



ILGA
EUROPE

Annual Report for 2011-2012





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

rue Belliard straat 12, Brussels B-1040, Belgium
Telephone: + 32 2 609 54 10, fax: + 32 2 609 54 19
info@ilga-europe.org, www.ilga-europe.org

Bank account # 310-1844088-10
ING Belgium, ETT-Cinquantenaire, Avenue de Tervueren 10
1040 Brussels Belgium, IBAN BE41 3101 8440 8810, BAC (SWIFT): BBRUBEBB



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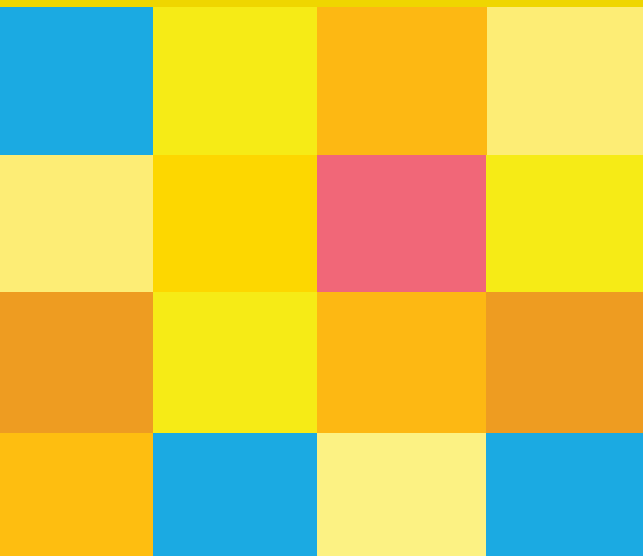


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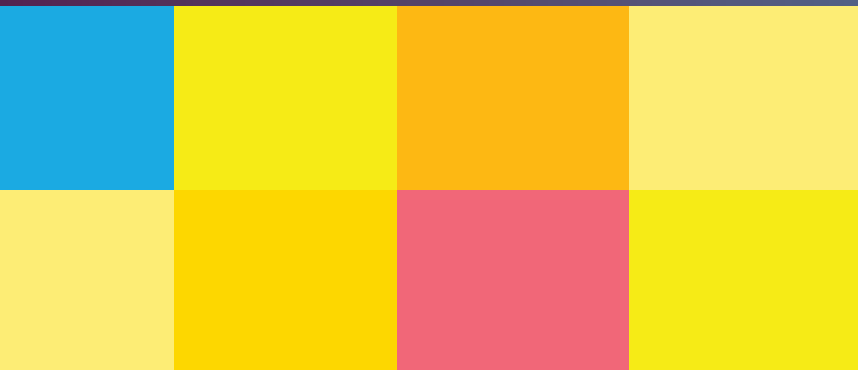
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ILGA-Europe in brief

- 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 356 organisations from 44 out of 49 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 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 with our Be Bothered! event
- **Dublin Organising Committee** for the work in organising the 2012 Annual Conference in Dublin
- 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
- **Nigel Warner**, ILGA-Europe's adviser to the Council of Europe, and **Robert Wintermute**, ILGA-Europe's adviser on litigation.

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
- **Open Society Foundations** for the funding of the Step Up Project and their support towards ILGA-Europe's capacity building work
- The **Dutch Government** for their support of the project "Consolidating legal and political achievements on LGBTI rights through effective implementation"
- **Anonymous US funder** for their continued funding of our capacity-building work
- **European Union's EIDHR programme** for funding 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 Scheme**.

Foreword

ILGA-Europe has achieved a great deal in its 15 year history and these successes were celebrated at the Annual Conference in Turin last year. Over the past twelve months ILGA-Europe has continued to consolidate its position building on its policy, communication and programmes initiatives.

One of the major tasks and concerns for both staff and board has been securing the funding that would allow ILGA-Europe to continue to function at its current capacity. New grants obtained from Open Society Foundations and the US Government, and renewed grants from other funders mean that ILGA-Europe will be able to continue to meet its financial commitments up to December 2013. This funding has enabled the organisation to maintain a staff complement of 13 individuals with the recruitment of the new Programmes Director in the spring and two new Programmes Officers joining the team in the autumn.

This is a remarkable achievement considering the current economic climate and attests to the reputation and standing ILGA-Europe now holds among funders and experts in the field. The major funder continues to be the European Commission and efforts in ensuring a smooth transition to the new seven year funding period that will go from 2014 to 2020 are already well underway.

One of the major tasks undertaken by the board and staff over the past year has been the review of the Constitution of ILGA-Europe spear headed by Louise Ashworth and Martin K.I. Christensen, with

significant support from the secretariat. Our efforts to simplify this important document were somewhat limited by the extensive requirements of Belgian NGO legislation. A notary with expertise in NGO legislation was engaged to assist and guide us through the process as well as to ensure compliance and avoid future difficulties. Numerous revisions of the Constitution and Standing Orders and a number of consultations were required before the final version could be presented to the Conference for its approval.

A highlight of this past year was the launch of ILGA-Europe's first *Annual Review of the Human Rights Situation of LGBTI people in Europe*. This has received positive reactions from decision-makers, activists and media following the launch, and is likely to become a flagship project for the organisation. It is important to note that this publication would not have been possible without the contributions of the membership complementing the extensive work carried out by the staff. Capacity-building continued to be a core part of ILGA-Europe's work programme this year, and was even the subject of in-depth assessment and revision into a capacity-building programme which will better enable the organisation to respond to the ever-evolving needs of LGBTI groups and activists across the region. This new programme will build on ILGA-Europe's established expertise in relation to capacity-building on advocacy strategy, organisational development, human rights documentation and monitoring, and litigation. On the political scene, the major successes have been the explicit inclusion of gender identity in the directives on asylum and victims' rights with the latter also including gender expression, a first within the EU. ILGA-Europe will of course actively monitor the

implementation of these new pieces of legislation to ensure that they bring about a concrete change.

Despite all these organisational achievements, the challenges we face are considerable. Within the European Union institutions, it would be fair to say that human rights are not a priority, particularly in this time of economic crisis. This has been compounded by growing opposition mainly from the religious right which is increasingly better organised and more astute and strategic in its interventions. Ensuring that the current levels of protection are maintained is therefore essential which is why ILGA-Europe is seeking an EU Roadmap on LGBT rights which would consolidate what has been achieved so far. ILGA-Europe is also seeking to build alliances to counter religious right opposition to LGBTI rights and to build its capacity and expertise in this field. This past year has also seen the promulgation of bans on “homosexual propaganda”, which spread from one region of Russia to several other Russian regions, and have been discussed in neighbouring countries and even within the EU. In the face of such alarming trends, it becomes even more imperative to strengthen the LGBTI movement in many European countries, and to equip activists to face this new wave of criminalisation. Finally, enhancing litigation capacity at the national level also becomes increasingly important as policy makers become more resistant to change. Progress in individual states can have an incremental impact on decisions and judgements of the European Court of Human Rights as a critical mass in consensus is achieved that tips the balance in favour of equality.

We are confident in ILGA-Europe’s progress in implementing its three year strategic plan which comes to an end in 2013 with work on the review and planning process having already begun. ILGA-Europe is certainly moving in the right direction although certain thematic areas of its work programme – such as health and diversity – require increased attention and others – such as education and family – which in the current scenario are addressed more effectively at the national level. As for ILGA-Europe’s work on the rights of trans and intersex people, it continues to be heavily dependent on the involvement of empowered activists, which is why we are investing in supporting capacity-building of both movements.

We are proud of what the European LGBTI movement has achieved so far and the impact that the contributions of ILGA-Europe and its members have had on the lives of millions of LGBTI people living in Europe. We will continue with our struggle because we refuse to envision a Europe without justice and equity for the LGBTI community.



Gabi Calleja
Co-chair
Executive Board



Martin K.I. Christensen
Co-chair
Executive Board



Evelyn Paradis
Executive Director



ILGA-Europe's activities at a glance

Since the Annual Conference 2011 held in Turin, ILGA-Europe...

