead to the new parliament, the results of ILGA-Europe's election questionnaire will be highly useful. On the whole results were encouraging. Yet, on some issues there will be some real challenges ahead.

### NEWS FROM THE NEW MEMBER STATES

"On the challenge of accession" is the title of ILGA-Europe's new policy paper, which is based on surveys carried out across the new member states (see p. 13). That discrimination and intolerance continues to be part of daily life across the EU has become particularly apparent in Poland, where a recent march for tolerance in Cracow resulted in fierce outbreaks of violence (see p. 15). Last but not least, there have been substantial developments with regard to the legal recognition of same-sex partners. Legislators are beginning to wake up to a changed social reality: it will no doubt take a long time still until we reach anything close to legal equality, but recent developments are encouraging. To learn about the campaigns in the USA, France, Luxembourg, Spain, Ireland and Slovenia, read p. 17.



THE EUROPEAN REGION  
OF THE INTERNATIONAL  
LESBIAN AND GAY  
ASSOCIATION

avenue de Tervueren 94  
1040 Brussels, Belgium  
Phone +32 2 609 54 10  
Fax +32 2 609 54 19  
[info@ilga-europe.org](mailto:info@ilga-europe.org)  
[www.ilga-europe.org](http://www.ilga-europe.org)

Bank account # 310-1844088-10  
ING Belgique  
ETT-CINQUANTENAIRE  
avenue de Tervueren 10  
1040 ETTERBEEK  
IBAN BE41 3101 8440 8810  
BIC (SWIFT): BBRUBEBB

# EXECUTIVE DIRECTOR AILSA SPINDLER MOVING ON

As many of you will know already, Ailsa Spindler will be leaving us in July after some two years as our Executive Director, to take up a new position with the Equality Network in Scotland, heading the "Your Scotland" project.

The last two years have been momentous ones for ILGA-Europe. Ailsa has overseen the continuing growth and development of the organisation, with a considerable expansion in staff and the scope of our activities, most significantly following the securing of funding last year to develop our work on

East Europe, Council of Europe and Transgender issues. It has also been a period of intensive lobbying and advocacy, with important work in such areas as free movement, asylum rights, EU enlargement, and the drafting of the EU constitution. Ailsa has been very involved with the Brussels NGO community, and was elected last year to the management committee of the Platform of European Social NGOs. She has been particularly successful in building links with other NGOs working in the anti-discrimination and human rights fields, and chairs the Platform's anti-discrimination working party.

She has also presided over two highly successful and memorable ILGA-Europe conferences, in Lisbon and Glasgow.

The Executive Board wishes to express its thanks and appreciation to Ailsa for the very valuable contribution that she has made to all these developments and activities. We wish her all the best for the future and every success with the new job, which will be very important for the development of LGBT rights in Scotland. On a personal level, she is looking forward to greater involvement in the "grass-

roots" of LGBT activism, while maintaining an interest in the European perspective. The new post will also allow her to see much more of her family than has been possible in the last couple of years.

Ailsa will of course be greatly missed, but we know that she will continue to work actively for LGBT equality and we are sure that we will be working together in the future.

» JACKIE LEWIS,  
» RICCARDO GOTTARDI  
Co-Chair, ILGA-Europe Board

# MIHA LOBNIK JOINS ILGA-EUROPE TEAM

Coming from Slovenia, Miha started his work as an LGBT activist in 1996. In 1997 he joined IGLYO (International Lesbian, Gay, Bisexual and Transgender Youth and Student Organization) where he was elected to the executive board as Eastern Europe representative in 1999. Since then he has worked for IGLYO – as board member, general secretary and manager at the IGLYO Ljubljana office – organising various conferences and helping to build up an

extensive IGLYO network. In 2002, Miha organised a hearing on discrimination of gay and lesbian youth in accession countries. It took place in Ljubljana and brought together young LGBT activists from 18 countries as well as European politicians and resulted in a widely-used report on an often ignored issue: the situation of LGBT youth. At a national level, Miha founded an LGBT youth group in 1998, called *Legebitra*, which has since

developed into one of the most active Slovene LGBT rights organisations (see also p. 13). He has also been an active member in organising Slovenia's LGBT pride marches since 2001. Miha seeks to combine his practical approach with a theoretical framework. He has a degree in sociology from Ljubljana University, where he wrote his graduate thesis on Gay and Lesbian Youth in Slovenia. For the last three years he participated in the working

group preparing Slovenia's registered partnership bill at the ministry of family and social affairs.

Miha will join the ILGA-Europe team as Project Assistant for the Eastern Europe, Council of Europe and transgender programmes. He likes to bike, go for hikes and looks forward to his new life in Brussels.

» DON BISSON

# ILGA-EUROPE THANKS IAIN GILL

Originally from Ireland, where Iain has been a prominent LGBT youth activist for many years, we have had the pleasure of having him in our team in Brussels as a stagiaire for almost seven months, from October 2003 to May 2004.

During his stage, Iain contributed significantly to the work of this office. Enthusiastic, a quick learner and great team player, Iain was involved

at many levels of our work. Many will remember the engaging presentation he prepared for the Glasgow conference on the history of ILGA. His knowledge of LGBT issues, his involvement in the IGLYO board and his excellent networking skills were a real asset. Iain is a great organiser and campaigner. As such, he actively contributed to the preparation of the ILGA-Europe's EU Co-ordination Network

meeting last March, he helped put together our European Parliament election campaign and produced valuable material for the free movement lobbying we did. Iain regularly contributed to our *Newsletter* and helped produce the material for the office's latest research report (see p. 13). Last but not least, Iain was responsible for producing a comprehensive evaluation of the Glasgow conference, which will be of great

use in the preparations of our next annual conference in Budapest.

We would like to thank Iain for all his hard work and wish him all the best for the future. His humour, resourcefulness and helpfulness will be greatly missed.

» BIRGIT HARDT

## MOVING AHEAD

Since the last *Newsletter* several significant steps have been taken in the development of the East Europe, Council of Europe and transgender programmes. Based on the decision of the Board to hire a Project Assistant for these programmes, we advertised the position in March and received over fifty applications. Miha Lobnik was selected by the interview committee and will begin working at the ILGA-Europe office in late July. Miha will work with the Director on implementation of the work plan that was drafted and circulated to Eastern European members

for comment and approved by the Board. The work plan is posted on the ILGA-Europe website. We encourage all members, especially those in Eastern Europe, to take a look at it and pass any comments along to the Director. The work plan is meant to be a flexible document that can be adjusted to changing circumstances and to take advantage of opportunities as they arise. In the end, the programme that is implemented is to be for the benefit of our members and should therefore reflect the needs of them. The successful implementation of the programme

is also contingent on the co-operation of our members. We have submitted an application to the *Raising Trust* for continued funding for the period 1 August 2004 – 31 July 2005. We also submitted the progress report to the Trust outlining the use of the funds from the last grant period. This document is also on the website. The Trust will meet in early June and we should have a decision by mid June.

We periodically receive announcements about funding opportunities that are of interest to our members and are asked by other organisations

to publicise the announcements through our network. Because funding is such a critical issue for many of our members we have decided to add a funding opportunity page to our website. On this page we will post all funding announcements that come into the office that are applicable to LGBT issues. This will all be a part of the revamp of the website that we are planning once the new communications officer is hired.

>>DB

## ILGA-EUROPE EU CO-ORDINATION NETWORK MEETING

# HOW TO MEET THE CHALLENGES OF ENLARGEMENT?

ILGA-Europe's EU Co-ordination Network has existed since 2001 to respond to the need of a more co-ordinated effort to influence the EU's political agenda. Whilst initially only delegates of the 15 "old" member states participated, in March 2004 for the first time the meeting brought together participants from all 25 member states as well as Bulgaria and Romania.

The meeting took place in a period of considerable change and uncer-

tainly throughout the EU. Whilst challenging, it is also an opportunity to think carefully about how

to best go about combining our efforts to use all available EU level tools to fight for full equality in Europe. This involves closely monitoring what is going on in all the relevant policy areas. It means setting up effective and fast channels of communication. And it also involves organising joint campaigns, raising awareness and mobilising the LGBT communities. This is not an easy task and we still have a long way to go to get it right. To the newcomer, the EU is a bit of a jungle, inhabited

to shed some light on this and to clarify the focus and direction of our lobbying work for the months to come.

What issues did we look at? Much emphasis was placed on non-discrimination policy in the widest sense: how to co-operate with the European Commission to ensure full transposition of the Framework Directive at national level, for instance. What role could equality authorities play to make sure indi-

viduals can use their rights, and how do we best make these new rights known amongst our communities, the employers and the trade unions. Finally, we looked at mainstreaming possibilities: how to use the EU's social inclusion and employment strategies to combat discrimination and how to adequately reflect the EU's anti-discrimination agenda in the European Social Funds, including *EQUAL*. Another session was used to discuss how to use best the questionnaire ILGA-Europe prepared in the context of the European Parliament elections (see p. 12



tainty throughout the EU. Whilst challenging, it is also an opportunity to think carefully about how

by strange institutions that often act in the most obscure ways. The Network meeting was a chance

viduals can use their rights, and how do we best make these new rights known amongst our

for details on the elections). Christine Loudes, our new policy officer, together with Don Bisson,

led a session on how to use case decisions at the European Court of Human Rights and the European Court of Justice in political lobbying, focussing on transgender rights. As always, the agenda was more

than full. Many delegates appreciated the external speakers that had been invited: representatives from the European Commission, the Belgian Equality Body, and the European Anti-Poverty Network to name a few.

