



European
Commission

Annual Report 2017

on the List of actions
to advance LGBTI equality

Leading by example

#EU4LGBTI



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Foreword

Two years have passed since I presented the *List of actions to advance LGBTI equality*. Back then I said: "Change will not happen overnight, but change is possible if the political will is there". To promote that change, the European Commission drew up the list of actions so as to lead by example when it comes to the values of equality, non-discrimination and respect for all, regardless of background, be it LGBTI or straight, religious or non-religious, black or white, or any other characteristic.

By leading by example, the Commission hopes to inspire other institutions, be it Member States, international organisations, businesses or civil society organisations, and support their efforts to advance LGBTI equality. That was the aim of the list of actions. I am pleased to report that the Commission is making progress with its implementation; only very few actions from the original list remain to be implemented.

In addition to improving and monitoring the rights of LGBTI people and their families under EU law, the Commission remains a major donor world-wide, to support grass roots organisations to advance LGBTI equality inside and outside the EU. This is due to its funding through the Rights, Equality and Citizenship Programme, the Erasmus+ Programme, and the European Instrument for Democracy and Human Rights. Closer to home, it has acted to advance LGBTI equality among its own workforce by adopting an internal Diversity and Inclusion strategy which also aims to set an example for other employers, including EU institutions and agencies.

The need to defend and promote the fundamental rights of LGBTI people has not gone away. The Commission remains committed to advancing LGBTI equality in the EU and beyond, and to *leading by example*.

Introduction

The Commissioner for Justice, Consumers and Gender Equality, Věra Jourová, presented the *List of actions to advance LGBTI equality*⁽¹⁾ to the Council and the European Parliament in December 2015. It was the Commission's response to a European Parliament Resolution and a joint call from Member States to step up efforts to combat discrimination based on sexual orientation and gender identity. Council conclusions on LGBTI equality in June 2016 required the Commission to report annually on the implementation of the list of actions.

In February 2017, the Commission presented its first report for 2016, at the High Level Ministerial Conference on the LGBTIQ Road Map organised by the Maltese Presidency of the EU. This second report provides an overview of the Commission's actions in 2017.

The structure of sections I to VI reflects that of the original list of actions and the previous report. In addition,



this report has a new section covering advancements in Member States. A number of actions for which the Commission is competent also have an impact at the level of the Member States. Examples of these are the Diversity Charters and the funding provided through the Rights, Equality and Citizenship (REC) programme. In addition, the Commission has given the Member States the possibility to voluntarily submit information on financial support for and regular dialogues with civil society organisations and on the internal coordination of their LGBTI policies. This information per Member State is summarised in a table in section VII.

⁽¹⁾ https://ec.europa.eu/info/sites/info/files/lgbti-actionlist-dg-just_en.pdf

Improving rights and ensuring legal protection of LGBTI people and their families in key areas of EU competence

The Commission continues to work with the Council presidencies to develop the EU acquis so as to improve the lives of LGBTI people.

• **The proposed Equal Treatment Directive:** The Commission has been working with the Council presidencies to make progress on the adoption of the Directive, which remains a priority. It continues to stress the importance of the Directive for lesbian, gay and bisexual people. The Directive is needed to fill the current gaps in EU legislation and to ensure a minimum level of protection from discrimination on the grounds of sexual orientation beyond the area of employment. It would also ensure that in all Member States, an equality body covers the ground of sexual orientation and assists lesbian, gay and bisexual people who are victims of discrimination. On the occasion of the 10th anniversary of the European Network of Equality Bodies (Equinet), Commissioner Jourová, highlighted the need to ensure that all equality bodies are enabled to adequately fulfil their roles and that the Commission would reflect on how to help them fulfil their potential.

• **Circulation of public documents:** In July 2016, the Union adopted a Regulation simplifying the circulation of certain public documents between Member States. The Regulation aims at cutting red tape and costs for citizens, including LGBTI citizens, when they need to present in a Member State a public document issued in another Member State. The Regulation will apply as from 16 February 2019. In the course of 2017, the Commission and the Member States have met within the Committee on Public Documents to agree on some of the measures to be taken to implement the Regulation before its application. Further measures will need to be agreed in 2018.

• **Property regimes of international couples:** In June 2016, the Union adopted two Regulations concerning the property regimes of international couples, whether in a marriage or a registered partnership, aimed at helping couples to manage their property on a daily basis and to divide it in case of divorce or the death of one of the couple's members. The Regulations are gender neutral and thus apply to same-sex couples. The Regulations were adopted under the procedure of enhanced cooperation by 18 Member States and will apply as

from 29 January 2019. In the course of 2017, the Commission and the Member States met within two Committees to discuss the acts that the Commission must adopt to implement the regulations before their application. The Commission implementing acts are scheduled for adoption in 2018.

• **Asylum:** Legislative procedures on proposals for a reform of the Common European Asylum System (CEAS), including stronger provisions on vulnerable applicants, are ongoing, though they find themselves at different stages of advancement. In December 2017, the European Council set a target to reach a position on an overall reform of the CEAS by June 2018. As for the Reception Conditions Directive and the Qualification Regulation, trilogues started in 2017. Work on the technical level continued in both the European Parliament and the Council on the Asylum Procedure Regulation.

• **Media:** The Commission's proposal for the revision of the Audiovisual Media Services Directive (AVMSD) adopted on 25 May 2016 aims to intensify efforts to fight hate speech. The proposal seeks to align the AVMSD with the Framework Decision on combating certain forms and expressions of racism and xenophobia, and Article 21 of the Charter of Fundamental Rights on non-discrimination. The proposal bans not only incitement to hatred but also incitement to violence, and broadens the grounds on which hate speech may be based by including ethnic origin, belief, disability, age and sexual orientation. In addition, the proposal requires EU Member States to ensure that video-sharing platforms (e.g. YouTube) - currently not covered by the AVMSD - take appropriate measures (such as flagging, reporting and parental control systems) to protect people from incitement to hatred. The legislative discussions on the revised Directive are well under way. The Maltese Presidency reached a general approach in the Council on 23 May 2017 and five trilogues were held under the Estonian Presidency in 2017. The discussions on the prohibition of incitement to violence or hatred are well advanced and the final agreement is expected to be reached under the Bulgarian Presidency.