- organised **17 international conferences, meetings and events, 9 training sessions** and **3 study visits** for staff, board members, member organisations or partner organisations
- had **meetings** with **high level officials** of the European Commission: Cecilia Malmström – Commissioner for Home Affairs, László Andor – Commissioner for Employment, Social Affairs and Inclusion, and cabinet members of Viviane Reding – Commissioner for Justice and Fundamental Rights; members of the European Parliament; high-level official of the Council of Europe: Nils Muižnieks – Human Rights Commissioner, representatives of the Parliamentary Assembly and the UK Chairmanship of the Committee of Ministers
- participated in **conferences and meetings** organised by the United Nations/UNESCO, Council of Europe, the Presidencies of the European Union, European Commission, European Union Agency for Fundamental Rights, European Parliament, OSCE/ODIHR – Organization for Security and Cooperation in Europe/Office for Democratic Institutions and Human Rights, European Asylum Support Office, EQUINET – European Network of Equality Bodies, European Institute for Gender Equality, European Trade Unions Confederation, Social Platform, FYR of Macedonia Equality Body
- was asked **to speak or do presentations at seminars, hearings or conferences** organised by the European Parliament, European Union Agency for Fundamental Rights, European Parliament, European Commission, Council of Europe, OSCE/ODIHR, United Kingdom Parliament
- had **meetings** with the national governments of France, The Netherlands, United Kingdom and United States, and the Permanent Representations to the EU of Austria, Belgium, Cyprus, Estonia, Finland,

France, Greece, Hungary, Ireland, The Netherlands, Spain, Sweden and United Kingdom

- submitted **policy papers** to different European public consultations and inputted directly into various European Institutions' and organisations' work programme consultations. ILGA-Europe together with member organisations contributed with submissions to the **European Commission's Progress Reports**, we submitted shadow reports on employment discrimination to **the European Committee of Social Rights** on Turkey, Russia and Ukraine and contributions to the **United Nation's Universal Periodic Reviews** on Finland, Germany, Montenegro, The Netherlands, the Czech Republic, Romania, Serbia and Ukraine
- was invited **to speak, participate, deliver presentations or workshops at several seminars, events, conferences or meetings** organised by member organisations or partner organisations across Europe
- was featured or quoted in international, European and national media in at least **38 countries**
- issued **23 media releases** and **statements** raising human rights and equality issues for LGBTI people and beyond on international, European and national levels
- had **193,146 visitors** on our website with an average of 543 visits per day – an increase of over 30,000 visitors since last year
- had **9,143 'likes'** on our **Facebook page** and **4,723** followers on **Twitter**
- secured two **new grants**, one from Open Society Foundations and one from the Global Equality Fund of the United States Government, totalling 800,000 USD for a period of nearly two years.

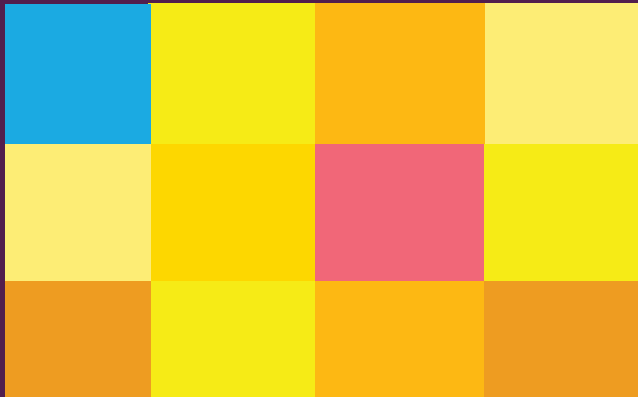


Report on activities

The aim of this section is to report on progress made by ILGA-Europe towards achieving its strategic objectives between October 2011 and September 2012, and assess the impact of the activities carried out by the organisation during that period.

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





Louise Ashworth, Sanja Juras, Martin K.I. Christensen (members of ILGA-Europe Executive Board), and **Brian Sheehan** (Director of GLEN – Gay and Lesbian Equality Network, Ireland) at Be Bothered! event at the European Parliament, January 2012



Evelyn Paradis (Executive Director of ILGA-Europe) presents certificate of appreciation to **Kristiina Ojula** (Estonian Member of the European Parliament) who signed Be Bothered! Pledge, January 2012

Advocating for new laws and policies and litigating for rights at European level

At a time when concerns over the economy are dominating the political agenda in most European countries, human rights and equality are increasingly falling off the priorities of national governments and European institutions. This political context is inevitably influencing the level of progress possible in several areas at the level of the European Union (EU), in particular around the adoption of a horizontal EU anti-discrimination law which is likely to remain stalled for a few more years. Yet, despite an unfavourable context, there were a number of significant achievements in the past year in relation to strengthening the



EU legal framework, most notably in relation to gender identity and gender expression. Indeed, ILGA-Europe's advocacy resulted in explicit references to gender identity and gender expression for the first time in EU law (and in the case of gender expression, for the first time in an intergovernmental legally-binding instrument), in directives on asylum and on the rights of crime victims. This year, ILGA-Europe

also contributed to the European Commission's report on the situation of trans and intersex people, the first EU publication on the issues.

Bearing in mind the political context, ILGA-Europe focused on securing gains made over the past decade as well as existing commitments on LGBTI equality, especially in the framework of the elaboration of the next seven-year financial programme for fundamental rights and equality. Joining forces with other equality NGOs, ILGA-Europe engaged with EU and national government officials to ensure that the EU's activities on fundamental rights and equality are not considerably weakened in the next EU budget, as part of austerity cuts. Beyond the EU's financial commitment to equality, ILGA-Europe has also been advocating for the European Commission to adopt a comprehensive policy framework on LGBTI rights and equality, working actively with the European Parliament and an increasing number of national governments to gather support for such a policy. We see it as increasingly important to have an EU roadmap for the equality of LGBTI people in order to institutionalise developments and to bring coherence to the actions of the EU.

Thankfully, ILGA-Europe has been able to count on actors such as the European Parliament's LGBT Rights Intergruop and the European Union Agency for Fundamental Rights (FRA) to support its work. Once again, our collaboration with the Intergruop proved extremely fruitful and effective in mobilising members of the European Parliament (MEP) around the re-launch of our *Be Bothered!* campaign and enabled us to reach 27% of all MEPs signing our LGBT equality pledge. As for the FRA, its research and data collection work continues to be of great added value to our work, which is why ILGA-Europe has been widely promoted its LGBT survey on the situation of LGBT people in the EU and Croatia.

Comparatively speaking, the EU currently adopts a much stronger stance on the human rights of LGBTI people in its external policies than in its internal policies. The EU enlargement process remains an important leverage tool for LGBTI groups in many Western Balkan countries, which is why ILGA-Europe continues to actively engage in



**Marja van
Bijsterveldt-Vliegenthart**
(Dutch Minister for Education,
Culture and Science) with
ILGA-Europe staff and members,
Brussels, February 2012

the monitoring process by working with members on written submissions to the European Commission and facilitating meetings between officials and activists. Beyond that, ILGA-Europe is stepping up its advocacy on EU foreign and development policy in response to growing demand from both LGBTI groups and European institutions to take on a more proactive role in advocacy for LGBTI-inclusive external policies. In the last year, we advocated successfully for the inclusion of LGBT-specific provisions in the EU's human rights package, we provided training for EU diplomats and more generally invested time in building relationships with European policy-makers. ILGA-Europe also joined a network of LGBTI organisations aimed at coordinating advocacy in this area, in large part because we consider that ILGA-Europe's role needs to be defined in relation to other groups' roles and expertise.

While political leadership on LGBTI rights is weak at the EU level, the political will to strengthen mechanisms to promote and to protect the human rights of LGBTI people seems on the rise at the Council of Europe. Indeed, there were several positive institutional developments in the past year at the Council: an LGBT unit was set up, the Parliamentary Assembly (PACE) appointed its first Rapporteur

for LGBT issues, and the United Kingdom hosted the first governmental conference on LGBT rights as Chairman of the Committee of Ministers. These are important steps towards institutionalising the monitoring of the human rights situation of LGBT people in Europe as called for by ILGA-Europe over the past few years. This is why we have extensively engaged with all these new actors throughout the year, as well as with the new Commissioner for Human Rights, by contributing our expertise and knowledge where appropriate, including at the PACE hearing on LGBT issues, the UK LGBT conference, and through several meetings with the LGBT unit staff.

In the current political context, strategic litigation at European courts takes on a particular relevance. Where political leadership is weak or non-existent, the LGBTI movement comes to depend heavily on the courts to uphold human rights. ILGA-Europe thus continues to intervene as a third party on standard-setting cases to European courts and to work with other human rights organisations to coordinate litigation in Europe, as well as supporting the development of litigation strategies for our members.