An effort was made to provide space for interaction and exchange in smaller workshops, which was much welcomed and should be further emphasised in future meetings. On the whole it was a successful

event that we now need to build on. For more details, please refer to the full meeting report and the background documents, available on our website.

>>BH

ILGA-EUROPE EXPANDING

## CELEBRATIONS AT TERVUEREN AVENUE

More than 50 people joined ILGA-Europe staff on 26 March to celebrate the enlargement of the office from one floor to three. It was a much needed move: with the expansion of our activity beyond the confines of the EU, our team grew from four to six, and space became a real issue. Planning ahead for the new post of Com-

munication and Information Officer, we desperately needed new office space to accommodate the whole team. Luck had it that our neighbours were in the midst of moving out, so that we were able to stay in the same building, thus reducing the disruption associated to a move to a minimum. Nonetheless, when all the new furniture were built, the

computers set up, the posters framed, there was barely enough time to prepare some drinks and nibbles and quickly get changed before our first guests arrived. The evening proved a great success. As it took place just before the Network meeting, we were able to welcome many delegates of our member organisations as well as our Executive Board. In addition, European Commission staff, European Parliament members as well as numerous friends and colleagues of the Brussels NGO community joined the celebration. It was a great opportunity to catch up, to build new contacts and re-charge those batteries.



>>BH



CONSULTATION ON FUTURE OF NON-DISCRIMINATION POLICY LAUNCHED

## EUROPEAN COMMISSION INVITES COMMENTS

On the first day of June, a little later than expected, the European Commission published its "Green Paper" consultation on the future of the Community Action Programme to combat discrimination – the programme under which ILGA-Europe receives its core funding grant.

Actually, the scope of the consultation is a little wider than just an examination of progress to date and of options after the end of the action programme in April 2007. It invites comments on the actions so far, but also solicits opinions and proposals about issues such

as promoting equality and combating discrimination in an enlarged Union. It seeks views about how the EU can continue and reinforce its efforts to combat discrimination and to promote equal treatment. In so doing, it responds to calls from the European Parliament and others to organise a public consultation on the future development of policy in this area. We welcome this initiative and hope that the Commission takes proper notice of the responses and views it receives. Many people criticise the institutions of the EU and suggest that there is an "ivory tower" mentality in some

cases. This green paper consultation is an attempt to make the future planning of the Anti-Discrimination Unit a bit more open to the citizens of Europe, and as such we are delighted to see it. Deadline for comments is 31 August. Anyone can respond to the consultation: we hope that ILGA-Europe members and readers of our *Newsletter* will take this opportunity to voice their concerns about inequalities in Europe. The main tool for this consultation is a questionnaire, which can be found, along with other information and the text of the Green Paper, at:

[http://europa.eu.int/comm/employment\\_social/fundamental\\_rights/greenpaper\\_en.htm](http://europa.eu.int/comm/employment_social/fundamental_rights/greenpaper_en.htm)

ILGA-Europe, in common with other European level NGOs, will be submitting a detailed written response to the consultation. We hope to address a variety of issues of concern, including adequate funding for European NGO networks, poor transposition of the Framework Directive, the hierarchy of discrimination that exists at all levels of European society and the problems of multiple identities and discrimination on more than one ground

at a time. It is likely that there will be a strong call for an extension of protection against discrimination, into the provision of goods, facilities and services, with the race directive being a minimum standard for all

grounds of discrimination. There will be a section dealing with mainstreaming of equality, and an emphasis on the positive aspects of equality and diversity rather than the negative connotations of the term

"anti-discrimination". Other issues will be added after our own consultation and internal discussion. ILGA-Europe's submission to the green paper consultation will be published on our website in early

August. Use this opportunity to make your own views clear. Use our submission, if you wish and fill in the questionnaire. Let "Brussels" know what matters to you.

>> AILSA SPINDLER

## IRISH PRESIDENCY CONFERENCE ON ANTI-DISCRIMINATION POLICY IN THE EU

# "CLOSING THE GAP"

On 27-28 May, the Irish EU Presidency held its conference on anti-discrimination policy in the EU, titled: "Closing the gap – systematic approaches to implementing equality and diversity in Europe". The conference brought together a variety of practitioners involved in the fight against discrimination. Birgit Hardt participated for ILGA-Europe, and Ailsa Spindler was invited to chair a session as representative of the Social Platform working party on anti-discrimination.

The conference had three sessions:

- The role of independent equality bodies in the promotion of equal treatment



- Equality and diversity in the workplace – examples of best practice
- Promoting equality and accommodating diversity in the provision of services.

The first session was particularly engaging, including speakers of the Irish Equality Authority, the Irish Equality Tribunal as well as their counterparts from Northern Ireland and Romania. It illustrated the potential as well as the challenges of setting up a well-functioning equality authority. A forceful case was made for enhanced co-operation of equality authorities at a European level and a more structured dialogue between the EU institutions and national equality bodies.

The second session, chaired by Ailsa Spindler, provided a helpful forum for exchange of best practice with regard to companies' diversity management schemes. Speakers

included various company representatives as well as the ETUC. Whilst progress in some companies is impressive indeed, there continues to be a lack of a structured approach, due to the voluntary nature of such schemes. Even the ETUC, who is only just beginning to address equality issues beyond gender equality, to date has no coherent strategy on how to co-operate with its members in addressing discrimination comprehensively.

On the whole, the conference brought together some excellent speakers and good practice examples. With regard to proposing systematic approaches to implementing equality in Europe the conference gave some useful input. Concerning the future direction of EU non-discrimination policies, however, there appeared



to be little concerted direction. This makes the green paper consultation all the more pressing, as this is our chance to shape the debate and propose concrete and systematic policy solutions to combat discrimination at a European level.

>> BH

FOR MORE INFORMATION ON THE CONFERENCE (INCLUDING THE CONFERENCE REPORT, WHICH WILL BE PUBLISHED SHORTLY), PLEASE CONSULT: [www.closingthegap.ie](http://www.closingthegap.ie).

## SWEDISH OMBUDSMAN AGAINST SEXUAL ORIENTATION DISCRIMINATION

# TAKING FORWARD CASES – SOME EXAMPLES

At the Office of the Ombudsman against Discrimination on grounds of Sexual Orientation ("HomO") we have been handling cases regarding discrimination in working life on grounds of sexual orientation since 1999. We would hereby like to share some of our experience by publishing two of these cases.

### CASE 1: DISCRIMINATION IN THE JOB INTERVIEW

The plaintiff, a young woman, made a complaint to the ombudsman, where she stated the following: she was hired by the family care unit in a local council in Stockholm as a point of contact and guidance to a young girl. During the first interview for the job, the fact came up that the plaintiff is lesbian. The local

council saw this as a problem and expressed concerns that the plaintiff might initiate an affair with the young girl. The local council also made it clear that they thought it best to inform the girl's parents of the plaintiff's sexual orientation in order to get their approval to the plaintiff's employment. The plaintiff took issue with this line of argument claiming that they would not have acted in

this manner had she been heterosexual, a line of argument that the local council concurred with. Yet, questions regarding her sexual orientation were asked on several occasions after this meeting before they finally hired her. The defendant, the local council, has in principle confirmed the facts as described by the plaintiff.

On behalf of the plaintiff, the ombudsman has reached a settlement with the local council. As part of this agreement the local council will, in consultation with the ombudsman, develop guidelines regarding education for employees and a policy in order to avoid discriminatory situations to arise in the future. The local council will also pay financial compensation to the plaintiff.

#### CASE 2: DISCRIMINATION AT THE WORKPLACE

The plaintiff, a young woman, made a complaint to the ombudsman, where she stated the following: on 2 October 2001 her girlfriend came to visit her at her workplace during lunch-break. They sat down in the canteen for a while together

with other co-workers. The plaintiff and her girlfriend were holding hands and gave each other a few light kisses. When the lunch-break was over, the plaintiff and her girlfriend went outside the building where they hugged and kissed each other goodbye. Later that same day the plaintiff's manager asked her to come into his office. He told the plaintiff that he had received complaints from other employees saying that the plaintiff and her girlfriend had been "making out" in the canteen. He then went on to say that he himself had witnessed the plaintiff "making out" with her girlfriend outside the building. He made it clear that the plaintiff and her partner were not allowed in the canteen nor were they allowed to "go at it as they did",

whether this was inside or just outside the workplace. In his view homosexuality was not normal and was not something he wanted his company to be associated with. After this incident, the plaintiff was increasingly ignored at her workplace and did not get the same level of guidance as before. The situation in the workplace became too much for the plaintiff who resigned from her job in November 2001. She was not a member of a trade union at the time. The defendant, the employer, in principle disputed the content of the claim and the statements made by the plaintiff. The respondent also stated that the company was not willing to settle the matter out of court.

Against this background the ombudsman decided to institute court proceedings against the employer on behalf of the plaintiff, in accordance with article 24 of the 1999 *Act banning discrimination in working life on grounds of sexual orientation*. At a preliminary hearing before a Swedish labour court, the ombudsman reached an agreement with the employer on behalf of the plaintiff. As part of this settlement the employer agreed to pay financial damages to the plaintiff.

»MARIE LINDBERGH  
Development Director, HomoO

FOR MORE INFORMATION, SEE:  
[www.homo.se](http://www.homo.se)

## IMPLEMENTATING EU ANTI-DISCRIMINATION LEGISLATION

# EUROPEAN COMMISSION FUNDS 25 NEW PROJECTS

151 projects applied for funding under the latest call for proposals of the Community Action Programme to combat discrimination (VP/2003/006), aimed to enhance the effective implementation of the two Article 13 directives into national law. In the end, 25 projects were selected.

