



ILGA-Europe Annual Activity Report

24 October 2003 – 31 October 2004



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Table of Contents

Introduction	Page 02
The European Union	Page 04
The Council of Europe	Page 15
The Organisation for Security and Cooperation in Europe	Page 17
Actions to Counter Human Right Abuses in and outside Europe	Page 18
Programmes of Action in Central and Eastern Europe	Page 19
Health Issues including HIV & AIDS	Page 21
Development of ILGA-Europe	Page 22
Relations between ILGA and ILGA-Europe	Page 26
Board Membership Meetings and Officers	Page 28
Financial Report	Page 29
Calendar of Events	Page 31

Introduction

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 Work Programme approved by the Glasgow conference in October 2003. It covers the period between the Glasgow conference and our Budapest conference in October 2004.

This has been another period of continuing growth and development for the organisation, building on the work of previous years and responding to new challenges. We have given account of our activities and developments in the *Newsletter* and the *Euro-letter* as they have occurred, but this report, while it cannot detail our manifold activities and actions during the twelve months under review, presents them in summary form, while relating them to the programme of work agreed at Glasgow.

The expansion of the office continued with the addition of Don Bisson as the Director of East Europe, Council of Europe and Transgender Programmes in January and Miha Lobnik as programme assistant working with Don in August. Christine Loudes joined the staff in February as Policy and Research Officer, replacing Sheila Swatschek who had been hired on a temporary basis last year.

As members already know, Ailsa Spindler resigned as Executive Director in June to take up a new post with the Equality Network in Scotland. We again thank Ailsa for all the hard work in the last two years, and wish her all the best in her new position. With the departure of Ailsa, we welcomed our new Executive Director, Patricia Prendiville, who arrived in October. With the appointment of Juris Lavrikos as Information and Communication Officer, who also arrived in October, our staff team is now at its full complement of seven and we do not anticipate any more additions in the near future. We have also been fortunate to have a stagiaire, Iain Gill, with us from October to May, and an intern from the University of Maastricht, Kim Smouter, who joined us in September and will be with us until the middle of December.

The executive board would like to give particular thanks to Tiia Aarnipuu, who is stepping down from the board this year, for her significant contribution to our work and her special expertise in transgender, bisexual and inclusive language matters.

In spite of the excellence of our staff, there are times when the office struggles with the workload of our wide range of activities added to the day-to-day running of the organization. This reflects the huge expectations and demands on the office, which performs a similar range of tasks as that of other NGOs with considerably more resources. We are fortunate that good co-operation between the staff, the board, and many volunteers helps to maximise our efficiency and output. This has been especially important during the transition period between Ailsa's departure and Patricia's arrival, as Don was appointed acting Executive Director and work on the EE, CoE and transgender programmes was inevitably reduced because of this.

Without the invaluable contribution of volunteers and of our extremely committed staff the organisation of ILGA-Europe would not have gained the significant achievements detailed in this report, but new challenges await us.

Future perspectives

Much effort has been devoted this year to initiate a process of performance management and strategic planning. While we must remain ready to respond to developments in LGBT issues in Europe, we shall seize the occasion of our Budapest conference and of the year to come to develop our long-term agenda and strategy.

It has become increasingly clear that proposals for further European Union legislation in the area of non-discrimination are unlikely at least in the short to medium term. This urges us to continue working to lay the basis to extend legal protection against discrimination, but also to make more use of the existing instruments to mainstream antidiscrimination in all EU policy areas. In this context we have seen this year the further strengthening of our EU coordination network that has grown greatly both in size and effectiveness. We have also been able, following the appointment of Don and Miha, to increase liaison and work with member organisations in Eastern Europe. While these are positive developments, we believe there is a need to explore new, creative ways of coordinated networking to meet the challenges of a more complex situation. Regional networks, to fully involve the whole of our constituency from Western to Eastern and Southern Europe, are to be considered as well as thematic networks focussed on specific campaigns.

There is a clear need for ILGA-Europe to secure further independent funding to complement our current core funding from the European Commission and the Rausing Trust, in order to put us in a stronger position and enable us to further develop our work in Eastern Europe and on transgender issues. A marketing strategy will have to be implemented to expand our fundraising activities while raising the profile of ILGA-Europe and LGBT rights. In this context, the continuing support of members and individuals will remain an important element.

A key priority for next year is the development of our overall communication strategy. In this context a redesign of our website is crucial in order to promote our policies and make information more accessible to our members and to all those working for equality. This will not only ease the pressure of requests on the office by making information easily and directly available online, but it will also enhance our impact on media, policy makers, institutions and improve the effectiveness of our campaigns.

This will also be part of our continuing work focussed on strengthening the management of our organisation and offering better services to our members, ranging from high level lobbying skills, to effective and efficient administration, to antidiscrimination tools, to the prompt provision of relevant information. At the same time our capacity building efforts towards members and towards the office, towards the board and towards volunteers, will continue to deepen, because it can only be through our people that we will achieve the better world we are striving for.

THE EXECUTIVE BOARD OF ILGA-EUROPE
Brussels, October 2004

1. EUROPEAN UNION

1.1 Employment

1.1.1 - General Framework Directive for equal treatment in employment and occupation (also known as the Employment Directive)

- Work with member organisations in EU Member States and in applicant countries to ensure full and effective implementation of the Directive at national level by providing guidance on technical matters and resources, promoting exchange of information between member organisations, and exchanging information and best practice with other international networks working on the implementation of the Article 13 Directives;
- Support member organisations in educating the lesbian, gay, and bisexual community regarding the new employment rights
- Work with other European level NGOs concerned with the implementation of the Article 13 Directives to encourage co-operation and a common approach at national level;
- After the implementation deadline of 2nd December 2003, monitor enforcement of the Directive, gather evidence for the first Commission review in 2005, and support individuals and organisations taking possible test cases.

We have continued to monitor the transposition process during the period of this report, which included the deadline for transposition of 2nd December 2003. Through regular briefings of member organisations, and updates of progress (or lack of progress) at national level, we have continued to exert pressure on all Member States to make adequate provision for combating discrimination on the grounds of sexual orientation. Specific actions have included working with member organisations in UK to challenge the UK government proposals, which do not protect LGB employees in “organisations with a religious ethos” from discrimination on grounds of their sexual orientation.

The Framework Directive was a major topic at our annual conference in Glasgow in October. Speakers from NGOs, state actors and academia participated in a plenary session entitled “Equality in employment – translating policy into effective anti-discrimination work”, as well as a workshop which updated participants on country-by-country progress.

Working with the EP Intergroup on Gay and Lesbian Rights, we participated in a one-day hearing in the Parliament, which gave an update on the progress towards transposition, and allowed member representatives to question representatives of several governments on their progress towards full transposition.

We invited the Commission officer responsible for monitoring transposition to the meeting of the EU Co-ordination Network in April. Feedback from those participating rated this as one of the highlights of the meeting, as it stressed the role of ILGA-Europe members in working with the Commission to see full transposition. It also clarified the action the European Commission could undertake in the context of the formal infringement procedures. This meeting also included a session based around an example of best practice in raising awareness of the new anti-discrimination protections with employers, and within the LGBT community.

The European Union & Employment

We have continued to work with ENAR, AGE, EDF and other "Article 13" NGOs in co-operative action on highlighting inadequate transposition. This co-operation has included exchange of information, regular liaison between officers dealing with the issue, and planning for a conference in 2004 on this subject, working with the Social Platform.

We have continued our participation in the EU level advisory group which assists in the management of the Commission's information campaign; this has involved some co-operation with ETUC, UNICE and CEEP, but we are still working towards closer links with the social partners.

We have started to co-operate more closely with the European Group of Experts on Combating Sexual Orientation Discrimination, who have held a workshop at the Budapest conference on the implementation of the Framework Directive.

