



Annual Report for 2008-2009





**ILGA-Europe – the European Region
of the International Lesbian, Gay, Bisexual, Trans & Intersex Association (ILGA)**

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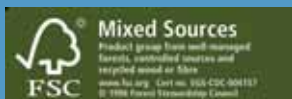




Table of Contents

Thanks and acknowledgements	4
Foreword	6
Strategic Plan	9
Strategies used to achieve strategic objectives	11
Strategic objective 1:	
Working towards full recognition of and respect for fundamental human rights.	13
Strategic objective 2:	
Working towards full equality in employment	17
Strategic objective 3:	
Working towards full social inclusion	19
Strategic objective 4:	
Working towards full recognition and equality of the diversity of families and family relationships	21
Strategic objective 5:	
Strengthening capacity of member organisations	23
Strategic objective 6:	
Strengthened capacity of ILGA-Europe to achieve its mission	27
Board membership and Board officers	30
Board meetings	32
Board organisation	33
Staff of ILGA-Europe	34
Financial report 2007-2008	36
Report from the European Representatives on ILGA Executive Board	41
Calendar of meetings and events attended in 2008-2009	44
List of publications	53

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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:



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Foreword

This Annual Activity Report 2008-2009 is the report from the Executive Board to our members on the activities of the staff and the Board in relation to the second year of implementation of ILGA-Europe's Strategic Plan approved by Vilnius conference in October 2007, which covers the period 2008 – 2011.

Celebrating the achievements

This year has been full of achievements and interesting developments for ILGA-Europe. A significant amount of work and actions has taken place advancing the achievement of all of the Strategic Objectives. As usual, we have given account of our activities and developments as they have occurred in the magazine, Euro-Letter, media releases, articles, interviews and website updates.

We welcomed three new members of staff who have joined us during the year and for whom Malta will be the first conference. **Joël Le Deroff** – Policy & Programmes Officer, **Richard Köhler** – Programmes & Policy Officer and **Nanna Moe** – Communication Officer. We were also happy to welcome **Aksinia Gencheva** as Project Coordinator for the hectic half year period leading up to the Annual Conference.

In January **Patricia Prendiville** left her position as Executive Director after four very successful years with the organisation. She was replaced in January by **Dirk De Meirleir**. Unfortunately Dirk only stayed 6 months with the organisation, and we are now in the process of finding a new ED. Therefore the day-to-day business of IE, according to the staff structure, is run by a team of four managers – **Maxim Anmeghichean, Olimpia Ciripoiu-Vonica, Juris Lavrikovs** and **Evelyne Paradis**. The Board, in particular the line manager and the employment subcommittee have been more heavily involved in the daily work of the Brussels office.

This year's board was enriched by two new members – **Louise Ashworth** and **Paata Sabelashvili**.

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.

A year has passed since ILGA-Europe moved to new premises in the heart of the 'EU quarter' in Brussels. The new office fulfilled its promise of being a more comfortable and spacious work environment for the staff, which is growing in number and hence needed space to expand.

The Board has worked on our board duties of governance and strategic overview. This year we have continued the process of learning and reflection, which began last year, and which will guide the organisation towards the development of the next Strategic Plan. This work focuses on facilitating ILGA-Europe to become a learning organisation with specific reference to the impact of the work undertaken; facilitating the organisation to be more reflective of the diversity within the LGB T communities and ensuring a continued focus on relevance to the membership. This formative evaluation will contribute significantly to the development of the next Strategic Plan 2012-2015. The staff has also undertaken effort in this regard by doing a comprehensive evaluation of the advocacy project and our Human Rights Violations Documentation Fund.

Board members also took part in a Communications Training session to enhance our communication skills in hostile environments. Very appropriately, this training took place in Riga, Latvia, the same weekend as the Baltic Pride march.

Also as part of the investment in the organisational development of ILGA-Europe we have continued the diversity audit, which was initiated last year. This augments our previous work on diversity within the LGBT community, and will result in a diversity strategy which we anticipate will take us further in our commitment to being inclusive. We will also support the planning of actions with our members that will enrich their knowledge and practice in this area.

Throughout the year a strong political emphasis was on the campaign for an EU-wide anti-discrimination legislation and a strong recommendation on LGBT rights at the Council of Europe. This proves to be a challenging task, but we are proud of the role of ILGA-Europe's leadership and collective work with allies in the field of equality and human rights to ensure that both instruments lead to increased recognition and protections for LGBT rights and for different grounds of discrimination throughout Europe.

We welcome the strengthened partnership with Transgender Europe and the input that various national level trans rights activists provide to ILGA-Europe's work. This relationship is allowing ILGA-Europe and TGEU to put trans issues on the agenda of various European institutions. We hope this model of partnership continues to provide opportunities for learning, sharing and advancing specific issues.

We are stepping up the work on combating homophobic and transphobic violence, including through reporting of incidents at national level and advocating for better legislative measures against this violence with European institutions. An important part of this work is aimed at working with the police on the prevention of hate crimes, work which is supported by the Dutch Government.

The ILGA-Europe European Parliament campaign, Be Bothered, was a big success as it shows how much members can do with a campaign provided by ILGA-Europe. Candidates from almost every country in EU signed the ILGA-Europe pledge, an achievement that was due to a lot of work from individuals and member organisations throughout Europe. Thanks for all the help getting us there. ILGA-Europe now has a very good background on the elected Members of Parliament that will help us in the next five years.

We are very proud to have launched a large-scale three-year project "Enhancing Pluralism and Combating Discrimination against LGBT People in Russia" in January of 2009. The project includes support for organisational development and capacity building of the Network and its members, advocacy and awareness-raising activities and lobbying of European institutions. This is the first time ILGA-Europe has been involved in such a large-scale project in one country. Needless to say, this work is very much needed in Russia.

ILGA-Europe has also continued its successful advocacy work on EU foreign policy, particularly in the context of Enlargement and the European Neighborhood Policy. The success wouldn't have been complete without involvement of our members and activists from Eastern Europe. A comprehensive anti-discrimination law providing protection from discrimination against LGBT people was adopted in Serbia this year, while in other Western Balkan countries such legislation is currently under consideration. In this context, we have also supported our members in organising prides in hostile environments, such as Pride events in Mykolayiv (Ukraine) and Belgrade.

We are also proud of the capacity building work ILGA-Europe continues to undertake. This involves small grants within the Human Rights Violations Documentation Fund, activities within the advocacy project, advocacy planning sessions on the ground in a number of Eastern European countries, publication of the advocacy manual for activists, etc. We also thank our members for the high appreciation and evaluation of these activities.

None of these achievements and fundraising successes would be possible without the logistical support and sound financial

management of the organisation provided by the Finance and Administration service area.

Board members have been involved in different events organised by members, partners and funders through out the year.

In particular Board Members represented ILGA-Europe at many Pride events this past year, bringing attention to the ongoing denial of the internationally recognised human rights of freedom of assembly and freedom of association. There have been many shocking situations again this Pride season, and we are committed to ongoing advocacy and political campaigning on these issues. The on-going public support of the Commissioner for Human Rights, Thomas Hammarberg for this work is especially welcomed.

A special thanks to the whole staff team for the great work they accomplished this year. The Board is very aware of the fact that it has not been the easiest time – but the challenges met proved that our staff is a very committed and professional team of people, upon whom we can place great trust.

It is together that we work 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 equality for all.

Looking to the future

In 2010 we will enter the third year of our Strategic Plan 2008-2011, to guide and evaluate the activities of the organisation, as we did with the previous one. This instrument is the key and indispensable framework for our work in the coming year.

We anticipate concrete actions using our strategies of advocacy, communication, lobbying, capacity development and strategic litigation to advance the strategic objectives of ILGA-Europe.