Asylum



Participants of ILGA-Europe asylum litigation training, Brussels, September 2012

With the growing number of cases of LGBTI persons seeking asylum in Europe, work on strengthening legal protection for LGBTI asylum-seekers, and developing asylum procedures sensitive to their particular needs is becoming more pressing. These past two years, ILGA-Europe seized opportunities to strengthen EU asylum laws in terms of protection for LGBTI asylum-seekers, and thus to step up the standards to be applied in all EU countries. A first success came with gender identity being explicitly introduced as a recognised ground of persecution alongside sexual orientation in an EU directive dealing with who can qualify as an asylum-seeker – the first EU directive ever to expressly mention gender identity. ILGA-Europe is expecting further progress to be made in the review of another piece of legislation, the Procedures Directives, which should include provisions to ensure that the particular needs of LGBTI asylum-seekers are taken into consideration in how asylum claims are examined.

As it is important to make sure that these positive legislative developments bring about concrete change, ILGA-Europe has already started the work of monitoring implementation of these EU laws. A first step is working on guidelines for LGBTI organisations and other allies on the significance of provisions in the EU legislation and how governments should be applying them at national level. Another part of our work has been to build relationships with the European Asylum Support Office with a view to working on training of asylum officers, and guidelines on how to treat information related to LGBTI asylum-seekers. ILGA-Europe also organised a training seminar for LGBTI organisations working in this area to strengthen their capacity to use courts to address gaps in European legal protection for LGBTI asylum-seekers. Finally, ILGA-Europe continues to facilitate exchanges of experience and information between LGBTI organisations dealing with asylum issues.



Martin Rømer (European Director of ETUCE) and **Evelyne Paradis** (Executive Director of ILGA-Europe) sign joint statement, May 2012

Education

Making headway towards safer and more inclusive schools for LGBTI youth is more than ever a priority for the organisation. However, until the EU adopts the horizontal anti-discrimination directive, EU institutions will continue to have limited competences in this area. In this context, ILGA-Europe has had to invest time to develop a different kind of strategy to promote inclusive education policy-making at European level. This is why a good part of the work of the past year went into mapping existing

opportunities and building alliances, especially with teachers' unions and education professionals. Concretely, ILGA-Europe – together with the International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation (IGLYO) – convened a roundtable with mainstream education NGOs and EU policy-makers to contribute to our strategic thinking on education. With respect to coalition-building, we joined in a statement from Education International – a teachers' union – on the International Day against Homophobia and Transphobia (IDAHO) affirming teacher unions' commitment *"to promoting inclusive and safe learning environments for all"*.

While progress towards legal protection against discrimination in education is limited in the EU, Council of Europe and UN bodies are starting to address the issue in various ways. ILGA-Europe therefore made

use of opportunities with UNESCO and actively contributed to the production of a *"Good practices guide on combating homophobic bullying"*, the first such tool produced by an intergovernmental body. We also feature in an awareness-raising video produced by the Council of Europe explaining the main challenges facing children who are LGBT or who have parents that are LGBT. This being said, much of ILGA-Europe's attention is turning to what is happening at national level, in part because education remains a competence of national governments, but also because so much of the expertise lies with national and local LGBTI organisations. And so focus is increasingly placed on gathering information about what members are doing, identifying needs and expertise within the membership with the aim of building on existing knowledge and developing effective means to share the experience and the good practices.

Employment

Building on the significant work done over the past decade in the area of employment, ILGA-Europe has been focusing on gaps in legal protection in Europe against discrimination in employment. ILGA-Europe is working on addressing a first gap area on gender identity discrimination in the workplace by raising awareness of European and national policy-makers about existing protection under EU law, and by working with EU officials on effective monitoring of the relevant EU gender equality directives related to discrimination in employment and access to goods and services. The second gap we are working to fill in our activities is employment issues beyond EU borders. Whether it is in Western Balkans' countries where there is legal protection but it is not put into practice, or whether it is in post-Soviet states where there is simply no legal protection, ILGA-Europe is looking to work more with local LGBTI organisations and their partners to support the adoption of effective measures to tackle employment discrimination.

Looking at instigating concrete changes in employment practices and workplace culture, another component of ILGA-Europe's activities has been to engage with key actors like trade unions, employers' organisations and businesses. Following from the successful joint work carried out with European trade unions in recent years, ILGA-Europe is regularly invited to provide expertise at trainings and to other projects to support them in putting their commitments on LGBT equality into practice. Working with businesses systematically has proven to be slightly more challenging, especially in the current economic context where equality falls off their priority list. Nonetheless, ILGA-Europe is hoping to engage more as some businesses are starting to lend their support to the EU horizontal anti-discrimination directive.

Family

While being a core issue for ILGA-Europe, the organisation's advocacy for legal recognition of the diversity of families and family relations is largely defined by the existing separation of powers between national and European level, a situation which often seems to limit our capacity to instigate change in this area. Given that family law is a national prerogative, much of the focus of ILGA-Europe's work is on supporting advocacy done by LGBTI groups at national level on legal recognition of same-sex couples and on parenting rights. We provide support through advice on strategy, legal expertise, sharing of good practices from other countries, taking part in events organised by members (e.g. conference organised by OLKE in Greece) or by public authorities (e.g. seminar held by regional council in France). We continue to engage with the Network of European LGBT Families Associations (NELFA), and support the Network where possible (e.g. through regular exchange of information, participation to events). This being said, ILGA-Europe is aware of the importance of supporting national LGBTI groups and is therefore exploring ways to do it more effectively in the coming years.

Meanwhile, ILGA-Europe carries out advocacy at European level to promote explicit inclusion of matters of relevance to LGBTI families in areas of EU competence. To this end, ILGA-Europe closely monitored discussions on property regime regulations (i.e. rules regulating joint property after divorces, death of one of the partner, etc.) proposed by the European Commission in 2011, making the case that there should be no distinction between how spouses and registered partners are treated, a conclusion shared by the Fundamental Rights Agency and the European Parliament's Civil Liberties and Justice Committee. In parallel to this, ILGA-Europe continued to call for the mutual recognition of the civil status of same-sex partners and their children across the EU through clear EU regulations. Furthermore, ILGA-Europe contributed to the European Commission's consultation on family reunification – i.e. rights of family members of non-EU citizens living in

the EU – with a view of widening the interpretation of clauses defining unmarried and registered partners and their children. Although these policies would only address few of the numerous challenges faced by LGBTI families in Europe, ILGA-Europe considers that greater inclusion of LGBTI concerns in these EU laws and regulations would be a step forward in increasing legal protection for couples and parents. In this regard, it is also important to note that the Council of Europe lent its support to a conference focusing on the lack of mutual recognition of the civil status of same-sex spouses/partners in Europe. The event, supported by ILGA-Europe, was held within the premises of the Council of Europe under the patronage of Mr. Thorbjørn Jagland, the Secretary-General of the Council.

This past year, we revised the organisation's family policy and updated "ILGA-Europe's key demands for the recognition of diverse families" to reflect more accurately the needs and claims of the LGBTI people across Europe. This document – to be formally adopted by ILGA-Europe's Executive Board later this year – will inform our advocacy at European and national level.



2nd European Meeting of LGBT Families, Catalonia, April 2012



Freedom of assembly, of association and expression

The ability to hold peaceful pride marches continues to be an important indicator of the level of political and public support for LGBTI communities and recognition of their human rights. This is why ILGA-Europe participated in several pride events again this year, some which marked improvement over previous years (such as the Baltic Pride and the Split Pride), some which were cancelled because of security risks (Kiev), others which took place under heavy police protection due to violence experienced in previous years (Budapest and Split). Human rights defenders in Russia continue to face prides and other public events being selectively banned by authorities. Beyond participation, ILGA-Europe's work remains largely focused on lending support to pride organisers in the lead-up to the event, especially to help put political pressure on authorities to uphold their human rights obligation to allow pride marches and to protect pride participants, including by working with the Council of Europe to intervene with government officials. When and where relevant, ILGA-Europe has also been supporting litigation cases related to freedom of assembly, as in the successful

Greg Czarnecki (former member of Executive Board) and **Sanja Juras** (member of Executive Board) at Budapest Pride, July 2012



Gabi Calleja and Tanja Lehtoranta (members of ILGA-Europe Executive Board) at Baltic Pride in Riga, June 2012



ILGA-Europe demonstration outside the Ukrainian Mission to the EU in Brussels, July 2012

case brought by GenderDoc-M to the European Court of Human Rights against Moldova's ban on the pride event in 2005.

