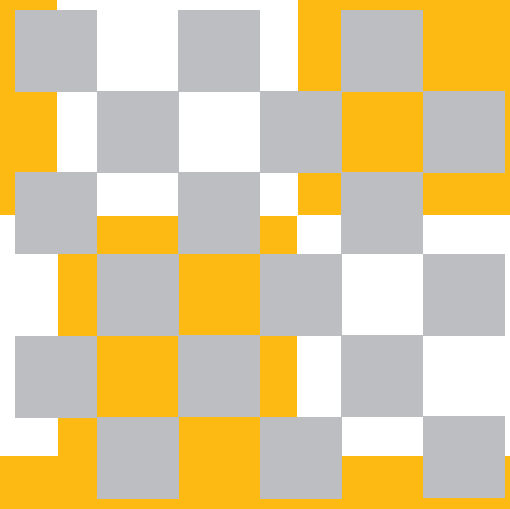




Annual Report for
2007-2008





The European Region of the International Lesbian and Gay 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-Cinquanteaire
Avenue de Tervueren 10
1040 Brussels Belgium
IBAN BE41 3101 8440 8810
BAC (SWIFT): BBRUBEBB

Layout: Silja Pogule, www.siljadesign.lv
Printer: Corelio Printing, www.corelioprinting.be

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This document is supported by the Directorate-General for Employment, social affairs and equal opportunities of the European Commission. Its funding is provided for under the European Community Programme for Employment and Social Solidarity PROGRESS (2007-2013).

For more information see: http://ec.europa.eu/employment_social/progress/index_en.html
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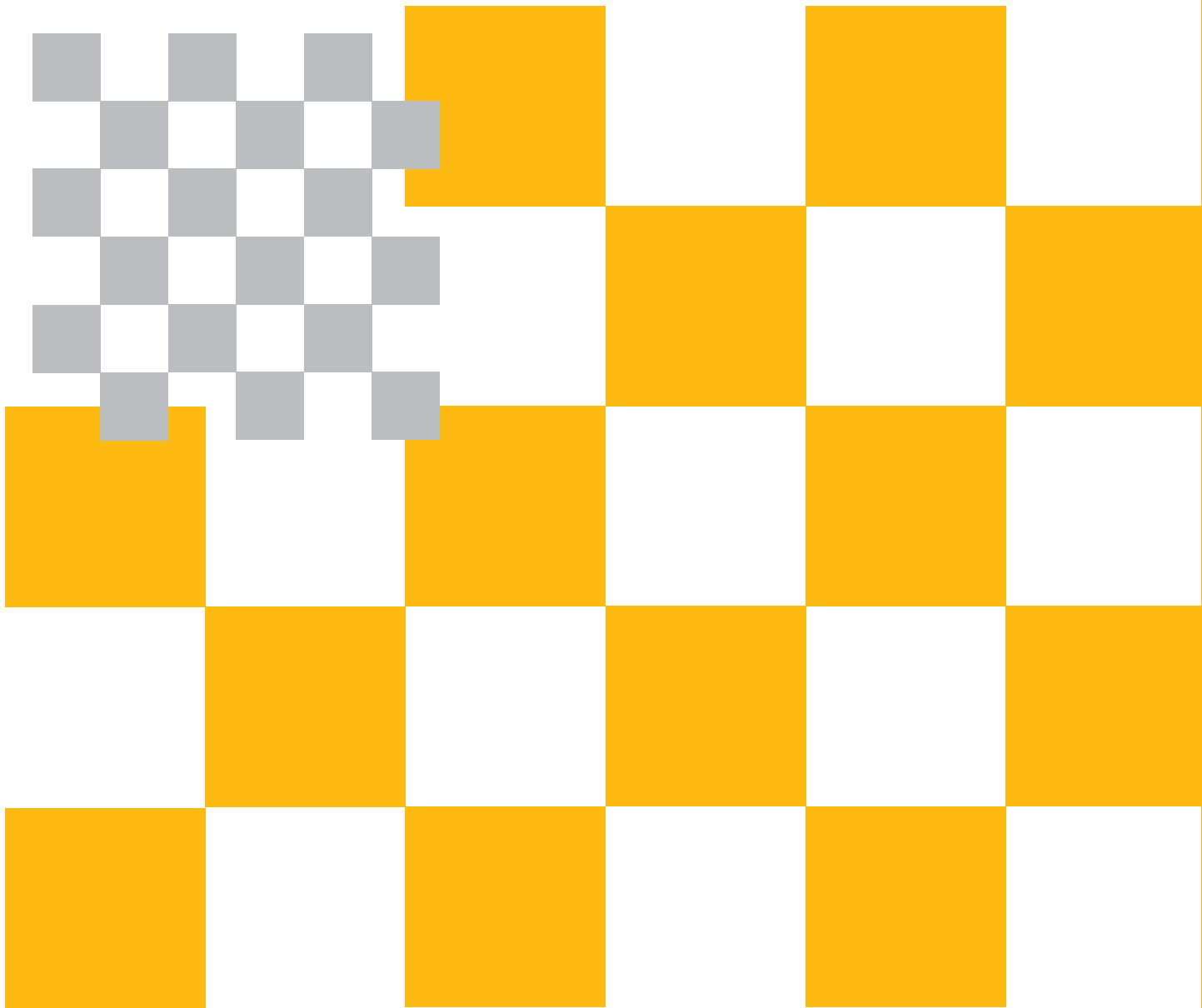


