



PUBLIC SERVICES INTERNATIONAL  
AND EDUCATION INTERNATIONAL

# working for lesbian and gay members

Kursad Kahramanoglu

A TRADE UNION ISSUE

INCLUSION

LEADERSHIP

RECOGNITION

SUPPORT

ORGANISATION

ALLIANCE

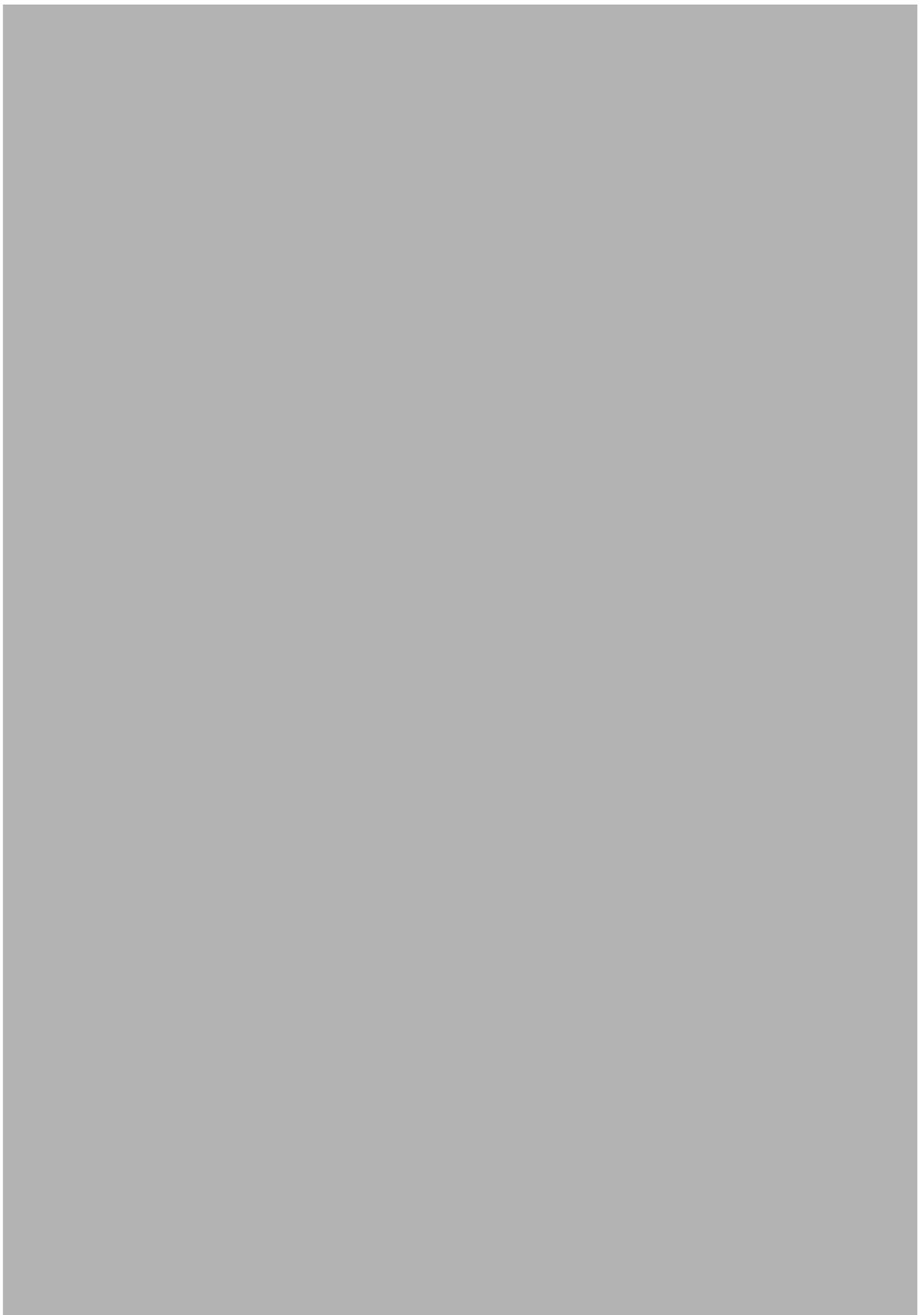
AWARENESS

EDUCATION

...let us be clear  
that people are entitled to think  
that homosexuality is wrong,  
but they are not entitled to use  
the criminal law  
to inflict that upon others ...

... what irritates me is the bland way people go  
'Oh our attitude has changed.  
We don't dislike these people any more.  
But by the strangest coincidence,  
they haven't taken away the injustice,  
the laws are still on the books ...

isolation



# Foreword

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**T**his is the first joint publication between Public Services International (PSI) and Education International (EI). Together PSI and EI represent 43 million education and public sector workers around the world, and have reached a co-operation agreement to work more closely on issues of common concern. One such important area is human and trade union rights. Therefore it is appropriate that the first joint PSI and EI publication deals with a human rights issue - the rights of lesbian and gay workers.

PSI and EI have a strong tradition of fighting for human rights. A key issue for all human rights struggles is the fight against discrimination. Discrimination is unacceptable in any form. Unions must encourage diversity and social inclusion. This means we must be at the forefront of campaigns for a fair society.

No worker should face discrimination. Yet every day lesbian and gay workers are harassed, sacked and discriminated against because of their sexual orientation. A fact that is totally unrelated to what they do at work. No worker should be afraid about their working future because of other people's prejudices.

