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**Editor:**

Juris Lavrikovs

**Contact us:**

[euroletter@ilga-europe.org](mailto:euroletter@ilga-europe.org)

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The seven-year Programme targets all stake holders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA-EEA and EU candidate and pre-candidate countries.

PROGRESS mission is to strengthen the EU contribution in support of Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, PROGRESS will be instrumental in:

- providing analysis and policy advice on PROGRESS policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of the stakeholders and society at large

*For more information see:*

[http://ec.europa.eu/employment\\_social/progress/index\\_en.html](http://ec.europa.eu/employment_social/progress/index_en.html)

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## Message from Dirk

*Dear Euroletter readers, ILGA-Europe members, friends and supporters,*

The European Elections 2009 are over and done with. In this Euroletter you will find out about the results of our Be Bothered! campaign which are encouraging one fifth of all elected MEPs have already signed our Pledge and committed to advancing the rights of LGBT people in Europe and beyond. At the same time we all know that the political make up of the new European Parliament has shifted towards the centre right and some of the political groups in the European Parliament which have traditionally been our allies lost a few seats. This means that ILGA-Europe and its members will have to be active and innovative in establishing additional new relationships and building new alliances in order for the new European Parliament to be a strong human rights supporter. While some results of the European Parliaments elections could be seen as challenging, we see it as a new opportunity to broaden understanding of and support for LGBT rights.

Meanwhile the immediate agenda of the new European Parliament is to elect its new President. ILGA-Europe with its members is monitoring closely the nominations and gathers background information on the candidates. There are also political negotiations between the political groups in the European Parliament on dividing the chairs of various Committees and we are closely monitoring also this process.

Last but not least is the election of a new President of the European Commission and following nominations for the Commissioners posts. Whoever will be contesting for these posts, we will try to ensure that the new President and his/her Commissioners are fully committed to human rights agenda generally and the rights of LGBT people in particular. Depending of the nominations and follow up process, we might need to mobilise support and active participation of our member and supporters to obtain such human rights commitments.

**Dirk De Meirleir**

Executive Director

# 1/5 of newly elected European Parliament is already committed to LGBT equality!

*ILGA-Europe's media release, 19 June 2009*

**One fifth (19%)** or **139** newly elected Members of the 736-seat European Parliament have already signed ILGA-Europe's European Elections Pledge and have committed to LGBT equality.

Prior to the European Elections which took place on 4-7 June 2009, ILGA-Europe organised the *Be Bothered!* campaign and asked the candidates to sign 10-point Pledge which highlighted the key issues that ILGA-Europe wants to see advanced at the EU level over the next five years.

In total, **871** candidates from 26 EU Member States have signed the Pledge. This makes it **6%** of a total number of 14,933 registered candidates in all 27 Member States. Together with our members and partners, ILGA-Europe made a huge effort in approaching the candidates.

The political affiliation of the MEPs who signed the Pledge is as follows:

- **58% (73)** MEPs - the Socialist Group in the European Parliament (PES);
- **24% (41)** MEPs - the Group of the Green/European Free Alliance (Greens/EFA);
- **12% (17)** MEPS - the Alliance of Liberals and Democrats for Europe (ALDE);
- **4% (5)** MEPs – Confederal Group of the European United left – Nordic Green left (GUEN/EGL)
- **2% (3)** MEPs – the group of the European people's Party (Christian Democrats) and European Democrats (EPP).

Martin K.I. Christensen, Co –Chair of ILGA-Europe's Executive Board, said:

"We are very pleased with the outcome of our European Elections campaign. The number of MEPs who already fully committed to LGBT equality is impressive! This is definitely a great start which makes us believe the European Parliament will remain a key ally in the European Union in combating discrimination and promoting equality. The Pledge will remain open to other elected MPs and we hope that the number of signatures will continue to grow."

Linda Freimane, Co-Chair of ILGA-Europe's Executive Board, added:

"We want to thank all our friends, supporters and allies from the outgoing European Parliament of 2004-2009, and we look forward to continuing the cooperation with those who are coming back to Brussels. We also look forward to building new coalitions and allies across the political spectrum. While a majority of elected MEPs who expressed their commitment to LGBT equality come from political groups which are traditionally supportive of LGBT rights, we do hope to start working jointly with more groups towards eradication of discrimination, prejudice and building equal and respectful future for all."

