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- providing analysis and policy advice on PROGRESS policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of the stakeholders and society at large

For more information see:

http://ec.europa.eu/employment_social/progress/index_en.html

The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

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Dear colleagues, friends and supporters,

Thank you for your cooperation and support throughout the last year. We look forward to continuing our fruitful cooperation in 2010 working together towards new achievements in making Europe a place of respect and equality for all!

With festive greetings,
ILGA-Europe Team

ILGA-Europe's Executive Board re-elects Co-Chairs and appoints new officers

by *Juris Lavrikovs*, *ILGA-Europe's Communications Manager*

During the meeting of ILGA-Europe's Executive Board on 4-6 December 2009, re-elected **Linda Freimane** and **Martin K.I. Christensen** as Co-Chairs. Martin K.I. Christensen was first elected to the position in 2007 and Linda Freimane was first elected in 2008.

Linda Freimane is one of the founders and present chairperson of the LGBT and their friends' organisation "Mozaika" in Latvia. She has been the main responsible organiser of the Friendship Days and Riga Pride 2006 – 2008 and Baltic Pride in 2009.

Linda is a lawyer and activist, born in Stockholm, Sweden, in a Latvian family. Early on she became active in various youth organisations. Since 2006 she is board member of ILGA-Europe.

Linda has graduated the School of Journalism of the University of Stockholm (1989). Her first employment was with the daily *Svenska Dagbladet*. Later she worked as a journalist at Radio Sweden, which launched a Latvian news broadcast in 1988.

In the 1990s Linda graduated the Law Faculty, University of Stockholm with an LLM in European Union law, and soon after she moved permanently to Riga. In Riga she first worked with Latvia's pre-accession programmes, harmonising Latvian legislation with EU standards. Later she was engaged to set up the Riga Graduate School of Law, a Swedish-Latvian owned, private University for Baltic students.

Since 2005 Linda works as business consultant in Riga – serving corporate clients and organisations in their reputational, crisis, media and other needs. She is also engaged in the Baltic corporate travel market. Working with LGBT issues has become her full time on-the-side job, a task, which she sees as one of the greatest and most interesting challenges in her life so far.

In 1999 Linda registered her partnership with Yvonne Gerner, a Danish graphic artist.

Martin K.I. Christensen's involvement as a gay activist began at the Lesbian and Gay Radio in Copenhagen, Radio Rosa. He later became Chairman of the Association running the radio and was then elected member of the National Board of LGBT Denmark, the National Association of Gays, Lesbians, Bisexuals and Transgendered. For the last 8 years Martin have been a member of the Board of International Group of LGBT Denmark and thereby involved in ILGA-Europe and bilateral cooperation with other organisations in both Eastern and Western Europe.

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Martin was the founding co-chair of the LGBT group in the Social Liberal Party. He has also been a member of the party executive committee and chair of the EU working group.

Martin has a master's degree in History and Middle East Studies and spent parts of his studies in the Netherlands and in Istanbul. All his professional life Martin has worked as a communication officer and journalist.

Martin was born in 1967 and work as the chief editor of the membership magazine of the Danish Construction Association – an employer's union and lobby organisation.

The Executive Board elected **Louise Ashworth** and **Paata Sabelashvili** as Co-Secretaries and **Pierre Serne** as Treasurer.

The board members will be working in following sub-committees :

- **Employment:** Martin K.I. Christensen (Chair) Linda Freimane, Louise Ashworth and Pierre Serne
- **Finance:** Pierre Serne (Chair), Christine Le Doaré, Deborah Lambillotte and Martin K.I. Christensen
- **Governance:** Linda Freimane (Chair), Björn van Roozendaal, Natasa Sukič, Paata Sabelashvili and Ruth Baldacchino

The board and staff members will also work on following working groups:

- **Diversity:** Deborah Lambillotte, Louise Ashworth, Ruth Baldacchino, Evelyne Paradis, Juris Lavrikovs, Camille Lambinon, *another staff member TBC*
- **Strategic Plan:** Björn van Roozendaal, Christine Le Doaré, Paata Sabelashvili, Evelyne Paradis
- **Evaluation:** Linda Freimane, Natasa Sukič, Evelyne Paradis, Maxim Anmeghichean

ILGA-Europe appoints new Executive Director – Evelyne Paradis

Source: ILGA-Europe's media release, 7 December 2009

On 5 December 2009, the Executive Board of ILGA-Europe selected Evelyne Paradis to be the new Executive Director of ILGA-Europe from 2010.