Social justice is an important objective, in its own right, for the union movement. However it also represents our future. For the union movement to grow strong and have a secure future, we must reach out to all groups of society. We must further develop the capacity to organise in diversity. A key factor in this is our ability to take up the concerns of groups that have traditionally been side-lined in the mainstream union agenda. Lesbian and gay workers are one of these groups.

This booklet is a reflection of our determination to support lesbian and gay members. It is designed to assist affiliates in this important work. The booklet addresses the key workplace issues for lesbian and gay workers, gives practical ideas for union action, contains model policies and collective bargaining clauses, and lists resources and contact people from affiliates around the world.

We encourage education and public sector unions to take up the issue of workplace equity for lesbian and gay members. We look forward to learning about your successes.

**Hans Engelberts**

General Secretary  
Public Services International

**Fred van Leeuwen**

General Secretary  
Education International

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# CHAPTER 1

... of course there is progress in the world,  
however eliminating discrimination  
because of one's sexuality  
is left to the next millenium ...

Z. East,  
speaking to lesbian and gay activists  
in Turkey 1999

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## Introduction

Public Services International (PSI) and Education International (EI) are international trade secretariats who have combined memberships of 44 million workers around the world.

Public Services International (PSI) represents public sector unions in 137 countries and has 513 affiliates with 20 million public sector members.

Education International (EI) represents teachers and education workers unions in 152 countries and has 294 affiliates with 24 million members.

Unions have always fought discrimination against members in the workplace and society. Therefore it is a natural extension of our work to extend the struggle for social justice to include the rights of lesbian and gay members. In the 1990s both PSI and EI recognised that the rights of lesbian and gay workers are fundamental trade union and human rights.

Both PSI and EI have passed strong resolutions at their conferences in support of lesbian and gay workers. The challenge now is to turn these policies into action.

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## Putting Lesbian and Gay Issues on the Agenda

In 1998 the first International Conference on Homosexuality, Unions and Work was held in Amsterdam. The conference will be held every four years with the next conference scheduled for Sydney in 2002.

Both PSI and EI participated in the Amsterdam conference. There was a clear call for co-ordinated action by the international trade union movement on the rights of lesbian and gay workers. PSI's executive board established a Lesbian and Gay Working Group to oversee implementation of the Conference's recommendations. The first task of the working group was the production of this booklet.

PSI has had a policy on sexual orientation since 1993. EI held a meeting with representatives of interested member organisations to develop a draft policy statement that was adopted at their Second World Congress in Washington, in 1998.

PSI and EI are not alone in recognising that lesbian and gay rights are fundamental human rights. At the United Nations Conference on Human Rights (Vienna, June 1993) as well as at the 4th UN Conference on Women held in Beijing (1995), the problems facing gays and lesbians in society and at work were extensively discussed.

In spite of the fact that the final texts from both international conferences did not reflect the richness of the discussion, it opened new opportunities for international debate on sexual orientation and created discussion in several countries on issues of concern to gay and lesbian people.

Both PSI and EI were present in Vienna and in Beijing and the debates at both conferences gave trade unionists the opportunity to become acquainted with Gay and

Lesbian Rights Organisations and to start up a dialogue which, in some cases, evolved and was pursued on a national level.

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### *Why did we produce this booklet?*

PSI & EI hope that affiliates will use this booklet to:

- start organising lesbian and gay workers;
- incorporate lesbian and gay issues into union work;
- support international solidarity work around lesbian and gay issues;
- create awareness of lesbian and gay issues at the workplace.

We also hope that it will be a useful handbook for unionists who want to build a lesbian and gay network in their union.

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### *Starting Point For Unions*

PSI and EI are aware that few affiliates organise lesbian and gay workers or specifically challenge homophobia. This needs to change. Unions need to challenge prejudice against lesbian women and gay men. Prejudice exists in most countries and cultures. It manifests itself in different forms and therefore different tactics are needed to fight it. However, there is one common starting point for any trade union anywhere in the world. Unions need to understand and accept that discrimination against lesbian and gay workers does exist. It is the responsibility and in the interest of unions to challenge this discrimination wherever it occurs.

## CHAPTER 2

... what irritates me is the bland way people go around saying,  
‘Oh our attitude has changed.  
We don’t dislike these people any more.’  
But by the strangest coincidence,  
they haven’t taken away the injustices,  
the laws are still on the books ...

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Christopher Isherwood

# A trade union issue

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## **What has homosexuality got to do with unions?**

Unions are formed to improve and protect the working conditions of workers. If a worker is discriminated against and/or harassed because of her or his sexual orientation, it is the responsibility of this worker's trade union to provide legal protection. This protection is more necessary in countries in which there is no protection on the grounds of discrimination on the basis of sexual orientation. Furthermore unions are one of the most important civil organisations in society to promote and defend civil and human rights. Part of our work therefore requires unions to contribute to a society free of all prejudice and discrimination.

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## **Who is a unionist?**

In many parts of the world the stereotypical image of a "unionist" is male, heterosexual, able bodied, and not from any ethnic minority. In other words many people's idea of a "typical unionist" reflects their perception of the society. Reality however is very different. Many trade union members can be identified as members of groups that differ substantially from the myth. Unions have many women members and both the men and women in unions can be part of other groups. They are from ethnic minorities, indigenous communities, the disabled and lesbian and gay communities. All of these communities have over the years struggled to get their issues of concern on the agenda of their union. However, as in society, they are not always visible in the leadership or in the decision-making mechanisms of unions.