Table of Contents

Thanks and acknowledgements	4
Foreword	5
Strategic Plan	9
Strategies used to achieve strategic objectives	10
Strategic objective 1:	
Increase recognition of fundamental human rights	12
Strategic objective 2:	
Working towards full integration in the labour market	14
Strategic objective 3:	
Working towards full social inclusion, particularly with regards to access to goods and services	15
Strategic objective 4:	
Increase recognition of the diversity of family relationships	17
Strategic objective 5:	
Strengthening capacity of member organisations	18
Strategic objective 6:	
Strengthening capacity of ILGA-Europe	20
Board membership and board officers	22
Board meetings	23
Board organisation	25
Staff of ILGA-Europe	26
Financial report 2006-2007	28
Report from the European Representatives on ILGA Executive Board	33
Calendar of meetings and events attended in 2007-2008	36
List of publications during 2007-2008	45

Thanks and acknowledgements

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

- the **volunteers** who proofread and translation of our documents;
- **Hosi Wien** for the work in organising the Vienna conference 2008;
- the **European Commission** for continued core funding and for the support of the Anti-Discrimination Unit;
- The **Sigrid Rausing Trust** for its continued core funding of our work;
- The **Tides Foundation** for its core funding of our work;
- **OSI** for the funding of the Advocacy Training Programme;
- **COC** for the resourcing of the Health Advocacy Project;
- The **Dutch Government** for funding the Hate Crimes and Police Project;
- An **Anonymous donor** for co-funding the Advocacy Training Programme;
- all those who contributed to the **Scholarships Angel Scheme**;
- The various **consultants** who provided expertise and specialist contribution to documents, reports, seminars and events.

Foreword

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

Celebrating the achievements

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

We welcomed three new members of staff who have joined us during the year and for whom Vienna will be the first conference: **Camille Lambinon** – Finance and Administration Officer, **Beth Fernandez** – Programmes and Policy Officer, **Lilit Poghosyan** – Programmes and Policy Officer. In 2008 we also welcomed **Michael Forrest**, who stayed with ILGA-Europe for four months as Communications Officer. **Aija Salo** left us after a year of involvement in the Programmes service area and **Françoise Barlet** left us to work with ILGA in April. We sincerely thank Françoise, Aija and Michael for their work with ILGA-Europe.

This year's board was enriched by a new member – **Nataša Sukič**.

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.

In September 2008, ILGA-Europe moved to new premises in the heart of the 'EU quarter' in Brussels. The move was necessary to

accommodate the latest growth of the organisation's staff team in Brussels and to ensure sufficient office space for potential expansion in the next 3-5 years. The new office is located within walking distance of the two main EU institutions ILGA-Europe works closely with - the European Commission and the European Parliament, as well as to the offices of allies within the NGO community. ILGA-Europe's previous premises are now shared by ILGA and IGLYO, providing them with space for potential growth while remaining close for on-going co-operation.

The board has worked on our board duties of governance and strategic overview and has begun a process of learning and reflection as part of a formative evaluation which will guide the organisation towards the development of the next Strategic Plan. This work will concentrate on facilitating ILGA-Europe to become a learning organisation with specific reference to the impact of the work undertaken; facilitating the organisation to be more reflective of the diversity within the LGBT community and ensuring a continued focus on relevance to the membership. This formative evaluation will contribute significantly to the development of the next Strategic Plan 2012-2015.