- 1. Working towards full recognition of and respect for fundamental human rights.**
- 2. Working towards full equality in employment.**
- 3. Working towards full social inclusion.**
- 4. Working towards full recognition and equality of the diversity of families and family relationships.**
- 5. Strengthened capacity of member organisations.**
- 6. Strengthened capacity of ILGA-Europe to achieve its mission.**

The remainder of the work programme will be consolidation and continuation of the projects and actions already in play.

ILGA-Europe will also continue to develop the partnerships it has with European and International as well as national organisations, so that together we are working from different angles to bring the equality for LGBT people closer to a daily reality.

We look forward to continuing close working relations with the EU – including the Commission, the Fundamental Rights Agency, the Parliament, and the LGBT Intergroup especially – the Council of Europe, the OSCE – and in particular the Tolerance and Non-Discrimination unit.

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

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

The Executive Board of ILGA-Europe

Brussels, October 2009

Strategic Plan

This document reflects on the achievements of ILGA-Europe under its strategic objectives for the period October 2008–October 2009.

The Strategic Plan 2008–2011 was agreed by the Vilnius 2007 Annual Conference and now guides the work of the organisation.

The report is structured under strategic objectives and achievements and outlines the work to be undertaken for the next year of the Strategic Plan – up to October 2010. We have done this in an attempt to make our activities and achievements more clear to our members. It is obvious that much detailed work has been done within the different themes. If you are more interested in a specific theme, do not hesitate to visit our website.

The Strategic Plan has indeed proven to be a very useful tool in directing the work of the organisation, enabling us to position the activities in a focused manner and to allow for a longer timeframe to achieve better, more lasting results.

We have started a learning and reflection process in parallel with the lifespan of the Strategic Plan; we have also conducted a diversity audit so as to enhance our focus on reflecting the diversity within the LGBT communities and obtained significant additional funding for our work programmes for the next four years.

Strategies to achieve the strategic objectives

Communication

Providing information and key messages to our members and a range of audiences – including relevant institutions, other human rights based social change organisations, the media and the general public, raising awareness of the issues pertaining to the rights of LGBT people and equality through a range of channels – electronic and paper publications, campaigning activities and media outlets and developing policy papers, research projects/papers on key issues.

Advocacy

Advocating for human rights standards, policies and legislation at the international and European institutions. Facilitating and supporting our members to develop advocacy on the rights of LGBT people at national level.

Litigation

Identifying and supporting legal actions which will extend the rights and recognition of key areas of the rights of LGBT people and engaging in the training of anti-discrimination bodies.

Lobbying

Developing argumentation and providing evidence for the inclusion of the LGBT perspective in all areas of social and economic policy. Using international and European human rights standards, policies, legislation and institutions to pressure European institutions and national governments to uphold the rights of LGBT people.

Capacity Development

Enhancing the capacity of member organisations to lobby, advocate, raise awareness and engage in the promotion and inclusion of the rights of LGBT people in their own countries. Enhancing the capacity of ILGA-Europe itself to undertake its work and attain its strategic objectives through organisational development.

Strategic Objective 1:

Working towards full recognition of and respect for fundamental human rights



Protest against homophobic law in Lithuania in Brussels outside Lithuanian permanent representation



European Parliament elections candidates from UK Labour party signing ILGA-Europe's Pledge at an event organised in LGBT area in London



ILGA-Europe European Parliament elections 2009 campaign logo

Hate Crime

An increasingly prominent item on ILGA-Europe's work programme is the work to tackle homophobic and transphobic violence. In addition to continuing to raise the issue in its advocacy work with different European institutions, ILGA-Europe is developing a focus on the reporting of hate crime and on partnership with police to combat such violence. Most of this work is carried out in the context of a three-year project supported by the Dutch government called "Working with the police and challenging hate crime in Europe: 2008-2011". It is in the framework of this project that we co-organised a "seminar on violence targeting LGBT people" with our French member SOS-Homophobie in December 2008. We also started engaging with the European Gay Police Association (EGPA), a federation of LGBT police officers national organisations.

Refugee/Asylum

Renewed attention has been given to the implementation of existing EU regulations related to asylum over the last year, in particular in the framework of the “European Pact on Immigration and Asylum”, and the work towards a “Common European Asylum System”. ILGA-Europe continued to participate in emergency mobilisation to help LGBT asylum seekers who are at risk of being deported. For example, we joined forces with the European Parliament LGBT Intergroup in June and September to write to national authorities and EU Commissioners to ask for the suspension of deportations to Iran.

Freedom of Assembly and Pride Events

ILGA-Europe’s joint work with its members over the last number of years has ensured that, within the borders of the European Union, LGBT communities are able to organise Pride marches. However, not everywhere do they happen safely and with sufficient police protection. We have therefore offered our support this year to Baltic Pride and Budapest Pride, and an ILGA-Europe Board and staff member were present in solidarity and for monitoring purposes.

The situation is gloomier beyond the borders of the EU. Prides, demonstrations and cultural festivals continue to be banned or disrupted in Moldova, Ukraine, Bosnia and Herzegovina, Serbia and Russia. ILGA-Europe is in permanent contact with local organisers to coordinate support at the European level and advocates before the EU, Council of Europe and the OSCE to ensure legal and safe peaceful assembly. We were also present at the events in Moldova and Serbia.

Lithuania and the law against ‘propaganda of homosexuality and bisexuality’

The Lithuanian Parliament adopted a law in July 2009 that has been widely criticized as institutionalising homophobia, violating the freedom of expression and the right to be free from discrimination. Together with other NGOs such as Amnesty International, ILGA-Europe has worked to mobilise members of the European Parliament, the Council of Europe and other NGOs, a mobilization which culminated at a demonstration organised by ILGA-Europe in Brussels in June in front of the Lithuanian Embassy.

We worked with MEPs on a resolution against the Lithuanian law in the European Parliament which was adopted in September 2009. Although this resolution was a clear signal from the EU against the law, the legislation is still on the agenda and the Lithuanian Parliament is discussing even a more homophobic law proposal. ILGA-Europe therefore continues to monitor the situation closely together with Lithuanian groups and to liaise with European institutions about developments in the country.

Committee of Ministers of Council of Europe

In July 2008, the Committee of Ministers gave instructions for the preparation of a recommendation to Member States on combating discrimination on the grounds of sexual orientation and gender identity. A first draft has now been prepared by an intergovernmental expert committee. ILGA-Europe submitted evidence to the committee detailing the range and scale of discrimination faced by LGBT people in Europe.

The draft will now be reviewed by other Council of Europe bodies. If agreed as it stands, it will be by far the most comprehensive regional "soft law" agreement in support of LGBT rights ever adopted. It will be particularly important for its extensive coverage of transgender rights. However, there is opposition to the recommendation in some quarters. In the coming months ILGA-Europe will therefore work closely with supportive Member States to try to ensure that the text is not weakened.

The Parliamentary Assembly of the Council of Europe (PACE)

Over the last couple of years, the Parliamentary Assembly has been working on a Resolution covering similar ground to that of the Committee of Ministers. ILGA-Europe has presented evidence to the Committee, both in the form of reports, and at hearings. The Parliamentary Assembly is expected to vote on the resolution in 2010. However, there is evidence of significant opposition by members of the Assembly, and accordingly, ILGA-Europe will need to continue its extensive lobbying in support of the Resolution.

Fundamental Rights Agency

In March 2009, the Fundamental Rights Agency launched the second part of its report on homophobia, sexual orientation and gender identity discrimination, which is the most comprehensive report on the legal and social situation for LGBT people in the EU to date. ILGA-Europe has been working very closely with the FRA on this report, and is furthering the dialogue with the Agency in disseminating the outcomes of this report.

European Parliament

In June 2009, European Parliament elections took place. ILGA-Europe considered these elections important as the European Parliament has been very outspoken in favour of LGBT rights. The Be Bothered campaign was launched, where the idea was to involve members, raise general awareness about the election and also raise awareness among candidates to the Parliament about LGBT issues.