Be Bothered! campaign and ILGA-Europe's European Election Pledge:

[www.ilga-europe.org/EuropeanElections2009](http://www.ilga-europe.org/EuropeanElections2009)

# ILGA-Europe's participation in the European Commission's consultations

by *Lilit Poghosyan, ILGA-Europe's Programmes Officer*

In June 2009, the European Commission organised consultations between GD Enlargement and the representatives from international and non-governmental organisations.

The consultations are part of the Commission's preparation of the 2009 autumn enlargement package which includes annual progress reports on the candidate countries (Turkey, Croatia and the former Yugoslav Republic of Macedonia), the potential candidate countries (Albania, Bosnia and Herzegovina, Montenegro, Serbia) and Kosovo under UNSCR 1244.

As part of the accession process to the EU the countries are required to transpose the EU legislation into national laws and, more importantly, to implement and enforce them through the appropriate administrative and judicial structures. This includes adoption of comprehensive anti-discrimination laws that include sexual orientation and gender identity as protected grounds. ILGA-Europe together with local LGBT organisations has been monitoring the process of the transposition and the actions taken by the government authorities to respect and uphold LGBT people's rights.

As in previous years, ILGA-Europe was invited to participate in the consultations with the European Commission that have taken place on the 9th of June this year. We facilitated the participation of five activists from national LGBT organisations in the consultations where they presented the key issues of LGBT people in their respective countries. In addition, we have submitted written contributions to the Commission's 2009 annual progress reports, summarising our observations on the progress made by the countries in relation to LGBT people's rights. We believe that the Commission will incorporate our contributions in its annual progress reports and in partnership agreements with the countries, and will raise human rights concerns of LGBT people in bilateral talks with the governments.

The Commission's enlargement package is the most important tools at hand for the EU in influencing the human rights situation in candidate and potential candidate countries. The gradually wider and more self-evident inclusion of LGBT human rights in the Commission's monitoring system and in the progress reports means that LGBT rights are recognised within the European Union and that it is expected and demanded of the future members that they comply with the European values.

ILGA-Europe appreciates the European Commission's practice of involving civil society in the process of monitoring of the accession countries progress and hopes for continued good collaboration.

# First Step to Conducting Strategic Advocacy

by **Beth Fernandez**, *ILGA-Europe's Programmes Officer*

As part of the PRECIS project (Prevention and Empowerment in the CIS), ILGA-Europe organised a two and a half day advocacy planning session in Baku, Azerbaijan, from 2 to 4 June 2009 with our Azeri partner, *Gender and Development*. The session was attended by 7 staff members and volunteers of *Gender and Development* and its women's initiative group *Mehriban*, plus 2 staff members from *Za Ravnie Prava* (For Equal Rights) from Kherson in Southern Ukraine.

The aim of such sessions is to build the capacity of our partner organizations to advocate effectively and strategically on LGBT issues on a national and international level so that they maximize the potential of their staff and existing resources.

The session provides the participants with a framework and tools to produce a basic advocacy plan with two or three advocacy objectives which they can use to structure the advocacy work of their organisation. During this session, participants selected the passing of national legislation protecting the rights of LGBT people and the promotion of tolerant attitudes in state structures and society at large as their two advocacy objectives.

The session covers the concepts of advocacy and advocacy planning, identification and prioritisation of problems to be solved by advocacy, analysis of those problems, formulation of advocacy objectives and specific objectives, identification of key audiences, allies and opponents and selection of suitable tactics to use in each case. Time is also allowed for discussion of activities, resources and realistic timeframe.

The training received a positive evaluation by participants and we are looking forward to supporting *Gender and Development*, *Mehriban*, and *Za Ravnie Prava* in their future advocacy work.

*Gender and Development* is the only LGBT organisation registered in Azerbaijan and has been working for three years. They run a community centre which now attracts 300 regular visitors and conduct outreach on HIV/ AIDS prevention and monitoring within Baku. They assist LGBT people on specific cases where their human rights have been violated, offer psychological counseling and social activities. They are currently producing a film with ILGA-Europe's financial support documenting discrimination in Azerbaijan and in the future they intend to conduct strategic advocacy with national and international institutions and expand their outreach activities to other cities in Azerbaijan.

This training was one of a series of advocacy planning sessions held within the PRECIS project. Trainings were held with *Inclusive Foundation* (Georgia), *LiGA* (Ukraine) and *Labrys* (Kyrgyzstan) in 2008 and we will organise similar sessions with *We For Civil Equality* (Armenia) in December 2009 and in March 2010 with *Amulet* (Kazakhstan).