We have started to compile first cases of sexual orientation discrimination that have been taken under the new legislation. Examples from Ireland, Sweden and Hungary have been publicised through the newsletter.

1.1.2 Amended Equal Treatment Directive (sex discrimination)

Work with member organisations in EU Member States and in applicant countries during implementation at national level to ensure the inclusion of specific references to gender identity discrimination in national legislation.

During the EU network meeting a session was organised on how to use EU case law in lobbying for transgender rights. It was a valuable opportunity to highlight the importance of recent ECJ and ECHR case law on transgender rights. Member organisations were encouraged to make use of these decisions, particularly in the context of the implementation of the amended Equal Treatment Directive.

1.1.3 The Employment Guidelines

Use the mechanism of the annual Employment Guidelines, and the related National Action Plans and Joint Employment Reports, to combat employment discrimination within the Member States.

Reflecting the Lisbon agenda, the EU Employment Strategies in 2003 set out three "overarching and interrelated objectives: full employment, quality and productivity at work, and social cohesion and inclusion." Guideline 7 expressly states, that Member States should "promote the integration of and combat the discrimination against people at a disadvantage in the labour market". This is reinforced by the horizontal objective of improving quality and productivity at work. ILGA-Europe long-term objective is to work toward the effective and equal integration of LGB people in the labour market. The Employment Strategies are an important tool to reach this goal and to address the gap between the legal provisions agreed at EU level in 2000, the state of implementation in some Member States and the continued existence of discrimination on the ground. Yet, neither the current guidelines nor the Joint

The European Union & Protection from Discrimination

Employment Report make any reference to sexual orientation discrimination.

ILGA-Europe has started to raise awareness of the need to address sexual orientation discrimination in the context of the employment strategies. During the period a briefing report was prepared on the Employment Strategies, and their relevance to combating sexual orientation discrimination. An explanation of the Strategies and the findings of the paper were presented to the April meeting of the EU Co-ordination Network. Work has started on preparing an overview of research done at national level concerning experiences of harassment at work and how employers can best respond to it. The results of this project will be used to make a strong case in favour of explicitly addressing the discrimination experienced by LGB people in employment both at member state and at EU level. In particular, they will feed into the formulation of national action plans adopted in the autumn of 2005 and the revision of the Employment Guidelines in 2006.

1.2 Protection from discrimination in areas of EU competence other than employment (including social security and healthcare, education and access to supply of goods and services, including housing).

1.2.1 Going beyond the Framework Directive

Continue to develop and implement a long-term action plan (involving both ILGA-Europe and its member organisations) to persuade the European Union of the need for a Directive to cover sexual orientation discrimination in all areas of EU competence outside employment.

The European Commission and the Council of the European Union have sent strong signals this past year that proposals for further legislation in the area of non-discrimination are unlikely at least in the short to medium term (cf. Green Paper on the Future of Non-discrimination and Equality in the EU; cf. Social Council meeting in June). This makes it all the more important to develop a strong long-term strategy aimed at the introduction of EU legislation providing protection from sexual orientation discrimination in the same areas as the Race Equality Directive.

ILGA-Europe has used its response to the Green Paper consultation this August in order to make a case for the need to extend the level of legal protection to cover goods, facilities and services. ILGA-Europe has also actively collaborated with the Social Platform and ensured that our concerns are included on the Social Platform agenda.

A second step is now planned in the context of the EU's social inclusion strategies: ILGA-Europe aims to raise awareness of the link between social exclusion and discrimination on the ground of sexual orientation. In particular, we will collate information on how discrimination affects people's lives with regard to education and training, employment and access to resources such as health care and housing. A report will be finished by April 2005.

The European Union & Protection from Discrimination

1.2.2 Proposed directive on gender discrimination outside employment

Work for the inclusion of specific references to gender identity discrimination in the proposed directive.

Progress on this proposed directive has been very slow. The first draft introduced by the European Commission led to heated debates and fierce opposition, notably from insurance companies. ILGA-Europe lobbied for the inclusion of gender identity both through the European Parliament and through the Social Platform. However, at this stage, it looks increasingly unlikely that there will be any progress in the near future.

1.2.3 Freedom of Movement for LGBT Families

Develop an Action programme in order to promote the recommendations presented in the ILGA-Europe policy paper "Families, partners, children and the European Union" (IE doc. # 1/2003), and create a working group on this subject.

ILGA-Europe closely monitored the progress of the draft free movement directive¹ and – together with its EU member organisations – lobbied both the Council and the European Parliament. It was addressed through lobby letters and numerous meetings with MEPs. We were disappointed that many of the positive changes achieved during the passage through the Parliament were undone by the Commission's revision in April 2003. However, ILGA-Europe continued to press for same-sex partnership recognition as this directive continued its progress through the EU institutions in the autumn of 2003 and early 2004. Member organisations have been encouraged to enter into dialogue with their governments, both through regular updates on developments and through briefings via fax and e-mail. Although there was positive support for several amendments, which would have broadened the definition of 'spouse' to include same-sex partnerships, political expediency in the face of short time scales resulted in agreement on a Directive, which fails to recognise same-sex family relationships.

The issue of mutual recognition of LGBT family was also addressed in the response to the consultation on the future of the Tampere programme on Freedom, Security and Justice in August. We are working with friendly MEPs to increase the visibility of and the rights of LGBT families in this debate.

A publication on LGBT families and free movement and principle of mutual recognition is planned for early 2005. The publication will be based on stories of family limited in their freedom of movement because of the non-recognition of LGBT families in some Member States.

The European Union & the Action Programme

1.3 The Community Action Programme to combat discrimination

1.3.1 Work with member organisations in EU Member States and participating accession countries to ensure full and effective inclusion of sexual orientation discrimination in the second round of the transnational anti-discrimination projects.

We have offered support and technical advice to the Transnational Projects, which are trying to address sexual orientation discrimination. However, we are concerned that this area of discrimination has not been given adequate attention in the projects, so our main effort during the period for calls for proposals was to encourage member organisations to consider submitting projects. There was a workshop to explain the process at the Glasgow conference. ILGA-Europe has actively assisted our member organisations in applying for funding.

1.3.2 Lobby for continuation of funding for core activities in the fight against discrimination after the current programme ends in 2006

The Green Paper consultation was used to bring forward proposals on how to strengthen the Action Programme in the Future. When the European Commission published its first draft proposal on the future of the Action Programme in July – PROGRESS – ILGA-Europe became actively involved in the discussions. PROGRESS brings together the EU policy instruments in the field of employment, social protection and inclusion, working conditions, anti-discrimination and diversity, gender equality. ILGA-Europe has collaborated closely with the Social Platform and will continue to do so to lobby for a strong action programme after 2006.

1.3.3 Seek to ensure that sexual orientation discrimination is fairly represented in research, evaluation or awareness-raising projects sponsored by the Commission under the Programme.

See 1.3.2 above.

1.3.4 Work with member organisations to evaluate the use of resources and the impact of the campaign against discrimination.

1.3.5 Explore viability of Commission funding for an exploratory project on specific discrimination faced by transgender lesbians, gay men and bisexuals and pursue if viable.

1.4 Asylum and Immigration – harmonisation of regulations under the EU plans to create an Area of Freedom, Security and Justice

Continue to make use of the EU's harmonisation plans to promote the fundamental rights of LGBT people, including working for:

- The explicit inclusion of persecution on the basis of sexual orientation or gender identity in the definition of refugee status to be included in the proposed Directive on the approximation of rules on the recognition and content of refugee status, and of the full recognition of same-sex families²
- The full recognition of the diversity of families, and of same-sex partnerships and marriage and those involving a partner of transgendered status, in the revision of principle of mutual recognition in family law planned by the JAI.
- Work similarly on relevant Directives and Regulations in this field. Monitor implementation at national level of the directive on refugee status which include sexual orientation as a ground for persecution. Create effective links with NGOs, which support asylum seekers and lawyers working on asylum cases.