The Commission – after an intensive evaluation process of the first call for proposals – had decided to impose specific and prescriptive priority areas in order to increase the quality of the projects. To the same end, it was decided to select fewer projects but fund them all the way through preparatory and implementation phase rather than have a second "weeding out process" after the first six months. Those few fortunate enough to be part of the selected 25 will now have to develop their full proposal; deadline for submission is 15 September 2004, with a start date for the implementation stage set for 1 December 2004, lasting for two years. What about diversity of the projects selected? The geo-

graphical spread is broad and includes many accession countries. The variety of actors involved is also undeniable, including NGOs, public authorities, universities and service providers. Looking at the grounds of discrimination covered in the projects, the picture changes somewhat. Only one project explicitly addresses sexual orientation discrimination as one of three discrimination

grounds (age and disability being the others). This compares to eight projects focussing exclusively on ethnic origin (including three promoting Roma integration), one that addresses both disability and ethnic origin and five that look at disability as a discriminatory ground. The remaining ten projects take a more general approach and apply equally across the different

grounds. These projects constitute an important potential to ensure that sexual orientation discrimination is addressed. Now is the time to contact project managers to identify ways of getting involved, either – where appropriate – as project partners or alternatively in a consultative role.

»BH

TO FIND OUT MORE ABOUT THE SELECTED PROJECTS AND HOW TO CONTACT THEM, SEE EQUAL RIGHTS IN PRACTICE AT:  
[http://europa.eu.int/comm/employment\\_social/fundamental\\_rights/pdf/pubdocs/newsletter1\\_04\\_en.pdf](http://europa.eu.int/comm/employment_social/fundamental_rights/pdf/pubdocs/newsletter1_04_en.pdf)

### THE EIGHT PRIORITY AREAS THAT WERE FUNDED UNDER THE CALL FOR PROPOSALS WERE:

**"Non-Discrimination Law Programme":** aims to ensure that the new laws become practical tools for achieving social change across the EU

1. Training of legal practitioners: 5 PROJECTS
2. Training of NGO representatives: 9 PROJECTS
3. Informal networking amongst equality bodies: 2 PROJECTS
4. Informal networking amongst research institutes: 1 PROJECT

**"Non-Discrimination Policy Programme":** aims to contribute to the development of good monitoring and assessment tools to help decision-makers shape appropriate policy responses

5. Developing the case for collecting data: 1 PROJECT
6. Developing monitoring tools: 3 PROJECTS
7. Co-operation between public authorities and civil society: 1 PROJECT
8. Promoting Roma integration into education and employment: 3 PROJECTS

# HIGH COURT REACHES DECISION IN APRIL

On 1 December last year, we celebrated the coming into force of the new law, which gave lesbian, gay and bisexual workers protection from discrimination for the first time. But, in the midst of celebrations, serious discussions began about challenging two exceptions in the regulations. One was an exemption when "employment is for purposes of an organised religion". This allows an employer to insist that a worker must be of a particular sexual orientation (presumably straight!) to comply with the religion's doctrines or to avoid conflicting with the strongly held convictions of the religion's followers.<sup>1</sup> Our concern was that this exemption would be used to sack lesbian, gay and bisexual workers in faith schools and voluntary sector projects such as care homes

and youth groups. Our second objection was to a blanket exemption for workplace benefits dependent on marital status. This means that it is still lawful to deny benefits to same-sex partners that are only available to spouses. We argued that these two exceptions did not comply with the EU Framework Directive. On that basis, we demanded that UK High Court quash these particular regulations. UNISON made this claim along with six other unions, representing education workers, other public and voluntary sector workers and civil servants.

When we finally received the judgement – after a three-day hearing in April – we were obviously disappointed to find the judge had ruled against us. Still, the case was worth pursuing. With regard

to the faith exemption, the judgment leaves us a very narrow interpretation of which posts are lawfully exempt. The judge – Mr Justice Richards – ruled that it must be interpreted as only applying to ministers of religion, plus a small number of posts outside the clergy, and that it was not likely to apply to teachers in faith schools. This makes it unlikely that any of our members can be lawfully refused employment or sacked by a faith employer because of their sexual orientation. The remaining question is whether we appeal the judgement on the exception for benefits dependent on marital status, such as surviving partner pensions. Although we are clear we are right in law, there are considerable uncertainties as to the position the ECJ is likely to take. We recognise that the

decision to take a case to Europe which tests the limits of the law should not be taken lightly, as an unfavourable judgement would impact on all 25 member states.

Since this hearing, the government has published the *Civil Partnership Bill*, which will give same-sex couples who register their partnership the right to benefit from their partner's occupational pension. This does not go far enough, as it fails to grant surviving partner benefits for all financially interdependent couples. Yet, it is a first step and as such, much welcomed.

» CAROLA TOWLE

National Lesbian and Gay Officer  
UNISON – the public services union

# QuBA PROJECT

QuBA is a co-operation project between *Fundació Salut i Comunitat* (Spain); *Comune di Roma* (Italy); *Arcigay Nazionale* (Italy) and *Landeszentrum für Zuwanderung* (Germany), funded under the Community Action Programme to combat discrimination.

QuBA was established to respond to a serious gap in service provisions to potential victims of discrimination. Whilst there has been impressive

progress in the battle against discrimination on the legal front, legislation can only be effective when it is accompanied by specialised and easily accessible support services. In many EU countries, such qualified and competent support is still lacking. Key agents that could play this role are organisations involved in service provision to potentially discriminated groups. Yet, their ability to do so is limited: a recent study co-ordinated by QuBA revealed that most councillors in social service organisations do not have the qualifications or confidence to assist victims of discrimination.

This is where QuBA comes in: the project offers specialised training for members of staff in the field of social service provision through

a series of training seminars, focussing both on theoretical knowledge and practical methodological skills. Professional trainers who participated in one of the three transnational seminars subsequently implemented similar trainings at regional level. One such example was a seminar held in Bologna, called *Walking on the Wild Side*. It addressed the issue of homosexuality and migration, its implication on health and intercultural services, with a particular emphasis on male sex workers. One of the project's real strength was the creation of local networks, enabling a diverse set of key actors (trade unions, service providers, local authorities) to co-ordinate their efforts in the field of discrimination. The project involved people discriminated against on various grounds:

sexual orientation, disability and ethnic origin. This heterogeneity was a real challenge. Whilst an important basis for exchanging ideas, experience and strategy, it raised some tough questions: how to find a common ground for communication? Can basic support services address multiple target groups or is a specialised approach to anti-discrimination necessary? What does this imply for people with interlinking experiences of discrimination?

The project will hold its closing conference in Cologne on 25 June 2004. Yet, the work continues: in Germany, for instance, there are plans to establish a one-year training programme.

» WANDA SPIELHOFF

Landeszentrum für Zuwanderung



<sup>1</sup> This is in addition to a separate regulation, that we were not challenging, which allows an employer to insist a post is restricted to workers of a particular sexual orientation, because that is a "genuine and determining" requirement of that post.

## A GIFT FROM HELL?

On 13 December 2003 the European Council made a surprise announcement that the Vienna-based European Monitoring Centre on Racism and Xenophobia (EUMC) was to become a new human rights agency. This declaration was received with mixed feelings. MEP Joke Swiebel (PES/NL) talked about this new agency as a "gift from hell". Many people remain sceptical about the possibilities of a body, which is today considered dysfunctional, to become a fully workable and respected institution.

With cautious optimism, ILGA-Europe feels that this is an opportunity for human rights to become a more central issue in the EU and in turn for LGBT issues to be taken seriously beyond the employment field. It mirrors a demand formulated by ILGA-Europe in 1999, namely that of broadening the mandate of the EUMC to monitoring of discrimination on all Article 13 grounds (see the recommendations in ILGA-Europe's 1999 guide "After

Amsterdam: Sexual Orientation and the European Union", p. 65). However, several ingredients – lacking in its predecessor – are needed for this body to work.

The mission of the agency, its function, competencies and powers need to be clearly defined. The agency has to be properly resourced: financially and staff-wise. This body needs to be strictly independent from the EU institutions. Further, the need for transparency is particularly important in the context of a human rights body. In its work, it has to consult and co-operate with non-governmental organisations like ILGA-Europe.

If these conditions are met, the future human rights agency will potentially have a major role to play at EU level. It might, for instance, prove to be a remedy to the lack of any coherent policy in relation to human rights in the European Union. Also, it may have the potential to become the human rights watchdog at EU

level and to develop mechanisms against which each EU policy can be measured. Further, it could play an important role in raising awareness of human rights violations in the European Union and in third countries (in particular those which have entered agreements with the EU). Finally, it should as well produce research and gather information on good practices, which can be used in lobbying at EU and national levels.

A meeting between the Commission (Directorate General Justice and Home Affairs) and human rights NGOs was organised on 20 April 2004 to discuss the future of the human rights agency. Alain Brun (Head of Unit) announced the intention of the Commission to open a consultation on the human rights agency. A green paper will be published during the summer, and a public event is scheduled in the autumn to discuss the outcome of the consultation. At this stage the Commission was interested

to hear from NGOs what should be the key issues to be raised in the consultation document. The issues discussed included the competence, the geographical scope, the area of action and the tasks of the agency. There was a general agreement amongst the different NGOs on the conditions necessary for this body to function. However, one area of divergence concerned the geographical scope of the human rights agency. Some NGOs felt that the limitation on resources would mean that the scope should be reduced. ILGA-Europe took the position of having a large scope in order to increase the protection of human rights beyond the frontiers of "fortress Europe".

Work on this area is to be pursued to ensure that a strong institution will monitor the proper implementation of the Charter of Fundamental Rights in all EU policies.