## Paid internship with ILGA-Europe

*by ILGA-Europe*

The post holder will provide efficient organisational and administrative support to the Finance Administrative Service Area with specific focus on assisting in the planning and organising of ILGA-Europe's annual conference.

**Deadline for applying: 12 July 2009**

Further details about the internship and how to apply on our website:

[http://ilga-europe.org/europe/about\\_us/job\\_opportunity/paid\\_internship\\_with\\_ilga\\_europe](http://ilga-europe.org/europe/about_us/job_opportunity/paid_internship_with_ilga_europe)

## Words raising awareness: EU journalist competition on discrimination and diversity

*Source: European Commission*

15% of Europeans believe they have been discriminated against – one good reason for the European Commission to launch for the sixth year running its “For Diversity. Against Discrimination.” journalist competition.

The award is open to both print and online journalists. It showcases the talents of media professionals who, through their writing, contribute to a better understanding of the benefits of diversity and tackling discrimination on the grounds of religion or belief, disability, age, sexual orientation, race or ethnic origin. This year's award includes a special category for articles focusing on the link between poverty and discrimination.

The competition is aimed at journalists in the EU who, through their work, contribute to a better understanding of the benefits of diversity and the fight against discrimination. It is part of the European Commission's “For Diversity. Against Discrimination.” communication campaign which promotes diversity and better information about discrimination rights throughout Europe. The award is organised in partnership with the Association of European Journalists, European Youth Press, and the European Journalism Centre. Last year the joint winners came from Le Monde in France and Danish national daily, Jyllands-Posten. The recently published [Media4Diversity](#) study has cited the Journalist Award as a good practice example which demonstrates “the power of incentives from the policy-making community through initiatives – and parallel funding measures”.

Articles published between 30 November 2008 and 31 August 2009 in either print or online media within the EU are eligible for the competition. Entries can be submitted on <http://journalistaward.stop-discrimination.info>. At the end of the entry period, national juries will gather in all 27 EU Member States to select the winning articles. A European jury will then choose the three best articles and the overall European Journalist Award winner from the 27 national winners. The winner of the 1st prize will receive €4,500, the runner-up and the winner of the 3rd prize €3,000 and €2,000 respectively.

As in previous years, a special award will also be given. This year, ahead of the 2010 European Year for Combating Poverty and Social Exclusion, articles focusing on discrimination and poverty will be awarded. To be considered for this special award, the articles must focus either on how discrimination based on the grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation can lead to poverty or how poverty can lead to discrimination. The winner of the Special Award will be rewarded with €2,500.

The European Commission is determined to eradicate discrimination in all its guises. The Journalist Award is one of several EU initiatives to promote a change of attitudes and behaviour in pursuit of this important goal.

# Members of the European Parliament and ILGA-Europe protest against homophobic and harmful law in Lithuania

*Source: joint media release by European Parliament's LGBT Rights Intergroup and ILGA-Europe, 24 June 2009*

On 24 June 2009, Members of the European Parliament's Intergroup on gay and lesbian rights will joined ILGA-Europe other people and NGOs in a demonstration outside the Lithuanian permanent representation in Brussels to protest against new homophobic and oppressive law in Lithuania.

On 16 June 2009 the Lithuanian parliament adopted an amended Law on the Protection of Minors against the Detrimental Effect of Public Information. According to this law, "propaganda of homosexuality and bisexuality" is one of the detrimental affects on the minors and information on homosexuality and bisexuality is banned from schools and any other places where it can be accessed by youth.

"It is my duty as an elected member of the European Parliament to act strongly against grave attempts to diminish human rights of EU citizens", said Michael Cashman, President of the Intergroup. "This new law is a spit in the face of the European values. To limit freedom of expression based on homophobia is a clear breach of EU's fundamental rights and principles."

"Our recent research, Social exclusion of young LGBT people Europe brought to light the fact that young gays and lesbians experience high levels of physical and psychological violence all over the European Union. We found that the highest levels occurred in schools. Similar surveys from other countries find that suicide rates among young LGBT people are up to 10 times higher than among their heterosexual fellows," said Simon Maljevac Chairperson of IGLYO (International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation). "All this suffering is caused by stigmatisation, intolerance and lack of access to information about homosexuality which young people need, both to understand their identity and to respect others differences. The new Lithuanian law will render even higher levels of suffering. We deplore the adoption of this law. It will harm young people, not protect them."