In this area of work, the current focus was on the negotiations in the Council, which took place in October 2003. Network member organisations were given briefings to enter into dialogue with their governments. ILGA-Europe lobbied for the directive to be inclusive of LGBT people. The final version of the directive makes explicit reference to sexual orientation and gender discrimination as possible grounds of persecution.

This continuing work on monitoring and evaluation has been made easier by our regular dialogue with other NGOs specialising in this field, such as Amnesty International and Human Rights Watch. We will continue to work to strengthen these links.

Mark Bell presented a workshop on the potential and the limitations of the new directives on free movement and asylum at the Budapest EU network meeting in October 2004.

1.5 Enlargement of the European Union

1.5.1 Continue to use the EU accession process to exert pressure on applicant states still in the accession process (Bulgaria, Romania, Turkey) to take action against sexual orientation discrimination by:

- Facilitating further research into sexual orientation discrimination;
- Reporting the findings to the relevant EU institutions.

1.5.2 Seek also to ensure that the EU accession process takes account of gender identity discrimination, particularly around human rights violations against transgendered people, by:

- Facilitating further research into sexual orientation discrimination;
- Reporting the findings to the relevant EU institutions

We continued to exert pressure on the Bulgarian government to honour commitments to remove discriminatory laws under the Copenhagen process, by correspondence with Commissioner Verheugen. We were pleased to see specific mention of this continuing discrimination in the Enlargement Directorate's October report.

Our summary report on the ten accession countries was completed and published in April 2004.

Working with our LGBT organisations from Bulgaria and Romania, we organised a conference in Sofia at the end of January, bringing participants together to share experiences and plan future strategies. The conference attracted a wide and positive coverage by the media in Bulgaria, helping to raise awareness of LGBT issues and the standing of the organisations involved.

As contributions to the Commission's reports and the EU debates on enlargement, reports written by LGBT organisations in Bulgaria, Romania and Turkey have been circulated to the Commissioner Verheugen, the EP rapporteurs and the Dutch Presidency.

1.6 Intergovernmental Conference – 2003

1.6.1 Continue to press for achievement of full equality for LGBT people and their families, and in particular for the achievement of the objectives outlined in ILGA-Europe's submission to the Convention on the Future of Europe. Where the proposed Constitution's text includes improvements to LGBT human rights, seek to ensure that they are adopted in the final text. Where improvements can still be made – for example, on Qualified Majority Voting – press for further amendments. In addition, seek a revision to the EU Treaty provisions on police and judicial cooperation to permit expressly action to combat crimes motivated by discrimination based on sexual orientation or gender identity.

We were very pleased with the last-minute changes to the draft Constitution, which saw "equality" included as a value, "combating discrimination" included as an objective, and a new horizontal clause inserted in Part III on policies to fight discrimination (including, explicitly, sexual orientation discrimination) in relation to defining and implementing the policies of the EU. Persistent and concerted lobbying by ILGA-Europe, and a coalition with other NGOs, had a significant role in achieving this breakthrough. However, the final draft anti-discrimination article (III-5) still required unanimity, which could effectively prevent any further anti-discrimination legislation on sexual orientation in the enlarged EU of 25. While campaigning for the retention of the draft Constitution by the IGC, we continued to call for qualified majority voting for Article III-5. We used the opportunity of the Irish Presidency conference on non-discrimination policies, "Closing the Gap" on 27/ 28 April to make a public statement in favour of qualified majority voting. Both the European Commission and the European Parliament supported this demand. Yet, the final version agreed by the IGC continues to uphold unanimity in the context of non-discrimination. The proposed constitution is now awaiting ratification.

1.7 Human Rights

1.7.1 Human rights in the Member States

Publicise violations of EU human rights standards, inter alia, by seeking to persuade the European Parliament to refer to them in its Annual Human Rights Resolution, and by persuading the Council to include them in its Annual Human Rights Report.

ILGA-Europe made strong representations for the inclusion of our concerns in the European Parliament's annual report on human rights in the EU for 2003 (rapporteur Alima Boumediene-Thiery). The draft report included concerns about discrimination based on sexual orientation and a call from the EP to the Member States to recognise marriage/couple and adoption rights of gay and lesbian people. This report was debated in JHA Committee on 21st January 2004, and ILGA-Europe made a twenty-minute intervention. We were disappointed when the report was rejected by the Parliament, although the amendments dealing with discrimination based on sexual orientation were accepted.

1.7.2 Human rights in Third Countries

Promote LGBT rights in countries outside the EU ("third countries") by:

- Alerting the Presidency, European Parliament, and Commission to grave violations of the rights of LGBT people, with a view to persuading these bodies to make representations to the government in question;
- Researching and providing information on LGBT human rights violations to the Commission and Presidency of the Council for use in bilateral trade and development negotiations;
- Working with the Commission to implement EU human rights and democratisation strategies in third countries in regard to the rights of LGBT people; in particular, persuading the Commission to include combating discrimination against LGBT people in the 2005 – 2008 Programme of the European Initiative for Democracy and Human Rights;
- Working for the inclusion of specific reference to Article 13 discrimination in the human rights clauses of bilateral trade and co-operation agreements with third countries.

(a) EP Annual Report on Human rights in the world and European Union's human rights policy:

We submitted a contribution to the EP annual report on human rights in the world and European Union's human rights policy for 2003. We also wrote to Commissioner Patten proposing that the priorities of the European Initiative for Democracy and Human Rights for 2005 onwards be broadened to include discrimination on the grounds of sexual orientation.

The European Union & Human Rights / Other Programmes

(b) Violations of lesbian, gay and bisexual rights in Third Countries

At the Glasgow meeting we held an impromptu session on the Brazilian resolution. We participated in discussions on the Brazilian resolution on LGBT rights at the ILGA World Conference in Manila in November and at the ARC/ACPD strategy meeting in Rio in December. In February we made a presentation to the Human Rights Contact Group in Brussels to support the Brazilian UN Resolution on LGBT rights, and mobilised the EU coordination network to advocate support for the resolution at the UNCHR session in Geneva.

From the Glasgow conference through April we mobilized our EU Network to lobby for the resolution. In April we participated in the lobbying at the Commission on Human Rights in Geneva and facilitated a meeting between LGBT activists from Africa, Asia and Latin America and the German Human Rights Commissioner and representatives of the Human Rights Committee in the German Parliament.

(c) Other related issue: Human rights agency

ILGA-Europe has taken an active part in the debate on the human rights agency (to be created by expanding the mandate of the existing European Monitoring Centre on Racism and Xenophobia in Vienna) through the Social platform and the response to the Tampere consultation advocating for a strong independent body whose work would contribute to the promotion of the rights of LGBT people.

1.8 Other EU programmes

1.8.1 Use the mechanism of the Social Inclusion Process, and the related National Action Plans and Joint Reports on Social Inclusion, to promote the social inclusion of LGBT people.

See above under 1.2

1.8.2 Seek to influence the implementation of the European Social Agenda programme to maximise the opportunities for working for LGBT rights.

See under 1.2.1 for more details on recent action under the Social Inclusion Strategies

1.8.3 Participate in EU sponsored projects on the exchange of best practice, extent of discrimination, and methods used to combat discrimination, in such fields as employment, education and health care.

The European Union & Other Programmes / Civil Dialogues

Through our membership of the Social Platform, ILGA-Europe monitors developments in several other programmes, with input on LGBT issues when appropriate. ILGA-Europe also used the Green Paper consultation to highlight the importance of mainstreaming equality throughout all fields of EU competence, including employment, education and health care.

1.8.4 Investigate the possibility of funding through the EU external co-operation and support programmes.

1.8.5 Seek funding supporting specific transgender work under the EU programmes relating to gender discrimination.

1.8.6 Inform member organisations of relevant Calls for Proposals.

1.8.7 Investigate how the 6th Framework Programme for Research and Development (2002 – 2006) can support the positive development of research on LGBT issues, and start lobbying for the formal inclusion of research on sexual orientation in the 7th Framework Programme.