The campaign was a success. Candidates from almost every EU country signed and approximately 20% of the elected Members of the European Parliament (MEPs) signed the pledge that was a part of the campaign. The result of the campaign has created a strong basis for the future policy work of ILGA-Europe in the European Parliament.

European Neighborhood Policy

ILGA-Europe provided feedback to the European Commission on how the Ukrainian Government is implementing the EU-Ukraine Action Plan. Moreover we gave input to the Commission on their assessment on how the Governments of Ukraine, Moldova, Armenia, Azerbaijan and Georgia are implementing their EU action plans, where we stated that significant gaps remain regarding sexual orientation and gender identity. We followed closely the development of the Eastern Partnership (EaP) and encouraged partners to apply for the EaP Civil Society Forum.

ILGA-Europe also monitors EU policy towards Central Asia, and we attended European Commission consultation on civil society input into the midterm evaluation of the Development Cooperation Instrument with respect to Central Asia and provided feedback after discussing with partners from the region.

EU Enlargement

ILGA-Europe continued its strong involvement in the EU Enlargement process.

In November 2008 we gave feedback on the European Commission's 2008 Progress Reports on EU candidate and potential candidate countries. Moreover we continued to monitor EU candidate and potential candidate countries' human rights commitments under partnership agreements, specifically in reference to the adoption of anti-discrimination laws, and lobbied for the inclusion of sexual orientation and gender identity as protected grounds in those laws. In June 2009, ILGA-Europe arranged a study visit for activists from the Western Balkans and Turkey to the European Commission.

The work on the EU Enlargement process contributed for instance to the adoption of the comprehensive anti-discrimination law in Serbia.

Strategic Objective 2: Working towards full equality in employment



Poster produced by European Commission's For Diversity. Against Discrimination campaign

Silvan Agius at the launch of the first International Business Equality Index (results)



This poster has been produced as part of the European Union's 'For Diversity. Against Discrimination' information campaign, organized by the European Commission's Directorate General for Employment, Social Affairs and Equal Opportunities. The campaign address to the awareness and the EU Directive which obliges all public private, the service of diversity.



Work with Trade Unions

This year ILGA-Europe has concentrated on building upon the Extending Equality project that the ETUC carried out with ILGA-Europe during 2008. The good relations with international trade union confederations were strengthened through meetings and joint work with ETUC and sectorial European trade union confederations such as, European Federation of Public Service Unions (EPSU), European Trade Union Committee for Education (ETUCE), Education International (EI-Europe). Moreover ILGA-Europe strengthened the relations to national level trade unions such as CGIL (Italy), UNISON, UCU and DMB (UK), LO (Sweden), GWU (Malta), Ver.di (Germany), OPZZ (Poland) and others.

ILGA-Europe also made a strong participation at European Commission conference 'The role of civil society and trade unions in fighting discrimination at national level' and subsequent contribution to conference publication. Finally, the ILGA-Europe employment network, set up to debate ways forward and to disseminate information about LGBT trade union events, has grown significantly.

International Business Equality Index 2009

The first results of the International Business Equality Index were launched at the LGBT Human Rights Conference during the World Outgames 2009 in Copenhagen. ILGA-Europe was the key contributor in the Index Committee towards the human rights dimension of the Index questionnaire.

The Index company evaluation is performed in relation to 17 questions that look at diversity and inclusion policies, the specific policies and practices put in place vis-à-vis sexual orientation and gender identity, supplier diversity and marketing and involvement within the LGBT community.

Fifteen major transnational companies signed up to the 2009 Index, and British Telecom being the company that scored most highly. There has been a lot of interest in the Index and it is expected to grow significantly in the coming years with more and more companies signing up. The call for companies to sign up to the 2010 International Business Equality Index shall be launched shortly.

Strategic Objective 3: Working towards full social inclusion



Juris Lavrikovs and Evelyn Paradis at European Parliament during debate on the Parliament's report on new Anti-Discrimination Directive (copyright Zabou Carrière and Tétu)

The new EU Anti-Discriminative Directive

Campaigning for the adoption of the new anti-discriminative directive – which would bring about legal protection against discrimination in all areas of life - has continued to be a key priority for ILGA-Europe at EU level. Together with colleagues from other NGOs, ILGA-Europe has contributed to the successful adoption of the European Parliament report on the directive which proposed improvements to the draft legislation.

The last stage in the decision-making process is adoption of the legislation by all 27 EU member states. In this, ILGA-Europe is working closely with the EU Presidency (until December 2009, Sweden, and in 2010, Spain and Belgium), with government officials from different countries, and with our partners and allies from other NGOs. And last but not least, we are working with members without whose active engagement at national level we will not reach the finish line.

Transgender

ILGA-Europe gave additional impetus to its work on gender identity and gender expression and raised trans issues with key stakeholders such as the Council of Europe, the European Commission, Members of the European Parliament and EQUINET, the European Network of Equality Bodies.

In this respect, ILGA-Europe's partnership with Transgender Europe was very fruitful, with the two organisations holding joint seminars, and joint conference speeches. Amongst these one finds the presentations at the gender equality conference by the Czech Presidency of the EU 'European Conference on New Ways in Overcoming Gender Stereotypes', the EU Legal Seminar on the European Court of Justice jurisprudence on trans equality and the LGBT Human Rights Conference during the World Outgames 2009 in Copenhagen. A joint planning session was also organised to ensure that the work of the two organisations continue to support one another.

Age

ILGA-Europe continued to work on one of the grounds with intersectionality. The joint Age-project with IGLYO focusing on youth and older LGBT people was completed, and it resulted in a report concentrating on the results of the Roundtable meetings held in 2008 in Berlin and Brussels.

The next step is to give visibility to older age, where cooperation with AGE, the European Older People's Platform has been established. The plan is to jointly work on a policy paper and to hold workshops on the theme during the ILGA-Europe Annual Conference in Malta. This model of working on intersectionality will hopefully serve to progress our work on other grounds of discrimination.

Strategic Objective 4:

Working towards full recognition and equality of the diversity of families and family relations



Opening of ILGA-Europe's 12 family posters exhibition at European Parliament 2008

Rights of children in LGBT families

In 2008 the Council of Europe Expert Committee on Family Law, as part of a project looking at the feasibility of updating the 1975 *European Convention on the Legal Status of Children Born Out of Wedlock*, commissioned an expert study into the rights and legal status of children in non-traditional families. ILGA-Europe saw this as an important opportunity to raise awareness of the need to protect the rights of children in LGBT families, and therefore submitted a report to the author of the expert study which documented the ways in which lack of legal recognition of LGBT families put the children in these families at risk.

ILGA-Europe's findings were supported fully by the author of the expert study, Professor Nigel Lowe, who concluded:

"It is as discriminating to the child to limit legal parenthood or to deny significant carers legal rights and responsibilities as to accord the child a different status and legal rights according to the circumstance of their birth or upbringing".

He proposed a new European Convention on Family Status, which would, inter alia, require States party to the agreement to grant legal recognition to same-sex parents.

Professor Lowe's findings will be controversial with a number of Council of Europe Member States, so whether they will be adopted, and, if so, when, is far from certain. But his support for the rights of children in LGBT families is a first important step in this area at European intergovernmental level.

Family and Freedom of Movement

ILGA-Europe continued to lobby the European Parliament to fully cover the difficulties experienced by LGBT families in exercising their right of freedom of movement in the Valean Report on the implementation of the Free Movement Directive.

We are constantly receiving requests for information and assistance from LGBT families experiencing difficulty in exercising their freedom of movement rights, and we are providing information to journalists. This work has resulted in many recordings of problems in many EU countries that remain widely in breach of the Freedom of Movement Directive.

The 'Lesbian, Gay, Bisexual and Transgender Families and the Freedom of Movement Directive: Implementation Guidelines' was updated and reprinted, and it has been widely disseminated.