Evelyne Paradis is currently ILGA-Europe's Policy Director and has been working with ILGA-Europe's office in Brussels since 19 September 2005.

Evelyne Paradis has extensive experience and has been working in the field of human rights for over 10 years. She has worked for the UN High Commission for Human Rights, the Council of Europe and human rights NGOs in Canada. Evelyne completed studies in history, political science and European affairs in Canada and in France. She holds a Master's degree in political science. Evelyne Paradis is originally from Canada.

During her work at ILGA-Europe Evelyne Paradis coordinated ILGA-Europe's policy work with the four institutions ILGA-Europe's advocates at: the European Union, the Council of Europe, the Organisations for Security and Cooperation in Europe and the United Nations. Evelyne Paradis represented ILGA-Europe at various European fora. She lead ILGA-Europe's campaign and lobbying work on the new proposed EU anti-discrimination directive. Evelyne Paradis was part of ILGA-Europe's management team and during the last few months deputised the vacancy of Executive Director.

Martin K.I. Christensen, Co-Chair of ILGA-Europe's Executive Boards, said:

"We are very happy to appoint Evelyne Paradis as the new Executive Director. Evelyne has long working experience in the field of equality and human rights. Evelyne also has in-depth knowledge and first hand experience in working with various European organisations and their institutions as well as with our members, partners and allies. We are also confident that Evelyne will provide effective leadership for our committed team of strong and professional staff."

Job opportunity with ILGA-Europe - Project Coordinator (Finance Administration Support)

by *ILGA-Europe*

ILGA-Europe has grown significantly in the past 10 years and we now require a Project Coordinator to assist with running an efficient office, maintain sound administrative systems and verify financial reports from our partners in Russian-speaking countries. ILGA Europe currently has 11 staff members who are delivering on the organisations' strategic plan 2008-2011.

The job

The Project Coordinator in conjunction with the Finance and Administration Officer and the Finance and Administration Manager will be responsible for providing effective administrative and financial services to enable ILGA-Europe to achieve its objectives and ensure compliance with legal and funding requirements.

Other requirements are:

- A high standard of written and spoken English
- Commitment to equal opportunities
- Ability to relocate to Brussels and travel in Europe

Useful additional experience/knowledge could include:

- Knowledge of Russian and French/Dutch
- Experience of working in an NGO

Employment information: full-time position for duration of one year with possibility of extension. Gross salary of Euros 23,755 per annum. The organisation has a generous remuneration package, including contributing to local transportation costs, luncheon vouchers and a Pensions scheme for employees and 'family friendly' policies. Relocation support from within Europe to Brussels will be given where appropriate.

Closing date for receipt of applications: Monday, 10 January 2010 at 17.00

Application pack which contains more information about the job, is available on our website:

[www.ilga-](http://www.ilga-europe.org/europe/about_us/job_opportunity/project_coordinator_finance_administration_support)

[europe.org/europe/about_us/job_opportunity/project_coordinator_finance_administration_support](http://www.ilga-europe.org/europe/about_us/job_opportunity/project_coordinator_finance_administration_support)

ILGA-Europe is an equal opportunities employer

The first international treaty banning sexual orientation discrimination comes into force – the Treaty of Lisbon

Source: ILGA-Europe's media release, 1 December 2009

Today the European Union's Treaty of Lisbon is coming into force. The EU Charter of Fundamental Rights which constitutes an integral part of the Treaty of Lisbon is the first and the only international document containing provision that discrimination on the grounds of sexual orientation is prohibited. Article 21 of the EU Charter of Fundamental Rights reads:

1. Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

The EU Charter of Fundamental Rights is the first EU consolidated document containing the values and fundamental economic, social, civil and political rights to which EU citizens should be entitled to. The Charter does not establish new rights but rather codifies existing rights that were previously scattered over a range of documents.

