



Union of Equality: LGBTIQ Equality Strategy 2020-2025

TOWARDS LGBTIQ EQUALITY: FREE TO BE YOURSELF IN THE EU



“I will not rest when it comes to building a Union of equality. A Union where you can be who you are and love who you want – without fear of recrimination or discrimination.

Because being yourself is not your ideology.

It’s your identity.

And no-one can ever take it away.”

Ursula von der Leyen
President of the European Commission
State of the Union 2020

Strong support to fight anti-LGBTIQ discrimination at EU level

- ✓ 2015-2019 List of actions by the European Commission to advance LGBTI equality
- ✓ Calls by the Member States, the European Parliament and civil society for an LGBTIQ Strategy to be developed (outcome of the 2019 conference “Advancing LGBTI equality in the EU: from 2020 and beyond” organised by the Commission together with the Finnish Presidency)

LGBTIQ equality is yet to be achieved



In 2019, **76%** of EU citizens believe that lesbian, gay, and bisexual people should have equal rights to heterosexual people, compared to 71% in 2015.



However **43%** of LGBT people felt discriminated against in 2019, as compared with 37% in 2012.

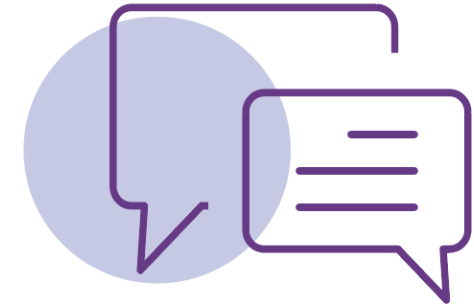
A vision for diversity



Have equal opportunities



Be safe



Fully participate in society

The first-ever LGBTIQ Equality Strategy



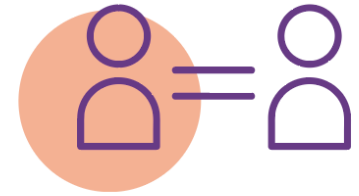
1.
Tackling
discrimination
against LGBTIQ
people



2.
Ensuring
LGBTIQ people's
safety



3.
Building LGBTIQ
inclusive
societies



4.
Leading the call
for LGBTIQ
equality around
the world

1. Tackling discrimination against LGBTIQ people



19% of lesbian, gay and bisexual people, **35%** of trans people and **32%** of intersex people felt **discriminated against at work** in the previous year.



46% of LGBTI people are **never open** to medical staff or healthcare providers **about being LGBTI**.



51% of intersex and **48%** of trans persons, **35%** of lesbians and **31%** of gay men live in households that have **difficulties making ends meet**.

1. Tackling discrimination against LGBTIQ people: objectives

- ✓ Enforcing and improving legal protection against discrimination
- ✓ Promoting inclusion and diversity in the workplace
- ✓ Combating inequality in education, health, culture and sport
- ✓ Upholding the rights of LGBTIQ applicants for international protection

1. Tackling discrimination against LGBTIQ people: key actions

European Commission

- Propose by 2022 any legislation following up to the upcoming report on the **implementation of the Employment Equality Directive**, in particular to strengthen the role of equality bodies
- Ensure **appropriate protection of vulnerable (including LGBTIQ) applicants** in the context of the common European asylum system and its reform
- Ensure **support for LGBTIQ equality** in action under the **Asylum and Migration Fund**
- Support **health research of relevance to LGBTIQ people**, including the trans and intersex communities, through Horizon Europe

Member States

- Ensure **legal protection against discrimination** on the grounds of sexual orientation, gender identity/expression and sex characteristics in various areas
- Improve **safe and inclusive education** for LGBTIQ children and youth
- Address the **specific needs of LGBTIQ applicants for international protection** while ensuring safe reception, detention and accommodation conditions
- Improve the **training of protection officers** and interpreters dealing with **asylum claims** by LGBTIQ people

2. Ensuring LGBTIQ people's safety



38% of LGBTI people have experienced **hate-motivated harassment** for being LGBTI in the 12 months preceding the survey.



22% of intersex people have experienced a **physical and/or sexual attack** for being intersex, in the past 5 years.