The ILGA-Europe LGBT Families exhibition "Different families, same love" was held at the European Parliament on the 60th Anniversary of the Universal Declaration on Human Rights in December 2008. The exhibition was moreover held in Brussels during the Pride Celebrations in the Summer 2009.

ILGA-Europe was also lobbying for the inclusion of LGBT family dimensions and concerns in the two parental leave directives that were/are under review during this year in the European Parliament. We will monitor the debates on these directives, and act in needed.

Strategic Objective 5: Strengthened capacity of member organisations



Activists from Coming-Out St. Petersburg,
Russia in their new premises

Human Rights Violations Documentation Fund

During the reporting period ILGA-Europe has provided grants for documentation projects in:

- Azerbaijan, NGO "Gender and Development" (producing a video with personal testimonies of discrimination and violence)
- Ukraine, NGO "Insight" (research on the rights of transgender people)
- Northern Cyprus, "Initiative against Homophobia" (a survey on discrimination of LGBT people aimed at decriminalising male homosexuality in the territory).

ILGA-Europe also evaluated the Fund and the impact of projects supported to give a picture of what the fund is doing and to develop new strategies if needed. The evaluation showed that all projects that were funded are successful, and that they have great impact. ILGA-Europe therefore plans to continue and further develop its funding/re-granting work.

Advocacy project - Take action! United against LGBT discrimination in Eastern Europe

This ILGA-Europe three year project was finished in May 2009. The evaluation showed that there was increased knowledge and skills within project partners

in advocacy planning and implementation, lobbying European institutions and documenting human rights violations. Moreover the project succeeded in raising awareness of European and national policy makers on the rights of LGBT people and sexual orientation and gender identity discrimination in project countries. The project has contributed to the adoption of the anti-discrimination law and supported awareness-raising campaigns and strategic litigation in Croatia, supported assertion of the right to freedom of assembly in Moldova and Macedonia, and contributed to putting the anti-discrimination law on the political agenda in Moldova. In all countries the partners have produced reports documenting human rights violations, thereby increasing visibility of the LGBT communities and raised the profile of the LGBT movement as a credible and serious partner.

The evaluation process gave inspiration to a new project proposal 'Step up! Stronger LGBT movements for equality in Western Balkans', which was submitted to funders in August 2009.

PRECIS - Prevention and Empowerment in the CIS (Commonwealth of Independent States, or ex-USSR)

The advocacy component of this project implemented in partnership with COC Netherlands focuses on building advocacy skills and lobbying European institutions on human rights of LGBT people in Ukraine, Moldova, South Caucasus and Central Asia. In this framework ILGA-Europe organised an advocacy planning session in Azerbaijan with NGO "Gender and Development". We have also worked throughout the year to produce a comprehensive guide on advocacy for LGBT equality, based on experiences and best practices from Eastern European LGBT movements. The manual will be printed by the end of 2009.

ILGA-Europe has supported its partners and members in the region by reacting to human rights violations e.g. violation of freedom of assembly in Nikolaev, Ukraine (see Pride marches), and provided support in international advocacy efforts, such as Azeri partner's submission under the International Covenant on Civil and Political Rights (ICCPR)

In September 2009, a study visit to the European Union was organised for 14 activists from the region, who met with Members of the European Parliament, European Commission officials and representatives of the Council of the EU. Prior to the meetings the activists had an opportunity to develop and practice their advocacy and communication skills, and deepen the knowledge of EU institutions. The study visit also included a group of three activists from Russia.

Project “Enhancing Pluralism and Combating Discrimination against LGBT People in Russia”

In January 2009, ILGA-Europe launched a new three year project for advancing human rights of LGBT people in Russia. The main project partner is the Russian LGBT Network (www.lgbtnet.ru), while keeping a regional focus in Tyumen, Karelia and Saint Petersburg regions. ILGA-Europe is the main grant recipient, and its role includes capacity building and organisational development, re-granting and European level advocacy.

For project set-up ILGA-Europe supports renting of three offices in Russia for the LGBT Network and its members, and hiring of about 10 local staff in total (four at the national level and six in the regions). We have also organised two study visits for Russian activists: to Moldovan NGO “GenderDoc-M” and the European Union. Moreover ILGA-Europe is going to play an active role in the contribution to the monitoring report of the Parliamentary Assembly of the Council of Europe on the human rights situation in Russia.

In May 2009, ILGA-Europe employed Richard Köhler as a Programmes and Policy Office to work solely on the project.

Some of the achievements in Russia include seminars for lawyers and psychologists, organisation of a mass public action in 40 different Russian cities to increase LGBT visibility, first positive meetings with Russian authorities and registration of an openly LGBT organisation by authorities after many years of refusals.

Capacity Building of Transgender Europe and trans rights activists

This year a certain focus is being placed on transgender rights activists’ capacity building. The *Transgender Rights & Capacity Building Seminar* was organised in April together with TGEU to share capacity building knowledge with trans rights activists at national level. The seminar brought together more than 45 participants from across Europe.

Following the seminar, ILGA-Europe worked closely with TGEU towards the organisation of the *Trans Rights Conference* taking place in Malta prior to the ILGA-Europe Annual Conference and bringing together various representatives of European institutions, national governments and LGBT organisations. The conference attracted more than 120 registrations and is promising to be the biggest trans rights conference that shall be organised in Europe this year.



Chairing pool at our Annual Conference 2008 in Vienna

Strategic Objective 6: Strengthened capacity of ILGA-Europe to achieve its mission



Questioning key note speakers during Annual Conference 2008
in Vienna

Organisational Processes

Since the Annual Conference in Vienna, Board and staff have worked on the ongoing implementation of the Strategic Plan and the formative process of evaluation and monitoring of the work done in the organisation. One of the main purposes of this process is to develop concrete objectives and indicators linked to the organisation's strategic objectives, with the aim of clarifying the link between the strategic objectives and activity outcomes and improving the formulation of priorities in the organisation. Moreover, the ongoing implementation of the performance management system together with strengthening the skills of the management team remained among the priorities of the organisation. The Board and the staff attended training on dealing with hostile questioning in order to provide them with tools to tackle various situations.



Preparing delegate packs for participants of our Annual Conference 2008 in Vienna

A diversity audit was completed in 2008 to obtain an analysis of ILGA-Europe's current working practices. Using this audit as a basis, we have undertaken further internal thinking and learning with a view of launching a diversity strategy for ILGA-Europe and its members in the coming year. Moreover, as a way of supporting ILGA-Europe's litigation strategy, we held discussions with organisations specialised in strategic litigation on the possibility of developing more formal partnerships around litigation at the European Court of Human Rights and the European Court of Justice.

Since the Vienna Conference, ILGA-Europe complied with all Belgian legal employment and financial requirements and partly addressed the setting up of a legally required staff fund. According to Belgian legislation, organisations are required to set aside funds enabling them to pay employees' wages in the event of the organisations dissolution, bankruptcy, several months after the end of the activity.

New staff and funding

The organisation continued to grow both in terms of new projects and new staff being recruited to join the organisation. Since our last report, four new staff joined the team and the work on the EIDHR project and Hate Crime project has started. Despite being short-staffed for certain periods of time and while

allowing time for learning by new team members, the staff team has been carrying out activities of the work programme as planned, and beyond with activities being implemented to a larger scale than planned (e.g. the European elections campaign) and new activities being introduced and implemented (e.g. joint position paper on age and sexual orientation – as mentioned earlier under Age).

ILGA-Europe was successful in renewing funding from Sigrid Rausing Trust and the EU Commission, and to get a proposal through of co-funding from the Civil Right Defenders. The co-funding is for the implementation of the 3 year project in Russia, which is funded by the EIDHR (European Instrument for Democracy and Human Rights) of the European Union.

