



# Annual Report for 2006-2007



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## Thanks and acknowledgements

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**ILGA-Europe membership, executive board and staff all undertake a tremendous workload in both voluntary and paid capacities. Without this work ILGA-Europe would not be in the position it is in today. Thanks to everyone for their enormous contributions. Particular thanks go to the following:**

- \* the **volunteers** who undertake translations of our documents
- \* **Mark Bell, Robert Wintemute, Olivier de Schutter, Helmut Graupner** for their advice, support and strategic contribution to legal strategies
- \* **Lithuanian Gay League** for the work in organising the Vilnius conference 2007
- \* the **European Commission** for continued core funding and for the support of the Anti-Discrimination Unit
- \* the **Sigrid Rausing Trust** for its continued core funding of our work and in particular in the Programmes Service Area
- \* **OSI** for the funding of the Advocacy Training Programme
- \* **COC** for the resourcing of the Health Advocacy Project
- \* **anonymous donor** for funding of Prides Against Prejudice document
- \* **UNISON UK** for funding of Prides Against Prejudice document
- \* **the Tides Foundation** for Programmes funding
- \* all those who contributed to the Scholarships Angel Scheme
- \* the various consultants who provided expertise and specialist contribution to documents, reports, seminars and events.

## Foreword

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**This Annual Activity Report is the report from the Executive Board to our members on the activities of the staff and the board in relation to the implementation of ILGA-Europe's Strategic Plan approved by the Budapest conference in October 2004. It covers the period between the Sofia conference in October 2006 and our Vilnius conference in October 2007.**

A very significant amount of work and actions has taken place in order to advance the achievement of each Strategic Objective. As usual, we have given account of our activities and developments as they have occurred in the Newsletter and the Euro-Letter and in a number of media releases, articles and interviews.

We welcome four new members of staff who have joined us during the year and for whom Vilnius will be the first conference. Olimpia Ciripoiu – Finance and Administration Manager, Françoise Barlet – Finance and Administration Officer, Aija Salo – Programmes and Policy Officer and Silvan Agius – Policy and Programmes Officer. We anticipate

one more person to work in the Communication and Information service area will join us in the next few months to complement our staff team.

A number of developments have taken place also in ILGA and we are happy to welcome to our conference the new ILGA Executive Director Trevor Cook, who, we are confident, will play an important role in the further growth and affirmation of our global movement.

A great deal of the work of the board this year has been around the review of our employment practices and the development of our new organisational structure. We have moved from a "horizontal" structure, where the Executive Director was directly responsible for the supervision and work of each member of staff, to a "vertical" structure. There are four service areas, Policy/ Programmes, Programmes/ Policy, Communication and Information, and Finance and Administration. Within each there are managerial and officer roles. The Executive Director then supervises and directs the work of each area working mainly with the management team.

Moving to this structure has entailed a significant amount of work and restructuring for the past one and a half years, but it is now working well and we are seeing improved efficacy and better working conditions for our staff, which include more possibility for growth within the organisation. Thus we believe it has been a good choice and we are completing it by signing with our staff a "*réglement de travail*".

Additionally a significant amount of work has been devoted to the review of our board manual and our internal policies. The board started this task by bringing together the various documents in order to create our overall organisational manual that will serve as a support tool for the work of board, staff, and volunteers. One of the key responsibilities of the future board will be to see to the completion of the organisational manual.

This year's board was enriched by a number of new members: Ruth Baldacchino, Martin K.I. Christensen, Christine Le Doaré, Linda Freimane, Lisette Kampus, Tomasz Szypuła. Together, newer and more experienced members of the board, have worked on our board duties, and in particular to develop our staff team, to accompany and support them in the new structure of the organisation and to develop our organisational documents.

In doing so we realised, more and more, that we were "standing on the shoulders of giants", those previous members of the board who have laid the basis for our current work. In this context, a particular tribute must be paid to Jackie Lewis – without her knowledge, foresight and dedication, we would not have started, let alone completed, this essential work, for the greater good of the organisation. To her goes our gratitude for the time and energy she has dedicated to ILGA-Europe for so many years.

A special thanks, to the whole committed staff team for the great work they accomplished this year again, in order to combat discrimination based on sexual orientation, gender identity and gender expression and to promote equal rights for LGBT people in the whole of Europe and beyond – often in collaboration with other European NGOs, thus mainstreaming our issues in a more global context of human rights and multiple discrimination.

We are fortunate to be able to build on this excellent co-operation between the staff, the board and the many volunteers that help maximise our efficiency and output. Without all of them it would be impossible for ILGA-Europe to make the significant achievements outlined in this report, but inevitably new challenges await us.

## Future perspectives

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**We will start 2008 with a new Strategic Plan 2008-2011, to guide and evaluate the activities of the organisation, as we did with the previous one. This instrument will then be the key and indispensable framework for our work in the coming years. ILGA-Europe will continue achieving a lot of progress in pursuing its six strategic objectives set out in this Strategic Plan.**

The new staff structure with the staff team will be a big support to the organisation in realising the new Strategic plan. The enhanced financial resources will enable us to intensify even more ILGA-Europe's outreach work in areas such as capacity building and support to the LGBT movement in the less developed parts of Eastern and Southern Europe, and really work on a pan-European basis.

