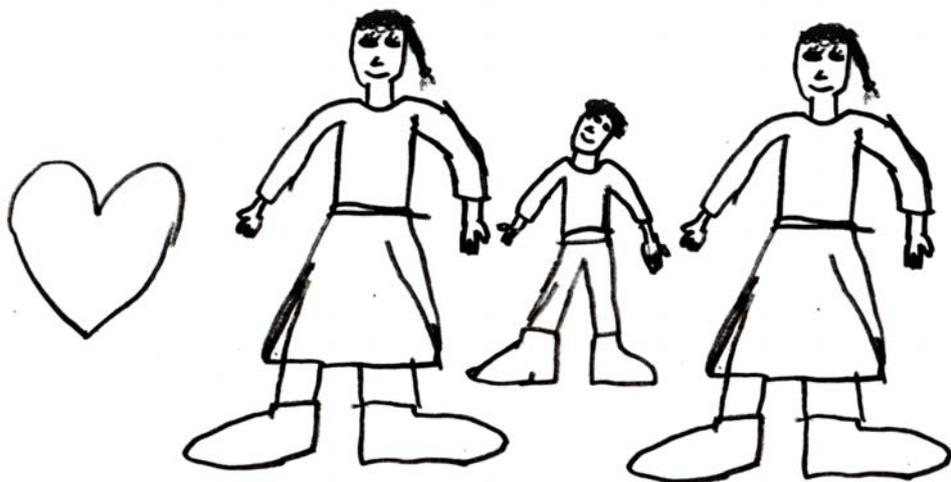


Annual Report for 2009-2010

ILGA
EUROPE







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of the International Lesbian, Gay, Bisexual, Trans & Intersex Association (ILGA)**

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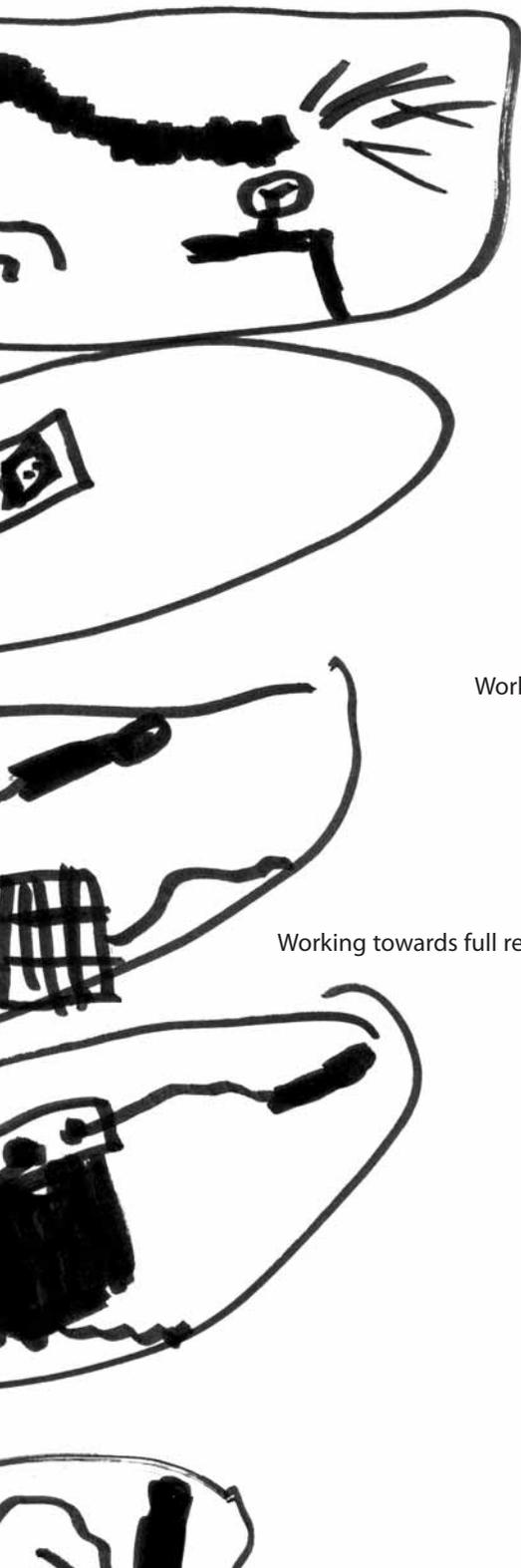


Table of Contents

ILGA-Europe in brief	3
Introduction	4
Thanks and acknowledgements	5
Foreword from the Executive Board	6
A Word from the Executive Director	9
Strategies used to achieve strategic objectives	11
ILGA-Europe's activities at a glance	12
Strategic objective 1:	
Working towards full recognition of and respect for fundamental human rights	19
Strategic objective 2:	
Working towards full equality in employment	28
Strategic objective 3:	
Working towards full social inclusion	31
Strategic objective 4:	
Working towards full recognition and equality of the diversity of families and family relationships	34
Strategic objective 5:	
Strengthening capacity of member organisations	38
Strategic objective 6:	
Strengthened capacity of ILGA-Europe to achieve its mission	42
Rainbow Europe: legal situation for lesbian, gay and bisexual people in Europe	44
Member organisations of ILGA-Europe	46
Executive Board of ILGA-Europe	48
Staff of ILGA-Europe	52
Financial report 2009-2010	54
Report from the European Representatives on ILGA Executive Board	59

ILGA-Europe in brief

- ILGA-Europe – is the European Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association (ILGA);
- ILGA-Europe works for equality and human rights for lesbian, gay, bisexual, trans & intersex (LGBTI) people at European level;
- ILGA-Europe is an international non-governmental umbrella organisation bringing together 277 organisations from 40 out of 48 European countries;
- ILGA-Europe was established as a separate region of ILGA and an independent legal entity in 1996. ILGA was established in 1978;
- ILGA-Europe advocates for human rights and equality for LGBTI people at European level organisations such as the European Union (EU), the Council of Europe (CoE) and the Organisation for Security and Cooperation in Europe (OSCE);
- ILGA-Europe strengthens European LGBTI movement by providing trainings and support to its member organisations and other LGBTI groups on lobbying, advocacy, fundraising, organisational development and communications;
- ILGA-Europe has its office in Brussels and employs 13 people;
- Since 1997 ILGA-Europe enjoys participative status at the Council of Europe;
- Since 2001 ILGA-Europe receives its largest funding from the European Commission;
- Since 2006 ILGA-Europe enjoys consultative status at the Economic and Social Council of the United Nations (ECOSOC) and advocates for equality and human rights of LGBTI people also at the UN level.

Introduction

In October 2007 at the Vilnius Conference, ILGA-Europe adopted its Strategic Plan for the period 2008-2011. This document reflects on the work done by ILGA-Europe during the third and last year of this Strategic Plan and covers the period October 2009 to October 2010.

This annual activity report presents the work carried out by the organisation (members, board and staff) under each of the six strategic objectives of the current Strategic Plan. Key activities and achievements have been summarised under different themes in an attempt to provide information in a clear manner. More detailed information about the work done within the different themes can be found on the ILGA-Europe website or by contacting the office.

In March 2010, ILGA-Europe embarked on the development of its next three-year strategic plan. The strategic planning process took place between March and September 2010 and included two online consultations of European member organisations of ILGA, as well as a strategic planning meeting in Tallinn (June). The Draft 2011-2013 Strategic Plan submitted for adoption by ILGA-Europe's 14th annual conference in The Hague (October 2010) is the result of the input, feedback and contribution of members, board and staff.

Thanks and acknowledgements

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

- the **volunteers** who proofread, translate and packed our publications, helped with the IDAHO event in Brussels, and added subtitle to our videos;
- **COC Haaglanden** for the work in organising the 2010 conference in The Hague;
- the **European Commission** for continued core funding and for the ongoing support of the Directorate for Equality between Men and Women, Action against Discrimination, Civil Society (Directorate General on Employment, Social Affairs and Equal Opportunities);
- The **Sigrid Rausing Trust** for its continued core funding of our work;
- The **Tides Foundation** and the **American Jewish World Service** for their funding of our work;
- **OSI** for the funding of the Step Up Project;
- **COC Netherlands** for the resourcing of the PRECIS Project;
- The **Dutch Government** for funding the Hate Crimes and Police Project and for scholarships to the annual conference;
- **European Union's EIDHR programme** for funding the project "Enhancing pluralism and combating discrimination against lesbian, gay, bisexual and transgender people in Russia";
- **Civil Right Defenders** and **OSI** for co-funding for the project "Enhancing pluralism and combating discrimination against lesbian, gay, bisexual and transgender people in Russia";
- An **Anonymous donor** for co-funding our work in Eastern Europe;
- The **Gill Foundation** (Denver, CO) and all organisations and individual donors who contributed to our work and to the Scholarships Angel Scheme;
- **Thomas Hammarberg**, the Human Rights Commissioner of the Council of Europe, for his ongoing support and championing human rights of LGBTI people;
- The various **consultants** who provided expertise and specialist contribution to documents, reports, seminars and events;
- Our **partners** and **allies** in Brussels, around Europe and the world for their solidarity and cooperation.

Foreword from the Executive Board

On behalf of the Executive Board, it is a pleasure to report to our members on the activities of the staff and the board in this Annual Activity Report 2009-2010. This is the third and last year of implementation of ILGA-Europe's 2008-2011 Strategic Plan approved by Vilnius conference in October 2007. This year has been a year of stabilisation and continuous work on various themes and projects, which are in line with ILGA-Europe's strategic goals. As always, 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.

Since January we have a new Executive Director, Evelyne Paradis, who has adjusted to her new role and tasks very well. Evelyne has been with the organisation for a long time and has been a consolidating factor with the staff and board throughout the year. There have also been other changes in the staff. During the year, the office welcomed two new staff members Jordan Long (Policy and Programmes Officer) and Anna Moskalkova (Project Co-ordinator, Finance & Administration Support) who further strengthened the staff team. Unfortunately, Anna decided to discontinue her employment with ILGA-Europe for personal reasons.

At the Malta conference 5 board members were elected for a period of 2 years – Louise Ashworth, Martin Christensen, Nataša Sukič and Paata Sabelashvili who are all continuing their work, and Björn van Roozendaal who is new to the board. 5 more board members continued their work with a 2-year mandate from the Vienna Conference – Ruth Baldaccino, Christine le Doaré, Linda Freimane, Deborah Lambillotte and Pierre Serne. Tomasz Szypuła, as reserve board member, also contributed to the work this year.

Both the Executive Board and the staff have done their utmost in their respective capacities to move the important work of the organisation forward – for which we are very grateful.

This year has been the third and last year of the process of learning and reflection, which has been guiding 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 LGBTI communities and ensuring a continued focus on relevance to the membership.

In June, members, board and staff gathered in Tallinn, Estonia, to participate in a strategic seminar about the next Strategic Plan. After this seminar, the next Strategic Plan has been finalised and is now ready to be presented to the conference for adoption. We are very pleased and grateful that so many member organisations have taken an active role in this process, which no doubt has been very important in order to anchor the strategic goals and tasks of ILGA-Europe within the membership.

