



ANNUAL REPORT FOR 2010-2011

2010-2011



The European Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association

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ILGA-Europe in brief

- **ILGA-Europe is the European Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association.**
- **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 331 organisations from 42 out of 50 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 Organization 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 11 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.**

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 helped our Communications team and who proofread and translated our publications and help with the media project;
- **Turin Organising Committee** for the work in organising the 2011 Annual Conference in Turin;
- 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.

Our work would not be possible without the generous support of our committed funders:

- the **European Commission** for continued core funding and for the on-going support of the Directorate for Equality – Non-discrimination policies and Roma Coordination (Directorate-General Justice);
- the **Sigrid Rausing Trust** for its continued core funding of our work;

- **Anonymous US funder** for their continued funding of our work;
- **OSI** for the funding of the Step Up Project and of the Strategic Litigation project;
- **COC Netherlands** for the resourcing of the PRECIS Project;
- The **Dutch Government** for funding the Hate Crimes and Police Project and for continuing their support of a new project 'Consolidating legal and political achievements on LGBTI rights through effective implementation';
- **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";
- all organisations and individual donors who contributed to our work and to the **Scholarships Angel Scheme**.

Foreword from the Executive Board

It is with great pleasure the Executive Board of ILGA-Europe presents this Annual Report 2010-2011 to our members, funders, partners and supporters. The Report reflects the activities undertaken by the staff and the board during the 15th anniversary year of ILGA-Europe. It also highlights achievements and successes made at European and national level, which have resulted from the work of ILGA-Europe and its membership.

2011 was the first year of the new triennial Strategic Plan entitled **“Standing stronger: Building on achievements. Progressing towards equality”**. The Strategic Plan builds on our experiences from the last 15 years and provides direction for the work that the organisation will carry out over the next three years, thus setting realistic and achievable goals. The Strategic Plan defines thematic areas in which we will carry out our work. These areas have been translated into the work plans of staff and board and realised through the many activities undertaken throughout the year.

Internally, 2011 has been another year of stabilisation. Evelyne Paradis, our Executive Director, was on maternity leave during a part of the year. During this period the Co-Chairs have been in close contact with the Management Team, which handled the every day governance of the organisation in an excellent fashion. Additionally, ILGA-Europe finalised and adopted its operational and staff manuals. This was part of a process of consolidation, updating and improvement of internal policies and procedures.

During the last year we said good bye to three staff members, Richard Köhler, Jordan Long and Beth Fernandez, who left the organisation and who we sincerely thank for their contributions. We also welcomed two new members of staff - Marharyta Babenko (Finance and Administration Officer) and Sophie Aujean (Policy and Programmes Officer).

At the Annual Conference 2010 in The Hague five board members were elected for a period of 2 years – Gabriela Calleja, Greg Czarnecki, Linda Freimane, Pierre Serne and Kristian Randjelović. Five more board members continued their work with a 2-year mandate from the Annual Conference 2009 in Malta – Louise Ashworth, Martin K.I. Christensen, Nataša Sukić, Björn van Roozendaal and Paata Sabelashvili. Tanja Lehtoranta, reserve board member, actively contributed to the board work during the past year.

ILGA-Europe is a learning organisation and it has now become a tradition for the board and staff to host a joint training session each year. This year the training was dedicated to the rights and issues of intersex people. This was a direct result of our new Strategic Plan according to which ILGA-Europe needs to build its capacity on intersex issues before we can speak and act with legitimacy and confidence about this complex issue.

Taking into account the changing economic climate in Europe and its effect on available funding to non-governmental organisations, ILGA-Europe has stepped up its fundraising efforts and developed a new fundraising strategy for the next three years. The Executive Board and the staff consulted a number of experts and hosted a joint session on fundraising to identify the challenges and ways of securing future sustainable income.

The Executive Board continued strengthening links with the membership by supporting and participating in a number of events organised by the members. We had prominent presence and delivered a speech at the closing event at Europride in Rome; we marched and addressed the participants of Budapest Pride; together with the participants of the first Pride in Split we were brutally attacked by hooligan mobs. We also attended the very first Pride in Prague and established good contacts with the Czech LGBTI organisations and activists. We also participated in a conference on Freedom of Assembly which replaced the first scheduled Pride event in Montenegro cancelled due to security threats. Executive Board members also took part in a number of events organised by our funders and partners.

And, finally, this year we celebrate the 15th anniversary of ILGA-Europe. Through this year, we are looking back at our roots, and we reflect on progress, achievements and lessons learned. The organisation has made tremendous progress during this period and we can proudly say that today ILGA-Europe is a strong, healthy, confident, energetic organisation and a serious and respected player in the field of equality and human rights. During this year's Annual Conference we will continue to reflect upon our history and make sure that all the valuable experiences, testimonies and knowledge are well documented and kept alive for new generations of human rights activists and advocates.

We hope you will enjoy reading this Annual Report. We look forward to the next 15 years of ILGA-Europe which we are confident will bring even more achievements and reasons for celebrating diversity, equality and human rights for all!

The Executive Board of ILGA-Europe

Brussels, October 2011

A Word from the Executive Director and the

As ILGA-Europe celebrates its 15th Anniversary and gathers from all corners of Europe to its largest Annual Conference to date, we have many achievements to look back to, be proud of and celebrate. Over our brief organisational history, we have indeed come a long way in our struggle for legal and social equality for all lesbian, gay, bisexual, trans and intersex people.

This year alone, we have managed to ensure express reference to the grounds of sexual orientation and gender identity for the first time in the text of an international human rights treaty, namely, the Council of Europe Convention on preventing and combating violence against women and domestic violence. Similarly, legislative initiatives by the European Union in the areas of asylum and protection of victims of violence refer to the grounds of sexual orientation and gender identity, while the proposed regulations on property regimes do not distinguish between different-sex and same-sex couples. Additionally, ILGA-Europe has coordinated or collaborated in the formulation of third party interventions to a number of notable cases that have reached the European Court of Human Rights and the Court of Justice of the European Union. We will of course continue to work hard to ensure the adoption of highest legal standards possible for greater legal certainty and for the benefit of all LGBTI people.

Over the past twelve months, both the Council of Europe and the European Union published reports on the situation of homophobia and transphobia and discrimination on grounds of sexual orientation and gender identity in their respective Member States. Importantly, the Fundamental Rights Agency is going one step further and has issued a call for tender for an EU wide internet survey of LGBT communities and their experience of discrimination and violence. The final report of this pioneering study is expected to be published by the end of 2012.

ILGA-Europe's work does not end at a European level. Our member organisations worked hard for progress within their respective country as well. Significant work for the adoption of marriage equality bills took place in Finland, Luxembourg and Scotland. A registered partnership bill was passed in Liechtenstein, and a proposal is in front of the Polish parliament. Meanwhile, Portugal adopted the best gender recognition legislation to date, serving as a catalyst for other proposals in other European countries. The Constitutional Courts of Austria declared the forced divorce requirement in gender recognition of trans people unconstitutional, while the Constitutional Court of Germany declared mandatory surgery for legal gender recognition illegal. The German government has also commissioned an expert position by the German Ethic Council on the living situations and challenges faced by intersex people. This list outlines nothing but a few of the results that ILGA-Europe member organisations worked hard to achieve.

Management Team

At the same time, in spite of our best efforts and the outlined achievements, we cannot reflect on the past year without also reflecting on a number of worrying developments and our need to stay vigilant. A number of human rights breaches ranging from bans on Pride Parades; to hate speech by politicians; to legislative proposals banning the 'promulgation of homosexuality'; to regular murders of trans women needed our prompt response in Hungary, Lithuanian, Moldova, Russia, Serbia, Turkey and Ukraine. In North Cyprus, the only territory in Europe where same-sex consensual sexual activity remains illegal, a gay couple was arrested for sharing a common bed and information about them widely reported in the media.

The one thing that all these breaches outline, is the importance of our movement to organise and work at regional, national and local levels and to have a structure of support across all of those levels. In this respect, it is very positive to point out that the membership of ILGA-Europe has grown considerably and now amounts to 331 organisations from 42 European countries. Our work is also raising the profile of trans and intersex communities and continues to bring a wide array of LGBTI organisations together to express their solidarity in different circumstances and help our movement stand stronger.

All the positive changes outlined above would not be possible without ILGA-Europe's capacity building work with its members and partners, which includes trainings, seminars and study visits to European institutions, guidelines and manuals, small grants for documentation and evidence-based advocacy and financial support within longer-term partnership projects. We are proud of our contribution to the growth and development of Transgender Europe, the Network of European LGBT Family Associations, the Russian LGBT Network and its members and partners across Russia, and LGBT groups from Western Balkans, former USSR and Central Asia.

To conclude, as we continue our struggle for legal and social equality, and as we continue to work for the adoption of various laws and policies through advocacy or strategic litigation, we should not let momentary setbacks discourage us. If our brief 15-year organisational history proves anything, it is that nothing can stand in our march towards our equal rights indefinitely!

Evelyne Paradis, *ILGA-Europe Executive Director*

Silvan Agius, Maxim Anmeghichean, Olimpia Ciripoiu-Vonica and Juris Lavrikovs, *ILGA-Europe Management Team*



Strategies to achieve the strategic objectives

Advocacy – advocating for human rights standards, legislation and policies at European and International levels; supporting our partners and members to develop advocacy on LGBTI people's rights at national and local levels.

Capacity Development – enhancing the capacity of partner and member organisations to lobby, advocate, raise awareness and engage in the promotion and inclusion of LGBTI recognition at European and/or national level, while enhancing the capacity of ILGA-Europe to undertake its work and attain its strategic objectives through organisational development.

Communication – raising the profile of ILGA-Europe's work and the issues affecting LGBTI people in Europe by effective communication of key messages to wide audiences at European and national levels through a range of channels – printed and electronic materials, social media, campaigning activities, media outlets, strengthening the communications skills of the ILGA-Europe secretariat and ILGA-Europe's members.

Litigation – identifying and supporting legal actions before European courts with the aim of extending rights and recognition of LGBTI rights at European level; strengthening the capacity of members to take cases at national level to litigate breaches of human rights of LGBTI people.

Lobbying – developing argumentation and providing evidence for the inclusion of the LGBTI perspective in all pertinent areas of public policies at European level; using international and European human rights standards, policies and legislation to pressure European institutions and national governments to uphold the rights of LGBTI people.

ILGA-Europe's activities at a glance

Since the Annual Conference 2010 held in The Hague, ILGA-Europe...

- organised **12 international conferences and meetings**, **8 training sessions** and **6 study** visits for staff, board members, member organisations or partner organisations.
- had **meetings** with **high level officials** of the European Commission, the United Nations, Members of the European Parliament, CEPOL (European Police College), Fundamental Rights Agency, European Institute for Gender Equality, head of delegations of the Council of Europe and the OSCE and the Head of the Parliament of North Cyprus.
- participated in **conferences and meetings** organised by the Council of Europe, the Presidencies of the European Union, European Union Agency for Fundamental Rights, CEPOL (European Police College), European Commission, European Institute for Gender Equality, European Parliament and ERA (Academy of European Union Law) and OSCE/ODIHR.
- was asked to **speak or do presentations at seminars, hearings or conferences** organised by the European Parliament, European Union Agency for Fundamental Rights, the Presidencies of the European Union, European Parliament's Intergroup for LGBT Rights, European Commission and the Council of Europe.

- submitted **policy papers** to different European public consultations and inputted directly into various European Institutions' and organisations' work programme consultations. ILGA-Europe moreover contributed with submissions to the **European Commission's Progress Reports**, and together with member organisation we submitted contributions to the **United Nation's Universal Periodic Reviews** on Latvia and Lithuania.
- was invited **to speak, participate, deliver presentations or workshops at seminars, events, conferences or meetings** organised by member organisations or partner organisations across Europe.
- was featured or quoted in at least **156 article/news items** in international, European and national media in **35 countries**. The launch of this year's **Rainbow Europe Map and Index** on 17 May was particularly successful and attracted unprecedented international, European and national media attention. Reference and features about Rainbow Europe appeared in at least **60 articles** in **24 countries** and numerous television and radio news reports.
- issued **20 media releases** and **statements** raising human rights and equality issues for LGBTI people and beyond on international, European and national levels.
- displayed its LGBT Family Exhibition ***Different Families, Same Love*** in **4 countries** (Cyprus (North and South), Croatia, Estonia and Belgium).
- had **162,883** visitors on our website with an average of 446 visits per day.
- had 7,600 'likes' on our **Facebook page** and reached 2,200 people following us on **Twitter**.
- secured a **new grant of €328,000** from the **Dutch Government**. These funds are earmarked for the monitoring of the national implementation of the Council of Europe's Committee of Ministers 2010 LGBT Rights Recommendations.

