



**EU policies and legislation
combatting discrimination
against LGBTI persons**

**Wester Meijdam
DG Justice – European Commission
Unit D3**

23 June 2015

Justice



Introduction

- *Definitions*
- *Social Acceptance*
- *Discrimination*
- *LGBTI-Movement*
- *EU Legislation*
- *EU Policies*

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Definitions

A **lesbian** is a woman whose enduring physical, romantic and/or emotional attraction is to other women.

Gay is often used to describe a man whose enduring physical, romantic and/or emotional attraction is to other men, although the term can be used to describe both gay men and lesbians.

Bisexual describes an individual who is physically, romantically and/or emotionally attracted to both men and women.

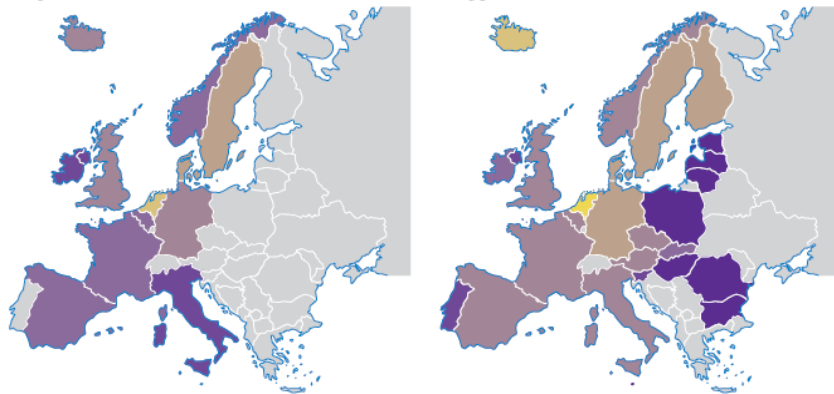
Transgender describes people whose gender identity and/or gender expression differs from the sex they were assigned at birth.

The term **intersex** covers bodily variations in regard to culturally established standards of maleness and femaleness, including variations at the level of chromosomes, gonads and genitals.

Social Acceptance

in 1981

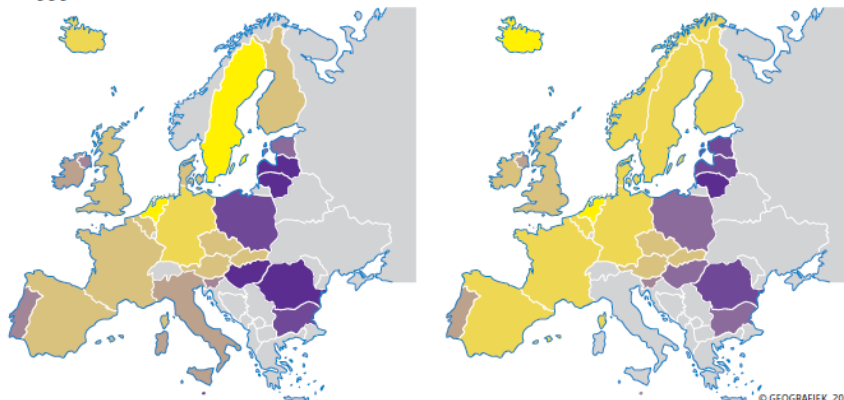
in 1990



Social Acceptance

in 1999

in 2008



Percentage of inhabitants thinking that homosexuality is never justified:

0 10 20 30 40 50 60 70 100%



■ No data

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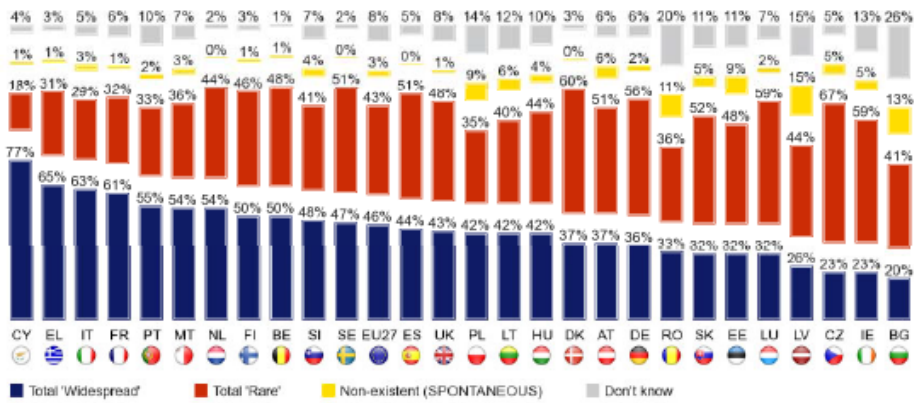
Social Acceptance

	% Good place to live	% Not a good place	% Don't know Refused
EU average	49	30	21
Netherlands	83	11	5
Spain	79	14	8
United Kingdom	77	11	12
Ireland	75	14	11
Belgium	74	12	14
Malta	72	12	16
Denmark	70	9	21
Sweden	69	8	23
Finland	65	21	15
Italy	63	30	7
Germany	62	24	14
France	59	14	27
Austria	56	28	16
Portugal	53	29	18
Luxembourg	50	30	20
Slovenia	40	44	16
Czech Republic	39	33	28
Cyprus	34	50	17
Hungary	32	24	44
Slovakia	32	36	32
Bulgaria	27	34	39
Estonia	27	41	32
Greece	24	61	15
Poland	21	54	26
Latvia	20	45	35
Lithuania	20	48	31
Romania	19	52	29
Croatia	18	48	34

"Is the city or area where you live a good place or not a good place to live for gay or lesbian people?"

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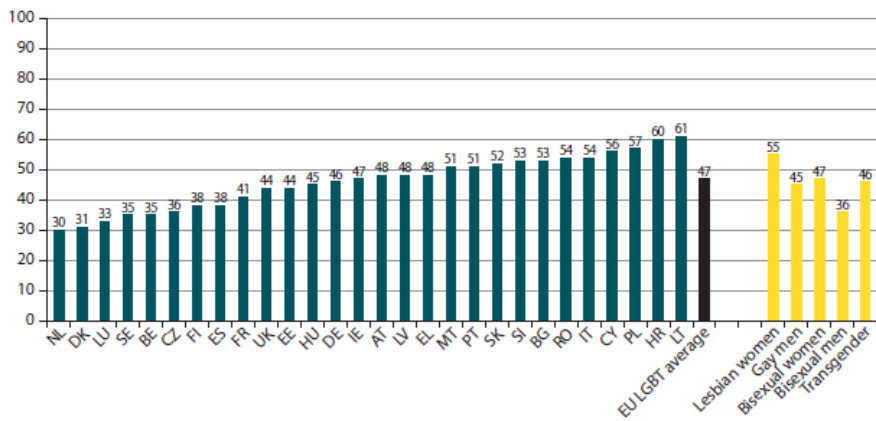
Discrimination



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Discrimination

Figure 1: Respondents who felt discriminated against or harassed in the last 12 months on the grounds of sexual orientation, by country and by LGBT subgroup (%)



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European LGBTI population

	Estimate %	Estimate #	EUMS Populations	
1 UK NSO Household Survey	1,5%	7,6 million	Bulgaria	7,2 million
2 COMMON USED FIGURE	5%	25,4 million	Romania + Slovakia	25,3 million
3 NL Sexual orientation at work study	5,7%	28,9 million	Benelux (BE, NL, LX)	28,5 million
4 Google Search Results	8%	40,6 million	Poland	38,5 million
5 Kinsey report	10%	50,7 million	Spain	46,5 million
			EU total	507 million

Challenges to identify the exact size of the LGBTI population

- *Underreporting*
- *Self-identification*
- *Behaviour*

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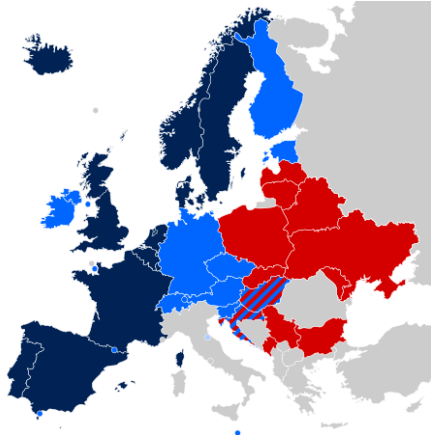
European LGBTI-Movement