II

Strong monitoring and enforcement of existing rights of LGBTI people and their families under EU law

Through its enforcement and monitoring, the Commission ensures that issues relating to sexual orientation and gender identity are taken into consideration in the transposition and implementation of EU legislation.

• **Gender legislation:** On 5 December 2017, the Advocate-General of the Court of Justice of the European Union delivered an opinion in response to a reference for a preliminary ruling in Case C-451/16, *MB v Secretary of State for Work and Pensions*. The question referred was whether Directive 79/7/EEC precludes the imposition in national law of a requirement that, in addition to satisfying the physical, social and psychological criteria for recognizing a change of gender, a person who has changed gender must also be unmarried in order to qualify for a state retirement pension. The opinion stated that a national provision requiring a person who has changed sex to be single to be eligible for a state pension is illegal. In his opinion, the Advocate-General considers that the requirement, applicable only to transgender persons, to be unmarried in order for them to access a state pension is contrary to the Directive. In his view, this amounts to direct discrimination on the basis of sex which is not open to objective justification.

• **The Victims' Rights Directive:** The Victims' Rights Directive contains a number of key provisions which are particularly relevant to LGBTI people who fall victim to crime. From the general obligation to ensure that victims are recognised and treated in a respectful, sensitive, tailored, professional and non-discriminatory manner to the right to individual assessment, as LGBTI people can be particularly vulnerable to crimes committed with a bias or discriminatory motive related to their personal characteristics. The Commission is currently monitoring the implementation of the EU rules in the Member States. The infringement proceedings against those Member States who have not informed the Commission about their national measures completely transposing the Victims' Rights Directive, (which had to be transposed by 15 November 2015) are ongoing. The Commission is examining national measures transposing the Victims' Rights Directive to ensure correct and complete transposition of the EU rules. The ongoing assessment will examine for example national definitions of 'family members'

to which all the rights of the victims under the Directive apply. This definition should include unmarried partners and it should apply to same-sex couples regardless of the national legislation. The Commission will also examine the compliance of national legislation and administrative practices in relation to the rights particularly relevant for LGBTI people such as the right to individual assessment of victim's protection needs.

• **Asylum:** The Commission has continued to monitor the transposition and application of EU asylum legislation by Member States, including on the reception of vulnerable applicants. A thematic workshop on "The examination of applications for international protection raising sexual orientation and gender identity (SOGI) related considerations" was held on 16-17 May 2017 in Malta. Moreover, the training tools and modules on SOGI developed in 2016 remain available. The Country of Origin Information Reports published regularly by the European Asylum Support office continued paying attention to the situation of LGBTI persons in countries of origin.

The Advocate-General delivered an opinion in case C-473/16, on 5th October 2017, regarding the possibility to rely on psychologists' expert opinions when assessing asylum claims related to persecution based on a person's sexual orientation⁽²⁾.

• **Free movement and cross border issues:** The Commission continues to monitor Member States' compliance with the EU free movement acquis as regards issues related to sexual orientation and gender identity. Moreover, it is examining compliance of certain national practices with the EU case law in the context of recognition of names of children born to same sex couples.

• **Employment:** The Commission continued monitoring the correct implementation of the Employment Equality Directive which prohibits, among others, discrimination based on sexual orientation, as interpreted by case law of the Court of Justice of the European Union.

⁽²⁾ The judgement in case C-473/16 was delivered on the 25th of January to 2018.

III

Reaching citizens, fostering diversity and non-discrimination

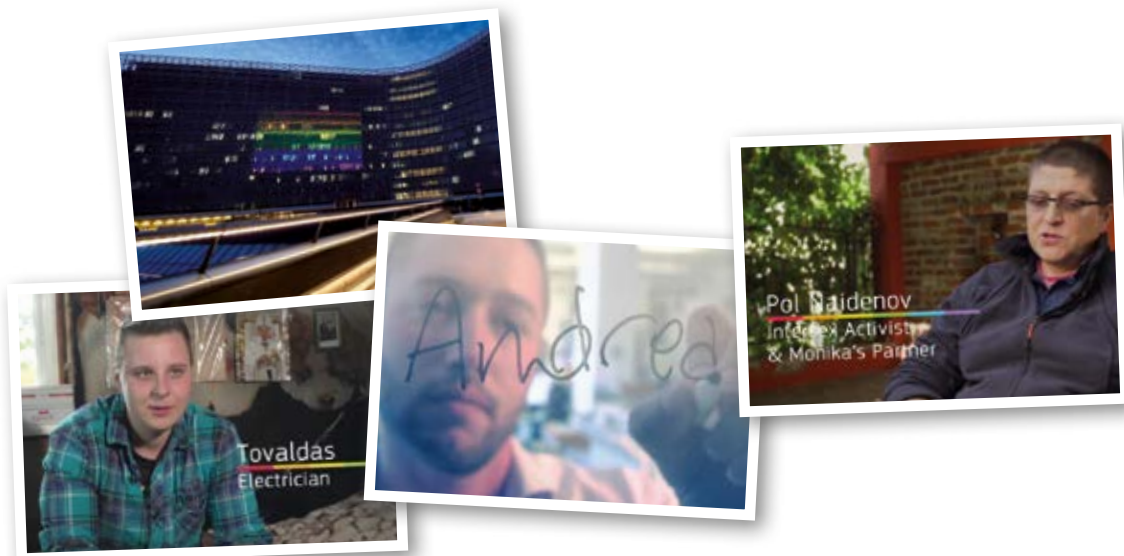
• **Reaching citizens:** The Commission made a strong symbolic statement in favour of LGBTI equality on the International Day Against Homophobia and Transphobia (IDAHOT, 17 May) by illuminating its headquarters, the Berlaymont building, in the colours of the rainbow flag. To continue its awareness raising campaign the Commission developed several videos. The first video featuring Andrea, a gay person, and his father Roberto was launched on IDAHOT. The second video featuring Pol, an intersex person, and his partner Monika was launched on the Intersex Awareness Day on 26 October. The third video featuring Tovaldas, a transman, and Genovaite his grandmother was launched on the Transgender Day of Remembrance on 20 November.