During the last 30 years of this millennium there has been a greater degree of understanding of the diverse society in which we live. Lesbian women and gay men emerged from the dark days of being considered undesirable misfits and invisible non-entities. They began to assert themselves as valuable members of the society and members of unions. Any trade union that is concerned with the recruitment and retention of members must ensure that the issues of concern to all of its members are dealt with. In the new millennium the lesbian and gay membership of unions will increasingly demand that their rights are respected and defended.

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## **Are lesbian women and gay men really discriminated against?**

Lesbian women and gay men face discrimination in all societies. The most common forms of discrimination are harassment, not being able to get a job, not being promoted, frequent transfers, dismissal from work, no access to rights and benefits.

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## **Dealing with Myths**

Myths abound about lesbian women and gay men. These can be based on religious arguments or are often homophobic prejudices that make life very difficult for them.

Such myths encourage harassment that ranges from jokes, to isolation, to accusations of paedophilia, to violence. In many parts of the world prejudiced people employ religious condemnations instead of rational thinking and arguments.

It is not possible to respond to all of the anti lesbian and gay and anti sexual orientation arguments of many of the religions of the world in this short booklet. However, there is a slow but sure liberalisation of religious dogma. Lesbian women and gay men facing such prejudice and myths in their union work should contact organisations that can help deal with such issues. For example some lesbian and gay religious organisations exist, as do other groups that will provide advice on how to deal with these issues.

It is important to stress that unions have diverse membership and this diversity should be one of the strengths of the organisation. Every unionist understands that membership is the indispensable basis of a trade union. Regardless of whether they are visible or not, unions have lesbians and gays as members and they suffer from discrimination in most countries. Unions, which recognise diverse groups, are stronger and recruit members who were previously alienated from unions.

Within public service institutions and in education, workers who hold positions of social responsibility can be particularly vulnerable to discrimination on the grounds of sexual orientation. Lesbian and gay workers who deal with the public are sometimes subjected to homophobic insults, accusations and threats. In such circumstances they are often forced to hide their sexual orientation in the workplace. Unions have a responsibility to be particularly vigilant in documenting cases of discrimination and harassment on the basis of sexual orientation and should ensure that reported cases are investigated and dealt with through appropriate channels.

# CHAPTER 3

...let us be clear  
that people are entitled to think  
that homosexuality is wrong,  
but they are not entitled to use  
the criminal law  
to enforce that upon others ...

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Prime Minister, Tony Blair,  
then shadow home secretary,  
age of consent debate,  
February 1994

# Getting organised

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## Isolation

Isolation is a very common problem for lesbian women and gay men. Often their families and communities reject them. To be anonymous is to be safe from discrimination. This is the reason why there are lesbian and gay communities in bigger cities of many countries. Many lesbian and gay unionists think that they are the only homosexuals at the work place or in the union. This is often not the case. Unions can take action to reduce isolation by:

- making lesbian and gay issues visible, e.g. publishing articles in the union journal, producing a leaflet, poster or pamphlet on lesbian and gay issues;
- publish the unions policy on lesbian and gay issues and make it clear that harassment or discrimination on the grounds of sexual orientation will not be tolerated;
- provide an opportunity for lesbian and gay members to meet and discuss issues e.g. hold a special workshop at the next union congress, hold information sessions on lesbian and gay issues for all members so they are not required to disclose their sexual orientation;
- make sure there is readily accessible information about lesbian and gay community groups;
- nominate a contact officer for lesbian and gay members. Publish the contact details widely amongst members.

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## Creating an inclusive environment in the union

A union committed to human rights opposes discrimination of any form. Unions can use issues of concern from their own experience in working on other social justice issues to extend the work to lesbian and gay members. Many unions already have policies and/or structures for other groups that face discrimination. For example policies and/or structures for people with disabilities, indigenous peoples and people from ethnic groups. Groups working on equality issues in unions can provide support and are natural allies as they have experienced discrimination themselves. They may have good ideas and be prepared to support lesbian and gay members to get their issues on the common agendas

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## The Role of Leadership

The leadership of the union is very important when unions first start organising on lesbian and gay issues. It is important that the leadership understands why lesbian and gay issues are important and unapologetically supports equality for lesbian and gay workers. Without this support from the beginning the whole process will be more frustrating and difficult. Ideas for action include:

- Running a seminar for the union leadership.

- Adopting a resolution or policy committing the union to work on the rights of lesbian and gay workers.

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## Providing Space

It is important that lesbian and gay members have a chance to meet together and discuss issues that affect them. Often this can be difficult within a mainstream union meeting, particularly if there is still hostility to lesbians and gay men. Special meeting opportunities allow lesbian and gay members to meet, share ideas, and establish their own priorities. It also means a higher level of commitment and involvement of lesbian and gay activists. Lesbian and gay members bring expertise to the union, including on their own issues and unions should use this to develop their policies. There are many ideas on how this can be done.

The union could:

- hold special forums such as workshops, training sessions, meetings, conferences;
- establish a lesbian and gay committee or caucus;
- establish self-organisation structures e.g. elected structures within the union for lesbian and gay members;
- allow for lesbian and gay representatives to be elected to other appropriate levels of the union's organisation e.g. collective bargaining committee, equality committee;
- provide resources for activities e.g. adequate and agreed budget, education and training, publicity and communication resources.

