



Annual Report for 2005-2006



The European Region of the International Lesbian and Gay Association

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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 undertake translations of our documents;
- **Mark Bell** and **Robert Wintemute** for their advice, support and strategic contribution to legal strategies;
- **BGO Gemini** for the work in organising the Sofia conference 2006;
- the **European Commission** for continued core funding and for the support of the Anti-Discrimination Unit;
- the **Sigrid Rausing Trust** for its continued funding of our work on Eastern Europe, the Council of Europe and Transgender Programmes;
- **OSI** for the funding of the Advocacy Training Programme;
- **COC** for the resourcing of the Health Advocacy Project;
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 - * **Pride Organisers**, Canterbury, England
 - * **Crispin Thurlow** and **Jurg Koch** – UK and USA
 - * **Pink Cross**, Switzerland
 - * **Homosexuelle Arbeitsgruppe**, Switzerland
 - * **RFSL**, Sweden
 - * **LOS**, Switzerland
 - * **Luzius Sprungli**
 - * **John Bowis**, London and Brussels
 - * **Central Trust for Central and Eastern Europe**
 - * **Arcigay**, Italy

Foreword

This *Annual Activity Report* is the report from the Executive Board to our members on the activities of the staff and the board in relation to the Work Programme approved by the Budapest conference in October 2004. It covers the period between the Paris conference in October 2005 and our Sofia conference in October 2006.

We got on track working with a Strategic Plan, and we learned to work with the identified performance indicators reported in the same way as in the 2005 Annual Activity Report. We have of course continued to give account of our activities and developments in the new styled Newsletter and the Euro-Letter as they have occurred.

For one of our staff members, Sofia is the last conference: Olivier Collet will be leaving us after this conference, as he will take up again his studies to finish his degree, and after years of hard and dedicated work we want to thank him for his dedication to ILGA-Europe.

A board member left us during the year: Philipp Braun was elected ILGA Co-secretary general at the ILGA conference in Geneva in March this year, and at the September board meeting he resigned. We thank Philipp for the great work he did in the board and at the United Nations, and we wish him a lot of success in his new function.

We welcome Inge-Lise Paulsen as board member to replace Philipp as first reserve Elisabeth Qvarford had previously resigned for personal reasons. We would like to thank Elisabeth very much for the work she had already done in the board over the last year, and we wish her very well for her studies and hope to see her back again once she will have finished her studies.

This year we were more than before confronted with violent anti-pride demonstrations and bans of pride events. One of the most violent events was the Moscow Pride where ILGA- Europe board members Pierre Serne and Kurt Krickler suffered physical injuries after violent attacks by counter demonstrators. In other Eastern European countries, some already part of the European Union, pride organisers also had to experience a lot of hatred and violence against the pride events they were organising.

A special thank to the whole committed staff team for the great work they accomplished this year again, in order to combat discrimination based on sexual orientation, gender identity and gender expression and to promote equal rights for LGBT people in and outside the European Union – often in collaboration with other European NGOs, thus mainstreaming our issues in a more global context of human rights and multiple discrimination.

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

Future perspectives

The second year of using ILGA-Europe's Strategic Plan 2005-2008, as adopted in Budapest in 2004, to guide and evaluate the activities of the organisation, has shown – as this activity report will tell – that ILGA-Europe continues achieving a lot of progress in pursuing its six strategic objectives set out in this Strategic Plan.

Moving into new office premises to be shared with ILGA and securing additional non-EU funding in the last year have further consolidated the organisation's operational basis and will open up new opportunities – on top of the synergetic side-effects of sharing offices. The additional funding sources will enable us to intensify even more ILGA-Europe's outreach work in areas such as capacity building and support to the LGBT movement in the less developed parts of Eastern and Southern Europe.

Continuing in this pace, we are confident that ILGA-Europe will make an enormous impact with regard to these strategic objectives by 2008, which, however, will not be obsolete but continue to be of great relevance for our work also beyond that date. Much remains to be done, and certainly, there is no reason for complacency. There are still many political challenges in front of us, such as being granted NGO (Roster) Status with the United Nations' Economic and Social Council (ECOSOC), to mention just one. We have been pursuing this goal for some time now, and it seems that much more lobbying work has to be invested here to finally succeed. With regard to improving and strengthening ILGA-Europe's own capacities – again to mention just one example – the plan to develop our website into an interactive communication tool and platform to facilitate the exchange between all our members is definitely a priority for the coming year.

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

THE EXECUTIVE BOARD OF ILGA-EUROPE

Brussels, October 2006

Strategic Plan

Introduction

This document reflects on the achievement by ILGA-Europe of its strategic objectives for the period October 2005-October 2006.

The Strategic Plan 2005-2008 was agreed by the Paris 2005 Conference and this is the plan that now guides the work of the organisation over a 3 year period.