Members of the College of Commissioners participated to a number of dedicated LGBTI equality events. The Commissioner for Trade, Cecilia Malmström, and the Commissioner for Budget and Human Resources, Günther H. Oettinger, participated to the European Equality Gala organised by ILGA Europe in Brussels. The Commissioner for Internal Market, Industry, Entrepreneurship and SMEs, Elżbieta Bieńkowska participated to the Annual Conference of ILGA Europe in Warsaw. Commissioner Jourová, met with Members of the European Parliament LGBTI Intergroup to take stock of the progress made in the framework of the Commission's list of actions.

The Commission participated to the High Level Ministerial Conference on the LGBTIQ Road Map organised by the Maltese Presidency, where it presented the first annual report on the list of actions.

The Commission also joined, among others, the IDAHOT Forum organised by the Belgian government in Brussels where it received the *"Renewed Call for a comprehensive policy approach at European Union level and across the European Union Member States on LGBTI issues"*, human rights side-events of the WorldPride in Madrid and the Warsaw Pride, and the Workplace Pride conference in Brussels.

• **Fostering Diversity and Non-Discrimination:** The Commission's Diversity and Inclusion (D&I) Strategy was adopted by the College of Commissioners on 19 July 2017. Newly, the strategy addresses LGBTI equality under the chapter: "A working environment where LGBTI staff are comfortable and confident about their identity". Following the D&I Strategy implementation, an "Action Plan" (2018-2019) is to be adopted in the first half of 2018. This action plan will include a set of concrete actions to monitor equality and inclusion of the Commission's LGBTI staff. Certain preliminary actions have already been taken as first steps prior to the Action Plan: a) an LGBTI official contact point for staff has been appointed; b) a leaflet of EGALITE, the inter-institutional association of LGBTI staff, has been included in the official Commission "welcome pack" for all newcomers, as of 1 January 2018; c) new MYINTRACOMM pages have been launched including information on DG HR Diversity/LGBTI policy and LGBTI associations and networks. The IDAHOT day was for the first time celebrated with a lunchtime conference for management and all staff on 17 May 2017, with the participation of internal and external experts and practitioners.



IV

Supporting key actors responsible to promote and advance equal rights for LGBTI people in the EU

The Commission cannot combat discrimination alone. It therefore supports Member States, Civil Society and Businesses to advance LGBTI Equality:

• **Non Discrimination:** Governmental representatives of the High Level Group on Non-Discrimination, Equality and Diversity had a chance to get familiar with the first annual report on the list of actions at the High Level Ministerial Conference on the LGBTIQ Road Map. In the framework of the high level group the Commission together with the Portuguese Government also organized a Good Practice Exchange seminar on "*Policies to combat bullying based on sexual orientation, gender identity/expression or sex characteristics in education*"⁽³⁾ that took place in June 2017 in Lisbon. It brought together the Commission, 15 Member States and Norway, and NGOs who shared their knowledge and experiences in order to develop policies and establish more effective ways to combat the discrimination of LGBTI people in educational institutions.

• **Hate crime and hate speech:** The High Level Group on combatting racism, xenophobia and other forms of intolerance launched in June 2016 to improve responses to prevent and counter hate crime, hate speech and manifestations of intolerance in the Member States, including against LGBTI people, has met already four times. The work led in 2017 to the compilation of key guiding principles on "Hate crime training for law enforcement and criminal justice authorities", on "Ensuring justice, protection and support for victims of hate crime and hate speech", and on "Improving the recording of hate crime by law enforcement authorities" aimed at providing informal guidance for Member States' authorities and practitioners. The importance of adopting an individual approach aimed at tailoring support to the specific needs of victims of homophobic and transphobic hate crime is, for example, acknowledged and reflected in the above mentioned key guiding principles adopted by the High Level Group on access to justice, protection and support for hate crime victims. The Annual Fundamental Rights Colloquium focused on "women's rights in turbulent times" in 2017. During the discussions, speakers drew attention to the intersectional discrimination LGBTI women often face.

• **Combating hate speech online:** The monitoring of the implementation of the Code of Conduct carried out by the Commission in cooperation with civil

society organisations, including seven organisations working specifically on LGBTI equality, shows a trend of continuous progress, proving that this self-regulatory tool, agreed with major IT companies in May 2016, contributed to quickly achieve tangible results on the removal of illegal hate speech by the IT Companies. According to a latest evaluation released in January 2018, IT companies removed on average 70% of illegal hate speech notified to them – sexual orientation and gender identity being among the grounds of hate speech most commonly reported within the exercise [17.1%]. Building on the progress made, Google+ and Instagram also decided to join the Code of Conduct, which has now found its place as an industry standard. The Commission's work is now aimed to consolidate and stabilise the progress achieved and ensure that it is sustainable over time and to assist Member States in overcoming challenges in their legal responses to hate speech online.

• **Education and Erasmus+:** The Commission has been active in the follow up of the Paris Declaration of 2015⁽⁴⁾. About 20 concrete measures have been launched in the field of education, youth and sport. Among others, the Erasmus+ programme continues supporting projects through calls for proposals on inclusion and fundamental values, and on dissemination and upscaling existing good practices at grass-root level in this area. More than 140 projects dealing with LGBTI equality have been supported until now by Erasmus+, 35 of which have been initiated in 2017. The Working Group on promoting citizenship and the common values of freedom, tolerance and non-discrimination through education has held several successful peer learning seminars involving Member State experts, NGOs and international organisations. ILGA Europe actively participated in the working group and gave a presentation on discrimination in education sectors.

• **Rights, Equality and Citizenship (REC) Programme:** Three networks promoting LGBTI equality received operating grants⁽⁵⁾, and the Commission awarded 17 projects for action grants to be co-financed through the REC programme to fight against discrimination based on sexual orientation

⁽³⁾ http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=603869

⁽⁴⁾ http://cache.media.education.gouv.fr/file/01_-_janvier/79/4/declaration_on_promoting_citizenship_527794.pdf

⁽⁵⁾ ILGA-Europe (European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association), IGLYO (International Lesbian Gay Bisexual Transgender and Queer Youth and Student Organisation), Transgender Europe

and gender identity in society and promote the rights of LGBTI people in 21 Member States. Priority has been given to awareness raising and dissemination projects in the Member States with particular needs and lower levels of social acceptance of LGBTI people. The topics that these projects focus on include, amongst others, combatting stereotypes, free movement, sex workers, transgender and intersex equality, and violence against LGBTI women. In section VII of this report it can be seen in which Member States these projects take place, while in the Annex more detailed descriptions of the projects can be found.