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Legislation Family Law: NO EU Competence



*Same-sex
marriage*

*Registered
Partnerships*

*Constitution limits
marriage to
opposite-sex
couples*

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EU Legislation Legal Basis for Action

Art. 19 TFEU (former Article 13 Amsterdam Treaty)

“ ... *the Council* acting unanimously on a proposal from the Commission and after obtaining the consent of the European Parliament, *may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.*”

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EU Legislation Antidiscrimination

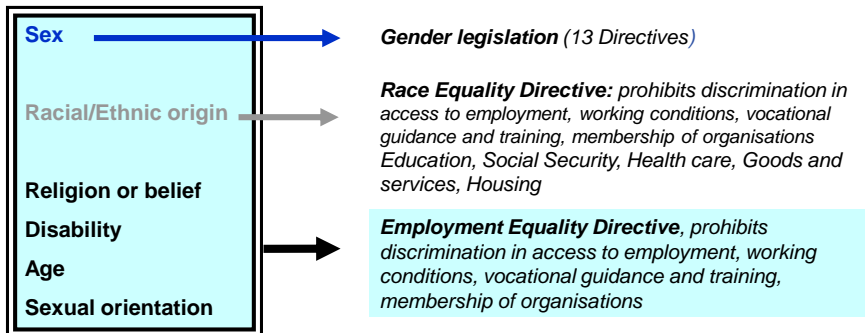
1 Grounds of discrimination: Race, Ethnic Origin, Age, Religion or Belief, Sexual Orientation, Sex, Disability

2 Areas of protection: employment, social protection (including social security), healthcare, education, housing, and access to good and services.

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EU Legislation Antidiscrimination



Horizontal Directive (under discussion): would extend protection against discrimination on the grounds religion, disability, age and sexual orientation beyond employment.

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Policies

- *Equal Treatment Directive*
- *Political statements*
- *Mainstreaming in all policies and legislation*
- *Financial support through the Rights, Equality and Citizenship Programme*
- *Financial support for Equinet, ILGA, TGEU and IGLYO*

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Policies

- *Diversity Charter for Businesses*
7.000 Companies, 14 Million Employees
- *Best practices exchanges*
- *Data collection and research*
Eurobarometer
Business Case
Equality Data Project
Report of Legal Experts

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Legislation EUCJ Case Law

- *P v S and Cornwall County Council (sex and gender identity)*
- *Maruko and Römer (same sex civil partnerships)*
- *Acceptia (public homophobic statements)*



Equality and Diversity Unit DG Personnel



Equality and Diversity Unit

"Love is a human right"
Article 17, International
Bill of Rights

"As for the future,
your task is not only to
foresee it,
but to enable it!"
Antoine de Saint-Exupéry

For inclusion
of persons
regardless of
sexual orientation



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Equality and Diversity Unit

The Equality and Diversity Unit (EDU) reports to the Director-General of Personnel. Its mandate includes advising, implementing and monitoring equality and diversity policies within the general personnel of the European Parliament.

EDU follows up and implements equality and diversity policy as defined by the Bureau of Parliament, notably the implementation of the Action Plan for the promotion of gender equality and diversity in the European Parliament (October 2006-2012).

EDU ensures that the human resources policies of the European Parliament reflect the principle of equal opportunities and respect for diversity, notably the integration of gender mainstreaming into all aspects of human resources policy.

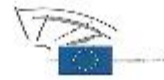
EDU draws up studies and reports, collects and analyses statistics from a gender perspective, acts to prevent and eliminate discrimination, in accordance with Article 11 of the Staff Regulations.

EDU primarily coordinates and executes the Code of conduct for staff in persons with disabilities.

EDU devises and facilitates projects that favour full participation and inclusion of persons with a disability.

EDU fosters the creation of an open and inclusive working environment, enables and commits people to do so, facilitates the launch of projects in the development and application of diversity of work policy with a view to eliminating all forms of harassment in the workplace.

EDU organises awareness-raising events and training activities and provides assistance to staff regarding questions linked to equality and diversity.



THREE PRIORITIES

The European Parliament commits itself to pursue **three priorities**:

- Equality between women and men
- Employment and integration of disabled persons
- Elimination of any obstacle to recruitment and any potential discrimination

www.lgbt-ep.eu
www.facebook.com/LGBTIntergroup
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The European Parliament's Intergroup on LGBTI Rights

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The European Parliament's Intergroup on LGBTI Rights

we do by gathering over **150 Members of the European Parliament** from all 13 EU countries and 21 Alliance Party Member States.

The work of this intergroup consists in monitoring the work of the European Parliament, working to the abolition of unfair gay, lesbian, transgender and bisexual (LGBTI) people in EU Member States and beyond and helping them find a way forward to make their voices heard in the European Parliament.

EUROPEAN PARLIAMENT

Our priorities

- We will continue to support, promote and monitor the implementation of the EU policy on the protection of the rights of LGBTI people across all EU MS.
- We will continue to monitor and promote the implementation of LGBTI people's rights in EU MS and beyond.
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The Intergroup is an informal forum for Members of the European Parliament who are interested in issues that concern the lives of lesbian, gay, bisexual, transgender and bisexual (LGBTI) people – as well as their families and companies. We do this on the basis of our own work and through a network of people who use LGBTI issues when they do their work. We do this through our work in the European Parliament and through our work in the EU.





European Parliament



Development of LGBTI rights in the last 25 years

Created by Equality and Diversity Unit, DG PERSONNEL

with a contribution from the LGBTI Intergroup

May 2015

Introduction

Significant variation in respect of the rights of LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) people still exists between States, both in terms of legislation and societal attitudes. Discriminatory practices persist where government policies have direct discriminatory impact or there exists an absence of applicable national legislation. Homophobic and trans-phobic treatment may be physical (including murder, beatings, kidnappings, rape and sexual assault) or psychological (including threats, coercion and arbitrary deprivations of liberty).

1. Declassification of homosexuality as an illness, will transgender people be next?

May 1990 World Health Organization (WHO) removes homosexuality from its list of disorders

Sexual orientation is no longer considered an illness but an integral aspect of an individual and should not be criminalised.

2014 WHO Working Committee Amendment Recommendation

However, depression and anxiety about being uncertain of sexual identity remain listed as illnesses. The Working Committee recommends the section F66 on 'Psychological and Behavioural Disorders Associated with Sexual Development and Orientation' is also removed from the next publication due 2017. The European Parliament supports this recommendation and also calls for an end to pathologization of trans-identities, meaning that everyone should be able to determine his or her own gender identity, without being labelled mentally ill.

2. Decriminalisation

More than 75 states worldwide still criminalise homosexuality, with at least five having the death penalty (Iraq, Mauritania, Sudan, Saudi Arabia and Yemen), and some parts of Nigeria and Somalia. In a further four countries it is not entirely clear if the Sharia code stipulating the death penalty is being implemented (Brunei Darussalam, Iraq, Pakistan and Qatar). Twenty states criminalise transgender identities. The European Parliament strengthens its on-going concern that countries continue to criminalise homosexuality and continues in its efforts to repeal such legislation.

1981 *Dudgeon v. United Kingdom*

First successful case sets legal precedent that no Member State can criminalise homosexual behaviour.

1993 *Modinos v. Cyprus*

Criminalisation of homosexual acts between consenting adults is a violation of an individual's right to privacy.

1988 *Norris v. Ireland*

Criminalisation of certain homosexual acts between consenting adults does not breach Article 8 of the European Convention on Human Rights.

2001 *Sutherland v. UK*

There is no objective and reasonable justification for maintaining a higher minimum age for male homosexual acts compared to heterosexual acts.