The board members also took part in a Communications Training session, jointly with staff members, to enhance our verbal communication and public speaking.

Also as part of the continued investment in the organisational development of ILGA-Europe a diversity audit has been initiated. This builds on our previous work on diversity within the LGBT community, and will result in a diversity strategy which we anticipate will take us further in our commitment to being inclusive of the diversity within the LGBT community and also support the planning of actions with members that will enrich the knowledge and practice of LGBT organisations throughout Europe.

Throughout the year a strong political emphasis was on the campaign for an EU-wide Anti-Discrimination Directive. This proved a challenging task, but we are proud of the role of ILGA-Europe's leadership and collective work with allies in the field of equality and anti-discrimination that the proposed new Directive is inclusive and addresses the current unequal protections provided to different grounds of discrimination.

We welcome the on-going, fruitful, partnerships that have been developed to advance the rights of trans people with TGEU, and to explore the intersectionality of issues to do with youth and older age and LGBT people with IGYLO. We hope this model of partnership

continues to provide opportunities for learning, sharing and advancing specific issues.

We welcome the support of the Netherlands Government for our project on homophobic and transphobic incidents, hate crime and working with the police. This project is an important step in addressing the phenomenon of homophobically and transphobically motivated hate crime – which will run for four years and with links to the work on homophobic and transphobic hate crime being undertaken by OSCE and the Council of Europe.

Board members have been involved in different events organised by ourselves such as the LGBT Families conference in Slovenia, in events organised by members, partners and funders.

In particular board members represented ILGA-Europe at many Pride events this past year, bringing attention to the on-going denial and disrespect for international human rights of Freedom of Assembly and Freedom of Association. There have been many shocking situations again this Pride season, and we are committed to on-going advocacy and political campaigning on these issues. The on-going public support of the Commissioner for Human Rights, Thomas Hammarberg for this work is especially welcomed.

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

Looking to the future

In 2009 we will enter in the second year of our Strategic Plan 2008-2011, to guide and evaluate the activities of the organisation, as we did with the previous one. This instrument is the key and indispensable framework for our work in the coming year.

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

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

ILGA-Europe will initiate a 3 year project in Russia with partners in 3 cities, developing each organisation and facilitating the development of networking between them. This challenging project is co-funded by the EIDHR (European Institute Democracy and Human Rights) of the EU. An additional staff member will be recruited to support this project.

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

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

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

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

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 all of them it would be impossible for ILGA-Europe to make the significant achievements outlined in this report, but inevitably new challenges await us.

The Executive Board of ILGA-Europe

Brussels, October 2008

Strategic Plan

Introduction

This document reflects on the achievement by ILGA-Europe of its strategic objectives for the period October 2007-October 2008.

The Strategic Plan 2008-2011 was agreed by the Vilnius 2007 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 strategies used to attain achievements and progress towards the Strategic Objectives and achievements under each objective and outlining the work to be undertaken for the next year of the Strategic Plan – up to October 2009.

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.

We have focused more in this past year on strengthening the strategies used to achieve the strategic objectives. Thus we decided to report on the work using the strategies as a key component so as to share our common understanding of how we strive to achieve our objectives.

We have also begun a learning and reflection process to occur in parallel with the lifespan of the Strategic Plan; begun a diversity audit so as to enhance our focus on reflecting the diversity within the LGBT community and obtained significant additional funding for our work programmes for the next 4 years.

Strategies to achieve the strategic objectives

Advocacy

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

Over the years ILGA-Europe has developed strong advocacy strategies that have successful to various degrees and varying according to institutions. We continue to advocate and lobby at the three European institutions of Council of Europe, OSCE and European Union. In the past year we have engaged with the UN human rights process, in conjunction with other international LGBT human rights organisations and in very close co-operation with ILGA.

In the past year this has resulted in focus on the rights of children in same-sex families, the rights of trans people, documentation of homophobic and transphobic hate crime and proposed extension of anti-discrimination legislation.

Communication

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

ILGA-Europe has a strong communication strategy, developing policy papers, undertaking research and publishing publications of direct relevance to the strategic objectives. The campaigning work on raising awareness around issues of freedom of assembly, homophobic incidents, EU anti-discrimination directive, diversity of families have been key in the past year.