• **Supporting businesses and inclusive workplaces:** In 2017 three new Diversity Charters were launched (Croatia, Slovenia and Slovakia) bringing the total number of Diversity Charters in the EU to 20. More than 8000 organisations, including companies, NGOs and public bodies covering over 15.3 million employees in the EU have signed the 20 Charters. According to the latest 2017 survey of diversity management implementation among the signatories of 13 Diversity Charters (without Belgium, Czechia, Hungary, The Netherlands, Croatia, Slovenia and Slovakia), 27% of European companies report to focus on sexual orientation in their diversity

initiatives, which is +11 percentage points compared to the same study from 2013.

• **Health:** In 2017, a joint action on integrating prevention, testing and link to care strategies across HIV, viral hepatitis, Tuberculosis (TB) and Sexually Transmitted Infections (STIs) in Europe called INTEGRATE was launched with the following objective: to increase integrated early diagnosis and linkage to prevention and care of HIV, viral hepatitis, TB and STIs in EU Member States by 2020 across all vulnerable groups, including LGBTI people. The project has 29 partners from 15 countries from across Europe, 13 are EU Member States and two are acceding countries belonging to the European neighbourhood policy (ENP) countries (Moldova, Serbia) participating in the Health programme. The duration of the project is 36 months.

The World Health Organisation continued its consultation and quality assurance process to complete the 11th Revision of the International Classification of Diseases (ICD-11). The December 2016 draft of the ICD-11 reclassified the former diagnosis “gender identity disorder” as “gender incongruence”.

V

Figures and facts for policy makers on LGBTI challenges at the EU: Data collection and research activities

In 2017, the Commission issued several reports to advance LGBTI equality in key policy areas:

• **Cities and regions:** On 28 June, on the occasion of the 2017 Human Rights Conference of the WorldPride Madrid, the Commission published *The business case of diversity for cities and regions with focus on sexual orientation and gender identity*, which seeks to highlight good practices and policy initiatives implemented by regional and municipal authorities in Europe to make their areas safer, more inclusive and attractive for LGBTI people.

• **LGBTI equality data:** On the same occasion, the Commission also published the report *Data collection in relation to LGBTI people: Analysis and comparative review of equality data collection practices in the European Union*. This report shows the need for equality data to help us understand and hence tackle the discrimination and inequalities experienced by LGBTI people. It highlights that in comparison with some other grounds for discrimination, such as gender or age, sexual orientation and gender identity remain invisible in many social surveys. Also, any form of data collection pertaining to intersex people is still rare.

• **Health inequalities:** The pilot project “*Reducing health inequalities experienced by LGBTI people (Health4LGBTI)*” continued. The project consortium completed a state-of-the-art review of the health inequalities experienced by LGBTI people and the barriers faced by health professionals in providing healthcare for LGBTI people and undertook focus group studies looking into country situations. A training manual for health professionals on LGBTI-health inequality-related issues was also prepared. The final conference of the project took place on 1-2 February 2018.

• **LGBTI asylum seekers:** The EU Agency for Fundamental Rights (FRA) published a summary report⁽⁶⁾ on how Member States assess asylum claims based on sexual orientation and gender identity and analysed the existence of specific reception measures for LGBTI persons. The report highlighted shortcomings in the way eligibility interviews are carried out and the lack, in most Member States, of specific guidelines for interviewing LGBTI persons.

⁽⁶⁾ <http://fra.europa.eu/en/publication/2017/march-monthly-migration-focus-lgbti>

VI

External action:

LGBTI Equality in Enlargement, Neighbourhood and Third countries

Besides advancing LGBTI equality within the Union, the list of actions also commits the Commission to taking action internationally and advancing LGBTI equality worldwide.

• **Enlargement and neighbourhood countries:** The Commission closely monitors the implementation of all relevant legal provisions and actions by governments and raises matters of concern regarding the situation of LGBTI people in the Western Balkans and Turkey in the context of accession negotiations and the Stabilisation and Association Process. Its most recent assessment was issued on 9 November 2016 and the next one is planned in April 2018 (no assessment was published in 2017). In 2017, the Commission continued to provide financial assistance in support of the rights of LGBTI people. In particular it provided a third year of funding to the 'ERA – LGBTI Equal Rights Association for the Western Balkans and Turkey' network. A number of projects continued under the European Instrument for Democracy and Human Rights (EIDHR) and new projects started up in Albania, Montenegro, Serbia and Turkey. EU Delegation representatives took part in pride events organised in the region.

Under the European neighbourhood policy, the rights of LGBTI people are regularly monitored and addressed in the framework of human rights dialogues with partner countries and regular meetings with NGOs in the eastern and southern neighbourhood and financial assistance is mobilised. In the Southern neighbourhood, LGBTI equality is increasingly discussed publicly and in the media despite a continued criminalisation in most countries. Moderate progress was observed in Tunisia, and particular focus was put on Egypt where severe repression of LGBTI people was observed in 2017. For the first time, the 2017 Neighbourhood South regional civil society forum put a spotlight on discriminations against LGBTI people and the marginalisation of the LGBTI community in the Southern Mediterranean civil society. This allowed a large number of local and regional human rights organisations to discuss with EU representatives possible strategies to engage more effectively on the promotion of the rights of LGBTI people. In that context, the Commission is currently reflecting on supporting regional civil society initiatives to promote LGBTI equality.

• **Third countries:** On the eve of IDAHOT 2017, the High Representative for Foreign Affairs and Security Policy, Federica Mogherini, issued a statement reminding governments of their obligation to promote the universality of human rights and ensure that everyone, regardless of their sexual orientation or gender identity, enjoys these rights. Several EU Delegations around the world marked the day by flying the rainbow flag, issuing press releases or organising events to raise awareness, while many others supported local Pride celebrations and engaged with civil society. The EU also raised LGBTI equality in its dialogues with third countries and issued public statements on the persecution of LGBTI individuals in Chechnya and restrictions faced in Turkey.

The EU provided continuous support to LGBTI human rights defenders at risk to meet their most urgent needs and facilitate their work in the medium and longer term. EIDHR support was given to local, national and regional organizations and networks aiming at protecting and promoting LGBTI equality in third countries worldwide (21 ongoing projects, with three new projects in 2017).