Continuing with this direction, we are confident that ILGA-Europe will make an enormous impact with regard to these strategic objectives by 2011. At that stage we will assess again the most relevant strategic objectives for the next stage in ensuring full equality for LGBT people throughout Europe. Much remains to be done, and certainly, there is no reason for complacency. The NGO Consultative Status with the United Nations' Economic and Social Council (ECOSOC) will permit us to act, to work and speak in our own name in the Human Rights Council of the UN. The work with the Council of Europe, OSCE and the EU will continue to develop, and we will engage with the work of the newly established Fundamental Rights Agency and the Gender Institute. The involvement of Patricia Prendiville our ED as a member of the management committee of the Social Platform will permit us to work even more in solidarity and on multiple discrimination. We have been pursuing this goal for some time now, and it seems that much more lobbying work has to be invested here to finally succeed. With regard to improving and strengthening ILGA-Europe's own capacities – again to mention just one example – the further development of our website into an interactive communication tool and platform to facilitate the exchange between all our members will soon be a reality.

ILGA-Europe can again look forward with very promising prospects to the coming year, and we hope that, together with the support of all our member organisations, we will again make it a very successful year.

THE EXECUTIVE BOARD OF ILGA-EUROPE  
Brussels, October 2007

# Strategic Plan

## Introduction

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**This document reflects on the achievement by ILGA-Europe of its strategic objectives for the period October 2006-October 2007.**

The Strategic Plan 2005-2008 was agreed by the Paris 2005 Conference and this is the plan that now guides the work of the organisation over a 3 year period.

The report is structured under the Strategic Objectives – naming the achievements under each and outlining the work to be undertaken under that objective for the next year of the Strategic Plan – up to October 2007.

The Strategic Plan has indeed proved to be a very useful tool in directing the work of the organisation, enabling us to position the activities in a focused manner and in taking a longer timeframe for work projects/ programmes.

In the period since October 2006 we have recruited four members of staff – 3 to newly created posts to work in the areas of Finance and Administration, Policy and Programmes. We welcome Olimpia Ciripoiu as Finance and Administration Manager, Françoise Barlet as Finance and Administration Officer, Aija Salo as Programmes Policy Officer and Silvan Aigus as Policy Programmes Officer.

We have also completed an internal organisational review resulting in a re-structured organisation, created new posts and undertaken a total employment framework review.

# Strategic Objective 1: Increased recognition of fundamental human rights

## Achievements/ actions since October 2006:

- \* Active presence at OSCE/ ODIHR (Organization for Security and Co-operation in Europe/ Office for Democratic Institutions and Human Rights) events – successful mainstreaming of sexual orientation in ODIHR work on hate crimes and police training, and continued lobbying for inclusion in Tolerance and Non-Discrimination work programme
- \* Using the implementation of Copenhagen criteria for candidate countries, Neighbourhood Policy and Trade agreements to lobby at EU level in relation to LGBT rights in countries other than EU25 – development of information on candidate countries on how to document developments in this area, meetings with member organisations in Turkey, Macedonia and Croatia
- \* Continued lobbying and updating of dossier of human rights violations in relation to freedom of assembly
- \* Continued lobbying and interventions at European Parliament and OSCE in relation to human rights, hate crimes, homophobia, freedom of assembly and right to hold Pride/ Tolerance Parades
- \* Capacity Building session on International Human Rights Mechanisms and monitoring –Romania, April 2007
- \* Continued lobbying on EU Fundamental Rights Agency, and working with FRA on European wide research on homophobia and discrimination on ground of sexual orientation
- \* Extension and development of ILGA-Europe’s Human Rights Violations Documentation Fund
- \* Implementation of Advocacy Project – funded through OSI and Sigrid Rausing Trust
- \* Continuation of Health Advocacy project with COC on Prevention and Education in Newly Independent States
- \* UN ECOSOC status gained for ILGA-Europe December, 2006
- \* Lobbying with European Parliament for resolutions on homophobia and in particular homophobic comments from politicians
- \* Drafting of Monitoring Hate Crimes document
- \* Submissions on EU-Africa strategy and lobbying on Nigeria.



## Continued actions:

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- \* Continuation of Advocacy Project
- \* Continuation of Health Prevention and Education Work with COC contract in NIS
- \* Lobbying for homophobic hate crimes framework decision within EU
- \* Publication of document on Hate crimes and development of accompanying training programme
- \* Monitoring and lobbying on Neighbourhood Policies, Funding within EIDHR (European Instrument for Democracy and Human Rights) and Human Rights in Third Countries
- \* Continued work with EU Commission on Fundamental Rights Agency and the Hague Programme
- \* Dissemination of video on prides parades.

# Strategic Objective 2: Working towards full integration in the labour market

## Achievement/actions since October 2006:

- \* Commissioning 2nd draft of Going Beyond the Law: Promoting Equality in Employment, 2005 publication
- \* Liaison with European Gay Managers Association
- \* Lobbying on content of For Diversity, Against Discrimination Campaign, and work with Media Consulta to enhance this campaign – representative on the Advisory Group
- \* Continued work on Multiple Discrimination with other anti-discrimination/ equality NGOs
- \* Continued work with EU Commission on initiatives – 2007 – Year of Equal Opportunities for All
- \* Commissioning and launch of guidelines for the Transposition of the Refugees and Asylum Directive
- \* Input to Business and Employment Equality conferences, Barcelona, Amsterdam
- \* Attendance at various relevant conferences, Ghent, Berlin, Ljubljana, Rome
- \* Workshop on litigating LGBT employment rights
- \* Development of joint project with ETUC
- \* Translation and distribution of All Clear document
- \* Report to commission on state of transposition and implementation of the Directive
- \* Roundtable with NGOs in Bulgaria on implementation of the Directive.