A rapidly growing priority for ILGA-Europe this year has been the trend across a number of countries to adopt legal bans of so-called "homosexual propaganda". These bans, which clearly violate international human rights standards and constitute a serious threat to the rights to freedom of expression, assembly and association, have become a priority as they represent a renewed wave of criminalisation of LGBTI communities. ILGA-Europe has been working with national LGBTI groups to report on these developments to European and international institutions and other actors to instigate

international pressure (including through a roundtable organised with activists in Brussels). We have also gathered legal expertise on the subject (through publication of joint legal analysis with the International Commission of Jurists), used our communication tools (social media, website and magazine) and held a public demonstration in Brussels to raise public awareness. As the bans on "homosexual propaganda" will undoubtedly – and unfortunately – be a fixture in the political landscape of some countries for the years to come, ILGA-Europe is developing ways to support activists towards longer-term strategies to advocate for protection of human rights in the context of such laws, and looking into mechanisms to respond to security issues raised by the introduction of such laws.



Hungarian police contain protesters at Budapest Pride, July 2012

Homophobic and transphobic violence

With the broader objective of advocating for European legislation on hate crimes in mind, ILGA-Europe seized opportunities this year to build the legal ground for a future EU directive. One such opportunity was the adoption of the EU's Victims Rights Directive, which as a result of ILGA-Europe's advocacy, recognises the potential existence of specific protection needs of discriminatory violence victims, including in relation to sexual orientation, gender identity or expression. The adoption of this piece of legislation will not only improve support services offered to victims of hate crimes, including homophobic and transphobic crimes, it is also an important step towards improving the EU's definition of hate crime by explicitly recognising homophobia and transphobia, along with other forms of

discriminatory motives. In addition, ILGA-Europe continued to build political support for a EU legislation, by working with other equality and social NGOs on a common position on bias-motivated violence. We also published a research on the legal basis in EU treaties for a EU hate crimes bill, which was discussed at a seminar in the European Parliament.

Alongside political advocacy, a lot of focus is put on strengthening documentation and reporting of incidents of hate crimes. ILGA-Europe continued to work with its members to provide the OSCE and other institutions with all the available information on the incidents recorded in Europe. At the same time, we believe that improving



Delegates of the European Gay Police Association conference in Dublin at a reception hosted by the President of Ireland, Michael D. Higgins, May 2012

documentation and reporting remains a priority for two main purposes: to effectively address impunity around homophobic and transphobic violence in all countries, and to have evidence for the need for legislation and policies to tackle hate crimes at European level. Part of this work is currently done as an associate partner in the Facing Facts! project which aims at assessing existing good practices on monitoring hate crimes in Europe. Later this year, ILGA-Europe will launch a large-scale project on documenting homophobic and transphobic violence in Europe. The aim will be to collect data in different countries using a common methodology in order to generate comparable data on homophobic and transphobic violence in Europe, to support the argument for a need for European law.

Another important component of ILGA-Europe's work in this field is around the capacity of police forces to tackle homophobic and transphobic violence. The final conference of our four-year project on "Working with the police", which brought together police forces, NGOs and national policy-makers, offered an opportunity to adopt clear recommendations on the benefits of strengthened relationship

and dialogue between law enforcement officials and LGBTI organisations at national level. Drawing on the conclusions of the project, we took part in several roundtables and conferences organised by NGOs in the presence of police forces, including at the Baltic Pride (Riga), at the Rainbow Spring of Mikolayiv (Ukraine), and at the conference of the European Gay Police Association in Dublin.

Finally, ILGA-Europe paid attention more particularly to the issue of hate speech this year and partnered with Article 19 – the leading NGO working on freedom of expression – to reflect on the protection of freedom of expression while fighting homophobic and transphobic speech. ILGA-Europe commissioned Article 19 to research the articulation of freedom of speech and the regulation of hate speech, and the two organisations then co-organised a meeting with legal experts and European officials to discuss the findings of the study. ILGA-Europe hopes to build on this study to contribute to informed discussions around freedom of expression and homophobic/transphobic speech based on human rights standards and principles in the coming year.

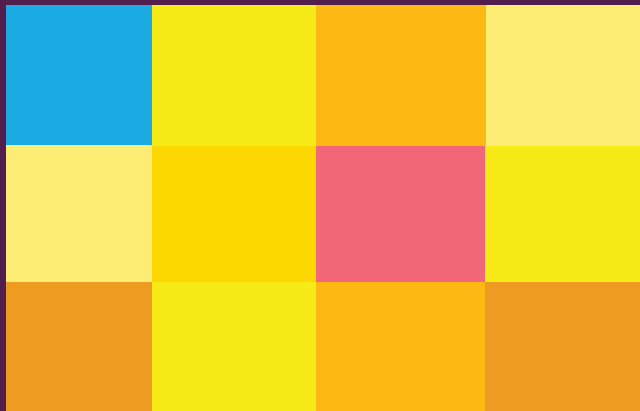
Health

ILGA-Europe's work in the area of health remains largely underdeveloped, partly because the breadth of issues is far-reaching and partly because European institutions have limited competences in relation to public health and access to health services. Much of the energy in the past year has been put on internal research and learning about health related issues (through participation at LGBTI events on health) and exploring entry points with European institutions with a view of formulating a more coordinated strategy in the next year. It is proving to be a challenge to get access to European policy-makers working in the health sector, and so ILGA-Europe has been seizing all opportunities to try to engage with institutions, such as responding to

a public consultation on measures for improving the recognition of prescriptions issued within the EU and discussions in the European Commission and Council of Europe on bans on blood donation. Moreover, it should be mentioned that we are still finding our way as to how to specifically advocate on the issue of depathologisation of trans identities at European level. Although it is raised through several positions taken in relation to legal recognition, ILGA-Europe aims to develop more targeted actions to support the work towards depathologisation. Moreover, ILGA-Europe is scoping for cases on health related issues to support through the collective complaint mechanism of the European Social Charter.

Strategic Objective 2

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



ILGA-Europe engaged in two significant organisational processes in the past year. The first one is the revision of the organisation's constitution and standing orders. Led by the Executive Board, the exercise is aimed at strengthening our legal standing by ensuring that ILGA-Europe statutes fully comply with Belgian law and meets all the mandatory legal requirements for NGOs registered in Belgium. The revised constitution and standing orders will be discussed at the Annual General Meeting in Dublin. The other large organisation endeavour this year has been the reshaping of our capacity-building programme. After years of working in the framework of projects, ILGA-Europe developed a new approach to enable us to be more flexible, and thus to respond more effectively to the ever-evolving needs of the European LGBTI movement. As such, ILGA-Europe aims to enable the European LGBTI movement to be better able to respond to emerging trends or needs, such as around the adoption of bans of "homosexual propaganda", tackling hate speech and hate crimes, as well as enhancing campaigning and communication skills. The

organisation has been able to secure core funding for two years for its revamped programme and to recruit new staff members to further strengthen its programmes team. In light of this new approach, ILGA-Europe is also working on improving its needs' assessment tools and expertise, to ensure that its capacity-building activities are aligned with the needs of activists on the ground.

Fundraising is a constant feature on ILGA-Europe's work programme as funding is essential to sustain the activities of the organisation – from its advocacy and communication work to its capacity-building of the LGBTI movement. In the past year, ILGA-Europe worked to renew existing grants as well as to secure new ones. The Open Society Foundations – which has long been supporting ILGA-Europe through project funding – awarded a new grant to ILGA-Europe to support its reshaped capacity-building programme. ILGA-Europe also obtained a grant from the Global Fund for Equality of the US government which will contribute to capacity-building in several East European countries. This being said, while currently successful at securing grants from public donors and private foundations, ILGA-Europe continues to look for other sources of funding in the future and will be stepping up its fundraising activities in a near future to broaden its funding base.

ILGA-Europe also continues to build strategic partnerships to enhance the impact of our work and strengthen our own capacity. The organisation has joined a project led by the US-based Freedom House aiming at building capacity around emergency responses to security issues for LGBTI human rights defenders. The project is carried out by a consortium of organisations representing different regions of the world. ILGA-Europe is also working to strengthen alliances with various organisations in order to be able to better respond to the rise of the opposition to human rights of LGBTI people led by religious right organisations. Much of the opposition is organised in cross-regional context and thus part of the strategy it to build relations with and learn from organisations in the United States.