Background information is available on ILGA-Europe website:

<http://www.ilga->

[europe.org/europe/news/lithuanian\\_parliament\\_bans\\_propaganda\\_of\\_homosexuality\\_and\\_bisexuality](http://www.ilga-europe.org/europe/news/lithuanian_parliament_bans_propaganda_of_homosexuality_and_bisexuality)

# New Parental Leave Framework Agreement inclusive of diverse families

by *Silvan Agius, Policy and Programmes Officer*

The new *Parental Leave Framework Agreement* offers an indirect recognition of LGBT parents as it call for the taking into account of “the increasing diversity of family structures, while respecting national law, collective agreements and/or practice” when providing parental leave entitlements (Clause 1 Art 1).

Likewise this Framework Agreement also applies for trans working parents as it makes an express reference to the *Gender ‘Recast’ Directive*, and therefore equality between women and men in this Agreement should be understood to include trans workers.

On the one hand, the above may have the benefit of extending the right to parental leave to parents who cannot be legally recognised in their respective country, but their form of parenthood is recognised in the collective agreement regulating their working conditions.

On the other hand, this Framework Agreement does not go as far as ILGA-Europe was asking for. In fact, the text omits a direct reference to same-sex parents. Therefore, those parents whose familial relationship to their children is not yet recognised by “national law, collective agreements and/or practice” are unlikely to be entitled to the current parental leave package.

For more information and a copy of the Framework Agreement please see <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=526>

# Network of European LGBT Families Associations (NELFA)

by **NELFA**

In many European countries, Rainbow Families, that is families where parents are GLBT, are faced with unsuitable domestic laws, if not a total legal void.

This lack of proper recognition of Rainbow Families exposes them and especially their children to all sorts of legal risks. These families live with the thought that if a tragedy touches their life, for instance, the death or accident of the legal parent, the bond of the social parent to the child may not be recognised by the Law and basically their family life can be severely disrupted.

It goes without saying that this precarious situation may of course produce negative effects on the family and its members: a feeling of insecurity and uncertainty, social invisibility and psychological stress to name a few.

We are deeply convinced that action at European level is long overdue. With this objective in mind, on 1st May 2009, seven LGBT families organisations came together to start working on a European Network. These organisations are:

1. APGL – the French LGBT Parents Association;
2. GALESH – the LGBT Families Association of Valencia
3. GALEHI - the LGBT Families Association of Madrid
4. FLG – the LGBT Families Association of Catalonia
5. Associazione Famiglie Arcobaleno – the Italian Rainbow Families Association
6. Meerdangewenst – the Rainbow Families Association from the Netherlands
7. Rozalija, forum for LGBT parents and future parents in Slovenia.

The result of the work carried out on 1st May 2009 was the creation of NELFA, the network of European LGBT Families Associations. NELFA's aims are:

- To raise awareness about our families,
- To provide support to LGBT families in countries where currently there is no Association of LGBT families and assisting them with creating one.
- To lobby EU Member States to obtain, the same rights for our children that other children have.

NELFA is network of associations and, as such, it seeks to co-ordinate efforts, and assists individual associations. Upon NELFA's creation, it was decided that a network rather than a more structured organisation would allow NELFA more flexibility. It was decided that the leadership of NELFA would be carried by different associations every two years. The French LGBT Parents Association - APGL - was voted to carry the leadership until 2011.

# LGBT FAMILIES:

## Action plan:

**1.** To get more LGBT Families Associations on board. Please join the Network, your input is very valuable. The combined experiences of LGBT parents across Europe will make our lobby stronger. To join you just need to email [NELFA\\_Committee@yahoogroups.com](mailto:NELFA_Committee@yahoogroups.com) telling us who you are and the organisation you represent. We will send you an invitation to join the mailing list.

**2.** To organise a high-profile European Conference on LGBT Families in September 2010 with the attendance of politicians, academics, lawyers and LGBT families from all over Europe. This is a very ambitious project which will really highlight the need for European countries which do not recognise our families, to follow the example of countries like Spain, the Netherlands, Sweden, etc where our children enjoy the same rights that other children have.