## Continued actions:

- \* Development and Dissemination of Good Employment Guidelines in relation to transgender people's rights
- \* Dissemination of Going Beyond the Law
- \* Continued monitoring of the Employment Framework Directive implementation
- \* Monitoring of infringement procedures in various countries
- \* Exploring routes to extend the Good Employment Practices model – through co-operation with business and training schools/ programmes for business people
- \* Seeking to maximise impact of work to date, sourcing additional partners in dissemination and promotion of good practice – European Gay and Lesbian Managers Association, trades unions, training for managers/ business people
- \* Working to develop next strategic programme with EU Commission on PROGRESS – especially focusing on multiple discrimination, equal opportunities for all and broadening/deepening the link between discrimination and inequality.

# Strategic Objective 3:

## Working towards full social inclusion, particularly with regard to access to goods and services

### Achievements/ actions since October 2006:

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- \* Launch of shadow directive on anti-discrimination in all areas beyond employment Spring, 2007
- \* Continuation of pilot project to include LGBT issues in national anti-poverty strategies in 5 EU countries
- \* Following through on relationships with European Anti-Poverty Network, social exclusion organisations and European Commission/European Presidency conferences on Social Exclusion
- \* Meeting with European Commission to further lobby the case for transgender equality, and accessing research project funding on legal situation throughout EU countries, and access to health care provision
- \* On-going working relationship with IGLYO
- \* On-going co-operation with European Transgender Council
- \* Dissemination of documents on transgender issues and legal situation
- \* Multiple Discrimination Working Group – ongoing meetings
- \* Support on issues in relation to Copenhagen criteria in relation to accession for member organisations
- \* Development of equality mainstreaming factsheet
- \* Co-organising conference on Multiple Discrimination
- \* Co-ordination of research consortium tender to DG Research on social inclusion
- \* Submission on health, mental health and suicidality
- \* Health Advocacy seminar
- \* Declaration on homophobic bullying in European Parliament
- \* Presentation to International Planned Parenthood Federation AGM.

## Continued actions:

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- \* Fact-sheets to be developed
- \* Follow through on health strategy for the organisation
- \* Continuation of pilot project on inclusion of LGBT issues in national anti-poverty strategies in 5 countries
- \* Utilising the shadow framework directive as a tool to work together with other NGOs at EU level in terms of enhancing legislative protections – AGE, EDF and ENAR.

# Strategic Object 4: Increased recognition of the diversity of family relationships

## Achievements/ actions since October 2006:

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- \* Implementation of work programme – seminar on families policy held, two publications commissioned
- \* Updating of website section on families
- \* Continued support to suitable test cases
- \* Continued work with EU Commission's Justice, Freedom and Security Directorate in area of possible families work – the Hague criteria
- \* Monitoring European Families Alliance for inclusion of LGBT families
- \* Lobbying with Social Platform colleagues for broad definition of families to be inclusive of LGBT families.

## Continued actions:

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- \* Publication of document on human rights and LGBT families and the Hague programme and LGBT
- \* distribution of new reports and of fact-sheet/policy statements of ILGA-Europe's positions in relation to LGBT families
- \* On-going up-dating of website section
- \* Possible seminar on families in Slovenia in 2008.

# Strategic Objective 5: Strengthened capacity of member organisations

## Achievements/ actions since October 2006:

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- \* Study visit for LGBT human rights defenders , Brussels
- \* Co-operation with Frontline Defenders in organising seminar on LGBT human rights defenders as part of their annual meeting, Dublin
- \* On-going support to member organisations through Euro-Letter, Newsletter and website
- \* Training workshops on advocacy and lobbying in Macedonia
- \* Attendance at many events and activities organised by member organisations (see below)
- \* Resource material available through website
- \* EU Network meeting focusing on Year 2007, implementation of Employment Framework Directive, Social Inclusion Process and litigation of LGBT employment rights
- \* Development of projects with partner organisations in area of social inclusion, health, advocacy, human rights violations
- \* Skills building workshops on advocacy planning , and monitoring
- \* Study visit on lobbying at EU level
- \* Up-dating of information on website
- \* Development of IE as a funder
- \* Training on utilisation of European Social Charter
- \* Research project on transgender legal and health care provision in EU countries
- \* New members to EU Network.

## Continued actions:

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- \* Various partner-based projects
- \* On-going publications and information flow and sharing
- \* Annual conference
- \* Programmes activities in Advocacy, Human Rights Violations documentation Project, COC NIS advocacy/lobby project, Social Inclusion Project
- \* Developing the EU network.

# Strategic Object 6: Strengthened capacity of ILGA-Europe

## Achievements/ actions since October 2006:

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- \* Strategic Plan implemented and reviewed
- \* On-going implementation of Performance Management System
- \* Recruitment of four new members of staff
- \* Review of employment conditions, negotiation of terms and conditions and systems updated and strengthened
- \* Enhanced funding obtained and new funding sourced
- \* Re-structuring of organisation internal structure
- \* Review of current strategic plan
- \* Development of next strategic plan
- \* Communication strategy developed
- \* How to make IE more diverse – training and action plan.

## Continued actions:

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- \* Applications for funding and maintaining funding
- \* Embedding the work of the Strategic Plan
- \* Organisational development continued – board development – discussion of governance issues and strengthening of capacity/ skills base of board, strengthened organisational systems.