1.8.8 Work with appropriate partner organisations (see section 7, below) to explore the role of DG SANCO (Health and Consumer Affairs) in countering discrimination in health care programmes.

Regular monitoring, of databases and calls for proposals, allows us to remain aware of other funding sources for our work and that of our members. We have added a fundraising page to our website which we will expand on when the Information and Communications Officer arrives.

1.9 Civil and Social Dialogues

1.9.1 Promote LGBT rights in the Civil Dialogue by participating in consultations on development of social policy, especially through the Platform of Social NGOs, and by working with other European level NGO networks in fields such as human rights and immigration.

ILGA-Europe has continued its close involvement with the work of the Platform, participating in the Working Groups on Enlargement, Social Policy, and Civil Dialogue, and a sub-working group on anti-discrimination, and contributing to a variety of Social Platform documents and position papers. The Social Platform has reviewed its organisational structure and recently extended its activities to include work on fundamental rights issues in the EU through a new working group: Fundamental Rights and Anti-discrimination. ILGA-Europe continues to be active both in the Social Policy working group and the new working group.

In particular, ILGA-Europe contributed to the Social Platform's memorandum to the Dutch presidency and its response to the Green paper on equality in an enlarged EU. It participated in the bi-annual meetings with the Commission.

1.9.2 Working with the European Trade Union Confederation [ETUC], and the European employers' organisations (Union of Industrial and Employers' confederations of Europe [UNICE], Centre Européen des Entreprises à Participation Publique et des Entreprises d'Intérêt Economique Général [CEEP], and Union Européenne de l'Artisanat et des Petites et Moyennes Entreprises [UEAPME]), encourage employers and unions to promote non-discrimination, for example, through a code of practice on implementing the employment discrimination directives.

ILGA-Europe's exchanges with the ETUC on the question of the implementation of the Employment Directive are described in paragraph 1.1 above. Links have been made with the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP) and the European Union of Craftsmen and of Small and Medium Enterprises (UEAPME), and co-operation through the Commission's information campaign has led to improved understanding. More work will be done to enhance co-operation in future.

1.10 Mainstreaming of LGBT issues

Engage in dialogue with the Presidency and the Commission so that systematic consideration is given to ensuring equality for LGBT people in all Community policies, at the point of planning, implementing and evaluation.

The signature of the draft Constitution by the Council has placed equality mainstreaming as an important element in the equality debate. The need for systematic equality mainstreaming was highlighted in our memorandum to the Dutch Presidency and our response to the Green paper on equality in an enlarged union. Furthermore a workshop on this relatively recent issue is planned for the Conference in Budapest. ILGA-Europe is also involved in organising a conference in collaboration with the COC and the Dutch EU Presidency on equality mainstreaming, to take place in November 2004 in The Hague.

1.11 European Parliament Elections

Prepare for European Parliament elections in 2004, including lobbying of parties for inclusion of ILGA-Europe's objectives in manifestos, the education of all candidates on our issues, discovering the views of candidates on LGBT issues, with the objective of publicising results in LGBT community, and influencing voting to promote our issues. Follow-up action after the elections would include confirmation of the views of those elected, with the objective of identifying supporters.

Working closely with member organisations and the European Parliament Intergroup for Gay and Lesbian Rights we developed a questionnaire intended to establish the attitudes of candidates in respect of equality and the fight against discrimination on the grounds of sexual orientation. The questionnaire was distributed to candidate MEPs with the help of member organisations active in the EU Co-ordination network. More than 300 candidates responded. The results were published in a special section of the website together with a

The European Union & European Elections / Council of Europe

detailed guide to the European Parliament and its past achievements for the rights of LGBT people. ILGA-Europe also used the results to identify MEPs interested in LGBT issues. These have been contacted throughout the summer in preparation for the new legislature, which began in September.

In addition, a leaflet was produced and distributed to present ILGA-Europe's work and priorities and highlight the potential of collaboration between MEPs and ILGA-Europe. Following this, contact has been established with some friendly MEPs.

2. COUNCIL OF EUROPE

2.1 The European Convention on Human Rights

Promote the effective use of the European Convention in support of LGBT rights by:

- encouraging and supporting individuals and organisations to take suitable test cases;
- explaining to member organisations how they can make effective use of the Convention;
- Putting pressure on countries to repeal discriminatory laws that have been found to be in violation of the Convention in cases involving other countries.

European Convention on Human Rights

We continue to monitor compliance with the Convention and court cases that deal with LGBT issues. We will continue to file friend of the court (*amica curiae*) briefs in those cases that deal with LGBT issues based on advice from Professor Robert Wintemute who actually drafts and files the briefs on ILGA-Europe's behalf.

2.2 The Parliamentary Assembly

Work to achieve a Recommendation by the Parliamentary Assembly highlighting the failure of countries to bring discriminatory legislation into line with rulings of the European Court.

Work to ensure that LGBT human rights violations in countries subject to monitoring (Albania, Armenia, Azerbaijan, Bosnia-Herzegovina, Georgia, Macedonia, Moldova, Serbia and Montenegro, Turkey and Ukraine) are taken up by the Assembly's Monitoring Committee.

We lobbied members of the PACE (Parliamentary Assembly of the Council of Europe) to take up the issue of the attacks on the pride parade in Krakow and the prohibition of the pride parade in Warsaw with their Polish counterparts. We also attended the spring session

The Council of Europe

of the PACE and the parallel NGO Groupings in April.

2.3 The Committee of Ministers

Follow up the responses of the Committee of Ministers to the Recommendations of the Parliamentary Assembly on the Asylum/Migration and Discrimination issues, and contribute to the implementation of any actions proposed by the Committee of Ministers.

2.4 Commissioner on Human Rights

Encourage member organisations to put forward information on discrimination for inclusion in the Commissioner's country reports.

The Commissioner prepares regular reports on the human rights situation in individual Member States. ILGA-Europe agreed to encourage member organisations to provide evidence of human rights violations for inclusion in the reports.

2.5 Other activities

ILGA Europe was one of a small number of NGOs invited to participate in the International Conference on Fundamental Rights in a pluralistic society hosted by the Netherlands during its chairmanship of the Council of Europe's Committee of Ministers in November 2003. The conference was an opportunity for governmental and academic constitutional law experts to consider the adequacy of existing human rights provisions in dealing with conflicts between freedom of religion and freedom of expression on the one hand, and equal treatment between men and women and discrimination on account of gender or of sexual orientation on the other. ILGA-Europe tabled a paper documenting the use of extreme homophobic language by the leaders of mainstream Christian denominations, and making a link between such language and continued violence and discrimination against LGBT people. Evidences presented in our paper were described by the Rapporteur as "shocking" and our general argument for limits on hate speech was supported by a number of distinguished participants.

3. ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE

- 3.1 Prepare submissions for and participate in the review conferences and the relevant meetings of the Office for Democratic Institutions and Human Rights (ODIHR), especially the implementation meetings of the Human Dimension.
- 3.2 Co-operate with ODIHR and OSCE offices in the region in organising conferences and seminars on LGBT issues.
- 3.3 Establish contacts with the Parliamentary Assembly of the OSCE.

ILGA-Europe participated in part of the 2004 OSCE Human Dimension Implementation Meeting held in Warsaw in October 2004. We gave both written and oral interventions. We also sponsored a side event at the HDIM in Warsaw on the 12th October 2004. This was the day set aside to discuss the OSCE's new mandate on tolerance and non-discrimination. We met with ODIHR to discuss the details of the meeting and to discuss other areas of cooperation.

We participated in a two day OSCE meeting in Brussels on tolerance and non-discrimination on 13-14 September 2004. Several speakers mentioned LGBT by name, Marieluise Beck the Federal Government Commissioner for Foreigner's Issue in Germany; the Dutch OSCE Ambassador who spoke on behalf of the EU mentioned both sexual orientation and gender identity discrimination and so did Prof. Dr. Bostjan Zupancic, a Slovenian judge who sits on the ECHR.