The report is structured under the Strategic Objectives – naming the achievements under each and outlining the work to be undertaken under that objective for the next year of the Strategic Plan – up to October 2007.

The Strategic Plan has indeed proved to be a very useful tool in directing the work of the organisation, enabling us to position the activities in a focused manner and in taking a longer timeframe for work projects/programmes.

In the period since October 2005 we have moved offices and recruited two interns to work on various projects in the areas of communications, media, advocacy development and strengthening the capacity of member organisations.

Strategic Objective 1: Increase recognition of fundamental human rights

Achievements/actions since October 2005:

- Active presence at OSCE/ODIHR (Organization for Security and Co-operation in Europe/Office for Democratic Institutions and Human Rights) events – in Vienna and Warsaw to continue to raise awareness on human rights perspective of LGBT rights, to raise intersectionality of discrimination in relation to religion and to the inclusion of sexual orientation hate speech in definitions
- Using the implementation of Copenhagen criteria for candidate countries, neighbourhood Policy and Trade agreements to lobby at EU level in relation to LGBT rights in countries other than EU25 – visit to Croatia and Turkey, development of information on candidate countries on how to document developments in this area, meetings with member organisations in Turkey and Croatia
- Visits to Romania and Bulgaria with the Social Platform to promote equality and non-discrimination
- Research, writing and printing of Monitoring Pride Parades document, and its launch in Croatia – now available in print and on the web-site
- Prides Against Prejudices conference in London – co-organised with Amnesty International and the European Pride Organisers Association (EPOA), the Trades Union Congress and others
- Toolkit on Organising Prides in Hostile Environments produced
- Fact-finding mission to the Southern Caucasus
- Continued lobbying and updating of dossier of human rights violations in relation to freedom of assembly
- Continued lobbying and interventions at European Parliament and OSCE in relation to human rights, hate crimes, homophobia, freedom of assembly and right to hold Pride/Tolerance Parades
- Capacity Building session on International Human Rights Mechanisms and monitoring – Slovenia April, 2006
- Presentation at the International LGBT Human Rights Conference in Montreal, 2006
- Attendance and involvement with ILGA World Conference, Geneva, 2006
- Continued lobbying on EU Fundamental Rights Agency
- Launch of ILGA-Europe's Human Rights Violations Documentation Fund
- Recruitment of partners for Advocacy Project – funded through OSI and Sigrid Rausing Trust
- Beginning of contract on joint Health Advocacy project with COC on Prevention and Education in Newly Independent States.

Continued actions:

- Continuation of Advocacy Project
- Continuation of Health Prevention and Education Work with COC contract in NIS
- Research, writing and publication of document on Hate crimes
- Monitoring and lobbying on Neighbourhood Policies, Funding within EIDHR (European Instrument for Democracy and Human Rights) and Human Rights in Third Countries
- Continued work with EU Commission on Fundamental Rights Agency and the Hague Programme
- Dissemination of video on prides parades
- Fact finding mission to Southern Russia.

Strategic Objective 2: Working towards full integration in the labour market

Achievement/actions since October 2005:

- Presentation at The Business Case for Diversity Conference of EU Commission
- Presentation to EQUINET – Network of Equality Bodies within EU
- Workshop exploring the challenges to transposition and implementation of Employment Framework Directive – during EU Network Meeting
- Dissemination and distribution of Going Beyond the Law: Promoting Equality in Employment, 2005 publication
- Presentation to EU Commission Anti-Discrimination Conference in Warsaw
- Presentation to Conference on Small, Medium Enterprises conference, September 2006
- Meeting with European Gay Managers Association
- Input to GENIUS meeting in Utrecht
- Lobbying on content of For Diversity, Against Discrimination Campaign, and work with Media Consulta to enhance this campaign – representative on the Advisory Group
- Continued work on Multiple Discrimination with other anti-discrimination/equality NGOs
- Continued work with EU Commission on initiatives – 2007 – Year of Equal Opportunities for All
- Commissioning and launch of guidelines for the Transposition of the Refugees and Asylum Directive.

Continued actions:

- Dissemination of Good Employment Guidelines in relation to transgender people's rights
- Continued monitoring of the Employment Framework Directive implementation
- Monitoring of infringement procedures in various countries

- Exploring routes to extend the Good Employment Practices model – through co-operation with business and training schools/programmes for business people
- Seeking to maximise impact of work to date, sourcing additional partners in dissemination and promotion of good practice – European Gay and Lesbian Managers Association, trades unions, training for managers/business people
- Working to develop next strategic programme with EU Commission on PROGRESS – especially focusing on multiple discrimination, equal opportunities for all and broadening/deepening the link between discrimination and inequality.