After the Malta Conference a Green Team was formed consisting of two board members and two staff members, with the aim to lead the greening work and thinking of the organisation.

ILGA-Europe was already on the right track, but a greening policy would stimulate the organisation to formalise how the staff and board work or should work so the environmental impact is decreased as much as possible.

The internal greening action plan is structured around five principles which each have specific actions that are realistic and possible to implement within the limits of the organisation.

Capacity building of LGBTI organisations in Europe remained a clear pillar of our work this year. We launched a new three-year project "Step up!" aimed at empowering LGBT movements to improve the legal and social situation of LGBT people in the Western Balkans. The large-scale three-year project "Enhancing Pluralism and Combating Discrimination against LGBT People in Russia", which began in January 2009, also continued this year. 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. We of course continued to support projects on documentation of human rights violations through our documentation fund, and to offer trainings and seminars to members, including a seminar on strategic litigation and on working with the police on tackling hate crimes, just to name a few. It is important to mention that we this year finalised the production of our manual "Make It Work: Six steps to effective LGBT human rights advocacy" which we trust will provide invaluable tools to many LGBTI organisations in planning and carrying out their advocacy.

Building on the work of previous years, we further reinforced our fruitful partnership with Transgender Europe, including on using the declaration of the Malta Trans Rights Conference to advocate for greater recognition of trans rights at European level. We were also happy to continue to support the capacity of TGEU where they thought it necessary.

Board members have been involved in different events organised by members, partners and funders throughout the year. One of the highlights was our participation in Baltic Pride in Vilnius in May – for the first time ever a peaceful Pride parade could take place in Lithuania. We are pleased to see how the cooperation between the three Baltic countries has strengthened their capacities and helped them mobilise the Baltic Pride event for the second year already. Likewise we participated in Europride in Warsaw, which for the first time was celebrated in Eastern Europe. This gives hope about the developments in countries such as Poland, where it would have been impossible to arrange a peaceful Pride parade just a few years ago.

This year we have also celebrated the progress several European countries have made – in particular Iceland and Portugal, which introduced an equal marriage law for all in 2010. Also Austria and Ireland adopted civil partnership laws, Denmark allowed same-sex couples to apply for joint adoption, Albania introduced anti-discrimination law which explicitly makes reference to sexual orientation and gender identity and Montenegro's new anti-discrimination law covers sexual orientation. We welcome all these initiatives and congratulate all the LGBTI organisations, which have been working very hard to achieve these goals.

Yet we are aware of that there are many countries in Europe which still have no legal recognition of same-sex partners, and many which do not even have proper protection against discrimination of LGBTI people. We will not be satisfied until every country in Europe has abolished every kind of discrimination and unequal treatment of LGBTI people and we all can live safely and openly in every corner of our continent!

The Executive Board of ILGA-Europe
Brussels, September 2010



A Word from the Executive Director

There are many different milestones on the road to legal and social change. One of them is obtaining political commitment. In this sense, the past year should be considered an important marker in the journey towards LGBTI equality in Europe. 2010 has been the year the Council of Europe adopted the first legal instrument in the world dealing specifically with sexual orientation and gender identity discriminations, the year all three institutions of the European Union publicly committed to combating discrimination and violence against LGBTI people on the International Day against Homophobia, the year the European Union equipped itself with a toolkit to reinforce its capacity to proactively react to cases of human rights violations of LGBTI people in the world. Such developments testify to the growing awareness among European policy-makers of the need for political will in the fight against discrimination against LGBTI people.

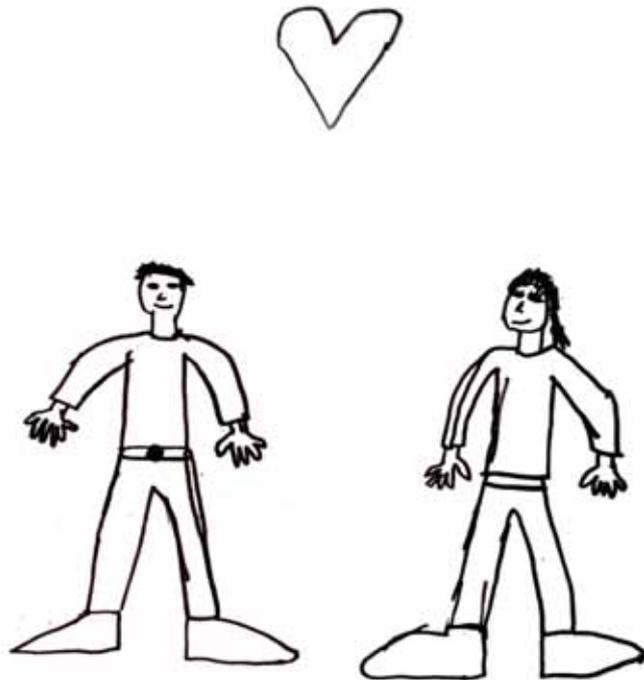
But the next milestones on the road are perhaps even more important as political commitment needs to be matched by strong political leadership and concrete actions. Indeed, in the last year, we were also constantly reminded that closing the gap between political statements and legal instruments and real enjoyment of human rights and equality is a long-term challenge. While EU member states reinforce their commitment to protecting human rights of LGBTI people in their foreign policy and in the accession process, they stagnate on the adoption of a new legislation that would secure protection against discrimination for LGB people and other groups throughout the EU. A few weeks only after all European governments reiterated their commitments to ensuring such rights as freedom of assembly and right to life through the Council of Europe's recommendation, prides were banned in Moldova and Ukraine, and murders of trans people in Turkey were left unpunished. As European courts progress in the recognition that same-sex partnerships constitute family life, LGBT families continue to face real obstacles in exercising their right to freedom of movement or in getting legal recognition of parenthood.

In marching towards the next milestones of translating commitments into change on the ground, we are heartened and strengthened by the knowledge that European LGBTI movement is growing every year in strength and capacity, and thus increasingly enabled to instigate effective legal and social change in the region. Over the past twelve months, we have seen time and time again how much can be achieved when the ILGA-Europe staff team, board and member organisations play their mutually reinforcing roles and bridge European and national level advocacy and campaigning. Whether it is the adoption of

anti-discrimination laws in Western Balkans and the holding of the first pride in Lithuania, or in the adoption of resolution by the Council of Europe Parliamentary Assembly, it is clear that few of ILGA-Europe's achievements would be possible were it not for coordinated work, joint efforts and shared commitment by everyone in the organisation.

As we embark on the implementation of our new three-year strategic plan, we bring forward this learning about the importance of continued investment in empowering the European LGBTI movement, including by embracing new strategies such as litigation, by strengthening organisational capacity of LGBTI groups, and by building stronger alliances and partnerships across human rights and equality movements. This will be even more important if we are to consolidate our recent achievements and successfully press for further legal and social change in the current political and economic context.

Evelyne Paradis, ILGA-Europe Executive Director



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 LGBTI 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 LGBTI people at national level.

Litigation

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

Lobbying

Developing argumentation and providing evidence for the inclusion of the LGBTI 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 LGBTI 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 LGBTI people in their own countries. Enhancing the capacity of ILGA-Europe itself to undertake its work and attain its strategic objectives through organisational development.

ILGA-Europe's activities at a glance



ILGA-Europe's board and staff meeting His Excellency Dr George Abela, President of Malta, October 2009

ILGA-Europe trainings, study visits and meetings

In the past year ILGA-Europe has facilitated...

8 trainings in St. Petersburg (Russia), Brussels (Belgium), Almatiy (Kazakhstan), Belgrade (Serbia), Tirana (Albania) and London (UK) – on:

- developing the LGBT movement in Europe with trainings in advocacy, organisational management, communication skills and human rights violations documentary;
- strategic litigation in the European courts for member organisations;
- staff training in web based tool for monitoring members of the European Parliament.

5 study visits in:

- Turkey – to make research, fact finding and meeting local LGBTI organisations;
- Strasbourg – for activists from partner organisations to visit Council of Europe;
- Brussels – for activists from partner organisations and for the Network of European LGBT Families Associations to visit the European Parliament and the European Commission;
- Warsaw – for activist within the PRECIS project to visit the OSCE.

9 meetings with:

- Partner organisations within the various projects – PRECIS and Step Up!;
- European Women's Lobby, Transgender Europe, the European Commission and academic experts on gender mainstreaming;
- International Planned Parenthood Federation, Network of European LGBT Families Associations, The Confederation of Family Organisations in The European Union and legal experts on LGBT family issues;
- LGBTI Activists and experts at a roundtable meeting about police, hate crime and violence;
- Member organisations in a consultation on the strategic plan 2011-2014;
- The ILGA-Europe EU Network met two times in Malta (October 2009) and Vilnius (May 2010).

Conferences, seminars, hearings and meetings in the European institutions

ILGA-Europe participated in 16 high-level conferences organised by:

- *The European Commission* – conference on the Status of Women; The Eastern Partnership Civil Society Forum; EU-NGO human rights conference and Women and Health Conference;
- *Fundamental Rights Agency* – two roundtables on LGBT rights; meeting at Fundamental Rights Platform and the Annual Conference of the Fundamental Agency;
- *The European Parliament* – the LIBE Committee on the asylum directives; screening of documentary on freedom of assembly; conference on freedom of assembly in Moldova and the “(Trans)gender Equality?”-conference organised by the European Greens and the European Parliament’s Intergroup on LGBT Rights;
- *OSCE* – high level conference on Tolerance and Non-Discrimination;
- *EU Presidencies* – Sweden: EU Equality Summit. Belgium: Conferences on Asylum and on Family.

ILGA-Europe was asked to speak or do presentations at 6 seminars, hearings or conferences organised by the European Union:

- Presentation at COHOM (EU working party on human rights);
- Speaker at the first meeting of the European Parliament’s Intergroup on LGBT Rights;
- Presentation at the European Parliament’s public hearing on Lithuania and Baltic Pride;
- Speaker at a seminar arranged by the European Commission on Enlargement;
- Panel participant and speaker at the S&D conference in the European Parliament on the horizontal anti-discrimination directive;
- Presentation at a meeting in the European Commission Directorate General Employment on trans issues.

ILGA-Europe had 8 meetings with high level officials:

- The President of Malta prior the ILGA-Europe Annual Conference 2009 in Malta;
- The Spanish Minister for equal opportunities during the Spanish presidency;
- The Secretary General of the Council of Europe, Thorbjørn Jagland;
- The Commissioner for Human Rights of the Council of Europe, Thomas Hammarberg;
- The Portuguese Prime Minister, Jose Socrates, in Lisbon, Portugal;
- 3 briefing meetings with cabinet members of EU Commissioners.