Board membership and Board officers

The ten Executive Board members elected by
the 2008 Vienna conference were:

Linda Freimane and **Martin K.I. Christensen** – Co-Chairs,
Pierre Serne – Treasurer,
Deborah Lambillotte – Secretary,
Renato Sabbadini, **Ruth Baldacchino**, **Paata Sabelashvili**,
Christine Le Doaré, **Louise Ashworth**, **Tomasz Szypuła**.

Reserve:

Nataša Sukič.

At the December 2008 Board meeting the roles of Co-Chairs,
Treasurer and Co-Secretary were decided, as indicated above.

In November 2008, Renato Sabbadini was elected Co-Secretary
General of ILGA and **Nataša Sukič** replaced him as a full member of
ILGA-Europe's Executive Board.

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

Ruth Baldacchino and **Søren Juvas**.



Linda Freimane
Co-Chair



Martin K.I. Christensen
Co-Chair



Pierre Serne
Treasurer



Deborah Lambillotte
Secretary





Paata Sabelashvili
Board member



Louise Ashworth
Board member



Nataša Sukič
Board member



Christine Le Doaré
Board member



Ruth Baldacchino
Board member



Renato Sabbadini
Board member
(until December 2008)



Tomasz Szypuła
Board member

Board meetings

The Board met after the Vienna conference on **Sunday, 2 November 2008**

In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Deborah Lambillotte, Renato Sabbadini, Ruth Baldacchino, Paata Sabelashvili, Tomasz Szypuła, and Nataša Sukič.

Apologies: Louise Ashworth and Christine Le Doaré.

December 2008. In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Deborah Lambillotte, Ruth Baldacchino, Paata Sabelashvili, Christine Le Doaré, Louise Ashworth, Tomasz Szypuła, Nataša Sukič.

Apologies: Pierre Serne for Friday and Saturday.

March 2009. In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Deborah Lambillotte, Ruth Baldacchino, Paata Sabelashvili, Christine Le Doaré, Tomasz Szypuła, Nataša Sukič.

Apologies: Louise Ashworth, Christine Le Doaré for Saturday.

May 2009. In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Deborah Lambillotte, Paata Sabelashvili, Christine Le Doaré, Louise Ashworth, Tomasz Szypuła, Nataša Sukič.

Apologies: Ruth Baldacchino.

Also present: *members of the Elections Preparations Committee:* Lisette Kuyper and Søren Baatrup.

July 2009. In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Ruth Baldacchino, Paata Sabelashvili, Christine Le Doaré, Louise Ashworth, Tomasz Szypuła, Nataša Sukič.

Apologies: Deborah Lambillotte.

September 2009. In attendance were: Linda Freimane, Martin K.I. Christensen, Pierre Serne, Deborah Lambillotte, Ruth Baldacchino, Christine Le Doaré, Tomasz Szypuła, Nataša Sukič.

Apologies: Louise Ashworth for Saturday, Christine Le Doaré for Sunday, Paata Sabelashvili.

Board organisation

Sub-Committees

Finance: Pierre Serne (chair), Martin K.I.Christensen, Pierre Serne, Christine Le Doaré, Paata Sabelashvili.

Employment: Martin K.I. Christensen (chair), Linda Freimane, Pierre Serne, Deborah Lambillotte, Louise Ashworth.

Governance: Linda Freimane (chair), Ruth Baldacchino, Deborah Lambillotte, Tomasz Szypuła, Nataša Sukič.

Staff of ILGA-Europe



Patricia Prendiville
Executive Director
(until January 2009)



Dirk De Meirleir
Executive Director
(from January until July 2009)



Evelyne Paradis
Policy Director



Silvan Agius
Senior Policy & Programmes
Officer



Joël Le Deroff
Policy & Programmes Officer
(from September 2009)





Maxim Anmeghichean
Programmes Director



Juris Lavrikovs
Communications Manager



Olimpia Ciripoiu
Finance & Administration Manager



Beth Fernandez
Programmes &
Policy Officer



Nanna Moe
Communications Officer
(from August 2009)



Camille Lambinon
Finance & Administration Officer



Lilit Poghosyan
Programmes &
Policy Officer



Richard Köhler
Programmes & Policy Officer
(from May 2009)



Aksinia Gencheva
Project Coordinator
(from August 2009)

Financial Report for 2008-2009

Report on ILGA-Europe's finances for 12 months to 31 December 2008

Overview

The accounts presented are the audited income and expenditure for 12 months for the period January to December 2008 with comparison to the indicative budget for 2008 approved at our Vilnius conference. The underlying trend in income and expenditure levels was again upwards and shows a real continuity and stability in our financial situation.

The actual accounts show a € 1,565,016.43 income and an expenditure of € 1,552,205.58 (the difference of € 12,810.85 to balanced income and expenditure accounts is explained by setting up the first instalment of the legally required staff reserve fund).

Expenditure was balanced by income, reflecting the fact that the great majority of ILGA-Europe's expenditure is derived from grants awarded for specific purposes. European Commission (EC) funding contributed approximately 62% of the total grant income, with the remainder coming from the Sigrid Rausing Trust, the Open Society Institute, COC Nederland, the Tides Foundation, UK funder and Dutch Government. We are grateful for their continuing support.

Comparison to budget

The indicative budget for 2008 approved at the Vilnius conference proposed expenditure of € 1 452 000 for 12 months. In the end, total expenditure over the 12 months (of € 1,552,205.58) was around 106.9% of the proposed budget which was mainly due to ILGA-Europe ability to obtain new or increased sources of funding (e.g. the project on Hate Crime was awarded in May 2008 for a period of four years).

There has been a slight under spending of the EU grant budgeted, mainly due to staff ¹ and travel & subsistence ² expenditure. It should be noted that this under spending is limited to about 3% of the EU budgeted expenditure, which is really low. Moreover, it should also

¹ Staff costs are below the budgeted levels of expenditure reflecting the gaps in appointments (start dates of staff members budgeted under EC grant were later than in the budgeted start date).

² Travel & subsistence under spending is explained by the expenditure on events of our partners being lower than the proposed budget (e. g.. TGEU and IGLYO projects) or the lower attendance levels at events (fewer participants than the budgeted figures).

be mentioned that it is rather difficult to reallocate EU grant money from one heading to another and it is mainly this non flexibility that led to the final under spending. Our goal remains to avoid any under spending on any of the grants received.

If we look at the structure of income and expenditure it can be noted that there is a 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 just few discrepancies with the budget and when there are, it is explained by the impact of major changes that took place inside the organization in 2008 (i.e. changes in the total number of staff members, rental of office space that could accommodate the growth in staff etc)

If we look in more detail, it appears that there was slight under spending on **staff**, due to the gap in appointments of new recruited staff and temporary interruptions in service of staff members. Same “overspending” on **office and coordination** costs, notably because of the process of finding and providing office space that suits the needs of the organisation (increase in staff, location, utility etc) and preparation of Family and Horizontal directive campaigns.

A comparison of certain items of January-December expenditure with the detailed budget follows.

- **Staff costs:** expenditure is running below budget, mainly because of a gap of some months before the start date of new Programmes & Policy Officer, Communication Officer and maternity leave for the Policy Director.
- **Office costs:** expenditure is above the budget due to the impact of increased number of staff and preparation of Family and the Horizontal Directive campaigns.
- **Board meetings:** expenditure is at 85% of the total budget for 12 months.
- **Annual Conference:** small overspend on the expenditure side.
- **EU network:** running below budget, partly due to lower costs for the second EU network and slightly decreased number of participants.
- **Grant making:** running below budget due to the timing of awarding the Advocacy project grants
- **Other seminars and project activities:** an overspend mainly explained by the deferred expenditure from 2007 to 2008 and the start-up of new projects such as the Hate Crime Project.

To conclude, the above-mentioned results show that ILGA-Europe is moving towards a pace of a stable growth having the ability to sustain this process.

