

European Group of Experts on Combating Sexual Orientation Discrimination (2002 -2004)

The European Group of Experts on Combating Sexual Orientation Discrimination (EGESO) consisted of fifteen independent legal experts, and was established and funded by the Commission of the European Communities. It started its activities in 2002 and continued to operate until late in 2004. It produced a [report in English](#) (also available [in French](#), see below), which formed the basis of a book and a few other publications.

Many members of EGESO later founded the [European Commission on Sexual Orientation Law](#) (ECSOL), which consists of independent legal experts from more than 40 European countries.

The book, by [Kees Waaldijk](#) and Matteo Bonini-Baraldi, is called:

[Sexual Orientation Discrimination in the European Union: National Laws and the Employment Equality Directive](#)

published by [T.M.C. Asser Press](#), The Hague 2006, distributed by [Springer](#), isbn 90-6704-213-7 / 978-90-6704-213-0.

This book does not only cover the fifteen old member states (which were included in the [report](#) of the Group of Experts), but also the twelve new member states. It is partly based on summaries of legislation implementing the Directive in [Latvia](#), [Poland](#), [Czech Republic](#), [Malta](#), [Cyprus](#), Bulgaria and [Romania](#). Most of these summaries are available online; see the PDFs at the bottom of this page.

The [English version of the final report](#) is called:

Combating sexual orientation discrimination in employment: legislation in fifteen EU member states.

Report of the European Group of Experts on Combating Sexual Orientation Discrimination about the implementation up to April 2004 of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation

edited by Kees Waaldijk and Matteo Bonini-Baraldi with the cooperation of Alan Littler, Universiteit Leiden, The Netherlands, submitted to the European Commission, November 2004, and published on the [website](#) of the European Commission, December 2004.

The [report](#) consist of an introduction, a chapter on European law (by Matteo Bonini-Baraldi), chapters on each of the fifteen old member states, a comparative overview, a comparative analysis, and conclusions, plus as an appendix a thematic study (by Alan Littler) on *Discriminatory Partner Benefits*.

La [version française du rapport final](#) est intitulée:

Combattre la discrimination fondée sur l'orientation sexuelle en matière d'emploi: législation dans quinze États membres de l'UE.

Rapport du Groupe européen d'Experts dans le domaine de la Lutte contre la Discrimination fondée sur l'Orientation sexuelle concernant la mise en oeuvre jusqu'en avril 2004 de la Directive 2000/78/CE portant création d'un cadre général en faveur de l'égalité du traitement en matière d'emploi et de travail

sous la direction de Kees Waaldijk et Matteo Bonini-Baraldi avec la coopération de Alan Littler,
Universiteit Leiden, Pays-Bas, soumis à la Commission européenne, novembre 2004, et édité sur le [site web](#) de la Commission européenne en janvier 2005.

A summary of the main findings of the report in *Italian* has been published as the chapter "[Legislazione in quindici Stati membri dell'UE contro la discriminazione nel lavoro basata sull'orientamento sessuale: l'attuazione della direttiva 2000/78/CE](#)", in the book: S. Fabeni & M.G. Toniollo (eds.), *La discriminazione fondata sull'orientamento sessuale*, Roma: Ediesse 2005, p. 491-526.

A summary of the main findings of the report in *English* has also been published as the chapter "[Legislation in fifteen EU Member States against sexual orientation discrimination in employment: the implementation of Directive 2000/78/EC](#)", in the book: A. Weyembergh & S. Cârstocea, *The gays' and lesbians' rights in an enlarged European Union*, Brussels: Editions de l'Université de Bruxelles 2006, p. 17-47.

The group's main tasks were:

- to produce a report on legislative measures taken by the then 15 Member States of the European Union to combat sexual orientation discrimination in the context of [Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation](#);
- to contribute to other studies and reports provided for in the [Community action programme to combat discrimination](#) (Council Decision 2000/750/EC);
- to gather legal and other information about sexual orientation discrimination, most of which has been stored in the online database of CERSGOSIG.

The group's 15 *national experts* were:

Austria - Dr. Helmut GRAUPNER (Lawyer, Vienna)

Belgium - Professor Olivier DE SCHUTTER (Faculté de Droit, Université catholique de Louvain)

Denmark - Mr. Søren BAATRUP (Lawyer, Frederiksberg, Denmark)

Finland - Mr. Rainer HILTUNEN (Lawyer, Helsinki)

France - Dr. Daniel BORRILLO (Faculté de Droit, Université de Paris X - Nanterre)

Germany - Professor Dr. Susanne BAER (Juristische Fakultät der Humboldt Universität zu Berlin)
Greece - Mr. Matthaios PEPONAS (Lawyer, Athens)
Ireland - Dr. Mark BELL (Faculty of Law, University of Leicester, England)
Italy - Mr. Stefano FABENI (Centro di Ricerca e di Studi Giuridici comparati sull'Orientamento Sessuale e l'Identità de Genere, CERSGOSIG, Torino)
Luxembourg - Dr. Anne WEYEMBERGH (Institut d'Études européennes de l'Université libre de Bruxelles)
Netherlands - Dr. Kees WAALDIJK (Faculty of Law - Universiteit Leiden)
Portugal - Judge Miguel FREITAS (Juiz de Direito)
Spain - Professor Rubio RUBIO-MARIN (Facultad de Derecho, Universidad de Sevilla, and Global Faculty Programme, New York University)
Sweden - Ombudsman Hans YTTERBERG (Ombudsmannen mot diskriminering på grund av sexuell läggning, Stockholm)
United Kingdom - Professor Robert WINTEMUTE (Centre of European Law, School of Law, King's College London)

This group of experts was run from the E.M. Meijers Institute of Legal Studies, at the Faculty of Law, Universiteit Leiden, The Netherlands. There the group's European coordinator was Dr. [Kees WAALDIJK](#) (Senior Lecturer in the Faculty of Law), assistant coordinator was Mr. Matteo BONINI-BARALDI, assisted by Mr. Alan LITTLER (researcher), Ms. Riekje BOUMLAK (secretary) and Mr Wout MORRA (research-assistant).

Recent updates on the implementation of the Employment Equality Directive 2000/78/EC (and of the Race Equality Directive 2000/EC/43) can be found in:

- the (country and thematic) reports of the [European Network of Legal Experts in the Non-Discrimination Field](#) on the grounds of Race or Ethnic Origin, Age, Disability, Religion or Belief and Sexual Orientation (this Network started its work late in 2004, to continue, among other things, the work of the European Group of Experts on Combating Sexual Orientation Discrimination which functioned 2002-2004);
- the [European Anti-Discrimination Law Review](#) (first issue published April 2005), which is made by the same European Network of Legal Experts.