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**Onderwerp:** ETUC expresses solidarity with LGBT workers on International Day against Homophobia and Transphobia

**ETUC EXPRESSES SOLIDARITY WITH  
LGBT WORKERS ON  
INTERNATIONAL DAY AGAINST  
HOMOPHOBIA AND TRANSPHOBIA**

Brussels, 17 May 2010



**European Trade Union Confederation [ETUC]  
Confédération européenne des syndicats [CES]**

*On International Day against Homophobia and Transphobia 2010, the European Trade Union Confederation (ETUC) wishes to express its solidarity with all workers facing discrimination based on their sexual orientation or gender identity in Europe and beyond.*

The ETUC is at the forefront in defending human rights. This fight not only includes trade union rights, but it also covers a strong commitment to equal treatment and non-discrimination as well as respect and dignity for lesbians, gays, bisexuals and transgender people (LGBT).

ETUC is strongly convinced that diversity helps to build effective teams in the workplace and, at the same time, respect is the basis for individual input and commitment. All workers need a socially supportive environment in order to be productive and to contribute. Black or white, man or woman, young or old, heterosexual or homosexual: we all benefit when there is respect, dignity and equal treatment, in trade unions, in society at large, and certainly at the workplace.

Recent studies indicate that a high percentage of LGBT workers still opt to stay in the closet and not 'come out' for fear of being demoted, ostracized or losing their jobs. Harassment and violence are unacceptable acts that LGBT people still experience at their workplaces. Ensuring respect for human rights, including LGBT rights, are central to trade union activities and trade unions are key to protect these workers against any form of unfair treatment.

*"It is important that trade unions remain committed to the fight against discrimination and that Europe step up its efforts to ensure that LGBT people fully enjoy their civil rights. The proposed article 13 Directive to implement the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation outside the labour market would definitely play a major role and we hope that progress to its adoption are soon made at EU level"* says Veronica Nilsson, ETUC Special Advisor.

Following the adoption in 2008 of its recommendations on organising and promoting equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity, the ETUC is supporting the organisation of the OPZZ Conference which aims to promote trade unionism to LGBT workers in Central and Eastern Europe. The Conference will take place in Warsaw on 15 July 2010, during the Europride. For more information and to register for this event see attached leaflet.

[Leaflet of OPZZ Conference](#), Warsaw 15 July 2010

[ETUC page on LGBT](#)

**For more information :**

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