Strategic Objective 3:

Working towards full social inclusion, particularly with regard to access to goods and services

Achievements/actions since October 2005:

- Development of shadow directive on anti-discrimination in all areas beyond employment
- Completion of Health Project – researching, writing, editing and launching report
- Co-operation with European Public Health Alliance, including potential joint work on health care for marginalised groups
- Researching, writing and producing Social Exclusion of Young LGBT People
- Launch of Social Exclusion Report in European Parliament
- Launch of pilot project to include LGBT issues in national anti-poverty strategies in 5 EU countries
- Participation at conference on social inclusion – Antwerp 2006
- Following through on relationships with European Anti-Poverty Network, social exclusion organisations and European Commission/European Presidency conferences on Social Exclusion
- Meeting with European Commission to further lobby the case for transgender equality
- On-going working relationship with IGLYO
- On-going co-operation with European Transgender Council
- Dissemination of documents on transgender issues and legal situation
- Multiple Discrimination Working Group – ongoing meetings, joint proposals in the area and co-operation with Leicester University in potential joint project
- Support on issues in relation to Copenhagen criteria in relation to accession for member organisations.

Continued actions:

- Conference on multiple discrimination provisionally scheduled for September 2007
- Fact-sheets to be developed
- Follow through on health strategy for the organisation
- Continuation of pilot project on inclusion of LGBT issues in national anti-poverty strategies in 5 countries
- Seeking co-operation with others on multiple discrimination and equal opportunities work
- Utilising the shadow framework directive as a tool to work together with other NGOs at EU level in terms of enhancing legislative protections – AGE, EDF and ENAR.

Strategic Objective 4:

Increased recognition of the diversity of family relationships

Achievements/actions since October 2005:

- Programme of work in this area produced and agreed by board – actions being taken
- Series of publications on families issues commissioned and to be continued into 2007
- Updating of website section on families
- Continued support to suitable test cases
- Annual conference theme on families
- Newsletter special issues on matters concerning LGBT families
- Continued work with EU Commission's Justice, Freedom and Security Directorate in area of possible families work – the Hague criteria
- Agreement of ILGA-Europe board on families policy document – now to be prepared into publishable document.

Continued actions:

- Production of families documents as outlined above – two in the next year – human cost of lack of rights for LGBT families and the rights of the child focus in terms of LGBT families
- Support of new family working group within new board elected in Sofia to provide continuity
- Fact-sheet/policy statements of ILGA-Europe's positions in relation to LGBT families
- On-going up-dating of website section
- Internal board/staff developmental session on families – to deepen knowledge, develop policy positions and increase understanding issues
- Seminar on families.

Strategic Object 5: Strengthened capacity of member organisations

Achievements/actions since October 2005:

- Capacity building seminar on funding and human rights, Slovenia
- On-going support to member organisations through Euro-Letter, Newsletter and website
- Attendance at many events and activities organised by member organisations (see below)
- Resource material available through website
- EU Network meeting focusing on Year 2007, implementation of Employment Framework Directive
- Development of projects with partner organisations in area of social inclusion, health, advocacy, human rights violations
- Skills building workshops on media, monitoring and building diversity in our organisations at Sofia
- On-going development of data-base and website project with COC Netherlands to facilitate greater virtual networking on thematic issues
- On-going work on data base project with ILGA
- Up-dating of information on website.

Continued actions:

- Data base projects
- Various partner-based projects
- On-going publications and information flow and sharing
- Annual conference
- Programmes activities in Advocacy, Human Rights Violations documentation Project, COC NIS advocacy/lobby project, Social Inclusion Project.

Strategic Objective 6: Strengthened capacity of ILGA-Europe

Achievements/actions since October 2005:

- Strategic Plan published and disseminated
- On-going implementation of Performance Management System
- Recruitment of staff as required
- Internal employment systems updated and strengthened
- Funding strategy implementation on on-going basis
- Litigation strategy clarified
- Communication strategy implemented and media focus set onto agenda.

Continued actions:

- Planning for membership survey and stakeholders survey/review
- Applications for funding and maintaining funding
- Embedding the work of the Strategic Plan
- Developing evaluation criteria and planning cycle for next Strategic Plan
- Organisational development continued – board development – discussion of governance issues and strengthening of capacity/skills base of board, strengthened organisational systems.

Board membership

The ten Executive Board members elected by the 2005 Paris conference were:

Riccardo Gottardi and Deborah Lambillotte – both elected as co-chairs.

Pierre Serne – Treasurer, Jackie Lewis – Secretary; Miha Lobnik, Vanja Hamzič, Philipp Braun, Vera Cîmpeanu, Maya Salvado Ferrer, Kurt Krickler

Elected as first two reserve members were:

Elisabet Qvarford,
Inge-Lise Paulsen

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

Jackie Lewis and Janfrans van der Eerden

Reserves:

Ruth Baldacchino and Yves de Matteis.