Other external meetings, seminars and conferences

ILGA-Europe has been invited on 13 occasions to speak or do presentations or workshops at various seminars, events, conferences or meetings:

- Speaker at the Transgender Europe Council;
- Presentation on *Human Rights and HIV/AIDS* at the EMIS (European MSM Internet Survey) General Meeting;
- Speaker on the horizontal anti-discrimination at the Congress of the LGBT organisation of the German Social-Democrats (Schwusos);
- Speaker at the Baltic Pride conference;
- Facilitated a workshop at the pre-conference of the Global Trans Conference in Barcelona, Spain;
- Speaker at the event “Pride in Europe” organised by Belgian LGBT groups;
- Co-organised two workshops and was speaker at the European Gay Police Association conference;
- Speaker at an event during Amsterdam Pride;
- Speaker at a debate during the Lesbian & Gay Pride of Lyon;
- Supported and helped developing the conference concept of the OPZZ (All Poland Alliance of Trade Unions) conference during the Europride 2010 in Warsaw;
- Speaker at the “Homosexuality and Human Rights – past, present, future” organised by Mozaika in Riga;
- Facilitated a workshop at the NELFA conference in Paris;
- Moderated a panel at the World Aids Conference 2010.

Participated in 12 other conferences:

- National level: London Metropolitan Service (MET) on hate crime; Interrights on strategic litigation on trans issues; Greenwich University on Asylum and the Aire Centre on strategic litigation; and LGBT Business Summit.
- European/International level: ETUI (European Trade Union Institute) about the social crisis; Social Platform’s General Assembly and Employment Lunch; NGO Platform on Asylum and Migrations on EU Asylum; IGLCC & Company Pride Platform’s Conference; Family Platform Conference; Rainbow Rose Conference;

Been part of other meetings with:

- LGBT organisations in Germany;
- Equality and Human Rights Commission (UK);
- The Secretary General of The European Council of Police Trade Union;
- Donors (and potential donors) in New York.

Media profile

ILGA-Europe's focus on media profile resulted in significant coverage both in mainstream European, national and LGBTI media. ILGA-Europe was featured and/or quoted in **32 different media** (8 – European and 24 – national level) in at least **14 countries**. ILGA-Europe was **mentioned 47 times** either by interviews, quotations from media releases, used as source or by articles written by staff.

Since the Annual Conference in Malta, ILGA-Europe issued **34 media releases** and **statements**.



ILGA-Europe taking part in Warsaw Europride 2010

Public and Pride events

ILGA-Europe marked the *International Day Against Homophobia and Transphobia (IDAHO)* with a public event in Brussels outside the European Commission and European Council buildings. Staff from ILGA-Europe took part in IDAHO in Russia, and organised together with the European Parliament Intergroup on LGBT Rights an IDAHO booth in Strasbourg for the Members of European Parliament.

Board and staff participated and supported the following pride events: *Baltic Pride* (Vilnius, Lithuania), *Rainbow Spring Festival* (Nikolaev, Ukraine), *Belgian Pride* (Brussels, Belgium), *Europride* (Warsaw, Poland), *Rainbow over the Dniester* (Chisinau, Moldova), *Belgrade Pride* (Belgrade, Serbia) and *Amsterdam Pride* (Amsterdam, The Netherlands).



ILGA-Europe's "Rainbow Buzz in the heart of the EU" marking the International Day Against Homophobia and Transphobia, 17 May 2010





Strategic Objective 1: Working towards full recognition of and respect for fundamental human rights

Working with European and International Institutions

European Union

This was the first year when all three main EU institutions – the European Parliament, the European Commissions and the European Council (Herman van Rompuy, the President of the European Council, and Catherine Ashton, High Representative of the European Union for Foreign Affairs and Security Policy) came out with statements condemning homophobia, transphobia, discrimination on the grounds of sexual orientation and gender identity. We worked with our allies in all these institutions to ensure such united political message from the EU institutions.

- **European Parliament**

ILGA-Europe continued working closely with the European Parliament and particularly with the European Parliament's Intergroup on LGBT Rights through formal and also less formal meeting brainstorming and developing joint strategies. In particular during the last year our cooperation with the European Parliament was focused on the trans event at the European Parliament, adoption of the EU Strategy for equality between women and men 2010-2015 (see Strategic Objective 3), improvement in current EU asylum directives (see Refugee/Asylum below) and EP's debate around mutual recognition/freedom of movement for same-sex couples in the EU (see Strategic Objective 4).

- **European Commission**

ILGA-Europe worked with the European Commission on the Multi-annual programme 2010-2014 in the area of freedom, security and justice, known as the Stockholm Programme to ensure such issues as tackling homophobic/transphobic hate crimes and the mutual recognitions of same-sex marriages/partnerships are included.



Michael Cashman (Member of the European Parliament, Juris Lavrikovs (ILGA-Europe) and two members of Lithuanian parliament discuss homophobic proposal to ban 'propaganda of homosexual relations in public' in Lithuania

We closely followed the debates of the candidates to the post of the European Commissioners at the European Parliament and checking their positions on human rights and LGBTI issues.

Since the appointment of the new European Commission, we participated in a number of main briefings by the Commissioners organised by the European Policy Centre and the Social Platform.

In May 2010, to mark the International Day against Homophobia and Transphobia, we organised "Rainbow Buzz in the EU" near the European Commission's and the European Council's buildings in Brussels.

● **EU Presidencies**

ILGA-Europe sent two memoranda summarising our key demands to the EU to the Spanish and Belgian Presidencies of the EU. We also participated in a number of events organised by the EU Presidencies: EU Equality Summit in Stockholm and two conferences on asylum and family issues.

● **Fundamental Rights Agency**

ILGA-Europe continued its productive cooperation with the Agency and participated in a number of their events: The FRA's second annual Fundamental Rights Conference "Making Rights a Reality for All" and two round tables – follow up meetings on the FRA Homophobia and Transphobia reports and one focusing on violence and hatred. We also participated in the annual meeting of the Fundamental Rights Platform bringing civil society organisations from across the EU.



Council of Europe

- **Committee of Ministers**

In March 2010, the Committee of Ministers of the Council of Europe, representing the national governments of its 47 Member States, unanimously adopted a Recommendation on measures to combat discrimination on grounds of sexual orientation or gender identity. This is the world's first intergovernmental agreement codifying the application of human rights standards to LGBT people.

The Recommendation establishes how these standards should be applied to LGBT people, containing specific measures for Member States on improving their legislation, policies and practices to address discrimination in such areas as hate crime and hate speech; freedom of association, expression and peaceful assembly; right to respect for private and family life; employment; education; health; housing; sports and right to seek asylum.

ILGA-Europe worked with various member states and Council of Europe officials on this document for a couple years and many of our submissions and recommendations were taken into consideration.

- **The Parliamentary Assembly of the Council of Europe (PACE)**

In April 2010, the Parliamentary Assembly of the Council of Europe (PACE) adopted a Resolution on discrimination on the basis of sexual orientation and gender identity. This Resolution addresses all the major issues of discrimination against LGBT people and encourages the 47 member states of the Council of Europe to take steps to fight such discrimination. It points to an extensive range of human rights violations affecting the lives of millions of people which still take place within the member states of the Council of Europe. ILGA-Europe carried out extensive lobbying activities at Council of Europe and member state level to support the adoption of this Resolution.

In January 2010, ILGA-Europe organised a four day study visit to the Council of Europe for 8 activists from Armenia, Azerbaijan, Moldova, Russia and Ukraine. The study visit was scheduled to coincide with the PACE debate on the Resolution on discrimination on the basis of sexual orientation and gender identity. ILGA-Europe also organised a side event sponsored by Andreas Gross, PACE member and author of the report, in support of the resolution.



Evelyne Paradis, Executive Director of ILGA-Europe, Thorbjørn Jagland, Secretary General of the Council of Europe; Nigel Warner, ILGA-Europe's advisor on Council of Europe

- **The PACE Monitoring Committee**

ILGA-Europe continued to provide information to the Monitoring Committee and to facilitate meetings between the Rapporteurs and LGBT human rights defenders. In April 2010 the Assembly's resolution on Montenegro drew attention to discrimination, intimidation and violence against LGBT people, and called on the authorities to investigate such cases, punish perpetrators, and educate the public to accept differences.

- **Secretary General**

In June 2010, ILGA-Europe met with the Secretary General of the Council of Europe, Thorbjørn Jagland, to discuss follow up to the Committee of Ministers Recommendation and the PACE Resolution. ILGA-Europe's representatives stressed the importance of having mechanisms and resources within the Council of Europe to ensure effective implementation of the Committee of Ministers Recommendation.

- **CoE Commissioner for Human Rights**

Throughout the year, ILGA-Europe has worked closely with and provided advice and general assistance to the office of the Commissioner and the international consulting group COWI which is commissioned to produce a report on the social and legal situation of LGBT people in all of Council of Europe member states. ILGA-Europe has taken part in three coordination meetings, provided contacts with organisations and legal experts on the ground, as well as feedback on all sociological reports. The summary report and all country reports are due to be printed by the end of 2011.

OSCE

ILGA-Europe continued its work on addressing the issues of violence and hate crime within the OSCE institutions. We participated and delivered a speech at the high level conference on tolerance and non-discrimination in Kazakhstan. We also provided input towards the Annual Hate Crime Report produced by Office for Democratic Institutions and Human Rights (ODIHR).

United Nations

We assisted our member organisations in preparing submission for the Universal Periodic Review on Georgia, Bulgaria, and Estonia.

Hate Crime

This was the third year of our work on a project **“Working with the police and challenging hate crime in Europe”** supported by the Dutch government. We conducted a research on good practices of cooperation with the police and organised two seminars on engagement between the police and LGBTI communities (December 2009, April 2010). These activities resulted in a publication of a document **“Joining forces against homophobic and transphobic hate crimes”**. Additionally,

ILGA-Europe became involved with the Danish Institute for Human Rights in a project aiming to develop new hate crimes reporting tools.

We made a lot of effort in building wider coalition with other human rights organisations tackling hate crime, including the European Gay Police Association (EGPA). We also met with the European Police College (CEPOL) and the Council of European Police Trade Unions (CESP).

We continued advocacy and lobbying activities with the European organisations, being present at OSCE events, and providing regular submissions to the ODHIR and the Council of Europe. We submitted our input towards the EU strategy to tackle violence against women. We also started preliminary work examining how homophobic and transphobic hate crimes could be tackled through new EU legislation.



This year's magazine was dedicated to the issues of hatred and violence



Our latest publication on cooperation between the police and LGBT organisations

Refugee/Asylum

ILGA-Europe was actively involved in the current process of revising EU legislation on asylum. We developed a policy paper focusing on the instruments currently discussed. We worked closely with the European Parliament and the European Commission towards improving current asylum directives to include an explicit reference to persecutions on the basis of gender identity.

We continued our advocacy work to improve existing asylum practices and participated in the following conferences:

- conference “LGBTI asylum seekers, a case of double jeopardy” in London (July 2010)
- Ministerial Conference on “Quality and efficiency in the asylum process” organised by the Belgian Presidency of the EU (September 2010).