# Board membership and board officers

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**The ten Executive Board members elected by the 2006 Sofia conference were:**

Riccardo Gottardi and Deborah Lambillotte – both elected as Co-Chairs.

Pierre Serne – Treasurer, Lisette Kampus and Martin K.I. Christensen – Co- Secretary; Miha Lobnik, Linda Freimane, Christine Le Doaré, Tomasz Szypuła, Ruth Baldacchino

**Elected as first two reserve members were:**

Jackie Lewis, Vera Cimpeanu

**Elected to be the European Regional Representatives on the ILGA Board were:**

Ruth Baldacchino and Janfrans van der Eerden

**Reserves:**

Jackie Lewis, Søren Andersson

# Board organisation

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## Sub-Committees

**Finance:** Pierre Serne (chair), Christine Le Doaré, Deborah Lambillotte and Miha Lobnik

**Employment:** Riccardo Gottardi (chair), Martin K.I. Christensen, Deborah Lambillotte and Pierre Serne

**Governance:** Lisette Kampus (co-chair), Martin K.I. Christensen, (co-chair), Linda Freimane, Tomasz Szypuła, Riccardo Gottardi and Ruth Baldacchino

## Working Groups

**Granting:** Pierre Serne (chair), Christine Le Doaré, Deborah Lambillotte and Lisette Kampus

**Conference:** Lisette Kampus (chair), Linda Freimane and Tomasz Szypuła

**Strategic Plan:** Riccardo Gottardi (chair), Martin K.I. Christensen and Ruth Baldacchino

# Board meetings

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The board met after the Sofia conference on **Sunday 29th of October 2006. In attendance were:** Riccardo Gottardi, Lisette Kampus, Deborah Lambillotte, Miha Lobnik, Pierre Serne and Tomasz Szypuła.



**Reserve Board members present:** Jackie Lewis

**Apologies from:** Martin K.I. Christensen, Linda Freimane and Christine Le Doaré.

> **December 2006. In attendance were:** Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Riccardo Gottardi, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Miha Lobnik (Saturday afternoon), Pierre Serne and Tomasz Szypula.

**Reserve Board member present:** Jackie Lewis

**Apologies from:** Miha Lobnik for Sunday and Pierre Serne for Saturday afternoon.

> **February 2007. In attendance were:** Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Riccardo Gottardi, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Pierre Serne and Tomasz Szypula.

**Apologies from:** Miha Lobnik

> **May 2007. In attendance were:** Ruth Baldacchino, Martin K.I. Christensen, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Pierre Serne and Tomasz Szypula.

**Apologies:** Linda Freimane, Riccardo Gottardi (11-13 May), Miha Lobnik (12-13 May) and Pierre Serne (13 May).

> **July 2007. In attendance were:** Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Riccardo Gottardi, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Pierre Serne and Tomasz Szypula.

**Reserve Board member present:** Jackie Lewis

> **September 2007. In attendance were:** Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Riccardo Gottardi, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré and Tomasz Szypula.

**Apologies from:** Miha Lobnik and Pierre Serne

## Staff of ILGA-Europe

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**At present the composition of ILGA-Europe's staff team is as follows:**

**Patricia Prendiville** – Executive Director

**Olimpia Ciripoiu** – Finance and Administration Manager

**Françoise Barlet** – Finance and Administration Officer

**Maxim Anmeghichean** – Programmes Director

**Aija Salo** – Programmes Policy Officer

**Christine Loudes** – Policy Director

**Evelyne Paradis** – Senior Policy Programmes Officer

**Silvan Agius** – Policy Programmes Officer

**Juris Lavrikovs** – Information and Communication Officer

# Financial Report for 2006-2007

**As shown in the figures *below* the last 12 month financial year was a good one and our accounts were very close to the indicative budget voted at the conference in Sofia (2006).**

## Overview

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The indicative budget was balanced at € 892 000. The accounts show an income of € 914 000 and € 912 500 euros expenditure (with a technical net income of € 1500, explained in the spreadsheets).

Expenditure was balanced by income, reflecting the fact that the majority of ILGA-Europe's expenditure is derived from grants awarded for specific purposes. European Commission (EC) funding contributed approximately 60% of the total grant income, with the remainder from the Sigrid Rausing Trust, the Open Society Institute, the Tides Foundation, and some member organisations, who contributed to the Scholarship Angels Scheme and to the Prides publication.

It has to be noted that for the first time we had no underspend of the EC grant. As written in last year's report, this was one of our main objectives for the year and, thanks to the good job of our staff, it is totally achieved. The fact that we now have a Finance and Administration Manager, Olimpia Ciripoiu, is helping us in financial management. It also allows us to improve our accounting and reporting methods which will make us even more efficient, as well as clearer for members.

If we look at the structure of income and expenditure it can be noted that there is broad continuity with our previous financial year. It is also clear that both income and expenditure are generally consistent with what was budgeted. If we look at the main headings of the accounts, there are very few discrepancies between budgeted and actual figures, and when there are, it is always balanced by another heading.

If we look a little more in detail, it appears that there was slightly more spending than expected on **staff**, due to new recruitments. Same "overspending" on **office and coordination** costs, notably because of the complete renewal of computers in the office and some costs due to our moving to new premises.

