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EURO-LETTER

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ILGA-EUROPE:



ILGA-Europe Annual Conference in Vienna

by Juris Lavrikovs, ILGA-Europe's Communications Manager

This year ILGA-Europe's Annual Conference takes place in Vienna on 30 October – 2 November. The theme of the conference this year is "**Think Globally – Act Locally**", and reflects the work of ILGA-Europe and its members on advocating for international human rights standards and practices and their implementation at the local level. We hope that conference's experienced panel speakers will not only outline current achievements, but also inspire a vision for the future of LGBT Europe.

ILGA-Europe is pleased to announce that we have already received a confirmation from Mr **Thomas Hammarberg**, Council of Europe's Commissioner for Human Rights, who will take part in one of the conference's panel discussions.

HOSI Wien, the Austrian host organisation has already secured a high profile patronage of the conference:

- **Dr. Heinz Fischer**, Federal President of the Republic of Austria, has agreed to be honorary patron of the conference,
- honorary committee which has now been joined by Federal Chancellor **Alfred Gusenbauer**.

HOSI Wien has also revealed the logo of the ILGA-Europe annual conference in Vienna.

Some of the key date to remember:

- 23 June - 1st mailing
- 4 August - Deadline submission of proposals
- 18 August - 2nd mailing with preliminary conference agenda
- 12 September - Deadline for amendments to proposals:
- 6 October - 3rd mailing/final agenda

All announcement, mailing, practical information and advice on travel and accommodation will be available on our website: www.ilga-europe.org/conference.

ILGA-Europe brought LGBT human rights defenders from Southeastern Europe to Council of Europe

by Aija Salo, Programmes and Policy Officer

ILGA-Europe organised a study visit to the Council of Europe in Strasbourg for LGBT activists from Croatia, Georgia, Macedonia and Moldova in January. The visit was a part of an advocacy project coordinated by ILGA-Europe, called "Take action! United against LGBT discrimination in Eastern Europe". The project is financed by Open Society Institute.

During the visit facilitated by ILGA-Europe Council of Europe advisor Nigel Warner the activists inter alia met with the Human Rights Commissioner Thomas Hammarberg, witnessed the historical ruling of the European Court of Human Rights in a French case of adoption of a child by a non-heterosexual person, presented the situation of LGBT human rights defenders in their countries to the conference of International NGOs accredited to the Council of Europe and met with several Council of Europe bodies and officials. The study visit brought about a practical learning in how human rights can be promoted through the CoE mechanisms, as well as an opportunity to bring forward up-to-date information on the situation of LGBT people in the South-Eastern European countries to bodies and officials dealing with those.

Later this year ILGA-Europe will organise similar study visits for LGBT human rights defenders from countries outside the EU to the EU and to the OSCE.

ILGA-Europe facilitates development of members' advocacy plans

by Aija Salo, Programmes and Policy Officer

ILGA-Europe supports its member and partner organisations by arranging advocacy planning sessions within the PRECIS project. The first advocacy planning session in Georgia with the two-year-old, Tbilisi-based Inclusive foundation was an encouraging experience. Georgian LGBT and gender equality activists from four different organisations gathered in Borjomi for three days into a session facilitated by ILGA-Europe to strategise around LGBT advocacy and to develop a concrete advocacy plan.

The programme of the training included presentation of central concepts of advocacy, discussion of main problems faced by the LGBT community in Georgia, defining goals and actors for the advocacy plan and choosing main strategies for the advocacy work. ILGA-Europe representatives also met with the wider Georgian LGBT community in Tbilisi in a community evening organised by Inclusive Foundation in their premises. During the spring, similar advocacy planning sessions will be held by ILGA-Europe in Kyrgyzstan with Labrys and in Ukraine with LIGA.

PRECIS (PREvention and Empowerment in the Commonwealth of Independent States) is an LGBT empowerment and HIV/AIDS prevention project in Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova and Ukraine. The overall goal is to combat spreading of HIV/AIDS and other STIs among LGBT communities in the NIS via capacity building and empowerment of LGBT organisations. The project is coordinated by COC Netherlands. ILGA-Europe is responsible for the implementation of the project's advocacy component.