Strategic Objective 1

Advancing the application of human rights standards and principles without discrimination based on sexual orientation, gender identity and/or gender expression and working for full equality, in particular in relation to:

Working with European and International Institutions

European Union

European Commission

Over the past year, ILGA-Europe engaged with the European Commission on numerous occasions to provide input to a number of consultation processes such as mutual recognition of civil status documents among European Union (EU) Member States, paternity leave, the rights of victims of crimes, combating gender-based violence, EU asylum legislation and policy, employment and access to goods and services, education and financial services.

ILGA-Europe also held a number of meetings to call for a LGBT Roadmap bringing together all EU policies dealing with LGBT people into one key text. The purpose of the Roadmap is twofold: on the one hand it would make the monitoring of progress significantly easier, and on the other hand it would provide a spotlight on LGBT issues and thus attract greater attention from the different sections of the European Commission.

ILGA-Europe delivered a call for such a Roadmap to Viviane Reding, the Vice-President of the European Commission and EU Commissioner for Justice, Fundamental Rights and Citizenship on 17 May 2011, the International Day against Homophobia and Transphobia. During this meeting ILGA-Europe highlighted the extent of the problems that LGBT people still face within the European Union and discussed three serious issues with the Commissioner, namely, the lack of mutual recognition of the civil status of same-sex couples across the EU and the negative impact this has on the couples and their children; the difficult situation that the Lithuanian Gay League finds itself in due to the homophobic and transphobic positions taken by various governmental and political actors; and the multitude of problems and discrimination which trans people face in all spheres of life due to lengthy and invasive gender recognition procedures.



Commissioner Reding with representatives of ILGA-Europe secretariat and membership

EU Presidencies

In November 2010, ILGA-Europe and representatives participated in the EU Equality Summit in Brussels hosted by the Belgian EU Presidency. We attended meetings with the representatives of the Belgian EU Presidency regarding the proposed EU anti-discrimination directive, as well as participating in other topical high level conferences.

Fundamental Rights Agency (FRA)

In November 2010, FRA published its updated report on homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity. ILGA-Europe and its members assisted in disseminating the results of the report at the national level.

ILGA-Europe continued its productive cooperation with the Agency and participated in the 4th meeting of the Fundamental Rights Platform and a workshop organised jointly with the European Police College (CEPOL).

EU Enlargement

ILGA-Europe continued to provide feedback to and raise concerns with relevant officials at the European Commission's Directorate-General Enlargement and EU Delegations regarding the situation of LGBTI people in EU candidate and potential candidate countries.

ILGA-Europe provided feedback on the European Commission's Progress Reports and Opinion papers on Western Balkan countries and on Turkey. In May 2011, ILGA-Europe participated in the European Commission's consultation on Progress Reports and made 8 written submissions on the human rights situation of LGBT people in Albania, Bosnia and Herzegovina, Croatia, FYR Macedonia, Kosovo (under UNSCR 1244/99), Montenegro, Serbia and Turkey.

At the same time, ILGA-Europe organised a study visit to EU institutions for 9 LGBT human rights defenders from the Western Balkans and Turkey. ILGA-Europe's secretariat facilitated meetings with EU officials responsible for liaising with the participants' respective countries during which the activists were able to provide first-hand accounts of the situation for LGBTI people. They were also introduced to the work of the European Parliament's Intergroup on LGBT Rights and had a meeting with the Secretariat of European Network of Equality bodies (EQUINET). The study visit was followed by a two day training session on strategic litigation.

ILGA-Europe continued to monitor those countries' human rights commitments under the partnership agreements with the EU and brought to the attention of the European Commission the failure of a given country to comply with its commitment in relation to the rights of LGBTI people. In particular, ILGA-Europe alerted EU Commissioner Füle and other European officials about the removal of sexual orientation from the Turkish draft anti-discrimination law. ILGA-Europe provided support to Belgrade Pride organisers. ILGA-Europe also monitored the situation around the Pride in Montenegro which was eventually

cancelled due to the lack of adequate political support and protection from state authorities. ILGA-Europe participated in a conference on freedom of assembly which was organised instead of the Pride March. Our representatives also attended the very first Pride in Split (Croatia).

EU foreign policy

European External Action Service (EEAS)

ILGA-Europe worked with the European Commission and Brussels-based civil society on the future of human rights in the new structure for implementing the EU's foreign policy.

European Neighbourhood Policy (ENP)

ILGA-Europe continued its engagement with the European Commission on human rights of LGBTI people in the EU's Eastern European neighbour countries. We, our members and partners, submitted feedback to the European Commission on Ukraine, Moldova and Georgia for ENP progress reports. These reports highlighted continuing violations of freedom of assembly, hate crimes and police blackmailing, as well as lack of progress on anti-discrimination legislation.

We also provided input to the European Commission's funding mechanism for civil society under the ENP. Briefing notes were submitted for EU-Moldova and EU-Armenia human rights dialogues, which helped the EU to raise discrimination and human rights violations against LGBT people with the respective authorities. Throughout the year strong political support from the EU was mobilised for adoption of the anti-discrimination legislation in Moldova and against the Ukrainian law banning the so-called 'propaganda of homosexuality'.

EU development aid

ILGA-Europe contributed to the work of the first Forum of the European Instrument for Democracy and Human Rights (EIDHR) – the largest human rights fund in the world. Political support was mobilised throughout the year for more funding for LGBTI human rights defenders across the world. Assistance was provided to our members on building contacts and submitting applications to the EIDHR, a few of which were funded. ILGA-Europe currently follows the debates on the future of the EIDHR under the next financial framework.

Council of Europe

Human Rights Commissioner

In June 2011, the Council of Europe Human Rights Commissioner launched a report on discrimination on the grounds of sexual orientation and gender identity. It is the first ever report covering all 47 Member States of the Council of Europe on a range of human rights issues that are relevant to LGBT people. ILGA-Europe has been actively involved and consulted during the project and is assisting in disseminating of the report.

Parliamentary Assembly

During the year ILGA-Europe established an informal network of delegates to the Parliamentary Assembly who are supportive of the human rights of LGBTI people. ILGA-Europe worked with the delegates of the Parliamentary Assembly on making proposals for Written Declarations in relation to human rights violations in Lithuania, Moldova, Russia and Ukraine. ILGA-Europe provided information to the Assembly's Monitoring Committee on human rights violations in a number of countries. We also supported an inclusion of trans and intersex references in a report opposing coercive sterilisation.

Strategic litigation in the European Courts

During 2009-2010, ILGA-Europe conducted a review of the areas in which additional cases are needed at European level (the European Court of Human Rights and the Court of Justice of the European Union) in support of LGBTI rights. The purpose of the review was to fill gaps where no case law currently exists, or to reinforce European standards where they are widely ignored by Member States. The review led to the conclusion that cases are needed across a surprisingly wide range of human rights issues. Considering the timescales and uncertainties involved in strategic litigation, a sustained long-term programme by a wide range of actors at European and national level is necessary to close these gaps. Against this background ILGA-Europe has defined its role at three levels:

Firstly, seeking to ensure a coordinated and focused pan-European approach by providing all parties involved with regular information identifying the gaps which need to be closed, and the cases (if any) pending before European and national courts that might contribute to closing these gaps. A first 'gaps analysis' and inventory of pending cases were circulated to a wide range of partners in January 2011, with updates circulated in October 2011. These highlighted the lack of pending cases in many key areas, particularly trans issues, asylum, freedom of expression, employment and education.

Secondly, developing the capacity of national organisations to engage in strategic litigation, with an awareness of the Europe-wide context and importance of their work. To this end a training session on strategic litigation was organised for member organisations from the West Balkans in May, and further sessions addressing same-sex family issues and trans issues are scheduled for November and December 2011 of this year. ILGA-Europe is also providing specific support to member organisations in Croatia, Hungary and Poland to assist with the development of litigation strategies.

Thirdly, continuing its existing policy of intervening as a third party in cases before the European Court of Human Rights. In April 2011 Professor Robert Wintemute made an oral intervention on behalf of ILGA-Europe and partner organisations at a hearing of the Court in the case of *Gas & Dubois v. France*. Written interventions were also made in the cases of *Ladele and MacFarlane v. UK*, and *Vallianatos v. Greece*.

United Nations

ILGA-Europe continued supporting a coalition of organisations working towards advancing the rights of LGBTI people at the United Nations (UN) level. We disseminated information and encouraged our member organisations to engage in lobbying their national representatives to support UN developments recognising the rights of LGBTI people.

ILGA-Europe assisted its member organisations in preparing submissions for the Universal Periodic Review on Latvia and Lithuania.

As an organisation with consultative status with the UN's Economic and Social Council (ECOSOC), ILGA-Europe submitted its triennial report to the NGO committee, and it was approved. Additionally, ILGA-Europe benefited from its ECOSOC status by assisting various individuals to obtain accreditation to various relevant meetings.



Demonstration outside Belgian foreign ministry in Brussels following the murder of Ugandan activist David Kato

Asylum

Many persecuted LGBTI people are seeking safety in the European Union, where EU law defines harmonised standards that are binding upon Member States. ILGA-Europe's priority, in a context characterised by a recasting process of EU legislation, has been to promote an improvement of these legal standards, while developing a more systematic monitoring of policies and practices at national level.

Revision of EU asylum directives

In January 2011, ILGA-Europe issued its policy paper on the process of recast of two EU directives on asylum – the 'Qualification' and the 'Procedure' Directives calling for enhanced protection standards offered to people persecuted on the grounds of their sexual orientation and gender identity and to amend the

definition of ‘family members’ to also include same-sex partners. We launched a proactive advocacy strategy to propose amendments during the debate in the European Parliament.

Following an efficient cooperation with the rapporteur and various political groups, in February 2011, the European Parliament’s Civil Liberties, Justice and Home Affairs (LIBE) Committee adopted amendments for the inclusion of gender identity as a recognised reason for persecution in the ‘Qualification’ directive – sexual orientation being already mentioned in the directive. Negotiations with the Member States followed, which could lead to these amendments being finally adopted in EU legislation by the end of 2011. ILGA-Europe has actively engaged with actors on the adoption, in particular with Member States’ permanent representations in Brussels, to identify the most supportive ones and incite them to build a winning coalition backing the Parliament’s position. This strategy proved successful.

In April 2011, the European Parliament adopted a report on the recasting of the EU ‘Procedure’ directive and introduced a number of measures to strengthen the applications from individuals who claim asylum in the EU due to persecutions because of their sexual orientation and gender identity. These amendments were, once again, the result of the cooperative approach between the Parliament’s rapporteur, political groups and ILGA-Europe, with the active support of the European Parliament’s Intergroup on LGBT Rights. The measures, if adopted unchanged, would allow asylum authorities to better take into consideration the procedural needs of LGBTI asylum seekers.

In June 2011, the European Commission published new proposals for the recasting process of the asylum ‘Procedure’ and ‘Reception Conditions’ Directives, taking into consideration the report adopted by the Parliament in April and thus including a more sensitive approach as regards sexual orientation and gender identity. Following these developments, ILGA-Europe issued a second policy paper calling for the EU institutions to adopt a fully sensitive recast version of these two Directives, including adequate definition and identifications of mechanisms for applicants in needs of special procedural and reception guarantees. Advocacy directed at the Member States is again proving necessary in the context of uneasy negotiations between EU institutions.

At each stage of the legislative process, ILGA-Europe’s actions have benefited from their combination with lobbying actions carried out by members at national level, in order to make sure that some Member States back new positive measures.

Monitoring the national implementation of European legislation

ILGA-Europe participated in the advisory panel of the research project 'Fleeing Homophobia: Seeking Safety in Europe' and its final conference. The project has undertaken comparative research about how the asylum applications from LGBTI individuals are being dealt with in the EU. The research found that despite repeated commitments to enhance a Common European Asylum System, EU Member States still maintain considerable differences across the EU in how such applications are dealt with. A lot of EU Member State practices are below required international and European standards, and national authorities in many instances rely on stereotypes when dealing with these applications. As a result, the fundamental rights of LGBTI asylum seekers are frequently denied.