# ILGA-EUROPE

## INCOME AND EXPENDITURE ACCOUNT FOR 12 MONTHS TO 30TH APRIL 2007

	Actual results for 12 months to 30 April 2007		Euros	Budget for 12 months to 30 April 2007		Euros
						1
<b>INCOME</b>						
European Commission grant funding	524935			525000		2
Other income from grant funds	331367	856302		317000	842000	3
Other donations		10536			0	
Participants contributions to Annual Conference		46672			50000	
Interest		533			0	
<b>TOTAL INCOME</b>		<b>914042</b>			<b>892000</b>	
<b>EXPENDITURE</b>						
<b>EU CO-FUNDED ACTIVITIES:</b>						
<b>SECRETARIAT COSTS</b>						
Staff costs	324269			304000		
Office and coordination costs	106448	<b>430717</b>		93000	<b>397000</b>	4
<b>GOVERNING BODIES</b>						
Board meetings	22629			24000		
Annual Conference	66940	<b>89569</b>		71000	<b>95000</b>	5
<b>WORK PROGRAMME ACTIVITIES</b>						
Policy Work and Reports	23277			24000		6
EU Co-ordination Network Meeting	13127			24000		
Other seminars and project activities	39827	<b>76231</b>		57000	<b>105000</b>	7
<b>TOTAL OF EU CO-FUNDED EXPENDITURE</b>		<b>596517</b>			<b>597000</b>	
<b>EAST EUROPE, COUNCIL OF EUROPE AND TRANSGENDER</b>						
<b>PROGRAMMES</b>						
<b>SECRETARIAT COSTS</b>						
Staff costs	90038			98000		
Office and other co-ordination costs	49137	<b>139175</b>		41000	<b>139000</b>	8
<b>WORK PROGRAMME ACTIVITIES</b>						
Seminars and project activities	146609			125000		9
Annual conference, including scholarships	15465	<b>162074</b>		20000	<b>145000</b>	
<b>TOTAL EE, COUNCIL OF EUROPE &amp; TRANSGENDER</b>		<b>301249</b>			<b>284000</b>	
<b>Other costs</b>		14776			11000	10
<b>TOTAL EXPENDITURE</b>		<b>912542</b>			<b>892000</b>	
<b>Net income/ loss</b>		<b>1500</b>				11
<b>Transfer to reserves</b>		<b>0</b>			<b>0</b>	

## NOTES ON THE ILGA-EUROPE INCOME AND EXPENDITURE ACCOUNT FOR 12 MONTHS TO 30 APRIL 2007

1. The Budget is the indicative budget approved at the Annual Conference in Sofia.
2. The European Commission grant amounts to 88% of EU co-funded expenditure incurred between May 2006 and April 2007, and 88% thereafter, in line with the applicable funding contracts.
3. Other income from grant funds – see the attached statement “Analysis of movements on individual grant funds in the 12 months to 30 April 2007”. Other donations include also conference scholarships received from: Astraea, CEE Trust, Crispin Thurlow, Pink Cross, LOS Switzerland, Pride in Canterbury, RSFL, Arcigay Italy, CIG Milano
4. Office and coordination costs: rent, depreciation, office supplies, telephone/fax, evaluation services, travel associated with coordination activities, etc.
5. Annual Conference: this heading includes all elements that are eligible for EU financial support.
6. Policy work and information dissemination: the newsletter, website, publications and policy reports
7. Other seminars and project activities: mainly travel and accommodation costs associated with capacity building seminars, participation in European Parliament hearings and conferences, meetings with member organisations, writing of reports on human rights and employment, etc.
8. Office and other coordination costs: rent, depreciation, office supplies, telephone/fax, travel associated with coordination activities, etc
9. Seminars and project activities: costs associated with trainings on human rights violations documentation and advocacy, a fact finding visit to the Caucasus, Task Force meetings, events at the OSCE and Council of Europe, transgender group meetings, and capacity building seminars.
10. Other costs: various items, including the annual conference costs of participants neither eligible for support under the EU grant agreement nor awarded a scholarship.
11. Net income: given the decision of COC Nederland in 2007 to contribute towards the costs incurred in 2006 for the project “Fact finding visit to the Caucasus”, the accounts show a net income of €1500. The actual value of the net income for the financial year 01 May 2006-30 April 2007 is 0 (zero) given that the contribution of COC was towards costs incurred in 2006.

# From Sofia to Vilnius: October 2006 – September 2007 Report from the European Representatives on ILGA Executive Board

This year has been quite an exciting one. Working with the Co-Secretaries General Philipp Braun and Rosanna Flamer-Caldera has been a pleasure and it couldn't have been so without the constant work carried out by the office, in particular Patricia Ciurzi and Stephen Barris. The 2006 Sofia Conference saw Ruth succeeding Jackie Lewis as the female board member after having been involved as a reserve board member since Paris 2005.

In terms of meetings, ILGA had its Annual Board Meeting shortly before the Sofia conference, between the 1st and the 6th October 2006. Janfrans worked on the report and action list of this meeting. Since the Sofia Conference Janfrans has worked together with Philipp Braun, Secretary General (SG) during meetings in Bad Godesberg (Bonn) and with other board and staff members. Both Ruth and Janfrans attended the working meeting in Berlin with both SG's. A few weeks before the Vilnius Conference of ILGA-Europe Janfrans attended the board meeting of ILGA in Washington DC. During this meeting, an important item on the agenda was the discussion towards drafting a strategic plan for ILGA.

A brief overview of where ILGA is now: we have recently finalised the hiring of the Executive Director; HIVOS (the Netherlands) has confirmed an increase in core funding; and RFSL has worked with ILGA to secure further core funding from SIDA (Sweden). In addition ILGA has contributed towards the successful launch of the Yogyakarta Principles, the Norwegian statement at the UN and the 5 LGBT NGOs being granted ECOSOC status; and held its first regional conference in Africa and re-vitalised ILGA Africa.