Contact details: [europe@apgl.asso.fr](mailto:europe@apgl.asso.fr) or [NELFA\\_Committee@yahoogroups.com](mailto:NELFA_Committee@yahoogroups.com)

# UK: Stonewall launches guidance for employers on managing perceived tensions between Sexual Orientation and Religion

*Source: media release by Stonewall, 19 June 2009*

Stonewall publishes new guidance for employers on practical ways of managing perceived tensions between gay people and people of faith in the 21st century workplace. Based on practical solutions already developed among the 470 major employers now working with the charity, the guide provides essential advice on how to avoid conflicts which can arise at work.

'We recognise that there are still some tensions between people of faith and the 1.7 million gay people in the British workplace,' said Ben Summerskill, Stonewall Chief Executive. 'By preparing for difficult situations, employers can manage potential conflicts with confidence.'

Stonewall's new guidance, funded by the Equality & Human Rights Commission, examines the legal position and the need for organisational clarity. Detailed case studies from a range of sectors demonstrate how employers can accommodate the needs of both sides in any disagreement, alongside lessons learned from each case.

'While the 500 employers who are members of Stonewall's Diversity Champions Programme tell us that such conflicts are rare, employers also tell us that they're less confident about preventing and responding to such incidents than they are other to forms of dispute,' said Ben Summerskill. 'Recent YouGov polling found that people of faith in Britain are no more likely to be prejudiced against lesbian and gay people than anyone else. Happily, many people of faith don't have any problem working, living, socialising or praying with lesbian, gay and bisexual people. This guide will help with the small minority who do.'

'Religion and Sexual Orientation – How to manage relations in the workplace' can be downloaded free from

<http://www.stonewall.org.uk/workplace/3442.asp>

# Gibraltar defeats age of consent equalisation

by **Felix Alvarez**, *Equality Rights Group GGR*

Gibraltar's Parliament last week voted down a Bill proposing to equalise the age of consent for gay men at 16. At the moment, consent is set at 16 for heterosexuals and lesbians, whilst gay men must wait till 18 to reach the same status. Following 9 years of campaigning, Equality Rights Group GGR (Gibraltar's gay and human rights NGO), welcomed the move. However, inter-Party rivalry turned the opportunity into the strangest of situations. The Opposition Socialist and Liberals (with a long official commitment to equality for gays and lesbians) voted against the Bill on the basis that it disagreed with Government's refusal to publicly sponsor equalisation, in accordance with requirements of the European Court of Human Rights. Government gave a free vote, instead. Nonetheless, 4 out of the 10 Ministers of Government voted in favour.

"Those who voted 'no' actually meant 'yes'. And those who voted 'yes' were led by a Chief Minister who meant 'no', commented Felix Alvarez, Chairman of GGR.

"The level of social dialogue and debate generated by the proposal to equalise has been astonishing, nonetheless," Alvarez stated. "News coverage, letters for and against from all sectors of what has been a very closed, conservative community were, perhaps, some of the more positive aspects surrounding the issue. GGR's central objective since start-up in 2000 was to break the taboo and the silence. It was therefore very gratifying to see all manner of opinion represented publicly, in addition to witnessing how Parliament itself, at long last, has begun to take the concerns of sexual minorities on board."

Talking of the Gibraltar Parliament itself, Alvarez pointed out that the final vote "actually, and very confusingly resulted, however, in a clear and overwhelming majority of MPs voting in favour of equalisation. Regrettably, due to procedural manoeuvres," he said, "a technical defeat of the Bill occurred. Nonetheless," he continued, "the obligation to equalise does not and will not go away. It continues to be an international law obligation, and I am confident change will come about in time."

"Whether that move materialises sooner rather than later, in great part, will depend on if British and European-based pressure at both governmental, political and NGO level continues to be applied to the Government of Gibraltar. GGR did not dismantle its Age of Consent campaign when we heard about the moves in Parliament," he added, "and we have every intention to continue pursuing the matter. It is now abundantly clear that we have won the hearts and minds of a substantial majority of the public, as well as of parliamentarians in Gibraltar. Surveys and polls have verified this to be true. We will continue to ask for solidarity from the British and European LGBT community and we ask every individual and organisation able to contribute in our struggle to contact us. Our public thanks go to MEPs Michael Cashman and Graham Watson as well as to Peter Tatchell and ILGA Europe for their much-appreciated help and assistance," he concluded.



