

PERSONAL INFORMATION

Joël Le Déroff



-  Rue César De Paepe 9, 1060, Saint-Gilles, Belgium
-  +32 (0) 491 084 677
-  [joel.lederoff@gmail.com](mailto:joel.lederoff@gmail.com)
-  Skype joel.le.deroff

Sex Male | Date of birth 10/04/1981 | Nationality French

WORK EXPERIENCE

From September 2009 to  
September 2014

Senior Policy & Programmes Officer

ILGA-Europe (the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association), Brussels, Belgium – [www.ilga-europe.org](http://www.ilga-europe.org)

- Led comparative research and advocacy strategies in the areas of social inclusion, anti-discrimination, employment, gender-based violence and other discriminatory violence, families, asylum, migrants' family reunification.
- Wrote contributions for European Commission consultations, as well as exchanges with other institutions. An example is ILGA-Europe's Green Paper Consultation on the implementation of the Family Reunification Directive (2003/86/EC).
- Was successful in obtaining the inclusion of new provisions on gender, sexual orientation and gender identity related forms of violence (Directive on the Rights of Victims) and persecution (asylum Directives); and in planning actions within EU strategies (e.g. Strategy for equality between women and men 2010-2015) and with EU agencies (EASO, CEPOL, FRA). Built relationships with European Commission (DG JUST, EMPL and HOME) and Parliament officials, and with Member States negotiators.
- Published EU law Transposition Guidelines for civil society organisations, as well as Collections of good practices in equality related policy areas.
- Worked with academics (e.g. Prof. Olivier De Schutter, Steve Peers, Mark Bell) to commission, edit and publish targeted pieces of research on equal opportunities policies, tackling gender-based violence and other forms of violence, and gender/sexual orientation/gender identity aspects of migration and asylum policies.
- Worked in contact with the FRA's team on various projects related to the 2013 LGBT Survey and equality and hate crime related issues.
- Monitored negotiation and ratification processes at Council of Europe level, including the Istanbul Convention on violence against women.
- Managed ILGA-Europe's membership-based Advocacy Network: Identified policy priorities and developed common positions on equality policies, employment inclusion, tackling gender-based and bias crimes, migrations and asylum.
- Devised training programmes for member NGOs on the above-mentioned policy areas, the relevant EU law instruments. Training targeted staff members, as well as training-the-trainer programmes for the broader community constituency of these organisations.
- Organised workshops, seminars and study visits for NGOs with EU institutions (Parliament, Commission, EIGE, CEPOL, EASO). Acted as a trainer on numerous cases.

From September 2006 to  
August 2009

Policy Officer on employment, health and safety at work

Ministry of Employment and Social Affairs, General Directorate of Labour, Paris, France – [www.travail.gouv.fr](http://www.travail.gouv.fr)

- Contributed to the implementation of EU equality and labour law: safety and health at work directive (89/391/EC). Contributed to the commissioning of reports on EU law transposition, and to exchanges with EU agencies: EUROFOUND, OSHA.
- Contributed to the elaboration of the national implementation protocol of the REACH regulation, defining the roles of various governmental agencies and their relations with EU institutions and the ECHA agency.
- Took care of the organisation of the Governing Board meetings of two public agencies funded by the Ministry: the National Agency on Environmental and Work Health and Safety (Afsset), and the National Agency on the Improvement of Working Conditions (ANACT). The Governing Boards include representatives of Trade Unions, Businesses and NGOs.
- On behalf of the Ministry, prepared the annual negotiations on the Multiannual Frameworks ('Contrats d'Objectifs et de Moyens') and on the annual work programmes of these agencies, covering scientific expertise and project management to improve working conditions.
- Prepared position papers and negotiation notes for the Ministry in consultation and negotiation processes, such as the 'Grenelle de l'Environnement' (2007-2008) defining with social partners and civil society organisations the priorities of the French environmental multiannual policy.
- Wrote chapters of the Annual report on working conditions published by the Ministry of Employment and Social Affairs.
- Contributed to the management of a National Fund for the Improvement of Working Conditions, granting projects operated by small businesses and social partners.

From September 2005 to  
August 2006

### Administrative Officer (first year in the French public service, associated to training)

\*Regional Administration Institute of Lille (IRA de Lille), Lille, France

\*French Ministry of Agriculture, Paris, France )

- Conducted needs assessments on the training programmes of government inspectors in the area of Common Agricultural Policy subsidies allocation, and of associated Labour inspectors.
- Re-defined the communication policy of the civil security webpage of the Nord-Pas-de-Calais region's central government delegation (prefecture).