Board meetings and board officers

The board met after the Paris conference on **Sunday, 30 October**. In attendance were: Vera Cîmpeanu, Vanja Hamzič, Deborah Lambillotte, Jackie Lewis, Miha Lobnik, Maya Salvado Ferrer and Pierre Serne

Reserve board members present: Ruth Baldacchino, Elisabet Qvarford

Apologies from: Philipp Braun, Riccardo Gottardi, Kurt Krickler, Inge-Lise Paulsen

> **December 2005.** In attendance were: Vera Cîmpeanu, Riccardo Gottardi, Deborah Lambillotte, Kurt Krickler, (from Sunday) Jackie Lewis, Miha Lobnik and Pierre Serne (from Saturday afternoon)

Reserve board members present: Elisabet Qvarford

Apologies from: Philipp Braun, Vanja Hamzič, Kurt Krickler (for Saturday), Mala Salvado Ferrer, and Pierre Serne for Saturday morning

> **February 2006.** In attendance were: Philipp Braun (Saturday, and Sunday morning), Vera Cîmpeanu, Riccardo Gottardi, Vanja Hamzič, Deborah Lambillotte, Kurt Krickler, Jackie Lewis, Miha Lobnik, Maya Salvado Ferrer (from Saturday) and Pierre Serne

Reserve board member present: Elisabet Qvarford

Apologies from: Philipp Braun (for Friday and Sunday afternoon), Deborah Lambillotte (for Saturday afternoon),

Maya Salvado Ferrer (for Friday) and Pierre Serne (for Friday morning)

> **May 2006.** In attendance were: Vanja Hamzič, Deborah Lambillotte, Kurt Krickler, Jackie Lewis, Miha Lobnik and Pierre Serne

Reserve board member present: Elisabet Qvarford

Apologies from: Philipp Braun, Vera Cîmpeanu, Riccardo Gottardi and Maya Salvado Ferrer

> **September, 2006.** In attendance were: Philipp Braun (for Sunday morning), Vera Cîmpeanu, Riccardo Gottardi, Vanja Hamzič, Deborah Lambillotte, Kurt Krickler, Jackie Lewis, Miha Lobnik and Pierre Serne

Apologies from: Maya Salvado Ferrer, Miha Lobnik for Sunday until 12 noon, Vanja Hamzič for Sunday morning and Philipp Braun (for Saturday, and Sunday afternoon).

Board organisation

Sub-Committees

Employment Sub-Committee:

Riccardo Gottardi, Deborah Lambillotte, Jackie Lewis and Pierre Serne

Finance Sub-Committee:

Pierre Serne, Miha Lobnik, Kurt Krickler, Philipp Braun

Governance Sub-Committee:

Riccardo Gottardi, Vanja Hamzič, Pierre Serne, Jackie Lewis, Philipp Braun and Miha Lobnik

Conference Sub-Committee:

Maya Salvado Ferrer, Deborah Lambillotte, Elisabet Qvarford (reserve board member), Pierre Serne and Vera Cîmpeanu

Working Groups

Family:

Maya Salvado Ferrer, Deborah Lambillotte, Elisabet Qvarford (reserve board member), Jackie Lewis and Philipp Braun

Transgender:

Deborah Lambillotte, Vanja Hamzič and Jackie Lewis

Council of Europe/Eastern Europe:

Vera Cîmpeanu, Vanja Hamzič, Riccardo Gottardi, Kurt Krickler, Miha Lobnik, Philipp Braun.

Staff of ILGA-Europe

At present the composition of ILGA-Europe's staff team is as follows:

Patricia Prendiville – Executive Director

Maxim Anmeghichean – Programmes Director

Christine Loudes – Policy Officer (Research)

Evelyne Paradis – Policy Officer (Networks)

Juris Lavrikovs – Communications and Information Officer

Oliver Collet – Administration Officer

Elisa Longobardi – intern from May to end November 2006

Marco Perlonini – intern from September 2006

Financial Report 2005

Overview

The accounts presented are for a 16 month period, from 1st January 2005 to 30th April 2006. This extended accounting period is a one-off measure needed to move ILGA-Europe's accounting year-end from December to April. The purpose of this change, which was approved at the 2005 Annual Conference, is to simplify ILGA-Europe's financial reporting and audits.

The extended accounting period makes comparison with previous years difficult. However, the underlying trend in income and expenditure levels was again upwards and shows a real continuity and stability in our financial situation.

Expenditure was balanced by income, reflecting the fact that the great majority of ILGA-Europe's expenditure is derived from grants awarded for specific purposes. European Community funding contributed approximately two thirds of the total grant income, with the Sigrid Rausing Trust, the Open Society Institute, the City of Paris, IBM, the Government of the Netherlands, Stichting ILGA-Europe and certain member organisations (COC (Netherlands), LLH (Norway), Arcigay (Italy), LOS (Switzerland), David and Jonathan (France), CIG (Italy)) providing the rest.