ILGA-Europe supported a project “Fleeing Homophobia” by the Amsterdam University and COC Nederland assisting the implementation of the EU law and indentifying good practices and providing policy recommendations.

Freedom of Assembly and Association

Violations of the right to peaceful assembly and association still occur in various parts of Europe and remain a serious concern. Despite well established international and European case-law in this area, LGBTI people are still prevented from or seriously limited in their right to host public events and even to form their associations.



ILGA-Europe's
representatives marching
for equality at Baltic Pride
2010 in Vilnius

This year ILGA-Europe supported the first ever Pride event taking place in Lithuania – the Baltic Pride. ILGA-Europe brought to Vilnius 50 people from various parts of Europe and facilitated a strong message of support from Viviane Reding, the EU Commissioner for Justice, Fundamental Rights and Citizenship. We also actively participated in Warsaw Europride, the first ever Europride in the post-socialist Europe. This was a truly successful Europride and a great sign of achievement considering Pride events were banned in Poland just a few years ago.

ILGA-Europe monitored and provided its support for other ‘problematic’ LGBTI public events in Chisinau, Nikolaev, St Petersburg and Belgrade. We also supported LGBTI activists in Turkey and Russia who experienced violations of their right to association when Turkish authorities unsuccessfully tried to ban LGBTI organisations and LGBTI organisations in some parts of Russia are struggling with obtaining official registrations.

EU Enlargement

ILGA-Europe continued providing its feedback and raising concerns regarding the situation of LGBTI people in the countries applying for EU membership. In November 2009, we provided feedback on the European Commission’s 2009 Progress Reports on EU candidate and potential candidate countries.

In May 2010, we submitted country report on human rights violations of LGBTI people in accession and pre-accession countries as a contribution to the European Commission’s 2010 Progress Report. In June 2010, we brought 10 activists from the Western Balkans and Turkey to Brussels. We facilitated meetings with EU officials responsible for relationships with their respective countries during which the activists were able to provide first-hand accounts on the situation for LGBTI people.

ILGA-Europe continued to monitor accession and pre-accession countries’ human rights commitments under the partnership agreements with the EU. In particular, we supported activists in their advocacy efforts to ensure that sexual orientation and gender identity are being included in anti-discrimination laws. Albania and Montenegro are success stories with both countries having included both grounds of discrimination in their newly adopted laws. FYR of Macedonia failed to comply with EU requirements and did not include these grounds of discrimination in its anti-discrimination law.





LGBTI activists in Moldova being disturbed by homophobes when protesting against the ban of Chisinau Pride

EU Foreign Policy

- **European Neighbourhood Policy (ENP)**

ILGA-Europe provided regular information to the European Commission for inclusion in the ENP progress reports. In the cases of Ukraine and Moldova, we succeeded in drawing attention to violations in freedom of assembly; delays to the draft anti-discrimination laws; and overall discrimination against LGBTI people.



- **Eastern Partnership Civil Society Forum**

ILGA-Europe attended the inaugural meeting in Brussels of the Eastern Partnership (EaP) Civil Society Forum and succeeded in including points on the importance of comprehensive anti-discrimination legislation, hate speech laws and public education on tolerance and diversity within the recommendations given to states.

- **Human Rights Dialogues**

ILGA-Europe participated in a number of meetings at the Council of EU on human rights dialogues between the EU and Moldova, Georgia and Russia. These dialogues are forums for discussing human rights issues with non-EU countries. ILGA-Europe had the opportunity to raise issues of human rights violations of LGBTI people in those countries. Conclusions reached in such dialogues serve as very useful benchmarks to measure how the governments reform on human rights issues.

- **LGBT Toolkit**

In June 2010, the Working Party on Human Rights of the Council of the EU (COHOM) adopted the “Toolkit to Promote and Protect the Enjoyment of all Human Rights by Lesbian, Gay, Bisexual and Transgender People”. The goal of this toolkit is to ‘help the EU institutions, EU Member State capitals, EU Delegations, Representations and Embassies to react proactively to violations of the human rights of LGBT people, and to address structural causes behind these violations’.

The adoption of this document was a culmination of over seven years of ILGA-Europe advocacy with the EU on its foreign policy as related to human rights of LGBT people. ILGA-Europe has suggested the idea of the toolkit at a COHOM meeting in the end of 2009, as well as the structure for it, and worked closely with the Swedish and Spanish Presidencies on developing the content.

The toolkit will have an important impact for human rights of LGBT people around the world, as it will serve as a reference document for those implementing the EU foreign policy at various levels, and will contribute to a strong united EU position in regional and global forums, such as UN and the OSCE. One of the first tangible outcomes already this year was organising of a separate LGBT section during the first Joint EU-Brazil civil society human rights seminar. The EU has also been active in raising relevant violations in human rights consultations and dialogues with third countries

Strategic Objective 2:
Working towards full equality in
employment

Discrimination against transsexual employees is illegal

The European Union protects transsexual people from discrimination in employment. In 1992, a transsexual woman was fired after she had a gender reassignment operation. She took her employer to court. In 1996, the **European Court of Justice** ruled that this was a case of discrimination on the grounds of sex as she was dismissed because of her gender identity.

With reference to this case, the European Union included gender reassignment in the 2006 **Gender Recast Directive** confirming that transsexual employees are protected from discrimination.



**European law is clear
What about the law in your country?**

The project is funded under the support of the European Commission's Programme for Employment and Social Mobility (EMSM) under article 181 of the Regulation concerning the financing of the Community. © 2010 The Institute for Lesbian and Gay Employment.

ILGA EUROPE

www.ilga-europe.org

Trade Unions and LGBT workers

ILGA-Europe focused on extending the well established cooperation with European Trade Union Confederation (ETUC) to Southern and Eastern European trade unions by supporting the conference by All Poland Alliance of Trade Unions (OPZZ) and ETUC during Warsaw Europride 2010. ILGA-Europe assisted with the conference concept development and supported the participation of a number of representatives from member organisations from Southern and Eastern Europe. In addition, ILGA-Europe had cooperation exchanges with CGT (France) and GWU (Malta).

During the Swedish Presidency's Equality Summit, ILGA-Europe intervened at a workshop dedicated to trade unions and LGBT equality, and the European Union 'Trade Union Practices in Fighting Discrimination and Promoting Equality' seminar in Madrid in March highlighted a one-year study on equality measures in trade unions.

Finally, ETUC asked ILGA-Europe to assist in the development of their first European 3-day training for trade unionists specific dedicated to LGBT issues. The training is expected to take place during 2011.



Silvan Agius (ILGA-Europe) speaking at OPZZ & LGBT Equality conference, Warsaw

Business equality and diversity standard setting

The second results of the International Business Equality Index (IBEI) were launched at the IGLCC 3rd Annual Congress in June in Amsterdam. ILGA-Europe maintained its role as the key human rights contributor to the IBEI and as a Committee member. This year 25 major transnational corporations completed the questionnaire. IBM received the award for being 'the most LGBT friendly corporation' in 2010. The interest in the IBEI significantly increased among corporations and in the media. For the first time IBEI expanded its geographical coverage to South America and Asia.

ILGA-Europe also continued to provide input on LGBT issues in its role within the Steering Committee of the EU funded project entitled, 'Support for voluntary initiatives promoting diversity management at the workplace across the EU' which aims at improving diversity mainstreaming in EU workplaces.

Finally, Sodexo approached ILGA-Europe to assist in developing LGBTI equality policies and practices. ILGA-Europe is keen to work directly with more businesses in the future and hopes that similar collaborations become commonplace.

European level advocacy for employment equality

ILGA-Europe submitted its input to the EU 2020 Strategy, strongly recommending that equality and diversity be considered key drivers of growth within the EU. ILGA-Europe called to adopt the necessary legislative instruments, place equality at the core of policies regarding the long-term unemployed, and create fund mechanism to addressing multiple discrimination.

The Belgian Presidency and ILGA-Europe have worked closely together on the next Equality Summit in November, and ILGA-Europe intends to measure the progress and identify the gaps that remain with regard to the implementation of Directive 2000/78/EC Employment Framework Directive.

Finally, ILGA-Europe provided input to two different consultations about the implementation of EU equality legislation: one on access to justice, and one on the role of equality bodies.



Strategic Objective 3: Working towards full social inclusion

The new EU anti-discriminative legislation

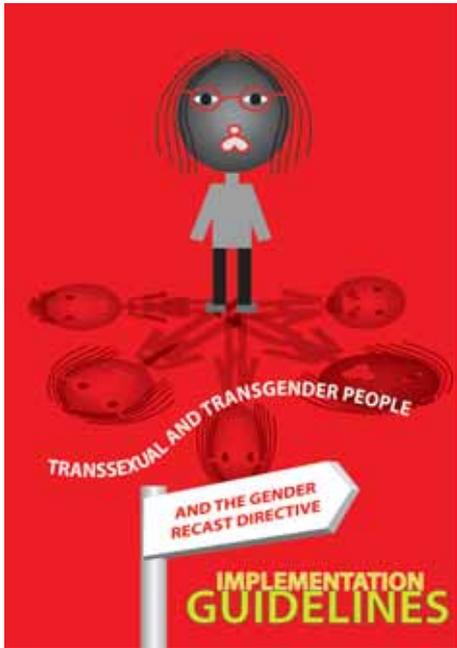
Advocacy and campaigning for a new EU anti-discrimination directive continued to remain high on ILGA-Europe's agenda. Together with other European equality networks, we engaged with the Swedish, Spanish and Belgian presidencies of the EU to contribute our expertise and to discuss proposed amendments to the draft legislation. We also turned our focus to supporting national level advocacy, in particular in Germany where we took part in a one-day meeting in Berlin with European equality networks and their German members, as well as with Amnesty International. Unfortunately, progress towards adoption of this new legislation has been limited. This is why ILGA-Europe and its allies have started to work on developing new strategies to overcome the political stalemate among member states.

Trans

In September 2010, ILGA-Europe presented its vision for the inclusion of trans people in EU policy at the '(Trans)gender Equality?' conference which was organised by the European Greens and the European Parliament's Intergroup on LGBT Rights. In the same month, we delivered another presentation at the first internal meeting on trans issues that the European Commission's Directorate General on Employment organised, a meeting which brought various EU officials from different sections of the Commission. On both occasions ILGA-Europe highlighted a number of good practices from Member States and indicated how they could be taken up in EU law, policies and practices.



ILGA-Europe supported trans depathologisation campaign with its poster



ILGA-Europe produced guidelines on EU legislation and trans issues

ILGA-Europe was also present at the 'International Congress on Gender Identity and Human Rights' held in Barcelona in June, and delivered a workshop during the preconference on strategies for cooperating across movements. Moreover ILGA-Europe participated in Interights' seminar on strategic litigation of trans issues held in March 2010. The seminar focused on the gaps that currently exist in the decisions of the European Court of Human Rights and how various cases can bridge them.

