



**ETUC Conference, Brussels 29-30 January 2008**  
**International Trade Union House – Auditorium**

*"Extending equality: Trade union actions to organise and promote equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity"*

**Programme**

**First day Tuesday 29 January 2008**

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*First part of the day: Raising and exchanging knowledge and awareness*

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| 9.00 – 9.30   | <i>Coffee and registration</i>  |
| 9.30 – 9.45   | Welcome by General Secretary ETUC <b>John Monks</b>   |
| 9.45 – 10.00  | Opening statement by <b>Michael Cashman</b> (MEP)   |
| 10.00 – 10.15 | European Commission initiatives and commitment to combat discrimination on grounds of sexual orientation and gender identity, <b>Belinda Pyke</b> (Director of the Directorate "Equality between Men/Women, Action against discrimination, Civil Society" DG Employment and Social Affairs)   |
| 10:15-10:30   | Trade unions' commitment to tackle gender and sexual stereotypes at work and in society which lead to discrimination and homophobia <b>Nick Crook</b> (UNISON – United Kingdom)   |
| 10.30 – 10.45 | <b>Patricia Prendiville</b> (Executive Director of ILGA – Europe)<br>The crucial role for trade unionists and LGBT advocates in bridging the gap  |
| 10.45 - 11.15 | Questions and debate  |
| 11.15 – 11.30 | <i>Coffee break</i>   |
| 11:30– 12.30  | Panel with trade union and LGBT activists on how to address the different backgrounds in western and Eastern Europe for discrimination on grounds of sexual orientation and gender identity (trade union and ILGA-Europe representatives,<br>Moderator: Michiel Odijk (Netherlands)<br>Panellists:<br>- Marie-Pierre Itturioz (CGT) France<br>- Dariusz Cichon (OPZZ) Poland<br>- Kürşad Kahramanoğlu (KAOSGL) Turkey<br>- Alejandro Adler (FELGBT) Spain<br><br>Questions and debate |
| 12.30 – 14.00 | <i>Lunch break</i>  |



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*Second part of the day: How are trade unions and/or NGO's dealing with sexual orientation and gender identity? Exchange of good practice examples and other relevant experiences*

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- 14.00 – 14.30 Presentation of outcomes ETUC questionnaire and ILGA questionnaire among respective affiliates on good and bad practices and experiences with regard to non-discrimination and protection of LGBT workers, **Cinzia Sechi** (ETUC), **Silvan Agius** (ILGA-Europe)
- 14:30– 15.30 Three national case studies on LGBT workers and trade union involvement in South and East European countries.  
Chair: Catelene Passchier  
Speakers:
- Wanda Guimaraes (UGT, Portugal)
  - Paulo Côrte-Real (Associação ILGA Portugal)
  - Maria Gigliola Toniollo (CGIL, Italy)
  - Tatjana Greif (ZSSS, Slovenia)
  - Natasa Velikonja (ŠKUC-LL, Slovenia)
  - Charmaine Grech (GWU, Malta)
  - Gabriella Calleja (MGRM, Malta)
- Questions and debate
- 15:30 – 16.00 *Coffee break*
- 16.00 – 17.00 Three case studies from North and West Europe on LGBT workers and trade union involvement.  
Chair: Catelene Passchier  
Speakers:
- Colin de la Motte-Sherman (VER.DI, Germany)
  - Grada Schadee & Lucia van Westerlaak (FNV, The Netherlands)
  - Dolores Kandalin Mogard (SACO, Sweden)
  - Katrien Van Leirberghe (Holebifederatie, Belgium)
- Questions and debate
- 17.00 – 17.15 Closure of first day, practical announcements, etc.
- 19.30 Dinner



## ***Second day Wednesday 30 January 2008***

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*First part of the day: Follow up and future action and activity*

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9.00 – 9.15	Short video on LGBT workers
9.15 – 10.30	<p>Discussion in small groups (one EN, one FR and one multilingual on following questions (non-exhaustive)</p> <p>Moderators:</p> <ul style="list-style-type: none"><li>Peter Purton (TUC, United Kingdom)</li><li>Chidi King (EPSU)</li><li>Viviane Goergen (LCGB Luxembourg)</li><li>Evelyne Paradis (ILGA-Europe)</li><li>Silvan Agius (ILGA-Europe)</li></ul> <ul style="list-style-type: none"><li>• How can trade unions be interested in taking up the interests of LGBT workers?</li><li>• How to make trade unions a safe place for LGBT workers; which barriers to overcome so that trade unions represent their interests?</li><li>• How, and in what form, to offer LGBT workers protection against discrimination in the workplace?</li><li>• What changes are necessary, with regard to trade union organisation, strategy and policy?</li><li>• How can trade unions benefit from alliances with social NGO's?</li></ul>
10.30 – 11.00	<i>Coffee break</i>
11.00 – 12.00	Discussion in small groups (one EN, one FR and one multilingual) on developing future plans and activities: who will do what; suggestions for the development of an LGBT trade union network, actions for awareness raising, etc.
12.00 – 12.30	Reporting back in plenary
12.30 – 13.00	Concluding remarks and closure of conference by <b>Catelene Passchier</b> (ETUC Confederal Secretary), <b>Evelyne Paradis</b> (ILGA-Europe) and <b>Silvan Agius</b> (ILGA-Europe)
13.00 – 14.00	<i>Lunch</i>