Policy recommendations have been published in the project's final report. ILGA-Europe (together with the partners of the project, namely COC Netherlands, VU University Amsterdam, the Hungarian Helsinki Committee, the European Council on Refugees and Exiles and Rete Lenford), is making use of these evidence-based recommendations to back its advocacy strategy at European and national levels.

European Asylum Support Office

ILGA-Europe engaged with the European Asylum Support Office (EASO) which was launched in June 2011 and which is taking care of supporting the asylum processes in the EU, including by pooling good practices and developing a common European Asylum Curriculum.

In coalition with other non-discrimination organisations (Amnesty International's End Female Genital Mutilation Campaign and the European Women's Lobby), ILGA-Europe appealed to the Office to ensure that the EU fulfills its obligations to protect all asylum seekers regardless of their gender, sexual orientation and gender identity and presented a list of recommendations entitled "En-gendering the European Asylum Support Office" – Recommendations for the implementation of a gender perspective into the work of the European Asylum Support Office.

This appeal was endorsed by the three organisation's national members, in order to engage with a higher number of the national members of EASO's Management Board, trying to make sure that a gender, sexual orientation and gender identity dimension would be structurally present in the Office's work.

The proposed EU anti-discrimination directive

The anti-discrimination directive, proposed by the European Commission in July 2008, aims to implement the principle of equal treatment in access to goods and services irrespective of religion or belief, disability, age or sexual orientation. It is currently still in a process of negotiation at the Council of Ministers. Some EU Member States are reluctant to adopt it for various reasons and, as a result, there is a need for common action from the various European anti-discrimination NGOs (European Disability Forum, European Network Against Racism, Social Platform and IGLYO amongst others).

A number of meetings have taken place, between those organisations, but also with the current European Parliament Rapporteur on the directive and with the European Commission. Meetings with Permanent Representatives of various Member States are planned and a meeting to discuss a joint multi-grounds campaign for 2012-2014 has been scheduled.

Education

Drafting of guidelines for LGBTI rights organisations

ILGA-Europe has worked on a set of guidelines to support LGBTI rights organisations that intend to start working in the field of education. In a few EU Member States, some organisations are already very active and have themselves developed very useful guidelines at the national level. ILGA-Europe has taken a look at the existing national guidelines and is working towards the compilation of a single set of guidelines designed for organisations who have not yet started any education work. The ILGA-Europe guidelines will provide an overview of the various approaches that can be used (focus on citizenship education or fight against gender stereotypes amongst others) and mention many examples of good practices.

Work with European and International Institutions

ILGA-Europe, in partnership with Transgender Europe and OII-Germany, contributed to the European Commission's assessment of the state of affairs in relation to gender discrimination in education and provision of financial services. The report included examples of discrimination in these fields shared by member organisations across the European Union Member States.

ILGA-Europe has also established contacts with the Directorate-General for Education and Culture (DG EAC) of the European Commission in order to map the activities of DG EAC in the field of inclusive education and well-being of young people. The policy work is conducted in partnership with IGLYO.

Beyond the EU, ILGA-Europe has cooperated with UNESCO in preparation for its launch of an International Consultation on Homophobic Bullying and Harassment in Educational Institutions.

Networking and establishment of contacts

ILGA-Europe has started a process of networking with various organisations working in the field of education, and well-being of the child. In particular, exchange of views and sharing of ideas have taken place with Education International, IDAHO Campaign, the European Peer Training Organisation (EPTO) and the Learning for well-being youth movement.

Employment

Implementation of the Gender Recast Directive

ILGA-Europe worked closely with Transgender Europe (TGEU) in the preparation of an extensive report on the current implementation of the Gender Recast Directive with regards to trans people's access to employment and vocational training. In preparation for this report, a call for examples of cases of discrimination was circulated widely among the European trans community and ILGA-Europe's EU Network members. Additionally, a survey was sent to all gender equality bodies to assess how they fare with regard to uptake and processing of cases of discrimination against trans people. The compiled report clearly shows that a number of significant gaps remain, and that various EU Member States do not yet meet the minimum requirements of the Directive. ILGA-Europe and TGEU thus made a number of recommendations to the European Commission for effective monitoring of the transposition of the Directive. Under the same round of monitoring, ILGA-Europe along with OII-Germany, also called on the European Commission to look into employment discrimination against intersex people.



ILGA-Europe's poster "Discrimination against transsexual employees is illegal" translated and displayed in Poland

Access to justice

ILGA-Europe continued to work in close cooperation with the European Network of Equality Bodies (EQUINET) to ensure greater take-up of sexual orientation and gender identity issues by equality bodies at national level. Moreover, ILGA-Europe followed its input towards previous consultation on access to justice, and used its speaking slots in European Union conferences to call for a shift away from the requirement of individual complaints, the strengthening of equality bodies and more dissuasive measures as ways of ensuring effective anti-discrimination law.

Care related leave and social security

In its contribution to the stakeholder consultation on possible measures within the European Union in the area of paternity leave, ILGA-Europe called for inclusive language in all measures on 'paternity leave' to ensure that they do not directly or indirectly discriminate against same-sex parents and second-parents. The submission also expressly stated that no discrimination should be allowed to apply against second-mothers and that leave should be made available irrespective of sexual orientation and the legal status of the parents.

ILGA-Europe also supported and provided contributions to the Social Platform's work on the Maternity Leave Directive in the European Union, which is still in progress.

Strengthening our partnership with Trade Unions

ILGA-Europe continued to strengthen its partnership with trade unions and contributed towards their work on LGBT workers' rights. This year, we provided legal training and LGBT expertise to a week-long sexual orientation and gender identity training session organised by the European Trade Union Institute (ETUI) and European Trade Union Confederation (ETUC). Furthermore, ILGA-Europe co-sponsored a conference organised by CGIL (Italian trade union) during Europride in Rome which had the aim of bringing trade unions in close contact with LGBT organisations to strategise on ways of strengthening sexual orientation and gender identity issues in collective bargaining.

Family

Freedom of Movement and Mutual Recognition

ILGA-Europe has identified the policy areas of freedom of movement and mutual recognition as the two policy areas where the EU can do a lot more to ensure greater equality for same-sex families and trans people. In this respect, ILGA-Europe had cooperated with the European Parliament to ensure that the Multi-annual programme 2010-2014 regarding the area of freedom, security and justice (Stockholm Programme) specifically addresses these issues.

In April 2011, ILGA-Europe compiled a detailed submission for the European Commission's consultation 'Less Bureaucracy for citizens. Promoting free movement of public documents and recognition of the effect of civil status documents'. The submission shows the need for clear EU regulations on the portability of civil status to guarantee legal certainty and ensure the continuity of marital or parental statuses across EU borders irrespective of sexual orientation or gender identity.

Following the submission of this paper, ILGA-Europe worked hard to ensure that this issue receives due attention from politicians and policy makers. Thus, in order to strengthen its call for greater mutual recognition, ILGA-Europe worked in cooperation with the European Parliament's Intergroup on LGBT Rights and in May 2011 co-organised a seminar focusing on freedom of movement for same-sex couples within



Seminar "Freedom of movement of same-sex families in the EU", European Parliament

the EU. The seminar allowed for a debate between Members of the European Parliament (MEP), EU officials, academics and civil society to engage on the subject and outline potential next steps.

Subsequently, ILGA-Europe launched a 10-minute video entitled 'Legal Jungle: same-sex families trapped between EU countries' highlighting the legally precarious situation of a lesbian couple and their children precisely because there are no EU mutual recognition regulations. Additionally, ILGA-Europe recorded an edition of The Equality Pod dedicated to the issue of mutual recognition and interviewed an MEP and a representative of the European Commission about what they are doing to remedy existing discrimination. An article was also contributed to the European Parliament Magazine to increase awareness of the issue among the MEPs.

Furthermore, ILGA-Europe worked with member organisations on the identification of cases of lack of mutual recognition that may be submitted for consideration to the Petitions Committee of the European Parliament. Two cases were considered last year, one related to Poland's refusal to issue documents confirming single status to those Polish citizens entering into same-sex marriage/partnership in other EU countries (a situation which has now been redressed) and another related to the impact of lack of mutual recognition on a lesbian family with two children.

Finally, due to pressure from the European Commission, ILGA-Europe and the Malta Gay Rights Movement (MGRM), Malta changed its national legislation on movement of EU nationals to allow same-sex couples to move and reside freely. ILGA-Europe will continue to put pressure on the European Commission to initiate similar infringement procedures against other Member States that continue to ignore their obligation to allow same-sex couples to enter and reside freely.

EU Property rights framework for bi-national couples (married or registered)

In March 2011, the European Commission proposed two regulations aiming at providing a European framework for the implementation of national laws dealing with property rights and property separation for bi-national married and registered couples. ILGA-Europe welcomed this important initiative which is the first of its kind and would provide for legal certainty both to married and registered couples irrespective of whether they are of the same or different sex. However, ILGA-Europe expressed concern over the European Commission's choice to separate marriage and registered partnership into two distinct but

virtually identical regulations as this format may potentially create room for indirect discrimination on the grounds of sexual orientation and marital status. ILGA-Europe therefore asked the European Commission to ensure that such discrimination does not occur and called for an equality impact assessment of the separate two regulations. Additionally, ILGA-Europe asked the European Commission to treat both regulations as a package and ensured that this understanding is shared by the European Council during the negotiations. The debate on the two regulations is ongoing and ILGA-Europe continues to monitor it closely.

Care related leave and social security

See Employment above.

'Different Families, Same Love' Exhibition

The 'Different Families, Same Love' exhibition highlighting areas of concern of LGBT families and their children continued touring Europe, contributing toward the debates on legal recognition and social inclusion of LGBT families in Cyprus, Croatia and Estonia. In May, marking the International Day Against Homophobia and Transphobia, the exhibition was held under the patronage of EU Commissioner Reding and was prominently displayed at the Plaza of the Berlaymont (the main building of the European Commission) for two weeks. The opening of the exhibition was attended by key EU officials and provided a platform for ILGA-Europe to raise problems brought about by the lack of clear rules on mutual recognition of marriages and registered partnerships of same-sex couples in the EU.



Evelyne Paradis, ILGA-Europe's Executive Director, speaks at Berlaymont during the opening of the exhibition

Case-Law: Jürgen Römer v Freie und Hansestadt Hamburg

In May 2011, the EU Court of Justice delivered its judgment in the case of *Jürgen Römer v Freie und Hansestadt Hamburg* in which the Court clearly stated that lower supplementary retirement pensions for registered same-sex partners compared to married partners constituted unequal treatment and that registered same-sex partners must be treated equally to married partners and such pensions fall under the meaning of 'pay' within the EU Employment framework Directive (2000/78/EC). Interestingly, the Court elaborated on what it refers to as 'equivalence' between marriage and registered partnership, a principle which may prove useful in future cases and legislation. In 2008, ILGA-Europe had supported Mr Römer with a submission to the Court of Justice prepared by Dr Helmut Graupner, with the support of Professor Robert Wintemute.

Freedom of assembly and association

Prides and other public events are organised by LGBTI communities to raise the visibility of LGBTI people, educate societies about LGBTI issues, claim and safely share public spaces, and also to celebrate diversity. Nevertheless, in some countries, LGBTI communities are still struggling to freely and safely exercise their very basic fundamental right to peaceful assembly and their rights are being limited and violated.

Challenging violations

ILGA-Europe has supported member organisations and partners in responding to challenges when some local or national authorities attempted to limit the freedom of assembly of LGBTI people. We did that by engaging with the national and local authorities and reminding them about international and European standards, reporting the violations or threats of violation to European institutions, monitoring the development in the countries, and raising the profiles of the problems by issuing media releases.

We worked with the European Parliament's Intergroup on LGBT Rights on identifying potentially challenging events. We liaised with the MEPs who visited a number of Pride events to ensure European support at and for such problematic Pride events. In some instances ILGA-Europe and the Intergroup facilitated contacts between Pride organisers and the EU delegations.

ILGA-Europe appealed to the Sofia Mayor and Bulgarian Prime Minister not to allow an anti-Pride demonstration to take place in close proximity and on the same day as the already planned Sofia Pride event. Following concerted international pressure, the Bulgarian authorities separated the two events and the Sofia Pride event took place without incident.