The EU continued to be actively engaged in multilateral efforts. It supported the United Nations Resolution on human rights, sexual orientation and gender identity, and recalled during the public consultation by the UN independent expert on protection against violence and discrimination based on sexual orientation and gender identity that the Resolution is an important step in line with the pledge by the international community in the 2030 Agenda for Sustainable Development that 'no one will be left behind'.

The EU adopted its New Consensus on Development which commits it and its Member States to give special attention to those in disadvantaged, vulnerable and marginalised situations, including LGBTI people, in line with the principle of leaving no one behind. Training was organised for staff working in EU Delegations on "Making sure EU development cooperation leaves no one behind", with a specific session on LGBTI people.

VII Advancements at Member States level

As a number of actions have an impact at Member State level, in this report a table is included with information on the following four questions:

1. Does the Member State participate in the enhanced cooperation on the two regulations on property regimes of international couples?
2. Is there a Diversity Charter in the Member State?
3. Was in the Member State a REC programme project awarded in 2017 to combat the discrimination, hatred and intolerance against LGBTI people⁽⁷⁾?
4. Did the Member State attend the good practice exchange on bullying based on sexual orientation, gender identity and sex characteristics?

In addition the Commission gave the Member States the opportunity to submit information on the following three questions regarding their policies on combatting

discrimination against LGBTI people:

5. Did a meeting at the political level (minister or state secretary) between the government and main NGOs combatting the discrimination of LGBTI people take place in 2017?
6. Did the Member State financially support in 2017 one of the main NGOs in the country to combat the discrimination of LGBTI people?
7. Does the Member State have an (in)formal regular (at least once a year) meeting between at least three ministries (can be at policy officers level) to effectively coordinate LGBTI policies in the government?

The results of the questions 5 to 7 are based on reporting by the Member States. The results per Member State can be seen in the table below:

	1. Enhanced cooperation property regimes of international couples	2. Diversity Charter	3. REC programme project awarded in 2017	4. Participation in good practice exchange on combatting bullying	5. Dialogue with LGBTI community at political level	6. Financial support for NGOs combatting discrimination against LGBTI	7. Internal coordination between ministries
BE	●	● ⁽⁸⁾	●	●	●	●	●
BG	●		●				
CZ	●	●	●				
DK		●			●		●
DE	●	●	●	●	●	●	●
EE		●		●			
IE		●	●	●	●	●	●
EL	●		●		●		●
ES	●	●	●		●	●	●
FR	●	●	●	●	●	●	●
HR	●	●	●	●	●	●	●
IT	●	●	●		●		
CY	●		●		●	●	●
LV				●			
LT			●			●	
LU	●	●		●	●	●	●
HU		●	●		●	●	●
MT	●		●	●	●	●	●
NL	●	●	●	●	●	●	●
AT	●	●	●	●	●	●	●
PL		●	●				●
PT	●	●	●	●	●	●	●
RO			●				
SI	●	●	●		●	●	
SK		●			●	●	●
FI	●	●		●	●	●	●
SE	●	●		●	●	●	●
UK			●	●	●	●	●
Total EU 28	18	20	21	15	21	19	20
NO				●	●	●	●

⁽⁷⁾ Based on call for proposals [REC-RDIS-DISC-AG-2016](#), [REC-RRAC-RACI-AG-2016](#), [REC-RDAP-VICT-AG-2016](#) and [JUST/2016/RGEN/AG/VAWA](#)

⁽⁸⁾ Brussels Region

As the table shows, the actions of the Commission have an effect in a majority of Member States. A total of 18 have joined the enhanced cooperation on property regimes of international couples, and 15 took part in the good practise exchange on policies to combat bullying against LGBTI students. In 20 Member States there are now Diversity Charters to stimulate businesses to advance equality, and in 21 Member States the Commission awarded projects for funding through the REC programme to combat the discrimination of LGBTI people.

The majority of Member States are implementing policies to advance LGBTI equality. 21 report to have a political level dialogue with the LGBTI community and 19 report to have given financial support to NGOs that combat discrimination against LGBTI people. A total of 20 Member States report to have an internal coordination meeting with different responsible ministries to coordinate LGBTI equality policies inside the government.

The Commission also received examples of "cutting red tape" for LGBTI citizens. A considerable number of Member States are working to simplify their 'legal gender recognition' procedures, making it easier for transgender people to get their gender recognised in official documents. In 2016, the Commission had organised a good practice exchange seminar on laws and policies on gender identity and sex characteristics.

Conclusion

The list of actions bundled the Commission's efforts to advance LGBTI equality into one policy document for the first time, with a view to maintaining focus and increasing transparency. Since its publication the Commission has taken many different types of actions to advance LGBTI equality, ranging from legislative initiatives to awareness raising and good practice exchanges. Its efforts have led to the adoption of regulations simplifying the circulation of certain public documents and on the property regimes of international couples. Existing rights of LGBTI people and their families under EU law are being monitored and enforced effectively in the areas of gender, victims' rights, asylum, free movement and cross border issues, and employment.

The Commission developed a range of new awareness raising activities in order to reach citizens. It participated to the EuroPride where it launched the *We All Share the Same Dreams* campaign, produced video testimonies and lit up its headquarters, the Berlaymont building, in the colours of the rainbow flag. To foster diversity internally the Commission adopted a Communication on diversity and inclusion.

Through a number of high level groups and working groups the Commission supports the Member States in their efforts to advance LGBTI equality. A majority of Member States also take action to advance LGBTI equality (see section VII). Civil society organisations that aim to combat discrimination against LGBTI people are financially supported through the REC programme

and Erasmus+. Businesses are supported through the Diversity Charters, to which over 8000 organisations, including companies, NGOs and public bodies covering over 15.3 million employees have now signed up. Many studies have been published to support these stakeholders.

Outside the EU, the Commission implements the guidelines on promoting and protecting the human rights of LGBTI persons in enlargement, neighbourhood and other non-EU countries. Through the EIDHR it provided much needed support to NGOs combatting discrimination against LGBTI people and their criminalisation.

The action at risk of not being successfully implemented is the proposed Equal Treatment Directive which remains blocked by Member States in the Council. Two actions have yet to be started. The first is a study on gender recognition legislation and its effect on transgender people's position in society which the Commission will start in 2018. The second is the mapping of research activities and studies regarding the free movement of LGBTI families; the Commission will explore in 2018 how this action can best be addressed.

