



Legal and Policy developments for LGBTI people in the EU

Juan Gonzalez Mellizo
DG Justice - European Commission

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Recent evidence on LGBTI discrimination

FRA survey on LGBT discrimination

Eurobarometer on Discrimination in 2012

- **LGB** discrimination on the rise since 2009
- **T** discrimination: unawareness and rejection

Positive developments in LGBT rights in some countries → more open societies?

EU Antidiscrimination Legislation

Sexual orientation

- ✓ **Employment Directive 2000/78/EC** → EC report on its implementation (January 2014)
- ✓ **EUCJ case law:** Maruko and Römer (same sex civil partnerships), Acceptia (public homophobic statements)

Gender identity → **EUCJ case law:** P v S and Cornwall County Council

- ✓ Directive 2006/54/EC on **gender equality in employment** (recast) → EC report on its implementation (Dec 2013)
- ✓ Directive 2004/113/EC on **gender equality in access to good and services** → Upcoming EC report

The Charter of Fundamental Rights

- ✓ *Article 21 prohibits discrimination*
- ✓ *EU legislation complies with the Charter*
- ✓ ***EU law relevant for LGBT: Victims of Crime directive (2012/29/EU) , Qualification Directive (2011/95/EU), free movement directive***
- ✓ *The Charter applies to Member States when implementing EU law*

Other actions by the EC

- *Policy support to Member States through peer learning*
- *Financial support for actions combatting discrimination
(**PROGRESS** → **Rights, Equality and Citizenship program**)*
- *Promotion of the business case of diversity*
- *Mainstreaming and data collection*

Challenges ahead

Filling the legal gap: The horizontal Equal Treatment Directive

How best promote diversity and change negative attitudes and prejudice?

Trans issues