Martin K.I. Christensen, Co-Chair of ILGA-Europe's Executive Board, said:

"We wholeheartedly welcome the entry into the force of the Treaty of Lisbon and the EU Charter of Fundamental Rights. The European Union made it crystal clear and provided the EU institutions and EU Member States with guidelines that discrimination on the grounds of sexual orientation is incompatible with the application of the Union's law. At the same time we regret that three countries, the UK, Poland and Czech Republic, opted out from the EU Charter of Fundamental Rights. We are particularly concerned with Poland's reasons for not signing the Charter as the Polish leaders believe the Charter might compromise their sovereignty in the 'sphere of public morality, family law'."

The overall aim of the Treaty of Lisbon is to make the decision making process within the EU more democratic, efficient as well as to give the EU greater profile on international arena.

In particular, the Treaty of Lisbon will give more powers to the European Parliament, the only democratically elected by EU citizens EU institutions. The European Parliament gain equal footing with other EU institutions in decision making process in more areas.

The Treaty of Lisbon strengthens EU Member States and institutions' obligation to tackling discrimination and

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mainstreaming equality. A new Article 10 of the Treaty makes it clear that the EU must take into consideration combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation in all its policies and actions.

The other important development brought by the Treaty of Lisbon is that the EU is becoming a signatory to the European Convention on Human Rights. All EU Members States are signatories to the Convention, but now human rights as provided by the Convention and national constitutions will constitute general principles of the European Union.

Linda Freimane, Co-Chair of ILGA-Europe's Executive Board said:

"The Treaty of Lisbon brings many positive changes which indeed re-affirm and strengthen EU's human rights stance. The European Unions was always one of the world's leader on human rights, but now we have a Treaty ratified by all 27 EU members States which clearly identifies the duties of the EU institutions to take human rights and equality issues to the very centre of their work when adopting various policies and taking actions."

On the occasion of the International Human Rights Day, ILGA-Europe calls on European institutions not to be complacent and to do more to end discrimination

Source: ILGA-Europe's media release, 10 December 2009

Every year on 10 December the world marks the International Human Rights Day to commemorate the adoption of the Universal Declaration of Human Rights by the United Nations General Assembly in 1948.

Navi Pillay, the UN Human Rights Commissioner, announced that this year's International Human Rights Day is focusing on non-discrimination. She said:

"Discrimination makes no social sense, no moral sense and no economic sense. In fact it makes no sense at all."

ILGA-Europe supports the theme and the motto of this year's International Human Rights Day - "Embrace Diversity: End Discrimination." While Europe can definitely be proud of its record on advancing equality and human rights for lesbian, gay, bisexual, trans and intersex (LGBTI) people, there is still plenty of work to be done before LGBTI people in Europe can enjoy full legal equality and social acceptance and safety.

During 2009 Europe witnessed a number of developments which breach the principles of equality and human rights and are discriminatory towards LGBTI people:

- despite condemnation by various international, European and Lithuanian institutions and non-governmental organisations, the Lithuanian parliament appears determined to introduced a law discriminating against LGBTI people's right to education, freedom of assembly, association and expression;
- **Italy** witnessed a wave of homophobic violence and the Italian parliament rejected a proposal to criminalise violent hate crimes motivated by homophobia;
- LGBT people experienced serious limitations of their rights to peaceful assembly and association in **Russia, Serbia, Ukraine** where their public events were banned by authorities;
- **Gibraltar's** parliament rejected an amendment equalising the age of consent and thus the country continues to discriminate against gay men in its criminal law.

On a positive note, Europe witnessed also a number of positive developments in 2009, to name a few:

EUROPE:

- **Sweden** amended its marriage law by making it gender neutral;
- **Hungary** introduced law on registered partnership for same-sex partners;
- Sexual orientation and gender identity have been recognised by anti-discrimination laws in **Serbia** and **Bosnia and Herzegovina**;
- transsexuality is no longer considered a mental disorder in **France**;
- **Austrian** court abolished compulsory surgery for transsexuals;
- **French** court ruled that lesbian woman in same-sex partnership is entitled to apply for child adoption.