Pierre Serne, Treasurer of ILGA-Europe,
(with the help of Olimpia Ciripoiu, Finance and Administrative Manager)

ILGA-Europe Income and Expenditure account for 12 months to 31st December 2008

	Euros		Notes
	Actual results for 12 months to 31 December 2008	Budget for 12 months to 31 December 2008	
INCOME			1
European Commission grant funding	834791	837500	2
Other income from grant funds	682216	588926	3
Other donations		447	
Participants contributions to Annual Conference		47436	
Interest		126	
TOTAL INCOME		1565016	
		1452000	
EXPENDITURE			
PROGRAMMES: EU-COFUNDED ACTIVITIES AND THEMATIC PROJECTS, GRANT-MAKING, COUNCIL OF EUROPE AND OSCE			
SECRETARIAT COSTS			
Staff costs	644483	673000	
Office and coordination costs	216164	119000	4
		792000	

GOVERNING BODIES						
Board meetings	31244		36500			
Annual Conference (incl New Member State scholarships)	111908	143152	104000		140500	5
WORK PROGRAMME ACTIVITIES						
Policy work and information dissemination	160330		159000			6
EU Co-ordination Network meetings	25523		39000			
Diversity project	30804		0			
Strategic Litigation	6400		20000			
Other seminars and project activities (incl IGLYO and TGEU projects)	247116	470173	163000		381000	7
GRANT-MAKING						8
Human Rights Violations Fund	60462		57500			
Advocacy Project Re-granting	17772	78234	72000		129500	
TOTAL PROGRAMMES EXPENDITURE				1552206	1443000	
Other costs		0			9000	9
TOTAL EXPENDITURE				1552206	1452000	
Net income/loss (set up of staff provision)		12811			0	10
Transfer to reserves		0			0	
					0	

Notes on the ILGA-Europe income and expenditure account for 12 months to 31 December 2008

- 1. The Budget** is the indicative budget approved at the Annual Conference in Vilnius.
- 2. The European Commission grant** amounts to 85.83% of EU co-funded expenditure incurred between January and December 2008, in line with the applicable funding contracts.
- 3. Other income from grant funds** – see 2nd Malta conference mailing on our website for further details.
- 4. Office and coordination costs:** rent, depreciation, office supplies, telephone/fax, travel associated with coordination activities, etc.
- 5. Annual Conference:** this heading includes all expenses related to organising the Annual Conference.
- 6. Policy work and information dissemination:** the magazine, website, publications and policy reports, writing of reports on human rights and family.
- 7. Other seminars and project activities:** mainly travel and accommodation costs associated with capacity building seminars, Family conference, participation in European Parliament hearings and conferences, meetings with member organisations, fact finding visits, Task Force meetings, events at the OSCE and Council of Europe, transgender group meetings, IGLYO Age Project meetings etc.
- 8. Grant-making:** includes the costs for the Human Rights Violations Documentation Fund and Advocacy project re-granting scheme.
- 9. Other costs:** various items such as office costs not eligible for support under the grant agreements conditions.
- 10. Net income:** the net income consists of the first instalment towards setting-up the legally required staff reserve in Belgium.



ILGA Executive Board and staff members at their meeting in Brussels, May 2009

Report from the European Representatives on ILGA Executive Board



From Vienna to Rio, via Malta!

October 2008 – October 2009

The past year has been a rather challenging one for ILGA. Following a tumultuous World Conference in Vienna and the changes brought about by it, the Board needed some time to get a grip of the situation.

In May 2009, at a Board Meeting held in Brussels attended by all Board Members from the six regions, it was reported that ILGA was lacking the necessary funding to execute its work plan and a number of flaws were identified in the management of finances. This led the Board to concentrate on sorting the financial situation in which ILGA found itself, and this has been the priority during the past year.

The current financial situation is a result of both the current economic situation as well as a weak financial management structure. The global economic climate affected ILGA too and towards the end of 2008/start of 2009, ILGA's source of income was drastically reduced when a couple of funders decided to terminate their support. This left the organisation with a need to re-work and prioritise some projects over others.

The current Board believes that ILGA is at a decisive moment of its organisational life. The dismissal of the former Executive Director of ILGA earlier this summer needs to be seen as a first step taken by the Board to avert the loss of relevance of the organisation and to transform ILGA into the professionally run organisation it deserves (and needs) to be.

The Board recognises that whilst management of the secretariat in Brussels is an urgent issue, ILGA also needs a profound reform of its governance structure. The Co Secretaries General and the Board are taking the necessary steps and advice to move out of the present crisis. To ensure organisational continuity, an interim Executive Director was appointed by ILGA to oversee main organisational areas until a new Executive Director is recruited.

The following are a few additional issues we would like to report for the past year:

1. Board: The current Board met directly after the Vienna World Conference. A Board meeting was held in Brussels in May 2009 at which all the members of the Board and staff were present. The focus of the Board meeting was predominantly the financial situation of

the organisation. Other discussions focused on employment and governance matters. The Board is planning to meet again in November 2009, and is working towards ensuring Board meetings take place regularly throughout the forthcoming years.

2. Regions / Communications: ARCUS project: This project is underway. The *Global Co-ordinator*, who will supervise this project, was selected and the recruitment processes for choosing partners in Africa, Asia and Latin America & Caribbean are at different stages of development/completion. As a result of this project ILGA's and the mentioned regions' websites will have a new online web system. This project is part of a wider Communication Strategy, which aims at strengthening the links between regions, increasing the visibility of ILGA and decentralising ILGA's communication channels.

3. 25th World Conference: Rio 2010: Vienna World Conference voted for the city of Rio to host ILGA 25th World Conference in 2010.

4. Membership matters:

- a. A number of membership policies are being implemented by the Office, so as to improve ILGA's relationship with its membership.
- b. Of particular relevance to the European members of ILGA is the Board decision on Membership Fees. The Board decided:
 - To keep the current fee structure for full and associate membership, and 'Friends of ILGA'.
 - To keep the Reduced Rate at €20.
 - To request from organisations which cannot pay the €125, a written justification for this and the amount they can afford to pay, keeping the minimum at €20.

Despite the problems faced during the past year, we believe that the 'worst is over' and following a number of meetings and decisions taken by the Board during the past year, ILGA is already on an upward recovery track.

We would like to thank the Co-Secretaries General – Renato and Gloria – for their incessant work for the organisation; and ILGA-Europe Board for their support in such difficult times.

See you in Rio!

Ruth Baldacchino and Søren Juvas

European representatives, ILGA Executive Board

Malta, Stockholm

October 2009

Calendar of meetings and events attended in 2008-2009

October 2008



- ILGA-Europe Annual conference, **Vienna, Austria**
- ILGA-Europe EU network meeting, **Vienna, Austria**
- ILGA-Europe Board Meeting, **Vienna, Austria**
- Attended ILGA World conference, **Vienna, Austria**

Thomas Hammarberg, Human Rights Commissioner of the Council of Europe, addresses our Annual Conference 2008 in Vienna

November 2008

- Attended Education International Seminar, **Bratislava, Slovakia**
- 2nd Roundtable of the ILGA-Europe and IGLYO Age Project, **Brussels, Belgium**
- Meeting the European Greens, **Brussels, Belgium**
- Participated legal seminar on the implementation of EU law on equal opportunities and anti-discrimination, **Brussels, Belgium**
- Attended Equality and Diversity Forum's conference "Competing Rights", **London, UK**
- Participated in Council of Europe conference on "Human Rights in Culturally Diverse Societies", **The Hague, Netherlands**