We also discussed ODIHR's plan for a tolerance and non-discrimination website where they will post all of the country reports they receive and best practices from the OSCE region. They are developing their own software and intend on making the software available to NGOs. We have already begun to send reports and info to ODIHR for inclusion in their reports to the OSCE Permanent Council, the HDIM and to post on the website.

We lobbied members of the Parliamentary Assembly to take up the issue of the attacks on the pride parade in Krakow and the prohibition of the pride parade in Warsaw with their Polish counterparts.

Actions to Counter Human Rights Abuses In and Outside Europe

4. ACTIONS TO COUNTER HUMAN RIGHTS ABUSES AGAINST LGBT AND HIV-POSITIVE PEOPLE IN EUROPE (other than through the mechanisms set out in sections 1 to 3 above)

4.1 Monitor human rights abuses based on sexual orientation, gender identity and HIV status in Europe.

4.2 Mobilise international support for victims of such abuses by organising support campaigns by ILGA-Europe's members, and by other international NGOs such as Amnesty International, Human Rights Watch, and the International Gay and Lesbian Human Rights Commission.

There have not been any specific activities in this area, other than those reported in 1.5, 1.7 1.8 and 2, above.

5. ACTIONS TO COUNTER HUMAN RIGHTS ABUSES AGAINST LGBT AND HIV-POSITIVE PEOPLE OUTSIDE EUROPE (other than through the mechanisms set out in sections 1 to 3 above)

Respond to calls for action, particularly from ILGA, Amnesty International and the International Gay and Lesbian Human Rights Commission, and encourage member organisations to do likewise.

There have not been any specific activities in this area, other than those reported in 1.5, 1.7 1.8 and 2, above.

Programme of Activities in Central and Eastern Europe

6. PROGRAMME OF ACTIVITIES IN SUPPORT OF LGBT HUMAN RIGHTS ORGANISATIONS IN CENTRAL AND EASTERN EUROPE (other than through the mechanisms set out in sections 1 to 4 above)

Countries included in the Programme are: Armenia, Azerbaijan, Georgia, Moldova, Belarus, Russia, Ukraine, Turkey, Albania, Bosnia-Herzegovina, Croatia, Macedonia, Serbia and Montenegro.

6.1 Set up an office of ILGA-Europe in Eastern Europe in charge of implementation of the Programme.

6.2 Provide guidelines and capacity building training to LGBT organisations in countries covered by the Programme according to their needs in order to enhance their ability to lobby, handle the media, develop positive relations with the police, campaign around human rights violations, etc.

6.3 Support the development of networking and information exchange between countries covered by the Programme through holding networking meetings, capacity building seminars for leading activists and publication of information bulletins.

6.4 Provide support for key developments or campaigns in individual Programme countries.

6.5 Encourage co-operation and mutual support between member organisations in Eastern and South-East Europe and between those organisations and members in Western Europe.

6.6 Seek to increase number of member organisations in Eastern and South-East Europe and facilitate their participation in the work of ILGA-Europe, including subsidising participation in ILGA-Europe events.

Don Bisson, the newly appointed Director of the East Europe, Council of Europe and Transgender programmes began work in the Brussels office in the middle of January. The first task undertaken by the new director was a review of the East Europe programme that was proposed last year in our submission to the Rausing trust. A briefing paper was prepared for distribution to the board and discussion at the board meeting of 7-8th February 2004.

Based upon the recommendations made by the Director the Board took the following action:

1. Decided to postpone the opening of an office in East Europe for six months. The issue will be revisited by the Board at that time.
2. Agreed to the hiring of a project assistant for the East Europe, Council of Europe and Transgender programmes based in Brussels. The project assistant, Miha Lobnik, will help with project development and implementation along with handling administrative task.

Programme of Activities in Central and Eastern Europe

These decisions were taken in light of the need to further evaluate ILGA-Europe's work in East Europe and the logistical and economic issues involved in the opening of an office in East Europe. It was felt that ILGA-Europe needed to begin work in Eastern Europe immediately and that the best way forward was to leverage the funds from the Rausing Trust by finding partners to co-fund and co-sponsor trainings and seminars.

Unfortunately because of the office move, the delay in hiring Miha and the departure of Ailsa, work on the East Europe programme has not progressed as hoped. However, some progress has been made. A work programme has been drafted and was sent to the East Europe members for comment. Only one member sent comments so the work programme will be discussed at the East Europe pre-conference in Budapest. In order to try and reach some consensus on what the members in East Europe think should be a priority there will also be a general discussion on the needs of member organisations in east Europe. We also will discuss the need to set up a network of members in East Europe and how such a network can be beneficial to members.

We have started work on the OSI health project mentioned early in this report and are in the process of developing material for two regional seminars on human rights monitoring. Contacts have been established with individuals or groups in all three Caucasus States and we are searching for funding for a regional meeting on LGBT issues in the Caucasus. We are supporting the network set up by LGBT groups in the former Yugoslavia States, SEE Queer Network. Miha will be attending there next meeting in October just before the Budapest Conference. We were also able to award over 25 scholarships for this year's conference to East Europe members.

In June we were notified that the Rausing Trust had awarded ILGA-Europe a grant of approximately 180,000 Euro for its non-EU work for the period July 1 to June 30, 2005.

7. HEALTH ISSUES, INCLUDING HIV/AIDS

7.1 Support member organisations in work to ensure that public health programmes in their countries address the needs of the LGBT community, including mental health care services, barriers to access, suicide and self-harm prevention strategies, awareness-raising training for health service providers, specific transgender health issues, and the needs of LGBT staff in health services, through exchange of best practice and advocacy training.

7.2 Promote HIV/AIDS prevention by:

- co-operating with the Gay European Network for HIV Prevention, and encouraging ILGA-Europe members to co-operate in AIDS prevention projects within this network, including when seeking funding from the EU and other institutions;
- co-operating with other international NGOs working in AIDS prevention, e.g. the European Council of AIDS Service Organisations and the Global Network of People Living with HIV/AIDS;
- participating in campaigning initiatives to promote access to treatment.

ILGA-Europe received a grant from OSI to conduct a health project in three East European States and is working with member organisations GenderDocM in Moldova, ACCEPT in Romania and Habeas Corpus in Hungary. The project is intended to assess the barriers faced by LGBT people when accessing health care. A survey has been developed and will be carried out in each of the three states with a national report analysing the results to be published in May 2005. The reports will be used to lobby at both the national and European levels for changes in health policies that affect access to health care by LGBT people.

OSI has also launched a separate initiative on LGBT health issues and has recently chosen 9 NGOs from Central and Eastern Europe to participate in this initiative. ILGA-Europe has been consulted on this initiative and will continue to liaise with OSI on LGBT health issues.

8. DEVELOPMENT OF ILGA-EUROPE

8.1 Organisational development and funding

8.1.1 Improve transparency and members' involvement, through regular and prompt consultations with and information to members (e.g. electronic mailing, newsletter, meetings...), and consider the members when making decisions.

We have produced four editions of the quarterly newsletter. Euro-Letter continued to be sent out monthly, except during the summer break. The web site continues to be an effective tool in disseminating information, including media releases (four released during the reporting period) and policy updates.

In December we sent out the first edition of a monthly e-bulletin to members of the EU

Development of ILGA-Europe

national co-ordination network. This was well-received, and has been a regular communication tool since then.

The Annual Activity Report was produced in time for the conference in October.

The Annual Conference, under the theme "Policy into Practice – making LGBT equality happen", was a great success, with more participants and more workshops than ever before. 180 people attended the event, which was hosted in Glasgow by Stonewall (Scotland), one of our member organisations. The 24 workshops covered all areas of our work programme, and were addressed by experts in many fields, from 'fundraising practice' to 'policing and LGBT issues'.