ILGA-Europe also wants to highlight the contributions made by various European institutions to tackle discrimination against LGBTI people:

- The **EU's Fundamental Rights Agency** published Part 2 (Social Situation) of its report on discriminations on the grounds of sexual orientation and gender identity in the EU which is the most comprehensive examination of the issue by any EU institution;
- Thomas Hammarberg, the **Council of Europe's Human Rights Commissioner**, published issue paper on Gender Identity and Human Rights;
- **the European Committee of Social Rights** found that Croatia's limited curriculum covering sex education discriminated on the basis of sexual orientation;
- **the European Parliament** reiterated its call for a new EU anti-discrimination directive to ban discrimination on the grounds of inter alia sexual orientation in such areas of education, health care, access to goods and services; it also stated the EU should facilitate mutual recognition of same-sex marriages/partnerships across the Union and tackle homophobic hate crime and violence.

Linda Freimane, Co-Chair of ILGA-Europe's Executive Board, said:

"Today is a good time to reflect on and celebrate the achievement individual European countries and European institutions have made to tackle discrimination against LGBTI people in Europe. But using the words of Navi Pillay, the UN Commissioner's for Human Rights – "Complacency is discrimination's best friend". European institutions can do much more to fight injustice and discrimination LGBTI people are still facing in Europe.

We are anxious to see how the EU and its Member States will deal with a proposal for a new EU directive to ban sexual orientation in areas outside employment. This will be a real test on how serious EU Member States are when it comes to actual work on eliminating discrimination.

In a month's time, the Parliamentary Assembly of the Council of Europe will debate recommendations on measures to combat discrimination based on sexual orientation or gender identity and we hope parliamentarians from 47 countries of the Council of Europe will pave a way towards eliminating numerous legal and social obstacles LGBTI people have in most of Council of Europe's countries in enjoying their rights, feeling safe and equal respected members of society.

Likewise, we look forward to work with the Organisation of Security and Cooperation in Europe, to make sure sexual orientation and gender identity are recognised by this organisation in its mandate for addressing violent and hate crimes."

The European Union adopts the Parental Leave Directive

by *Silvan Agius, Senior Policy & Programmes Officer*

On 30th November 2009, the European Council adopted the Revised Framework Agreement on Parental Leave. This directive had been previously agreed by the Social Partners in June ([see Euroletter 166 June 2009](#)).

While the directive does not expressly mention LGBT parents, it's inclusive and gender neutral language implies that LGBT parents should be provided with equal rights where their parenthood is recognised by law and/or where the collective agreements regulating their employment conditions are inclusive. This provides a window of opportunity to trade unions to make sure that national collective agreements also cover same-sex parents.

Some noteworthy references in the text of the Directive are:

- Clause 1§1: This agreement lays down minimum requirements [...] taking into account the *increasing diversity of family structures*.
- Clause 2§1: This agreement entitles [...] to an *individual right* to parental leave.
- Clause 3§1: The conditions of access and detailed rules for applying parental leave shall be *defined by law and/or collective agreements* in the Member States.

(emphasis added).

During 2009, ILGA-Europe worked very closely with the Social Platform to ensure that the Platform's common position will be inclusive of LGBT parents. To our satisfaction, the final text of the adopted Directive reflects ILGA-Europe's proposals very well.

The Directive will enter into force on 1st December 2011.

Ireland: Supreme Court rejects same-sex headed family as a de facto family

Source: GLEN media release, 10 December 2009

GLEN is very concerned at the Supreme Court's rejection of a same-sex family as a de facto family as outlined in the Supreme Court judgement in the 'McD' case. The Supreme Court has rolled back the judgement of Justice Hedigan in the High Court which recognised same-sex families as de facto families under the European Convention on Human Rights.

"GLEN shares the court's commitment that the paramount issue is the welfare of the child. The court made their judgement on that basis, granting access to the father. The court also recognised that the lesbian parents in the case provide a settled and loving home for their child. However, this family is not recognised in law. There is no mechanism for a child in a same-sex headed family to establish a legal connection to their non-biological parent. This is not in the best interests of the child" said Brian Sheehan, Director of GLEN

"Providing a legal framework for parenting, with the welfare of children the paramount guiding principle, will also help clarify obligations and responsibilities from the outset" continued Brian Sheehan. "Such a legal framework should help to avoid in the future the emotional trauma to which all the parties in this case have been subjected".

"There are already many families where children are being parented by lesbian and gay couples in Ireland. These families need and should have their family life recognised to protect the interests and welfare of their children" said Brian Sheehan.