In its 2009 Conclusions on Malta under the European Social Charter reporting mechanism, the European Committee of Social Rights noted concerns expressed in a shadow report by the Malta Gay Rights Movement and ILGA-Europe regarding access to health for transgender persons. It drew the attention of the Maltese authorities to their obligation to provide for people in marginal situations, and asked them to include information on access to health care for transgender persons in their next national report. This is the first time that transgender issues have been raised under the Social Charter.

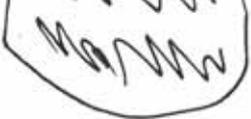
See also 'Capacity Building of Transgender Europe (TGEU)' under Strategic Objective 5.

Multiple Discrimination and Age

ILGA-Europe has been cooperating with the AGE Platform Europe to develop a joint policy paper to raise awareness of the issues affecting lesbian, gay, and bisexual older people. The aim of the policy paper is to equip organisations working on LGBTI issues and age issues so that they can address the needs of older LGBTI people. ILGA-Europe is planning a similar paper on issues affecting older trans people.

Health

This year, ILGA-Europe started the process of developing an internal strategy on the right to health of LGBTI people. This process includes identifying the health needs of LGBTI people and forming an approach for advocacy at the European level. In particular, ILGA-Europe is focusing on how to promote access to health care, combat discrimination by health care providers,



and advance the specific health needs of trans and intersex people, including the depathologisation of trans and intersex identities.

In July 2010, ILGA-Europe participated in the Worlds AIDS conference, where we moderated a panel on “Criminalisation Homosexual Behaviour Human Rights Violation and Obstacle to Effective HIV/AIDS Prevention”.

Gender

ILGA-Europe monitored and contributed to the process of adoption of ‘The Strategy for equality between women and men 2010-2015’ and successfully ensured that the strategy addresses gender stereotypes, multiple discrimination and trans people’s equality.

ILGA-Europe organised a gender mainstreaming experts’ round table in March 2010 on how sexual orientation and gender identity issues can be included within gender mainstreaming measures and how LGBTI organisations can work closely with women’s organisations to achieve this goal. ILGA-Europe’s relationship with the European Women’s Lobby has been strengthened and is frequently collaborating to develop mutually supportive submissions to European consultations.

ILGA-Europe paid particular attention to gender-based violence and prepared position papers for both the Council of Europe and the European Union. One paper was submitted to the European Commission in view of the forthcoming strategy for combating violence against women 2011-2015. The other paper was submitted to the Council of Europe Committee on Preventing and Combating Violence against Women and Domestic Violence (CAHVIO) which is currently drafting a convention. ILGA-Europe is now following the progress within the CAHVIO committee and the European Commission to make sure that lesbian and bisexual women, and transgender people are covered.

The Council of Europe’s 7th Conference of Ministers responsible for Equality between Women and Men recognised the need to combat discrimination against women and girls and transgender persons on account of their sexual orientation or gender identity, and included work on this question in the Council of Europe’s Action Plan. This development followed the ILGA-Europe submission on the subject from September 2009.

Strategic Objective 4: Working towards full recognition and equality of the diversity of families and family relations

Freedom of Movement/ Mutual Recognition

In September, the European Parliament held a debate on the obstacles that same-sex families face while exercising their right to freedom of movement. Prior to the hearing ILGA-Europe provided briefing notes to a number of MEPs. The debate clearly highlighted how the rights of same-sex families are hindered when freedom of movement does not guarantee recognition of civil status.

ILGA-Europe also raises the problems related to absence of mutual recognition of marriages and of registered partnerships in various EU conferences discussing freedom of movement and/or family policy. These include the Family Platform conferences, the Belgian Presidency's conference dedicated to families and others. Additionally, ILGA-Europe received a growing number of requests from couples or families that experience difficulties exercising their rights to freedom of movement and provided them with advice as appropriate.

See also the report on 'Capacity Building of Network of European LGBT Families Associations (NELFA)' under Strategic Objective 5.





Representatives of Portuguese LGBTI organisations and Evelyne Paradis, Executive Director of ILGA-Europe, meeting Jose Socrates, Portuguese Prime Minister, to celebrate entry into force of a law on gender neutral marriage law in Lisbon

Advances at national and European levels

There were a number of important developments towards legal recognition of family and parenting rights for LGBTI people both at national and European levels. Iceland and Portugal introduced gender neutral marriage laws and registered partnership laws for same-sex couples were adopted in Austria and Ireland. Denmark extended joint adoption of children to same-sex couples.

The European Court of Human Rights delivered a number of important judgments. For the first time it declared that a same-sex couple living in a stable de facto partnership fall within the notion of “family life”, just as the relationship of a different-sex couple in the same situation would. It also took the view that the right to marriage enshrined in the Convention need no

longer be limited to two persons of the opposite sex and acknowledged the growing number of European countries providing legal recognition to same-sex couples and thus growing European consensus on this subject (*Schalk and Kopf v. Austria*.)

Moreover the Court reaffirmed that if a country provides certain rights to cohabiting different sex partners, the same rights have to be made available equally to same-sex partners (*Kozak v. Poland*). In this particular judgment the Court rejected a notion that a Constitutional definition of marriage as a union of a man and a woman can be used to justify the denial of certain family rights to cohabiting same-sex partners.

The European Court of Human Rights had also unanimously declared admissible an application from a same-sex couple concerning 'second parent' adoption (*Gas and Dubois v. France*) and we will be awaiting and hoping for yet another step towards full equality for LGBTI parents from the Court.

Professor Robert Wintemute made interventions on behalf of ILGA-Europe and others in the *Schalk & Kopf* and *Gas & Dubois* cases. He argued strongly for the recognition of the right to "family life", an issue he first put to the Court in the 2003 case of *Karner v. Austria*.

ILGA-Europe's policy on LGBTI families

ILGA-Europe launched its extensive LGBT families questionnaire in 2009 asking member organisations to detail the situation in their country, provide information about what they are campaigning for with regard to family rights equality, and how ILGA-Europe should go about developing its work to cater for the needs of member organisations. The response to this questionnaire was very high with a total of 87 responses.

ILGA-Europe is currently reassessing its policy paper on LGBT families' equality in view of the suggestions received and also seeing how to reshape its strategy to achieve the goals outlined by its membership.

Rights of the child

ILGA-Europe has continued to make input to the work of a Council of Europe expert committee developing an intergovernmental agreement on the legal status and rights of children and parental responsibilities, emphasising the need to protect the rights of children in LGBT families. While the latest draft falls far short of providing full protection for these children, it does at least provide

for states which recognise same-sex marriage, registered partnership or cohabitation, and which provide access to medically assisted reproduction for lesbian couples, to grant legal parenthood to the partner of the biological mother.

“Different Families, Same Love” exhibition

The family exhibition continued its tour of Europe highlighting the discrimination experienced by LGBTI families and contributing towards national debates around recognition of diverse families. The exhibition was prominently displayed on bus shelters across Malta during our last Annual Conference. The exhibition was also displayed during Europride at the National Library in Warsaw, and in the building of the Faculty of Philosophy at the University of Bratislava during Slovak Gay and Lesbian Film festival. Moreover, the 12 family images inspired a poster campaign on marriage equality in Ireland and were used by the city of Montpellier in France.



Ulrike Lunacek (member of the European Parliament), Juris Lavrikovs (ILGA-Europe), and Tomazs Szypuła (Campaign Against Homophobia) opening “Different Families, Same Love” exhibition in Warsaw



Strategic Objective 5: Strengthened capacity of member organisations

Human Rights Violations Documentation Fund

ILGA-Europe has provided seven grants in 2010:

- Albania, Alliance against Discrimination of LGBT, "LGB Country Report: identifying discriminatory experiences of lesbian, gay and bisexual persons in Albania";
- Cyprus, Cyprus Family Planning Association, "Sexual Orientation in Cyprus: Mapping the Social Political Climate, Experiences and Needs";
- Moldova, Information Centre GenderDoc-M project "Facing Existing Discrimination";
- Hungary, Hatter, "Social Exclusion of LGBT People in 2010";
- France, Inter Trans Association, "Categorisation and Mapping of Transphobic Violence";
- Ireland, Transgender Equality Network, "Transphobia in Ireland Report Dissemination";
- Sweden, RFSL, "Documenting and combating discrimination of transgendered people in the gynaecological health care sector in Sweden".

The documentation reports supported by the Fund since 2006 have played an important role in providing evidence of discrimination in preparing the Council of Europe's Committee of Ministers Recommendation and Parliamentary Assembly resolution, the EU Toolkit (*see Strategic Objective 1*), as well as had a huge impact at the national level.

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

With the final year of the PRECIS project ILGA-Europe delivered a number of activities designed to enhance the capacity for project partners from Moldova, Ukraine, South Caucasus and Central Asia to undertake advocacy. In January 2010, ILGA-Europe organised a four day study visit to the Council of Europe for 8 activists from Armenia, Azerbaijan, Moldova, Russia and Ukraine (*see Strategic Objective 1*).

ILGA-Europe and its partners participated in the first OSCE high-level conference on tolerance and non-discrimination in July

held in Astana, Kazakhstan. ILGA-Europe, together with COC-Netherlands, Amulet and Labrys made a number of interventions during the conference's relevant sessions. ILGA-Europe organised a side event on the situation of LGBT people in Central Asia, which was attended by other NGOs and members of diplomatic delegations.

ILGA-Europe organised a training on advocacy planning for the Kazakh LGBT organisation Amulet. The output was a three year advocacy plan covering three advocacy objectives. The session was attended by 9 staff and volunteers of Amulet.

The publication "Make it work: Six steps to effective LGBT human rights advocacy" was launched in October 2010 also as a product of the PRECIS project.

Project - Enhancing Pluralism and Combating Discrimination against LGBT People in Russia

In the second year of the project, ILGA-Europe organised two trainings for the Russian partner organisations: one on human rights documentation together with HURIDOC (Human Rights Information and Documentation Systems, International), and one on capacity building on advocacy, communications, fundraising and strategic planning. Furthermore, ILGA-Europe engaged in supporting the overall organisational development of the Russian partner organisation throughout the year.

For the EU Human Rights Consultations ILGA-Europe briefed the EU - Russia Human Rights Consultations and submitted a written contribution, which was met with great interest. ILGA-Europe supported the submission of a Shadow report "Situation of LBT Women in Russia" by the Russian LGBT Network to CEDAW (Committee on the Elimination of Discrimination against Women under the United Nations).

The Network continued to focus its activities on advocacy and public campaigns, having organised the Week against Homophobia (17 Russian regions/over 3,000 participants), Rainbow Flashmob on



Russian LGBTI activists developing their advocacy and communications strategy during a training delivered by ILGA-Europe in St Petersburg

the International Day against Homophobia (34 regions/over 1,500 participants), and the Day of Silence (30 regions). A huge public success was the Queer Culture Festival, organised by NGO Coming Out, which gathered thousands of participants at events varying from drag king shows and concerts to seminars on the theory of queer culture, and received positive coverage in Russian media.