Participants of ILGA-Europe 15th Annual Conference in Turin, October 2011



Activists from Western Balkans and Turkey
on a study visit in Brussels, May 2012

Strengthening the capacity of LGBTI organisations

ILGA-Europe's capacity building work continues to contribute successfully to the development of strong, skilled and sustainable LGBTI groups in Europe, in particular in Russia and Western Balkans. ILGA-Europe's three-year project in Russia came to an end and achieved sustainable results: project partners have secured funding from international donors to continue activities and to grow as a movement after the end of the project, and activists have acquired the knowledge and skills to monitor human rights violations and advocate for the rights of LGBTI people. Work will be developed to further strengthen advocacy skills, including in the context of the bans on "homosexual propaganda". Partners to our Step Up! Project in the Western Balkans have developed stronger organisational structures and a strategic approach to advocacy as a result of targeted training seminars (such as the strategic planning session held with the project partner in Albania or the session on human rights documentation and monitoring held in Bosnia and Herzegovina) and ongoing coaching provided by ILGA-Europe since 2010.

Building on the increased capacity of LGBTI organisations to carry out evidence-based advocacy, ILGA-Europe launched a new project in late 2011 aimed at monitoring the implementation of the Council of Europe Recommendations on LGBT rights (adopted in 2010) at national level. Through the project, seventeen organisations received grants to carry out extensive documentation and write country reports on compliance of their national governments with their commitments at the Council of Europe. The project partners also took part in trainings on human rights documentation and advocacy. As such, this project brings together the collective strength of LGBTI activists from across Europe to achieve progress at European level, while offering a unique opportunity to strengthen the documentation skills of activists and to support national level advocacy.

ILGA-Europe also organised this year again several study visits to European institutions (one with EU institutions for activists from Western Balkans and Turkey, one at the Council of Europe for Turkish activists) as a way to enhance their understanding on how institutions function and how they can be used as leverage in their advocacy at national level. Moreover, ILGA-Europe continued to invest in building the capacity of LGBTI activists to use litigation as an advocacy tool by offering three thematic litigation seminars (respectively on asylum, trans and LGBTI families) and small grants to support development of national litigation strategies (seven groups received funding in 2011 and 2012). As a result of training sessions and mentoring for LGBTI activists, more groups – especially in Central and Eastern Europe – are starting to integrate litigation in their broader advocacy strategies and to use courts effectively to make progress at national level. In doing so, LGBTI organisations are increasing the number of cases on LGBTI rights generated in Europe, including cases which could create jurisprudence at the European courts.

Two other important components of ILGA-Europe's capacity-building are (1) grant-making and (2) exchange of information and good practices. In recent years, ILGA-Europe stepped up its re-granting activities (which in 2012 represents close to 20% of its budget), especially by making use of its established re-granting tools and procedures (namely the Documentation and Advocacy Fund). Since October 2012, ILGA-Europe gave out 25 grants (ranging from 5,000€ to 15,000€) to LGBTI groups across Europe to support documentation of human rights violations, evidence-based advocacy and litigation at national level. When it comes to facilitating good practice and information sharing between LGBTI organisations, much of the work continues to take place through the Annual Conference and ILGA-Europe's networks (EU Network, Accession Network and the Mediterranean Network), though this has been identified as an area to strengthen in the coming year.

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

While the promotion and inclusion of diversity is very much a long-term process and commitment, ILGA-Europe has taken concrete steps in 2011 and 2012 towards achieving this goal. The Diversity Working Group – made up of staff and board members – has been carrying out its two-year Diversity Action Plan which includes actions in relation to employment and governance policies, communication, and alliance-building. In the past year, the Working Group paid particular attention to ways to promote more inclusive participation and representation in the organisation, work that was reflected in the adoption of a policy of inclusive participation, the elaboration of a code of conduct for event participation and a policy on accommodation of needs, among other tools. The Working Group also looked at ways to support and enhance the capacity of member organisations to promote diversity within their organisation and their work. Aware that translating promotion of diversity into practice is not always a straightforward process, the Working Group launched a project to compile diversity good practices within the membership, in

order to give concrete suggestions on how to be more inclusive of the diversity within LGBTI organisations. These good practices will be available later on this year.

Progress is being made in terms of building leadership and ownership at both board and staff levels on realising our diversity objective. It has been particularly helpful to put down in writing what the organisation does and commits to doing to promote more inclusive participation, in order to increase our own accountability and to make our diversity commitments more visible. Yet, the challenge for us all remains to change our mind set from thinking of diversity as an add-on to our work and activities to treating it as an integral part of everything we do. This requires further thinking to identify where and why our organisations are not fully inclusive and to assess our own practices and policies. This will be part of ILGA-Europe's on-going work, along with developing concrete tools to get us all to change our thinking habits and to help us integrate diversity in everything we do.



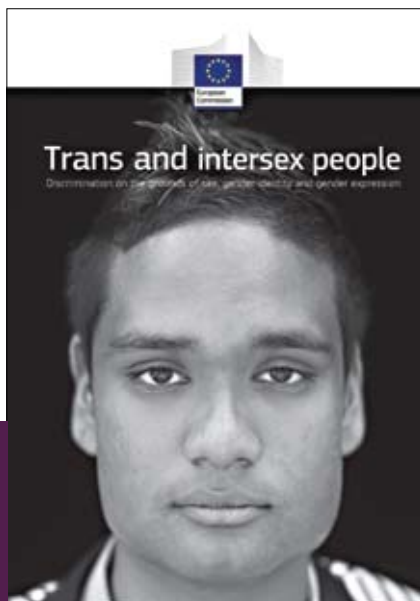
Destination>>Equality magazine with a focus on gender

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

ILGA-Europe has finally reached the stage where it reaps the benefits of the time and resources invested in building its own knowledge on and capacity to advocate for rights of trans people. Although there will always be room for improvement and ongoing learning, the organisation is in a much stronger position to fully integrate trans

issues across its work, from building the trans perspective into our capacity-building projects (including the Council of Europe project) to our ability to take trans specific issues fully on board in our policy work – whether it is in relation to tackling violence, to the recognition of diverse families or to protection of asylum-seekers. In fact, some of our biggest advocacy achievements this year relate to getting gender identity and gender expression introduced for the first time in EU law. This being said, ILGA-Europe's successes are largely dependent on having a strong trans movement in Europe. Indeed, the legitimacy and credibility of our advocacy relies on the fact that it is based on the needs and claims as identified by the trans community itself, and that most of our actions are taken jointly with Transgender Europe (TGEU). This is why ILGA-Europe remains strongly committed to supporting TGEU's organisational development – through training and coaching on planning, organisational management, governance – while at the same time welcoming ongoing opportunities to learn from TGEU's members, for example through participation at its bi-annual Council.

Now a similar road is progressively being taken in relation to the rights of intersex people, with the hope that ILGA-Europe can build internal knowledge of intersex issues and be truly inclusive of intersex activists while at the same time empower intersex activists to self-organise. Throughout the year, ILGA-Europe has been investing time to extend its knowledge of intersex activists better and to learn about their needs and concerns. The organisation is also co-organising the 2nd intersex forum with ILGA later in 2012, which we hope will set a good foundation for future work and advocacy. Clearly, this will remain an area of ongoing learning and exploration, one in which ILGA-Europe is committed to putting more time and resources in the coming years.



European Commission report
on the rights of trans and
intersex people co-written by
Silvan Agius, ILGA-Europe
Policy Director

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



Launch of the first ILGA-Europe Annual Review of the Human Rights Situation of LGBTI People in Europe, Brussels, May 2012.

Martin K.I. Christensen (Co-Chair of ILGA-Europe Executive Board), **Jan Jarab** (Regional Representative, UN Office of the High Commissioner for Human Rights), **Evelyne Paradis** (Executive Director of ILGA-Europe), **Heather Grabbe** (Director of the Open Society Institute – Brussels), and **Cecilia Malmström** (EU Commissioner for Home Affairs)

An important goal for ILGA-Europe at the moment is to improve its communication tools to allow us to demystify the organisation's work and thus to reach out to broader audiences. From the reshaping of our publications – the Euro-Letter and *Destination >> Equality Magazine* – to the stepping up of our presence on the social media (Facebook, Twitter and a new blog) the aim is to increase the accessibility of information about ILGA-Europe's activities as well as



about important legal and political developments for LGBTI people in Europe.