"This judgement highlights the importance and urgency of providing legal support and recognition of the many children being parented by same-sex couples in Irish law, for example in the Civil Partnership Bill currently going through the Dáil. GLEN urges the government to include in this legislation a legal framework that recognises and protects families headed by a same-sex couple"

"The Renewed Programme for Government commits to reviewing legislation on guardianship, custody and access following publication of the report of the Law Reform Commission on Legal Aspects of Family Relationships. This case shows the complexity of the issue and the urgency of reform in this area" concluded Brian Sheehan.

Austrian parliament adopts registered partnership law for same-sex partners

by *Juris Lavrikovs, ILGA-Europe's Communications Manager*

On 10 December 2009, the International Human Rights Day, the Austrian parliament passed a law on registered partnerships for same-sex partners. This makes Austria the 18th country in Europe which provides legal recognition for same-sex partners. The law will come into effect on 1 January 2010.

The other 17 countries in Europe which have gender neutral marriage law or provide registered partnership schemes for same-sex partners or have both are: Andorra, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Iceland, Luxembourg, Netherlands, Norway, Slovenia, Spain, Sweden, Switzerland, United Kingdom.

The law was prepared by the ruling coalition government between Social Democrats (SPÖ) and Christian Democrats (ÖVP – conservative People's Party) who have parliamentary majority.

Homosexuelle Initiative (HOSI) Wien, ILGA-Europe's member in Austria, has always been fighting for a modern alternative to marriage such as registered partnership based on the Scandinavian or Swiss models. "What we have got now is actually quite comparable with the law in Switzerland where access to adoption and artificial insemination has also been excluded from the partnership law", explains HOSI Wien president Jona Solomon. "That was again a categorical no-go for the Christian Democrats." However, both adoption and artificial insemination are not exclusively linked to marriage in Austria as adoption is possible by a single person, too, and artificial insemination is also possible for non-married opposite-sex couples living in a domestic partnership.

"Despite these flaws, the law is a great success and victory for HOSI Wien", explains secretary-general Kurt Krickler. "We have been fighting for this piece of legislation for more than 20 years. And we are quite happy that we succeeded to get more progressive divorce rules. For example, a registered partner will only be able to block the dissolution of the partnership up to three years, while a spouse can block the divorce of a marriage up to six years. Unlike for marriage, there will not be a state-imposed fidelity duty on registered partners, and consequently adultery will not be considered a reason for dissolving a registered partnership."

"Of course, HOSI Wien will continue to struggle for the right to access to adoption and artificial insemination and for the right to register the partnership at city hall", says Solomon. "And we are convinced that we sooner or later will succeed – once Austrian society has got used to registered same-sex couples. We do hope it will not take another 20 years!"

LGBT FAMILIES:

Rechtskomitee LAMBDA, another member of ILGA-Europe in Austria, criticised the law and called it the 'worst partnership-law for same-sex couples in Europe' and 'sexual apartheid'. According to Rechtskomitee LAMBDA the new law enshrines 43 differences (at a minimum) to marriage. Dr. Helmut Graupner, president of Rechtskomitee LAMBDA, said: "Today we have passed from 'no rights' to sexual apartheid. From now on we will fight for marriage for all as real equality, for the realization of the basic principle of justice which we all have learned already as children on the playground: One law for everyone!"

ILGA-Europe's LGBT Families Questionnaire - share your organisations' thoughts with us

by *Nanna Moe, ILGA-Europe's Communications Officer*

ILGA-Europe has launched its LGBT families questionnaire. It is part of a study that we have commissioned to help guide us in the review of our strategies and approach to LGBT families, and it is hence very important that you provide us with your views and input.

During 2010, ILGA-Europe will review its strategy concerning LGBT families in order to draw clearer targets for progress on both European and national levels, as well as draw its third Strategic Plan for the period of 2011-2014.

In order to advocate for family rights and recognition effectively, ILGA-Europe is conducting a research study among its national/local members and other LGBT family organisations from across Europe to learn directly from them the preferred strategy and discourse to be used at a European level.

This study is being developed by an independent team and is targeting LGBT family organisations, LGBT associations, and other organisations dealing with LGBT issues (trade unions, human rights associations, etc.). Academics and social scientists are also being invited to share their opinions.