This short summary shows that the great majority of actions are being successfully implemented. The Commission remains dedicated to the successful implementation of those that are at risk or have not yet started, and will continue to implement the list of actions in 2018 and beyond.

ANNEX I — Fighting against discrimination based on sexual orientation in society and promoting the rights of LGBTI people

Implementation period: 2018-2020

STAND UP FOR LGBTI RIGHTS IN BULGARIA

Coordinator: Fondatsiya Rabotilnitsa Za Grazhdanski Initsiativi (BG)

Participants: BG

The project aims to:

- Raise awareness on discrimination against LGBTI in Bulgaria among teachers, civil society/youth leaders, business leaders and politicians;
- Increase support for the LGBTI rights movements;
- Boost the support for LGBTI human rights defenders by civil society and national equality bodies and create a network of allies for the largest LGBTI visibility event in Bulgaria - Sofia Pride.

Main outputs:

- Enhanced sensitivity of discrimination against LGBTI in Bulgaria among teachers, civil society and youth leaders, business leaders and politicians;
- Increase support for the LGBTI rights movement, creation of a large consortium of partners, working in different sectors, which promotes LGBTI rights among their constituencies and wider society.

Implementation period: 1.11.2017 - 30.4.2019

Total Cost: 249 925.25 EUR | **Grant Awarded:** 199 940.2 EUR

MOVE! THROUGH SENSITIVITY TO SOCIAL ACCEPTANCE: EMPOWERMENT, ALLY ENGAGEMENT AND SHIFTING ATTITUDES

Coordinator: Kampania Przeciw Homofobii (PL)

Participants: PL, DE

The project aims to:

- Influence the discourse on social negativity, shift attitudes of the movable middle and raise acceptance for LGBTI people;
- Increase the level of vocal opposition to social negativity;
- Increase the competences of key professionals (school staff, medical staff, psychological support), and develop and support networks of key professionals to fight discrimination of LGBTI people;
- Build the capacities of LGBTI community, esp. Trans- and intersex people, to represent their interests and raise social awareness.

Main outputs:

- 1 research report, 2 evaluation reports, 1 good practice brochure, 8 media releases, 1 website, 1 campaign, 1 500 printed materials;
- Educational activities (11 webinars, 7 trainings), information activities (7 public meetings), awareness raising activities (7 directly, 50 by multipliers), networking and cooperation meetings (4 for intersex activists, 3 project team).

Implementation period: 1.11.2017 - 30.4.2019

Total Cost: 191 019.61 EUR | **Grant Awarded:** 152 815 EUR

PARTNERSHIP FOR LGBTI EQUALITY

Coordinator: Asociația Accept (RO)

Participants: RO

The project aims to:

- Improve the capacity of Romanian authorities to prevent and combat discrimination based on sexual orientation and gender identity;
- Increase the social acceptance of LGBTI people in society;
- Deliver information and expertise on SOGI and train professionals from public authorities and institutions.

Main outputs:

- A national operational plan for LGBTI equality and non-discrimination, a public mobilization and awareness campaign which reaches at least 10 000 Romanian citizens, capacity building and training of the Equality Body and professionals from public authorities and institutions.

Implementation period: 1.1.2018 - 30.6.2019

Total Cost: 200 385.32 EUR | **Grant Awarded:** 159 984 EUR

WE ARE HERE: IMPROVING THE SOCIAL ACCEPTANCE OF LGBTQI PEOPLE IN HUNGARY VIA COMMUNITY EMPOWERMENT AND AWARENESS RAISING

Coordinator: Magyar Leszbikus Meleg Biszexuális És Transznemű Szövetség (HU)

Participants: HU

The project aims to:

- Improve the social acceptance of LGBTQI people;
- Increase positive visibility of LGBTQI people, and encourage LGBTQI people;
- Foster a supportive social environment around LGBTQI people, especially in schools, workplaces, and families;
- Fight discrimination based on sexual orientation and gender identity.

Main outputs:

- 2 research reports on social attitudes to LGBTQI people, 3 new, 2 revised training programs, 6 awareness raising publications targeting family members, teachers, students and workplace colleagues, 3 thematic mini-sites, 92 online videos and photo stories, 3 online games.

Implementation period: 1.1.2018 - 31.12.2019

Total Cost: 222 691.61 EUR | **Grant Awarded:** 178 153.29 EUR

LOVE MOVES: THE RIGHTS OF RECOGNIZED SAME-SEX PARTNERS MOVING ACROSS THE EU

Coordinator: Centre For The Study Of Democracy (BG)

Participants: BG

The project aims to:

- Identify discrimination practices of Member States which don't recognize same-sex couples in jurisdiction as such and violate the right of free movement within the EU;
- Raise awareness about the situation of same-sex couples with recognition of another EU Member State citizen who travel or reside in Bulgaria; inform the LGBT community about the limitations for freedom of movement across the EU for LGBT couples and mobilise support for change.

Main outputs:

- 6-10 same-sex couples interviewed, 2-4 couples shared experience via public videos, 90 participation in LGBT community seminars, 30 participation in petition seminars, 50 000 citizens reached by videos campaign, 600 000 citizens reached by media coverage, 5 000 citizens signed a petition to BG authorities, 20 000 citizens signed a petition to EP, 2 000 visitors of Sofia Pride Art Week, 1 700 visitors of Sofia Pride Film Fest, 200 receivers of a user-friendly research finding leaflet.

Implementation period: 1.12.2017 - 31.5.2019

Total Cost: 202 369.1 EUR | **Grant Awarded:** 161 895.28 EUR

TRANS SEX WORKERS RIGHTS ARE HUMAN RIGHTS

Coordinator: Agencia Piaget Para O Desenvolvimento (PT)

Participants: EL, IT, AT, ES

The project aims to:

- Contribute to the fulfilment, respect and protection of Trans Sex Workers' (TSW) fundamental rights;
- Increase public awareness, understanding and acceptance of Trans people, and TSW in particular;
- Improve skills of professionals who play a determining role in TSW lives;
- Increase the number of effective interventions.