In this respect, the highlight of the year was undoubtedly the launch of ILGA-Europe's first *Annual Review of the Human Rights Situation of LGBTI people in Europe*. The *Annual Review* coupled with the *Rainbow Europe Map* perfectly illustrate the new direction taken by ILGA-Europe: on one hand, to build on ILGA-Europe's existing and recognised strength of producing credible and relevant information for European and national policy-makers, and on the other hand, making the information



available in user-friendly formats and language. Based on positive reactions from decision-makers, activists and media following the launch, there is reason to believe that the *Annual Review* with the *Rainbow Map* will quickly become a flagship project for ILGA-Europe. Not to mention a wonderful opportunity for direct engagement in the organisation's work as this publication is truly a collective endeavour relying on the contribution of ILGA-Europe staff, board and members.

The concrete steps taken in the past year signal the growing importance for ILGA-Europe to be more effective at public awareness raising and at gathering public support through campaigns. Not only is this becoming necessary to bring about political change at European level, ILGA-Europe also sees it as crucial to instigate sustainable changes in attitudes and mentality.



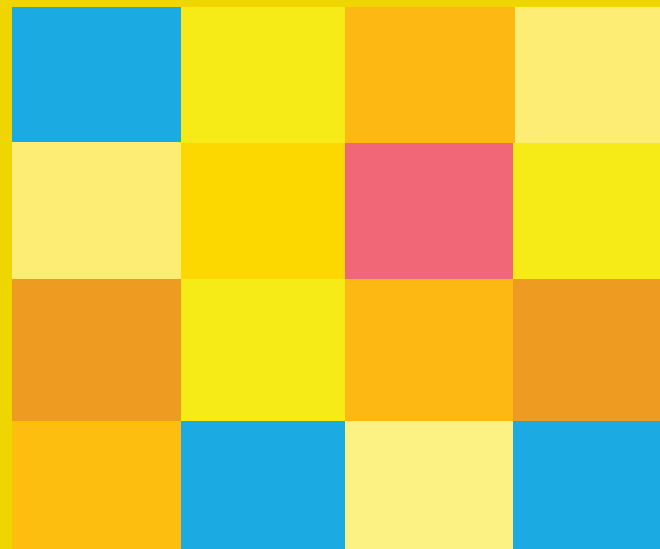
Embedding the principle of organisational learning in ILGA-Europe

As part of our on-going learning process, ILGA-Europe carried out an evaluation of its capacity building activities and an assessment of members' evolving capacity building needs. The aim was to ensure that ILGA-Europe can continue to offer capacity-building activities that are as relevant as possible to as many members as possible, to help us identify where to put our energy, expertise and resources, and to identify possible gaps to fill in the coming years. The survey – filled out by 54 member organisations from 37 different countries – not only confirmed that ILGA-Europe's capacity-building work contributes significantly to building their knowledge and know-how, but it also gave us a lot of insights into how to improve the impact of our capacity-building activities. The consultation also highlighted an increased interest from members to contribute to capacity-building activities by sharing their own expertise and experience, an interest ILGA-Europe wants to build on in the coming months. This assessment

work directly influenced the reshaping of ILGA-Europe's capacity-building programme, and will also feed into next year's strategic planning process.

Also contributing to ILGA-Europe's organisational learning was the documentary video produced to mark the organisation's 15th Anniversary. Through interviews of people who have contributed to the development of the organisation as staff, board or members, the video documents milestones in ILGA-Europe's history. The video allows us to acknowledge many people's contributions and organisational achievements, but also to learn from the ups and downs in the life of an organisation and a movement.





Member
organisations

of ILGA-Europe



Pan European



Association of Nordic LGBTQ Student Organizations - ANSO
European Gay Police Association
European Forum of LGBT Christian Groups
IGLYO
Transgender Europe

Albania



Aleanca
Pink Embassy/LGBT PRO Albania

Armenia



Guarantee Center of Civil Society
Pink Armenia
We For Civil Equality

Austria



Austrian Gay Professionals
Austrian Queer Families
Green Party LGBT Group
Homosexual Initiative (HOSI) Salzburg
Homosexual Initiative (HOSI) Vienna
Homosexuelle und Glaube Wien
QWIEN - Center for Gay & Lesbian Culture and History
Rechtskomitee LAMBDA
Rosa Lila Tipp
SoHo - Sozialdemokratischen Homosexuellenorganisation
VEPO Austria

Azerbaijan



Gender and Development

Belarus



Gay.by - Gay Alliance Belarus
GayBelarus

Belgium



Arc-en-Ciel Wallonie
Belgian Business Association
Belgian Pride
Brussels Gay Sports
Casa Rosa
çavaria
EGALITE - Equality for Gays and Lesbians in the European Institutions
English-speaking Gay Group
EX AEQUO
Federation Arc-en-ciel
Genres Pluriels
Goudou
HAGAR
Het Roze Huis - çavaria Antwerpen
Het Vlaams-Brabantse Holebihuis
Mikpunt
Polaris
Rainbow Times
RoSa Documentation Centre and Archives on Equal Opportunities,
Feminism and Women's Studies
Tels Quels
Wel Jong niet Hetero
WISH – Werkgroep Internationale Solidariteit met Holebi's

Bosnia and Herzegovina



Organisation Q

Bulgaria



Bilitis Resource Center Foundation
Sofia Pride

Croatia



ISKORAK - Sexual and gender minorities rights center
Lesbian Group Kontra
Lesbian organization Rijeka - LORI
Women's Room - Zenska Soba
Zagreb Pride

Cyprus



accept - LGBT Cyprus
Gay Liberation Movement of Cyprus
Queer Cyprus Association

Czech Republic



Charlie o. s.
PROUD Platform for equality, recognition and diversity

Denmark



BLUS
Lambda - Bøsser og Lesbiske på Fyn
LGBT Denmark
LGBT Ungdom

Estonia



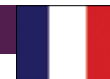
AIDS-i Tugikeskus (AIDS Information & Support Center)
Eesti Nahkmeeste Klubi
Estonian AIDS Prevention Centre
Estonian LGBT Association

Finland



Helsingin seudun Seta ry
Oulun SETA ry
Pirkanmaan SETA ry
Rainbow Families Finland
Seta - LGBTI Rights in Finland
Trasek ry
Turun seudun Seta ry

France



An Nou Allé!
Arc-en-ciel Toulouse
ARDHIS
Association CONTACT
Association de Lutte Internationales pour L'Identité des Femmes
Transgenres Travestis transsexuelles et Sida
Association des Familles Homoparentales
Association des Parents et Futurs Parents Gays et Lesbiens
Association PsyGay
Association The Warning
CARITIG
CENTR'ÉGAUX - Association des Centristes et Démocrates Lesbiennes
Gays Bi Trans et GayFriendly
Centre LGBT Paris et Île-de-France
Chéries-Chéris - Festival du Films Gay, Lesbiens, Trans et ++++ de Paris
Comité pour la reconnaissance sociale des homosexuel/les CRSH
Coordination Lesbienne en France
CQFD Fierté Lesbienne
David & Jonathan
Europe Ecologie - Les Verts
Fédération Française des Centres LGBT
GayLib
Homosexualité et Socialisme
Homosexuels Musulmans 2 France
Inter-LGBT

L'Autre Cercle
 L'Egide
 RHIF et Les Juristes Gais
 SOS Homophobie
 Trans Aide
 Universités d'Été Euroméditerranéennes des Homosexualités

FYR Macedonia



Women's Alliance

Georgia



Identoba
 Inclusive Foundation
 LGBT Georgia
 Women's Initiatives Supporting Group

Germany



AG Lesben und Schwule in der Berliner SPD (Schwusos)
 Akademie Waldschloesschen
 Aktionsbündnis gegen Homophobie e.V.
 AStA Universität zu Köln
 BAG Die Linke.queer
 BiNe German Bisexual Network
 Bundesarbeitskreis Lesben, Schwule, Bisexuelle und Transgender in ver.di
 Bündnis 90/Die Grünen Landesverband Berlin
 Fliederlich e.V.
 Initiative Queer Nations e.V.
 International Support Group for Information Transfer and Networking
 IVIM / OII-Germany
 Lesben und Schwule in der Union
 Lesbenring e.V.
 Lesbian and Gay Federation in Germany LSVd
 Mann-O-Meter e.V.