ILGA-Europe to cooperate with KAOS GL, Lambdaistanbul and COC Netherlands in a new LGBT project in Turkey

by Aija Salo, Programmes and Policy Officer

ILGA-Europe contributes in 2008 to a new LGBT project in Turkey by providing expertise on EU legislation and by promoting information on the human rights of LGBT people in Turkey in the framework of its advocacy work. The project involves two Turkish LGBT organisations as partners: Lambdaistanbul and Ankara-based KAOS GL. The project is financed through the MATRA programme of the Dutch government, aiming at building the capacity of civil society organisations, and coordinated by COC Netherlands.

Diversity survey among ILGA-Europe member organisations

by Juris Lavrikovs, ILGA-Europe Communications Manager

ILGA-Europe is currently conducting a survey among its member organisations on their diversity policies and practices.

The goal of this survey is to assess how we are reflecting the diversity within the LGBT community to what extent ILGA-Europe member organisations are implementing equality and diversity policies in their organisational structure/documents/etc as well as in their projects.

The purpose is to use the results of this research when planning ILGA-Europe's projects on diversity. It is a first step through which ILGA-Europe tries to assess the current situation, compile good practices and develop guidelines for the organisation and its members on how to better embrace and implement in practice equality and diversity policies.

Please send your completed questionnaires to Françoise Barlet, ILGA-Europe Finance & Administrative Officer at francoise@ilga-europe.org. Deadline: 15 April 2008.

The questionnaire is available on our website: www.ilga-europe.org/europe/news/diversity_survey_among_ilga_europe_member_organisations

EUROPE:

LGBT Rights are Human Rights? A Question mark by PACE Legal Affairs Committee members

by Maxim Anmeghichean, ILGA-Europe's Programmes Director

First hearing on the report on LGBT rights in the member states, which is under preparations by Swiss Socialist MP, Vice-President of the Assembly Mr. Andreas Gross was held on the 7th of March of this year by the Legal Affairs Committee of the Parliamentary Assembly of the Council of Europe. A panel of four experts addressed the Committee, including an ILGA-Europe representative.

It would be fair to say that all panel members were shocked by the level of understanding of issues related to LGBT rights by some members of the Committee. Arguments of homosexuals being on the sideline of evolution because we cannot reproduce, that marriage should be protected under constitution, that children in homosexual families will also grow up homosexual, and even that biologically homosexuals can't have children (all of the speakers started such statements by saying "of course, I am against discrimination of homosexuals, but") are just few examples. There were also a number of supportive interventions (including by a Christian Democrat first Vice-Chairperson from Cyprus Mr. Christos Pourgourides, who recalled what he called a historic moment of decriminalisation of homosexuality in Cyprus after the "very, very important" Modinos case). You can find a summary of discussions in the official CoE communiqué here:

http://assembly.coe.int/ASP/NewsManager/EMB_NewsManagerView.asp?ID=3615

If you scroll down the page, you will find also the now public memorandum presented by the rapporteur to the Committee, and the programme of the hearing. The memorandum clearly explains how Mr. Gross envisages the report's structure.

Most importantly, a decision was made by the Committee to merge three motions for a recommendation (on legal recognition of same-sex partnerships, on freedom of assembly and expression for LGBT in CoE member states and on discrimination on the basis of sexual orientation and gender identity) into one report – on human rights of LGBT people in Europe. Parliamentary Assembly's Bureau had to confirm that decision yesterday.

EUROPE:

ILGA-Europe will continue its advocacy efforts to ensure the report reflects needs and aspirations of LGBT people throughout Europe.

If you have any further questions about ILGA-Europe work at the CoE, please, contact ILGA-Europe's advisor on Council of Europe Nigel Warner at: nwarner@gn.apc.org, or ILGA-Europe's Policy Director Christine Loudes (christine@ilga-europe.org).

The ETUC's first conference dedicated solely to LGBT workers' rights

by Silvan Agius, ILGA-Europe Policy and Programmes Officer

The European Trade Union Confederation (ETUC) organised its first specific LGBT rights conference on 29-30 January. During the conference, the speakers and the participants alike spelt out clearly that "*LGBT rights are trade union rights.*"

In many respects, this conference was a showcase of good practices. One such example was presented by Nick Crook from UNISON, who explained in detail how over the years his union has grown to understand the importance of tackling discrimination against LGBT people, and how unions ought to be visible among the LGBT community in order to gain its confidence. UNISON now leads specific programmes for the grounds of sexual orientation and gender identity, and has an LGBT network that is formally represented nationally and locally. His message was that while his union has taken several years to progress to this stage, others could learn from existing models.