In order to get a greater overview of LGBT families and their situation in all 49 European countries, we invite you to take 30-45 minutes to fill in this questionnaire.

The questionnaire covers:

- definition of family
- same-sex couples and other life arrangements
- becoming LGBT parent
- being an LGBT parent
- education
- material concerns
- symbolic
- trans families
- European institutions
- action priorities

We look forward for your organisation's response.

Deadline for the responses is 23rd December.

Read more about the study and the questionnaire on our website:

www.ilga-europe.org/europe/issues/lgbt_families/ilga_europe_s_lgbt_families_questionnaire_share_your_organisations_thoughts_with_us

UK: 'That's so gay': practical guide for teachers on challenging homophobic language

Source: Stonewall media release, 7 December 2009

Stonewall has released a plain English guide for teachers on how to challenge homophobic language in schools. The guide is aimed at secondary and primary schools and education and youth professionals in Britain.

This is the first in a series of education guides for teachers on different specific aspects of tackling homophobic bullying. Each Stonewall education guide will contain practical advice as well as information on policy, legislation and real case study examples of how schools are already combating the problem. The best practice examples come from members of Stonewall's Education Champions Programme, which enables Local Authorities to work with Stonewall and each other to tackle homophobic bullying in their local schools.

Research conducted by YouGov for Stonewall this year has shown that homophobic language and bullying is commonplace in schools, but teachers are massively under-resourced to tackle the problem. 95 per cent of secondary school staff and three quarters of primary school staff reported hearing the phrases 'you're so gay' or 'that's so gay' in their schools. Eight in ten secondary school teachers and two in five primary school teachers reported hearing other insulting homophobic remarks such as 'poof', 'dyke' and 'queer'.

Nine in ten primary and secondary school teachers have never received any training on how to prevent and respond to homophobic bullying.

Stonewall Chief Executive Ben Summerskill said 'Every day in schools homophobic language undermines the confidence and self-esteem not just of young gay people but of any student deemed different. Challenging homophobic language doesn't have to be time-consuming or difficult. Stonewall's education guides are designed to restore confidence to teachers who, until now, have been under-equipped in creating an environment where all young people can learn free from discrimination and bullying.'

The guide is available at: www.stonewall.org.uk/media/current_releases/3606.asp

LGBT organisations' Freedom of Association under attack in Turkey: The Black Pink Triangle Association is facing a closure trial

by *Lilit Poghosyan, ILGA-Europe's Programmes & Policy Officer*

On October 16, 2009 Public Prosecutor filed a closure case against Izmir based Black Pink Triangle Association - an LGBT organisation founded in February 2009, on the grounds that its charter goes against "public morality" and "Turkish family structure." The first hearing will take place on 19 February 2010.

The Black Pink Triangle Association is the fourth LGBT group that authorities in the Republic of Turkey have tried to close down on the same grounds. The charges against Kaos GL (September 2005) and Pink Life (July 2006) in Ankara were dropped and the decision to close down Lambda Istanbul by the local court was overturned by the Supreme Court of Appeals (Yargitay) in November 2008. The ruling of the Supreme Court of Appeals on Lambda Istanbul case stated that "no clause exists in our laws which prohibits lesbian, gay, bisexual, travesti and transsexual persons from assembly to form an association with aims of solidarity. As a result, it cannot be said that the defendant association's aims are unlawful or immoral."

However, the court ruling also reads "dissolution of the defendant association could still be demanded, if it would act counter to its charter, in the ways of encouraging or provoking lesbian, gay, bisexual, transvestite and transsexual behaviour or acting with the aim of spreading such sexual orientations". In relation to this, the European Commission maintains that "ruling which makes the legality of the association conditional on not 'encouraging lesbian, gay, bisexual, transvestite and transsexual behaviour with the aim of spreading such sexual orientations' is not compatible with the EU's rejection of homophobia and its anti-discrimination standards".

The Constitution of Turkey speaks about the right of everyone to form associations, or become a member of an association, or withdraw from membership without prior permission (Article 33) and equality without any discrimination before the law (Article 10). Under the International Covenant on Civil and Political Rights, Turkey is also obliged to protect freedom of association (Article 22) and equality under the law (Article 26). As a country aspiring to become EU member Turkey is further expected to ensure the right to freedom of association for lesbian, gay, bisexual, transgender organizations in Turkey.