Municipal Working Group Tolerantly Brandenburg
 Referat für Lesben Schwule Bi & Transsexuelle der ASTA TU
 RollenWechsel
 Schwulenreferat der Carl von Ossietzky Universität
 Sonntags-Club e.V.
 Spinnboden Lesbenarchiv & Bibliothek e.V.
 TransInterQueer e.V.
 Völklinger Kreis e.V.

Greece



Co-operation Against Homophobia
 Lesb.Equal - Lesbians for Equality
 OLKE (Gay and Lesbian Community of Greece)

Hungary



Habeas Corpus Working Group
 Háttér Support Society for LGBT People in Hungary
 Hungarian LGBT Alliance

Iceland



Samtakafrettir

Ireland



BeLoNG To
 Cork Gay Community Development
 GLEN - Gay + Lesbian Equality Network
 Labour LGBT Ireland
 National Lesbian & Gay Federation

Italy



3D - Democratici per pari Diritti e Dignità LGBT
 Arcigay

Arcigay Catania
 Arcigay Frida Byron Ravenna
 Arcigay Gioconda Reggio Emilia
 Arcigay Il Cassero
 Arcigay La Giraffa
 Arcigay Matthew Shepard
 Arcigay Piacenza
 Arcigay Pisa
 Arcigay Roma Gruppo Ora
 ArciLesbica
 ArciLesbica Bologna
 Associazione InformaGay
 Associazione Omosessuale Articolo 3 Palermo
 Associazione Radicale Certi Diritti
 Circolo di Cultura Omosessuale Mario Mieli
 Circomassimo - Associazione gay e lesbica
 Comitato provinciale Arcigay CIG - Milano
 Comitato provinciale Arcigay di Rimini "Alan Mathison Turing"
 Coordinamento Torino Pride GLBT
 CUBE - Centro Universitario Bolognese di Etnosemiotica
 Di'Gay Project
 Famiglie Arcobaleno
 Ireos - Centro Servizi Autogestito Comunità Queer
 Omphalos Gay and Lesbian Life

Latvia

Alliance of lesbian, gay, bisexual, transpersons and their friends – Mozaika

Lithuania

Lithuanian Gay League
 Tolerant Youth Association

Luxembourg

Rosa Lëtzebuerg Asbl

Malta

Malta Gay Rights Movement

Moldova

GENDERDOC-M Information Centre
 Montenegro
 Juventas
 LGBT Forum Progress

The Netherlands

African Gay Youth Foundation
 AOb - Algemene Onderwijsbond (General Union of Education)
 Christelijk Nationaal Vakverbond - Onderwijsbond - Homowerkgroep
 COC Amsterdam
 COC Haaglanden
 COC Nederland
 COC Rotterdam
 COC Tilburg
 Dutch Bisexual Network
 EduDivers
 Embrace Pink Foundation
 Foundation Transman
 HoMOVISIE
 Ihlia
 ILGA Support Group Utrecht
 Landelijk Homonetwerk Politie
 Meer dan Gewenst
 RozeLinks
 Schorerstichting
 Stichting De Kringen Utrecht
 Stichting FLL
 Stichting Homosexualiteit en Krijgsmacht
 Transgender Netwerk Nederland
 Workplace Pride

Norway



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

Poland



A.W.R. Softpress
 Campaign Against Homophobia
 Fundacja Równości (Equality Foundation)
 KdT Fundacja Kultura dla Tolerancji - Culture for tolerance Foundation
 Lambda Szczecin Association
 Lambda Warszawa Association
 Trans-Fuzja Foundation

Portugal



Beja Diversidades
 ILGA Portugal
 Obra Gay Associação

Romania



ACT-Q Romania
 Asociația ACCEPT
 Association Equal from Romania

Russia



Coming Out Saint Petersburg LGBT Organization

Gay Youth Right Defence Organization
 Raduzhny Dom
 Rakurs - Arkhangelsk regional non-governmental LGBT organization
 Russian LGBT Network
 Russian LGBT Sport Federation
 Russian National GLBT Center TOGETHER
 The St.Petersburg LGBT Human Rights Center - "Krilija (Wings)"

Serbia



Gayten LGBT, Center for Promotion of LGBTIQ Human Rights
 Labris
 Novi Sad Lesbian Organization

Slovakia



Hnutie Ganymedes
 Iniciatíva Inakosť

Slovenia



Association informational centre Legebitra
 Društvo DIH - Association for integration of homosexuality
 Lesbo
 Roza Klub
 ŠKUC-MAGNUS

Spain



ASECAL
 Asociación Española de Transexuales
 Asociación Internacional de Familias por la Diversidad Sexual
 Asociación Reaccional
 Asociación de Familias Lesbianas i Gais
 Barcelona International Lesbian and Gay Film Festival
 Casal Lambda
 Col·lectiu Lambda de València

Colectivo de Lesbianas, Gays, Transexuales y Bisexuales de Madrid
 COLEGAS
 Coordinadora Gai-Lesbiana
 FELGTB - State Federation of Lesbian, Gays, Transgender and Bisexual people
 Fundación Triángulo
 GEHITU
 Grupo Lesbianas, Gays, Transexuales y Bisexuales del PSOE
 Lambda
 Orgullo Gay Madrid
 Plataforma Popular Gay
 SOM COM SOM, Collectiu per l'Alliberament Sexual del Valles

Sweden



C-Gay The National Network of HBT persons within the Centre Party
 HBT-Liberaler
 Hbt-socialdemokrater Sverige
 Positiva Gruppen
 RFSL Forbundet (National)
 RFSL Fyrbodal
 RFSL Gävleborg
 RFSL Göteborg
 RFSL Kronoberg
 RFSL Linköping
 RFSL Malmö
 RFSL Nord
 RFSL Norrköping
 RFSL Örebro
 RFSL Östersund
 RFSL Skaraborg
 RFSL Stockholm
 RFSL Sundsvall
 RFSL Umeå
 RFSL Ungdom The Swedish Youth Federation for LGBT rights
 Riksförbundet EKHO
 ROHS - National Swedish LGBT Solidarity Organization

ROHS Riksorganisationen Homosexuella Socialister
 Swedish Federation of LGBTQ students

Switzerland



Association 360
 Dialogai
 Habs
 Homosexual Working Groups Zurich
 Homosexuelle Arbeitsgruppen Bern
 Juragai
 Lesbenorganisation Schweiz - LOS
 Lestime
 Network
 Pink Apple Lesbian & Gay Film Festival
 PINK CROSS Swiss Gay Organization
 The Swiss Rainbow Families Association
 Vogay
 WyberNet

Turkey



Gay & Lesbian to socialize and Rehabilitation
 Kaos GL
 Lambdaistanbul LGBT Solidarity Association
 LİSTAG - Families of LGBTs in Istanbul
 Pink Life Association LGBTT Solidarity
 Social Policies, Gender Identity and Sexual Orientation Studies
 Association - SPOD

Ukraine



Gay Alliance Ukraine
 Informational and Educational Center "Women Network"
 Insight Public Organization
 Mykolayiv Association for Gays, Lesbians and Bisexuals 'LiGA'
 Nash Mir (Our World) Gay & Lesbian Center

Public organization "Informational-Educational Center "For Equal Rights"

United Kingdom



ALEGRI

Campaign for Homosexual Equality

Coalition on Sexual Orientation

Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations

Croydon Area Gay Society

Equality Network

Gay Activists Alliance International

Gay and Lesbian Humanist Association

Gay Christian Europe

Gay Men's Health

Here

Imaan

Jewish Gay and Lesbian Group

Labour Campaign for Lesbian, Gay, Bisexual and Transgender Rights

Lesbian and Gay Christian Movement

Lesbian, gay & Bisexual Anti-Violence and Policing Group

LGBT History Month

LGBT Youth North West

London Bisexual Group

London Lesbian and Gay Switchboard

Metro Centre Ltd

Mosaic LGBT Youth Centre

National Union of Students UK Lesbian, Gay, Bi and Trans Students

Campaign

OutRage!