3. Freedom of Expression and Freedom to Assemble

Publication and distribution of 'homosexual propaganda' is illegal in six states: Belarus, Lithuania, Nigeria, Russian Federation, Tanzania and Uganda. The situation in Kazakhstan and Kyrgyzstan is currently being discussed in Parliament. The European Parliament has at multiple occasions condemned 'anti-propaganda' laws and called on countries to withdraw such legislation. The European Parliament has called for legislation prohibiting free expression to be repealed and condemns any fierce opposition, assaults or violence on LGBTI individuals taking part in Pride activities.

2007 [Barczakowski + others v. Poland](#)

Refusal of a permit, made by the Polish Local Authority, for an LGBT Pride March in Warsaw, on grounds of opposition to homosexuality is an infringement of freedom to assemble.

2010 [Alekseyev v. Russia](#)

The ban on a Pride Event is disproportionate to the Government's stated aim of protecting children and vulnerable adults from homosexual propaganda. In addition 'it would be incompatible with the underlying values of the Convention if the exercise of Convention rights by a minority group were made conditional on its being accepted by the majority.'

4. Employment and Benefits

Discrimination in employment based on sexual orientation is now prohibited in sixty one countries, with variation in the extent of rights covered. Employment rights include equal treatment in appointment to jobs, promotion opportunities, protection against dismissal, parental and family leave, participation in social security schemes such as pension and healthcare.

2000 European Employment Framework

The EU requires Member States to adopt a general framework for equal treatment of individuals in employment. Discrimination on the grounds of religion can be justified for occupational activities within churches/religion-based organisations. This has proved to be a controversial issue in a number of States. The United Kingdom's original blanket non-discrimination exception regarded *inter alia* sexual orientation in order "to comply with the doctrines of the religion or so as to avoid conflicting with the strongly held religious convictions of a significant number of the religion's followers" proved to be highly controversial. The United Kingdom has amended its implementation to allow exemption only when the job involves actively promoting or practising religion.

Transgender widow's pension:

2006 [Richards v. Secretary of State for Work and Pensions](#)

Refusal to recognise a male-to-female transsexual as a woman and award a pension at 60 breaches several EU directives.

Sickness insurance

2010 [P.B. and J.S. v. Austria](#)

Sickness insurance available to the unmarried different sex partner of an insured person must also be available to a same-sex partner.

Same-sex partner's pension:

2006 [M. Estevez v. Spain](#)

ECtHR takes a less proactive approach by ruling the State may make a difference in treatment of homosexual and heterosexual couples when it comes to eligibility in pension rights.

Perceived discrimination:

2013 Fundamental Rights Agency Report

In States with legal protection, 20% of LGBT respondents still feel discriminated against when looking for a job or in the workplace.

Post-operative trans-sexual's pension:

2006 [Grant v. U.K.](#)

Absence of legislation regulating full gender-reassignment surgery violates the right to private life. The State is required to grant pension to an operative transsexual woman at same age as other women.

Work benefits:

2013 [Frédéric Hay v. Crédit agricole mutuel de Charente-Maritime et des Deux-Sèvres](#)

Employees in same sex civil partnerships must receive the same benefits as married employees-in case civil partnerships are the highest form of union they can access. Not doing so constitutes discrimination under EU law, which prohibits discrimination based on sexual orientation in employment.

5. Family Life and Freedom of Movement

Recognition of same-sex relationships and partnership rights varies widely. For example same-sex married couples may enjoy the rights of heterosexual couples but often with the exception of adoption. Access to *in vitro* fertilization treatment varies. The European Parliament calls on EU member states to recognise civil unions and same-sex marriage as a civil and human right.

Freedom of movement in the EU for same-sex couples can be problematic. Married or registered partners and their children moving to Member States that do not recognise same-sex marriages or partnerships do not grant the automatic rights as a spouse or dependants in a heterosexual couple would have. Even when a host State does recognise a particular relationship status, all rights afforded in the State of origin may not apply as in the host State.

<p>1989 First registered Civil partnership (Denmark)</p> <p>Terms used to designate civil unions are not standardized, and vary widely from country to country. Terms include Civil, domestic or registered partnerships, significant or reciprocal beneficiary or adult interdependent relationships, common-law marriage, stable unions, civil solidarity pacts.</p>	<p>1991 First constitutional ban same-sex-marriage (Bulgaria)</p> <p>Thirty-eight countries (twelve in Europe, of which six are EU countries) have subsequently introduced this ban.</p>
<p>1999 <u>Mouto v Portugal</u></p> <p>Refusing child custody to a gay man simply because of his homosexuality is a violation of his right to private and family life.</p>	<p>2001 First legalised same-sex marriage (Netherlands)</p> <p>To date, 14 European countries have legalised same sex marriage. Finland adopted legislation February 2015, due to take effect March 2017 and Slovenia (first post-communist European State to do so) in March 2015.</p>
	<p>2002 <u>Goodwin v UK</u></p> <p>Under the Convention, transsexual women and men enjoy the right to marry a person of the opposite sex.</p>

2012 European Succession Regulation

Inheritance laws vary considerably from one Member State to another. This regulation facilitates cross-border successions and requires Member States to recognise the wills and succession laws of other states and prohibits all forms of discrimination. For example, two Spanish women are married under Spanish law, have written a will in Spain, and live in Croatia. If one of them dies, Croatian authorities may not argue that the instructions contained in their will are invalid because they don't recognise same-sex marriage.

6. Asylum

2011 European Qualification Directive

This Directive, like the earlier 2004 version, foresees that individuals can claim asylum. In addition, the 2011 Directive now includes 'gender related aspects, including gender identity, shall be given due consideration', thereby extending the possibility of granting asylum to transgender individuals. This is the first time EU law mentions gender identity.

2013 European Procedures Directive

This 2013 Directive foresees special procedural guarantees may be required due to gender, gender identity or sexual orientation. Consequently tangible measures afforded to LGBT asylum-seekers, including asylum officials trained to understand their issues, the protection of their privacy, and ensuring that physical examinations respect the individual's dignity and integrity will be made.

2013 X, Y, Z v. Minister voor Immigratie en Asiel

People fleeing their country with a well-founded fear of persecution because of their sexual orientation may qualify for asylum under a 2004 EU Directive. The Court of Justice also stressed that Member States could not reasonably expect gay, lesbian and bisexual asylum-seekers to hide their sexual orientation in their country of origin.

7. Blood Donation

<p>2004 Directive on blood donor deferrals</p> <p>Under this Directive, a number of States, including the UK, replaced life-time ban on blood donations from LGBTI individuals with one-year deferral for males who have had same-sex.</p>	<p>2008 Investigation of the Parliamentary Ombudsman of Finland</p> <p>The decision on the ban on LGBTI persons being blood donors is declared lawful in Finland as it is based on appropriately reasoned epidemiological information and is related to sexual behaviour rather than sexual orientation.</p>
<p>2013 Finnish Red Cross Blood Service lifts ban and introduces a one-year deferral.</p>	<p>2015 <u>Léger v. France</u></p> <p>The European Court of Justice rules that permanently banning men who have had sex with men from blood donation, may be justified, depending on the situation in the country.</p>
<p>2015 French Government rejects lifting life-time ban on blood donation from LGBTI individuals.</p>	

8. Hate Crime and Victims' Rights

Violence against LGBTI persons tends to be especially vicious compared to other bias-motivated crimes and is less consistently documented because of underreporting and a protection gap in terms of existing mandates, for example, the 2008 Framework combating certain forms and expressions of racism and xenophobia by means of criminal law only specifies higher penalties for racist and xenophobic crime.

2011	<u><i>Stasi v. France</i></u>	2012	<u><i>Vejdeland and Others v. Sweden</i></u>
	Homophobia and ill-treatment is unacceptable.		First case where the ECtHR applies principles relating to hate speech in the context of sexual orientation and rules that criminal conviction of the applicants for the distribution of leaflets that contained offensive statements about homosexuals did not breach the Convention.