Step up! Stronger LGBT movements for equality in the Western Balkans

In January 2010, ILGA-Europe started its three year project financed by the Open Society Institute with the aim to improve the legal and social situation for LGBTI people in the Western Balkans. The project is a response for a call in this region for a stronger LGBTI movement. The Step Up! project is building on the experience and learning of the ILGA-Europe's 2006-2009 project Take Action! United against LGBT discrimination in Eastern Europe.



In 2010, ILGA-Europe selected five partners: Kontra (Croatia), Labris (Serbia), Aleanca (Albania), Juventas (Montenegro) and Equilibrium (Bosnia and Herzegovina). ILGA-Europe conducted 3 training sessions on human rights violations monitoring, advocacy training, organisational and community leadership development. ILGA-Europe also brought 8 activists from the partner organisations to Brussels for a study visit and meetings with various relevant EU officials.

At a national level, projects partners are working towards inclusion of the grounds of sexual orientation and gender identity in the anti-discrimination legislation, recognition of homophobic and transphobia bias in hate legislation and towards legal recognition of LGBTI families. Another approach for legal change is identifying potential test cases which could result in a change of national laws.

Capacity Building of Transgender Europe (TGEU)

The joint ILGA-Europe and TGEU Trans Rights Conference was held in Malta one day ahead of the ILGA-Europe Annual Conference resulted in the Trans Rights Declaration was democratically adopted and subsequently endorsed by both ILGA-Europe and TGEU. Following this conference ILGA-Europe and TGEU worked together on various initiatives towards the implementation of the Declaration, such as joint lobbying for the adoption of strong EU gender equality strategy. The two organisations once more held an annual joint planning session. ILGA-Europe also supported and participated in TGEU's 3rd Council in Malmö at early October 2010, which gathered trans activists from all over Europe.

Capacity Building of Network of European LGBT Families Associations (NELFA)

NELFA was launched as a European network in mid-2009. Since then, ILGA-Europe and NELFA have entered into a discussion on how best to cooperate and support one another. ILGA-Europe facilitated a study visit for NELFA to introduce them to Brussels-based institutions and organisations. In September, NELFA organised their first *Journées européennes des familles homoparentales* (European days for LGBT families) in Paris, which brought together several LGBT families and organisations from across Europe to discuss issues, focusing particularly equal recognition in law, policy and practice at national and European levels. ILGA-Europe was trusted with the organisation of the legal panel of this conference. A solid basis for future cooperation between the organisations was established this year.



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



Organisational Processes

Since the Annual Conference in Malta, board and staff have dedicated a lot of time and energy in organisational processes. The Strategic Planning process aimed at the elaboration of ILGA-Europe's next triennial strategic plan constituted an undeniable priority for the organisation. The process launched in March 2010 involved member organisations, board and staff in three phases of analysis, consultation and discussions on the organisation's priorities for the next three years. The outcome of this

work is the draft Strategic Plan 2011-2013 presented to members for adoption at the annual conference in The Hague.

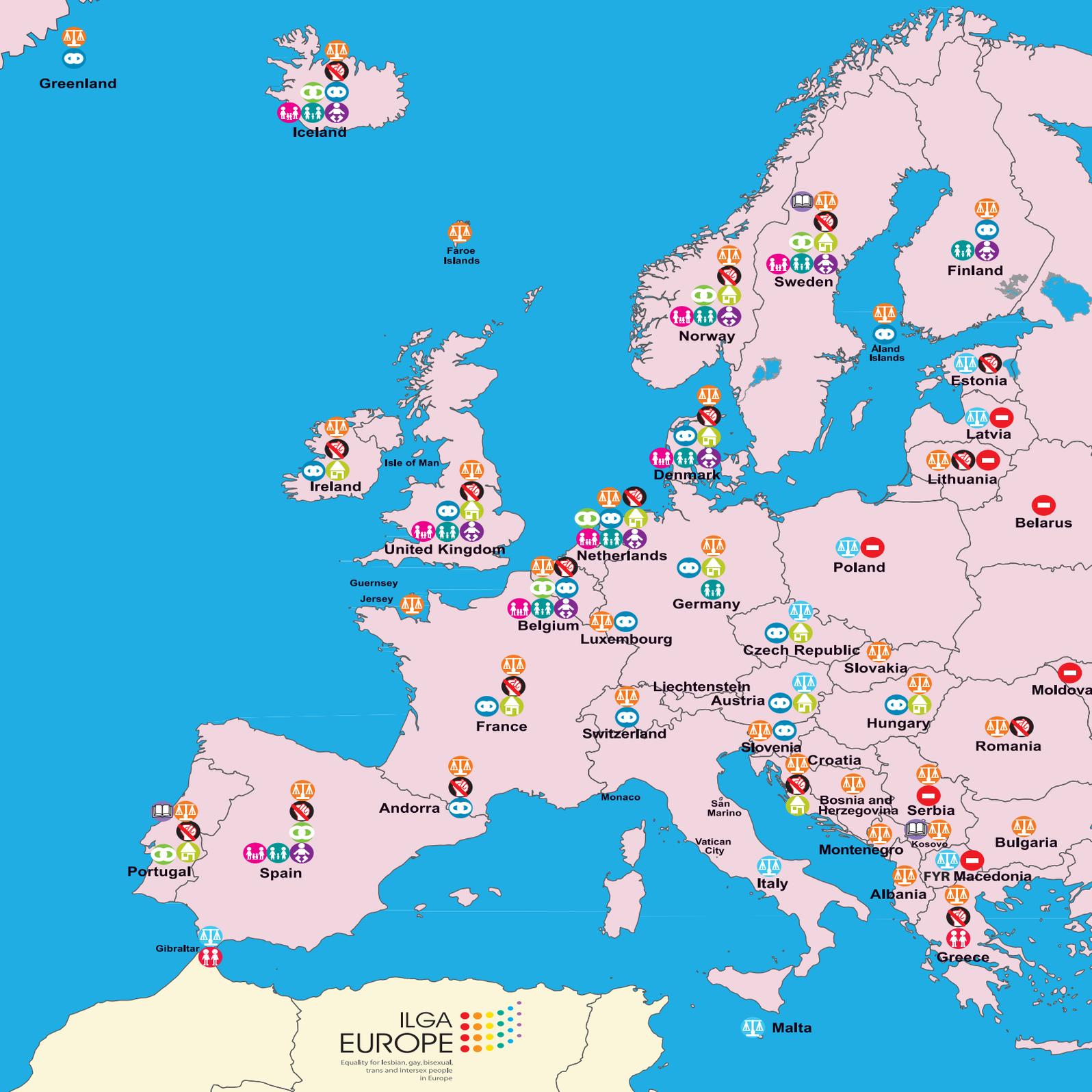
Feeding into strategic planning was the Evaluation and Monitoring process undertaken two years ago. The board and staff team brought in the learning on measuring the impact of the organisational goals to assess work done under the 2008-2011 Strategic Plan. Board and staff also worked with In Dialogue on the formulation of ILGA-Europe's new strategic objectives and on finalising the development of tools and indicators which will be used over the next three years to assess the impact of our work and progress towards our strategic objectives. Capacity building of the board and staff also continued this year through training on diversity which also fed into the strategic planning process.

Furthermore, a lot of attention was given to developing our strategy on litigation with the goal of adopting a comprehensive, proactive and co-ordinated approach to strategic litigation at European level. To this end, we met with organisations which have international litigation capacity to discuss partnerships around litigation at the European courts and we started to focus on building the capacity of LGBTI organisations in this area through the production of information tools and a seminar on strategic litigation. The objective is for ILGA-Europe's strategy on litigation to be a lot more prominent in the organisation's annual work programmes over the next few years.

Staff and funding

Following the organisational changes faced in 2009, the year was one of consolidation and strengthening in the staff team. In addition to the new Executive Director coming into function in January, two positions were filled in the policy team, one through internal recruitment and the other through external recruitment. The organisation also created an additional post in the finance and administration team to support the implementation of the EIDHR (European Instrument for Democracy and Human Rights) and the Hate Crimes project, as well as to strengthen the administration capacity of the organisation as a whole.

ILGA-Europe was successful in renewing funding from the Sigrid Rausing Trust for a three-year period (which provides co-funding for our EU core funding grant) as well as from our anonymous funder for one year, funding which supports our work on documentation and litigation. We also secured co-funding from the Open Society Institute and the Civil Rights Defenders for the implementation of the 3 year project in Russia, which is funded by the EIDHR. Furthermore, a proposal for a new three-year framework partnership with the European Commission was submitted in May (response awaited in autumn 2010) and another project proposal is in the initial stage for further funding from the EIDHR starting 2011.



Greenland

Iceland

Faroe Islands

Sweden

Finland

Norway

Aland Islands

Estonia

Latvia

Lithuania

Belarus

Ireland

Isle of Man

United Kingdom

Netherlands

Guernsey

Jersey

Belgium

Luxembourg

Germany

Poland

Czech Republic

Slovakia

Moldova

France

Switzerland

Liechtenstein

Austria

Hungary

Romania

Portugal

Spain

Andorra

Monaco

San Marino

Vatican City

Slovenia

Croatia

Bosnia and Herzegovina

Serbia

Bulgaria

Italy

Montenegro

Albania

FYR Macedonia

Greece

Malta

Rainbow Europe: legal situation for lesbian, gay and bisexual people in Europe

October 2010



1. Anti-discrimination legislation refers to sexual orientation



1.1. Constitution



1.2. Employment only



1.3. Employment, goods & services

2.

Criminal law refers to sexual orientation



Hate speech/crime

3.

Partnership recognition of same-sex couples



3.1. Marriage equality



3.2. Registered partnership



3.3. Cohabitation rights

4.

Parenting rights of same-sex couples



4.1. Joint adoption



4.2. Second parent adoption



4.3. Fertility treatment

5.

Discriminatory sexual offences provisions



5.1. Unequal age of consent



5.2. Same-sex sexual activity illegal

6.

Violation of freedom of assembly



LGB public events banned during last 10 years

7.