» CHRISTINE LOUDES

## PARLIAMENT REPORTS ON HUMAN RIGHTS

On 22 April 2004 the European Parliament reconfirmed its commitment to human rights by adopting a resolution focussing on human rights in the world. The text speaks out for the principle of non-discrimination on the basis of sexual orientation and clearly spells out, *inter alia*, the importance of reproductive rights. It explicitly mentions human rights violations against gay men in Egypt and is a welcome, if somewhat vague contribution to anchoring LGBT rights in the EU's human rights policy.

It came at an important moment, only weeks after the Parliament's report on fundamental rights in the EU was voted down on 1 April. Drafted by MEP Alima Boumediene-Thiery (Greens/F), the report would have spoken out in favour of the right of gay and lesbian couples to adopt and marry and of full equal right to free movement within the EU for unmarried couples, be they of the same or opposite sex. The heated debate and subsequent rejection illustrate clearly the continued divisive attitudes to LGBT rights concerns even at EU level.

The same phenomenon could be observed at the UN Commission on Human Rights. The Brazilian draft resolution on human rights and sexual orientation, which sought only to reaffirm human rights long-established in international law, was again postponed to next year's session after opposition by a number of states. Despite the European Parliament's and the EU Presidency's express commitment to support the Brazilian resolution, the EU failed to speak with a single voice in favour of the full enjoyment of human rights

by all persons irrespective of their sexual orientation as Italy refused to support the joint EU statement.

In an increasingly complex European and international context, it is vital that the new European Parliament continues in the footsteps of its predecessor. We hope it will take the lead and guide all 25 member states towards achieving full legal and social equality of its gay, lesbian, bisexual and transgender citizens.

» BH

# THE "BRAZILIAN RESOLUTION" AND BEYOND

**Interview with Rosanna Flamer Caldera and Kürsad Kahramanoglu, Co-Secretaries General of ILGA.**

*It is the second time the UNCHR postponed the debate over the Brazilian resolution. What happened?*

**Rosanna Flamer Caldera**  
In 2003, the Organization of Islamic Conferences asked for 55 corrections to the text, making it unvotable. This year, the whole process went smoother, even though this was one of the hottest topics in Geneva. Brazil did not withdraw the text; it simply asked that the debate be postponed; and nobody objected to the postponement. The decision was so quick – it went almost unobserved!

**Kürsad Kahramanoglu**  
The UN truly has its own dynamics: nations who would hardly stand up for their own people's human rights at home will fight for a word in Geneva. Some say Brazil was left alone, not supported by other countries, even though the European Union announced its support way ahead of time. But this resolution simply cannot be a "Western only initiative". Others claim Brazilian President Lula's government backed down so as not to hurt the Arab countries he plans to invite to an economic forum this fall.



**Pedro Anibal Paradiso Sottile (CHA Comunidad Homosexual Argentina) taking the floor at the UNCHR.**

*The LGBT activists seemed to be relieved this year when the postponement was announced. Why is that?*

**RFC** If the resolution had been put to a vote, there was no guarantee it would have passed. If rejected, it would probably have been left off the UN agenda for a number of years. The Brazilian resolution happens in very troubled times and could be easily used politically to oppose secular countries against fundamentalist ones.

*What happened to ILGA's petition supporting the resolution?*

**KK** ILGA was officially received by the Chairman of the Commission to deliver the petition. The petition was a success: 45,000 individuals and about 1,000 organisations signed in only three months. The Brazilian resolution is giving us a chance to test our forces

arbitrary executions. It asks governments to investigate executions committed on discriminatory grounds, including sexual orientation.



**Cesar and Pedro (Argentina), Beto (Brazil), Helmut and Yves (Switzerland), Carlos (Fiji Islands) and Rosanna (Sri Lanka) were part of the activist group who joined ILGA in Geneva.**

**KK** For the first time in its history, the UNCHR hosted a large team of LGBT activists and NGOs. A series of panels was held and numerous public statements referred to dis-

crimination on the grounds of sexual orientation and gender identity. At UN level, there is still a great level of ignorance about the injustices suffered by many transgender people. We also have to make sure that the NGO delegation next year includes more transsexuals and more French speaking African LGBT activists. Visibility really makes a difference, governments can ignore us only to the extent they do not see us.

**KK** We have to use the extra time to concentrate on lobbying the 53 countries making up next year's UNCHR. Europe needs to play a more assertive role; Brazil should have the courage to follow what they have started. This resolution is only one step towards our main goal: to get rid of discrimination against LGBT people anywhere in the world. Work at the UN is important – but the real changes will be made at home in each country, with

**“OUR STRUGGLE GOES WELL BEYOND A UNITED NATIONS RESOLUTION ON SEXUAL ORIENTATION. WITH OR WITHOUT THE UN, WE WILL GIVE VOICE AGAIN AND AGAIN UNTIL OUR EXISTENCE AND RIGHTS ARE RECOGNISED.”**

as a movement and our ability to mobilise our people. Much more still needs to be done to get the word out to the general public and to get the press involved.

*What was achieved in the UN this year?*

**RFC** The resolution forces many countries to face the issue of sexual diversity. About 70 countries still criminalise same-sex relationships. The resolution acts as an invitation to revisit and correct these laws. Another piece of good news was the adoption of the resolution on

the help of all activists interacting with their governments.

The full interview is available on-line at [www.ilga.org](http://www.ilga.org)

*What are your plans for this coming year?*

**RFC** We need to ensure next year's resolution includes gender

**»STEPHEN BARRIS**  
Information Officer,  
ILGA World News

# FAREWELL TO MEP JOKE SWIEBEL

Dear colleagues and friends,

As I will not be standing in the upcoming European elections, I take the liberty of sending you this farewell letter and sharing with you some thoughts on the activities of our Intergroup during the past period as well as some perspectives for the future.

I have enjoyed these last five years of my term as an MEP, but it has been a special pleasure and honour for me to chair the Gay and Lesbian Rights Intergroup within the Parliament. The idea of a Gay and Lesbian Rights Intergroup was not new in the House, but it took some time for the Intergroup after the last elections to regain its official status, but we succeeded finally thanks to the support of the PES, the ELDR and the Greens. This has allowed us to make use of EP premises for our meetings as well as to have interpretation services. Furthermore, this political backing was in itself a "bonus", even more so since our Intergroup became a real cross-party group when a member of the EPP-ED joined our steering committee. We could also count on the active participation and support of our friends from the GUE/NGL and the Radical Party in most of our activities.

The Intergroup was re-established in March 2000. In June 2001, it organised a public hearing on the position of gay men and lesbian women in the EU accession countries, titled "EU Enlargement: a Gay Perspective". The Intergroup was re-launched, after it had regained its official status, in September 2002, with a follow-up meeting to the public hearing on gay and lesbian rights in enlargement countries. There have been twelve meetings since, covering a wide

variety of issues, from human rights to family relations, including the EU staff regulations; religion and free choice; the work of the Convention on the Future of Europe; and recently, the wider Europe concept and the EP elections.

In November 2003 we organised a large public hearing on the issue of "sexual orientation discrimination in employment". This hearing was a benchmark for the fight against discrimination in employment throughout Europe, and we are especially proud of the fact that we were able to bring together

requests for help or information from individuals and civil society organisations, and we have tried our best to give an answer to them: either by questioning the Commission or the Council, or through official submissions to governments all over the world.

In this context, I also would like to thank our civil-society counterpart, ILGA-Europe, with whom we have closely co-operated during the last years. I am also very grateful towards all MEPs who have supported our initiatives. Thanks to all those colleagues at the EP,



sexual orientation and gender identity. We urgently need a more sensitive EU human rights policy – inside and outside the Union – that will cover LGBT rights as human rights. We will have to strengthen the monitoring processes that make sure that the 25 EU member states comply with their human rights obligations and guarantee a serious implementation of human rights clauses in all EU external relations, be they association and cooperation agreements or general partnership programmes.

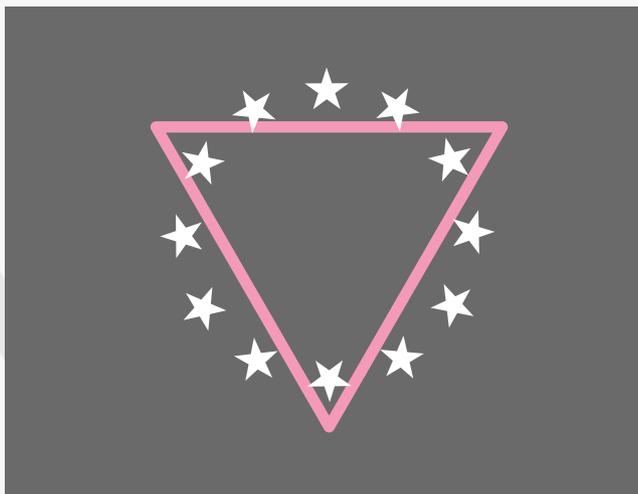
We stop our activities here, but I am sure that once the new Parliament is well established, a new Intergroup on LGBT Rights will be put in place. In our last meeting in April, MEPs and activists from civil society unanimously affirmed the importance of having such a body re-established in the new legislature. We cannot yet foresee how or when that will be done. I do only hope that "our bit" has been of help in the fight against discrimination and in the search of equality for all.

I wish you all the best for the future.

» JOKE SWIEBEL

Member of the European Parliament  
for the Dutch Labour Party

Chair of the European Parliament  
Intergroup on Gay and Lesbian Rights



European civil society and politicians in what turned out to be a very practical exercise in exchanging experiences and denouncing gaps and omissions.