We also supported the organisers of Belgrade Pride 2011 and engaged with the Serbian authorities calling on them to ensure freedom of assembly was guaranteed and the participants of the Pride event were properly protected. We also facilitated broad international support for the event. Regretfully, the Serbian authorities banned the event due to 'security risks' and ILGA-Europe condemned this decision.

Participation in Pride events

ILGA-Europe's representatives took part in and spoke at Pride in Split (Croatia). The participants of its events were subjected to violent attacks by protesters due to inadequate police protection and ILGA-Europe called on the Croatian authorities to undertake a proper investigation.



ILGA-Europe at Europride 2011 in Rome

Our participation and speech in Budapest Pride symbolised international support for LGBTI communities in Hungary who in recent years experienced both violent protests and threats of being banned.

ILGA-Europe was also present at the very first Prague Pride. While there was no threat of the Pride event being banned, this was an opportunity to meet and learn about various LGBTI organisations in the Czech Republic and encourage them to join ILGA.

Our representatives took part in the International Queer Cultural Festival in St Petersburg (Russia) and Rainbow over the Dniester Pride Festival (Moldova). Freedom of assembly has been consistently denied to LGBTI communities in both countries. ILGA-Europe representatives delivered speeches of support and solidarity at both festivals.

We participated in Podgorica Pride (Montenegro) which was replaced by a conference on freedom of assembly 'LGBT Rights, Freedom of Expression, Freedom of Assembly and/or Sexual Structural Stigma' due to the lack of political support and concerns about adequate police protection.

ILGA-Europe staged a visible presence at Europride in Rome (Italy). ILGA-Europe secured the European LGBTI human rights perspective at the event by prominently displaying our giant Rainbow Europe Map during the Europride March and delivering a speech to its participants at the final event of the Europride.

Focus on Pride events in Europe

As a part of the series of ILGA-Europe podcasts, one edition was devoted to LGBTI Prides and Freedom of Assembly. The issue explored different views on Pride, its history, meaning and challenges LGBTI activists in some European countries experience when attempting to exercise their freedom of assembly.

In 2010, ILGA-Europe introduced an online calendar of Pride events all over Europe. 148 Pride events were added to the calendar for 2011, which once again makes it the most extensive Pride event calendar in Europe and is the second most visited section on the ILGA-Europe website.

Homophobic and transphobic violence

ILGA-Europe's core vision to tackle hate violence in Europe is to work on the development of comprehensive policy frameworks that should include criminal law provisions against all discriminatory violence, and effective policies by European and national agencies to investigate, monitor and respond to all incidents, while providing support to victims.

Strengthening the capacity to work against violence

One of ILGA-Europe's strongest strategies is to devise tools that can help in empowering European LGBTI organisations willing to engage with public authorities to promote effective policies against violence. In particular we have been active in the completion of a project on *'Working with the police and challenging hate crime in Europe'* that started in 2008, thanks to the support of the Dutch government. Following a seminar involving member organisations and police officers (December 2010) and further consultations with a reference group which also included civil society and police representatives, a new 'Training toolkit for training police officers on tackling LGBTI-phobic crime' was published. This toolkit will now be available for ILGA-Europe members for the development of their own national and local projects of engagement and cooperation with law enforcement agencies.

At the same time, ILGA-Europe acted as the evaluator of a project on *'Tracing and Tackling Hate crime Against LGBT Persons'* aiming at developing new reporting tools in eight European countries.

This project, led by the Danish Institute for Human Rights, and participated in by a number of ILGA-Europe's members provided methodology innovations that are now available for further dissemination. In the same field, ILGA-Europe joined a project called *"Facing Facts!"*, which is also addressing reporting and monitoring of hate related incidents. This initiative will look at the similarities between different types of hate/bias violence (homophobia and transphobia, but also racism and anti-Semitism) and propose new common advocacy and policy tools building on the experience of organisations working in different fields. It is coordinated by Jewish Contribution to an Inclusive Europe (CEJI).



Presentation of ILGA-Europe's toolkit on working with the police

Calling on the European institutions to undertake effective action

ILGA-Europe has also been proactive in promoting legislative and policy change in Europe. After months of preparation by an Ad Hoc Committee, the Committee of Ministers of the Council of Europe adopted a new Convention on preventing and combating violence against women and domestic violence (CAHVIO). Following ILGA-Europe's intense involvement in the preparatory works, the Convention explicitly mentions lesbian, bisexual and trans women in its anti-discrimination provisions. It is the first legally binding international agreement ever to cover the grounds of sexual orientation and gender identity. ILGA-Europe and its members are now actively promoting its ratification by all European States as well as by the European Union.

In the European Union, ILGA-Europe has contributed to a European Commission consultation about a strategy for combating gender-based violence, and delivered concrete policy proposals for the EU to use that policy framework to address the situation of LGBTI people suffering from hate violence. Although this process has not led to the adoption of the strategy civil society organisations were calling for, in May 2011 the European Commission published a proposal for a directive on better protection of victims of crime.

In accordance with the position we had conveyed to the Commission, this new directive introduces a definition of 'vulnerable victims', who should be identified through a procedure that takes into consideration, among other elements, the victim's sexual orientation or gender identity as well as the nature of the offence, including bias crimes. We are now engaging with the European Parliament and Member States' permanent representations in Brussels to monitor the proposal's way through the EU legislative processes. Once adopted, this directive would become binding upon Member States.

ILGA-Europe also engaged in a long-term advocacy plan for the European Union to adopt criminal legislation measures forcing all Member States to recognise homophobia, transphobia and other discriminatory motivation as aggravating factors in the punishment of offences. We commissioned a report on the legal grounds for such a legislation to be passed, and engaged with other anti-discrimination networks and with the Platform of European Social NGOs to develop our policy proposals in a way that will allow us to deal with a critical political context.

Similarly, we paid constant attention to the development of non-legislative policy tools within the European institutions. We continued to approach the European Police College (CEPOL) to build on the common curricula developed by this EU agency for its network of European national police colleges, with

a view to exploring the possibility for such curricula to also address hate crime. ILGA-Europe participated in a workshop organised by the EU's Fundamental Rights Agency (FRA) together with CEPOL and the Association of European Police Colleges (AEPC) on policing, human rights and discrimination issues.

Organization for Security and Cooperation in Europe

With a broader geographic scope, ILGA-Europe continued working with the Organization for Security and Cooperation in Europe (OSCE) on the issues of hatred and violence against LGBTI people. Despite the opposition of several participating states, ILGA-Europe continued lobbying for the explicit recognition of sexual orientation and gender identity as dimensions of the Office for Democratic Institutions and Human Rights (ODIHR)'s Tolerance and Non-Discrimination mandate. Actions carried out this year included contributions to the OSCE's Annual Hate Crime report. We also participated in the Human Rights Implementation Meeting in Warsaw in October 2011, using this opportunity to meet with diplomats of various countries and co-organising events to raise awareness on the deficient implementation of participating states' commitments in the area of hate crime. In addition, ILGA-Europe assisted the ODIHR in identifying relevant national Pride events in the framework of a programme on monitoring freedom of assembly violations.

Health

Work with European Institutions

A meeting with the representatives of Directorate-General Health and Consumers of the European Commission (DG Sanco) took place in July 2011. During this meeting the work of ILGA-Europe was introduced and there was a mapping of future opportunities to cooperate with DG Sanco. This meeting allowed for the identification of priority areas such as mental health of young LGBTI people, and trans people's health. It also highlighted the need to provide DG Sanco with more evidence-based data on the discrimination faced by LGBTI people when accessing healthcare services.

Following this meeting, ILGA-Europe began drafting a health policy identifying the main issues of concern for LGBTI people from an EU perspective. A consultation on the paper was held with members of our EU Network (read more about EU Network under Strategic Objective 2).

Health of trans and intersex people

ILGA-Europe built stronger links with the trans and intersex communities towards joint efforts seeking an end to the pathologisation of trans and intersex identities and to advance the right to health of trans and intersex people. In June 2011, ILGA-Europe together with Transgender Europe, issued a report on gender discrimination in access to goods and services which also looks into the discrimination trans people experience in health care provision, asking for the European Commission to investigate non-compliance with the Directives.

In this respect, ILGA-Europe is closely following any openings by the World Health Organisation for an amendment of the International Classification of Diseases (ICD) with regard to gender identity being removed from the list of diseases and reclassified in a non-pathological manner. ILGA-Europe will continue to work in tandem with other international organisations working in this area.

Sex and Gender

Sex and Gender Mainstreaming

ILGA-Europe continued to enhance its work on the grounds of sex and gender. This is done to counter forms of discrimination and violence linked to gender stereotypes, rigid gender roles and the gender binary model. As ILGA-Europe continues to strengthen its work for equality of lesbian and bisexual women and trans people, and increases its knowledge on issues related to intersex people, we are becoming increasingly aware that we need to partake in conversations related to sex and gender.

Advocacy with European Institutions

In this respect, during the past year a significant amount of work has taken place to mainstream trans issues within the organisation. ILGA-Europe has also become an alternate member of the European Institute for Gender Equality's (EIGE) Experts Forum on behalf of the Platform of European Social NGOs

(Social Platform), thus contributing directly to the Institute's processes. Following an exchange with the Institute, ILGA-Europe delivered a training session on gender identity to all of EIGE's staff.

ILGA-Europe has also co-authored a report entitled, 'Discrimination against trans and intersex people on the grounds of sex, gender identity and gender expression' for the European network of legal experts in the field of non-discrimination. This report provides detailed explanations of the discrimination faced by trans and intersex people, an overview of international and European law, and various recommendations for positive legal changes within the EU and its Member States. The report is expected to be published by the European Commission by the end of 2011.

Further to the above, as is detailed in various parts of this Annual Report, ILGA-Europe has provided input to different European consultations to ensure that lesbians, bisexual women, trans and intersex people are adequately included in human rights instruments and various policy areas.

First Intersex Forum

ILGA-Europe, together with ILGA World, organised and sponsored the first International Intersex Organising Forum. This historic event in Brussels brought together 24 activists representing 17 intersex organisations from all regions of the world. The Forum agreed on the demands aiming to end discrimination against intersex people and to ensure the right of bodily integrity and self-determination. This newly established informal network will work for the respect of intersex people's human rights at international, regional and national levels. The next meeting of the Forum is expected to take place towards the end of 2012.



Participants of the First Intersex Forum

Strategic Objective 2

Enhancing the capacity of ILGA-Europe (members, board, staff) to achieve its mission by:

Strengthening the capacities of LGBTI organisations

ILGA-Europe Human Rights Violations Documentation Fund

Three calls for proposals were announced in 2011 – two general calls and one specific call to support implementation of the Council of Europe Recommendation on LGBT Rights. Two of the calls have deadlines after the Annual Conference 2011.

ILGA-Europe has supported the following applications in 2011:

Organisation	Country	Project title	Amount awarded
Cyprus Family Planning Association	Cyprus	“Raising awareness on the needs of LGBT people in Cyprus: Targeting evidence-based change in the sociopolitical context”	€ 5000
Campaign against Homophobia	Poland	“Report on Discrimination Based on Sexual Orientation and Gender Expression in Poland for the Years 2010-2011”	€ 4940
Lithuanian Gay League	Lithuania	“The Changing Face of The LGBT Movement in Lithuania: Baltic Pride’s Influence on the Promotion of Human Rights”	€ 5000

ILGA-Europe projects with focus on capacity building elements

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

The Step Up! Project entered its second year. ILGA-Europe carried out a number of activities together with the five partner organisations from the Western Balkans.

Three study trips were organised, to Brussels to visit the institutions of the European Union, to Strasbourg to visit the Council of Europe and finally to Warsaw to take part in the Human Dimension Implementation Meeting of OSCE and also to visit Campaign Against Homophobia, the Polish LGBT rights advocacy organisation. The study visits gave the participants a thorough understanding of how different European Institutions work and what mechanisms the activists can use to advocate for the rights of their communities.

In connection with the study visit to Brussels, ILGA-Europe also organised a training session on strategic litigation for activists from the partner organisations.

Furthermore, ILGA-Europe organised a training session on human rights monitoring and advocacy in Podgorica for the partner organisation in Montenegro. An ILGA-Europe staff member also participated and spoke in a conference on LGBT rights organised by the partner organisation Juventas.