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## Double Discrimination

Many lesbian and gay members face double discrimination. This is because lesbian women and gay men can be members of other groups, which are discriminated against. For example, people with disabilities, indigenous people, and people from different ethnic communities. In term of promotion, women also suffer discrimination and lesbian women can face double discrimination.

It is important that the lesbian and gay activist policies and structures are inclusive and support members facing 'double discrimination'. This in practice means that bisexuals and transgender people are included, and there is no place for racism, sexism or other forms of discrimination.

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## Collective Bargaining

Collective bargaining is one of the most important functions of any union. Through

collective bargaining unions have a direct impact on members' lives. Many unions already have well established agreements with employers. However many of these agreements either totally ignore the needs of lesbian and gay members or just pay lip service to them. It is very important for any lesbian and gay policy and structure to address this area of work. Ideas on provisions to be included in agreements include:

- anti-discrimination clauses which include sexual orientation;
- defining families so that lesbian and gay partners are included;
- ensuring benefits, including pensions, are given to same-sex partners;

See Appendix 2 (page 16) for model clauses that can be used in agreements.

Lesbian and gay representatives should be included in negotiations on issues that directly affect them.

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## **A Culture of Inclusion**

It is important that the culture of the union is supportive of all its diverse members including lesbian and gay members. Discrimination can still exist within unions even when a union has a good policy on sexual orientation. This can take the form of a negative reaction when a delegate or union official is approached on a problem she or he faces because of sexual orientation. Leadership, officials, delegates and members need to understand and support the issues of concern to lesbian and gay members.

Training is an important tool to build the union and raise awareness. Many unions already have training programs directed to members and towards the staff of the union. It is important that unions incorporate training on discrimination against lesbian and gay members into all its education work and also develop specialised training for lesbian and gay members.

PSI has written an Organising in Diversity training module to be used in general training programs. This focuses on discrimination generally and includes sexual orientation. It has specifically been designed to be relevant to all countries including developing countries. The kit can be utilised and modified with the training initiatives which some unions have on lesbian and gay issues.

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## **Providing Union Services for All Members**

Many unions run services for the benefit of their members. These may include credit schemes, counselling, legal representation, etc. It is paramount that union representatives responsible for these services understand the needs of lesbian and gay workers and other diversity issues within the membership. This means that any service that a union runs must not discriminate against any of its members including lesbian and gay members.

Unions must be places in which members are not intimidated to approach their representatives for fear of prejudice and discrimination. Therefore staff in particular must be supportive of lesbian and gay members. They must also understand that confidentiality is the corner stone of building this trust.

Some ideas for union action would be:

- undertake an audit of all union services to ensure they do not directly or indirectly discriminate against lesbian and gay members;
- adopt a confidentiality policy which is communicated to all union staff;
- amend job descriptions to include a requirement to be sensitive to issues of concern to members with diverse backgrounds;
- provide compulsory training for staff at all levels (including elected officials) on diversity issues including sexual orientation;
- monitor the number of complaints made on discrimination on the grounds of sexual orientation.

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## **Community Alliances**

There are Lesbian and Gay support organisations in the most countries. There are also international organisations working on lesbian and gay rights. These are a great resource for unions wanting to work on lesbian and gay issues. They have resources, expertise and networks which can support a union's activities. They can also be a way to reach out to lesbian and gay workers who may not yet have joined the union or do not know about the union's lesbian and gay activities. Ideas include:

- placing ads in the lesbian and gay newspapers;
- supporting lesbian and gay events such gay pride marches, conferences;
- holding joint events on issues of common concern;
- supporting international campaigns on the rights of lesbians and gay men.

Some useful contacts are included in Appendix 4 (page25) of this booklet

There is an unarticulated expectation that the third millennium will be an era of rational thinking, peace, civilisation and hope. No society can be considered rational or civilised, if it continues to discriminate on the grounds of sexual orientation. Trade unions, as one of the most important democratic institutions of any society, have a responsibility to make this expectation a reality.

# APPENDIX I

## PSI RESOLUTION NO 27

### GAY AND LESBIAN WORKERS

The 25th World Congress of the Public Services International, meeting in Helsinki, Finland, from 2-6 August 1993, RECOGNISING that:

- numerous proclamations issued by various international organisations of nations have declared the fundamental freedoms and rights of all peoples, such as the United Nations Charter (1945), the Universal Declaration of Human Rights (1948), the International Covenant on Economic, Social and Cultural Rights (1966), the International Covenant on Civil and Political Rights (1966), the Proclamation of Teheran (1968), the European Convention for the Protection of Human Rights and Fundamental Freedoms (1953), the American Declaration on the Rights and Duties of Man (1948), the American Convention on Human Rights (1969); Also the European Public Services Committee adopted in its "Prague Statement" (1992) these rights;
- even today, homophobia - the irrational hatred and persecution of lesbians and gay men, solely on the grounds of their sexuality - continues to manifest itself in many ways, ranging from social intolerance and cultural exclusion, to criminalisation of homosexual acts which are even a capital offence in some countries;
- lesbian and gay workers throughout the world are confronted with various types of oppression and discrimination on the basis of their sexuality/sexual preference/sexual orientation;
- hostility towards and discrimination towards lesbians and gay workers by their colleagues, clients and managers constitutes harassment and is a legitimate trade union issue;
- the appointment to a new job or to a higher rank should be based on criteria necessary to comply with that job or rank, and not on a workers sexuality/sexual preference/sexual orientation;
- the tasks of trade unions include active prevention of and struggle against discrimination at work, on whatever basis, and improvement of the working conditions and working climate for all workers;
- the tasks of PSI and its affiliates include the development of an emancipatory policy related to collective bargaining and within the trade unions themselves;
- PSI equal opportunities work should be understood to include disability, lesbian and gay, black\* and women's issues;