For more information see:

<http://bianet.org/english/minorities/117799-public-morality-disturbed-by-ltgb-organization>

<http://huriyahmag.blogspot.com/2009/10/from-turkey-latest-anti-gay-surge-in.html>

The 56 OSCE participating States commit to combat hate crimes

by *Joël Le Deroff, ILGA-Europe's Policy Officer*

The 17th Ministerial Council of the Organisation for Security and Cooperation in Europe (OSCE), which took place on 1 and 2 December, adopted a groundbreaking decision on combating hate crime. All participating States agreed on an inclusive definition of its scope, "acknowledging that hate crimes are criminal offences committed with a bias motive".

ILGA-Europe and other organisations such as the International Commission of Jurists, the Council for Global Equality and COC Netherlands have coordinated their advocacy to make sure that homophobic and transphobic crimes would not be left aside of the scope of the decision.

The adoption of such a text in the OSCE context requires a consensus, and some participating States are traditionally opposed to all kind of recognition of LGBT fundamental rights. However, the negotiations that led to the adoption of the decision showed a clear shift.

The Swedish Presidency of the European Union insisted that "sexual orientation and gender identity" is an integral part of the definition of hate crimes and should explicitly be recognized as such. EU States have thus taken the lead of a coalition promoting the recognition of LGBT rights within the OSCE context. The new US administration, a few weeks only after the entry into force of the new Hate Crime Prevention Act, was also significantly supportive.

A statement recently delivered by the Holy See's delegation to the United Nations, during a discussion on anti-homosexuality legislation in Uganda, suggests that further steps could be achieved. While the Vatican doesn't accept the phrases "sexual orientation" and "gender identity" to be included in international instruments, it clearly re-asserted its opposition to "all grave violations of human rights [...] and all forms of violence and unjust discrimination against homosexual persons", and called "on all States and individuals to respect the rights of all".

Decision No. 9/09 on Combating Hate Crimes:

http://www.osce.org/documents/cio/2009/12/41853_en.pdf

The EU Closing Statement at the 17th OSCE Ministerial Council

http://www.osce.org/conferences/mc_2009.html?page=documents&session_id=545

Round table on engagement between police forces and LGBT communities to tackle hate crime

by **Joël Le Deroff**, *ILGA-Europe's Policy Officer*

ILGA-Europe is currently developing a project called "Working with the police and challenging hate crime in Europe 2008-2011". The expected outcomes are the publication of a research on existing practices, the setting of a training module, and a methodological reflection on contacts and cooperation with police forces.

On 12 and 13 December 2009, ILGA-Europe invited more than 20 grass-root LGBT activists, coming from all Europe, to exchange on their experience of working with police forces to tackle homophobic and transphobic violence. The participants also discussed the political and societal conditions needed to allow such a cooperation to take place.

The panel stressed that reliable reporting tools are a key condition to raise awareness among decision makers and to achieve crucial steps towards efficient responses to hate crimes. Participants also paid a great attention to the roles of law enforcement officers and NGOs in providing assistance to victims also deserve.

Among the issues addressed during the round table, an efficient capacity building strategy, targeting both LGBT communities and police authorities, came out as a priority. The question of the specific input of LGBT police officers associations was raised, thanks to the presence of members of the European Gay Police Association (EGPA).

In order to identify the needs of all European LGBT organisations, ILGA-Europe had made sure that the round table's panel was geographically and gender balanced, and included a representation of trans activists.

Following this event, we will be committed to the development of an open network of stakeholders of the fight against bias violence. ILGA-Europe will continue to promote proposals, calling on the States and the European institution to adopt inclusive hate crime legislation, and to actively develop LGBT-inclusive policing strategies.

For further information, please write to joel@ilga-europe.org.

NOTICE BOARD:

Funding opportunity for organisations Eastern Europe and Central Asia

by *amfAR*

amfAR, The Foundation for AIDS Research, is pleased to announce the availability of funding for small awards to support projects that address HIV among men who have sex with men (MSM). Frontline organizations and collaborations in Eastern Europe and Central Asia are encouraged to submit relevant proposals. Proposals for general operating support will not be considered.