Balkan activists in Brussels

Additionally, in May 2011 ILGA-Europe participated and spoke at *Justice in the Balkans: Equality for Sexual Minorities*, the second regional academic conference in Belgrade. ILGA-Europe staff members focused on the European dimension and spoke on police cooperation with LGBTI groups and on effective advocacy strategies and regional resources LGBTI groups can use in their advocacy work.

Enhancing pluralism and combating discrimination against lesbian, gay, bisexual and transgender people in Russia.

2011 is the third and final year of the ILGA-Europe project which supports LGBT organisations in Saint Petersburg, Petrozavodsk and Tyumen by enhancing their organisational and advocacy capacities and providing substantial financial support for running the community centres and advocacy activities in Russia.

On organisational development, particular focus was given to strategic planning and fundraising strategies to ensure sustainability of project partners after the project ends. ILGA-Europe facilitated strategic planning sessions for the board and staff of the Russian LGBT Network, as well as for Coming Out (Saint Petersburg) and the Rainbow House (Tyumen). Similar sessions with training elements were organised on fundraising. The regional project partner, Resource Centre for NGOs (CRNO) provided a series of 4 trainings and coaching sessions for activists in Russia.

The main project partner - the Russian LGBT Network – continued to focus its activities on advocacy and public campaigns, having organised the now traditional Week against Homophobia, Rainbow Flashmob, and the Day of Silence, all involving dozens of regions across Russia and thousands of participants. Advocacy successes include winning a court case on freedom of association in Arkhangelsk (NGO Rakurs), and successfully requesting the Russian Ombudsman to make a representation to the court on a case of freedom of assembly in Tyumen.

After three project years, the Russian LGBT Network is positively engaged with the state authorities, recognised by mainstream human rights groups and set-up on a sound organisational basis. The visibility of LGBTI communities in Russia is growing, and the media coverage is increasingly positive.

The project has achieved sustainable results and helped project partners in Russia to develop in a way that will ensure they will continue their work after the end of the project. All project partners have already ensured there is sufficient funding to continue activities after the end of the project. The knowledge, skills, international fundraising and advocacy contacts that ILGA-Europe helped building will continue to have a positive effect on the LGBTI movement in Russia beyond the project's end-date.

PRECIS – Prevention and empowerment in the CIS

During the last five months of the PRECIS project, ILGA-Europe organised a study visit for Central Asian partners from Kazakhstan (Amulet) and Kyrgyzstan (Labrys) to the European Union. An introductory session was followed by meetings with the European Commission and the European Parliament officials. Two-day training on strategic communication and advocacy was also organised by ILGA-Europe, in Almaty (Kazakhstan), for activists from Amulet .

The project was concluded with a closing conference in Chisinau, Moldova, gathering over 150 participants from LGBTI organisations from Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova and Ukraine, as well as their civil society partners and government representatives. ILGA-Europe contributed to the conference by organising a session on anti-discrimination legislation and making presentations on fundraising.

Supporting members and partners to increase their capacities

Annual Conference

The Annual Conference of ILGA-Europe is the largest annual conference on LGBTI rights in Europe. Around 300 LGBTI activists, European and national politicians and policy makers, and representatives of partner organisations are expected to gather for this year's Annual Conference in Turin, making it the largest conference to date.

In addition to sharing of knowledge and discussions on topical European level LGBTI issues and concerns in panels and workshops, the Annual Conference provides the opportunity for member organisation to organise workshops related to their specialised themes of interest as well as 'self-organised spaces' which are usually more strategy oriented.



ILGA-Europe's Annual Conference 2010 in The Hague; our flag is being handed to co-hosts of the Annual Conference 2011 in Turin

This year's conference is special as it will mark the 15th Anniversary of ILGA-Europe along with the discussion related to the theme of the conference 'Human Rights and "Traditional Values": clash or dialogue?'

Monitoring the implementation of the Council of Europe LGBT Recommendation

In 2010, ILGA-Europe published its Implementation Toolkit and Checklist on monitoring the implementation of the Council of Europe Recommendation. The Toolkit breaks down the Recommendation into a list of actions that need to be undertaken in order for governments to meet the minimum standards. Hence it assists LGBTI organisations to effectively monitor the progress made by their respective governments. An e-mail list was set up for national level focal points responsible for monitoring.

With support of the Dutch Government, ILGA-Europe has announced a special call for proposals within its Human Rights Violations Documentation Fund. The goal of the call is to contribute to effective monitoring and implementation of the Recommendation and to increase the capacity of LGBTI organisations to carry out evidence-based advocacy in Europe. ILGA-Europe will provide grants to 20 organisations, predominantly from Eastern Europe, for monitoring and advocacy activities, with the goal of producing national reports in time for the 2013 review of the Recommendation's implementation by the Committee of Ministers of the Council of Europe.

EU Network

The ILGA-Europe EU Network consists of one representative of member organisations from each of 27 European Union Member States and the candidate countries of Croatia and Iceland. Its purpose is to exchange information on EU processes between ILGA-Europe and member organisations to ensure effective advocacy at both European and national levels. The Network met on two occasions – in Brussels in May 2011 and just before the Annual Conference in Turin.

EU Accession Network

To enhance our advocacy work and to capitalise on the work done within the EU Network, ILGA-Europe recently set up an EU Accession Network. This Network brought together a number of LGBTI activists from organisations based in the Western Balkans and Turkey and met for the first time for a one-day meeting before ILGA-Europe's Annual Conference 2011.

LGBTI Mediterranean Network

In an attempt to increase the visibility and profile of North Western Mediterranean LGBTI activism and advocacy, ILGA-Europe has worked with LGBTI organisations from Cyprus, Greece, Malta, Turkey and Albania to facilitate the sharing of common solutions to similar problems. In this spirit, a meeting was held in Cyprus towards the end of 2010 to assist the emerging LGBTI movements on the island to stand stronger and have their demands heard. During the meeting two press conferences (one in the South and another one in the North) were held, and attracted great attention from the media. Meetings with various governmental officials, including the Head of Parliament of North Cyprus were held. A networking meeting between Cypriot, Greek, Maltese, and Turkish Organisations followed and the Network elected its first coordination team in preparation of the next meeting.

A follow-up event was held in 2011 in Athens (Greece) bringing together greater representation of LGBTI organisations, allowing for an exchange on different levels. The Network is now an established source of good practice sharing and a useful forum for discussion. The next meeting is expected to take place in Turkey in 2012.



Reflecting the diversity of LGBTI communities in ILGA-Europe's work

Diversity Working Group

In February 2011, ILGA-Europe organised a one-day training for the Working Group. The goal of the joint board-staff Diversity Working Group is to advance ILGA-Europe's thinking and work on diversity within the LGBTI communities. During the training, a Diversity Action Plan 2011-12 was developed. It provides a list of specific actions the organisation is committed to implement in the areas of human resources, membership, governance and representation, external policy / alliance building and internal / external communication.

Magazine "Destination>>EQUALITY" on diversity

Last year's magazine "Destination>>EQUALITY" was entirely dedicated to the issues of multiple identities and multiple discrimination. This edition is an equally helpful tool for member organisations, allies and partners alike. It raises awareness on the diversity within the LGBTI communities and provides a better understanding of the complexities and the concept of multiple discrimination.

Alliance building

ILGA-Europe continued raising awareness about and demonstrating its solidarity with various communities experiencing exclusion and discrimination. We continued our policy on marking major international days by issuing statements on such days as International Women's Day, the International Day for the Elimination of Racial Discrimination, World Refugee Day, Transgender Day of Remembrance, International Intersex Awareness Day as well as International Human Rights Day. Additionally, ILGA-Europe representatives participated in a number of events that are organised by other organisations fighting for the human rights and equality of other minorities.

Accessible communications

ILGA-Europe continued its policy on making its communications accessible. In 2010 we conducted interviews with a range of various users in order to map where the usability of the website could be optimised. Based on our findings the website has been restructured, so the navigation is more user-friendly. Moreover the accessibility level has been developed even further to include tools to change colours and font size, which has been identified as a help for people with visual impairment. Additionally, all pictures now include an automatically illustrative hidden text, which helps users who use screen reader software to browse the website without difficulties.

All printed publications continue to be available in large print. We diversified our communications with video statements. All videos by ILGA-Europe are subtitled into English.

Consolidating ILGA-Europe's capacity to advance the rights of trans and intersex people



Mauro Cabral and Dan Christian Ghattas deliver training to ILGA-Europe's Board and Staff

In-house expertise on intersex issues

ILGA-Europe organised a full-day training session on intersex issues for all members of the Executive Board and Staff. This training was provided by two experts from partner intersex organisations and dealt with the full range of subjects, including ways of talking about intersex issues, a historical perspective of how intersex issues developed over time, mapping of intersex organisations and reaching out to them, and ways for ILGA-Europe to include intersex issues in its advocacy.

Transgender Europe

ILGA-Europe continued supporting the capacity development of Transgender Europe (TGEU) as a strong and independent European network by providing regular input and pass on knowledge while working jointly on various projects and submissions. This work was also accompanied by a study visit to the European Commission (DG Justice) for the Steering Committee of TGEU to facilitate meetings with key officials working on legal and gender equality matters, and a meeting with key officials at the United Nations (European Office).

Additionally, ILGA-Europe held training sessions on strategic planning, advocacy strategies, and public speaking training for the Steering Committee. Furthermore, ILGA-Europe provided financial support for the holding of Steering Committee meetings and the Trans Capacity Building Conference organised by TGEU which took place in Edinburgh in September 2011.

Awareness raising and capacity building on trans rights

ILGA-Europe provided advice and support on a number of occasions both to trans organisations and to governmental agencies working on the reformulation of national laws dealing with gender recognition and the gender marker on civil status documents. A number of meetings and roundtables also facilitated our input in this respect, most notable of which were the EQUINET roundtable entitled 'Making equality legislation work for trans people' organised in December 2010, and the roundtable co-organised by the Fundamental Rights Agency and the Commissioner for Human Rights entitled, 'Rights to equality, life and security of the person: bridging the gap for transgender people' that was held in September 2011.

We also supported Interights' roundtable on advocacy for trans rights organised in conjunction with Accept (Romania) and focusing on Central and Eastern Europe. The seminar brought together various trans activists and human rights lawyers working in the region to discuss common possible solutions to common problems left behind by legislation that was applicable in the Soviet Union and that has to date remained unchanged.

Increasing the visibility of ILGA-Europe's work at the European level

Organisational database

ILGA-Europe dedicated considerable efforts towards the building of an organisational database. The new database is a major step forward in how the organisation manages its contacts and communications. The database has an updated media list for LGBTI specific and mainstream European and national media contacts, which enables ILGA-Europe from now on to communicate in a more targeted and strategic way. Additionally, the new database enabled us to create various thematic e-mail lists and individuals and organisations interested in particular issues can subscribe to these specific lists and receive information in the area of their particular interest/concern.

Our Rainbow Europe Map at Europride 2011 in Rome



Euro-Letter

ILGA-Europe continued improving and updating the format of its monthly electronic bulletin Euro-Letter which is now delivered to over 1,500 subscribers in electronic format. The new database enabled us to deliver Euro-Letter in html format from September 2011.

Video and Podcast

ILGA-Europe continued to embrace new communications tools and in the last year we have particularly explored such media as video (producing a short video film summarising the issue of the lack of mutual recognition of same-sex marriage/partnerships in the EU and its detrimental effect on individuals; producing video statements instead of traditional written media releases) and podcast (five editions of The Equality Pod on various topics the organisation works on). Diversifying the ways ILGA-Europe communicates undoubtedly helps us to make our messages more accessible and allows us to reach new audiences.

Rainbow Europe Map & Index

This year, ILGA-Europe stepped up its Rainbow Europe Map and Index project which for the first time included the mapping of the legal situation for trans people, also thanks to input from Transgender Europe. Moreover, a clearer points system was introduced thus allowing for easier reading of the map, making it a true success.

We have received overwhelmingly positive feedback on this collection method and dissemination of data and information was received not just from ILGA-Europe members, but also from the media, policy makers, and partners alike. The Rainbow Europe Map and Index 2011 were mentioned, referred to and reflected in at least 60 articles in 24 countries as well as in the international and European wide media. The Map and Index were even quoted by the UK Prime Minister in June 2011 during a reception he hosted at Downing Street for the British LGBT community.

