



Education International

**EI / PSI INTERNATIONAL
GAY, LESBIAN, BISEXUAL & TRANSGENDER
FORUM**

Porto Alegre, Brazil

19th July – 21 July 2004

Report to Australian Services Union National Secretary



**Compiled by Jo Justo National Convenor GLAM (Gay and Lesbian ASU
Members)**

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1. BACKGROUND

The 2nd World Conference of Gay and Lesbian Unionists in Sydney 2002 confirmed that discrimination continued for unionists regardless of whether there was a developed structure of reforms for LGBT peoples.

The PSI and the EI were the largest representative groups in Sydney and as a result the Executives of both Internationals determined to step up their activities aimed at promoting LGBT rights by:

1. creating awareness among EI and PSI member organisations which have not yet developed anti-discrimination policies;
2. documenting cases of discrimination and harassment on the basis of sexual orientation in the public sector, including the education sector. Such cases will include denial of promotion, dismissal, unwarranted transfer, unequal treatment in labour conditions and harassment or violence against LGBT teachers or education workers;
3. organising training programs;
4. advocating the inclusion of LGBT rights in the ILO Convention Against Discrimination and other international conventions and recommendations;
5. seeking the active cooperation of all global unions.

As a result of these aims and with the purpose of guidance to the two internationals it was proposed that an international LGBT Forum be established composed of all interested EI/PSI member unions (or their LGBT caucuses/groups/committees). The Forum would be an advisory body to the EI and PSI, and as often as the Executive Committees of EI and PSI would deem necessary.

An important objective of the Forum would also be to facilitate an exchange of views and information on the situation in the countries represented on the Forum and on activities undertaken by member unions.

For further information on the Internationals can be viewed for the PSI at www.world-psi.org and for the EI at www.ei-ei.org

2. FORUM PROGRAM

Day 1

Opening Session – Co-Chair - Bob Chase (NEA, United States)

Co-Chair – Juneia Batista (FETAM, Brazil)

- Hans Englebarts (PSI) General Secretary
- Fred v. Leeuwen (EI) General Secretary
- Jucara Dutra Vieira (CNTE) President
- Elsa Ramos (ICFTU), Equality & Youth Director



Plenary Session – “The global context: major gains and legal challenges on discrimination at the workplace.” K. Karamanoglu (ILGA, UK), S. Fabeni (CERGOSIG, Italy), R. Raupp (Federal Judge Brazil), Manuela Tomei (ILO)

- Workshops –1. “Organising LGBT members in our union” (Unison)
2. “Working towards inclusive labor agreements” (ABVAKABO)
3. “Realidad GLBT Paniagua” (ANEP Costa Rica)
4. “Silence SVP” (CSQ Canada)

Evening Visit – Nuances – Grupo Pela Livre Expressao Sexual

Day 2

Opening Session – “Are GLBT public schools an alternative to discrimination” CTF-FCE - Canada, NEA - US, CPC – Chile, ABGLBT – Brazil

Plenary Session – “Trade unions rights: sexuality, gender and sexual orientation” Beto de Jesus (Instituto Edson Neris Brazil)

- Workshops – 1. “Sexual diversity and cultural diversity” (ABVAKABO, AoB)
2. “Tools for addressing LGBT issues in environments ranging from conservative to accepting.” NEA – US
3. “Sexuality, law and working life” AoB – The Netherlands
4. “Gay and Lesbian health education” IEUA – Australia
- A. “How LGBT issues influence work in education” AoB – The Netherlands.
B. “The new Rights Office: strategies and instruments” CGIL – Italy
C. “Working for GLBT teachers and combating homophobia” PPTA – NZ

D. "Minority rights or diversity issues? Strategic discussion"
ABVAKABO / FNV

Day 3

Plenary Session – Reports from GLBT workshops and recommendations.

Plenary Session – Key issues and recommendations to be addressed to the EI and PSI executive committees.

Forum Close.