Individual organizations are eligible for awards of up to \$15,000 USD. Collaborations are eligible for awards of up to \$30,000 USD.

Application Deadline: 3 February 2010

The current RFP is posted at www.amfar.org/grants. Information about the goals and objectives of the MSM Initiative can be found at www.amfar.org/msm. If you have questions or need assistance in completing your application, please feel free to contact amfAR at msm.awards@amfar.org.

The MSM Initiative was founded and is administered by amfAR, The Foundation for AIDS Research, and benefits from collaboration with the Global Forum on MSM & HIV, UNAIDS, and many other partners. amfAR, in partnership with the Global Forum on MSM & HIV and UNAIDS, has identified three global objectives for the MSM Initiative: supporting frontline organizations and networks working to address HIV among MSM; supporting effective policies and increased public funding for HIV prevention and treatment efforts among MSM; and supporting research to build understanding of HIV epidemics and interventions among MSM.

NOTICE BOARD:

Calls for creative ideas on LGBT families

by **NELFA**

NELFA (Network of European LGBT Families Associations) is organising a conference on LGBT Families in Europe combined with an exhibition. This event will take place in Paris, Mid-September 2010. For the exhibition we would like to invite artists, painters, writers, graphic designers, photographers, video artists - people working in a wide range of media.

Is your creative work linked with LGBT family issues? Does your work question and enlarge upon LGBT families? It is a poetic or a documentary testimony?

Share it with us! Please send us a description and/or picture of your work.

Deadline: December 2009 for the submissions.

Mail: artist@nelfa.org

We will make a selection, depending on quality, contentual pertinence and the space available for the exhibition.

We will let you know about the selection till end of February 2010.

NOTICE BOARD:

Job opportunity with ENAR – Director

by ENAR – the European Network Against Racism

The Director will be responsible for ensuring that ENAR is a forceful and effective advocate in the fight against racism, racial discrimination, xenophobia and related intolerance and the promotion of equal opportunities and community cohesion at the European level. Candidates should be strongly committed to working for this cause, and have excellent competencies and experience in leadership, strategic thinking and planning, research and policy work, communication, staff and financial management.

ENAR strives for ethnic and gender balance in its staff. People from groups which are affected by racial or religious discrimination are encouraged to apply for this post.

Gross salary: from € 4500 to € 5000 per month depending on experience, plus benefits

Deadline for applications: 4 January 2010

Application is available at ENAR website:

www.enar-eu.org/Page_Generale.asp?DocID=15284&langue=EN

NOTICE BOARD:

Two job opportunities with EDF: Internal Communication & Campaign Officer and Assistant to the Director

by **European Disability Forum**

The European Disability Forum (EDF) is a non-governmental European umbrella organisation set up to represent organisations of disabled people at EU level. Its membership includes 119 member Organisations including 96 European NGOs and 29 National Federations of organisations of Disabled People. The EDF's mission is to promote the equal opportunities and human rights of the 65 million disabled people in Europe.

Assistant to its Director: EDF is seeking a enthusiastic and experienced assistant to organise and provide administrative support to the Director in the Brussels based secretariat. The ideal candidate is committed to equal opportunities and human rights approach to disability, has at least two year experience at EU level, preferably in a membership based organisation, is able to work effectively in English and French and able to assimilate and communicate information effectively. The knowledge of EU institutions and procedures will be an asset.

Further details on:

www.edf-feph.org/Page_Generale.asp?DocID=22112&thebloc=23282

Internal Communication and Campaign Officer: EDF is seeking an internal communication and campaign officer to its dynamic Brussels based secretariat. He/She will contribute to the internal communication strategy with the EU wide disability organisations network, develop and manage policy campaigns in close cooperation with the communication and media officer and promote disability rights in European policy areas such as social policy.

The ideal candidate is committed to equal opportunities and human rights approach to disability, has at least two year communication experience in information and communication strategies and techniques, preferably in a membership based organisation. He/She is able to work effectively in English, preferably mother tongue level, and French and to assimilate and communicate information effectively. The knowledge of EU institutions and procedures will be an asset.

Further details on:

www.edf-feph.org/Page_Generale.asp?DocID=22112&thebloc=23281