Press for Change

Stonewall

Stonewall Scotland

The Fire Brigades Union LGBT Committee

TransLondon

UK Black Pride

UK Lesbian & Gay Immigration Group

UNISON - Cymru Wales - LGBT Group

UNISON - East Midlands - LGBT Group

UNISON - Greater London - 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 Region - LGBT Group



Executive Board

The ten Executive Board members and one reserve elected by the 2011 Annual Conference in Turin were:

Louise Ashworth (UK), Paulo Côrte-Real (Portugal), Martin K.I. Christensen (Denmark), Sanja Juras (Croatia), Tanja Lehtoranta (Finland) were elected for a two-year mandate.

The other members of the ILGA-Europe's Executive Board are **Gabi Calleja (Malta), Greg Czarnecki (Poland)** (until May 2012), **Linda Freimane (Latvia), Kristian Randjelović (Serbia), Pierre Serne (France).**

Björn van Roozendaal (The Netherlands) (until January 2012) was elected as a reserve Board member.

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.



Gabi Calleja
Co-Chair



Martin K.I. Christensen
Co-Chair



Pierre Serne
Treasurer



Greg Czarnecki
Deputy Treasurer
(until May 2012)



Louise Ashworth
Co-Secretary



Paulo Côte-Real
Co-Secretary



Linda Freimane
Board member



Sanja Juras
Board member



Tanja Lehtoranta
Board member



Kristian Randjelović
Board member



Björn van Roozendaal
Reserve board member
(until January 2012)

Staff



Maxim Anmeghichean
Programmes Director
(until January 2012)



Björn Van Roozendaal
Programmes Director
(since April 2012)



Evelyne Paradis
Executive Director



Lilit Poghosyan
Senior Programmes &
Policy Officer



Olimpia Ciripoiu
Finance & Administration
Manager



Juris Lavrikovs
Communications
Manager



Silvan Agius
Policy Director



Camille Lambinon
Finance & Administration
Officer/Assistant to the
Executive Director



Nanna Moe
Communications Officer



J  l Le D  roff
Senior Policy &
Programmes Officer



Marharyta Babenko
Finance & Administration
Officer



Iina Korkiam  ki
Intern
(August-September 2012)



Sophie Aujean
Policy & Programmes
Officer

Report on ILGA-Europe's finances for 12 months to 31 December 2011

Overview

The accounts presented are the audited income and expenditure for 12 months for the period January to December 2011 with comparison to the indicative budget for 2011 approved at The Hague conference. 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 €2,156,685 income and an expenditure of €2,182,984 with the difference of €26,299 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 incurred due to external factors outside of organisation's control (i.e. bank charges and other costs linked to the delay in receiving funders' grant installments, cancellations during our events, other costs not eligible under the grant agreements). It should be noted that such losses are covered by income coming from the specific funders who agreed to the 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 (EC) funding contributed approximately 42.65% 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 Foundations, COC Nederland, Dutch Government and Civil Rights Defenders. We are grateful for their continuing support.

In 2011, we have managed to successfully secure two new grants: from the OSF towards our work on strategic litigation and from the Dutch Government to continue and strengthen our work on combating homophobic and transphobic violence and implementing the Council of Europe's Recommendation on LGBT rights.

Comparison to budget

The indicative budget for 2011 approved at The Hague conference proposed expenditure of €1,824,000 for 12 months. In the end, total spending for the year 2011 (of €2,182,984) increased by 20% as compared to the proposed budget due to the new sources of funding secured. It should be noted that we have fully spent our EC grant money which is a notable achievement for our 2011 financial year. It should also be highlighted that, through the tremendous fundraising help of the local host organisation in Italy, we have managed to provide the highest number of scholarships in the history of our annual conference (82 scholarships awarded) which almost doubled the budget of our annual conference in 2011. Moreover, all our project-based grants were spent following the lines of the applications submitted. Our goal is confirmed and remains the same: 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, they are explained by the developments that took place in 2011 (i.e. increased number of scholarships for 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 slight underspending on staff costs which is explained by gaps in employment and leave of absence of staff members. The "overspending" on the 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 secured by the Italian host organisation, the Dutch Government and an anonymous funder. A comparison of certain items of January-December 2011 expenditure with the detailed budget follows:

- **Staff costs:** expenditure is running under budget, mainly because of gaps in employment and leave of absence of staff members.
- **Executive Board meetings:** expenditure is slightly over the total budget for 12 months due to costs that are difficult to forecast when budgeting such as: invited experts to address work themes on Board's agenda and flight costs linked to locations when new Board members are elected.
- **Annual Conference costs:** expenditure is above the budget due to obtaining the scholarship dedicated grant which allowed us to award an increased number of scholarships for our Conference in 2011.
- **EU network:** running below budget, partly due to lower costs for the second EU network and a slight decrease in the number of participants.
- **Grant making:** running above budget due to newly secured grants that focus on our re-granting schemes.

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 Greg Czarnecki, Sanja Juras and Olimpia Ciripoiu)

ILGA-EUROPE INCOME AND EXPENDITURE ACCOUNT

FOR 12 MONTHS TO 31st DECEMBER 2011

	Actuals at 31.12.2011		Budget for 2011		Notes
	Euros		Euros		
	01/01/2011 - 31/12/2011	01/01/2011 - 31/12/2011	01/01/2011 - 31/12/2011	01/01/2011 - 31/12/2011	1
INCOME					
European Commission grant		919824		967458	2
Sigrid Rausing Trust		198435		224094	
OSF (Advocacy Project)		99699		99962	
OSF (Strategic litigation - new grant)		50780		0	
COC/NIS Project		3408		0	
Anonymous Donor 1		73223		78468	
EIDHR		300295		268186	
Dutch gov grant (2008-2011)		54055		50000	
Dutch gov grant (2011-2012) (new funding)		231711		0	3
Funding raised from other sources (conference fees, scholarships, cofunding EIDHR, etc)		225256		135832	
TOTAL INCOME		2156685		824000	4
EXPENDITURE					
SECRETARIAT COSTS					
Staff costs	771147		850000		
Office and other co-ordination costs	231245	1002392	157000	1007000	5
GOVERNING BODIES					
Board meetings	31075		22000		
Annual Conference (incl scholarships for CEE countries)	250005	281080	134000	156000	6
WORK PROGRAMME ACTIVITIES					
Policy Work and Information Dissemination	144537		139000		7
EU Co-ordination Network Meetings	28807		31000		
Strategic litigation	13125		12000		8
Other seminars and project activities	143743	330212	130000	312000	
GRANT-MAKING					9
Joint projects with partners	52701		20000		
Human Rights Violations Fund	30659		15000		
Advocacy Project Re-granting	61000		61000		
Re-granting (Council of Europe project)	174940		0		
EIDHR project	250000	569299	253000	349000	
TOTAL EXPENDITURE		2182984		1824000	
Other costs		0			
TOTAL EXPENDITURE		2182984		1824000	10
Net income/loss*		-26299		0	

Notes:

*Net loss consists of various costs not eligible for support under grant agreements conditions. It also includes part of COC/NIS grant money carried forward from previous years amounting to approximately €8600.

NOTES TO ILGA-EUROPE INCOME AND EXPENDITURE ACCOUNT FOR 12 MONTHS TO 31 DECEMBER 2011

1. The Budget is the indicative budget approved at the Annual Conference in The Hague.
2. The European Commission grant amounts to 82.83% of EU co-funded expenditure incurred between January and December 2011, in line with the applicable funding contracts.
3. In 2011, the Italian local host organisation has secured a €43,000 as direct support towards awarding scholarships to our Annual Conference in Turin 2011.
4. The total actual income for the year 2011 is bigger than the budgeted amount due to new sources of funding secured in 2011.
5. Office and coordination costs: rent, depreciation, office supplies, telephone/fax, costs associated with organisation of activities, etc.
6. Annual Conference: this heading includes all expenses related to organising the Annual Conference. It should be noted that the number of participants to the conference in Turin has increased by 30% as compared to the previous year.
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, Council of Europe and EU study visits, Strategic litigation training, participation in European Parliament hearings and conferences, meetings with member organisations, support of pride events, 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, Council of Europe Committee of Ministers Recommendation grants and joint projects with members (Transgender working group meetings, capacity building events).
10. The total spending for the year 2011 of €2,182,984 has increased by 20% as compared to the proposed budget €1,824,000 due to the new sources of funding secured (towards our re-granting scheme) as well as costs that were not included in the original budget (i.e. new regulations around VAT applied to EC cross-border services that needs to be paid to the Belgian authorities).