The Intergroup has established many links with actors outside the European Parliament. We tried to keep in touch with day-to-day reality and to reflect the pressing concerns of the LGBT community and of society at large. In the last two years we have received many

we have achieved one of our main aims, i. e. the building-up of an "early warning system" to monitor and improve legislation within the European Parliament.

Yet, there is still much to be done. The issue of the diversity of family relationships and its recognition at EU level should be re-taken in the near future, but also the fight against discrimination outside employment and, most important, the recognition that people are suffering human rights violations because of their

The intergroup website [www.gayandlesbianrightsintergroup.org](http://www.gayandlesbianrightsintergroup.org) will remain accessible at least until the end of this year.

Joke Swiebel can be reached under the following email address: [swiebel@graansilo.nl](mailto:swiebel@graansilo.nl)

# ILGA-EUROPE CAMPAIGN

ILGA-Europe together with its member organisations prepared a comprehensive questionnaire on LGBT rights in the EU (see *Newsletter # 04/01*). The questionnaire was sent out to political parties and individual candidates at member state level. In total, we received some 300 individual candidate responses from 14 different member states in addition to party responses from Germany, France and Luxembourg.

Looking through the data, the general trends were not altogether surprising. Levels of support faded as the questions approached the highly contested issue of family diversity, namely same-sex marriage and particularly parental responsibilities. With regard to non-discrimination, the relatively high level of support for transgender rights was encouraging, if somewhat surprising. Not

everyone, however, agreed with the need to protect LGBT people from discrimination – a Maltese candidate added the following comment: "We will never allow homos or lesbians to teach or be in contact with our children. Keep that in mind!" Others were uncertain about their answers because they did not think the EU was the appropriate level to tackle these questions. They argued that it was best dealt with at national level.

With regard to family diversity, many candidates expressed their full support for legal recognition of same-sex partnerships but opposed to grant same-sex couples the right to marriage. As one candidate put it: "Marriage is a religious concept, specific to heterosexual couples." Others again questioned whether family issues should be discussed at EU level at all, seeing that any-

thing to do with family is beyond EU competence. Opinions diverged most significantly with regard to parental responsibilities. Some opposed it outright on the grounds of wishing to protect the rights of children ("A child has the right to one parent of each sex"). There were also elements of fear and the need to protect children as "the weakest members of society" – what they need to be protected of, however, was left unanswered. Others were not in principle opposed, supported same-sex marriage but felt that there was not enough scientific evidence yet on the influence of growing up in a same-sex couple on the child: "we should educate us, find out about specific effect on the child, his behaviour, lifestyle, etc. Most research has shown, that most homosexuals do not stay in a relationship for a long time. They change partners

more often than others. (...)". One respondent, when asked whether he would actively work for LGBT rights as an MEP, stated "I think my experience could be of great help as I have worked with such people as psychiatrist before". If anything, such comments indicate the levels of ignorance we still need to challenge.

On the whole, the questionnaire was a great way of raising awareness and of finding out where we can and cannot count on support. The results were encouraging though they also clearly highlighted the challenges ahead. On the practical side, the data will be a precious bench-marking tool, that we can use in future to hold individual MEPs and parties accountable.

>>BH

FOR FURTHER INFORMATION, SEE:

[http://www.ilga-europe.org/european%20election2004/national\\_campaigns.htm](http://www.ilga-europe.org/european%20election2004/national_campaigns.htm)

## LOOKING BACK AT FIVE YEARS AT THE EUROPEAN PARLIAMENT

# INTERVIEW WITH MEP JOKE SWIEBEL

At a recent meeting in Amsterdam to discuss sexual orientation issues in the context of the European Parliament elections, Ailsa Spindler, Executive Director of ILGA-Europe, discussed a number of questions with Joke Swiebel MEP, and chair of the Intergroup on Gay and Lesbian Rights in the European Parliament. Joke has decided not to stand for re-election this year. She has been a great champion and ambassador for LGBT issues over the last five years. ILGA-Europe acknowledges her great contribution and wishes her a happy "retirement" – she will be sorely missed.

**Ailsa Spindler** *Has the situation of lesbians, gays, bisexuals and transgenders in the European Union improved over the last years?*

**Joke Swiebel** There have been a number of significant advances, including Article 13 of the Amsterdam Treaty, and the action programme which followed. The Charter of Fundamental Rights is also a breakthrough; both of these EU instruments will have even more impact if they are incorporated into the EU Constitution, giving a better legal base to protection from discrimination.



**AS** *How can we develop a strategy to realise mutual recognition of registered same sex partnerships and the opening of marriage for persons of the same sex?*

**JS** Well, the recognition of same sex partnerships is very different from marriage. The EU has no legal

competence to legislate on marriage, but some areas of Community law overlap with international personal law. For example, the first draft of the Free Movement Directive was amended by the Parliament to recognise the need to protect same-sex partners moving across national borders. Unfortunately the final

version was not as strong in this respect as we wished, but the whole area of partner recognition needs more work. This is a job for the new parliament members, working with NGOs such as ILGA-Europe.

**AS** *How come the EU institutions still are too reluctant to treat enduring same sex relationships of their staff members equally to marriage?*

**JS** This was a clear case of the three institutions not acting in a co-ordinated way. There should be

a consistent policy for all EU staff, and it should recognise the validity of same sex relationships. With an increasing number of member states giving legal recognition to such relationships, this lack of equal treatment by the institutions is a problem that must be tackled before it gets worse.

**AS** *Which changes are needed in the continuation of the action programme?*

**JS** This is a subject addressed by the Commission's Green Paper

(see p. 5) but one suggestion is that action is taken to address the hierarchy of discrimination. Racial and ethnic minorities are better protected than lesbians, gay men and bisexual people, because of the limitations of the Framework Directive. Although some member states, such as Belgium, have taken the initiative and given equal protection at the higher level, we need an EU directive giving equality to all minorities.

**AS** *How useful has the Intergroup on Gay and Lesbian Rights in the*

*European Parliament been for co-ordination of and debate on LGBT issues and policies?*

**JS** The Intergroup has enabled us to focus attention on LGBT issues across the political spectrum. The parliamentary hearing on sexual orientation, held in November 2003, was a wonderful day of discussion, debate and exchange of information, which has led to LGBT rights being on the agenda for many politicians.

>>AS

## ILGA-EUROPE'S LATEST REPORT

# ON THE CHALLENGE OF ACCESSION



ILGA-Europe is currently finalising a report called *Meeting the challenge of accession*. This is a summary report on sexual orientation discrimination in countries accessing (or planning to access) the European Union. This report is a comparative summary based on national reports written in ten countries by ILGA-Europe member organisations. Amongst the countries reports nine are looking at the situation in the new EU member states (Czech Republic, Estonia, Hungary, Latvia,

Lithuania, Malta, Poland, Slovakia and Slovenia) and one, in a candidate for accession (Romania). The report highlights the different forms of violence and discrimination people face in different areas of their life because of their sexual orientation.

The data and statements collected by national organisations show that discrimination on grounds of sexual orientation affects several areas of people's life. Different forms of discrimination exist in the family, in education, in the workplace, in the army, in health services, in housing and in the church. Those range from direct and indirect discrimination to harassment and physical violence. The high level of violence experienced by the respondents combined with the generally limited action taken by the police to remedy and end this violence is particularly distressing. In certain cases, the police contribute to the violence directed at LGB

people. All these incidents constitute clearly violations of human rights protected by the European Convention on Human Rights. They need to be addressed as soon as possible.

To prevent discrimination and violence, many people tend to conceal their sexual orientation. Concealment is particularly frequent in the public sphere, i. e. in the workplace, in health care and housing, in the church or in the streets. Furthermore, to bring to an end the ongoing violence and discrimination experienced, a majority of respondents consider leaving their country.

The ultimate aim of the report is to place the fight against discrimination on the ground of sexual orientation at the core of the "acquis communautaires" and to reinforce the instruments dealing with discrimination. To achieve this, the report puts forward some key recommendations to the new member states

and to the EU institutions. At national level, these recommendations primarily concern a general ban of discrimination on grounds of sexual orientation coupled with the establishment of equality bodies to monitor and prevent discrimination. At EU level, the Commission needs to ensure that the framework directive is implemented properly and that legislation and policies go beyond the field of employment and extend to access to goods, facilities and services as is the case for anti-discrimination provisions on grounds of ethnic origin.

This summary report is the fruit of national and European co-operation. So far, the announcement of its publication has been met with much interest from the media and LGB organisations. Let's hope that there will be more cross-national endeavours in this direction.

>>CL

## ENLARGEMENT

# WHAT DOES IT MEAN TO YOU?

This is the first newsletter of ILGA-Europe after the EU's enlargement to a union of twenty-five member states. Much has been written about the process, its implications for

LGBT rights, the hopes and challenges. All too often, however, we forget that we are talking about individuals. Enlargement is about people and their experiences. For

this reason, ILGA-Europe approached some of its members to tell us what accession means to them, what it brought with regard to the

situation of LGBT rights and finally, we asked them to share with us how they celebrated enlargement. Here are some of the responses:

**CHRISTIAN ATTARD**  
FROM MALTA



Accession for me has meant that I am now part of a family that gives human rights the importance they deserve by placing them at the heart of its agenda. More importantly gay rights, my rights, will be acknowledged as human rights, which is in stark contrast with the way in which they were so often overlooked in the national context. As an activist, this gives me a greater impetus to work for a cause I so strongly believe in.