## Croatia: Condemnation of police conduct and violence

*Source: media release by Zagreb Pride, 15 June 2009*

### Police conduct

The Zagreb Pride Organizational Committee would like to express its dissatisfaction with police conduct before and during the Pride March of LGBTIQ persons. The police violated human and civil rights on multiple occasions, permitted an unconstitutional fascist gathering, permitted hate speech and, therefore, drastically decreased democratic standards of public assembly that have been established in the past years through work and cooperation with the police.

- 1.** The Croatian Police and the Minister of Interior Affairs allowed for the violent and unconstitutional gathering to be held against us, citizens of the Republic of Croatia. We have, along with other civil society organizations and some political parties, during the days before the Pride March, warned that the gathering, according to the method and messages it promoted when announced, obviously promotes and glorifies fascism, neo-nacism, the ustashe and calls for hate speech. When we reached the Main Square, it became clear to everyone that we were right and that the gathering that was granted permission openly advocates against the constitutional order of the Republic of Croatia. We would like to know if the Croatian Police would issue permission for a gathering that was announced as anti-Jewish, anti-Serbian or maybe anti-Roma? We hold that the Ministry of Foreign Affairs did not react in accordance with laws and that through permitting the «anti-gay gathering» it legalized the open expression of hatred and fascism.
- 2.** The police did not react in accordance with the Law on Public Assembly in the cases of the call for murder and hate speech (chanting «Kill, kill faggots», «Faggots to concentration camps»...) on Ban Jelačić Square. The police reacted only to a few incidents and only in accordance to the Law on Public Order. No one was held responsible for the calls for hatred and death which took place at the main city square. The Police also did not react to some citizens outside of the area of that gathering on Ban Jelačić Square who also used hate speech, spat on their fellow citizens in the Pride March and threw objects (cans and one old cell phone). Also, some participants of that gathering were publicly consuming alcoholic beverages (contrary to the Law on Public Assembly).
- 3.** This year, the police limited the constitutional right to freedom of assembly of the Zagreb Pride March. It constantly tried to prevent the leader of the March from stopping and addressing the citizens, which has been a practice during Pride and other gatherings for years. This type of police conduct is completely unacceptable and illegal, and we will therefore do everything in our capacity to ensure this conduct will never happen again.

All of this information will be reported to the relevant domestic and European institutions; the European Commission, embassies of EU countries, the European Parliament and the Council of Europe. We would like to

# FREEDOM OF ASSEMBLY, EXPRESSION AND ASSOCIATION:

remind you that Croatia has been blocked in the accession process due to the chapter on Judiciary and Fundamental Rights. On Saturday, the conduct of the Ministry of Internal Affairs sent a message about police that permits fascist gatherings, hate speech and limits the freedom of public assembly of the peaceful and non-violent citizens.

## Violence

Zagreb Pride condemns the physical attack on a participant of Pride March, our friend, who was first verbally harassed and then beaten up not far away from his home at around 5:30 pm, when coming back from the assembly. We expect the police to find the gang that obviously planned the attack as he was followed and to criminally prosecute the perpetrators on the basis of hate crime and to investigate the connections between perpetrators of this crime with the groups that organized anti-gay gathering and called for violence.

We ask the president of the Republic of Croatia, the president of the Government of the Republic of Croatia, leaders of institutions, Ombudspersons offices and political parties to publicly and without hesitation condemn violence and identify the hate crimes committed which were instigated by homophobia.

# Online survey about "The L-World in Business"

by *Wirtschaftsweiber e.V.*

Wirtschaftsweiber & WyberNet, the national associations of lesbian managers and entrepreneurs of Germany and Switzerland have initiated an European online survey about "The L-World in Business":

[https://www.surveymonkey.com/s.aspx?sm=O7iUogIWRPK7xWTW6a2QuQ\\_3d\\_3d](https://www.surveymonkey.com/s.aspx?sm=O7iUogIWRPK7xWTW6a2QuQ_3d_3d)

With the support of IBM, the survey has been translated and will be offered in English, German, French, Italian, Spanish and Catalan.

Our main objective is to substantiate our main hypotheses:

- Lesbians are present in companies on ALL hierarchy levels.
- Lesbians are well educated and professionally ambitious.
- Lesbians do offer buying power.
- Lesbians are self-confident consumers, employees and entrepreneurs.
- Lesbians are interesting - as employees as well as business partners.

First results will be presented at the Outgames workshop in **July 2009**.