Capacity Development

Enhancing the capacity of member organisations to lobby, advocate, raise awareness and engage in the promotion and inclusion of the

rights of LGBT people in their own countries. Enhancing the capacity of ILGA-Europe itself to undertake its work and attain its strategic objectives through organisational development.

In the past year this strategy has been further developed to include both training and financial resourcing. IE has developed a range of means to support the development of both national and European organisations. The human rights violations documentation funding, partnerships with TGEU, IGLYO, LGBT Intergroup in EU Parliament, scholarships to ILGA and ILGA-Europe conferences, organisation of study visits and training seminars, sponsorship of database project to ILGA. It is intended to continue with this joint approach of both content and financial support to support the development of LGBT organisations in Europe particularly in the area of diversity and hate incidents documentation.

Lobbying

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

ILGA-Europe continues to actively lobby each of the institutions on the gaps in the human rights and equality of LGBT people. It is notoriously difficult to assess the outcomes, impact and timing of lobbying and this is one of the reasons IE has undertaken a formative evaluation for the years 2008-2011. But the inclusion of LGBT human rights and equality on the agenda of each of the relevant institutions is testament to the work and its impact.

Litigation

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

In this past year ILGA-Europe has established a Litigation Advisory Groups, currently chaired by Professor Robert Wintemute to advise the organisation on its litigation strategy which includes capacity development of members on litigation and identifying strategic cases for European courts.

ILGA-Europe and Interights have also established a working partnership which will be acted upon in the coming years.



Representatives of ILGA-Europe member organisations and staff members at the European Court of Human Rights after it delivered a judgement in case of *E.B. v France* (individual adoption by homosexual person), 22 January 2008



ILGA-Europe takes part in Brussels Pride, May 2008

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

Achievements/actions since October 2007:

- Active presence at OSCE/ODIHR (Organization for Security and Co-operation in Europe/Office for Democratic Institutions and Human Rights) events – successful mainstreaming of sexual orientation in ODIHR work on hate crimes and police training, and continued lobbying for inclusion in Tolerance and Non-Discrimination work programme
- 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 EU27 – submission of information on candidate countries, visits by member organisations to Brussels to report on situation in their countries (in Turkey, Macedonia, Moldova and Croatia)

- Continued lobbying and updating of dossier of human rights violations in relation to freedom of assembly and strong co-operation with Council of Europe throughout
- 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 documenting human rights violations and evidence-based advocacy
- Development of working relationship with Fundamental Rights Agency and in particular on legal and sociological researches undertaken on the situation of LGBT people throughout Europe (EU)
- Continuation and development of ILGA-Europe's Human Rights Violations Documentation Fund
- Implementation of Advocacy Project – funded through OSI and Sigrid Rausing Trust
- Continuation of "Prevention and Empowerment in CIS" project in partnership with COC (advocacy on sexual health and rights)
- Using the UN ECOSOC status gained for ILGA-Europe in December 2006, through attending sessions in Geneva, facilitating members and other LGBT human rights organisations to be present and lobby for recognition of human rights of LGBT people
- Lobbying European Parliament for inclusion of rights of LGBT people in reports on fundamental rights in the EU and human rights in the world
- Publication of Handbook on monitoring and reporting homophobic and transphobic incidents
- Initiation of project on monitoring and reporting violence and working with the police
- Input to EU Report on Fundamental Rights.



ETUC publication on sexual orientation and gender identity

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

Achievement/actions since October 2007:

- Joint project with ETUC (European Trade Union Confederation) on the role of trades unions and LGBT organisations
- Follow-up seminar on national cooperation between LGBT organisations and trades unions
- Formation of employment thematic network
- Liaison with International Gay and Lesbian Chamber of Commerce on development and launch of the International Business Equality Index
- Provided input towards Positive Action Measures in the European Union, Canada, United States & South Africa (PAMECUS)
- Lobbying on content of For Diversity, Against Discrimination Campaign, and work with Mostra to enhance this campaign – representative on the Advisory Group
- Continued work on Multiple Discrimination with other anti-discrimination/equality NGOs
- Commissioning of guidelines on the rights of trans people in the workplace
- Input to Business and Employment Equality conferences, Amsterdam
- Report to commission on state of transposition and implementation of the Directive
- Dissemination of "Going Beyond the Law: Promoting Equality in Employment" report
- Continued monitoring of the Employment Framework Directive implementation
- Monitoring of infringement procedures in various countries
- Member of Advisory Group to Commission Study on the Business Case for Diversity – making the links to management training colleges and Small and Medium Sixed Enterprises
- Assisted the Corporate Social Responsibility Diversity Labs
- Continuing to maximise the impact of work to date.