Comparison to budget

The indicative budget for 2005 approved at the Budapest conference proposed expenditure of €855,277 for 12 months. In the event, total expenditure over the 16 months (1 065 319 euros) was 125% of this amount, and therefore broadly consistent with the budgeted level of expenditure. Even though, there was a slight under spending (about 25 000 euros) of the EU grant budgeted, mainly due to staff and travel under spending that couldn't be totally compensated by overspending on other items (mainly services like information dissemination). It is one of our main goal to diminish even more this under spending of our budgeted grant.

Comments on the individual activities are as follows:

EU co-funded activities

- Total **Secretariat Costs** are consistent with the budgeted levels of expenditure
- Within the heading **Governing Bodies**, the cost of the board meetings has increased, with a larger board since the Paris conference, and expenditure on board development.
- **Work Programme Activities** show a significant increase compared to the levels of expenditure in the

indicative budget. This was prepared before detailed activity plans were available. **Policy Work and Information Dissemination** includes the newsletter, development of the web site, and reports on social inclusion, health, the EU's role in ending criminalisation in third countries, and on the employment, asylum and free movement directives. The cost of **EU Coordination Network meetings** includes both the 2005 and 2006 annual meetings. **Seminars** include human rights documentation and fundraising seminars held in Krakow and Ljubljana.

East Europe, Council of Europe and Transgender Programmes

- **Staff costs** are below budgeted levels of expenditure, reflecting gaps between appointments.
- **Seminars and project activities** include costs associated with the OSI health project, a fact-finding visit to the Caucasus, events at the OSCE and Council of Europe, transgender group meetings, and the elements of the Krakow and Ljubljana capacity building seminars relating to participants from outside the EU.
- **Annual conference, including scholarships:** mainly the cost of non-EU scholarship participation in the Paris conference, made possible by the generous support of IBM, the City of Paris, and a number of member organisations, as listed in the overview above.

Pierre Serne – Treasurer (with the kind help of Nigel Warner)

8 August 2006

ILGA-EUROPE

INCOME AND EXPENDITURE ACCOUNT FOR 16 MONTHS TO 30TH APRIL 2006

	Budget for 12 months to 31 December 2005		Euros	Actual results for 16 months to 30 April 2006		Notes
						1
INCOME						
European Commission grant funding	699610			514795		2
Other income from grant funds	299568	999179		295482	810277	3
Other donations		13780			0	
Participants contributions to Annual Conference		50164			45000	
Interest		2195			0	
TOTAL INCOME		1065319			855277	
EXPENDITURE						
EU CO-FUNDED ACTIVITIES:						
SECRETARIAT COSTS						
Staff costs	386071			315130		
Office and coordination costs	140675	526746		102133	417264	4
GOVERNING BODIES						
Board meetings	28770			15900		
Annual Conference	67722	96492		72163	88063	5
WORK PROGRAMME ACTIVITIES						
Policy Work and Reports						6
Information dissemination	78856			37350		
EU Co-ordination Network Meeting	35994			22091		7
Other seminars and project activities	46888	161738		31750	91191	
TOTAL OF EU CO-FUNDED EXPENDITURE		784976			596518	
EAST EUROPE, COUNCIL OF EUROPE AND TRANSGENDER PROGRAMMES						
SECRETARIAT COSTS						
Staff costs	107680			141161		
Office and other co-ordination costs	47544	155224		36099	177259	8
WORK PROGRAMME ACTIVITIES						
Seminars and project activities	81844			60000		9
Annual conference, including scholarships	27891	109735		15000	75000	
TOTAL EE, COUNCIL OF EUROPE & TRANSGENDER		264959			252259	
Other costs		15384			6500	10
TOTAL EXPENDITURE		1065319			855277	
Transfer to reserves		0			0	

Notes on the ILGA-Europe income and expenditure account for 16 months to 30 April 2006

1. The Budget is the indicative budget approved at the Annual Conference in Budapest.
2. The European Commission grant amounts to 89% of EU co-funded expenditure incurred between January and April 2005, and 88% thereafter, in line with the applicable funding contracts.
3. Other income from grant funds. Donations to the scholarship fund were from: the City of Paris, IBM, COC Nederland, LLH Norway, Arcigay Italy, LOS Switzerland, David and Jonathon (France), CIG Arcigay Milano, Italy.
4. Office and coordination costs: rent, depreciation, office supplies, telephone/fax, evaluation services, travel associated with coordination activities, etc.
5. Annual Conference: this heading includes all elements that are eligible for EU financial support.
6. Policy work and information dissemination: the newsletter, website, publications and policy reports.
7. Other seminars and project activities: mainly travel and accommodation costs associated with capacity building seminars, participation in European Parliament hearings and conferences, meetings with member organisations, etc.
8. Office and other coordination costs: rent, depreciation, office supplies, telephone/fax, travel associated with coordination activities, etc.
9. Seminars and project activities: costs associated with the OSI health project, a fact-finding visit to the Caucasus, events at the OSCE and Council of Europe, transgender group meetings, and capacity building seminars.
10. Other costs: various items, including the annual conference costs of participants neither eligible for support under the EU grant agreement nor awarded a scholarship.