Main outputs:

- 5 working meetings, 2 management matrix, 4 guidelines, 3 reports, 1 final conference, 2 reports, 2 focus groups per country, 1 guidelines, 1 fact-sheet per country, 1 scientific paper, 1 video, 3 skills building workshops per country, 1 training kit, 5 trainings per country, 1 training manual, 5 factsheets per country, CDS plan, 1 Dropbox, 1 mailing list, 1 database, 3 accounts in social media, 1 informational leaflet, 2 newsletters, 2 press releases, 1 website, 5 participations in events, 5 posters.

Implementation period: 1.12/2017 - 30.11.2019

Total Cost: 543 981.58 EUR | **Grant Awarded:** 435 183.52 EUR

PARTICIPATORY APPROACH FOR RAISE AWARENESS AND DISCRIMINATION AGAINST SEXUAL AND GENDER ORIENTATION IN HEALTHCARE SECTOR

Coordinator: Ethniki Scholi Dimosias Ygeias (EL)

Participants: EL, FR, NL

The project aims to:

- Combat any LGBTI discrimination and raise awareness among healthcare professionals on LGBTI definitions, rights and needs, create an inclusive and LGBTI culturally competent health sector through a participatory approach;
- Create a practical guide booklet on "Dos and Don'ts on LGBTI people in the health sector", positively influence health professionals' attitudes towards LGBTI people.

Main outputs:

- 500 health professionals as direct beneficiary, desk research and primary research, 1 online survey, 1 focus group, 5 consultation meetings, 4 practical guide booklets, 1 training toolkit, 11 trainings, dissemination material logo and 1 000 leaflets, a web-site and a social media site, 5 newsletters, 2 press releases, 8 info days, and a final conference.

Implementation period: 1.1.2018 - 30.4.2019

Total Cost: 246 956 EUR | **Grant Awarded:** 197 564.8 EUR

KNOWLEDGE-BASED COUNTER-NARRATIVES CAMPAIGN TO INCREASE SOCIAL ACCEPTANCE OF LGBTI PEOPLE AND RIGHTS AND REDUCE HOMOPHOBIC AND TRANSPHOBIC HATE IN ITALY

Coordinator: IT

Participants: IT

The project aims to:

- Increase the social acceptance of LGBTI people;
- Prevent homophobic and transphobic discrimination and hate in Italy, by increasing, systematising and sharing knowledge on hate speech and homophobic narratives in online settings, producing and disseminating online and offline effective knowledge-based counter-narratives and increasing the number of "straight allies" and multipliers in the promotion of LGBTI equality.

Main outputs:

- 1 management plan, ICT platform, keywords report, 1 manual, 10 training session, 1 website, 4 digital postcards versions, 1 campaign toolkit, 2 project conferences, 1 digital and printed conference booklet, 1 guidelines for counter-narratives etc.

Implementation period: 1.11.2017 - 30.4.2019

Total Cost: 199 735.83 EUR | **Grant Awarded:** 159 788.66 EUR

CALL IT HATE: RAISING AWARENESS OF ANTI-LGBT HATE CRIME

Coordinator: Università Degli Studi Di Brescia (IT)

Participants: BE, BG, SI, HU, UK, LT, PL, IE, SI, HR

The project aims to:

- Measure and raise awareness of anti-LGBT hate crime;
- Develop campaign and outreach strategies;
- Empower victims and encourage reporting;
- Share good practices;
- Strengthen cross-border cooperation.

Main outputs:

- 10 representative omnibus surveys (CATI), 11 research reports, 11 key findings factsheets, 20 three-hour focus groups with members of LGBT community, 10 one-day expert roundtables, campaign to general public, an estimated 10 660 000 citizens reached, dissemination through the project website; 11 press conferences, 30 press/online articles etc.

Implementation period: 1.1.2018 - 31.12.2019

Total Cost: 1 293 098.21 EUR | **Grant Awarded:** 1 034 478.56 EUR

COMBATING HOMOPHOBIC AND TRANSPHOBIC BULLYING IN SCHOOLS

Coordinator: Kentro Merimnas Oikogeneias Kai Paidiou (EL)

Participants: CY, NL, LT

The project aims to:

- Contribute to the prevention and combating of homophobia and transphobia (HT) in the educational environment in GR, CY, LT;
- Promote and strengthen the prevention of HT bullying in schools and build the capacities of teachers and school advisors on preventing and addressing HT bullying;
- Enhance multi-actor cooperation & exchange on combating HT bullying in schools, support prevention through counter narratives development & promotion.

Main outputs:

- 3 national surveys, 1 summary report and policy recommendations, educational curriculum for school advisors/professionals and for teachers, manuals, 46 training seminars, workshops, 1 online learning platform, 7 cooperation events, 6 000 leaflets, 3 info days, 6 social media videos, 1 web site, 1 final conference etc.

Implementation period: 1.10.2017 - 30.9.2019

Total Cost: 302 307.1 EUR | **Grant Awarded:** 241 843.86 EUR

A EU NETWORK TO TRAIN YOUNG SOCIAL MEDIA MANAGERS, BLOGGERS, ONLINE ACTIVITISTS, YOUTUBERS AND YOUNG PEOPLE TO COUNTER, MONITOR AND PREVENT (ONLINE) HATE SPEECH AND OTHER FORM OF INTOLERANCE

Coordinator: Istituto Europeo Per Lo Sviluppo Socio Economico Associazione (IT)

Participants: HU, ES, RO, LT, CZ, IT, BG, EL

The project aims to:

- Combat racism and discrimination in online hate speech by equipping young social media managers, bloggers, online activists, "youtubers" and young people with the competences necessary to recognize and act against such human rights violations;
- Motivate young people to discuss and act against (online) hate speech, creating a network of 100 human rights activists against racism and discrimination.

Main outputs:

- 1 project website, online platform, training materials, youth media campaign materials, 1 EU conference; 1 dissemination and exploitation report, 1 evaluation report etc.

Implementation period: 1.11.2017 - 31.10.2019

Total Cost: 592 742.55 EUR | **Grant Awarded:** 474 194.02 EUR

DEVELOPING A WORKING METHOD TO SUPPORT LGTBI VICTIMS OF GBV BY INTEGRATING GENDER AND SEXUAL DIVERSITY

Coordinator: Surt. Fundació De Dones. Fundació Privada (ES)

Participants: EL, HU, IT, DE

The project aims to:

- Improve knowledge on GBV (gender based violence) against LGTBI people;
- Develop working methods to support LGTBI victims of GBV from a gender and sexual diversity approach, train GBV and anti-discrimination professionals to improve support to LGTBI victims;
- Develop support, awareness-raising and empowerment actions for LGTBI victims, and raise awareness among professionals, policy-makers and CSOs on the need to improve services for LGTBI victims.