2012 European Rights of the Victim Directive

This Directive replaces the earlier 2001 Framework Decision and strengthens standards on the rights to access information, support, protection and basic procedural rights in criminal proceedings and obligations for Member States. Victims who are vulnerable due to their sexual orientation or gender identity are guaranteed particular protection that includes the right not to be unnecessarily questioned about their private life during court hearings.

9. LGBTI rights in EU external relations

The development of LGBTI is becoming a component of the EU's foreign policy.

Enlargement

The Commission's annual enlargement reports have increasingly addressed the rights of LGBTI people in accession countries. The new Instrument for Pre-Accession Assistance 2014-2020 (€11.5bn) now includes the "promotion and protection of human rights and fundamental freedoms, enhanced respect for the rights of persons belonging to minorities, including LGBTI persons".

Guidelines

2013 Guidelines to Promote and Protect the Enjoyment of all Human Rights by LGBTI Persons

EU Foreign Affairs ministers adopted binding guidelines to promote and protect the enjoyment of all human rights by LGBTI persons. Intersex is added to the list of prohibited discriminatory actions. The EU must now promote and protect LGBTI people's human rights in all its external action, especially when dealing with third countries bilaterally. Its four priorities are to eliminate discriminatory laws and policies, including the death penalty; combat state or individual violence against LGBTI persons; support and protect human rights defenders; and promote equality and non-discrimination at work, in healthcare and in education.

10. The EU 'Horizontal Directive'

EU non-discrimination law now works through a series of EU Council Directives that give varying levels of protection against harassment and discrimination across protected groups based sexual orientation, gender, racial or ethnic origin, religion or belief, disability or age. To harmonise equality of provision for LGBTI people and the other groups, the EU Commission has been developing an Equal Treatment Directive, which is referred to as the 'Horizontal Directive'. This is a proposed Directive, adopted by the European Parliament in 2009, and is still under discussion in the Council for almost 7 years. The horizontal anti-discrimination Directive would forbid discrimination based on sexual orientation and gender identity in access to goods and services, education, and social benefits.

Commentary

In the last twenty-five years, there has been significant progress on the rights of LGBTI individuals, despite setbacks in some regions. The European Parliament remains committed to equality in treatment for all including for LGBTI individuals and actively encourages all States to adopt practices that respect an individual's human rights.

Transgender people in the EU Social and legal issues

Transgender people constitute a varied, yet distinct group facing specific social and legal problems.

It has been reported that in most EU Member States (MS) transgender people do not enjoy adequate access to healthcare.

The unemployment rate of transgender people is high when compared to general society. When employed, they are often discriminated against at the workplace.

Changing gender is subject to many conditions and the acquired gender is not automatically recognised. Questions arise as to whether relevant procedures do not entail breaches of fundamental rights.

Throughout the EU, the protection of transgender people against discrimination is based on sex, sexual identity or has no specific legal basis. Only two MS recognise gender identity as a discrimination ground.

In EU law, gender identity is not a distinct ground for discrimination. However, the Court of Justice of the EU (CJEU) has held that the prohibition of discrimination on the basis of sex is applicable to some transgender people.

The European Parliament has taken steps to raise awareness of transgender-related problems, most recently illustrated by a resolution on the Roadmap for Equality.



Image: European Parliament, 2011
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In this briefing:

- Context
- Health-related issues
- Transgender people on the labour market
- Legal aspects of the change of gender
- Fundamental rights of transgender people
- Third-country transgender people
- EU law and policy
- Main references

Context

The notion of transgender people covers a wide range of identities, from people who cross-dress to **transsexuals** who feel the need to or already have altered their bodies so as they match their preferred gender.

All these individuals have, however, one thing in common, and that is their **gender identity**, characterised by some degree of discomfort with their biological sex. The category of **gender** is different from biological sex assigned at birth, as it includes

a social aspect of difference between sexes. It should not be confused with **sexual orientation**, i.e. attraction to members of the same, the opposite or both sexes.

When the discrimination of transgender people is addressed, they are often considered as a part of a larger lesbian, gay, bisexual and transgender (**LGBT**) community. There are, however, some social and legal problems specific to them, which justifies separate analysis.

Health-related issues

Gender identity disorder

The two major international classifications of mental health illnesses – the American **DSM** and the WHO **ICD** – use the term 'gender identity disorder' in relation to people feeling persistent discomfort with their biological sex. These classifications are reflected in national medical classifications all around the world, including the EU MS.

As both DSM and ICD are currently under review, some voices have advocated the 'depathologisation' of transsexuality. It is argued that diagnosing individuals as having a mental disorder 'labels' them and leads to their stigmatisation. Other diagnostic structures should therefore be considered, for example within endocrinology (the study of hormones) or surgery.¹

However, so far, such proposals have not gained support either within the bodies drafting these classifications, or among psychiatrists in general. Moreover, many transgender people fear that the change could hamper their access to transgender health care. This is because healthcare systems require the diagnosis of a disorder as a condition for receiving medical or psychological treatment.

Gender reassignment therapy

From a medical point of view transgender identity is thus a mental disorder, but one which is incurable by psychological therapy. The therapy leading to a change of gender is therefore the treatment of choice. This is a

very untypical situation as this form of therapy is about physically modifying the body so as to align it with one's perception of gender, the perception considered to be a disorder.

The therapy **involves** hormone treatment, which may be extended to gender reassignment surgery (that can include phalloplasty or vaginoplasty) and other medical interventions (e.g. speech therapy and permanent hair removal).

Transgender people differ in their **attitude** towards this therapy. Whereas for some this is the only way to lead a meaningful life, others would like to live in their preferred gender without having to undergo such far-reaching treatment, which has (in case of surgery) irreversible effects.

The **quality of surgery** varies from one Member State to another. There are few surgeons with the level of expertise required to perform adequately this kind of surgery. As a result some transgender people seek healthcare abroad.

Reimbursement

National healthcare systems in the EU differ with respect to their coverage of gender reassignment therapies.

Overall, available data suggests that it is not reimbursed in the majority of cases. 79% of transgender people surveyed in 2009 were refused state funding for hormone treatments, and 82% were refused state funding for surgery to change their sex. 51% of respondents undergoing such surgery covered the entire cost of the procedure themselves.²

General healthcare

The available data on the overall state of health of transgender people is inconclusive. For example, while a Swedish study showed that their state of mental health is worse than that of heterosexuals, homosexuals and lesbians, a UK study found that there are no differences in terms of major health problems between LGBT people and the general population.³

Several studies revealed however a high rate of suicide attempts among transgender people, ranging from a quarter to one-third of the trans population.⁴

Transgender persons often suffer negative experiences with healthcare systems. Some healthcare professionals are uninformed, biased, or rude towards them. Roughly a quarter of respondents to an [EU-wide study](#) reported adverse treatment by healthcare professionals because they were transgender.⁵ As a result many transgender people tend to avoid doctors' visits.

When seeking private medical insurance, the applications of transgender people are refused on a regular basis.

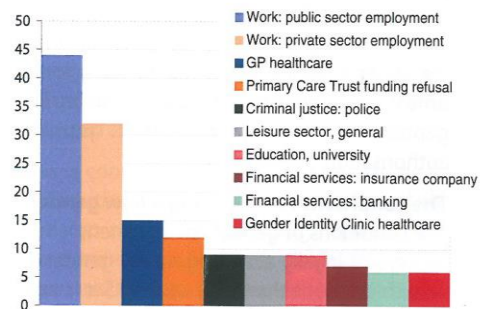
Transgender people on the labour market

The situation of transgender people on the labour market appears to be very problematic when compared to the non-transgender population.

Unemployment figures are high for this group. For example, 31% of respondents in a [UK survey](#) were in full-time employment (40% of transgender women and 36% of transgender men). In the general population the respective figures were 57% for women and 72% for men.⁶

Evidence suggests that when employed, transgender people are **discriminated** against **at work** more than in any other sphere of life (see figure 1). This includes harassment by co-workers and employers, as well as refusal of use of the toilet of one's choice and even dismissal from work. While some transgender people feel forced to resign from their jobs, others choose not to reveal their gender identity to their employer and colleagues. 42% of respondents of the same UK survey did not live in their preferred gender out of fear of losing their job.