*\*this should be understood to mean all oppressed ethnic groups*

RECOMMENDS that:

- PSI affiliates actively support initiatives taken by lesbian/gay members to prevent or combat discrimination at the working place;
- affiliates explicitly condemn such discrimination and express this condemnation in their policies;
- affiliates incorporate anti-discrimination clauses into their own policies and to seek their inclusion in the policies of employers;
- affiliates are encouraged to lobby their national governments to demand the creation of legislation which protects lesbians and gay men from discrimination and harassment, and the abolition of penal codes where lesbians and gay men are treated differently to heterosexuals;
- affiliates are encouraged to lobby their national governments to recognise the legitimacy of asylum seekers seeking refuge as a result of persecution in their home countries because of their sexuality;
- the PSI secretariat gather and spread information about initiatives to combat and prevent discrimination at work of lesbians and gay men by publication and/or by organising meetings on regional level;
- Congress endorses the resolution of the PSI Women's Conference 1992 calling for the creation of an Equal Opportunities Officer, and should include within that post's remit work on all issues to do with discrimination on the grounds of disability, sexuality, gender or race;
- PSI regional secretariats progress policy motions on the rights of lesbian and gay workers through appropriate Regional Trade Union Forums, to influence non-public sector unions' policies and practices;
- PSI use its influence within the ICM to have the rights of lesbian and gay workers included within its policies and remit;
- the issue of lesbian/gay policy as part of the general policy of the trade union be included in relevant education programs by PSI and its affiliates;
- PSI engage in contacts with global and regional organisations such as the United Nations Organisation and its relevant sub-organisations, the International Labour Organisation and the European Commission, to prevent and combat discrimination of lesbians and gay men by laws and regulations;
- the PSI secretariat to take active stand in supporting affiliates in cases where lesbians and gay men's human rights are violated.

## EI Resolution on Protection of the Rights of Lesbian and Gay Education Personnel

The Second World Congress of Education International  
meeting in Washington D.C. U.S.A., 25 to 29 July 1998:

1. Recalls that Article 2(h) of the Constitution of Education International states as one of the aims: to combat all forms of racism and bias or discrimination in education and society due to gender, marital status, sexual orientation, age, religion, political opinion, social or economic status or national or ethnic origin;
2. Notes that the Vienna Declaration and Programme of Action following the UN Conference on Human Rights declares that: human rights and fundamental freedoms are the birthright of all human beings; their protection and promotion is the first responsibility of Governments;
3. Acknowledges the Vienna Declaration which further states: All human rights are universal, indivisible and interdependent and interrelated. The international community must treat human rights globally in a fair and equal manner, on the same footing and with the same emphasis. While the significance of national and regional particularities and various historical, cultural and religious backgrounds must be borne in mind, it is the duty of States, regardless of their political, economic and cultural systems, to promote and protect all human rights and fundamental freedoms.
4. Observes and denounces the fact that lesbian and gay teachers face discrimination and harassment, including violence and abuse, as a result of their sexual orientation.

The Congress recommends that EI and its member organisations

5. defend the human rights of all teachers and students;
6. clearly state that discrimination on the basis of sexual orientation is a violation of human rights;
7. urge governments at the intergovernmental level to include in conventions, declarations and statements dealing with human rights, that discrimination on the basis of sexual orientation is a violation of human rights;
8. promote education against prejudice, discrimination and harassment, including on the grounds of sexual orientation, as an essential part of every teacher's role;
9. lobby their governments to introduce anti-discrimination legislation and equal treatment policies that address the rights of teachers and pupils on the grounds of sexual orientation;

10. have anti-discrimination and equal opportunities policies on the grounds of sexual orientation in their internal procedures and organisation;
11. support the right of teachers to choose whether or not to be open about their sexual orientation in the workplace; document cases of discrimination and harassment on the basis of sexual orientation in the education sector. Such cases will include denial of promotion, dismissal, unwarranted transfer, unequal treatment in labour conditions and harassment or violence against lesbian and gay teachers or education workers.

# Appendix 2

## Bargaining Issues and Contract Language

Canadian unions, so far, had more success of negotiating protection and partner benefits for their lesbian and gay members. According to last known figures there are more than hundred workplaces where partner benefits are available to lesbian and gay employees. These work places are varied from provincial and territorial government to municipal authorities, from education to health sector, from public utilities to private sector, from community and social services to labour organisations.