The reason for pointing these funding updates is that up till now a number of operational and organisational shortcomings were a consequence of having to work with a short term and unsecured budget. We foresee that the employment of the Executive Director will have a positive impact on ILGA's office and work on both the medium- and long-term. We should not forget that funding followed thanks to the evaluation process executed on behalf of ILGA's funders HIVOS and NOVIB (both in The Netherlands), which was carried out last year.

Rather than a chronological overview of the work carried out this year, we would like to list the issues and points, which we have been working on:

- 1. Communication:** developing better or rather new ways of communications with all the regions has been a priority in our meetings and discussions.
- 2. Registration of ILGA** since Belgian law on associations was changed in 2002 and 2004. The World Conference in 2006 decided that the ILGA Board can update the constitution to be in line with the new law. Janfrans worked on this with several consultants and prepared an updated constitution which was accepted by the ILGA Board.
- 3. Membership and its involvement:** There is ongoing review of ILGA's membership, which Ruth has been working on together with Rosanna (SG). This work includes also discussions and work on membership database and related matters.
- 4. Office:** ILGA's office has seen some changes this year with interns, part-time staff and the recently appointed Executive Director, Trevor Cook.
- 5. ILGA & IGLYO<sup>1</sup>:** Ruth has been working with IGLYO and discussed various actions through which both organisations can work together. The first of such actions is a global youth mailing list, which will be launched in October 2007. Ruth has been invited to represent ILGA at IGLYO's general meeting of members and will be holding further meetings as a way to strengthen the working relationships between the 2 organisations and include LGBTQ youth within ILGA's focus.
- 6. Events:** Janfrans attended the Company Pride Conference in Amsterdam in August 2007, which was organised by ING Bank, TNT Logistics and Mail and dealt with diversity policy of international companies. Janfrans also attended the opening of the new library of IHLIA<sup>2</sup> in Amsterdam. IHLIA is the organisation that holds the official ILGA archive and this is now a special desk in the general public library in Amsterdam.

As we said in our introduction, this year has been an active and exciting one. With new board and staff members, revitalised regions and further funding ILGA has a very promising year looking ahead of it. With a Board actively working on developing a strategic plan for ILGA and a World Conference only a few months down the road, we are looking forward to see how this new chapter in ILGA's history will unfold.

We do know and would like to acknowledge the fact that the hard work by previous board and staff members is bearing its fruit, and we would like to thank all involved for that. That said we are looking forward to use that pool of work and information on our next steps in our bid to further strengthen ILGA.

JANFRANS VAN DER EERDEN AND RUTH BALDACCHINO

September 2007

<sup>1</sup> IGLYO: International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation, [www.iglyo.com](http://www.iglyo.com)

<sup>2</sup> IHLIA: International Homo/Lesbian Information Centre and Archives

# Calendar of Meetings and Events Attended in 2006/ 2007

**October**  
**2006**

- > Annual conference, **Sofia, Bulgaria**
- > EU Network meeting, **Sofia, Bulgaria**
- > 5th European Roundtable on poverty and social exclusion (Finnish Presidency), **Tampere, Finland**
- > Speaker at ENAR conference on implementation of Race Directive, **Brussels, Belgium**
- > Meeting of separation of religion and politics group in European Parliament, **Brussels, Belgium**
- > Launch of ILGA-Europe and IGLYO social inclusion of LGBT youth report, **Brussels, Belgium**
- > Capacity building training on advocacy planning and documenting human rights violations for Advocacy Project partners, **Ohrid, Macedonia**
- > Existrans, march for Trans people, **Paris, France**
- > ILGA board meeting, **Geneva, Switzerland**

**November**  
**2006**

- > Council of Europe colloquium on human rights defenders, **Strasbourg, France**
- > European Commission closing conference of the Community Action Programme to Combat Discrimination, **Brussels, Belgium**
- > Speaker at final conference of "Access to Justice" transnational project, **Brussels, Belgium**
- > Speaker at UNISON conference, **Manchester, UK**
- > Speaker at PSE conference on role of EU on fundamental rights, **Brussels, Belgium**
- > European Commission bi-annual meeting, **Brussels, Belgium**
- > European Civil Society Forum, **Bergamo, Italy**
- > Experts' seminar on sexual orientation, gender identity and human rights, **Yogyakarta, Indonesia**

**December**  
**2006**

- > IGLYO annual conference, **Riga, Latvia**
- > ILGA-Europe's human rights violations documentation fund advisory board meeting, **Brussels, Belgium**
- > EU forum of NGOs on human rights in third countries, **Helsinki, Finland**
- > ILGA-Europe board meeting, **Brussels, Belgium**

**January****2007**

- > Joint Intergroup of LGBT Rights and Trades Unions on homophobic bullying, **Brussels, Belgium**
- > Training of the Academic Network on the European Social Charter, **Brussels, Belgium**
- > Equality Summit – opening conference of the European Year of Equal Opportunities, **Berlin, Germany**
- > Lobby visit to the Council of Europe, **Strasbourg, France**
- > NGOs round table to contribute to the report on human rights in the world, **Brussels, Belgium**
- > “Salon de l’homosexualité”, **Marseille, France**
- > Panel discussion on sexuality and identity, University of Warwick, **Coventry, UK**
- > “Rainbow’s end” film demonstration and discussion at Paris LGBT Centre, **Paris, France**