We celebrated accession by joining in the national celebrations that were held in the magnificent surroundings of the Grand Harbour. As we watched the projections on the ancient walls of our capital and the fireworks in the sky, on the stroke of midnight we proudly held together rainbow flags and flags of the European Union, much to the surprise of some passers-by who are not much used to overt displays of gay pride in this tiny island.

Malta Gay Rights Movement  
32, Parish Street,  
Mosta MST03  
mgrm@maltagayrights.org  
www.maltagayrights.org  
Tel: +356 99255559

**ALECOS MODINOS**  
FROM CYPRUS



Being part of ILGA- Europe is a great asset for the *Gay Liberation Movement* of Cyprus. We are delighted that Cyprus, a small Middle Eastern Island, will now be obliged to behave as a European country and follow the EU's decisions. It is sad that the result of the referendum allows

only half of the Island to participate at the moment. However, we are looking forward to a united future.

The four major towns held open-air celebrations in the main squares with dances, music, concerts and fireworks at midnight. Our members "incognito" joined the celebrations. Later on a small group came to my flat, which houses the *GLM of Cyprus* and watched the accession of the remaining countries on TV.

Gay Liberation Movement  
of Cyprus  
P.O. Box 21947  
1515 Nicosia Cyprus

**MIHA LOBNIK**  
FROM SLOVENIA



I see accession very much related to my work over the last years. When Slovenia started negotiations with the EU, I was involved in international networks like IGLYO and ILGA-Europe. I was trying, in a way, to add to the changes, securing more freedom and protection from discrimination. Often, referring to European values really helped in lobbying for LGBT rights at home. For us in Slovenia, the new Europe is a challenge. Until now, we were one of the most liberal in the group of candidate countries. But from now on, we have to compare our situation with a much more diverse, and often more liberal, European context.

During the celebrations, I was in Catania (Italy), a beautiful town under the Etna volcano with three Slovenian friends. We had a nice dinner and were happy to be away from the big, official celebrations in Slovenia. In Catania, there were no special celebrations: I must confess, I liked the fact that life was going on as though nothing much was happening. Building up Europe is a long and continuous process and Saturday was just

another day. It was funny in a way to receive SMS messages from excited friends from all over Europe at midnight, saying welcome. I felt we had been part of Europe long before that.

Društvo prijateljev Legebitre-  
Friends of Legebitra  
Kersnikova 4  
1000 Ljubljana - Slovenia  
legebitra2000@yahoo.com  
www.drustvo-legebitra.si

**SOLYMER BENCE**  
FROM HUNGARY



I am Bence, an LGBT activist in Hungary. Accession from my activist point of view means a milestone in the development of LGBT rights in Hungary and most of Central Eastern Europe. There is legal protection for gay, lesbian, bisexual and transgender people in my country in many fields of life. However, we still have a lot to do to learn to live with these rights, to enforce them where necessary. A large part of the path leading to equality is still to be trodden.

On the night of accession I went to a concert on the famous Heroes Square in Budapest to listen to Khaled and others. I drank beer with some friends and danced away for the music. Acquaintances greeted one another "*Happy Europe!*", though some muffled voices of hostility towards the foreigners were also heard. Later, with another group, we went out to another square in the city centre, carrying a rainbow flag.

Háttér Társaság a Melegekért  
(Háttér Support Society  
for LGBT People in Hungary)  
H-1554 Budapest, Pf. 50  
Tel./Fax: (36-1)329-26-70  
hatter@hatter.hu

**KVETOSLAV HAVLÍK**  
FROM THE CZECH REPUBLIC



For me, accession means a real re-opening of Europe and the world to our country and also to our LGBT minority. It wasn't always apparent, but in the long years of preparing for accession, Czech politicians and many Czech citizens have learnt a lot from "western European democracies" about political democracies and the rights to openly declare and fight for sexual, regional, political or other interests and rights.

Accession brought a lot of new legislation (e.g. the new labour law) that helped not only the minorities it addressed but also from a broader perspective Czech society in general. 1 May is the date when we started to be a true member of the EU.

The day was celebrated with fireworks in all big cities of the Czech Republic. In my hometown Brno we always go out for big celebrations. So, some of my gay friends and I went to the hill in the centre of Brno and watched the fireworks. We opened a bottle of sparkling wine and felt it was a very special moment in our lives because for a moment we became part of history.

Gay Initiative in the Czech  
Republic  
Senovazne nam. 2  
CZ-120 00 PRAHA 1  
Czech Republic  
Tel: +420 224 223 811  
GSM: +420 605 292 364  
haq@email.cz,  
info@gay.iniciativa.cz  
gay.iniciativa.cz

**ROBERT BIEDRON**  
FROM POLAND



For Poland the accession is a great challenge. The population in Poland is very homogeneous: 95% are Catholic and originally from Poland. Accession is a chance to have more contact with other cultures, religions, ways of thinking and living – it might be very fruitful for our country. Also, being part of the EU, means that more gay and lesbian couples will come to Poland from countries like Germany, Holland and other European countries. They will expect their rights to be respected and may well challenge attitudes of the Polish government.

In the evening of accession, I was on my way to Romania. It was a great experience – I had always thought of Romania as poor and ugly. But that was such a stereotype! I saw a lot of the country and

met many great people. Even if Romania is not yet part of the EU, we are all Europeans, even if administrative borders still divide us.

Campaign Against  
Homophobia/Kampania  
Przeciw Homofobii (KPH)  
info@kampania.org.pl  
www.kampania.org.pl  
phone: +48 22 423 64 38

**EDUARDAS PLATOVAS**  
FROM LITHUANIA



Accession speeded up the adoption of the Equal Opportunities Law, which will protect lesbians and gays from discrimination at work, in education, and in the provision of goods and services. Lithuanian Gay League lobbied for this law for some years and will monitor its proper implementation after it will be enforced on 1 January 2005.

I celebrated enlargement together with activist friends of mine from the LGL. We were invited to participate in a Belgian television programme, called "Europe – 10 points". It was great fun!

Lithuanian Gay League  
lgl@gay.lt;  
+370 612 58211  
www.gay.lt  
Eduardas Platovas  
edis@gay.lt

**MARIANNA SIPOSOVA**  
FROM SLOVAKIA



For Slovakia's LGBT minority, being part of Europe is probably not much different from other new member states.

LGBT rights, discrimination and human rights in general are not high up on the political agenda,

the dominant concern being economic development and connected reforms. Therefore without the help of EU directives we would hardly celebrate adoption of the Equal Treatment Law, which passed in the Parliament only last week.

This law is crucial in the context of LGBT rights in Slovakia: for the first time we have comprehensive legislation that bans discrimination based on sexual orientation and gender identity. We can only hope that people will find enough courage to use this tool for their protection.

There weren't really any big symbolic celebrations in Slovakia on 1 May. I don't know of anyone who celebrated. I think it is more of a gradual process – we have to try and use this opportunity for all it offers. And we should do this every day not just on one symbolic one.

OZ ALTERA  
P.O.Box 193  
810 00 Bratislava 1 - Slovakia  
Tel./fax: +421-2-5542 1102  
altera@nextra.sk

>> IAIN GILL

**POLAND**

# MARCH FOR TOLERANCE RESULTS IN VIOLENCE

On May 6-9, the Cracow branch of *Campaign against Homophobia (Kampania Przeciw Homofobii, KPH)*, organised the Days of Culture for Tolerance in Krakow. The festival programme included parties, lectures, poetry evenings, a visit of LGBT activists to the former concentration camp in Auschwitz, and other events. But it was the march in support of LGBT rights that stirred unrest and gave rise to protests of local right-wing politicians and dogmatically anti-gay organizations, which evolved into violent riots lasting until the evening on that day. ILGA-Europe received a number of reports from KPH activists and the participants.

"We were expecting about 300 people to march. We thought people would be too scared

to show up after all the fuss in the media. Instead, a river of 1,500 people chanting tolerance and singing, marched in support of democracy, freedom of speech and LGBT rights", said Sylwester Gumienny, the KPH's secretary.

The organisers had been expecting a counter-demonstration of the Pan-Polish Youth, and groups of football supporters and hooligans promised they would come to oppose the parade. Hence, the peaceful march for tolerance had to be escorted by the police, who changed the route of the march wherever Pan-Polish Youth organised blockades.

Malgosia, who also walked in it, told us that before the festival there had been threats from extreme

right-wing organizations. "I saw a lot of leaflets and posters saying 'Let's kick homosexuals out of Cracow', and similar, more offensive slogans. Many participants were really scared." Some organisers had received text messages on their phones, saying: "Show up at the Old Town, and you will die."

When the parade approached the Wawel Castle, where it was to end, they met the protesters, who threw eggs, stones, and even bottles at them. "They appeared to be well organised. The police prevented us from any direct contact with them. We acted calmly. We didn't want anyone to get provoked to retaliate. We threw flowers at our opponents and chanted peaceful phrases in their direction. They only got more

aggressive. We couldn't move any further."

Finally, the police and the organisers agreed it would be best to tell people to disperse. But as small groups were moving back towards the Old Town square via the only way out – a nearby park – they were chased by neo-Nazi youth. "We stormed into the square trying to find a place to hide, but the restaurant owners refused to let us in," recalled Sylwester. "So we scattered throughout the square, and blended into the crowd not knowing where to go and what to do next, completely helpless and horrified."

The square was crowded with people – strolling or sitting at outdoor cafes and restaurants. When the police

arrived a regular fight ensued, with the hooligans picking up glasses and bottles from the tables and throwing them around. "Confused tourists didn't know what to do. Mothers with children were trying to escape from the place. Then the police started shooting in the air to calm the situation."

Twenty of the most violent hooligans were arrested; 12 of them eventually charged for taking part in the riots and three – for assaulting a police officer (a bag of acid thrown into the crowd hit him in the face).