Here are some of the successful examples of the contract language, which Canadian Unions used, in their collective agreements:

REGION	SECTOR	UNION	EMPLOYER	DEFINITION
British Columbia	Education	CUPE	East Kootenay Community College	For the purpose of this agreement spouse designates; wife, husband, common-law wife, common-law husband, and lesbian and gay cohabitant couples.
National	Labour Organisations	Canadian Union of Labour Employees	Public Services Alliance of Canada	“Spouse” means a person to whom an employee is legally married, or a person with whom an employee is cohabiting and who has been identified to the Employer as the employee’s spouse regardless of sex.
Alberta	Health	United Nurses of Alberta	Alberta Healthcare Association	<b>BEREAVEMENT LEAVE</b> “...’spouse’ shall include common-law and/or same sex relationship”.
Ontario	Education	Carleton University Faculty Association	Carleton University	<b>INSURED BENEFITS</b> For the purposes of Extended Health Care and Dental Plans, upon the appropriate amendment of the plan texts, spouse may include a person of the same sex as the employee with whom the employee has been cohabiting in a common-law relationship for a period of at least one (1) year.

REGION	SECTOR	UNION	EMPLOYER	DEFINITION
Saskatchewan	Public Interest/ Development Organisation	CUPE	A.K.A. Gallery Inc.	PARENTING LEAVE Maternity, partner’s and adoptive leave shall be a right, with no prerequisites of length of time in employment, seniority, marital status, sex, or sexual orientation.
Yukon	Provincial or Territorial Government	PSAC- Yukon Government Employee’s Union	Government of Yukon	“Spouse” means i) a lawful husband or wife; or ii) a person living in a common-law relationship with the employee. A common-law relationship will exist when, for a continuous period of at least one (1) year, an employee has lived with a person in relationship of some permanence as a couple, lives and intends to live with that person as a couple, and signs a statutory declaration to this effect. <i>(N.B. These agreements incorporate federal government benefits plans which do not recognise same sex spouse.)</i>

# Appendix 3

## Public Services International affiliates undertaking work on lesbian and gay issues

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
ASU	AUSTRALIA	Policy (resolution). Regular meetings of L&G members to discuss policy, campaigns and direction of ASU in this area. Campaigns include: same sex couples and superannuation; right to a safe workplace and union and participation in Sydney Mardi-Gras. No specific resources.	Megan Jenner ASU, 1st floor, 116 Queensberry St Carlton South Victoria, 305 AUSTRALIA Phone: 61 3 9347 19559342 1400 Fax: 61 3 9348 1498/ 9342 1499 Email: asuvic@asu.asn.au
CPSU	AUSTRALIA	Several branches undertake activities to support L&G members. Issues addressed in negotiations and workplace matters. One officer deals with L&G matters.	Rae-Anne Medforth CPSU, 191 Thomas Street, Haymarket, NSW 2000, AUSTRALIA Phone: 61 2 933 49200 Fax: 61 2 933 49250 Email: rae-anne_medforth@cpsu.org
GdG	AUSTRIA	No specific policy. No specific activities but cooperation with the Vienna Anti-Discrimination Office and publication of an info-leaflet together with this structure.	Thomas Kattnig GdG Maria-Theresien Strasse 11 A-1090 Vienna, AUSTRIA Phone: 43 1 31316 83677 Fax: 43 1 31316 99 83677 Email: thomas_kattnig@gdg.oegb.or.at
CUPE	CANADA	Policy. Committees working closely with L&G advocacy groups in the community. Research material kits on AIDS/HIV in the workplace, Employment benefits for L&G workers and their families. Factsheets and other publications. Workshop on homophobia for all members developed. Use of litigation to defend survivor benefits for same sex partners	Nancy Rosenberg, Senior Officer, Equality branch CUPE 21 Florence Street Ottawa, ON CANADA K2P 0W6 Phone: 613 237 1590 Fax: 613 237 5508 Email: nrosenberg@cupe.ca

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
NUPGE	CANADA	Policy (resolution). Representative on Canadian Labour Congress Gay, Lesbian and Bisexual Working Group. L&G caucuses at conventions, conferences. Ad hoc working group on equity issues deals with L&G questions.	Derek Fudge, Director of Research & Campaigns National Union of Public and General employees 15 Auriga Drive Nepean, Ontario K2E 1B7 CANADA Phone/Fax: 613 228 9801 Email :dfudge@nupge.ca
PSAC	CANADA	Policy (resolutions/regulations). Guaranteed seat on national Equal Opps. Cttee for L&G representative. Affirmative action positions at union events. Delegate position at regional bargaining conferences. Development & distribution of educational materials	Janice Manchee, Human Rights Officer PSAC Suite 901, 233 Gilmour Street Ottawa, ON K2P 0P1, CANADA Phone: 613 560 4318 Fax: 613 236 9402 Email: humanrights@psac.com
ÖTV	GERMANY	Policy based on Congress resolutions and decisions. Publication "ÖTV Report on Gays & Lesbians". Activities: lots of working groups on local level; a national 3 day conference in March '99; seminars and workshops. Resources: personnel (only the PA to the President; no specific budget but travel cost etc on special request).	Gudrun Mueller ÖTV Theodor Heuss Str. 2 70174 Stuttgart, GERMANY Phone: 0711 2097212 Fax: 0711 2097518 Email: gudrun.mueller@oetv.de
NZPSA	NEW ZEALAND	L&G staff have formed network to look at issues (inaugural function held in December 98). One officer involved in PSI L&G working group	Sean Rahui NZPSA P.O. Box 3817 Wellington, NEW ZEALAND Phone: 04 917 0333 Fax: 04 917 2051 Email: sean.rahui@psa.org.nz
NTL	NORWAY	Policy. Although NTL has no working group on this issue, it is part of LO which has group working on this issue	Irene B.