Prior to the conference, members of the EU national co-ordination network gathered to agree revised working methods and plan future strategies. This helped to make the annual meeting of the network, in April 2004, a great success.

In order to prepare proposals to our 2004 conference for changes to our constitution and standing orders, the Board decided that these issues should be considered as part of a broader review to look at whether our current structures are the ones that we need for the next few years in order to realize a stronger ILGA-Europe, more capable of achieving its goals, and more representative of the diversity of its constituency.

The consultation with members was organized in two rounds: the first one (launched on the 16th of January, deadline 15th of April), asked 12 broad questions to inform the development of more specific options to be presented in the second round (launched 23rd of June, deadline 26th of July). The low level of responses (eight to the first round, three to the second) did not allow the Board to make a single set of proposals to conference and indicated that further consultation is needed before undertaking more profound changes. The Board has submitted a separate report to conference, *Review of ILGA-Europe's structures and constitution*, on the work undertaken so far, with several options for changes to the constitution and standing orders, and is recommending that the Board be mandated to conduct a second phase in consultation with members. We have also submitted a proposal to amend the aims in the ILGA-Europe Constitution to bring them into line with the aims in the ILGA World Constitution.

In the context of organizational development, a major focus of our Budapest conference is the discussion on the development of a Strategic Plan for 2005-8. Developing a strategic plan is an integral part of the work we are undertaking aimed at enabling ILGA-Europe to improve its effectiveness, ultimately resulting in better, more efficient achievement of our goals.

Strategic planning is the process of identifying an organisation's goals and working out how to achieve them. The process takes account of the factors that can be seen as likely to affect the organisation and, most importantly, looks at the resources needed to achieve the goals. One of the purposes is to establish realistic goals and objectives in a defined time frame within the organisation's capacity for implementation. The process helps to ensure that resources are focussed on the key priorities, provides a base from which progress can

Development of ILGA-Europe

be measured and establishes a mechanism for informed change when needed.

In a series of workshops at conference we will look at our strategic objectives and our strategies for achieving those objectives in six key areas: human rights, employment, social inclusion, family rights, capacity building for our membership, and capacity building for ILGA-Europe itself. This will enable members to contribute to the discussion about how the Strategic Plan should be shaped. In this context, the Board has presented the proposed Work Programme for 2004/6 in a new format, structured under draft Strategic Objectives for the same six key areas. Following the conference, the process of developing the strategic plan will continue, and will form the basis for preparing work programmes for future years.

As part of our work on strategic planning, the Board has adopted a statement of our Vision, Mission and Values, for which we are seeking the endorsement of conference. This specifically includes discrimination on the grounds of gender expression, as well as gender identity and sexual orientation.

In addition, we have begun to develop and introduce a performance management framework for ILGA-Europe. Performance management is a method of enabling organisations to implement their plans more effectively, and to learn from what they have delivered. It places emphasis on managing, supporting and developing staff. However, because the performance of the Board also impacts both on the overall performance of the organisation and on the performance of staff, development of the Board and Board performance appraisal are also elements.

8.1.2 Develop stable funding, particularly with regard to the co-finance needed to supplement the European Commission's core funding, and to finance activities not covered by this core funding.

The support of major funders, such as the Sigrid Rausing Trust (see section 6 above), has enabled the scope of our work to increase and deepen, but this brings a need for further fundraising. The management team is looking at ways of establishing a dependable income stream either through core funding grants or through project funding.

8.1.3 Develop a communications and media strategy to ensure the fully effective communication of ILGA-Europe's policies and work both within the LGBT community and outside, and, within the LGBT community, policies and actions relevant for combating discrimination of the European Community, the Council of Europe and other major institutions, in as many languages as practicable.

8.1.4 Promote the networking of member organisations and individual members in order to exchange information, further empowerment and develop instruments (training, education, etc.) in fields such as education, health, social work etc. with the aim to combat homo-, bi-, transphobia and complacency.

Development of ILGA-Europe

8.1.5. The Board will make a proposal to next year conference in order to bring the language in the Constitution and the Standing Orders in accordance with the ILGA Constitution.

8.1.6. The Board shall ensure that discrimination on ground of gender expression is addressed as well as gender identity. The Board will also address the need for this to be reflected in the language of ILGA-Europe documents including the proposed work programme for next year.

Work on developing a communication and media strategy was delayed by difficulty in finding suitably-qualified consultants to carry out the benchmarking survey. However, in late summer a suitable firm was contacted, and work commenced. The final report was presented in April 2004, and it will be used to define part of the work plan of the Information & Communications Officer who will start working in October 2004.

This is a new post in our staff team, which will strengthen our capacity for communication of our policies and work both internally with members and externally to the LGBT communities and more widely. In particular, it will enable the further development of our website as a means of communication and promoting networking between members.

Development of the national EU co-ordination network continues, with good feedback from the changes made at the network meeting in Ghent in April 2003. A clearer remit for network members was defined, and was adopted at the pre-conference network meeting in October. The expansion to 25 Member States was accomplished smoothly, with network representatives for all 10 new Member States being identified in good time for them to attend the network meeting in Brussels in April 2004.

8.2 Enhanced involvement of, and work for, transgender persons

8.2.1 Seek to secure further funds to support the work of the new assistant director with a policy officer on transgender located in the Brussels office.

8.2.2 Work to increase membership of groups working on transgender issues in ILGA-Europe and help facilitate more transgender participation at its annual conference.

8.2.3 Seek Commission funding for capacity building for transgender lesbians, gay men and bisexuals.

8.2.4 Increase ILGA-Europe's visibility as a transgender lobby NGO at European level.

8.2.5 Liaise more with the transgender working group of ILGA world.

Our grant submission to the Commission this year included an activity on multiple discrimination involving transgender persons and LGBT organisations. The Trans Working Party held a meeting in Brussels in September to discuss the methodology that would be

Development of ILGA-Europe

used in the activity and to finalize a questionnaire that will be posted on our website

We again this year offered scholarships to transgender people to attend the annual conference. We also focused on cases involving transgender people at the EU network meeting as an example of how case law can be used to effectively lobby National Governments. Likewise, three meetings of the Transgender Working Party were held.

8.3 The rights of bisexuals

8.3.1 Work to increase visibility of bisexuality issues in all anti-discrimination discussions and policy making and in ILGA-Europe's work.

8.3.2 Work to promote inclusive use of language that respects self-perception and self identification of individuals.

8.3.3 Work to find out what practical steps can be taken at European level to promote the rights of bisexual (and other non-monosexual) people, beyond those issues already being addressed by work to eliminate sexual orientation discrimination, and work on their implementation.

8.3.4 Actively seek to increase ILGA-Europe's bisexual membership.

We have continued to work to implement the recommendations of the paper on bisexuality, which highlighted the complexity that bisexual issues add to work on sexual orientation, as reported to last year's conference. The reflection on these issues has continued, in particular with a discussion in the February board meeting on a rhetorical analysis by Tiia Aarnipuu of a sample ILGA-Europe publication. As a consequence of this discussion it was recognised that language is continually evolving, and that all intended recipients of a communication must be taken into account, especially when working in a context of people with different linguistic backgrounds.

We have also analysed in more general terms the language that is used in ILGA-Europe's publications, documents and public statements and worked to find more inclusive ways of discussing sexual orientation as well as gender identity and gender expression issues. Plans have been made to develop an instrument in the form of an ILGA-Europe glossary/"style handbook" to set guidelines and promote the use of inclusive language, and to seek to develop guidance on appropriate terminology in various languages for use by translators and interpreters.

8.4 Documentation and Research

8.4.1 Develop and maintain a country-by-country inventory of discrimination laws and practices; monitor developments and keep up-to-date; develop information resource on best practice in combating discrimination.