Violation of freedom of association/expression



LGB organisations are banned or hindered from official registration and functioning and/or LGB publications are censored/banned during last 10 years

Member organisations of ILGA-Europe



Armenia We For Civil Equality - NGO	Denmark Lambda - Bøsser og Lesbiske på Fyn LGBT Denmark	Berlin Spinnboden Lesbenarchiv & Bibliothek e.V. Bundnis 90/Die Grunen Landesverband Berlin ASTa der Universität zu Köln Bisexuelles Netzwerk e.V. Fliederlich e.V. International Support Group for Information Transfer and Networking ISGITN Lesbian and Gay Liberation Front e.V. Mann-O-Meter e.V. Referat für Lesben Schwule Bi & Transsexuelle der ASTA TU Lesben und Schwulenverband in Deutschland e.V. - LSVD Sonntags-Club e.V. Volklinger Kreis e.V. Lesben und Schwule in der Union VER.DI Bundesarbeitskreis Lesben Schwule Bisexuelle Transgender BAG Die Linke queer Rollenwechsel in Oldenburg Schwulenreferat der Carl-von-Ossietzky-Universität Initiative Queer Nations e.V. Transgender Europe TransInterQueer e.V.	Dignita LGBT Circolo di Cultura Omosessuale Mario Mieli Comitato provinciale Arcigay Alan Mathison Turing ArciLesbica Comitato Provinciale Matthew Shepard Arcigay La Giraffa Arcigay - Associazione Lesbica e Gay Italiana Arcigay Il Cassero Comitato provinciale Arcigay CIG - Milano Associazione InformaGay Arcigay Gruppo Ora Circomassimo - Associazione gay e lesbica Arcigay Piacenza Coordinamento Torino Pride LGBT Associazione Radicale Certi Diritti Ireos - Centro Servizi Autogestito Comunità Queer
Austria Austrian Gay Professionals Homosexuelle und Glaube - Wien Hosi-Wien Rosa Lila Tipp Grüne Andersrum Austria Sozialdemokratie und Homosexualität VEPO Austria Rechtskomitee LAMBDA	Estonia Estonian Society of HIV Positive People NGO AIDS-i Tugikeskus Eesti Naha-meeste Klubi Estonian Gay League NGO Estonian Gay Youth	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Italy Arcigay Pisa Di'Gay Project 3D - Democratici per pari Diritti e
Azerbaijan Gender and Development	Finland Tampereen SETA ry Turun seudun Seta ry SETA Oulun SETA ry Helsingin seudun SETA ry	Greece Co-operation Against Homophobia OLKE - Lesbian and Gay Community of Greece	Latvia Mozaika
Belarus Gay.by GayBelarus	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Hungary Hatter Tarsasag a Melegekert Habeas Corpus-Working Group	Lithuania Lithuanian Gay League Tolerant Youth Association
Belgium EGG Cavaria IGLYO Brussels Gay Sports asbl Maison arc-en-ciel / Regenbooghuis Bruxelles/Brussels HAGAR Belgian Lesbian & Gay Pride Goudou Lesbiennewerking vzw Rol en Samenleving Tels Quels asbl HRH-ARK vzw EGALITE Casa Rosa VZW	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Iceland Samtökin 78	Luxembourg Rosa Letzebuerg ASBL
Bosnia and Herzegovina Organisation Q	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Ireland Gay and Lesbian Equality Network National Lesbian and Gay Federation Cork Gay Community Development Ltd. Labour LGBT Ireland	Malta Malta Gay Rights Movement
Bulgaria BGO Gemini Bilitis Resource Center Foundation	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Italy Arcigay Pisa Di'Gay Project 3D - Democratici per pari Diritti e	Moldova GenderDoc-M
Croatia Zagreb Pride Organization LORI Iskorak Zenska Soba Lesbian Group Kontra	France APGL Centre LGBT Paris Ile de France Commission nationale LGBT des Verts Association Contact Paris Ile-de-France David et Jonathan Comite pour la reconnaissance sociale des homosexuel/les Coordination Lesbienne en France l'Autre Cercle CARITIG ARDHIS Les Juristes Gais Universites d'Ete Euro-mediterraneennes des Homosexualites SOS Homophobie An Nou Alle ! Federation Francaise des Centres LGBT Association Warning Association Psy Gay GAYLIB ALIIFTTAS Trans Aide HES Inter-LGBT CQFD Fierté Lesbienne	Italy Arcigay Pisa Di'Gay Project 3D - Democratici per pari Diritti e	The Netherlands COC - Amsterdam Transgender Network Nederland Landelijk Netwerk Biseksualiteit COC Haaglanden AOBRoze COC Nederland Internationaal Homo/Lesbisch Informatiecentrum en Archief IHLIA-Homodok
Cyprus Gay Liberation Movement of Cyprus	Germany AG Lesben und Schwule in der SPD	Italy Arcigay Pisa Di'Gay Project 3D - Democratici per pari Diritti e	

COC - Rotterdam
Christelijk Nationaal Vakverbond -
Onderwijsbond - Homowerkgroep
RozeLinks
Schorerstichting
Stichting De Kringen Utrecht
Stichting Homosexualiteit En
Krijgsmacht
Empowerment Lifestyle Services
COC Tilburg
EuroGayPoliceAssociaton
Embrace Pink Foundation
European Forum of LGBT Christian
Groups
Meer dan Gewenst
Stichting FLL
HomoVisie
Landelijk Homonetwerk Politie
Stichting Transman

Norway
Skeiv Verden - Queer World
LLH Nordland region
LLH Rogaland
LLH-HBB
Bergen LFTS
LLH OA
Skeiv Ungdom - Queer Youth

Poland
Trans-Fuzja Foundation
Stowarzyszenie Lambda Warsaw
KPH
Lambda Szczecin Association
KdT Fundacja Kultura dla Tolerancji
Fundacja Rownosci (Equality
Foundation)

Portugal
Opus Gay - Obra Gay Associacao
ILGA Portugal

Romania
ACCEPT
Association Equal from Romania

Russia
The St.Petersburg LGBT Human
Rights
Murmansk Regional Public
Organization - The Circle
Russian National GLBT Center
TOGETHER

Gay Youth Right Defence Organization
Russian LGBT Network
St. Petersburg Public Organization
Coming Out
The inter-regional movement For
Lesbian Gays Bisexual and
Transgender People Rights in Russia
Raduzhny Dom

Serbia
Gayten - Center for Promotion of LGBT
Human Rights
Labris

Slovakia
Hnutie Ganymedes
ALTERA
Iniciativa Inakost

Slovenia
SKUC-MAGNUS
SKUC-LL
Roza Klub
LEGEBITRA
DIH

Spain
AET-Transexualia
Collectiu Lambda de Valencia
COGAM
CGL
PSOE
FELGTB
GEHITU
FLG
ASECAL
Barcelona International Lesbian and
Gay Film Festival
Fundacion Triangulo por la Igualdad
Social de Gays y Lesbianas
COLEGAS
Plataforma Popular Gay

Sweden
Hbt-socialdemokrater Sverige
HBT-liberaler (LGBT liberals)
Positiva Gruppen
RFSL Goteborg
RFSL Forbundet (National)
RFSL Malmo
RFSL Norrkoping
RFSL Orebro
RFSL Nord

RFSL Kronoberg
RFSL Stockholm
Nordic Rainbow Council
RFSL Ungdom
EKHO Sweden
ANSO
C-Gay
RFSL Skaraborg
SFQ
RFSL Linkoping
RFSL Ostersund
RFSL Sundsvall
RFSL Trestadt
ROHS
RFSL Gavleborg
RFSL Umea

Switzerland
Lestime
DIALOGAI - Association
Homosexuelle
Homosexuelle Arbeitsgruppen Basel
Homosexuelle Arbeitsgruppen Bern
Lesbenorganisation Schweiz - LOS
PINK CROSS Organisation Suisse des
Gais
Juragai
Pink Apple Lesbian & Gay Film
Festival
Network
WyberNet - gay business women
Association 360
Homosexual Working Groups Zurich
Vogay

Turkey
Pink Life Association LBTT
Solidarity
Kaos GL
Gay & Lesbian to socialize and
Rehabilitation - GLSRS
LISTAG

Ukraine
Informational-Educational Center
Insight public organization
NIKOLAEV Association of Gays
Lesbians and Bisexuals - LIGA
Za Ravnje Prava

United Kingdom
Campaign for Homosexual Equality
LGBT Labour

OutRage!
Lesbian and Gay Christian
Movement
The Metro Centre
Equality Network
UNISON - Northern - LGBT
Group
UNISON International
Department - LGBT group
LASI
GALHA
LLGS
UK Lesbian and Gay
Immigration Group
Stonewall Equality
UNISON - Greater London -
LGBT group
UNISON - Yorkshire &
Humberside - LGBT group
UNISON - National LGBT
Committee
Stonewall Scotland
Gay Men's Health
UNISON - North West - LGBT
Group
UNISON - South East - LGBT
Group
UNISON - South West - LGBT
Group
CoSO
FBU
UNISON - West Midlands -
LGBT group
UNISON - East Midlands - LGBT
Group
NUS LGBT Campaign
ALEGRI
UNISON - Nottinghamshire
Healthcare LGBT group
UNISON - Wolverhampton
branch LGBT group
LGBT Youth North West
UNISON - Scotland - LGBT
group
Press for Change
CLGB
CAGS
UNISON Cymru Wales - LGBT
group
GAAI

Board membership and Board officers

The ten Executive Board members elected by the 2009 Annual Conference in Malta were:

Martin K.I. Christensen, Louise Ashworth, Nataša Sukič, Björn van Rosendaal, Paata Sabelashvili (all elected for a 2 year term) and **Christine Le Doaré** (for a 1 year term).

The remaining four board members for another year are: **Linda Freimane, Ruth Baldacchino, Pierre Serne** and **Deborah Lambillotte**.

Reserve: **Tomasz Szypuła**.

At the December 2009 Board meeting **Martin K.I. Christensen** and **Linda Freimane** were elected as **Co-Chairs**, **Pierre Serne** as **Treasurer**, **Louise Ashworth** and **Paata Sabelashvili** as **Co-Secretaries**.

Elected to the European Regional representatives on the ILGA Board were:

Ruth Baldacchino and **Søren Juvas**.



Linda Freimane
Co-Chair



Pierre Serne
Treasurer



Louise Ashworth
Co-Secretary



Martin K.I. Christensen
Co-Chair



Paata Sabelashvili
Co-Secretary



Ruth Baldacchino
Board member



Björn van Roosendaal
Board member



Christine Le Doaré
Board member



Nataša Sukić
Board member



Deborah Lambillotte
Board member





Board meetings

The Board met after the Malta conference on Sunday, 1 November 2009:

In attendance were: Louise Ashworth, Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Deborah Lambillotte, Christine Le Doaré, Björn van Roozendaal, Paata Sabelashvili and Nataša Sukič.

Apologies: Pierre Serne.

December 2009. In attendance were: Louise Ashworth, Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Deborah Lambillotte, Christine Le Doaré, Björn van Roozendaal, Paata Sabelashvili, Pierre Serne and Nataša Sukič.

February 2010. In attendance were: Louise Ashworth, Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Christine Le Doaré, Björn van Roozendaal, Pierre Serne (Saturday), Nataša Sukič and Tomasz Szypuła (reserve).

Apologies: Deborah Lambillotte, Paata Sabelashvili and Pierre Serne (Sunday).

May 2010. In attendance were: Louise Ashworth, Martin K.I. Christensen, Linda Freimane, Deborah Lambillotte, Christine Le Doaré, Björn van Roozendaal, Paata Sabelashvili, Pierre Serne, Nataša Sukič, and Tomasz Szypuła (reserve).

Apologies: Ruth Baldacchino.