Calendar of meetings and events attended in 2005/2006

October

2005

- > Annual conference, **Paris, France**
- > ILGA-Europe Executive Board, **Paris, France**
- > ILGA-Europe EU Network meeting, **Paris, France**
- > Fourth European Roundtable on poverty and social exclusion (UK Presidency), **Glasgow, Scotland**
- > Legal Seminar of the European Network of Legal Experts in non-discrimination, **Brussels, Belgium**
- > Hearing by the European Network of Independent Experts on Fundamental Rights, **Brussels, Belgium**
- > Seminar to mark the entry into force of Protocol No. 12, Council of Europe, **Strasbourg, France**
- > Transgressing Gender Conference: Two is not enough for gender (e)quality, **Zagreb, Croatia**
- > "Our World – Extending the Borders", Conference, **Kiev, Ukraine**

November

2005

- > European Commission conference on "The Business Case for Diversity", **Brussels, Belgium**
- > European Commission bi-annual meeting with umbrella networks, **Brussels, Belgium**
- > Conference organised by EUMC, **Vienna, Austria**
- > Eurochild Conference on socially excluded children, **Brussels, Belgium**
- > Social Platform Social Policy working group, **Brussels, Belgium**
- > Seminar on multiple discrimination, **Brussels, Belgium**
- > Study trip with the Social Platform, **Bucharest, Romania**
- > Study trip to **Turkey** with ILGA and COC
- > Meeting of the preparatory committee for the "Prides Against Prejudice" Conference, **London, UK**
- > International Dialogue on Gender, Sexuality, HIV/AIDS and Human Rights: Focus on Asia, **Seoul, Korea**
- > Annual Meeting of the American Academy of Religion, **Philadelphia, USA**

December

2005

- > European Commission bi-annual meeting on social inclusion, **Brussels, Belgium**
- > European Commission bi-annual meeting with umbrella networks, **Brussels, Belgium**
- > Conference organised by EU Presidency on freedom of expression, **London, UK**
- > AGE Intergroup meeting, European Parliament, **Brussels, Belgium**
- > Social Platform Fundamental Rights and Anti-Discrimination working group meeting, **Brussels, Belgium**
- > Steering Group of Social Platform, **Brussels, Belgium**
- > ILGA-Europe Executive Board meeting, **Brussels, Belgium**

January

2006

- > Fact-finding mission to South Caucasus (**Armenia, Georgia and Azerbaijan**) in cooperation with COC Netherlands
- > First meeting of advisory group of the social exclusion of LGBT youth project, **Brussels, Belgium**
- > Meeting of working group on multiple discrimination, **Brussels, Belgium**
- > Meeting with Austrian Permanent Representation, **Brussels, Belgium**
- > Meeting of rapporteurs on the Fundamental Rights Agency, **Brussels, Belgium**
- > Meeting of the preparatory committee for the "Prides Against Prejudice" Conference, **London, UK**
- > OSCE Remembrance of Victims of the Holocaust, **Brussels, Belgium**

February

2006

- > Meeting of the Gay & Lesbian Rights Intergroup of the European Parliament, **Strasbourg, France**
- > Social Platform seminar on services of general interest, **Brussels, Belgium**
- > Social Platform Social Policy working group, **Brussels, Belgium**
- > Steering Committee of Social Platform, **Brussels, Belgium**
- > Austrian EU Presidency Conference "Demographic Challenges – Family needs Partnership", **Vienna, Austria**
- > Meeting with Irish Permanent Representation to OSCE, **Vienna, Austria**
- > EQUINET conference on role of Equality Bodies, **Brussels, Belgium**
- > European Symposium "Combined in Europe. Together in North Rhine-Westphalia", **Brussels, Belgium**
- > Mainstreaming Social Inclusion – launch of report, European Parliament, **Brussels, Belgium**
- > Meeting with Dutch Permanent Representation, **Brussels, Belgium**
- > Meeting with Luxembourg Permanent Representation, **Brussels, Belgium**
- > Meeting with GENIUS on networking, **Utrecht, The Netherlands**
- > Meeting with British Permanent Representation, **Brussels, Belgium**
- > Trades Union Congress "Stamping Out Homophobia all over the world" conference, **London, UK**
- > Meeting with European Women's Lobby on Gender Roadmap, **Brussels, Belgium**
- > ILGA-Europe Executive Board meeting, **Brussels, Belgium**
- > Prides Against Prejudice Conference Organising Committee, **London, UK**