Figure 1 - Areas of life in which transgender people experience discrimination



Source: [Press for Change](#) (2007)

This 'escape strategy' may however be impossible when a transgender person wishes to undergo gender reassignment. This is because, as a condition for the change of gender, transgender people are often asked to prove they have lived in their preferred gender for some time. They are also assessed on their ability to maintain employment. Transition at work is thus likely to become a trigger point for discrimination.

Following retirement, the access of transgender people to **pensions** is in some cases problematic. For example, in MS where the retirement age is different for men and women, transgender women are refused pensions despite reaching the required age. This happens both before and after reassignment and is contrary to established CJEU case law ([K.B.](#) and [Richards](#) cases).

Unemployment or precarious employment result in limited access to public health insurance and the lack of income to pay for specialised transgender care. It may also contribute to social exclusion of a person, the process that in some cases starts as early as school time. Following a series of unsuccessful attempts to 'live a normal life' some transgender people turn to illegal activities or work in the sex industry.⁷

Legal aspects of the change of gender

Access to gender reassignment therapy

Access to therapies leading to the change of gender and in particular to surgery is restricted: the life history of the patient is analysed and they are asked to prove that

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their will to change gender is permanent. This should be confirmed by so-called 'real life experience' i.e. having lived for a long time in a way corresponding to the preferred gender. In some MS, prior judicial authorisation is needed.

The conditions for acquiring a new gender

The conditions of gender reassignment – the process of legally acquiring a new gender – vary throughout the EU. In some MS it is not necessary to undergo hormonal treatment or surgery to have the change of gender recognised by the state. This group includes Finland, Hungary, Spain, Sweden and the UK. In these countries it is enough to prove to a competent authority that the person has permanently lived with transgender identity.

In some MS, hormonal treatment and/or surgery are required. The person must then prove that they have:

- followed a medically supervised process of gender reassignment
- been rendered surgically irreversibly infertile (sterilisation), and/or
- undergone other medical procedures, such as hormonal treatment.

The third group is composed of MS where the matter is not regulated by law.⁸

The consequences of the new gender's recognition

As the consequence of legal recognition transgender people expect to have their sex and first name changed in identity documents and administrative documents. This is indispensable for everyday life, where one cannot do without documents like a driving licence or an educational certificate (e.g. when looking for a job).

There is no uniformity in MS as to procedures for the change of first name. Whereas in

some countries the process is relatively easy (as in Belgium), in others it is lengthy and sometimes can only be done after medical intervention. In Ireland such a possibility does not exist at all.

Marriage and divorce

Divorce as a condition or the consequence of gender reassignment

In married couples a change of gender would lead to a same-sex marriage, which is not recognised by a clear majority of MS (all but four).

Therefore, in a number of countries there is an obligation for them to **divorce** (e.g. UK and Poland). In others, gender reassignment leads to the marriage being automatically dissolved (Bulgaria and Hungary). This may be against the will of the married couple

wishing to remain a legally recognised family. In some countries gender reassignment means losing custody rights to children.

The right to marry following the change of gender

17 MS allow persons who have undergone gender reassignment to marry a person of the opposite gender to their acquired gender. In Ireland and Portugal this is not possible. In the remaining MS it is not regulated by law.

Free movement of transgender people

Transgender people may find it difficult to exercise rights to freedom of movement within the EU.

Firstly, following the change of gender, it is often problematic to obtain new identity documents indicating the appropriate name and sex. This can render travelling abroad impossible.

Secondly, the recognition of the new gender in another Member State is not guaranteed, as there is no mutual recognition in this area.

Finally, when a person's physical appearance does not match the name or sex indicated in their identity papers, they risk abuse by border guards.

Fundamental rights of transgender people

The way transgender issues are addressed by authorities, health professionals and other bodies has raised human rights concerns. Seen from this perspective, the very definition of transsexuality as a mental disorder is arguably problematic, especially when such a diagnosis is used to restrict

one's legal capacity or choice of medical treatment.⁹

Various international organisations and bodies have pointed to breaches of the human rights of transgender people. These include the European Court of Human Rights (ECtHR), the Parliamentary Assembly and the Committee of Ministers of the Council of Europe (CoE), as well as a group of experts which, under the United Nations' auspices, drafted the so-called [Yogyakarta Principles](#).¹⁰

Access to gender reassignment therapy

In its 2003 [van Kück v. Germany](#) ruling, the ECtHR stated that CoE MS were obliged to provide the possibility to undergo surgery leading to full gender reassignment. In addition, this surgery should be covered by insurance plans as 'medically necessary' treatment.

Legal recognition of the preferred gender

Burdensome procedures

The process of gender reassignment is often very lengthy and complicated. In some MS it combines legal and medical procedures, arguably including unnecessary elements, some of which – like genital examinations by psychiatrists – may amount to non-respect of the physical integrity of the person. Transgender people who do not wish to undergo these procedures, but who at the same time would like to have their preferred gender recognised by law, are denied such a possibility.

This approach of the state has been characterised as a 'one size fits all' attitude and an unacceptable interference with the private lives of individuals.¹¹

In particular, the requirements for divorce and sterilisation are questioned by human rights bodies. According to the [CoE Human Rights Commissioner](#): "only unmarried or divorced transgender persons who have undergone surgery and become irreversibly infertile have the right to change their entry in the birth register. In reality, this means that the state prescribes medical treatment for legal purposes, a requirement which

clearly runs against the principles of human rights and human dignity." It is argued that transgender people are thus the only group in Europe subject to legally prescribed, state-enforced sterilisation.¹²

This is contrary to Yogyakarta Principle no 3 stating that "(...) no one shall be forced to undergo medical procedures, including sex reassignment surgery, sterilisation or hormonal therapy, as a requirement for legal recognition of their gender identity (...)".

Change of sex in identity documents

Whereas for a long time the ECtHR considered this issue as being at the discretion of the CoE MS, it then came to overrule its case law, ruling¹³ that the CoE states were obliged to recognise the change of sex in identity documents. It stated that the failure of a state to modify the birth certificate of a person so that it reflects the preferred gender is a violation of Article 8 ECHR, according to which everyone has the right to respect for his private and family life.

Right to marry

The Court has also confirmed the postoperative transsexuals' right to marry a person of the sex opposite to their acquired sex (Article 12 ECHR).

While the law of most EU MS is in accordance with the above judgments, there are exceptions, as well as countries where there is legal uncertainty in this respect due to the lack of relevant provisions.

No state response to hate crime

The limited official statistics available suggest that crimes against transgender people represent a significant proportion of violent hate crimes overall. Moreover, they are characterised by serious physical violence that in some cases exceeds the levels of violence present in other types of hate crimes.¹⁴ Transphobia¹⁵ as a motive for crime is however disregarded in most MS and is not considered an aggravating circumstance. One could argue that transgender people's right to physical integrity, as well as the right to life and

security for every person are thus put into question.

Third-country transgender people

Transgender asylum seekers

Qualification as refugees

Whereas there are cases of transgender people being granted refugee status in some MS, there is no EU-level act aligning MS practices in this respect.

According to [UNHCR](#), asylum claims relating to gender identity may be recognised under the 1951 [Geneva Convention](#). Transgender persons fall under the Convention definition of refugees as members of a 'particular social group'. However, there are differences between MS and only some of them explicitly define transgender people as a distinctive social group.

It is also argued that an 'act of persecution of gender-specific nature', the term used in the [Qualification Directive](#) covers severe harm experienced by transgender persons.¹⁶

Detention

The lack of access to adequate healthcare – which is likely in detention centres – could lead to an interruption of the continuous hormonal treatment some transgender persons need. Similar problems are faced by transgender people in prison who run the risk of discontinuing hormone therapy. This may cause serious health problems or physiological changes, such as osteoporosis and baldness.

Moreover, when held in detention centres transgender people also run the risk of ill-treatment, including sexual violence, by other asylum seekers, especially if they are not placed in detention areas corresponding to their preferred gender.