Development of ILGA-Europe/Relations with ILGA

8.4.2 Produce reports and provide information to European institutions, the United Nations, and to other organisations as appropriate.

Development of the Information Centre continues. With the arrival of the Information and Communications Officer there should be significant progress on this in the next year. This project will run for the foreseeable future.

A summary report on sexual orientation discrimination in the new EU Member States was published in June 2004.

A report on criminalisation of same-sex relationships is being drafted.

9. Relations between ILGA and ILGA-EUROPE

9.1. ILGA-Europe will actively contribute to the development of ILGA as a worldwide LGBT organisation. ILGA-Europe will support the co-operation between the regions of ILGA, and share its knowledge and expertise with other regions of ILGA.

9.2. The two regional representatives of ILGA-Europe on the ILGA World Executive Board will report annually to the ILGA-Europe conference about their activities and the outcome of their work.

9.3. The ILGA-Europe board will actively seek opportunities to co-operate with ILGA on a world level, especially in the field of office accommodation and facilities.

Jackie Lewis and Yves de Matheis were elected by the 2003 conference as the regional representatives on the ILGA Executive Board

The 22nd ILGA World conference in November was held in Manila, the first time in ILGA's 25 year history that it has taken place in Asia. Yves and Jackie both played an active part in the conference, which elected Kursad Kahramanoglu and Rosanna Flamer-Caldera as Co-Secretary Generals, and decided that the next world conference will be held in Geneva.

There have been positive developments during the year relating to strengthening ILGA's organisational capacity. The ILGA Board delegated the responsibility for management of the staff and the office in Brussels to Co-Secretary General, Kursad Kahramanoglu. Yves has been attending the working meetings held in the ILGA office about every six weeks between Kursad, the staff, and three representatives of member organization COC (including

Relations between ILGA and ILGA-Europe

Janfrans van der Eerden, European reserve member) who are providing a supplementary human resource. These meetings have been of a great help in defining the day to day work of the office as well as the development of the organisation, both internally (definition of present and future posts in the office, new location of the office, etc.) and externally (future projects of ILGA, ILGA's policy implementation, fundraising, etc).

ILGA's website at www.ilga.org has been completely redesigned, and now offers a wide range of information and news concerning LGBT issues from all of ILGA's regions. ILGA has recently been successful in securing funding which will allow it to increase its staff to 4 during the early part of next year, and allowed the provision of some support to the 3rd regional conference of the Latin America and Caribbean region, held in September, and the 2nd ILGA-Asia conference, scheduled for November.

Another significant achievement has been the work around the resolution on "Human rights and sexual orientation" presented by the Brazilian delegation to the 59th session of the United Nations Commission on Human Rights (CHR) in Geneva. ILGA worked in collaboration with many other NGOs to lobby governments to accept this resolution. ILGA set up a website (www.brazilianresolution.com) dedicated to the issue, through which more than 40 000 signatures were obtained for its petition in support of the resolution. In collaboration with the German federation LSVD - notably its delegate on international affairs, Philipp Braun, also a member of the board of ILGA-Europe - ILGA was able to organize the presence of a team of activists from countries such as Fiji and Brazil for two weeks during the 60th session of the CHR, with the help of the Geneva organisation, 360 Association. Yves, who is based in Geneva, was extensively involved in this work.

The two representatives decided to divide the work to be done. Jackie has focussed on issues related to the relationship between ILGA and ILGA-Europe, and has been particularly involved in work on the process of dealing with membership applications and discussions between ILGA and ILGA-Europe regarding the future sharing of office accommodation. Yves has focussed on work around the CHR and related international issues, and participating in the working meetings in ILGA's office in Brussels. He has also been undertaking work in preparation for the next ILGA world conference, to be held in Geneva in April 2006.

10. Board Membership, Meetings and Officers

The eight Executive Board members elected by the 2003 Glasgow conference were: **Tiia Aarnipuu** (*Seksuaalinen Tasavertaisuus (SETA)*, Finland), **Deborah Labillotte** (*Holebifederatie*, Belgium), **Philipp Braun** (*LSVD*, Germany), **Riccardo Gottardi** (*Arcigay Pride!*, Italy), **Tatjana Greif** (*SKUC-LL*, Slovenia), **Maxim Anmeghichean** (*Gender-Doc*, Moldova), **Jackie Lewis** (*National Lesbian and Gay Committee of UNISON*, United Kingdom), **Nigel Warner** (*Stonewall Immigration Group*, United Kingdom).

As reserve members were elected: **Vera Cîmpenau** from *ACCEPT* as reserve for the women's seats; **Miha Lobnick** (*IGLYO*, Slovenia) as reserve for the men's seat in the Board.

The Board held six meetings during its period of office:

- on 19 October 2003, immediately following the closing of the Glasgow conference. Board members present: Philipp Braun, Maxim Anmeghichean, Jackie Lewis, Nigel Warner, Tatjana Greif. Apologies: Tiia Aarnipuu, Riccardo Gottardi, Deborah Lambillotte, Miha Lobnick. Also present: Ailsa Spindler, Vera Cîmpenau;
- on 6-7 December 2003 in Brussels. Board members present: Maxim Anmeghichean, Philipp Braun, Riccardo Gottardi, Deborah Lambillotte, Jackie Lewis, and Nigel Warner. Also present: Ailsa Spindler and Pierre Noel. Apologies were received from Tiia Aarnipuu and Tatjana Greif. Jackie and Riccardo were elected co-chairs, Nigel was elected treasurer;
- on 7-8 February 2004 in Brussels. Present: Maxim Anmeghichean, Tiia Aarnipuu, Tatjana Greif, Riccardo Gottardi, Deborah Lambillotte, Jackie Lewis and Nigel Warner. Apologies were received from Philipp Braun and Pierre Noel. Also present: Ailsa Spindler, Don Bisson.
- on 29-31 May 2004 in Brussels. Present: Tatjana Greif, Max Anmeghichean, Jackie Lewis, Riccardo Gottardi, Deborah Lambillotte, Philipp Braun, Nigel Warner. Apologies were received from Tiia Aarnipuu and Pierre Noel. Also present: Don Bisson, Christine Lourdes, Birgit Hardt, Ailsa Spindler, Olivier Collet
- on 17-18th of September 2004 in Brussels. Present: T Max Anmeghichean, Jackie Lewis, Riccardo Gottardi, Deborah Lambillotte, Philipp Braun, Nigel Warne and Tiia Aarnipuu. Also present: Don Bisson and Pierre Noel. Apologies from Tatjana Greif.

The Board will also meet on 26 October 2004 immediately before the start of the 26th ILGA European Conference in Budapest.

Financial Report

ILGA-EUROPE INCOME AND EXPENDITURE ACCOUNT FOR 2003			
	In Euros		
	2003 Actual	2003 Budget	
EXPENDITURE			
EU CO-FUNDED ACTIVITIES			
SECRETARIAT COSTS			
Staff costs	236235	248228	
Office costs	45821 282056	47357 295585	
GOVERNING BODIES			
The Board	13630	15720	
Annual Conference	49293 62923	61566 77286	
WORK PROGRAMME ACTIVITIES			
Policy Work and Reports	10066	20000	
Information dissemination	24937	30095	
Network Meeting	15915 50917	13750 63845	
OTHER COSTS			
Travel (other than board meetings, conference, network)	16906	22000	
Financial and legal advice, and bank charges	5602 22508	4570 26570	
TOTAL OF EU CO-FUNDED EXPENDITURE	418404	463286	
OTHER EXPENDITURE			
East Europe, Council of Europe and transgender activities	20932	10705	
Conference scholarships	25497	24250	
Other conference costs	15221		
Other costs	5159 66809	5410 40365	
TOTAL EXPENDITURE	485214	503651	
INCOME			
European Commission grant	380564	416957	
Donations/grants by foundations, members and individuals	61755	66694	
Participants' contributions to conference	45434	25000	
Interest	1012		
TOTAL INCOME	488765	508651	
Balance transferred to General Reserves	3551	5000	

11. Financial Report 2003

Overview

2003 saw ILGA-Europe's levels of income and expenditure grow substantially for the third year running. Total expenditure was €485,214, compared to €382,262 in 2002, and €196,507 in 2001. In 2000 it was just €8,506. The increase between 2002 and 2003 was mainly due to higher staff costs, with the inclusion of a full year's costs for the Executive Director and Policy and Research Officer (both of which positions were first filled part of the way through 2002). This increase was of course made possible by the financial support of the European Community.