Media profile

One of the greatest successes during the last year was our cooperation with EU Observer, one of the leading news portals specialising on European policy issues. ILGA-Europe twice sponsored a four-week focus section on LGBTI Rights and Equality on the EU Observer website, the first during the Annual Conference 2010 in The Hague and the second during the International Day against Homophobia and Transphobia in May 2011. This cooperation generated a much higher profile and more attention for ILGA-Europe, and the issues it works on, among European policy makers and journalists at national level interested and writing on European issues. It also increased the traffic to our website. Such cooperation also enabled us to work with and further educate and sensitise the journalists themselves on LGBTI issues.

This year we continued experiencing growing number of requests to ILGA-Europe as a source of information on LGBTI related issues from LGBTI specific and also mainstream media around Europe. In particular, we were quoted/featured in the following international, European and national agencies/publications *Associated Press, The Economist, Bloomberg, EuroNews, The Parliament Magazine, Euractiv, Spiegel International and Deutsche Welle* (Germany), *The Times of Malta, LETA* (Latvia), *Le Nouvel Observateur* (France), *Politiken* (Denmark), *RT* (global Russian news channel), *The Times and The Telegraph* (UK), to name a few.

Communications Network

We continued working with the members of ILGA-Europe's Communications Network jointly raising the profile of ILGA-Europe and LGBTI human rights issues at national level. The Communications Network now brings together 44 representatives from 22 European countries. The Communications Network was instrumental in reaching out to the national media when disseminating the 2011 Rainbow Europe Map and Index. ILGA-Europe, with active engagement and assistance of the members of the Communications Network, helped the Council of Europe to disseminate information and reach out to national level media when it issued its socio-legal report on discrimination on the grounds of sexual orientation and gender identity in all 47 Member States of the Council of Europe.

Embedding the principle of organisational learning in ILGA-Europe

Evaluation work

In December 2010, ILGA-Europe completed its three-year formative evaluation and monitoring process with In-Dialogue. The process was aimed at the development of an organisational model of evaluation and monitoring focusing on results and impact. The process fed into the triennial strategic planning process carried out in 2010 and led to a clearer formulation of ILGA-Europe's strategic objectives and expected outcome of activities over the next three years. The process also resulted in the development of an organisational set of indicators.

During 2011, ILGA-Europe sought to build on the outcomes and the learning of the monitoring and evaluation process carried out with In-Dialogue by focusing on effective implementation of the evaluation cycle and monitoring tools. ILGA-Europe expects that the use of these indicators will considerably improve our ability to demonstrate the impact of our activities. The results of the 2008-2010 evaluation and monitoring process will also greatly improve ILGA-Europe's capacity to report to its membership on the progress made towards achieving the organisation's larger goals as well as on the impact of the work and involvement of members.

Documenting history

As this year ILGA-Europe celebrates its 15th anniversary, the organisation is very keen to document its history. As a learning organisation, ILGA-Europe believes it is crucial to maintain knowledge and expertise of various generations and periods within the organisation. During the anniversary Annual Conference 2011 in Turin, ILGA-Europe will record a video documentary interviewing key individuals who were involved in the creation and work of the organisation in the last 15 years to share their testimonies. Additionally, the 15th anniversary panel will be organised during the Annual Conference 2011 in Turin to reflect on the last 15 years, learn from the past and look to the future.

Glossary of terms

In July 2011, ILGA-Europe launched an extensive organisational glossary of terms. The purpose of the glossary is to share existing knowledge and expertise and streamline the usage of language when it comes to LGBTI related issues and the work of ILGA-Europe. It is available on the website of ILGA-Europe, and can be useful for the work of LGBTI activists, media, civil servants, students and researchers.

Training the trainers

In September 2011 ILGA-Europe organised a training of trainers for its staff team, aimed at enhancing their knowledge and skills in implementing training and NGO organisational development within their capacity building work.

Staff and funding strategies

In 2010, ILGA-Europe stepped up its fundraising efforts and developed a three-year fundraising strategy aimed at securing new sources of funding for the years to come. Taking into consideration the changing landscape and the fluctuating availability of funding for NGOs, ILGA-Europe wants to plan for the future. During 2011, a number of discussions on the possibility of diversifying ILGA-Europe's fundraising strategy involving Executive Board and staff took place. ILGA-Europe consulted with a number of fundraising specialists and during the Executive Board meeting in September 2011 organised a session led by a fundraising consultant. Organising fundraising events and cultivating major donors were selected as strategies most suited for the organisation's size, location and the content of its work. The implementation of the new strategy will start in 2012.

In relation to staff, the past year saw the continuation of the consolidation and stabilisation processes started in 2010. These steps were translated into clarifying internal procedures and policies, on-going monitoring of employment policies and development of new policies as well as improving internal communication on these policies and procedures. All the revised policies were brought together in the context of the revision of ILGA-Europe's operational manual which was finalised in 2011. In addition, a number of measures adopted in 2010 enabled the organisation to address some of the on-going challenges

linked to heavy workload. As a result, sustainable systems were put in place in order to strengthen the capacity of the finance and administration team to respond to the needs of the organisation in relation to financial management, reporting and event organising, as well as improving our ability to respond efficiently to requests from members, funders and other stakeholders.

Pan European

Transgender Europe

IGLYO

Armenia

Guarantee Center of Civil Society
NGO

Pink Armenia

We For Civil Equality - NGO

Austria

Austrian Gay Professionals

Gruene Andersrum Austria - the
gay lesbian and transgender
organisation

Homosexuelle und Glaube - Wien

HOSI - Salzburg

HOSI - Wien

QWIEN - Zentrum für schwul/
lesbische Kultur und Geschichte

Rechtskomitee LAMBDA

Rosa Lila Tipp

Sozialdemokratie und
Homosexualität

VEPO Austria

Azerbaijan

Gender and Development

Belarus

Gay Alliance

GayBelarus

Gay.by

Belgium

Arc-en-Ciel Wallonie

Belgian Pride

Brussels Gay Sports asbl

Casa Rosa VZW

Çavaria

EGALITE - Equality for
Gays And Lesbians In The
European institutions

English Speaking Gay
Group

Federation Arc-en-ciel

Goudou Lesbiennewerking
vzw

HAGAR

Het Roze Huis - Antwerpse
Regenboogkoepel vzw

Holebihuis Leuven

LGBT Forum

Maison arc-en-ciel /
Regenbooghuis Bruxelles/
Brussels

Mikpunt (aiming point)

Polaris vzw

Rol en Samenleving

Tels Quels asbl

Wel Jong niet Hetero

Werkgroep Internationale
Solidariteit met Holebi's

Bosnia and Herzegovina

Organisation Q

Bulgaria

BGO Gemini

Bilitis Resource Center
Foundation

Sofia Pride

Croatia

Iskorak - Sexual and gender
minorities rights centre

Lesbian Group Kontra

Lesbian organization Rijeka

Women's Room - Zenska Soba

Zagreb Pride Organization

Cyprus

accept - LGBT Cyprus

Gay Liberation Movement of
Cyprus

HOKI - Initiative Against
Homophobia - Homofobiye Karsi
Inisiyatif

Czech Republic

Charlie o.s.

Denmark

BLUS

Lambda - Bøsser og Lesbiske
på Fyn

LGBT Denmark

Estonia

Eesti Nahkmeeste Klubi

Estonian Gay League

Estonian Society of HIV Positive People

MTU Eesti Gei Noored (NGO Estonian Gay Youth)

NGO AIDS-i Tugikeskus

Finland

Helsingin seudun SETA ry

Sateenkaariperheet ry

Seksuaalinen Tasavertaisuus SETA ry

Tampereen SETA Ry

Trasek ry

Turun seudun Seta ry

France

ADFH - Association des Familles Homoparentales

An Nou Allé !

Arc-en-ciel Toulouse

ARDHIS

Association de Lutte Internationales pour L'Identité
des Femmes Transgenres Travestis transsexuelles
et Sida

Association des Parents et Futurs Parents Gays et
Lesbiens

Association Psy Gay

Association Warning

CARITIG

Centre LGBT Paris Ile de France

Comité pour la reconnaissance sociale des
homosexuel/les

Commission nationale LGBT des Verts

Contact - Parents familles et amis de gais et lesbiennes

Coordination Lesbienne en France

CQFD Fierté Lesbienne

David et Jonathan

Fédération Française des Centres LGBT

Festival du Cinéma Gay Lesbiennes Trans de Paris

GAYLIB

Homosexualités et Socialisme - HES

Homosexuel-le-s Musulman-e-s de France - HM2F

Inter-LGBT

l'Autre Cercle

L'Egide maison régionale des associations Lesbiennes Gays Bi Trans

RHIF Les Juristes Gais

SOS Homophobie

Trans Aide

Universités d'Été Euro-méditerranéennes des Homosexualités

FYR Macedonia

Women's Alliance

Georgia

Diversity Research & Community Activism Association – DRCAA

Inclusive Foundation

LGBT Georgia

WISG - Women's Initiatives Supporting Group

Germany

AG Lesben und Schwule in der SPD Berlin

Aktionsbündnis gegen Homophobie e.V.

AStA der Universität zu Köln

Bisexuelles Netzwerk e.V.

Bündnis 90/Die Grünen Landesverband Berlin

Die Linke.queer BAG (Bundesarbeitsgemeinschaft)

Fliederlich e.V.

Initiative Queer Nations e.V.

International Support Group for Information Transfer and Networking ISGITH

Kommunale Arbeitsgemeinschaft Tolerantes Brandenburg e.V. KATTE

Lesbenring-info

Lesben und Schwule in der Union

Lesben und Schwulenverband in Deutschland e.V. - LSVD

Mann-O-Meter e.V.

Referat für Lesben Schwule Bi & Transsexuelle der ASTA TU

RollenWechsel in Oldenburg

Schwulenreferat der Carl-von-Ossietzky-Universität

Sonntags-Club e.V.

Spinnboden Lesbenarchiv & Bibliothek e.V.

TransInterQueer e.V.

VER.DI Bundesarbeitskreis Lesben Schwule Bisexuelle Transgender

Volklinger Kreis e.V.

Greece

Co-operation Against Homophobia

OLKE - Lesbian and Gay Community of Greece

Hungary

Hatter Tarsasag a Melegekert

Habeas Corpus Working Group

Hungarian LGBT Alliance

Iceland

Samtökin 78

Ireland

BeLongTo Youth Services

Cork Gay Community Development Ltd.