"I'm sorry that a peaceful demonstration was attacked by a much smaller group of aggressors," said Tomasz Szypula, KPH Krakow vice-chairman. "There were TV crews and journalists from other countries. May Europe see how weak democracy in Poland is, and that violence rules the streets. People suffered cuts and bruises in the attack. There are photos proving that the protest was coordinated by a city councillor from the League of Polish Families

– an honorary leader of Pan-Polish Youth. The slogans about civic society are just fairytales that politicians tell the public."

Before the march KPH appealed to the opponents to observe the Christian values they so often refer to, and which violence contradicts. Unfortunately, the appeals fell on deaf

ears. In the aftermath, KPH announced filing a complaint against Pan-Polish Youth, the League of Polish Families, and two of its city councilors with the Prosecutor's Office. "They staged an illegal counter-demonstration, incited hatred and violence, and used it against a peaceful demonstration", said Robert Biedron, KPH's chairman.

At least, as Malgosia emphasized, the march for tolerance caused a national debate, with politicians and intellectuals speaking ill or in favour of it. "This was the first such event in Cracow. It just had to point the way. Hopefully, next time it will be different here."

>>> KONRAD SZMERDT

## THE 'RIGHT' CONCEPT OF LAW AND JUSTICE

Meanwhile, for the third time Warsaw President, Lech Kaczynski of Law and Justice (a right-wing party), refused to grant permission to ILGCN Poland to organise the Parade of Tolerance scheduled for June 11, after the region's governor overruled the previous two, and sent them back for reconsideration.

Mr. Kaczynski concluded that the parade was aimed at presenting the views of sexual minorities concerning their "sexual behaviour". In his opinion, it contradicted the rules of public decency, and would lead to "dangerous events" posing a threat to local residents. The president said that tolerance did not come up to approval. The organisers intend to bring a lawsuit against Warsaw authorities to the Administrative Court. As time has run short, the parade had to be cancelled. However, those who intended to walk in the parade are invited to join the *Demonstration for Freedom*, organised by different human rights organizations, to take place in front of the City Hall in Warsaw on 11 June.

Warsaw Parade of Equality has never resulted in violence, save for minor protests overwhelmed by the curiosity of friendly lookers-on.

## FIGHTING FOR HUMAN RIGHTS IN ROMANIA

# THE NEED TO "CLOSE THE GAP"

In our last *Newsletter* (#01/04, p. 15-16), Sorina Biaciu, Programme Co-ordinator for the National Council for Combating Discrimination in Romania, spoke about her experiences with the NCCR and Romania's recent advances in the field of human rights. She emphasised the positive development, not just on the legislative front but also concerning the actual implementation of the new rights and highlighted the positive role of the NCCR in the process. Not everyone in Romania shares Sorina's optimism. There are numerous issues of concern relating to the legislation itself, its implementation and the effectiveness of the NCCR. ILGA-Europe spoke to five non-government bodies to find out more.<sup>1</sup>

*Romania possesses an elaborate legal framework for combating discrimination. It is more comprehensive than the equality provisions in many of the current EU member states. What is missing?*

On paper, the situation looks good. Romania was one of the first of the

accession countries to have adopted anti-discriminatory legislation. But further action is needed to ensure a fully functioning, effective legislative framework.

*What are the main problems?*

First of all, the definition of discrimi-

mination is incomplete: currently, no Romanian law prohibits instructions to discriminate. Nor is harassment dealt with sufficiently and the definition of victimisation does not follow the minimum standards laid down in the European directives. Another deficiency of the legislation relates to providing evidence of discrimination; the shift in the burden of proof does not apply to judicial proceedings<sup>2</sup>. Moreover, the evidence accepted in court does not include audio and video recordings nor does it allow for the use of statistical data. Both, however, are common practice that would significantly help potential victims. We have been lobbying actively to strengthen the legislation. This has finally

been crowned with some success: the Romanian parliament accepted our proposals on instructions to discriminate, victimisation and audio/video recordings.

*What about enforcing the law?*

At the moment there are two procedures: administrative and judicial. Certain discriminatory conduct can be considered an administrative offence and is punished. It is dealt with by the NCCD. Yet, the procedures are not transparent enough, the support provided to victims is not always sufficient and the available sanctions – administrative fines – are far from adequate. The other option is to seek judicial remedies,

<sup>1</sup> See also: "Equality, Diversity and Enlargement: measures to combat discrimination in acceding and candidate countries", European Commission, DG Employment and Social Affairs, 2003, p. 98-103.

<sup>2</sup> A shift in the burden of proof implies that it is not up to the alleged victim to prove they were discriminated against but up to the defendant to prove that discrimination did not take place.

including financial remedies, in court. To date however, very few cases have been brought forward.

*Why is that?*

Partly due to a lack of trust in the legal provisions and the legal system. The legislation is so new that many legal professionals are at a loss themselves on how to use it. Furthermore, taking forward a case takes courage, resources and knowledge. Without effective support, it is incredibly difficult to do.

*Where does the NCCD fit into all this?*

The NCCD has a potentially huge role to play. Set up in 2000 as a government body it has a broad set of competencies that include sanctioning discriminatory conduct, providing independent assistance to victims, issuing research studies, drafting laws, drawing up public policy, carrying out programmes and awareness raising.

*How can it fulfill such a huge mandate?*

This is a real challenge. At the moment the NCCD does not yet act as an effective equality body. Its scope and structure are not defined clearly enough. To accomplish its tasks, the NCCD needs to transform itself into a truly autonomous, administrative authority, with separate departments for each area.

*What does the general public think about the National Council?*

There have been some efforts by the NCCD to raise awareness but at the moment the lack of familiarity with issues of discrimination, the new laws and the NCCD is striking. Gallup International conducted a survey in 2003, which revealed that only 33% of respondents had heard about the existence of the NCCD. On the whole, the public profile of the NCCD is low.

Non-government organisations have played an important role in Romania in the field of human rights and non-discrimination. Under the new laws, they have the right to assist an individual victim or to act on behalf of a victim. Does the NCCR work with NGOs?

There are first attempts of co-operation between NGOs and the NCCR. However, with regard to sexual orientation, the results have been somewhat disappointing. In 2003 we collaborated in drafting an action plan on how the NCCR could help improve the situation of LGBT people in Romania. Over a year later, the plan has still not been adopted by the board and remains a mere theoretical exercise. Recently, *ACCEPT*<sup>3</sup> had been lead partner in organising a festival to raise awareness for minorities confronted with discrimination, scheduled to take place in May this year. NCCR originally intended to be a co-organiser but withdrew its support at last minute, which

meant that the festival was much reduced in scope and impact.

*What are your hopes for the future?*

Much has happened in Romania in the last ten years in the field of human rights. Yet, there is still a lot that needs to be done. With regard to protecting LGBT people from discrimination, Romania needs to ensure that it strengthens its legal framework. We also need to take action to transform the NCCR – step by step – into a fully functioning, effective equality body. It will involve a lot of effort by everyone to challenge the negative social attitude towards LGBT people that persist in Romania.

>>BH

Interview based on contact with the following organisations:

ACCEPT  
Centre for Legal Resources  
Open Society Foundation  
Civic Education Project  
Institute for Public Policies

<sup>3</sup> *Accept* is a national NGO defending and promoting the rights of LGBT in Romania.

A NEW MOMENTUM FOR MOVE TOWARDS FULL EQUALITY

## LEGAL RECOGNITION OF SAME-SEX PARTNERSHIPS

If someone had claimed some years ago that by June 2004, gays and lesbians could marry in Belgium, the Netherlands and Canada, most of us would probably not have believed it. Suddenly everyone is talking about "gay marriages", not least because of the "culture wars" raging in the USA after Massachusetts' decision to allow same-sex marriages. After the wedding of two men in France on 5 June (declared void by the French government), the whole country is caught in a heated debate on the legality and morality of same-sex marriages. Many other states, whilst avoiding the sensitive issue of same-sex marriage, are beginning to provide some form of legal recognition to same-sex partnerships: even Spain and Ireland, two traditionally Catholic thresholds, are drafting partnership legislation. Finally, legislators are beginning to wake up to a changed social reality where alternative family models are part of everyday life and where a majority of the EU's population feels comfortable with it. It will no doubt take a long time still until we reach anything close to legal equality, but recent developments are encouraging. To learn about the campaigns in the USA, France, Luxembourg, Spain, Ireland and Slovenia, read on.

### Gay marriage becomes legal in the United States

On 17 May 2004 gays and lesbians were able to legally marry for the first time in the United States as a result of a decision of the Supreme Court of Massachusetts. In the first two weeks more than 1,700 marriage licences were issued to gay and lesbian couples. Under the federal system in the U.S., there is an open question as to whether or not other states or the federal government must recognise marriages performed in Massachusetts. Thirty-eight states and the federal government have passed so called defence of marriage acts which define marriage as a union between a man and a woman. Several states have also passed laws prohibiting recognition of gay marriages from other states and others are attempting to amend

their constitutions to prohibit same-sex marriage. President George W. Bush has also proposed a similar amendment to the federal constitution. In Massachusetts, the legislature has passed an amendment to the state constitution which would outlaw same-sex marriage and legalise same-sex unions. The earliest such an amendment could become effective is 2006 and only after a vote by the people of the state. So for the next two years at least gays and lesbians will be able to legally get married in Massachusetts. The issue of recognition of same-sex marriages by other states and the federal government will eventually have to be decided by the State and federal courts and ultimately by the Federal Supreme Court.