Main outputs:

- 5 national needs assessment reports, 750 guides for professionals in 6 languages, printed and online versions, 50-75 support programmes for LGTBI victims per country, 4 national and 1 EU conferences, 1 project website, 5 national advisory networks, 11 policy briefs etc.

Implementation period: 2.1.2018 - 1.1.2020

Total Cost: 535 520.31 EUR | **Grant Awarded:** 426 417.14 EUR

WE ARE FAIR

Coordinator: Prague Pride ZS (CZ)

Participants: CZ

The project aims to:

- Exchange of information and mutual learning between LGBTI organizations on tactics and methods of successful campaigning;
- Design and implement a public awareness campaign combating stereotypes towards LGBTI people in Czechia;
- Create a peer review and a tool-kit on successful campaigning;
- Increase public support for equality of LGBTI people and secure support for positive legal and policy changes.

Main outputs:

- Data collection analysis, mutual learning activities and campaign outputs, such as public debates, exhibitions, leaflets, videos, media outputs, websites and online ads.

Implementation period: 15.1.2018 - 14.1.2020

Total Cost: 211 753 EUR | **Grant Awarded:** 169 300 EUR

#LGBT_LT: RAISING AWARENESS THROUGH VISIBILITY IN LITHUANIA

Coordinator: Lietuvos Geju Lyga Asociacija (LT)

Participants: LT

The project aims to:

- Increase participation of LGBT individuals in public life;
- Increase social acceptance of LGBT people in Lithuania;
- Raise awareness about remaining legal challenges for LGBT people;
- Promote active citizenship among the members of the local LGBT community with the view of reshaping public discourse on LGBT issues.

Main outputs:

- 10 qualitative interviews, 1 quantitative survey, 1 national report, 2 publications, 5 video testimonies, 1 international conference, 1 “Rainbow Days” 2018 billboard campaign, 1 social media campaign, 3 meetings between LGBT members and equality body, 1 social campaign “Rainbow Bus” (+ 1 video), 1 official reception; 42 film screenings, 4 public discussions, 20 posters, 2000 leaflets, 2000 postcards, 4 press releases, 5 articles, 1 social media campaign, 1 “Baltic Pride” billboard campaign, 1 international conference (+ 1 printed programme), 1 March for Equality (+ 2 videos), 1 Pride Park (+ 1 video), 1 Pride House (+ 1 printed programme) etc.

Implementation period: 1.1.2018 - 31.12.2019

Total Cost: 197 956.42 EUR | Grant Awarded: 155 309.82 EUR

ELIMINATING TRANSPHOBIC, HOMOBOPHIC AND BIPHOBIC STEREOTYPES THROUGH BETTER MEDIA REPRESENTATION (E.T.H.O.S.)

Coordinator: Kentro Merimnas Oikogeneias Kai Paidiou (EL)

Participants: EL, HR, LT

The project aims to:

- Challenge long-lasting stereotypes and prejudices and combat discrimination against LGBT in GR, LT and HR in media;
- Educate and raise awareness among journalists and media students about the phenomenon of Homophobia, Transphobia and Biphobia (HTB) in the media and in particular about the direct or indirect (re) production of stereotypes and prejudices against LGBT.

Main outputs:

- 12 workshops for journalists and Media staff and 12 for media students, 1 LGBTQI + Representation Guide for journalists and media students, 1 policy recommendation paper on HTB media discourse, 1 international conference on combating HTB Media discourse, and several advocacy and lobbying meetings with decision-makers.

Implementation period: 2.1.2018 - 1.1.2020

Total Cost: 191 612.39 EUR | Grant Awarded: 150 741.46 EUR

BREAKING THE CYCLE OF VIOLENCE

Coordinator: Ministry For European Affairs And Equality Human Rights and Integration Directorate (MT)

Participants: MT

The project aims to:

- Identify the behaviours and attitudes of victims experiencing violence against women (VAW);
- Raise awareness among vulnerable groups of women of women with disabilities, migrant women, and lesbian, bisexual, trans and intersex (LBTI) women, informed them about support services and protection measures;
- Raise awareness among children and youths, and actively engage boys and men in the fight against VAW;
- Develop an educational programme for children and young adults on VAW prevention etc.;

Main outputs:

- 1 launch event, 1 research report; 3 training packages, 16 mentoring workshops, 32 hours one-to-one mentoring sessions with victims of VAW, 45 hours one-to-one mentoring sessions with the target groups; 2 leadership weekends, 2 educational programmes, 1 webpage hosted on MSDC's portal etc.

Implementation period: 1.1.2018 - 1.6.2020

Total Cost: 345 923.95 EUR | **Grant Awarded:** 277 103.93 EUR

ADVANCING IN LGBT DIVERSITY MANAGEMENT IN THE PUBLIC AND PRIVATE SECTOR

Coordinator: INSTITUTO DE LA MUJER Y PARA LA IGUALDAD DE OPORTUNIDADES (ES)

Participants: ES, PT

The project aims to:

- Increase the number and comprehensiveness of LGBT diversity management strategies in private companies and public universities in Spain and Portugal;
- Increase knowledge and awareness on LGBT issues at the workplace and increase the knowledge of LGBT diversity management of key staff members.

Main outputs:

- 2 art reports on LGBT diversity management for private companies and public universities, a minimum of 22 individual assessments and tailor-made proposals for participating institutions;
- 1 Massive Open online Course (MOOC) on LGBT diversity management, 1 on-line guide on how to build a safe and inclusive workplace, 5 video-pills for training purposes, 3000 flyers in Spanish, Portuguese and English and 1 final report.

Implementation period: 1.11.2017 - 31.8.2019

Total Cost: 266 508.11 EUR | **Grant Awarded:** 200 720.29 EUR

More information:

ec.europa.eu/lgbti

https://ec.europa.eu/info/strategy/justice-and-fundamental-rights/discrimination/lesbian-gay-bi-trans-and-intersex-equality_en

Věra Jourová

Commissioner for Justice, Consumers
and Gender Equality



Directorate General for Justice and Consumers