Family reunification

Under the [Family Reunification Directive](#), in case of divorce MS have no obligation to grant an autonomous residence permit to the spouse of a third-country national. Therefore when a couple is forced to divorce because of a spouse's change of gender, one

partner may be precluded legally from joining their former spouse in a Member State or even staying there with them.

Discrimination and hate crime in neighbouring countries

There are numerous cases of discrimination and hate crime in countries neighbouring the EU, such as [repeated killings](#) of transgender people in Turkey. The EU has limited legal means to influence the situation in these countries. Some political pressure is possible though, with respect to candidate countries and potential candidate countries.

The Commission's [reports](#) on progress towards accession for Croatia, the former Yugoslav Republic of Macedonia, Serbia and Turkey indicate both positive and negative developments in the situation of the LGBT community in these states. The [2009 Turkey progress report](#) points to the fact that the principle of 'unjust provocation' is applied by courts in favour of perpetrators of crimes against transgender people. Moreover, provisions of the criminal code on 'public exhibitionism' and 'offences against public morality' are used against LGBT people in a way that the report qualifies as discriminatory. The law on misdemeanours is in turn used to impose fines against transgender persons.

Finally, administrative obstacles are used against the registration of LGBT associations, the legality of which is conditional on not "encouraging lesbian, gay, bisexual, transvestite and transsexual behaviour with the aim of spreading such sexual orientations".¹⁷

EU law and policy

EU legal framework

EU law does not provide for a specific prohibition of discrimination on the grounds of gender identity.

However, in 1996 the CJEU held that discrimination arising from gender reassignment is a form of sex discrimination (case [P v. S](#)). The Court affirmed that EU

directives on equal treatment in employment and occupation were thus applicable to transsexuals. In this case the prohibition of discrimination applies on the basis of the acquired gender and not of the sex given at birth. The Court's reasoning was that discrimination arising from gender reassignment is based, essentially, or even exclusively, on the sex of the person concerned. Where an individual is dismissed from work because of their intention to undergo or having undergone gender reassignment, they are treated unfavourably in comparison with persons of their biological sex.

Further case law confirmed this approach. For example in the [K.B.](#) case the Court stated that a woman-to-man transsexual was entitled to a survivor's pension in case of the death of his partner whom he could not marry due to non-recognition of his new gender in the birth certificate. In the [Richards](#) case, the CJEU held in turn that a transsexual worker who had undergone male-to-female gender reassignment surgery had the right to collect her retirement pension as a woman (at the age of 60 and not 65).

According to the EU Fundamental Rights Agency and various stakeholders this prohibition of discrimination should be extended to all transgender people.¹⁸

Today, in EU law the prohibition of discrimination on the basis of sex covers several areas, such as employment and occupation, social security, social advantages, and access to and supply of goods and services. It has an extensive legal basis in the Treaties (including Article 19 TFEU) and in several directives. The most recent sex discrimination directive – the 2006 [Gender Recast Directive](#) – was the first

EU legal act to make an explicit reference to discrimination based on 'gender reassignment'. Recital 3 of its preamble quoted the CJEU's [P v S](#) ruling.

European Parliament's actions

Parliament has so far adopted only one **resolution** on discrimination against transsexuals.¹⁹ In this September 1989 text, Parliament expressed the belief that human dignity and personal rights should include the right to live according to one's gender identity. It therefore called on MS, Commission and Council to guarantee actual enjoyment of this right through adequate legislation and funding. Recently, transgender issues have re-emerged on the EP agenda, when Parliament [adopted](#) the [Figueiredo report](#) on the Commission's 2006-2010 Roadmap for Equality between women and men.

With respect to transgender people Parliament:

- called on Commission, Council and the MS to launch a campaign to raise awareness of discrimination against them and improve their access to legal remedies
- advocated accessibility of gender reassignment procedures and their reimbursement by public health insurance schemes
- stressed that gender identity should be explicitly covered by the new EU gender equality strategy.

Prohibition of discrimination in MS

MS address discrimination of transgender people in various ways. Only Hungary and Sweden recognise gender identity as a **distinct discrimination ground**. Thirteen MS consider it as **sex discrimination**. In Germany and Spain it is treated as discrimination on the basis of **sexual orientation**. In eleven remaining MS it falls under none of these categories. In these MS transgender people can only rely on a general prohibition of discrimination enshrined in the Constitution or legislation.

Main references

[Human Rights and Gender Identity](#), Issue Paper / CoE Commissioner for Human Rights, July 2009.

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[The Social Situation](#) / Fundamental Rights Agency, June 2008 and March 2009.

[Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience of Health Care](#) / TGEU, April 2008.

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Endnotes

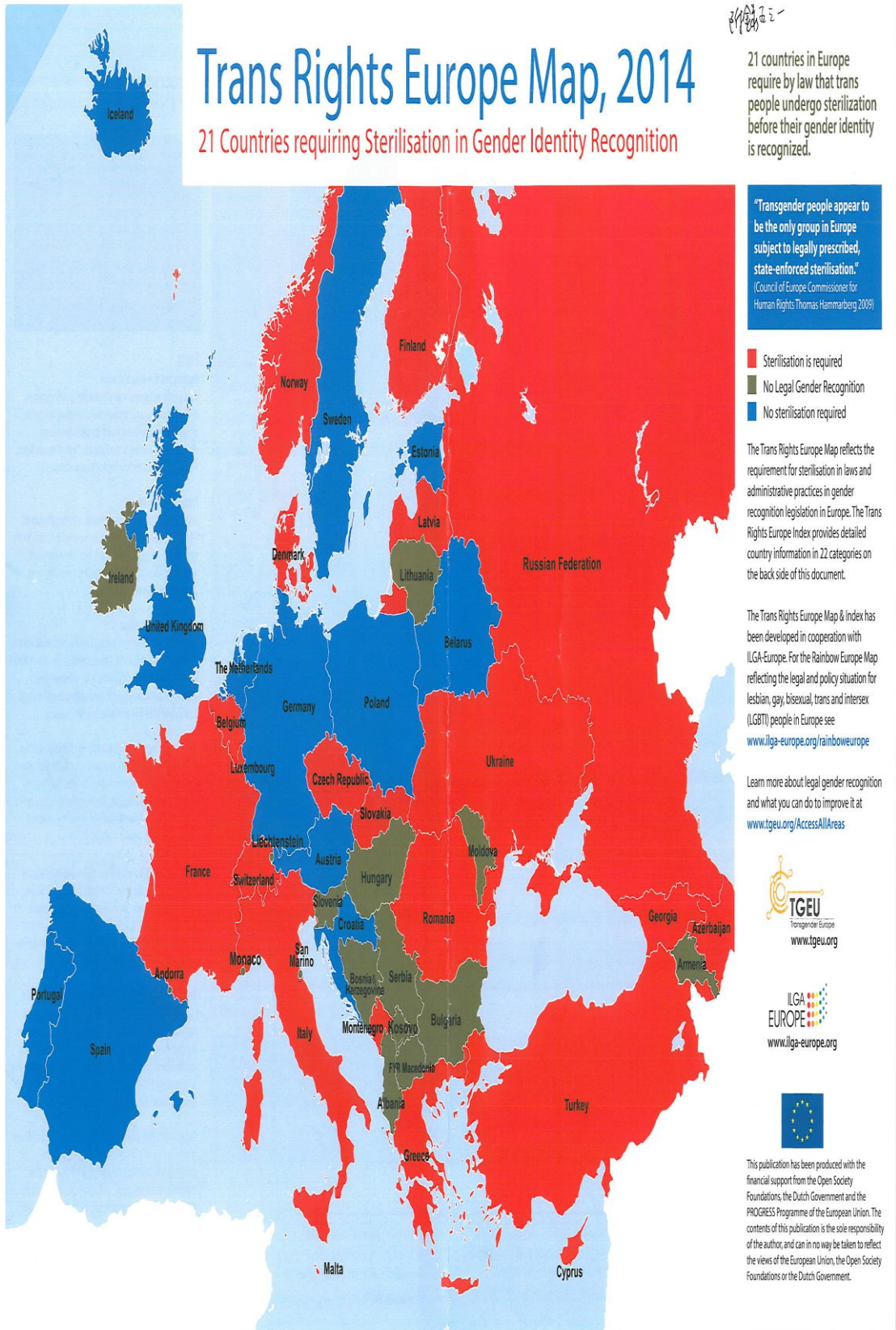
- ¹ [Transgender EuroStudy](#), April 2008, p. 67.
- ² Ibid pp 9–10.
- ³ Statens Homosexuellas, bisexuellas och transpersoners hälsosituation, Återrapportering av regeringsuppdrag att undersöka och analysera hälsosituationen bland hbt-personer / Folkhälsöinstitut, 2005 and [A systematic review of lesbian, gay, bisexual and transgender health in the West Midlands region of the UK compared to published UK research](#) / Unit of Public Health, Epidemiology & Biostatistics, West Midlands Health Technology Assessment Group, 2009.
- ⁴ See e.g. Transgender EuroStudy (30 %), [Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination](#) / S. Whittle, L. Turner, M. Al-Alami, Wetherby: The Equalities Review, 2007, (34,4 %), Attempted suicide among transgender persons: The influence of gender-based discrimination and victimization/ K. Clements-Nolle, R. Marx, M. Katz, *Journal of Homosexuality*, 2006 51(3): pp.53-69 (33.2% of transgender youth).
- ⁵ Transgender Eurostudy, p. 10.
- ⁶ [Human Rights and Gender Identity](#), Issue Paper / CoE Commissioner for Human Rights, July 2009, p. 30.
- ⁷ As described in '[Cruel and unusual](#)', documentary / Janet Baus, Dan Hunt and Reid Williams, 64 min. 2006.
- ⁸ [Human Rights and Gender Identity](#), Issue Paper, p. 18.
- ⁹ Ibid, p. 7.
- ¹⁰ E.g. CoE [resolution 1728 \(2010\)](#) and [recommendation CM/Rec\(2010\)5](#).
- ¹¹ Human Rights and Gender Identity, Issue Paper p. 19.
- ¹² Ibid.
- ¹³ [B. v. France](#) case and the groundbreaking [Christine Goodwin v. UK](#) case.
- ¹⁴ [2008 Hate Crime Survey: Lgbt](#) / Human Rights First.
- ¹⁵ The term is defined as "irrational fear of gender non-conformity or gender transgression, such as a fear of, or aversion to, masculine women, feminine men, cross-dressers, transgenderists, transsexuals and others who do not fit into existing gender stereotypes about their birth gender." (FRA report, part II: The Social Situation, p. 109).
- ¹⁶ Human Rights and Gender Identity, Issue Paper p. 38.
- ¹⁷ The Turkey 2009 Progress report, p. 19.
- ¹⁸ FRA report, part I: Legal issues, pp. 131-132.
- ¹⁹ Resolution on discrimination against transsexuals, 12/09/1989, OJ C 256/34.