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
YS S	NORWAY	Policy (being revised). Considered a priority	Bente Anes Rydland YS Stat, Lakkegt. 3 0187 Oslo, NORWAY Phone: 47 21 01 36 00 Fax: 47 21 01 39 00 Email: post@ys-stat.no
FSP-UGT	SPAIN	Policy on equal opportunities. L&G issues seen as human rights issues	Elisa Gomez Amate FSP-UGT Avda de America 25, 3 planta 28 002 Madrid SPAIN Phone: 91 58 97 227 Fax: 91 4138513 Email: federal@fsp.es
FICSA	SWITZERLAND	Policy. Significant advocacy carried out by FICSA on the topic of same gender partnership within UN to be given same entitlements as marital partnerships (documents)	No official contact person
VPÖD	SWITZERLAND	Policy(resolutions). Activities: jurisdictional support in case of discrimination; public statements re proposed changes of legislation or constitution. There is one inter-union association where members of VPÖD are active, but no VPÖD own structure.	Doris Schüepp VPÖD, Sonnenbergstrasse 83 Postfach 8030 Zurich, SWITZERLAND Phone: 01 266 52 52 Fax: 01 266 52 53 Email: vpod vs zh usa net (?)
FDA	UK	Policy. Gay, Lesbian and Bisexual Network. Equal rights for single sex couples in pension schemes and other terms of employment. Elimination of sexuality as a condition for being judged fit to do job as in high security areas Small percentage of officer's time allotted to L&G issues	Robyn Dasey FDA 2 Caxton Street London SW1H 0QH, UK Phone: 0171 343 1111 Fax: 0171 343 1105 Email: robyn@fda.org.uk
IPMS	UK	Policy. Encourage L&G to join (special leaflet). Run L&G network. Leaflets. Participate in TUC activities. Lobby for reform of legislation. Part-time equality Officer	Valerie Ellis IPMS, 75-79 York Road London SE1 7AQ, UK Phone: 0171 902 6643 Fax: 0171 401 2241 Email: EllisV@ipms.org.uk

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
UNISON	UK	Policy (specific rules in UNISON rulebook) . National L&G Committee. Annual national L&G conference. 13 regional committees/local groups set up in branches. Range of publications and reports. Resources allocated for 2 staff, publications and specific budget.	Carola Towle UNISON 20 Grand Depot Road London SE18 6SF, UK Phone: 0181 854 2244 Fax: 0181 316 7770 Email: c.towle@unison.co.uk
FIRE BRIGADES UNION	UK	Policy. Annual L&G conference. Issues raised at all training courses and schools. L&G officials sitting on regional committees and delegation at annual conference. Represented on TUC L&G committee. Resources for officers, publications and specific budget	Mr T. Richardson Fire Brigades Union Bradley House 68 Coombe Road Kingston-upon-Thames Surrey KT2 7AE, UK Phone: 0181 541 1765 Fax: 0181 546 5187 Email: office@fbu-ho.org.uk
GMB	UK	Policy (resolution). Work on L&G undertaken as part of equal rights programme set each year by National Equal rights Conference. Recruitment work undertaken in regions. Publications. Equality Officer deals with L&G issues. Resources for publications	National Officer (Equal Rights) GMB 22-24 Worple Road London SW19 4DD Phone: 0181 947 3131 Fax: 0181 944 6552  Post currently vacant
AFSCME	USA	Policy (resolutions). AFSCME L&G Advisory Committee. Factsheets. Listing of L&G items on website. Budget for committee meetings	Ginny Cady, Department of Research and Collective Bargaining Services AFSCME, 1625 L Street, NW Washington DC 20036 Phone: 202 14291238 Fax: 202 12233255 Email: gcady@afscme.org
SEIU	USA	Policy (resolution). Develop educational materials (union currently revising its social justice curriculum which includes LGTB issue component). Leaflets. Resources for publications	Roy Bannis SEIU, 1313 L St, N.W. Washington DC 20005 Phone: 202 898 3498 Fax: 202 898 3304 Email: bannistr@seiu.org

## Education International affiliates

which are undertaking work on lesbian and gay issues

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
CTF/ FCE	CANADA	Specific Policy at national and regional level (British Columbia Teachers' Federation, Alberta Teachers' Association, etc) CTF endorsed a National Film Board production titled "OUT" which aims to sensitize teachers and students to the issue of L&G students	Damian Solomon 110 Argyle Ave. Ottawa, CANADA Phone: 613 232-1505 Fax: 613 232-1886 Email: Dsolo@Ctf-Fce.Ca
CEQ	CANADA	Specific policy/Resolution of the National Congress, June 1997, Laval, Quebec Activities: include specific demands in collective bargaining. Demands for specific changes in legislation L&G Committee Specific Budget	Claire Lalande Directrice Générale CEQ 9405, Rue Sherbrooke Est, Montreal, Canada H1L 6P3 Phone: 514 356 8888 Fax: 514 356 9999 Email: Lalande.Claire@CeQ.Qc.Ca
SGEN/ CFDT	FRANCE	Policy/activities	Michel Debon De Beauregard Phone: 33 1 40 03 37 00 Fax: 331 42 02 50 97 Email:fede@sgen-cfdt.org
SNUipp/ FSU	FRANCE	No specific policy Specific activities Meetings with gay and lesbian teachers	Sophie Zafari 128 Blv Blanqui, 75013 Paris Phone: 331 44 08 69 34 Fax 331 44 08 69 40
FUURT	FINLAND	No specific policy	Joel Knortti Phone: +358 3 215 6131 Fax: +358 2 215 7146 Email: joel.knortti@nta.fi
GEW	GERMANY	Specific policy. Since 1979 Annual National Meeting of Gay Teachers Lesbian Teachers have their 5th meeting this year. Caucus of lesbian teachers within the Women's Dept. Publications and Budget	Anne Huschens Vogelsangstr. 19 70176 Stuttgart GERMANY Phone: 0711/627219 Email: A.Huschens@Z.Zgs.De