Equal Ireland

Gay and Lesbian Equality Network

Labour LGBT Ireland

National Lesbian and Gay Federation

Italy

3D - Democratici per pari Diritti e Dignità LGBT

Arcigay

Arcigay Fida Byron Ravenna

Arcigay Gioconda Reggio Emilia

Arcigay Gruppo Ora

Arcigay Il Cassero

Arcigay La Giraffa

Arcigay Piacenza

Arcigay Pisa

ArciLesbica

Associazione InformaGay

Associazione Omosessuale Articolo Tre di Palermo

Associazione Radicale Certi Diritti

Centro Universitario Bolognese di Etnosemiotica

Circolo di Cultura Omosessuale Mario Mieli

Circomassimo - Associazione gay e lesbica

Comitato provinciale Arcigay Alan Mathison Turing

Comitato provinciale Arcigay CIG - Milano

Comitato Provinciale Matthew Shepard

Coordinamento Torino Pride LGBT

Di Gay Project

Famiglie Arcobaleno

Ireos - Centro Servizi Autogestito Comunità Queer

Latvia

Mozaika

Lithuania

Lithuanian Gay League

Tolerant Youth Association

Luxembourg

Rosa Letzebuerg ASBL

Malta

Malta Gay Rights Movement

Moldova

GenderDoc-M

The Netherlands

African Gay Youth Foundation
AOB General Union for Education of the Netherlands
Christelijk Nationaal Vakverbond - Onderwijsbond - Homowerkgroep
COC - Amsterdam
COC - Rotterdam
COC Haaglanden
COC Nederland
COC Tilburg
Company Pride Platform Foundation
EduDivers
Embrace Pink Foundation
EuroGayPoliceAssociaton
HomoVisie
ILGA Support Group Utrecht
Internationaal Homo/Lesbisch Informatiecentrum en Archief IHLIA-Homodok
Landelijk Homonetwerk Politie
Landelijk Netwerk Biseksualiteit
Meer dan Gewenst
RozeLinks
Schorerstichting
Stichting De Kringen Utrecht
Stichting FLL
Stichting Homosexualiteit En Krijgsmacht
Stichting Transman
Transgender Netwerk Nederland

Norway

LLH - The Norwegian LGBT Association
LLH - The Norwegian LGBT Association - Bergen
LLH - The Norwegian LGBT Association - Nordland Region
LLH - The Norwegian LGBT Association - Oslo og Akershus
LLH - The Norwegian LGBT Association - Rogaland
Skeiv Ungdom - Queer Youth
Skeiv Verden - Queer World
The National organization for transsexuals in Norway (LFTS) - local group in Bergen

Poland

Fundacja Rownosci (Equality Foundation)
Kampania Przeciw Homofobii - Campaign Against Homophobia
KdT Fundacja Kultura dla Tolerancji - Culture for tolerance Foundation
Lambda Szczecin Association
Lambda Warszawa Association (Warsaw)
Trans-Fuzja Foundation: Supporting Transgender People
Wydawnictwo Softpress
Beja Diversidades
ILGA Portugal
Opus Gay - Obra Gay Associação

Romania

ACCEPT
Act-Q Romania
Association Equal from Romania

Russia

Coming Out Russia St. Petersburg Public Organization
Gay Youth Right Defence Organization
Project GayRussia.Ru
Raduzhny Dom
Russian LGBT Network
Russian National GLBT Center TOGETHER
The St.Petersburg LGBT Human Rights "Kriliya" Center

Serbia

Gayten - Center for Promotion of LGBT Human Rights

Labris

Slovakia

Hnutie Ganymedes

Iniciativa Inakost

Slovenia

Društvo informacijski center LEGEBITRA
Društvo za integracijo homoseksualnosti (DIH)-Association for integration of homosexuality
Lesbian Group SKUC-LL

Roza Klub

SKUC-MAGNUS

Spain

Asociacio de Families Lesbianes i Gais - FLG
Asociacion ASECAL Seccion LGBT
Asociacion Espanola de Transexuales. AET-Transexualia
Asociacion Internacional de Familias por la Diversidad Sexual
Asociacion de Gays y Lesbianas del Pais Vasco (GEHITU)
Asociacion Reaccional
Barcelona International Lesbian and Gay Film Festival
Casal Lambda
COGAM
COLEGAS
Collectiu Lambda de Valencia
Coordinadora Gai-Lesbiana - CGL
Federacion Estatal de Lesbianas Gays Transexuales y Bisexuales - FELGBT
Fundacion Triangulo por la Igualdad Social de Gays y Lesbianas
Grupo Federal de Gays y Lesbianas del PSOE
Plataforma Popular Gay
Sweden
Association of Nordic LGBTQ Student Organizations - ANSO
C-Gay The National Network of HBT persons within the Centre Party

EKHO Sweden /
Rikstorbundet Ekumeniska
grupporna for kristna homo-
och bisexuella

Hbt-socialdemokrater
Sverige

Homo- bi- och transliberaler

Nordic Rainbow Council

Positiva Gruppen (HIV/
AIDS Group Sweden)

RFSL Forbundet (National)

RFSL Gavleborg

RFSL Goteborg

RFSL Kronoberg

RFSL Linkoping

RFSL Malmo

RFSL Nord

RFSL Norrkoping

RFSL Orebro

RFSL Ostersund

RFSL Skaraborg

RFSL Stockholm

RFSL Sundsvall

RFSL Trestadt

RFSL Umea

RFSL Ungdom The Swedish
Youth Federation for LGBT
rights

ROHS Riksorganisationen
Homosexuella Socialister

The Swedish Federation
of LGBTQ student
organisations

Switzerland

Association 360

DIALOGAI - Association
Homosexuelle

Homosexual Working Groups
Zurich

Homosexuelle Arbeitsgruppen
Basel

Homosexuelle Arbeitsgruppen
Bern

Juragai

Lesbenorganisation Schweiz

Lestime

Network

Pink Apple Lesbian & Gay Film
Festival

PINK CROSS Organisation
Suisse des Gais

The Swiss Rainbow Families
Association

Vogay

WyberNet - gay business
women

Turkey

Gay & Lesbian to socialize and
Rehabilitation - GLSRS

Kaos GL

LISTAG / Families of LGBT in
Istanbul

Lambdaistanbul LGBT
Solidarity Association

Pink Life Association LGBTT
Solidarity

Ukraine

All Ukrainian Public Organization
Gay Forum of Ukraine

Informational-Educational Center

Insight public organization

Nash Mir (Our World) Gay and
Lesbian Centre

NIKOLAEV Association of Gays
Lesbians and Bisexuals - LIGA

Za Ravnice Prava (for equal rights)
Public Organization

United Kingdom

ALEGRI

Campaign for Homosexual Equality

Coalition on Sexual Orientation

Consortium of LGB Voluntary &
Community Organisations

Croydon Area Gay Society

Equality Network

European Forum of LGBT Christian
Groups

Gay Activists Alliance international

Gay and Lesbian Humanist
Association - GALHA

Gay Men's Health

Labour Campaign for Lesbian and
Gay Bisexual and Transgender
Rights

Lesbian Gay Bisexual and Trans
Youth North West

Lesbian Advocacy Services Initiative

Lesbian and Gay Christian
Movement

LGBT History Month

London Bisexual Group

London Lesbian and Gay Switchboard

National Union of Students Lesbian Gay Bisexual and
Trans Campaign

OutRage!

Press for Change

Stonewall Equality

Stonewall Scotland

The Fire Brigades Union LGBT Committee

The Metro Centre

UK Black Pride

UK Lesbian and Gay Immigration Group

UNISON - East Midlands - LGBT Group

UNISON - Greater London - LGBT group

UNISON International Department - LGBT group

UNISON - National LGBT Committee

UNISON - North West - LGBT Group

UNISON - Northern - LGBT Group

UNISON - Nottinghamshire Healthcare LGBT group

UNISON - Scotland - LGBT group

UNISON - South East - LGBT Group

UNISON - South West - LGBT Group

UNISON Stockport Local Government Branch - LGBT
Group

UNISON - West Midlands - LGBT group

UNISON - Wolverhampton branch LGBT group

UNISON - Yorkshire & Humberside - LGBT group

UNISON Cymru Wales - LGBT group

Board membership and Board officers

The ten Executive Board members and one reserve elected by the Annual Conference 2010 in The Hague were:

Gabriela Calleja (Malta), Kristian Randjelović(Serbia),

Greg Czarnecki (Poland) were elected for a two-year mandate.

Linda Freimane (Latvia) and **Pierre Serne (France)** were re-elected for another two years.

Tanja Lehtoranta (Finland) was elected as a reserve board member.

The other members of the ILGA-Europe's Executive Board are

Martin K.I. Christensen (Denmark), Björn van Roozendaal (The Netherlands), Louise Ashworth (UK), Paata Sabelashvili (Georgia), Nataša Sukič (Slovenia).

The Annual Conference 2010 elected **Ruth Baldacchino (Malta)** and **Maria Sjödin (Sweden)** as European representatives on the ILGA World Board and **Deborah Lambillotte (Belgium)** as a reserve European representative on the ILGA World Board.



Linda Freimane

Co-Chair



Martin K.I. Christensen

Co-Chair



Pierre Serne

Treasurer



Gabriela Calleja

Board member



**Björn van
Roosendaal**

Board member



Tanja Lehtoranta

Reserve board member



Nataša Sukič

Board member



Louise Ashworth

Co-Secretary



**Kristian
Randjelović**

Board member



Paata Sabelashvili

Co-Secretary



Greg Czarnecki

Deputy Treasurer

Board meetings

The Board met after the Annual Conference 2010 on Sunday, **31 October 2010**:

In attendance were: Louise Ashworth, Gabriela Calleja, Greg Czarnecki, Linda Freimane, Martin K.I. Christensen, Paata Sabelashvili, Pierre Serne, Nataša Sukič, Kristian Randjelović, Björn van Roozendaal, Tanja Lehtoranta (reserve).

November 2010. In attendance were: Louise Ashworth, Gabriela Calleja, Greg Czarnecki, Linda Freimane, Martin K.I. Christensen, Paata Sabelashvili, Nataša Sukič (Friday and Saturday), Björn van Roozendaal, Kristian Randjelović, Pierre Serne (Saturday and Sunday), Tanja Lehtoranta (reserve - Friday).

Apologies: Pierre Serne (Friday), Tanja Lehtoranta (Saturday and Sunday), Nataša Sukič (Sunday).

February 2011. In attendance were: Louise Ashworth, Gabriela Calleja, Greg Czarnecki, Linda Freimane, Martin K.I. Christensen, Paata Sabelashvili, Pierre Serne, Kristian Randjelović, Björn van Roozendaal, Tanja Lehtoranta (reserve).

Apologies: Nataša Sukič.

May 2011. In attendance were: Louise Ashworth, Gabriela Calleja, Greg Czarnecki, Martin K.I. Christensen, Paata Sabelashvili, Pierre Serne, Kristian Randjelović, Björn van Roozendaal, Tanja Lehtoranta (reserve).

Apologies: Nataša Sukič, Linda Freimane.

September 2011. In attendance were: Louise Ashworth (Sunday), Gabriela Calleja, Martin Christensen, Linda Freimane, Paata Sabelashvili, Pierre Serne, Nataša Sukič, Kristian Randjelović, Björn van Roozendaal, Tanja Lehtoranta (reserve).

Apologies: Louise Ashworth (Saturday), Greg Czarnecki.

Board organisation

At the board meeting after the Annual Conference 2010 on Sunday, 31 October 2010, **Martin K.I. Christensen** and **Linda Freimane** were elected as **Co-Chairs**, **Pierre Serne** as **Treasurer**, **Greg Czarnecki** as **Deputy Treasurer**, **Louise Ashworth** and **Paata Sabelashvili** as **Co-Secretaries**.

Sub-committees

Governance: Linda Freimane, Nataša Sukič, Paata Sabelashvili, Kristian Randjelović. Tanja Lehtoranta was elected to the sub-committee as a reserve board member.

Employment: Louise Ashworth, Gabriela Calleja, Linda Freimane, Martin K.I. Christensen, Pierre Serne, Björn van Roozendaal.

Finance: Gabriela Calleja, Greg Czarnecki, Martin K.I. Christensen, Pierre Serne, Nataša Sukič.

Staff of ILGA-Europe



Evelyne Paradis

Executive Director



Maxim Anmeghichean
Programmes Director



Lilit Poghosyan
Senior Programmes &
Policy Officer



Beth Fernandez
Senior Programmes &
Policy Officer
(until May 2011)



Olimpia Ciripoiu
Finance &
Administration Manager



Juris Lavrikovs
Communications Manager



Silvan Agius
Policy Director



Camille Lambinon
Finance &
Administration Officer



Nanna Moe
Communications Officer



J  el Le Dero  ff
Senior Policy & Programmes Officer



Marharyta Babenko
Finance &
Administration Officer
(since November 2010)



Sophie Aujean
Policy & Programmes Officer
(since May 2011)



Jordan Long
Policy & Programmes Officer
(until December 2010)

Report on ILGA-Europe's finances for

Overview

The accounts presented are the audited income and expenditure for 12 months for the period January to December 2010 with comparison to the indicative budget for 2010 approved at our Annual Conference 2010 in Malta. The underlying trend in income and expenditure levels was upwards indicating a real continuity and stability in our financial situation but also highlighting the sustained efforts of the organisation to seek and secure constant and stable sources of funding.

The actual accounts show a € 1,885,630 income and an expenditure of € 1,894,204 with the difference of € 8,575 to balanced income and expenditure accounts being explained by two main factors: costs coming from activities under specific grants that were differed from previous years upon agreement with the funders and from extraordinary costs (i.e. interest rates on bank loan, fees for delays in payments) incurred due to external factors outside of organisation's control (i.e. delays in receiving funders' grant instalments). It should be noted that such losses are covered by income coming from the specific funders who agreed to differed activities and miscellaneous income from various sources.