**February****2007**

- > Joint Article 13 European Parliament Intergroups (on Ageing, Anti-Racism and Diversity, Disability, and Gay and Lesbian Rights) meeting on enhancement of anti-discrimination legislation, **Strasbourg, France**
- > Speaker at conference of network of Independent legal experts, **Brussels, Belgium**
- > LGBT Funders research project, **Brussels, Belgium**
- > Discussion panel at European Parliament by Socialist Youth, **Brussels, Belgium**
- > PRECIS project management committee/ task force meeting, **Istanbul, Turkey**
- > Meeting with Commission staff of DG JLS on the Fundamental Rights Agency and fundamental rights issues, **Brussels, Belgium**
- > ILGA-Europe board meeting, **Brussels, Belgium**

**March****2007**

- > Meeting at DG Employment Director of Equality, **Brussels, Belgium**
- > Launch of ILGA-Europe’s shadow directive at European Parliament, **Brussels, Belgium**
- > Annual meeting with Sigrid Rausing Trust, **Brussels, Belgium**
- > Meeting with staff of LIBE Committee/ European Parliament, **Brussels, Belgium**
- > Meeting with Olli Rehn, Commissioner on Enlargement, **Brussels, Belgium**
- > Launch of Yogyakarta Principles, UN, **Geneva, Switzerland**
- > Study visit to the EU by LGBT activists from Central/ Eastern Europe organised by ILGA-Europe (EU Network, Advocacy Project and enlargement countries), **Brussels, Belgium**
- > Supplementary Human Dimension Meeting on Freedom of Assembly, OSCE, **Vienna, Austria**
- > Hearing on framework decision on combating racism and xenophobia, **Brussels, Belgium**
- > Expert meeting on hate crime curriculum organised by the OSCE, **London, UK**
- > “Global Village”, Council of Europe, “All different All equal” campaign event, **Warsaw, Poland**
- > Meeting of Coalition Europe, **London, UK**



**April**  
**2007**

- > European Commission conference on "Positive Action", **Rome, Italy**
- > Speaker at Diversity in Business conference, **Barcelona, Spain**
- > Speaker at EQUAL Programme final conference, **Ljubljana, Slovenia**
- > Internal development session on families and LGBT families, **Brussels, Belgium**
- > Capacity building trainings by ILGA-Europe on human rights violations documentation and using video, **Sinaia, Romania**
- > Lobby visit to the Council of Europe, **Strasbourg, France**
- > Pre-elections debate on LGBT issues by French Socialist Party, **Paris, France**
- > Pride monitoring training for LGBT activists from NIS, **Chisinau, Moldova**
- > Labour Party Africa Day, **Hague, Netherlands**
- > **Chisinau** Pride Demonstration, **Moldova**
- > **Krakow** March of Tolerance, **Poland**

**May**  
**2007**

- > LIBE Group conference on freedom of assembly for LGBT people at European Parliament, **Brussels, Belgium**
- > Intensive training on planning advocacy and documenting human rights violations for PRECIS Project partners, **Bishkek, Kyrgyzstan**
- > Meeting with International Planned Parenthood Federation (IPPF), **Brussels, Belgium**
- > Meeting with MPs and MEPs from Sweden, **Brussels, Belgium**
- > Colloque Coordination Lesbienne, **Paris, France**
- > **Brussels** Pride, **Belgium**
- > Speaker at Conference on Equal Opportunities for LGBT people, **Lisbon, Portugal**
- > **Moscow** Pride, **Russia**

## June 2007

- > Meeting of NGO Platform of FRA, **Vienna, Austria**
- > Meeting with Commissioner Spidla and Social Platform, **Brussels, Belgium**
- > Speaker at IPPF conference, **Berlin, Germany**
- > Speaker at AGE Expect group meeting, **Brussels, Belgium**
- > Speaker at European Union institutions internal development session on LGBT issues equality, **Brussels, Belgium**
- > Speaker to Flemish Parliament on resolution on homophobia, **Brussels, Belgium**
- > 2nd Workshop of ILGA-Europe's pilot project on social inclusion, **Brussels, Belgium**
- > Training of EQUINET (European network of specialised equality bodies), **Bucharest, Romania**
- > European Commission meeting of the High Level Group on Demography Issues, **Brussels, Belgium**
- > OSCE High Level Conference on Combating Discrimination and Promoting Mutual Respect and Understanding, **Bucharest, Romania**
- > **Bucharest Pride, Romania**
- > Lobby visit to the Council of Europe, **Strasbourg, France**
- > OSCE expert meeting on hate crime, **Bucharest, Romania**
- > OSCE High Level Conference on anti-discrimination, **Bucharest, Romania**
- > Meeting on enlargement with DG Enlargement, **Brussels, Belgium**
- > ILGA work meeting, **Berlin, Germany**
- > Employment Week, **Brussels, Belgium**
- > Debate on international solidarity **Paris LGBT Center, France**
- > Friendship Days/ **Riga Pride, Latvia**
- > **Madrid Pride, Spain**
- > **Paris Pride, France**
- > **Dublin Pride, Ireland**