2003 and 2004

### Policy assistant (internships)

\*Political Chancery of the Embassy of France in Portugal, Rue de Santos-o-Velho 5, 1249-079 Lisboa, Portugal

\*French Economic and Social Council, Delegation for the European Union, Palais d'Iéna, 9 Place d'Iéna, 75775 Paris Cedex 16, France

- Prepared reports and notes for the President of the Economic and Social Council' EU Delegation on the Lisbon Strategy, the negotiation of the EU's Constitutional Treaty, and the 2004 enlargement process of the Union.
- Prepared files for the EU Delegation's President in her double capacity of French Economic and Social Council and European Economic and Social Committee member.
- Wrote a comparative study on the social, employment and health systems in Portugal, France and other European countries.

## EDUCATION AND TRAINING

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From September 2005 to  
September 2007

### Master's degree: research in Europe's geopolitics and policy-making, distinction "Bien"

EQF level 7

French Institute of Geopolitics, University of Paris-8, Paris, France

Focus on law-making within the European institutions, from legislative initiative to negotiation between the different political and institutional stakeholders (national negotiators, parliamentary groups in the European Parliament, etc.). Focus on case-studies: the first regulation on European Parties; labour law; common positions on services of general interest; common position on the Directive on working time.

From September 1998 to  
June 2002

### Degree (Master's Degree) of the Institute of Political Studies (IEP) of Aix-en-Provence and of the LUISS university of Rome, Public Law Section, distinction "Assez Bien"

EQF level 7

Institut d'Etudes Politiques d'Aix-en-Provence, Aix-en-Provence, France ; Libera Università Internazionale degli Studi Sociali (LUISS), Rome, Italy

- International, European, French and national compared public law.
- Focus on European integration policies.
- Included one ERASMUS year at the Free International University of Social Science (LUISS), Rome
- Dissertation on the Italian Radical Party and its transformation into a "Transnational Party" within the European Liberal-Democratic political family (ELDR at the time): *'Du parti radical des démocrates et des libéraux italiens au parti radical transnational (1955-2001)'. ('From the Radical Party of Italian Democrats and Liberals to the Transnational Radical Party')*

From September 2000 to September 2003

**Bachelor's Degree in history**

EQF level 6

Université d'Aix-Marseille-1, Aix-en-Provence, France

General training in history. Specialisation in contemporaneous and middle ages history of western Europe.

**PERSONAL SKILLS**

Mother tongue  
Other language(s)

**FRENCH**

UNDERSTANDING

SPEAKING

WRITING

Listening

Reading

Spoken interaction

Spoken production

	Listening	Reading	Spoken interaction	Spoken production	WRITING
ENGLISH	C2	C2	C2	C2	C2
Current mandatory professional language					
ITALIAN	C2	C2	C2	C2	C2
Occasional professional language. Certificato di Italiano come Lingua Straniera passed in 2003					
PORTUGUESE	C2	C2	C2	C2	C1
Occasional professional language. Diploma Português Lingua Estrangeira (Instituto Camões, 2005)					
SPANISH	C2	C2	C1	C1	C1
ARABIC	C1	C1	C1	C1	C1
Bachelor's Degree delivered by the French National Institute of Oriental Languages and Civilisations - <i>Note: this applies to Modern Standard Arabic</i>					

**Communication skills**

- Good communication skills, including in multi-cultural contexts, gained through my experience as project developer of pan-European policy and capacity-building programmes;
- Capacity to adapt communication style to different organisations and institutions as well as cultural contexts.

**Organisational / managerial skills**

- Leadership as organiser of targeted seminars or conferences on legal and political issues;
- Management of relationships with project partners, from the redaction of project proposals to the coordination of reporting to funders.

**Tasks performed as a volunteer**

- Event organising for a small think tank: EuroCité ([www.eurocite.eu](http://www.eurocite.eu));
- Publication of articles and notes on EU politics, fundamental and social rights for EuroCité.

**Computer skills**

- Good command of Microsoft Office™ tools.