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
TUI	IRELAND	TUI's draft "Charter of Teachers Rights and responsibilities" specifies "teachers will not be discriminated against on grounds of gender, age, marital status, race, religion and sexual orientation"	Billy Fitzpatrick 73 Orwell Road Dublin 6 Phone: 353.1.4922588 Fax: 353.1.4922953 Email: Bfitzpatrick@Tui.ie
CGIL/ Scuola	ITALY	No specific policy	At CGIL: Toniello Maria Gigliola Via Corso d'Italia 25 00198 Roma ITALY Phone: 39.06 8476390 Fax: 39 06 8476490
NUTP	MALAYSIA	No specific policy or activities	Tan Ban King 13b Jalan Murai Dua Kompleks Batu (Batu 3 Off Jalan Ipoh) 51100 KUALA LUMPUR Phone: 03-6210621/6210623 Fax: 03-6211060 Email: nutp@tm.netmy
MUT	MONSERRAT	No specific policy or activities	H. Cramble-Browne, Po Box 460 Brades Monserrat WI Phone: 1 664 491 2412/7034 Fax: 1 664 491 5779 Email: Heb@Candw.Ag
AoB/	NETHERLANDS	Specific policy and activities Publications and budget. Committee of Gay and Lesbian Teachers. Magazine. Training activities	Maryke Lok Po Box 2875 3500 Gw Utrecht The Netherlands
NL	NORWAY	Specific policy. Legal assistance if needed. Curriculum, school books checked for prejudices against gay and lesbians. Interventions in public debates	No specific contact person
EIS	SCOTLAND	No specific policy. L&G issues are considered by the Equal Opportunities Committee. There is a network of L&G members which meets several times a year. EIS is represented by L&G members at the annual Pride Festival	Veronica Rankin 46 Moray Place Edinburgh EH36BH SCOTLAND Phone: 0131 225 6244 Fax: 0131 220 3151 Email: membership@eis.org.uk

UNION	COUNTRY	POLICIES/MATERIAL/RESOURCES	CONTACT PERSON
VPOD	SWITZERLAND	Specific policy. Defence of the right to non-discrimination at the workplace. Public interventions when changes in legislation are discussed	DORIS Schüepp Sonnenbergstrasse 83, Postfach 8030 Zürich SWITZERLAND Phone: 01 266 5252 Fax: 01 266 52 53
NUT	UK	Specific policy. Guidance for schools locally. Training for NUT members. Executive Working Party on L&G Equality. Annual "Pride in Education" Conference. Also work on bisexual and transgender equality. Publications and budget (part of larger budget)	Ruth Blunt Hamilton House, Mabledon Place London WC1H 9BD Phone: 0171 388 6191 Fax: 0171 387 8458
NASUWT	UK	Specific Policy. NASUWT National Advisory Committee for sexuality, education and employment reports to the National Equal Opportunities Committee. Seminars for L&G members. NASUWT is represented on the TUC National L&G Committee. No budget	Jennifer Moses, Education & Equal Opportunities Dept. Hillscourt Education Centre, Rose Hill, Redal, Birmingham B45 8RS, U.K. Phone: 0121 453 6150 Fax: 0121 457 6208 Email:jennifer.moses@nasuwt.org.uk
AFT	USA	Specific policy. Resource book on L&G. Conference /workshops Work in coalitions on L&G Specific budget	Barbara Van Blake 555 New Jersey Ave. N W Washington DC 20001 Phone: 202.879.4434 Fax: 202 393-8648 Email: Bvanblak@Aft.Org
NEA	USA	Specific Policy and activities. L&G awareness presentation to NEA Board of Directors. Focus ON Information Sheet for Board Members Strengthening the Learning Environment: A School Employee's Guide to L&G Issues published in 1999. Inclusion of sexual orientation issues in training for members. Workshop building respect and equity in our diverse society: gay, lesbian and bisexual issues in education was developed for state affiliates. Specific Budget	Ron Houston 1201 16th Street N W Washington DC 20036 USA Phone: 202 822 7710 Fax: 202 822 7578 Email: Rhouston@Nea.Org



# Appendix 4

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## International Lesbian and Gay Organisations

### **International Association of Gay Men and Lesbian Women (ILGA)**

ILGA administrative Office:

81 Rue du Marche au Charbon, 1000 Brussels, Belgium

Phone & Fax: +32 (2) 502 2471

ILGA also have regional organisations, some work better than others. For further information contact above number.

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### **Federation of Gay Games**

584 Castro Street, Suite 343, San Francisco, CA 94114, USA

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Kursad Kahramanoglu (pictured above centre) is the international officer of UNISON—largest trade union in the UK. He has campaigned, written and lectured on equal opportunities issues during the last twenty years.

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