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Trans Rights Europe Map, 2014



Country	Legal gender recognition								Asylum	Bias speech/violence			Non-Discrimination					Family				
	Existence of procedure	Name change	Change of registered gender	Gender identity disorder/ diagnosis/ psychological opinion compulsory	Medical intervention compulsory	Surgical intervention compulsory	Sterilisation compulsory	Divorce compulsory		Age restrictions (not available for minors)	Law (gender identity)	Policy/other positive measures	Hate crime law	Hate speech law	Policy tackling hatred	Constitution	Employment		Goods & services	Other spheres of life	Equality body mandate	Equality action plan
Albania	0	0	0	n/a	n/a	n/a	n/a	n/a			0	0			0	0	0	0	0	0	0	0
Andorra	0	0	0	n/a	n/a	n/a	n/a	n/a														
Armenia	0	0	0	n/a	n/a	n/a	n/a	n/a														
Austria	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Azerbaijan	0	0	0	0	0	0	0	0														
Belarus	0	0	0	0	0	0	0	0														
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bosnia and Herz.	0	0	0	n/a	n/a	n/a	n/a	n/a			0	0			0	0	0	0	0	0	0	0
Bulgaria	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Croatia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Cyprus	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Czech Republic	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Denmark	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Estonia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Finland	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
France	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Georgia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Greece	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Hungary	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Iceland	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Ireland	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Kosovo*	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Latvia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Liechtenstein	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Lithuania	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Luxembourg	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
FR Macedonia	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Malta	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Moldova	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Monaco	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Montenegro	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Norway	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Portugal	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Romania	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Russia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
San Marino	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Serbia	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Slovakia	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Slovenia	0	0	0	n/a	n/a	n/a	n/a	n/a							0	0	0	0	0	0	0	0
Spain	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Sweden	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Turkey	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
Ukraine	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0
UK	0	0	0	0	0	0	0	0							0	0	0	0	0	0	0	0

*under UNICEF 1244/99

- Existing legal measure ○ No existing legal measure
- ⊙ Regional application only ■ EU Member State
- Abusive requirement n/a Not applicable
- Sterilisation compulsory
- ① 1 of 3: Flanders
- ② 4 of 16: Action plans in Berlin, North Rhine-Westphalia, Rhineland-Palatinate, Baden-Württemberg
- ③ 5 of 16: Berlin, Thuringia, Bremen, Saare Region, Brandenburg
- ④ 2 out of 17: Navarre & Basque Country
- ⑤ 1 out of 17: City of Barcelona
- ⑥ 3 out of 4: England & Wales & Scotland
- ⑦ Republika Srpska

Trans Rights Europe Index
 This trans specific map and index reflects the legal situation in the areas of equality and non-discrimination on the grounds of gender identity and gender expression in Europe and highlights the legal provisions in gender identity recognition. The Trans Rights Europe Map 0 Index provide an overall reflection of the legal situation in all European countries in a simple format. They do not attempt to reflect the complex social situations trans people might face.

Facts
Equality and Non-Discrimination
 Trans people are disproportionately affected by unemployment and suffer from negative attitudes and discrimination in public and in private. Transgender people are protected against discrimination according to the European Court of Human Rights. However only 15 states have explicit legal protections.

Protection from Violence
 There is no safe country for trans people. In the last six years 87 murders of trans people have been documented in Europe. Nearly every trans person who is visible as transgender experiences harassment, abuse and violence. Only 12 states protect trans people against transphobic violence.

Legal Gender Recognition
 Only 35 countries in Europe have legal provisions to recognize a trans person's gender identity. Trans people's existence is de facto illegal in 14 countries as these provide for no recognition. 21 countries in Europe require by law that trans people undergo sterilization before their gender identity is recognized.

Other requirements may include diagnosis of a mental disorder, medical treatment and invasive surgery, assessment of time lived in new gender identity, being single or divorced. Such requirements violate a person's dignity, physical integrity, right to form a family and to be free from degrading and inhuman treatment.

Key Terms
Trans or transgender people have a gender identity which is different to the gender assigned at birth. This includes people who intend to undergo, are undergoing, or have undergone gender reassignment as well as those who prefer or choose to present themselves differently to the expectations of the gender assigned to them at birth.

Gender identity is understood to refer to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms. (Yogyakarta Principles)

Legal Gender Recognition is the official recognition of a person's gender identity including the registered gender and name(s) in public registries and key documents. The European Court of Human Rights has repeatedly ruled on gender identity recognition and its conditions, strengthening the human rights of trans people.

Data as of 15 April 2014
 No warranty for completeness or accuracy.