December 2008

- Speaker at hearing on new anti-discrimination directive of the European Parliament Committee on justice and civil affairs, **Brussels, Belgium**
- Speaker at legal hearing on the new anti-discrimination directive by the LGBT Intergroup of the European Parliament, **Brussels, Belgium**
- Attended seminar on sexual orientation discrimination by the French equality body, **Paris, France**
- ILGA-Europe and SOS Homophobie Seminar on violence targeting LGBT people, **Paris, France**
- Launch of the ILGA-Europe LGBT Family Exhibition in the European Parliament, **Brussels, Belgium**
- Participated in Continuing the Diversity Journey Conference, **Brussels, Belgium**
- Attended Fundamental Rights Agency Conference on fundamental rights, **Paris, France**
- PRECIS project mid-term evaluation session, **Amsterdam, The Netherlands**
- Speaker at hearing at European Parliament organised by Stop Aids Alliance and the European Parliament Working Group on Reproductive Health, HIV/AIDS and Development – the importance of Human Rights in HIV/AIDS prevention and treatment, **Brussels, Belgium**
- ILGA-Europe Board meeting, **Brussels, Belgium**



Hélène Goudin, MEP, launches the opening of our family posters exhibition at the European Parliament



Silvan Agius speaks at the opening of our family posters exhibition opening at the European Parliament

January 2009

- Participated in NGO Consultation on the European Pact on mental health and well-being, **Brussels, Belgium**
- Attended Public Hearing on Maternity, Paternity and Parental Leaves in the European Parliament, **Brussels, Belgium**
- Speaker at European People's Party hearing the new anti-discrimination directive, **Brussels, Belgium**
- Participated in European Women's Lobby seminar gender equality legislation and multiple discrimination, **Brussels, Belgium**
- Meeting with European Federation of Public Service Unions, **Brussels, Belgium**
- Speaker at European Parliament's LGBT Rights Intergroup Gala, **Brussels, Belgium**
- Meeting with ILGA World Co-Secretaries General and Executive Director, **Brussels, Belgium**

February 2009

- Speaker at seminar with Swedish parliamentarians on new anti-discrimination directive, **Stockholm, Sweden**
- Meeting with the Swedish Ministry of Integration and Equality, **Stockholm, Sweden**
- Meeting of LGBT-friendly governments, **Brussels, Belgium**
- Meeting European Trade Union Committee for Education, **Brussels, Belgium**
- Meeting EQUINET, **Brussels, Belgium**
- Meeting European Trade Union Confederation, **Brussels, Belgium**
- Meeting Swedish trade unions, **Brussels, Belgium**
- Participated in EC Positive Action conference, **Brussels, Belgium**
- Meeting of Expert Committee on Sexual Orientation and Gender Identity Discrimination at the Council of Europe, **Strasbourg, France**
- PRECIS project management team meeting, **Istanbul, Turkey**
- PRECIS project task force meeting, **Istanbul, Turkey**
- Attended Media 4 Diversity seminar, **Prague, Czech Republic**

March 2009



- Speaker at ILGA-Portugal conference on “Mainstreaming LGBT anti-discrimination policies”, **Lisbon, Portugal**
- Meeting with Portuguese officials on new anti-discrimination directive, **Lisbon, Portugal**
- Meeting Bulgarian Equality Body, **Brussels, Belgium**
- Meeting of the Forum on the implementation of Article 5 of Directive 2004/113, **Brussels, Belgium**
- Launch of second part of FRA’s Report on Homophobia and Sexual Orientation and Gender Identity Discrimination in the EU in the European Parliament, **Brussels, Belgium**
- Parliamentary Assembly of the Council of Europe, hearing by Legal Affairs and Human Rights Committee on sexual orientation and gender identity discrimination, **Berlin, Germany**
- Attended EU-Georgia Human Rights Dialogue – Civil Society input, **Brussels, Belgium**
- European Commission consultation on civil society input into the midterm evaluation of the Development Cooperation Instrument with respect to Central Asia, **Brussels, Belgium**
- ILGA-Europe Board Meeting, **Brussels, Belgium**

April 2009

- Participated in Paris LGBT Associations Conference, **Paris, France**
- European Commission Study Visit for accession countries, **Brussels, Belgium**
- Speaker at Transforming Attitudes Conference, **Dublin, Ireland**
- Speaker at Launch of European Civil Liberties Day at European Parliament, **Brussels, Belgium**
- Transgender Equality & Capacity Building Seminar, **Budapest, Hungary**
- Council of Europe, attendance during Spring session of the Parliamentary Assembly and the INGO Conference, **Strasbourg, France**
- Speaker at European Parliament's LGBT Rights Intergroup meeting, **Brussels, Belgium**
- Fact-finding/project evaluation visit, **Croatia, Serbia, Bosnia and Herzegovina**
- ILGA-Europe EU Network Meeting, **Brussels, Belgium**



European Parliament

May 2009



Members of Executive Board are marching at Baltic Pride in Riga



Staff members at Brussels Pride

- Meeting of the FRA's Fundamental Rights Platform, **Vienna, Austria**
- Meeting with EU Commissioner for Justice and Home Affairs (with the Social Platform), **Brussels, Belgium**
- Meeting EQUINET, **Brussels, Belgium**
- Meeting of Fundamental Rights and Non-discrimination Working Group of the Social Platform, **Brussels, Belgium**
- Speaker at European Conference on New Ways in Overcoming Gender Stereotypes, **Prague, Czech Republic**
- Speaker at Finnish-Russian Civic Forum, **Helsinki, Finland**
- Meeting the LGBT-Focal Point Directorate General External Relations – DG Relex, **Brussels, Belgium**
- Participated in Rainbow over the Dniester conference, Moldovan Pride, **Chisinau, Moldova**
- Attended All Ukrainian LGBT conference, **Kiev, Ukraine**
- Participated in the seminar on LGBT international rights (Yogyakarta Principles), IDAHO, LGBT Centre, **Paris, France**
- Attended Baltic Pride, **Riga, Latvia**
- 2nd Annual IDAHO lecture "Homophobic & transphobic violence: a European issue" by ILGA-Europe and Belgian Branch of International Law Association, **Brussels, Belgium**
- Presentation at UK Embassy, **Riga, Latvia**
- Attended in European LGBT Rights are Fundamental Seminar, **Rome, Italy**
- Participated in Brussels Pride, **Brussels, Belgium**
- ILGA-Europe Board Meeting, **Riga, Latvia**

June 2009

- Attended Pink Power Conference, **Antwerp, Belgium**
- Participated in EPSU Congress LGBT briefing, **Brussels, Belgium**
- Meeting with French officials on new anti-discrimination directive, **Paris, France**
- "Assessing family policies in the EU" Conference, **Brussels, Belgium**
- Attended Gender Equality Conference, **Brussels, Belgium**
- Meeting of the Social Platform with EU Commissioner for Employment, Social Affairs and Equal Opportunities, **Brussels, Belgium**
- Organised demonstration against Lithuanian law in front of the Lithuanian Permanent Representation, **Brussels, Belgium**
- Participated in Building a worldwide Rainbow Coalition, **The Hague, Netherlands**
- Council of Europe, attendance during Summer session of the Parliamentary Assembly and the INGO Conference, **Strasbourg, France**
- Council of Europe – Meeting of Expert Committee on Sexual Orientation and Gender Identity Discrimination, **Strasbourg, France**
- Induction trip to Russia, **Moscow, Tumen, St. Petersburg, Petrozavodsk, Russia**
- Attended EIDHR-Conference "How to put an end to racism and xenophobia?", **Moscow, Russia**
- Meeting on "situation of LGBT people in Russia" with the Belgian State Centre for Equal Opportunities and Opposition to Racism and the Belgian Embassy to Russia, **Moscow, Russia**
- EIDHR-Training on project implementation, **Moscow, Russia**
- Meeting with the European Delegation to the Russian Federation, **Moscow, Russia**
- Debriefing on EU – Russia and EU – Belarus Human Rights Dialogues, **Brussels, Belgium**
- Advocacy planning session for Azeri LGBT organisation Gender and Development, **Baku, Azerbaijan**
- Study/lobby visit for LGBT activists from Croatia, Serbia, Bosnia and Herzegovina, Former Yugoslav Republic of Macedonia and Turkey to the European Commission, **Brussels, Belgium**
- Speaker at conference-debate "Europe, which policy to fight against discriminations? Sexual orientation and identity of kind - Inventory of fixtures and perspective", **Angers, France**
- Attended the 6th annual thematic conference on non-discrimination issues in the EU, "The role of NGOs and Trade Unions in combating discrimination", **Budapest, Hungary**
- Participated in Sofia Pride, **Sofia, Bulgaria**
- Speaker at Ljubljana Pride, **Ljubljana, Slovenia**
- Attended Paris Pride, **Paris, France**
- ILGA-Europe Staff Day, **Oostende, Belgium**