## July 2007

- > Members meeting on Strategic Plan Development, **Budapest, Hungary**
- > Meeting with Chairperson of FRA, **Brussels, Belgium**
- > Meeting in the FRA with the newly appointed management board, **Brussels, Belgium**
- > Meeting on the research on homophobia in FRA, **Brussels, Belgium**
- > Speech at PSI event in European Parliament on Year 2007, **Brussels, Belgium**
- > Meeting of European Parliament's Intergroup on Transgender issues, **Brussels, Belgium**
- > Meeting with Transgender Council of Europe - TGEU, **Brussels, Belgium**
- > Meeting with DG Health and Consumer Affairs (part of Social Platform delegation), **Brussels, Belgium**
- > Meeting at European Policy Centre "Sustainable Financing for NGOs", **Brussels, Belgium**
- > Meeting with Interights, **Brussels, Belgium**
- > Seminar by Wel Jong Niet Hetero, **Antwerp, Belgium**
- > Universités d'été euroméditerranéennes des homosexualités (Homosexualities euromediterranean summer universities), **Marseille, France**
- > Visit to GALCK, **Nairobi, Kenya**

**August**  
**2007**

- > Speaker at ING, IBM, TNT, Philips Company Pride Conference, **Amsterdam, Netherlands**
- > PRECIS project task force meeting, **Amsterdam, Netherlands**
- > Tallinn **Pride, Estonia**
- > Amsterdam **Pride, Netherlands**

**September**  
**2007**

- > Meeting of LIBE Committee in European Parliament on marriage Brussels, Belgium OSCE/ ODIHR human dimension implementation meeting (HDIM), **Warsaw, Poland**
- > Working together – EC conference of European neighbourhood policy (ENP), **Brussels, Belgium**
- > Speaker at "Sexual Diversity, European (Comm)Unity" conference, **Ghent, Belgium**
- > Conference on Multiple Discrimination and Youth, **Brussels, Belgium**
- > Meeting with Atlantic Philanthropies, **Dublin, Ireland**
- > Meeting with Sigrid Rausng Trust, **London, UK**
- > ILGA Board Meeting, **Washington, United States**
- > EI/ PSI Sexual Diversity Forum, **Vienna, Austria**

**October**  
**2007**

- > Annual conference, **Vilnius, Lithuania**
- > Speaker at European Parliament conference on Equal Opportunities for All, **Brussels, Belgium**
- > Implementing Diversity Policies on Organisations' Work, Training, **Brussels, Belgium**
- > 6th European Round Table on Poverty and Social Exclusion, Ponta Delgada – **São Miguel, Portugal**

# List of publications

- Policy papers:

- \* ILGA-Europe and IGLYO's Proposals to the EP Intergroup of LGBT Rights To combat social exclusion of LGBT young people in Europe, October 2006
- \* ILGA-Europe's submission to the consultation on the European Year of Intercultural Dialogue 2008, November 2006
- \* ILGA-Europe's Memorandum to the German Presidency of the EU, December 2006
- \* Written contribution from ILGA-Europe to the European Parliament Report on human rights in the world 2006, December 2006
- \* ILGA-Europe oral and written contributions to the organisation of the Year of Equal Opportunity for all 2007, throughout the year
- \* Written Contribution from ILGA-Europe Communication from the Commission – Consultation regarding Community action on health services (SEC (2006) 1195/4), January 2007
- \* ILGA-Europe's written contribution to the EU-ACP Strategy developed by the EU Commission, February 2007
- \* ILGA-Europe response to the consultation document - Preparing the "White Paper on intercultural dialogue" of the Council of Europe – March 2007
- \* ILGA-Europe oral and written contributions to the EU Commission reports on candidates and potential candidate countries to the accession to the European Union, March and June 2007
- \* ILGA-Europe written contribution to the Consultation of civil society on the Fundamental Rights Agency, May 2007
- \* ILGA-Europe's recommendations to the OSCE Conference in Bucharest combating discrimination and promoting mutual respect and understanding, June 2007
- \* ILGA-Europe's Report on national activities of the European Year of Equal Opportunities, June 2007

- \* ILGA-Europe's Memorandum to the Portuguese Presidency of the EU, June 2007
  
- \* ILGA-Europe's briefing note on the Reform of the Constitution, July 2007
  
- \* ILGA-Europe's submission to DH-DEV Group on Human Rights of Members of the Armed Forces: The inclusion of specific reference to sexual orientation discrimination in the proposed Recommendation by the Committee of Ministers of the Council of Europe, August 2007
  
- \* ILGA-Europe position paper on the need for inclusion of specific reference to lesbian, gay, bisexual and transgender human rights defenders in the proposed Declaration on Human Rights Defenders by the Committee of Ministers of the Council of Europe, August 2007
  
- \* Report by ILGA-Europe to the Social, Health and Family Affairs Committee of the Parliamentary Assembly of the Council of Europe on Suicidality among lesbian, gay, bisexual and transgender youth, August 2007
  
- \* LGBT Freedom of Assembly – Diary of Events by Country – August 2007 (update)
  
- Forced Out: LGBT People in Azerbaijan – Report on ILGA-Europe/ COC fact-finding mission
  
- Forced Out: LGBT People in Georgia– Report on ILGA-Europe/ COC fact-finding mission
  
- International Human Rights References to Sexual and Reproductive Health and Rights (regarding LGBT populations and HIV/ AIDS and STIs)
  
- Going Beyond the Law: promoting equality in employment - 2nd revised and updated edition
  
- Social Exclusion of Young Lesbian, Gay, Bisexual and Transgender People (LGBT) in Europe – 2nd reprint
  
- Handbook on Observations of Pride Marches – Russian and Croatian translations
  
- Prides against Prejudice: A Toolkit for Pride Organising in a Hostile Environment – Russian translation
  
- Euro-letters
  
- Newsletters
  
- Web-information updates
  
- Media releases