>>DB

## Issue of same-sex marriage divides France

Everything started on 17 March 2004 when *Le Monde* published an article calling for equal rights and access to marriage for same-sex couples. 120 university professors, artists and two Green mayors – Jacques Boutault (Paris) and Noël Mamère in Bègles (Bordeaux) – signed the appeal. Both mayors expressed a willingness to celebrate same-sex marriages in their communities. The article caught everyone by surprise. Before, few associations really lobbied for same-sex marriage.

## New partnership law voted in Luxembourg

On 12 May 2004 the Luxembourg Parliament finally voted on the draft bill on the legal effects of certain partnerships. It will probably enter into force on 1 September, depending on the timing of the publication in the *Mémorial*, the official bulletin. In line with their coalition programme, the two coalition partners – the Christian Democrats (CSV)

## News from the Slovenia

After many obstacles, the Slovene government adopted a new draft bill on same-sex unions on 22 April 2004. It was submitted to the national parliament on 28 April and is now awaiting parliamentary

## What's going on in Spain?

"Homosexuals and transsexuals deserve the same public consideration as heterosexuals. As a result we will modify the Civil Code to recognise their equal right to marriage with the resulting effects over inheritance, labour rights, and social security protection."<sup>2</sup>

The victory of the Socialist Party in the general elections on 14 March changed many things for Spain's

The priorities for the LGBT communities were to secure legislation against hate crimes including homophobic speech, to improve the *PaCS* law and to address discrimination of LGBT people in the education system.

Since 17 March, same-sex marriage has been in the news almost every day. Both opposition parties, the Greens and the Socialists, pledged their support and are now drafting a bill legalising same-sex marriage. President Jacques Chirac is opposed but has conceded looking into strengthening partnership legislation

and the Liberals (DP) – both voted in favour of the partnership bill. The two main opposition parties (the Greens and the Socialists), however, abstained from the vote, considering the bill too restrictive. Both tabled alternative proposals on opening up marriage to same-sex couples. These, however, were rejected by the government. Interestingly, the Liberals support same-sex marriage in their election programme for national elections

discussions. The bill provides for all rights inherent to marriage, apart from joint adoption rights. The process had started in 1997, when the Ministry of Labour, Family and Social Affairs first announced its intention to draft a partnership bill. LGBT NGOs had been actively

LGBT communities. The conservative reign was marked by discrimination and lack of willingness by the government to engage in any dialogue with the *Federación Española de Lesbianas, Gays y Transsexuales* about LGBT rights. It seems, the Socialists did not make empty promises: since their arrival to power, they have shown real commitment to LGBT rights. Prime Minister José Luis Rodríguez Zapatero used his speech of investiture to clearly bind his government to fighting all types of discrimina-

and engaging into the debate on same-sex marriage and parenthood – considering the fierce right-wing opposition to *PaCS* in 1999, this is a big move.<sup>1</sup> Despite opposition by the Minister of Justice, Noël Mamère performed the marriage of two men on 5 June 2004. The couple and Mamère are ready to fight for full equality in the French and, if necessary, the European Court of Human Rights. Not everyone agrees: some think the best way would be take the parliamentary, legislative route in order to avoid illegality. Others wonder why you would want to fight for

to be held on 13 June 2004. Thus, the CSV remains the only major political party opposed.

The new partnership law is designed to propose an alternative to heterosexual couples who do not want to marry and a new possibility for homosexual couples who cannot marry. It has been largely inspired by the French *PaCS*, but with fewer formalities, a private agreement on the patrimonial regime being

involved in the process, yet the final outcome – completed in 1998 – was too limited. In 2001 the process was re-started and finally culminated in a draft that overcame the previous limitations, specifically in the field of social security rights. The bill comes at the right time: surveys

indicate considerable interest by LGBT citizens in Slovenia to register their partnership. After almost 7 years of struggle, the LGBT movement hopes to get the final bill through as soon as possible.

tion against LGBT people (see quote above). Shortly after, the Socialist Party met with FELGT representatives to consult on policy priorities. After that meeting Socialist Party secretary José Blanco made public that the reform of the Civil Code to allow same-sex marriage will be dealt with in the first half of the legislature. Marriage between same-sex partners will be addressed next year and will include exactly the same rights – including the same adoption rights married opposite-sex couples enjoy. The meeting between FELGT and

an institution as oppressive as marriage and do not understand this seeming change in the LGBT communities. The role of the media as well as the international context has been of great importance to the French debate. The pace of change has been amazing – it remains to be seen where it will lead. Whatever the outcome, same-sex partnerships, marriages and parenthood will continue to be of importance and will be on the agenda of ILGA-Europe's Paris conference in 2005.

» ROBERT SIMON

an option. The law determines a minimum set of rules of solidarity and responsibilities between the partners while allowing social protection to the non-working partner and fiscal deduction possibilities. No rights concerning children are included in the new law, as are no regulations concerning recognition of foreign partnerships or foreign same-sex marriages.

» FRANÇOIS DIDERICH  
President of *Rosa Lëtzebuerg*

indicate considerable interest by LGBT citizens in Slovenia to register their partnership. After almost 7 years of struggle, the LGBT movement hopes to get the final bill through as soon as possible.

» TATJANA GREIF  
SKUC-LL

the Socialist Party also brought forth great advances for transsexual and transgender people: there is a proposal on the table for a law on the right to gender identity, which aims at establishing the right to change one's name in the civil registry without necessarily having undergone gender reassignment. It would also address the need to provide gender reassignment free of charge.

» SYLVIA JAÉN  
FELGT

<sup>1</sup> According to recent polls, 60% of the French population support same-sex marriage. Concerning parenting rights for lesbians and gays, people are more hesitant.

<sup>2</sup> Prime minister José Luis Rodríguez Zapatero in a parliamentary speech in Madrid.

# NEWS CLIPS

## United Kingdom

### Transsexual overturns ban on joining the police

A long-standing obstacle to transsexuals serving as police officers was removed on 7 May when the law lords ruled against a chief constable's refusal to recruit a man surgically changed into a woman.

Five judges including Lord Bingham, the senior law lord, rejected a claim that police might be sued for assault if a male-to-female transsexual carried out a body search of a woman suspect. Their verdict ended a six-year legal battle by a Yorkshire woman, referred to in the judgment as Ms A, who was turned down by West Yorkshire police in 1998. She

had passed all the necessary tests and had been entirely open about her sex change, but ran up repeatedly against "a blanket ban". Ms A, who has always shunned publicity, said in a statement: "I'm delighted by this decision. It finally confirms that trans people have the same rights as everyone else." As well as opening the recruitment door to transsexuals, the unanimous decision protects police forces against civil action by anyone objecting to searches or other duties carried out by a transsexual officer.

(source: The Guardian, 7 May 2004)

## International

### IOC publishes statement on trans athletes

The Executive Board of the International Olympic Committee (IOC) on 17 May 2004 approved the consensus proposed by the IOC Medical Commission stating the conditions to be respected for a person who has changed sex to compete in sports competitions. These conditions will be applied as of the Games of the XXVIII Olympiad in 2004 in Athens. If gender reassignment is undergone before puberty, the

Committee recommends unconditional recognition of the new gender for participation in the Olympic Games. If gender reassignment is undergone after puberty, certain conditions have to be met. These include completion of gender reassignment surgery, legal recognition of the assigned gender as well as hormonal therapy. Decisions will be based on a confidential case-by-case evaluation.

## Europe

### Euroflag looking for members

Euroflag is the European network of parents' organisations across Europe, which was set up to work together to challenge the prejudice and discrimination experienced by lesbian and gay young people and their families and to raise public awareness on issues surrounding homosexuality. We want to invite organisations or groups of parents

of lesbian and gay children in all European countries to join us. If you know of similar organisations across the EU that might be interested in co-operating with us, we want to hear from you.

PLEASE CONTACT:  
info@flag.org.uk

## Spain

### Gay activist granted political asylum

Gay activist granted political asylum John Jairo Romero, a gay activist from Colombia, was granted political asylum in Spain on 1 June 2004. He had applied for political asylum in February 2002 on the grounds of persecution due to his sexual orientation. Finally, after 2 ? years, his claim was successful.

Ramiro started his work on LGBT rights in 1989 with the Columbian League in the Fight against Aids. He subsequently became involved in various other organizations fighting for LGBT rights. As a result, he began to receive threats and was physically attacked on various occasions. This led him to leave

the country. He moved to Ecuador, where he continued his work. Yet, after nine years, the situation worsened and the threats began again. Ramiro at first tried to return to Colombia in 2001, but shortly after realized that his life would not be safe there. This is when he decided to seek asylum in Spain.

The decision to recognise sexual orientation as a reason for persecution and a ground for granting asylum was a first in Spain. It reflects recent EU legislative developments to explicitly include sexual orientation as grounds for asylum.

(source: www.felgt.org)

## United Kingdom

### Gender Recognition bill approved in Parliament

On 8 June, the gender recognition bill received its final hearing in the House of Lords, following amendments in the House of Commons in late May. This means that, following royal assent, the bill will become law in June or July the latest. The UK government has, over many years, resisted moves to recognize the changed gender identity of transsexuals. In spite of challenges in the European courts, the UK has been in a small minority

of countries, which permit gender re-assignment treatments but then refuse to recognise the changed gender identity for legal and marriage purposes. This situation has caused confusion and distress for most of the UK's estimated 5,000 transsexuals. It is anticipated that the administrative process which will be set up under this Act will be deluged with applications for recognition in the early part of next year.

FOR FURTHER INFORMATION SEE:  
<http://www.pfc.org.uk/gr-bill/index.htm>



# 26<sup>th</sup> ILGA European Conference

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