Similar trends were apparent in the analysis of the surveys that the ETUC and ILGA-Europe have held during October-November 2007. These surveys have shown that while a number of unions have developed specific policies and structures to deal with discrimination against LGBT people, many unions are still narrow in their approach. Furthermore, while some unions have taken up LGBT case work, most have no policies dealing with such issues and only deal with them passively. On an interesting note, it seems that it is when LGBT advocates and trades unions form partnerships and develop each other's expertise that the best examples emerge. The setting up of local and national partnerships for the sharing of knowledge and experience were thus highly recommended through various experiences that were presented.

The conference ended on a positive note as the vast majority of the participating unions were very keen to learn more on how to develop their own strategies towards progressing LGBT rights within their ranks. Many also started to discuss partnerships with LGBT advocates from their country that were present at the conference.

A number of presentations and papers that were presented during this conference are available at
<http://www.etuc.org/a/4439>.

EUROPE:

EU Parliament's resolution on gay Iranian asylum seeker

by ILGA-Europe

On 13 March 2008, the European Parliament with 46 votes in favour, 2 votes against and 12 abstentions adopted urgency resolution regarding a case of Mehdi Kazemi, gay Iranian asylum seeker. Full text of the resolution and links to various languages of the text is available on our website: www.ilga-europe.org/europe/news/european_parliament_adopts_urgency_resolution_regarding_gay_iranian_asylum_seeker

LGBT FAMILIES:

“Different families, same rights? – Conference on LGBT families in Europe”

by **Christine Loudes, ILGA-Europe Policy Director**

On 4-6 March 2008, ILGA-Europe, in partnership with Informational centre LEGEBITRA, a Slovene LGBT organisation, organises a conference on LGBT families in Europe. This conference was a contribution to the current Slovene Presidency of the European Union and aimed at drawing attention to the lack of recognition and existing discrimination against LGBT families at European level. The conference gathered 70 activists, experts and European decision-makers in Ljubljana, Slovenia to establish a state of play of LGBT families in Europe.

Since the conference was announced by two bill board posters throughout Slovenia, it gave more publicity to the topic of LGBT families in the local context and stimulated lively discussions. The conference received great media coverage and several politicians positioned in favour of recognition of LGBT families. The Slovene ombudsman has stressed various definitions of the term "family": "The term family can be defined through various points of view: legal, sociological, psychological, medical, religious or any other.. [...] the right to different definition and formation of the family also belong to LGBT individuals and their partners". All people and not only the ones mentioned here have the right to form their family in accordance with their background and beliefs.

At the conference, ILGA-Europe also launched two new reports on LGBT families. The first report provides an overview of international law affecting LGBT families and of the problems these families face because of lack of legal recognition. The second report examines the implications of the EU five-year programme on closer cooperation in justice and home affairs (the Hague Programme) for LGBT families. Both reports are available in pdf format on our website: www.ilga-europe.org/europe/publications/non_periodical.

Additionally, ILGA-Europe is also launched a series of 12 posters and postcards portraying the diversity of LGBT families. The posters and postcards highlight the challenges and issues they face because of the lack of legal recognition, as well as various positive developments at European level advancing the legal situation for LGBT families. Printed report, posters and postcards are available on request:

juris@ilga-europe.org.

LGBT FAMILIES:

The conference offered to many activists and academics the opportunity to network. Interventions from representatives from the Council of Europe, the European Commission and the Swedish Ombudsman of sexual Orientation were completed with presentation from many academics in the field of law, social sciences and psychology. Paper presented at the conference and minutes of the session will be available on ILGA-Europe website: www.ilga-europe.org/europe/campaigns_projects/lgbt_families.

ILGA-Europe is very grateful to Legebitra for a great cooperation, to the speakers for exciting contributions, to the participants for giving the energy to keep the issue high on the agenda and for funders without whom such an event would not have taken place.

LGBT FAMILIES:

Norway: Gays to win marriage rights

Source: *Aftenposten*, 14 March 2008, www.aftenposten.no/english/local/article2313762.ece

The Norwegian government put forth a long-expected gay marriage bill on Friday, clearing the way for homosexual couples to secure the same marriage rights as heterosexuals.

Norway already has a so-called "partnership law" that has allowed homosexuals to form legal domestic partnerships. Now they likely will be able to marry, with all the rights that entails, since the government has a majority in parliament and the law is expected to win approval.