3. Participants



EI – Education International

*PSI – Public Sector International

ILGA – International Lesbian and Gay Association

ICFTU – International Confederation of Trade Unions

Oxfam International

ABGLT - Associação Brasileira de Gays, Lesbicas e Travetis (Brazil)

SINAPROF – (Bissau)

BTU – (Botswana)

KHEDR GTUESR – (Egypt)

NANTU – (Namibia)

SYPROS – (Senegal)

Swaziland National Association of Teachers – (Swaziland)

*Hospital Personnel Trade Union of South Africa (South Africa)

*POPCRU - Police and Prison Civil Rights Union (South Africa)

AEU – Australian Education Union (Australia)

IEUA – Independent Education Union of Australia (Australia)

*ASU – Australian Services Union (Australia)

Fijian Teachers Union (Fiji)

PPTA – Post Primary Teachers Association (New Zealand)

*NZPSA – New Zealand Public Sector (New Zealand)

*Government Employees Association (Phillipines)

*LUNHA – Labour Union of National Housing Authority (Thailand)

CTERA (Brazil)

CNTE – (Brazil)

*SERCOMTEL – Servidores Publicos Municipais de Londrina

FNU – Federacao Nacional dos Urbanitarios (Brazil)

Human rights Centre / Law Department / Catholic University of Brazil

Education e Cultura (Brazil)

Centro De Integracao (Brazil)
Nuances – Grupo Pela Livre Expressao Sexual
FECODE (Colombia)
*ANEP – Asociacion Nacional de Empleados Publicos y Privados (Costa Rica)
SNTE (Mexico)
CSQ – Centrale des Syndicats du Quebec (Canada)
CTF – Canadian Teachers federation (Canada)
NEA – National Education Association (United States)
SNES-FSU (France)
LIZDA (Latvia)
Verdi de (Germany)
National New Rights Sector (Italy)
UEN – Union of Education (Norway)
*Kommunal – Municipal Workers Union (Sweden)
NASUWT (United Kingdom)
NUT – National Union of Teachers (United Kingdom)
UNISON – (United Kingdom)
Group for Homosexual Education Personnel (The Netherlands)
ABVAKABO (The Netherlands)
LGBT Education Network (The Netherlands)

Full contact details are available for all PSI participants and Asia/Pacific participants.

4. Workshops Attended

1. "Homosexuals and Bisexuals in the Care System"
2. "Organising LGBT members in our unions"
3. "Tools for addressing LGBT issues in environments ranging from conservative to accepting"
4. "Minority rights or diversities issues? Strategic discussion"
Nuances – Grupo Pela Livre Expressao Sexual (nighttime visit).

1. This workshop was a case study which shared views and experiences on the transnational European project and the results of the study. This workshop also discussed the difficulties in inclusivity of the study for Transgender and Intersex individuals. The issues facing Transgender and Intersex union members appear to face similar difficulties across all borders. The issue of workers clearing security checks and receiving extra discriminations on the basis of their changed gender is one that no union has yet attempted to deal with. No unions at this workshop could report active Transgender members.
2. This was practical workshop that focused on mapping policies and practices, identifying targets for change, identifying allies and opportunities and planning strategies.
3. This was a training focused workshop which targeted training to effectively address the different levels of acceptance and awareness within unions. The training addressed quick assessment tools, comfort levels, methods of reaching participants wh range from hostile to accepting. Resources were provided from this workshop which I have available to any one who is interested. The tools are designed to create safe learning spaces to address these issues regardless of participants sexual orientation and gender identity.
4. Alliances building between heterosexual and homosexual or minority and majority focused on the potential to redirect the debate of acceptance of one or anothers view and concentrate on the idea of diversity thereby removing any concept of labeling which provides the opportunity for further difference.

5. Actions for the ASU

1. The immediate rollout of an education plan for all employees of the ASU based on the principles of the PSI as determined by the Executive Committee of the PSI, the 2002 Workers Out Conference Sydney and the EI / PSI LGBT International Forum Porto Alegre Brazil.
2. The commitment and direct action of all ASU branches to participate actively in the ICFTU 'Workers Fighting Aids' campaigns.
3. The commitment and active participation in ensuring that GLAM identifying employees and members are resourced and supported to undertake the agreed principles.
4. Resourcing and allocation of assistance to the national coordination of GLAM to enable the education and strategic planning rollout across all branches.
5. Model clauses based on Family Leave, Superannuation, Personal Leave becoming standard Log of Claims items in all enterprise bargaining negotiations.
6. Implementation of training packages for all ASU employees and implementation of training packages for all delegate and member training.