The majority of the expenditure was balanced by income, reflecting the fact that almost all of ILGA-Europe's expenditure is derived from grants awarded for specific purposes. European Commission funding contributed approximately 47% of the total grant income, with the remainder coming from the Sigrid Rausing Trust, the European Instrument for Democracy and Human Rights (EIDHR), AJWS (US-based funder), the Open Society Institute, COC Nederland, Dutch Government and Civil Rights Defenders.

We are grateful for their continuing support.

Comparison to budget

The indicative budget for 2010 approved at our Malta conference proposed expenditure of € 1,900,000 for 12 months. In the end, total spending for the year 2010 (of € 1,894,204) was at 99.7% of the proposed budget which indicates a more realistic expenditure related to the activities that were undertaken with the existent resources of the organisation over a 12 months period. There has been a slight under spending of the EU grant budgeted, mainly due to travel and subsistence¹ expenses. It should be noted that this under spending is limited to about 1.8% of the EU budgeted expenditure, which is among the lowest levels

¹ Travel and subsistence costs were below the budgeted levels of expenditure due to 'savings' on costs of travel & accommodation or the nature of conference packages offered by hotels which impact on the way costs are recorded in our accountancy.

12 months to 31 December 2010

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 it is mainly this non-flexibility that lead to the final 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 organization in 2010 (i.e. increased number of scholarships to our annual conference, increased administrative needs proportional to the increased number of staff and office space).

If we look in more detail, it appears that there was slightly over spending on **staff costs** which is explained by the reclassifying costs from one budget line to another (i.e. the costs of staff insurance used to be part of the admin costs and now they are part of the staff costs line). The "overspending" on annual conference costs was notably because of the increased number of scholars and activities around the **Annual Conference** which was fully covered by the grant we secured from the Dutch Government in 2010 specifically dedicated to these types of actions.

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

- **Staff costs:** expenditure is running over budget, mainly because of small technicalities around costs allocation (i.e. costs that used to be recorded under other budget lines are now consolidated under the staff costs line of the budget).
- **Board meetings:** expenditure is slightly over the total budget for 12 months.
- **Annual Conference costs:** expenditure is above the budget due to obtaining of a scholarship dedicated grant which allowed us to award an increased number of scholarships for our conference in 2010.
- **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 some differed activities under the EIDHR project and slightly decreased budget for the advocacy project sub grants.

To conclude, the above-mentioned results show that ILGA-Europe is consolidating its position while maintaining a proactive approach to future challenges and opportunities in order to ensure sustainability and continuity.

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 2010

	Actuals at 31.12.2010 Euros	Budget for 2010 Euros	Notes
	01/01/2010 - 31/12/2010	1/01/2010 - 31/12/2010	1
INCOME			
European Commission grant	883116	903300	2
Sigrid Rausing Trust	264374	232500	
OSI Advocacy Project	99835	138300	
COC/NIS Project	63537	63900	
Anonymous Donor 1	96304	126600	
EIDHR	236931	282400	
Dutch government (incl conference scholarships)	90000	50000	3
Funding raised from other sources (conference fees, cofunding EIDHR, etc)	151533	103000	
TOTAL INCOME	1885630	1900000	4
EXPENDITURE			
SECRETARIAT COSTS			
Staff costs	820931	816000	
Office and other co-ordination costs	214254	135000	5
GOVERNING BODIES			
Board meetings	29738	26000	
Annual Conference (incl new member state scholarships)	208233	148000	6
WORK PROGRAMME ACTIVITIES			
Policy Work & Information Dissemination	144684	150000	7
EU Co-ordination Network Meetings	19091	42000	
Strategic litigation	19399	35000	
Other seminars and project activities	146400	130000	8
GRANT-MAKING			9
Joint projects with partners	23687	30000	
Human Rights Violations Fund	29865	35000	
Advocacy Project Re-granting	45190	60000	
EIDHR project	186688	293000	
TOTAL EXPENDITURE	1888159	1900000	
Other costs	6045	6045	
TOTAL EXPENDITURE	1894204	1900000	
Net income/loss	-8575	0	10

Notes on the ILGA-Europe income and expenditure account for 12 months to 31 December 2010

1. The Budget is the indicative budget approved at the Annual Conference 2010 in Malta.
2. The European Commission grant amounts to 83.83% of EU co-funded expenditure incurred between January and December 2010, in line with the applicable funding contracts.
3. In 2010, ILGA-Europe has secured a € 40,000 grant from the Dutch government as direct support towards awarding more scholarships to our annual conference in The Hague.
4. Other income from grant funds – see the attached statement “Analysis of movements on individual grant funds in the 12 months to 31 December 2010”.
5. Office and coordination costs: rent, depreciation, office supplies, telephone/fax, costs associated with coordination activities, etc.
6. Annual Conference: this heading includes all expenses related to organising the Annual Conference.
7. Policy work and information dissemination: the magazine, website, publications and policy reports, writing of reports on human rights, hate crime and family.
8. Other seminars and project activities: mainly travel and accommodation costs associated with capacity building seminars, human rights violations documentation and advocacy training, Hate Crime project meetings, COE and EU study visits, Strategic litigation training, participation in European Parliament hearings and conferences, meetings with member organisations, support of pride events, Task Force meetings, events at the OSCE and Council of Europe, etc.
9. 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 (Transgender working group meetings, capacity building event).
9. Net loss: the net loss consists of various costs (included bank loan interests and charges); some of these costs are not eligible for support under the grant agreements conditions.

Report from the European Representatives on ILGA Executive Board



Since the last report ILGA held its World Conference in December 2010 in São Paulo, Brazil. At the conference Renato Sabbadini and Gloria Careaga were re-elected as Co-Secretaries General. The Women's Secretariat passed on from Swedish RFSL to Kenyan Minority Women in Action and the Trans Secretariat passed from Peruvian Runa Institute to Dominican TRANSSA.

The next World Conference of ILGA will be held in 2012 in Stockholm, Sweden, and organised by RFSL.

A new strategic plan was adopted in São Paulo and spells out the following strategic objectives:

- (1) Advance the global LGBTI movement by gathering, analysing and disseminating the information generated by our members;
- (2) Assert the application of human rights standards and principles without discrimination based on sexual orientation, gender identity and gender expression; and increasing attention to violations of human rights;
- (3) Enhance the capacity of ILGA [members, regions, boards and staff] to achieve its mission by providing opportunities for networking, participation in advocacy and lobbying campaigns and best practice.

The single most important event since the last report is the granting of consultative status with the United Nations – so called ECOSOC status – that ILGA obtained in the summer of 2011. It was a huge victory for ILGA and one that we have been fighting for during several years. ILGA is extremely grateful for the support from members and allies that made this possible. The ECOSOC status will enable ILGA to become more active at UN level and to be active in its own name, as the only global membership based organisation. ILGA has stepped up its UN involvement over the last few years, including organising side events at the Commission on Status of Women and a panel at the Human Rights Council in June of 2011.

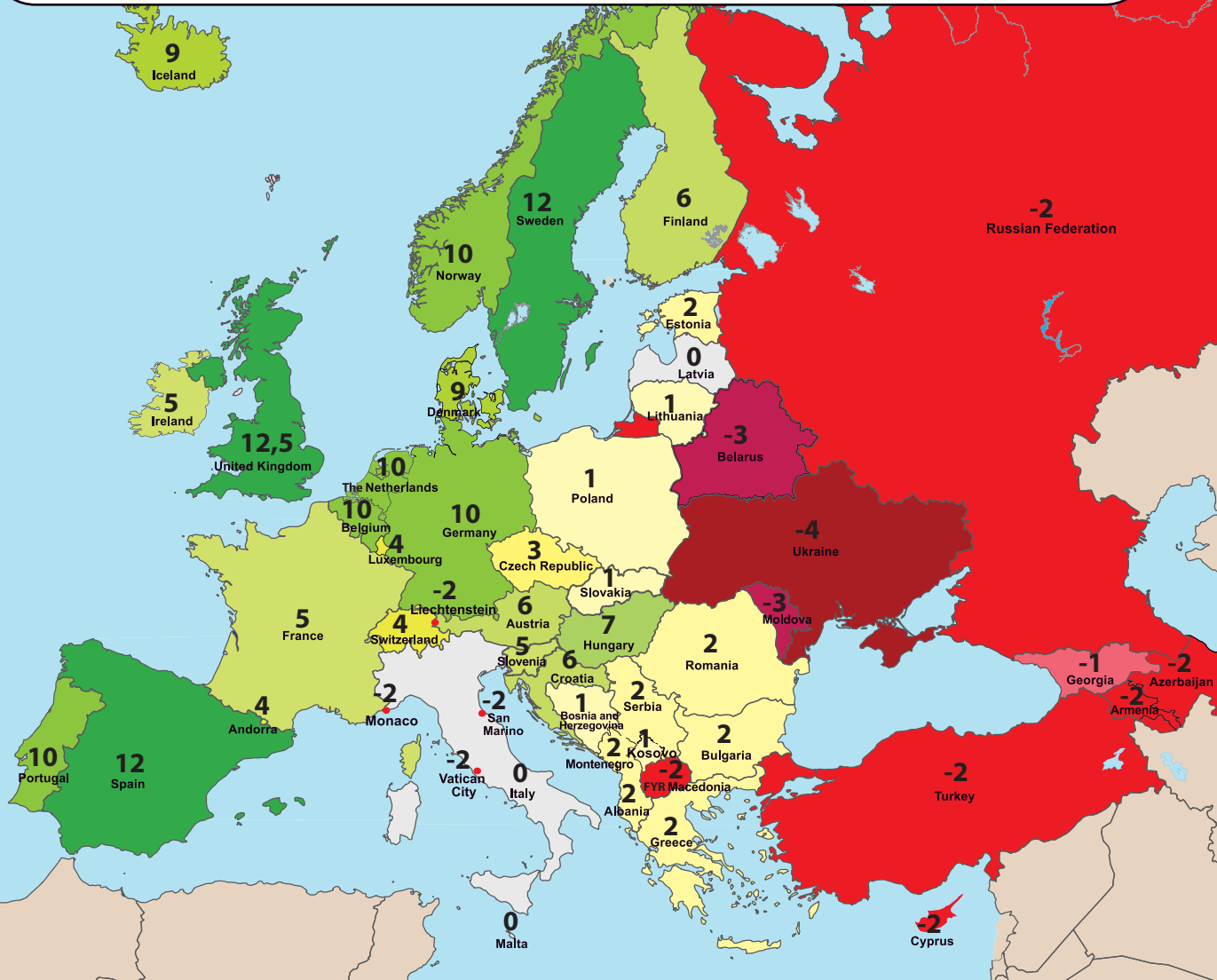
The organisation still has a focus on consolidating and strengthening its own capacity including fund raising. ILGA has managed to attract some new funders, in part replacing a loss of core and project funding that occurred in 2011. This said, ILGA is currently in a better position than previously as financial management systems as well as other administrative systems have been improved, which was also confirmed in an external system audit reviewing ILGA's management systems commissioned by one of ILGA's funders.

As European representatives we have been involved in the work of the Executive Board as well as actively been involved in fund raising efforts and capacity building of ILGA.

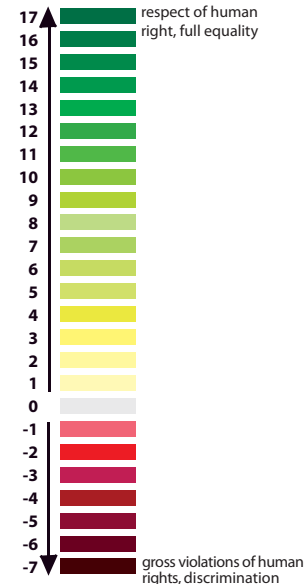
Ruth Baldacchino and Maria Sjödin
European representatives, ILGA Executive Board

Rainbow Europe, May 2011

legal situation for lesbian, gay, bisexual and trans people in Europe



The Rainbow Europe map reflects European countries' laws and administrative practices which protect or violate the human rights of LGBT people. This Map does not reflect the social situation of LGBT people. Each country is ranked according to an overall average of 24 categories detailed in the Rainbow Europe Index on the back side of this document.



ILGA
EUROPE
Equality for lesbian, gay, bisexual,
trans and intersex people
in Europe

This map is produced by ILGA-Europe, the European Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association in cooperation with Transgender Europe

www.ilga-europe.org



ILGA-Europe
working for
equality and
human rights
for lesbian,
gay, bisexual,
trans & intersex
people
in Europe.