The bill, called "*felles ekteskapslov*" in Norwegian, will also ensure that children of lesbian couples will have two legal parents from the beginning of life, and that married homosexuals will be evaluated as adoptive parents along the same lines as heterosexual couples.

The new government minister in charge of children's and family issues, Anniken Huitfeldt of the Labour Party, called the proposed law "an historic step towards equality." She said the goal of the law is to demonstrate that homosexual and heterosexual couples are equal under the law.

"The new law won't weaken marriage as an institution," Huitfeldt claimed. "Rather, it will strengthen it. Marriage won't be worth less because more can take part in it."

Dissension

Two of her colleagues in Norway's left-centre government coalition, however, exercised their right to dissent, and refused to endorse all portions of the controversial measure.

Transport Minister Liv Signe Navarsete and the minister in charge of local government, Magnhild Meltveit Kleppa, wouldn't support the measure's proposal to also allow gay couples access to state-funded programs that help couples conceive children. They also refused to support proposed changes in biotechnology laws.

LGBT FAMILIES:

First Greek lesbian civil marriage planned

**Source: Agence France Presse, <http://afp.google.com/article/ALeqM5iJhi5hPgwez7rlyYfd63V3uvVnTg>,
14 March 2008**

A pair of Greek Lesbians will next week try to be the country's first same-sex couple to marry in a civil ceremony, exploiting a loophole in the law, a leading gay rights group said Thursday.

The two will try to tie the knot under a 1982 law that does not specify that a civil union must involve a man and a woman, said Evangelia Vlami of Greece's main homosexual association, Olke.

The ceremony is to take place in the Kessariani quarter of Athens by a mayor who belongs to the radical left-wing Syriza party, Vlami said.

"I have no objection to celebrating this union so long as the law is respected," the mayor, Spyros Tzokas, told the Ta Nea daily.

Had the mayor refused, gay activists would have taken their marriage petition to Greece's Council of State, veteran homosexual rights campaigner Grigoris Vallianatos told AFP.

The wedding announcement comes a day after Olke announced it would appeal to the government for gays to marry and adopt legally -- and denounce as unlawful a draft bill recognising only heterosexual unions.

Greek gay activists claim the government marriage legislation violates the European human rights convention, and Vallianatos said the lesbian union was a preemptive move against the bill.

The Greek government has steadfastly opposed gay marriage in the past and bars gays from its military.

Still, homosexuals have sought greater visibility and voice in recent years, holding the country's first Gay Pride event in 2005.

FREEDOM OF ASSEMBLY:

Mayors of Riga and Tallinn refused to sign ILGA-Europe's appeal on freedom of assembly and expression for LGBT people in Europe

by Juris Lavrikovs, ILGA-Europe's Communications Manager,
Lisette Kampus, member of ILGA-Europe Executive Board

Last April ILGA-Europe launched a campaign on the freedom of assembly and expression for LGBT people in Europe. The aim of this campaign is to mobilise as many mayors of European cities as possible to sign ILGA-Europe's appeal, declaring their support for LGBT people to exercise their right to freedom of assembly and expression.

So far, the 19 mayors of the following European cities signed the appeal – Paris, Nicosia, Amsterdam, Winterthur, London, Stockholm, Cologne, Barcelona, Venice, Vienna, Bologna, Manchester, Copenhagen, Budapest, Ljubljana, Zürich, Berlin, Dublin and Luxembourg. Following these promising letters of support, ILGA-Europe has recently received one letter of refusal and is aware that another mayor is also refusing.

The first letter of refusal to sign our appeal came from Janis Birks, Mayor of Riga. Mr Birks started his letter on a very promising note stating that, *"the Riga City Council truly supports your initiative, greatly appreciates the actions of the campaign and all the possible positive effects generated by the project"* and that the Riga City Council is *"very open to deepening and broadening our partnership in concrete initiatives in the years to come"*. However, the Riga Mayor concluded that *"the decision on the appeal should rather remain an individual competence of each City"*. While refusing politely to sign the appeal, the Riga Mayor wished this campaign *"every success"* and expressed his belief *"that actions of the project will result in a fruitful cooperation among the cities and highlight the best solutions for dealing with challenges of today's world."* ILGA-Europe looks forward to the 'partnership and cooperation' promised by the Mayor of Riga. For a start, the approval and monitoring of the 4th Riga Pride March to be organised on 31 May 2008 that is currently being submitted by the Latvian LGBT alliance, Mozaika.