March

2006

- > ILGA World Conference, **Geneva, Switzerland**
- > ILGA World Pre-conference on Religion, Sexuality and Gender, **Geneva, Switzerland**
- > ILGA Executive Board, **Geneva, Switzerland**
- > ILGA-Europe EU Network meeting, **Brussels, Belgium**
- > European Commission Conference on the Community Action Programme to combat Social Exclusion, **Brussels, Belgium**
- > European Commission bi-annual meeting with umbrella networks, **Brussels, Belgium**
- > Informal NGO consultation on mental health green paper, **Brussels, Belgium**
- > Meeting with Gay and Lesbian Rights Intergroup of European Parliament, **Brussels, Belgium**
- > Meeting with EU Commission For Diversity Against Discrimination Campaign Staff, **Brussels, Belgium**
- > Meeting with new Head of Anti-Discrimination Unit, EU Commission, **Brussels, Belgium**
- > Meeting with The Sigrid Rausing Trust, **London, UK**

- > Meeting with InteRights and ILGA-Europe, **London, UK**
- > Second meeting of advisory group of the social exclusion of LGBT youth project, **Brussels, Belgium**
- > Meeting of the preparatory committee for the "Prides Against Prejudice" Conference, **London, UK**
- > Meeting with human rights NGOs on the Fundamental Rights Agency, **Brussels, Belgium**
- > Meeting with the JLS DG of the Commission on the Fundamental Rights Agency, **Brussels, Belgium**
- > Social Platform Fundamental Rights and Anti-Discrimination working group meeting, **Brussels, Belgium**
- > Meeting with German Permanent Representation, **Brussels, Belgium**
- > Meeting with Czech Permanent Representation, **Brussels, Belgium**
- > EGLSF annual conference, **Budapest, Hungary**
- > Equality in Action Conference, **Ljubljana, Slovenia**
- > Social Platform General Assembly, **Brussels, Belgium**
- > Keynote speech at Human Rights Defenders Supplementary Human Dimension Meeting of OSCE, **Vienna, Austria**
- > Congress of il Cassero, Arcigay, **Bologna, Italy**

April 2006

- > Meeting with Cabinet of Commissioner Frattini, **Brussels, Belgium**
- > ILGA-Europe capacity-building seminars on human rights monitoring and fundraising, **Ljubljana, Slovenia**
- > Social Platform Social Policy working group, **Brussels, Belgium**
- > Meeting of the Working group on family, **Paris, France**
- > Parliamentary Assembly of the Council of Europe, **Strasbourg, France**
- > Seminar "Different Sexuality in Latvian Society: Humanitarian and Legal Aspects" by the Secretariat of the Special Assignments Minister for Social Integration, **Riga Latvia**
- > Induction Meeting of the "Prevention and Empowerment in the NIS" project, **Chisinau, Moldova**
- > Preparatory meeting for Montreal First International LGBT Human Rights Conference, **Brussels, Belgium**
- > Debate for the presentation of ILGA's movie at the International Film Festival of **Turin, Italy**

May 2006

- > Meeting with Commissioner Frattini and Commissioner Spidla with Gay and Lesbian Rights Intergroup, European Parliament, **Strasbourg, France**
- > Round Table on anti-discrimination and equal opportunities - where is Europe heading? Organised by the EU Presidency, **Brussels, Belgium**
- > Meeting of working group on multiple discrimination, **Brussels, Belgium**
- > Social Platform Fundamental Rights and Anti-Discrimination working group meeting, **Brussels, Belgium**
- > Meeting with directors of the Justice Freedom and Security Directorate of the Commission, **Brussels, Belgium**
- > European Parliament's Gay and Lesbian Rights Intergroup International Day Against homophobia Seminar, **Strasbourg, France**

- > European Forum of LGBT Christian Groups , **Riga, Latvia**
- > Legal seminar "The fight against discrimination in practice", **Trier, Germany**
- > Fifth Moldovan LGBT Pride, **Chisinau, Moldova**
- > **Brussels Pride, Belgium**
- > Prides Against Prejudice Conference Organising Committee, **London, UK**
- > International Anti-Homophobia Meeting, **Ankara, Turkey**
- > International Conference on the occasion of the "International Day Against Homophobia – IDAHO" and planned Moscow Pride 06, **Moscow, Russia**

June

2006

- > Meeting with Directorate and Heads of Unit of European Commission on Employment, Social Affairs and Equal Opportunities, **Brussels, Belgium**
- > Meeting of the Advisory Group on the European Year 2007 – European Commission, **Brussels, Belgium**
- > Social Platform Social Policy working group, **Brussels, Belgium**
- > ENAR's European Coordination Round Table, **Brussels, Belgium**
- > Prides Against Prejudice Conference Organising Committee, **London, UK**
- > Pride Against Prejudice Conference, **London, UK**
- > March for Tolerance, **Warsaw, Poland**
- > Launch of handbook on monitoring pride and training on monitoring pride, **Zagreb, Croatia**
- > Gay Pride (Marche des Fiertés), **Paris, France**
- > Italian national Pride, **Turin, Italy**
- > The Inner Circle's Annual International Retreat 2006 and the MAI Strategic Meeting, **Cape Town, Republic of South Africa**
- > Demonstration at Russian Embassy, **Brussels, Belgium**

