

Strategy meeting New York.

SO my name is Jolanda and I am a board member of the Pink Network of Dutch Trade Union FNV. It is a specific Network that operates in our country in the Trade Union to advocate within the Union and in the workplace for the rights of the LGBTI-workers. **From now on I wil refer to the group as LGBT+**

FNV is the largest Trade Union in The Netherlands with 1.1 million members.

I have **three** points I would like to bring to the table today:

- 1) The message I would like you to leave with today that it is not enough anymore to talk about inclusion, diversity and equality in **general**. It is important to be **clear** and **specific** about things. So I would like to strongly suggest that we put the issue of the LGBT+ workers on the agenda by naming this group specifically and to put it on the agenda of global unions and on the campaign agenda for next year. It can also be integrated, GO MAINSTREAM. This can be done simply by integrating it in social, health and education policies for example.

Over the last years LGBT+ workers issues have been put under the umbrella term of gender, diversity and equality. But because the LGBT+ issue is such a taboo issue, my experience is that it gets left behind. Organisations and trade unions say we work on equality and gender. But that usually means on womens rights and it does **not** focus on the discrimination of the LGBT+ workers.

Ofcourse this is understandable because it is the **taboo**.. it is. Certainly in some countries it is still a crime just to be gay, bisexual, lesbian, trans or intersex. You can go to jail just by **being** the person you are.

- 2) Secondly I want to give you some recent examples. Like Brasil. In which the newly elected president Bolsanaro has said that he rather have a **dead** son than a **gay** son.....And another recent example is Tanzania where the Tanzania officials called on the public to report gay people saying that they will get their hands on them...The LGBT+ community is living in fear, in great fear,.. as you can imagine.

So instead of taking steps forwarth in emancipation of the LGBT + community. They are going backwards in Brasil and Tanzania.

Not to disrespect the other countries, but it might be a good idea to put the human rights and LGBT+ workers situation in Brasil and Tanzania on

the agenda and on the campaign list next year. Just to be **specific** again and to get **moving** on this. On a larger scale we can let our voices about this be heard at the UN. The community gets a voice if Global Unions express their concerns about this.

FNV recently was involved in a meeting, an **historic** meeting of the Global Unions. We organised a Conference in Amsterdam called **Freedom at Work** in 2016 and then in 2017 at the PSI World Congress we put forward a resolution that was accepted to build a LGBT+ working group. Last month we had our first meeting in which PSI, EI, Industrial Global Union, ITF, ITUC, IUF and UNI joined. We decided that we will join forces and use all of our resources to promote LGBT+ related work within GUF affiliates and their own regional and national members and-ultimately-to advance the rights of LGBT+workers within society at the global level. We came up with a working plan to do so. We made a list of actions like: a) we will draft Terms of Reference for the Council of Global Unions LGBT+ working group, b) we will mainstream LGBT+issues in **ongoing** work, for example when participating in events on Sustainable Development we will include LGBT+delegates in our trade union delegates, c) with establishing the LGBT+ group we develop a global network of LGBT+ trade union activists to act as contact points for the CGU LGBT+ working group in which we can receive inputs and coordinate joint actions like campaigns and initiatives.

3) I would also like to give you some **examples** on how we can deal with this and start taking our words and putting them into **action**. I will give you some examples on steps Trade Unions can take and have taken to step up to the plate for their LGBT+-workers:

- Usually there are collective labour agreements. Does this agreement mention and respect non-traditional lifestyles and families.
- if a worker wants to change their gender identity, does the collective labour agreement acknowledge gender transition periods as causes for paid leave
- UNI for example has special posters to use for their campaign on this issue

- And IUF did a campaign targeting LGBTI rights violation in six countries within the Coca-Cola system and will do a similar one for Pepsi.
- They also have a website with maps and resources on the issue in English, French, German and Spanish.

I am aware of the fact that for some countries those examples may be considered as not realistic or even from another planet!

- Those countries and their trade unions should probably focus first to contribute to make their country more LGBT+-friendly and then focus on the workplace. Trade Unions and Global Unions in my opinion have a role in those countries and the responsibility to lobby with their government on making the country more LGBT+ friendly. The Global Unions can take it a step further by putting it on the agenda in the UN and ILO. We can all tell them that recent studies show that the economic costs to a country due to homophobia could be as high as 1,7% of GDP (Gross Domestic Product) lost per year. Not to mention make them **aware** of the pain and suffering experienced by LGBT+ people because of discrimination.
- And in all of these examples I think we can join forces with each other. Trade Unions and Global Unions can also work with (NGO) organisations on the ground.

So these are just some of my suggestions to make a difference and put our diversity goals into specific words and actions.

THANK YOU very much for listening. So Antonia back to you.