FREEDOM OF ASSEMBLY:

ILGA-Europe's appeal caused considerable discussions and media coverage in Estonia. Edgar Savisaar, the Mayor of Tallinn stated that as this is an issue of importance from society point of view, and therefore in order to form an opinion on the appeal, he forwarded this appeal to Tallinn City Council's education and culture commission for discussion and recommendations before the Council forms an opinion.

Following the discussion, the commission decided to advise the Mayor to reply to ILGA-Europe's letter, explain the good situation of minorities in Tallinn and thus justify the unnecessary of signing such petition.

Tarmo Lausing, chairman of education and culture commission, explained that the petition seems to imply that horrible cases of discrimination of sexual minorities take place in Estonia – violence, extreme humiliation, and mistreatment. *"The commission felt that signing a petition like this would mean accepting what is not true and we would admit things which aren't true,"* explained Lausing.

"This doesn't mean though that we don't consider protecting the rights of sexual minorities important. Tallinn definitely protects the rights of all minorities living here today and tomorrow," Lausing further stated.

The Deputy Mayor, Kaia Jäppinen, noted that this petition and the stand taken towards it, would in no way harm or discredit Tallinn as a culture capital of Europe 2011, as he added that, "To connect this petition with culture capital is arbitrary and inappropriate."

HATE & VIOLENCE:

Hate crime conviction in Croatia: 14 months in for attempted assault with Molotov cocktails on Zagreb Pride 2007

Source: Joint Press release from Kontra, Iskorak, and Women's Network in Croatia, 26 January 2008

We are addressing you in regards to the judgement of the Municipal Criminal Court in Zagreb in relation to the case of attack with Molotov cocktails on Zagreb Pride manifestation participants. Namely, Josip Situm was sentenced to a year and two months of prison with obligatory psychiatric treatment.

We welcome the Court's judgement, but for final conclusion we are waiting for the legal validity of the judgement. Also, it seems that it is evident from the judicial procedure that there was more than one perpetrator. We are wondering why other perpetuators were not convicted. In her statement for the daily newspapers „Jutarnj list" the judge said: „All of you run away, but not because you gave up on attack by your own will, but because the police came". In the report of the Police Headquarters of Zagreb it was stated: „At 12.45 a.m. in the passage Harmica Croatian citizens (1988 and 1986) and a minor (1990) with no identity cards were found in possession of several bottles of flammable fluid and plastic bags with eggs and tomatoes that were supposed to serve for attack on the march participants." The police brought misdemeanor charges against other three perpetrators before the Magistrates' Court in Zagreb in line to the provisions of the Act on Misdemeanors against Public Order and Peace. However, Josip Situm, who tried to throw Molotov cocktail, when the police came, was arrested only after the Investigation Court issued arrest warrant after him.

In regards to this years' Zagreb Pride Manifestation a whole series of violent incidents was recorded. We specially emphasize that the police brought exclusively misdemeanor charges in cases of physical violence against participants of the manifestation. Not a single criminal charge was brought by the police against perpetrators for criminal offences of violent behavior. Attempt of attack by Molotov cocktail was the only case where the State Attorney's Office (not the police) initiated criminal investigation and only against one perpetrator. Homophobic conduct of police officers was recorded in the process of reporting of violence by Zagreb Pride participants (insulting injured parties on the basis of sexual orientation and nationality- case of Slovenian citizens). However, such misconduct was not

HATE & VIOLENCE:

penalized even after the complaint was filed to the Ministry of Interiors. In the response of the Ministry to the complaint of the injured parties following it was stated that the injured parties did not cooperate with the police and that the perpetrators that attacked them were not found. From such response of the Ministry we conclude that the police have no intention of dealing with hate crimes and homophobia inside its system.

NOTICE BOARD:

Meeting of Lesbian and Gay Families, Tarragona, Catalonia, 1-4 May 2008

by *Associació de Famílies Lesbianes i Gais (FLG)*

On 1-4 May 2008, the Association of Lesbian and Gay Families of Catalonia (FLG) is organising a meeting in Catalonia for its member families and families from other countries. The meeting will take place at *Ciutat de Repòs i Vacances*, in Tarragona, 100 km south of Barcelona. It is a hotel resort located 200 m from the beach, with independent apartments and many common facilities.