July

2006

- > 1st International Conference on LGBT Human Rights and Outgames, **Montreal, Canada**
- > ECOSOC meeting, **Geneva, Switzerland**
- > EuroPride 2006, **London, UK**
- > ILGA-Europe Induction meeting of the project "Take Action! United Against LGBT Discrimination in Eastern Europe", **Zagreb, Croatia**
- > ILGA-Europe workshop "Using Data to Advocate for LGBT Health", **Budapest, Hungary**
- > Receiving the "Zivilcourage" Award of the Berlin CSD for ILGA-Europe at the Pride Parade, **Berlin, Germany**
- > **Riga Pride, Latvia**
- > **Cologne Pride, Germany**
- > **Ljubljana Pride, Slovenia**
- > Prides Against Prejudice Conference Organising Committee, post conference meeting **London, UK**
- > "Euromediterranean Summer University of Homosexualities" (UEEH) in **Marseille, France**

August**2006**

- > **Tallinn Pride, Estonia**
- > Programme Task Force Meeting Project "Prevention and Empowerment in the NIS", **Chisinau, Moldova**
- > Seminars at **Stockholm Pride, Sweden**

September**2006**

- > Launch of the report on the social exclusion and young LGBT people in the European Parliament, **Brussels, Belgium**
- > Social Platform Social Policy working group, **Brussels, Belgium**
- > Social Platform Fundamental Rights and Anti-Discrimination working group meeting, **Brussels, Belgium**
- > Conference "Equal is Not Enough", **Antwerp, Belgium**
- > EU conference "The Benefits of Diversity and Inclusion for Small and Medium-Sized Businesses" in **Limassol, Cyprus**
- > Meeting with RFSL in **Linköping, Sweden**
- > ILGA-Europe Executive Board meeting, **Brussels, Belgium**

October**2006**

- > Annual conference, **Sofia, Bulgaria**
- > ILGA-Europe EU National Co-Ordination Network, **Sofia, Bulgaria**
- > ILGA panel sessions at the 2nd session of the UN Human Rights Council, **Geneva, Switzerland**
- > Meeting with Commissioner for Human Rights of Council of Europe, **Strasbourg, France**
- > OSCE Human Dimension Implementation Meeting, **Warsaw, Poland**
- > Seminar Rights or Religion: Can the European Parliament Deliver? **Brussels, Belgium**
- > Meetings with Commission and EP representatives in Cyprus, Ministry of Justice and Cypriot LGBT activists, **Nicosia, Cyprus**
- > ENAR Policy Seminar "From Racism to Equality? Realising the potential of European Anti-Discrimination Law", **Brussels, Belgium**
- > Social Platform Conference: "Building social policies on fundamental rights", **Brussels, Belgium**
- > Training on advocacy skills, **Ohrid, Macedonia**
- > 13th International EPOA Conference, **Madrid, Spain**
- > ILGA Executive Board, **Geneva, Switzerland**
- > ILGA-Europe Board meetings, **Sofia, Bulgaria**

List of publications

- Memorandum to Austrian Presidency of the EU
- Memorandum to Finnish Presidency of the EU
- Positions paper on behalf of the Social Platform on the Fundamental Rights Agency
- Report on freedom of assembly to the Committee of Region
- Position on establishing a financing instrument for the promotion of democracy and human rights worldwide (EIDHR)
- Reports to EU institutions on the situation in the accession countries
- Recommendations in relation to freedom of expression presented at the EU conference on human rights
- Submission on LGBT rights in Europe to the EU Network of Independent Experts on Fundamental Rights
- Number of amendments to European Parliament reports
- Written Contribution to Green Paper consultation on a European mental health strategy
- Comment on the amended proposal for PROGRESS
- Handout: "Good Business Practices: what can you do to promote equality?"
- Translations of the Guidelines on Freedom of Movement Directive (French, German and Spanish)
- Translations of the Guidelines on Asylum and Migration Directive (French and German)
- Social Exclusion of Young Lesbian, Gay, Bisexual and Transgender People (LGBT) in Europe
- Accessing Health: the Context and the Challenges for LGBT People in Central and Eastern Europe
- Handbook on Observations of Pride Marches
- Prides against Prejudice: A Toolkit for Pride Organising in a Hostile Environment
- General leaflet about ILGA-Europe & translations into 30 European languages
- Postcard celebrating 10th anniversary of ILGA-Europe
- Euro-letters
- Newsletters
- Web-information updates
- Media releases