Mr Barroso, the President of the European Commission meeting the representatives of the Social Platform, 12 June 2008, and confirming that the Commission will propose a horizontal directive. Right to left: Conny Reuter and Roshan Di Puppo (Social Platform); Mr Barroso; Fintan Farrell (European Anti-Poverty Network); Patricia Prendiville (ILGA-Europe); Luciano Scagliotti (European network Against Racism)

Strategic Objective 3:
Working towards full social inclusion,
particularly with regard to access to goods
and services

Achievements/actions since October 2007:

- Major campaign to support EU Anti-Discrimination Directive to include sexual orientation as a ground for protection, to have this adopted and to proceed to become law in the coming months
- Launch of Legal Study on Transgender rights legally and in access to health care in Europe
- Renewed partnership with TGEU for year to develop lobbying and advocacy capacity of membership and to disseminate findings of legal study
- Developed project partnership with IGLYO on intersectionality of age and LGBT people to identify needs and processes for inclusion in mainstream youth and elder policies
- Dissemination of documents on transgender issues and legal situation
- Support on issues in relation to Copenhagen criteria in relation to accession for member organisations
- Submissions on health, mental health and suicidality
- Health Advocacy seminar.

David Fullman (UK) and Florin Buhuceanu (Romania) - participants of IGLYO and ILGA-Europe AGE Project 1st Round table in Berlin, 7-8 August 2008



ILGA-Europe's horizontal directive campaign poster



Strategic Objective 4: Increased recognition of the diversity of family relationships

Achievements/actions since October 2007:

- Conference on LGBT Families in Ljubljana 2008
- Publication of "Different Families, Same Rights? Lesbian, Gay, Bisexual and TransGender Families under International Human Rights law" report by Loveday Hodson
- Publication of "Different Families, Same Rights? Freedom and justice in the EU: Implications of the Hague Programme for Lesbian, Gay, Bisexual and Transgender Families and their Children" report by Matteo Bonini Baraldi
- First Annual Lecture with the Belgian branch of the International Law Association
- Updating of website section on family/partnership legislation
- Continued support to suitable test cases
- Continued work with EU Commission's Justice, Freedom and Security Directorate in area of possible families work – the Hague Programme
- Publication of families posters and postcards
- Launch of roving exhibition on diversity of families.



Bill board posters advertising our conference on LGBT Families in Europe in Ljubljana, March 2008





Representatives of ILGA-Europe member organisations at a training session on documenting human rights violations and evidence-based advocacy in Brussels, July 2008 – Ismail Alacaoglu (KAOS, Turkey), Jelena Bojic (CAZAZ, Montenegro) and Zirmars Sebris (Mozaika, Latvia)

Strategic Objective 5: Strengthened capacity of member organisations

Achievements/actions since October 2007:

- Study visit for LGBT human rights defenders, Brussels
- On-going support to member organisations through Euro-Letter, magazine and website
- Country-level advocacy planning sessions (Georgia, Ukraine, Kyrgyzstan)
- Attendance at many events and activities organised by member organisations (calendar of activities and events)
- Resource material available through website
- EU Network meeting focusing on development of EU Anti-discrimination Directive
- Development of projects with partner organisations in area of social inclusion, health, advocacy, human rights violations
- Skills building workshops on advocacy planning and monitoring
- Study visit on lobbying at EU level
- Up-dating of information on website
- Development of IE as a funder – in the form of grants, partnerships, specific projects, scholarships and networking and training events. In this past year ILGA-Europe has shared its financial resources with TGEU, IGLYO, ILGA, partners in Advocacy Project, grantees in the Human Rights Violations Documentation Fund, and the LGBT Intergroup, and members in the form of scholarships to IE conference, seminars and training events.