During these 4 days, FLG will organise many activities for the children and their fathers or mothers, including workshops on subjects of common interest and a lot of free time to build the friendship between the participating families.

FLG has already 80 family members, and wants to celebrate the recent changes in the laws of Catalonia and Spain which allow gay and lesbian couples to marry and adopt children, and also to discuss all the work that still remains to be done for full normality. FLG wants that families build friendship and expand their contact network with similar families.

For more information, please contact international@familieslg.org

NOTICE BOARD:

2nd Transgender Council: Make Human Rights Work

by **Transgender Europe (TGEU)**

This year's Council offers a full program featuring representatives from Transgender Europe (TGEU), the Committee for Human Rights - Council of Europe, Human Rights Watch, Amnesty International and many other international activists and experts who will share their first hand experience in the field of human rights and Transgender related work. (We are using the term transgender here to include people who are transsexual, transvestites, cross dressers, drag queens, drag kings, genderless, pangender, genderqueer and anyone else who self-identifies as transgender).

Panels and Presentations will address Human Rights issues, Anti Discrimination Legislation in Europe and the results of the Study on the Lives of Transgender people in Europe (Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience of Health Care) conducted by Press for Change (UK) in conjunction with ILGA-Europe and Transgender Europe. More than 2000 Transgender people participated in this study.

Workshops and Training Sessions will cover a range of international and local concerns including: Lobbying, Fundraising, Transgender Counselling Services, Running a Youth Group, Discrimination in the Workplace, Conflict Mediation in Volunteer Organisations and Burnout Prevention for Activists. If you would like to contribute a workshop, there are still a few spaces open. Please see www.tgeu.org/council2008 for details of how to apply.

There will also be opportunities to discuss and formulate the future goals of Transgender Europe and how we aim to achieve them. This will include work on TGEU Policy and Vision Papers and a Petition to the European Parliament.

NOTICE BOARD:

International Conference on LGBT Human Rights Copenhagen 27th -29th July 2009

by Steffen Jensen, LBL-Denmark

World Outgames 2nd International Conference on LGBT human rights has now opened a call for proposals for workshops. Below are links to pages that will guide you through the information that you need to know before submitting a workshop proposal. Please read it through carefully.

Please also note that this is only a call for workshop proposals. All other general information about the conference as well as the registration for World Outgames will be on our new website in April 2008 at www.copenhagen2009.org. If you need more information about the conference at the time being, please do not hesitate to contact project manager for culture and conference Jonatan Porsager at: jonatan@copenhagen2009.org.

NOTICE BOARD:

OSCE training on monitoring hate crimes

by OSCE

On 31 May – 2 June 2008 the OSCE Office for Democratic Institutions and Human Rights will organise training for civil society representatives on how to prevent and to respond to hate crimes in Warsaw, Poland.

This two and a half day training will provide civil society organisations with a menu of tools to build a more effective response to hate violence. Using techniques modeled in the training, NGOs will craft and implement strategies tailored to individual country and community challenges. Civil society participants will be trained on a variety of models; from establishing partnerships with officials, to monitoring, and victim support. The training will include lecture, group discussions, interactive activities, and small group work covering all the major topic areas in the resource guide. At the culmination of the training, participants will have an opportunity to propose a small scale project modeled on the training to implement in their community.

The training will be conducted in English.

Participants are welcome to apply online until March 31, 2008. Additional information and application form are posted on the Tolerance and Non-discrimination System: <http://tandis.odihr.pl/index.php?p=cs,train>.

NOTICE BOARD:

The Platform of European Social NGOs (Social Platform) seeks a Communication and Press Officer

by Social Platform

Challenging function in a European Platform of NGOs, good salary package with full range of extra legal advantages including luncheon vouchers, pension scheme, hospitalisation insurance (including family members), transport costs and Flexitime.

Salary range: between 2500-2900€ gross per month according to experience.

Key responsibilities:

- Manage and develop the Social Platform's external and internal communication and information strategies.
- Develop and maintain Social Platform media relations.
- Ensure external high visibility of the Social Platform.
- Ensure sound financial management of the information and communication activities.

Please download the Application Pack at:

http://www.socialplatform.org/Page_Generale.asp?DocID=11740

and send it filled-in to ariella.degennaro@socialplatform.org by 20 March 2008.