歐洲變性人權益圖 2014

附錄之一
中譯

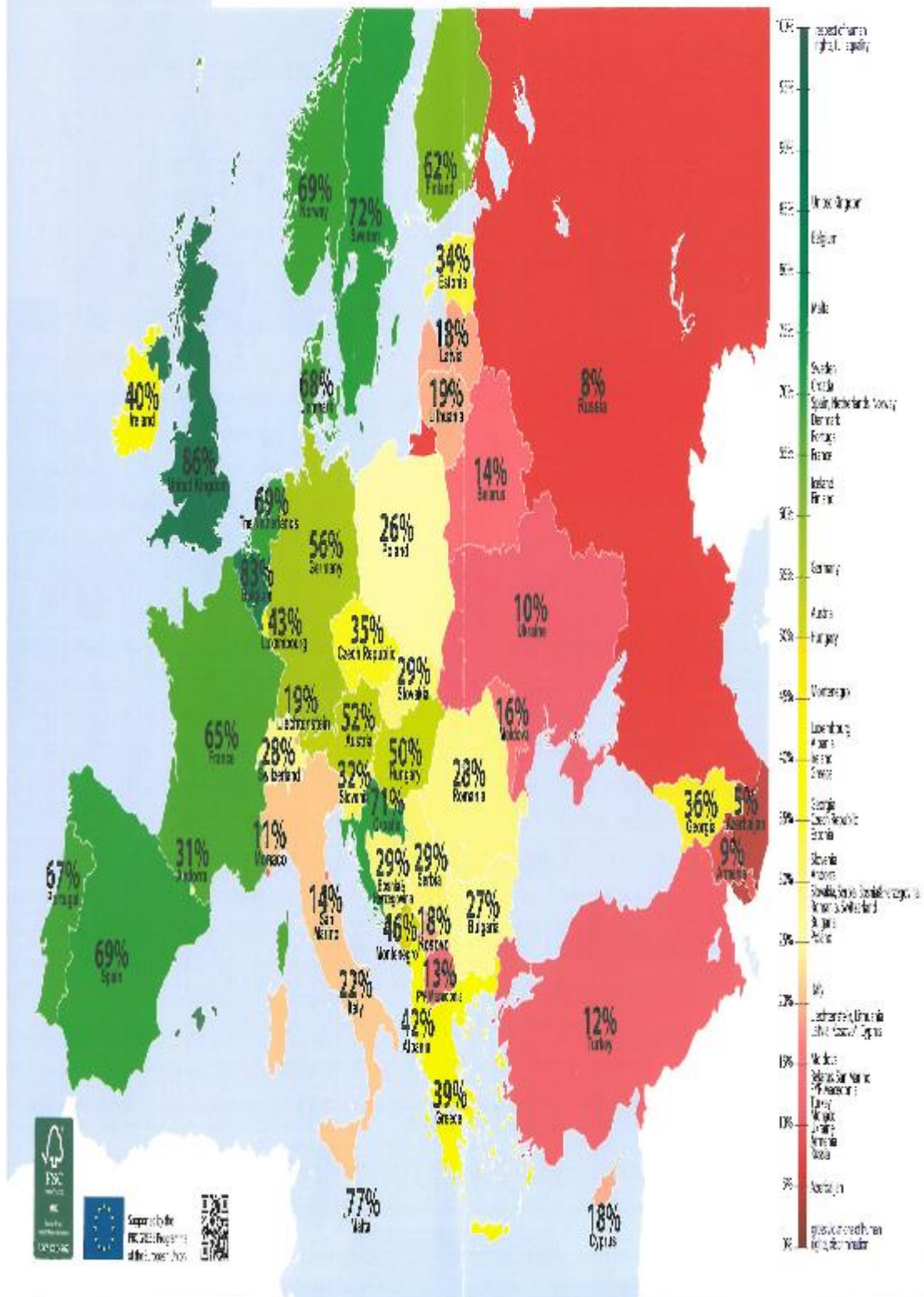
國家	法定性別別							承認	言論自由			非歧視					家庭			
	現有程序	更名	更改登記姓名	強制性別 & 心理診斷	強制性醫療介入	強制性手術	強制性隔離		年齡限制	性別識別法	正向引導政策	犯罪仇恨法	打擊仇恨政策	憲法	工作機會	平等物質 & 服務		生活圈	身體平等權	平等條例
阿爾巴尼亞	0	0	0	n/a	n/a	n/a	n/a	n/a												
安道爾	0	0	0	n/a	n/a	n/a	n/a	n/a												
亞美尼亞	0	0	0	n/a	n/a	n/a	n/a	n/a												
奧地利	0	0	0																	
亞塞拜然	0	0	0																	
白俄羅斯	0	0	0																	
比利時	0	0	0	n/a	n/a	n/a	n/a	n/a												
保加利亞	0	0	0																	
克羅埃西亞	0	0	0																	
賽普勒斯	0	0	0																	
捷克	0	0	0																	
丹麥	0	0	0																	
愛沙尼亞	0	0	0																	
芬蘭	0	0	0																	
法國	0	0	0																	
喬治亞	0	0	0																	
德國	0	0	0																	
希臘	0	0	0																	
匈牙利	0	0	0																	
冰島	0	0	0	n/a	n/a	n/a	n/a	n/a												
愛爾蘭	0	0	0	n/a	n/a	n/a	n/a	n/a												
義大利	0	0	0																	
科索沃地區	0	0	0	n/a	n/a	n/a	n/a	n/a												
拉脫維亞	0	0	0	n/a	n/a	n/a	n/a	n/a												
列支敦斯登	0	0	0	n/a	n/a	n/a	n/a	n/a												
立陶宛	0	0	0	n/a	n/a	n/a	n/a	n/a												
盧森堡	0	0	0																	
馬其頓共和國	0	0	0	n/a	n/a	n/a	n/a	n/a												
摩爾多瓦	0	0	0																	
黑山	0	0	0	n/a	n/a	n/a	n/a	n/a												
蒙特內哥羅	0	0	0																	
荷蘭	0	0	0																	
挪威	0	0	0																	
波蘭	0	0	0																	
葡萄牙	0	0	0																	
羅馬尼亞	0	0	0																	
俄羅斯	0	0	0																	
聖馬利諾	0	0	0	n/a	n/a	n/a	n/a	n/a												
塞爾維亞	0	0	0	n/a	n/a	n/a	n/a	n/a												
斯洛伐克	0	0	0																	
斯洛維尼亞	0	0	0	n/a	n/a	n/a	n/a	n/a												
西班牙	0	0	0																	
瑞典	0	0	0																	
瑞士	0	0	0																	
土耳其	0	0	0																	
烏克蘭	0	0	0																	
英國	0	0	0																	



ILGA-Europe Rainbow Map May 2015



reflecting the national legal and policy human rights situation of lesbian, gay, bisexual, trans and intersex (LGBTI) people in Europe
 How did we calculate these scores? Have a look at www.rainbow-europe.org



附件六



European Union Visitors Programme



Certificate

The European Union Visitors Programme honours

Wanda Chang

as a promising young leader and opinion-former
in the framework of the EUVP study programme.

Brussels, *June 26th, 2015*

Mairead McGuinness
Vice-President
of the
European Parliament



Federica Mogherini
High Representative
of the European Union for
Foreign Affairs and Security Policy,
Vice-President of the
European Commission

附錄七 拜會照片









BELGIQUE

Carte E+

BELGIË

E+ Kaart

BELGIEN

E+ Karte

BELGIUM

E+ Card

Nom / Name
Prénom / Given names

Everts
Steven Bernard



Type de carte / Type of card
Document attestant de la permanence du séjour

Sexe / Sex **M**
N° carte / Card No
B 2081896 82



Valide du - au / Valid from - until
20.11.2014 - 20.11.2019

Signature du titulaire
Holder's signature



NEDERLANDSE
IDENTITEITSKAART

KONINKRIJK DER NEDERLANDEN
KINGDOM OF THE NETHERLANDS
IDENTITY CARD

ROYAUME DES PAYS-BAS
CARTE D'IDENTITE

documentnummer / document no
IUL353D49



naam / surname
Everts
voornamen / given names
Steven Bernard
geslacht / sex nationaliteit / nationality
M/M Nederlandse
geboortedatum / date of birth
24 APR/APR 1970
datum van afgifte / date of issue
07 AUG/AUG 2014
geldig tot / date of expiry
07 AUG/AUG 2024

>>

handtekening / signature