September 2010. In attendance were: Martin K.I. Christensen, Ruth Baldacchino, Linda Freimane, Deborah Lambillotte, Christine Le Doaré, Björn van Roozendaal, Paata Sabelashvili, Pierre Serne and Tomasz Szypuła (reserve).

Apologies: Louise Ashworth and Nataša Sukič.



Board organisation

Sub-Committees

Governance: Linda Freimane, Ruth Baldacchino, Deborah Lambillotte, Nataša Sukič, Björn van Roozendaal, Paata Sabelashvili.

Employment: Martin K.I. Christensen, Linda Freimane, Louise Ashworth, Pierre Serne.

Finance: Pierre Serne, Martin K.I. Christensen, Christine Le Doaré.

Staff of ILGA-Europe



Evelyne Paradis
Executive Director
(since January 2010)



Maxim Anmeghichean
Programmes Director



Beth Fernandez
Programmes & Policy Officer



Lilit Poghosyan
Programmes & Policy Officer



Richard Köhler
Programmes & Policy Officer
(until October 2010)



Olimpia Ciripoiu
Finance & Administration Manager



Juris Lavrikovs
Communications Manager



Silvan Agius
Policy Director
(since March 2010)



Camille Lambinon
Finance & Administration Officer



Nanna Moe
Communications Officer



Joël Le Deroff
Policy & Programmes Officer



Anna Moskalkova
(February – October 2010)
Project Coordinator, Finance &
Administration Officer



Jordan Long
Policy & Programmes Officer
(since June 2010)



Financial Report for 2009-2010

Financial Report on ILGA-Europe's finances for 12 months to 31 December 2009

Overview

The accounts presented are the audited income and expenditure for 12 months for the period January to December 2009 with comparison to the indicative budget for 2009 approved at our Vienna 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 € 1,796,988 income and an expenditure of € 1,813,251 (the difference of € 16,263 to balanced income and expenditure accounts is explained by extraordinary costs not eligible for support under the grant agreements conditions such as losses due to office robbery, cancellation of attendance to various events, etc).

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 48% of the total grant income, with the remainder coming from the Sigrid Rausing Trust, the European Instrument for Democracy and Human Rights (EIDHR), the Tides Foundation, the Open Society Institute, COC Nederland, UK funder and Dutch Government. We are grateful for their continuing support.

Comparison to budget

The indicative budget for 2009 approved at the Vienna conference proposed expenditure of € 1,800,000 for 12 months. In the end, total expenditure over the 12 months (of € 1,813,251) was around 100.7% of the proposed budget which was mainly due to ILGA-Europe ability to obtain new or increased sources of funding (e.g. the co-funding for the EIDHR project approved in 2009 and budget revisions to PRECIS project-COC Nederland).

There has been a slight under spending of the EU grant budgeted, mainly due to staff expenditure. It should be noted that this under spending is limited to about 1% of the EU budgeted expenditure, which is the lowest level since the tripling of ILGA-

Europe's overall budget. Moreover, it should also be mentioned that it is rather difficult to reallocate EU grant money from a heading to another and the EC approved only of certain budget revisions proposed which together led to this slight under spending. Our goal remains to avoid any under spending in 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 the developments that took place inside the organisation in 2009 (i.e. changes in the total number of staff members, increased participation in the annual conference, production of more reports and research papers).

If we look in more detail, it appears that there was slightly under spending on **staff**, due to the gap in appointments of new recruitments and temporary interruptions in service from staff members. The "overspending" on **annual conference** costs was notably because of the increased number of scholars and activities around the annual conference while the "overspending" under **policy and information dissemination** points to the increased number of documents produced and research conducted by the organisation.

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

- **Staff costs:** expenditure is running below budget, mainly because of the differed start dates of the Policy Programmes Officer and Communication Officer and the gap in employment of the Executive Director.
- **Board meetings:** expenditure is slightly over the total budget for 12 months.
- **Annual conference costs:** expenditure is above the budget due to the impact of increased number of scholars and profiling of the Family Campaign in Malta.
- **Policy and Information Dissemination:** an overspending mainly explained by increased visibility of ILGA-Europe due to publications and research papers' production, widening the targeted area for job advertisements, etc.
- **EU network:** running below budget, partly due to lower costs for the second EU network and slight decrease in the number of participants.
- **Grant making:** running below budget due to the timing of awarding the Human Rights Violations Fund and Advocacy project grants and the full start of the activities under the EIDHR project.

To conclude, the above-mentioned results show that the growth of ILGA-Europe is stabilising however caution should be shown when considering the future sustainability and continuity of the process.

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

ILGA-EUROPE

INCOME AND EXPENDITURE ACCOUNT FOR 12 MONTHS TO 31ST DECEMBER 2009

	Actuals at 31.12.2009		Budget for 2009		Notes
	Euros		Euros		
	01/01/2009-31/12/2009	01/01/2009 - 31/12/2009	01/01/2009 - 31/12/2009		
INCOME					
European Commission grant		862504		907000	2
Sigrid Rausing Trust		275633		232000	3
OSI Advocacy Project		48280		63000	
COC/NIS Project		77308		28000	
Anonymous Donor 1&2		129633		127000	
EIDHR		211067		280000	
Dutch government		38465		50000	
Funding raised from other sources (incl. interest)		154098		113000	
TOTAL INCOME		1796988		1800000	
EXPENDITURE					
PROGRAMMES: EU-COFUNDED ACTIVITIES AND THEMATIC PROJECTS, GRANT-MAKING, COUNCIL OF EUROPE AND OSCE					
SECRETARIAT COSTS					
Staff costs	749241		810000		
Office and other co-ordination costs	187583	936824	140000	950000	4

GOVERNING BODIES

Board meetings	32675		29000		
Annual Conference (incl New Member State scholarships)	236032	268707	175000	204000	5
WORK PROGRAMME ACTIVITIES					
Policy Work and Information Dissemination	176543		105000		6
EU Co-ordination Network Meetings	24652		44000		
Strategic Litigation	0		15000		
Other seminars and project activities	154315	355510	123000	287000	7
GRANT-MAKING					8
Joint projects with partners	28986		58000		
Human Rights Violations Fund	15032		58500		
EIDHR project	173947		197500		
Advocacy Project Re-granting	28025	245990	45000	359000	
TOTAL EXPENDITURE		1807031		1800000	
Other costs		6220			
TOTAL EXPENDITURE		1813251		1800000	
Net income/Loss		-16263		0	9

Notes on the ILGA-Europe income and expenditure account for 12 months to 31 December 2009

1. The Budget is the indicative budget approved at the Annual Conference in Vienna.
2. The European Commission grant amounts to 84.83% of EU co-funded expenditure incurred between January and December 2009, in line with the applicable funding contracts.
3. Other income from grant funds – see the 2nd The Hague 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, Transgender Preconference and Seminar, Hate Crime project meetings, study visit, Diversity training, 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, Advocacy project re-granting scheme, Organisation Development grants and joint projects with members.
9. Net loss: the net loss consists of various costs not eligible for support under the grant agreements conditions.

Report from the European Representatives on ILGA Executive Board



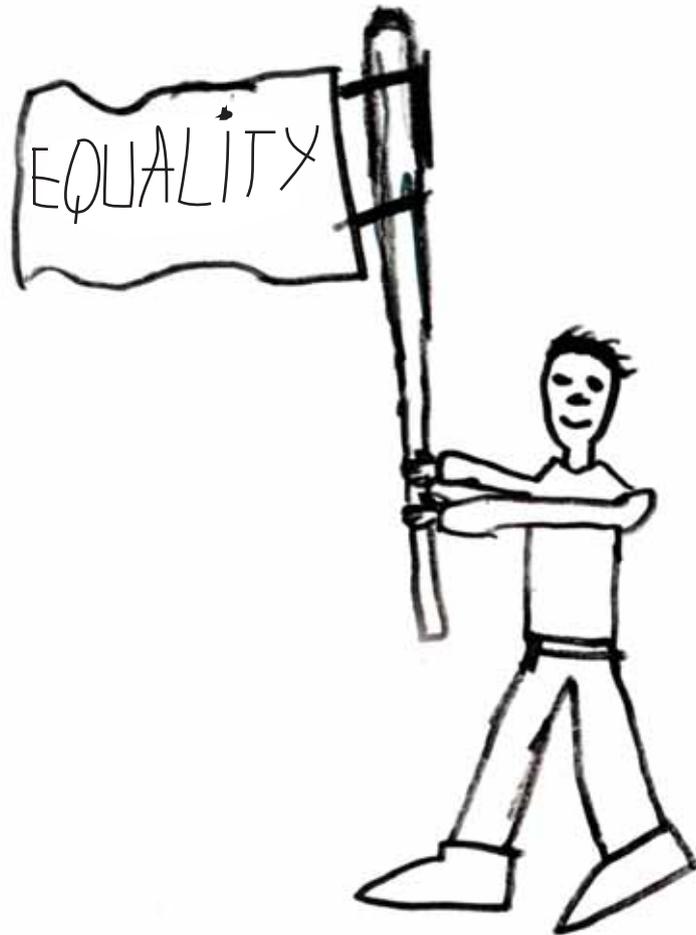
During the past year, the ILGA Board has worked on setting the pace to building the capacity of the organisation. At the Board Meetings, which took place in March (Colombo, Sri Lanka) and September (Brussels, Belgium) the Board worked mainly on governance structure, staff, world conference, strategic planning and membership.

Whereas ILGA still faces financial difficulties, the financial management system has been improved also thanks to the great work of the Co-Secretaries-General, the interim Executive Director, Lin McDevitt-Pugh, and the recently-appointed Executive Director Sebastian Rocca.

As European representatives we were involved with the strategic planning process for ILGA's next Strategic Plan; discussions around membership matters, such as regionalisation, fees, reaching out to members, the new website and the online LGBTI directory; financial management discussions; and staff recruitment. Another focus of ILGA in 2010 has been the planning and organisation of the World Conference which will take place in Sao Paulo in December 2010.

With time and energy invested during the past year into the management of the secretariat, the Board has embarked on a profound reform of ILGA's governance structure and is on a healthy recovery to transform ILGA into the professionally-run organisation it needs to be. In the coming year the Executive Director together with the Co-Secretaries-General and the Board, will be focusing on seeking and securing funding, the implementation of the next strategic plan, strengthening the organisational structure, and provide continuity within the global LGBTI movement.

Ruth Baldacchino and Søren Juvas
European representatives, ILGA Executive Board





How is the European lesbian, gay, bisexual, trans & intersex movement organised?

What is ILGA-Europe and how does it work?

What is the situation for lesbian, gay, bisexual, trans & intersex people across Europe?

What are the benefits of membership in ILGA?

Watch this 15 minutes video to get answers to these questions!

Order your copy of the DVD: nanna@ilga-europe.org

or watch it on our website: www.ilga-europe.org

ILGA-Europe – working
for equality and human
rights for lesbian, gay,
bisexual, trans & intersex
people in Europe
www.ilga-europe.org