**Driving licence**

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**ADDITIONAL INFORMATION**

<p>Recent publications (authored, co-authored or edited on behalf of ILGA, examples)</p>	<ul style="list-style-type: none"> <li>- <i>Guidelines on the transposition of the recast asylum directives; good practices on gender, sexual orientation and gender identity related cases</i> (June 2014, ILGA).</li> <li>- <i>Guidelines on the transposition of the Victims' Rights Directive; application to gender-based violence and hate crime cases</i> (February 2014, ILGA).</li> <li>- <i>Leadership for Equality and LGBTI People's Rights in Europe – A call for the next European Parliament (2014-2019) to make the difference</i> (September 2013, ILGA-Europe's key advocacy demands ahead of the European election).</li> <li>- <i>OSCE-ODIHR's hate crime report 2012: comprehensive ILGA submission</i> (March 2013);</li> <li>- <i>Guidelines on the transposition of the Asylum Qualification Directive</i> (December 2012, ILGA).</li> <li>- <a href="#"><u>ILGA-Europe's Green Paper contribution on the right to family reunification of third-country nationals living in the EU</u></a> (February 2012);</li> <li>- <i>Human Rights and Gender Identity: Best Practice Catalogue</i> (December 2011, ILGA).</li> <li>- <i>Training toolkit for police officers on LGBTI-phobic crime</i> (September 2011);</li> <li>- <i>Joining forces to combat homophobic and transphobic hate crime. Cooperation between police forces and LGBT organisations in Europe</i> (September 2010 – Foreword by Morten Kjaerum, Director of the FRA).</li> </ul>
<p>Recent publications (Articles on behalf of EuroCité)</p>	<ul style="list-style-type: none"> <li>- <i>Elections municipales en France et aux Pays-Bas : un avertissement européen</i> (Le Monde, <a href="#"><u>April 2014</u></a>);</li> <li>- <i>De Merkel II à Merkel III : Tableau politique de l'Allemagne 2010-2013</i> (February 2014) ;</li> <li>- <i>Les rapports de force au sein du Conseil de l'Union européenne</i> (<a href="#"><u>December 2011</u></a>, <a href="#"><u>February 2012</u></a>, <a href="#"><u>January 2013</u></a>);</li> <li>- <i>The saga of the correlation tables – creating the conditions for legal transparency in the transposition of EU Directives</i> (<a href="#"><u>November 2011</u></a>);</li> <li>- <i>Analysis of the political landscape in different European countries in key national election contexts (e.g. <a href="#"><u>Spain December 2011</u></a>, <a href="#"><u>Poland December 2010</u></a>).</i></li> </ul>
<p>Recent conferences and seminars (organisation or chairing)</p>	<ul style="list-style-type: none"> <li>- <i>Launch of an Appeal for a European election campaign free from intolerance</i> (<a href="#"><u>Press conference with European Parties at the European Parliament</u></a>, March 2014).</li> <li>- <i>European parties leaders' debate on human rights and non-discrimination</i> (<a href="#"><u>Webstreamed debate</u></a> with the participation of Hannes Swoboda, Guy Verhofstadt and other leaders, February 2014).</li> <li>- <i>Advocacy Training for ILGA-Europe members on the European election 2014 and campaign initiatives by grassroots organisations</i> (ILGA-Europe, Brussels, February 2014);</li> <li>- <i>Droits fondamentaux et modèle social européen</i> (EuroCité, Belgian Senate, November 2013) ;</li> <li>- <i>Advocacy Training for NGOs on the Transposition of New EU Directives (Victims' Rights, Asylum) in EU Member States and Accession Countries</i> (ILGA-Europe, Brussels, April 2013);</li> <li>- <i>Training for NGOs on human rights violations, gender-based violence monitoring, implementation of ILGA-Europe's Documentation Fund project</i> (ILGA-Europe, Brussels, January 2013);</li> <li>- <i>Training seminar for NGOs on strategic litigation asylum cases on gender, sexual orientation and gender identity at the ECHR and the CJEU</i> (ILGA-Europe, Brussels, September 2012);</li> <li>- <i>New opportunities for equality and human rights in the EU's human rights framework</i> (ILGA-Europe, European Parliament, April 2012, with a contribution of Prof. Olivier De Schutter);</li> <li>- <i>Joining forces to combat hate crimes, law enforcement agencies and civil society cooperation</i> (ILGA-Europe, The Hague, Ministry of culture, education and science of the Netherlands, December 2011).</li> </ul>
<p>Presentations on human rights, European law and policies (examples)</p>	<ul style="list-style-type: none"> <li>- <a href="#"><u>Data collection and monitoring: what does it mean to human rights defenders?</u></a> (European Commission's P2P event on Human Rights, gender, sexual orientation and gender identity, Equal Treatment and Fight against Discrimination, Belgrade, Serbia, June 2013);</li> <li>- <i>Freedom of Movement, the EU Frankenstein legislation</i> (Brussels, European Parliament, March 2013);</li> <li>- <i>NGOs and law enforcement interactions, Prevention of hate crimes/gender-based violence</i> (Round table with the local police, Rainbow Spring Festival, Mikolayiv, Ukraine, May 2012);</li> <li>- <i>Police encounters, concrete problems and solutions: a view from inside</i> (Conference 'Justice in the Balkans, equality for sexual minorities', workshop with different police forces from Europe and America, Belgrade, Serbia, May 2011);</li> <li>- <i>International Human Rights Activists against Transphobic Crimes</i> (Trans Remembrance conference, round table with civil society stakeholders, Ankara, Turkey, November 2010);</li> <li>- <i>A Response to political and hate violence in the OSCE Region – the Role of Civil Society</i> (OSCE High Level Conference, Civil Society Preparatory Meeting, Astana, Kazakhstan, June 2010).</li> </ul>