Only 21% of LGBTI victims of **hate-motivated physical or sexual violence** in the past 5 years **lodged a report** to any organisation, including the policy and equality bodies.

2. Ensuring LGBTIQ people's safety: objectives

- ✓ Reinforcing legal protection for LGBTIQ people against hate crime, hate speech and violence
- ✓ Strengthening measures to combat anti-LGBTIQ online hate speech and disinformation
- ✓ Reporting of anti-LGBTIQ hate crime and exchanges of good practices
- ✓ Protecting and promoting LGBTIQ people's bodily and mental health

2. Ensuring LGBTIQ people's safety: key actions

European Commission

- Present an initiative in 2021 to **extend the list of 'EU crimes'** (Article 83 TFEU) to cover hate crime and hate speech, including when targeted at LGBTIQ people
- Provide **funding opportunities for initiatives that aim to combat hate crime**, hate speech, violence and harmful practices against LGBTIQ people ('Citizens, Equality, Rights and Values' programme) and promote the rights of victims of crime, including LGBTIQ people ('Justice' programme)
- Table a Recommendation on the **prevention of harmful practices against women and girls**

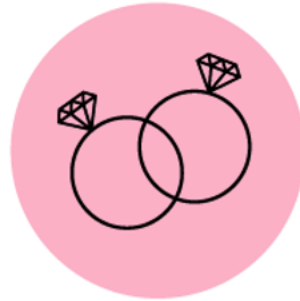
Member States

- Exchange best practice on **protection against hate speech and hate crime** against LGBTIQ people
- Promote a **safe and supportive environment** for LGBTIQ victims of crime
- Improve **training and capacity building** for law enforcement to better identify and record LGBTIQ-phobic bias and **increase crime reporting**

3. Building LGBTIQ inclusive societies



53% of LGBTIQ people are almost **never or rarely open** about being LGBTIQ.



21 Member States recognise the **unions** of same-gender couples, while **15 Member States** provide for **adoption** by same-gender couples.



Legal gender recognition based on self-determination applies in **4** Member States.

3. Building LGBTIQ inclusive societies: objectives

- ✓ Ensuring rights for LGBTIQ people in cross border situations
- ✓ Improving the legal protection of rainbow families in cross-border situations
- ✓ Improving the recognition of trans and non-binary identities, and intersex people
- ✓ Fostering an enabling environment for civil society

3. Building LGBTIQ inclusive societies: key actions

European Commission

- Review the 2009 guidelines on free movement in 2022 to reflect the diversity of families and contribute to facilitating the exercise of **free movement rights for all families, including rainbow families**
- Propose a horizontal legislative initiative on the **mutual recognition of parenthood** between Member States
- Explore possible measures to support the **mutual recognition of same-gender partnership** between Member States
- Make funding opportunities available, in particular through the 'Citizens, Equality, Rights and Values' programme

Member States

- Put in place accessible **legal gender recognition legislation** and procedures
- Improve the **inclusion of trans, non-binary and intersex people** in relevant documentation, applications, surveys and processes
- Rigorously apply the **right to free movement** and EU rules on family law

4. Leading the call for LGBTIQ equality around the world: objectives

- ✓ Strengthening the EU's engagement on LGBTIQ issues in all its external relations

4. Leading the fight for LGBTIQ equality around the world: key actions

European Commission

- Implement actions supporting LGBTIQ rights in line with the 2020-2024 Action Plan on human rights and democracy and with the EU Guidelines to **promote and protect the enjoyment of all human rights by LGBTI persons**
- Ensure **support for LGBTIQ equality in action** under the NDICI and IPA funds

5. Delivering on the strategy

TARGETED ACTIONS

MAINSTREAMING

INTERSECTIONALITY

EQUALITY DATA

STAKEHOLDER
ENGAGEMENT

NATIONAL ACTION
PLANS

LGBTIQ SUBGROUP

MONITORING



A joint effort is needed to achieve
LGBTIQ equality

Keep in touch

- LGBTIQ Equality Strategy 2020-2025:
https://ec.europa.eu/info/files/lgbtiq-equality-strategy-2020-2025_en
- Contact us via e-mail: JUST-LGBTI@ec.europa.eu

Thank you



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