Income totalled €488,765, of which approximately three-quarters consisted of European Community financing. Other donors included the Sigrid Rausing Trust, the Stonewall Group (UK), COC-Haaglanden (Netherlands), Pink Cross (Switzerland), Stichting ILGA-Europe, and Philippe Frette.

The resulting surplus of €3,551 is transferred to General Reserves.

Comparison to budget

The indicative budget for 2003 approved at the Lisbon conference proposed expenditure of €503651. In the event, total expenditure amounted to €485,214, or 96% of the budgeted figure. Total EU co-funded expenditure, at €418,404 was 90% of budget. The total for non-EU expenditure, at €66809, was above the budgeted figure of €40,365. The main reason for this variance is that the budget did not include estimates for the costs of conference participants neither eligible for support under the EU grant agreement, nor for a scholarship. Such participants included delegates funded under the EU Access programmes and delegates from non-EU countries.

Nigel Warner – Treasurer

10th May 2004

Calendar of Meetings and Events Attended in 2003/2004

11. Calendar of Meetings and Events Attended in 2003/2004¹

October 2003 –

- 6th through 17th - OSCE Human Dimension Implementation Meeting November 2003. **Warsaw.**
- 11th through 12th - Fachtagung: "Regenbogenfamilien – ihre familiäre und gesellschaftliche Wirklichkeit". **Berlin.**
- 15th through 17th – European Social Forum. **London.**
- 15th through 19th - ILGA-Europe: Annual Conference. **Glasgow.**
- 25th - Welcoming speech at Congress of Young Liberals. **Cologne.**
- 29th - "Wednesday Round-Table" of the Information Centre of the Delegation of the European Commission in Slovenia. **Ljubljana.**

November 2003 –

- 5th - Diversity and Employment (Voelklinger Kreis). **Bonn.**
- 6th through 8th - "Participation Opportunities: Perspectives for Inclusion of Marginalized Groups". **Ljubljana.**
- 7th through 9th - Turkey session (1st federal Session of Homosexuals of Turkish Origin). **Berlin.**
- 11th - Public Hearing Sexual Orientation EP. **Bruxelles.**
- 14th through 18th – ILGA World Conference. **Manila.**
- 25th - MAGENTA, sexual orientation discrimination in employment. **Bruxelles.**

December 2003 –

- 5th through 6th - EU Presidency's Closing Conference on the European Year of People with Disabilities. **Rome.**
- 9th - Interviews for the post of Policy and Research Officer. **Bruxelles**
- 10th through 11th - 5th European Union Human Rights Discussion Forum. **Rome.**
- 12th through 15th - ARC International/ACPD strategy meeting on the CHR/Brazilian Resolution, Rio de Janeiro.

January 2004 –

- 12th - Reception aimed at introducing the intermediary result of the Tacis project "Promoting democracy through social NGOs". **Bruxelles.**
- 20th - Image Plus' 25th Anniversary. **Bruxelles.**
- 21st - Situation of Fundamental Rights within the EU (2003). **Bruxelles.**
- 23rd - British Foreign and Commonwealth Office, meeting with NGOs to discuss the Brazilian resolution. **London.**

Note: In this section we cannot list each single meeting a staff or board member attended. Therefore we only include meetings in Brussels to which board members travelled from aboard and those of special relevance attended by staff members (in most cases not mentioned elsewhere in this report). Regular routine meetings of the Social Platform working groups etc. in Brussels, which staff members attended, are not listed. However, meetings outside Brussels in which staff members participated are included

Calendar of Meetings and Events Attended in 2003/2004

February 2004 –

- 3rd – European Parliament Human Rights Content Group: Priorities for the UNCHR. **Bruxelles.**
- 24th – Standing Committee of Experts in International Immigration, Refugee and Criminal Law proposal: "Border Control and Movement of Persons towards effective legal remedies for individuals in Europe). **Bruxelles.**

March 2004 –

- 2nd through 22nd - 60th Session of the UN Human Rights Commission. **Geneva.**
- 5th – Dialogue in Sport (European Gay and Lesbian Sport Federation). **Netherlands.**
- 8th through 9th – Conference: Participatory Democracy: Current Situation and Opportunities Provided by the European Constitution. **Bruxelles.**
- 18th – Meeting with ILGA-Europe Paris 2005. **Paris.**
- 27th through 28th – EU Network Coordination Meeting. **Brussels.**

April 2004 –

- 3rd through 4th - Arcigay's fact finding mission to Cuba. **Cuba.**
- 3rd through 4th – Salon des Associations. **Paris.**
- 4th through 6th – Commission on Human Rights. **Geneva.**
- 21st - Interviews for the post of Project Assistant for the Eastern Europe, Council of Europe and Transgender Programme. **Bruxelles.**
- 21st - Meeting of the EP Intergroup on Gay and Lesbian Rights. **Strasbourg.**
- 27th through 30th – Council of Europe Parliamentary Assembly and NGO Spring Meeting. **Strasbourg.**
- 27th – Meeting with EQUAL Team from Sweden. **Bruxelles.**
- 28th – Human Rights EU Contact Group. **Bruxelles.**

May 2004 –

- 5th through 7th – Kick-Off Meeting of Transnational Project "Access to Justice." **Stockholm.**
- 9th - National Convention "Use Your Vote" for the EU Parliament Elections. **Milan.**
- 16th - National Assembly of *Crisalide* "On the right to full citizenship for transgender persons." **Genoa.**
- 25th - final conference of the EU antidiscrimination project QuBA "One of a kind! – And equal?" **Cologne.**
- 26th - 'Unite against Fascism - Stop racism and homophobia' meeting. **London.**
- 27th through 28th – Closing the Gap: Systematic Approaches to promoting Equality and Diversity in Europe. **Limerick.**

June 2004 –

- 4th through 13th – Europride. **Hamburg.**
- 26th – Berlin Pride. **Berlin.**

Calendar of Meetings and Events Attended in 2003/2004

July 2004 –

- 4th - Cologne Pride. **Cologne**.
- 14th through 20th – Universités Euroméditerranéennes des Homosexualités. Panel at Summer University (UEEH). **Marseille**.

August 2004 –

- 4th through 6th - European Gay Cop Symposium. **Amsterdam**.
- 23rd through 24th – OSI Health Project Coordination Workshop with Partners. **Bucharest**.

September 2004 –

- 11th – ENAR 5th Anniversary. **Bruxelles**.
- 14th – Fundamental Rights and Anti-Discrimination Working Group of the Social Platform. **Bruxelles**.
- 13th through 14th – OSCE Conference on Tolerance and the fight against Racism, Xenophobia, and Discrimination. **Bruxelles**.
- 22nd – Social Platform, Social Policy Working Group. **Bruxelles**.

October 2004 –

- 7th through 10th – SEE Q Regional Network Meeting of LGBT groups. **Skopje**.
- 8th – Seminar on Human Rights Impact Assessment. **Bruxelles**.
- 8th through 13th – OSCE Human Dimension Implementation Meeting and ILGA-Europe Side meeting event. **Warsaw**.
- 14th – Meeting with MEP Martin Schulz, Head of PES. **Aachen**.
- 21st – Homosexualities and HIV/AIDS: more than a question of rights (HIVOS). **Amsterdam**.
- 31st through 6th – ILGYO Conference. **Sofia**.