Protest demonstration at
Lithuanian Permanent
Representation in Brussels

July 2009

- Study Visit of Russian LGBT activists to “Gender Doc M”, **Chisinau, Moldova**
- Attended a meeting with European Left, **Brussels, Belgium**
- Attended IGLYO Partner workshop and 25th anniversary reception, **Amsterdam, The Netherlands**
- PRECIS project management team meeting, **Amsterdam, Netherlands**
- Speakers and facilitated various workshops at LGBT Human Rights Conference during World Outgames 2009,

Copenhagen, Denmark

- Briefing HR Commissioner Hammarberg on LGBT situation in Russia, **Copenhagen, Denmark**
- ILGA-Europe Board Meeting, **Copenhagen, Denmark**



Silvan Agius at joint
workshop with
Transgender Europe
during World Outgames
conference

August 2009

- Advised the European Commission on a new film on multiple identities/discrimination for the EU Equality Summit, **Brussels, Belgium**
- Featured on BBC Europe Today radio programme, **Brussels, Belgium**
- Facilitated seminar for Russian LGBT legal experts, **Sankt Petersburg, Russia**
- Supported and consulted Side-by-Side International LGBT Film Festival, **Sankt Petersburg, Russia**
- Submission of a proposal for ‘Step up! Stronger LGBT movements for equality in Western Balkans’ project to a donor, **Brussels, Belgium**
- Copenhagen Pride, **Copenhagen, Denmark**

September 2009



Paata Sabelashvili is interviewed by Czech television at Budapest Pride

- Meeting of the NGO Platform on EU Asylum and Migration Policy, **Brussels, Belgium**
- Meeting of Fundamental Rights and Non-discrimination Working Group of the Social Platform, **Brussels, Belgium**
- Meeting of the Forum on the implementation of Article 5 of Directive 2004/113, **Brussels, Belgium**
- Attended Extending Equality Conference, **Rome, Italy**
- Participated in Working with Trade Unions Information Session, **Rome, Italy**
- Attended Meeting with Network of LGBT Families Associations, **Paris, France**
- Speaker at Policy Seminar on LGBT equality and inclusion with Scottish Minister for communities, **Brussels, Belgium**
- EU Presidency Conference on mental health and youth, **Stockholm, Sweden**
- Council of Europe, attendance during Autumn session of the Parliamentary Assembly and the INGO Conference, **Strasbourg, France**
- PRECIS project task force meeting, **Batumi, Georgia**
- Study visit of LGBT activists from Armenia, Azerbaijan, Georgia, Moldova, Russia, Ukraine to the European Union, **Brussels, Belgium**
- Participated in Roundtable on Human Rights in Russia, **Brussels, Belgium**
- Speaker at Budapest Pride, **Budapest, Hungary**
- Present at Belgrade Pride, **Belgrade, Serbia**
- ILGA-Europe Board Meeting, **Brussels, Belgium**

October 2009

- ILGA-Europe Staff Seminar, **Leuven, Belgium**
- Speaker at Legal seminar of the implementation of EU law on equal opportunities and non-discrimination, **Brussels, Belgium**
- Attended OSCE/ODIHR Human Dimension Implementation Meeting, **Warsaw, Poland**
- Participated in the conference "Strengthening Civil and Social Dialogue on Diversity Management in Employment",

Ljubljana, Slovenia

- Participated in the conference "LGBT-Families: The New Minority?", **Ljubljana, Slovenia**
- Meeting of Expert Committee on the Development of Human Rights in the Council of Europe, **Strasbourg, France**
- Speaker at the conference 'Justice in the Balkans: Equality for Sexual Minorities', **Podgorica, Montenegro**
- Fact-finding trip to **Albania and Montenegro**
- ILGA-Europe Trade Union Seminar, **Malta**
- ILGA-Europe Trans Rights Conference, **Malta**
- ILGA-Europe EU Network meeting, **Malta**
- ILGA-Europe Board Meeting, **Malta**
- ILGA-Europe Annual Conference, **Malta**



List of publications

Policy papers:

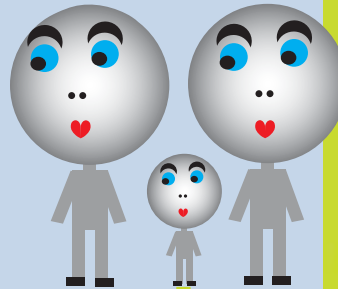
- ILGA-Europe's Response to the Commission Consultation "Freedom, Security and Justice: what will be the future?" (December 2008)
- ILGAEurope's Response to Consultation on the Annual Work Programme 2010 European Union Agency for Fundamental Rights (February 2009)
- ILGA-Europe's Memorandum to the Swedish Presidency of the EU (July 2009)



Report of the joint ILGA-Europe/IGLYO AGE Project 'Intergenerational Dialogue with(in) the LGBT Community' (December 2008)



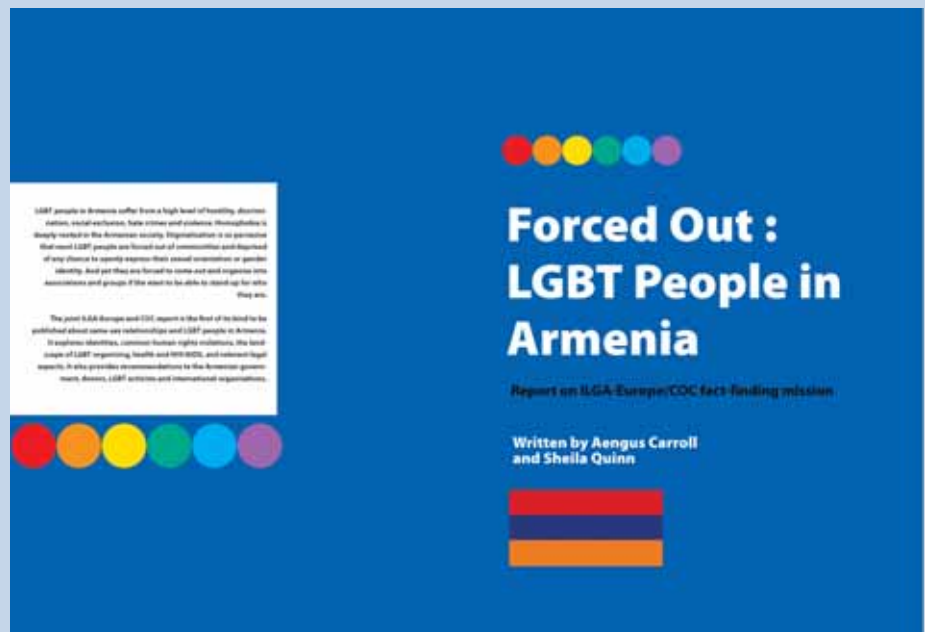
The Rights of Children Raised in Lesbian, Gay, Bisexual or Transgender Families: A European Perspective (December 2008)



**Lesbian, Gay, Bisexual and Transgender Families and the
Freedom of Movement Directive: Implementation Guidelines**
(January 2009)



**Forced Out: LGBT People in
Armenia (February 2009)**





Rainbow Europe: maps on legal situation for LGB people in Europe (July 2009)



Euro-Letters

Media releases

Web-information updates



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