ILGA-Europe two-days staff planning session for 2009 activities

Strategic Objective 6: Strengthened capacity of ILGA-Europe

Achievements/actions since October 2007:

Strategic Plan implemented and **reviewed**

- On-going implementation of Performance Management System
- Strengthened Management Team
- Recruitment of four new members of staff
- All organisational strategies further developed and continued implementation strategy developed
- How to make IE more diverse – training and action plan
- Renewed funding through Tides Foundation for next 2 years, Sigrid Rausing Trust, EU Commission
- Funding for Hate Crimes and Working Police Project from Dutch Government for 4 years
- Successful application for 3 year project in Russia

funded through EIDHR of the European Union

- Initiation of Formative Evaluation for period 2008-2011
- Board/staff training on public speaking skills.



Public speaking skills training for ILGA-Europe board and staff members in Brussels, 12 September 2008



Annual Report of
ILGA-Europe
for 2007-2008

Linda Freimane
Board member



Pierre Serne
Treasurer



Renato Sabbadini
Co-Secretary



Ruth Baldacchino
Board member



Natasa Sukič
Board member



Lisette Kampus
Co-Secretary



Martin Christensen
Co-Chair



Tomasz Szypuła
Board member



Deborah Lambillotte
Co-Chair



Christine Le Doaré
Board member



Board membership and board officers

The ten Executive Board members elected by the 2007 Vilnius conference were:

Deborah Lambillotte and **Martin K.I. Christensen** – Co-Chairs, **Pierre Serne** – Treasurer, **Lisette Kampus** and **Renato Sabbadini** – Co-Secretaries, **Linda Freimane**, **Christine Le Doaré**, **Tomasz Szypuła**, **Ruth Baldacchino** and **Nataša Sukič**.

At the December 2007 Board meeting the roles of Co-Chairs, Treasurer and Co-Secretaries were decided, as indicated above.

Elected as first two reserve members were:

Paata Sabelashvili, **Irmeli Krans**, **Alex Deary**

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

Ruth Baldacchino and **Janfrans van der Eerden**

Reserves:

Jackie Lewis and **Søren Juvas**.

Board meetings

The board met after the Vilnius conference on **Sunday, 28 October 2007**.

In attendance were: Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Deborah Lambillotte, Christine Le Doaré and Pierre Serne.

Apologies: Lisette Kampus and Tomasz Szypuła.

December 2007. In attendance were: Ruth Baldacchino, Martin K.I. Christensen, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Pierre Serne, Tomasz Szypuła, Renato Sabbadini and Nataša Sukič.

Apologies: Linda Freimane, Lisette Kampus for Sunday, Renato Sabbadini for Friday morning.

February 2007. In attendance were: Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Pierre Serne, Tomasz Szypuła, Renato Sabbadini and Nataša Sukič.

May 2008. In attendance were: Ruth Baldacchino, Martin K.I. Christensen, Deborah Lambillotte, Christine Le Doaré, Pierre Serne, Tomasz Szypuła, Renato Sabbadini and Linda Freimane.

Apologies: Lisette Kampus and Nataša Sukič.

Also present: *Chairing Pool Members:* Steffen Jensen, Gabriella Calleja and Simon Maljevac.

July 2007. In attendance were: Martin K.I. Christensen, Deborah Lambillotte, Christine Le Doaré, Pierre Serne, Tomasz Szypuła, Renato Sabbadini and Nataša Sukič.

Apologies: Linda Freimane, Lisette Kampus and Ruth Baldacchino.

Reserve Board member present: Irmeli Krans and Paata Sabelashvili.

September 2008. In attendance were: Ruth Baldacchino, Martin K.I. Christensen, Linda Freimane, Lisette Kampus, Deborah Lambillotte, Christine Le Doaré, Tomasz Szypuła, Renato Sabbadini, Nataša Sukič and Pierre Serne.

Reserve Board Member present: Paata Sabelashvili.

The Elections Preparations Committee met with the Board during the meetings in February and in May 2008.

Present in February 2008: Sanja Juras, Stig Åke Peterson and Jasna Magic.

Present at May 2008: Sanja Juras, Stig Åke Peterson and Jasna Magic.

Apologies: Søren Baatrup for both meetings.

Board organisation

Sub-Committees

Finance: Pierre Serne (chair), Christine Le Doaré, Deborah Lambillotte and Tomasz Szypuła.

Employment: Martin K.I. Christensen(chair), Deborah Lambillotte, Renato Sabbadini and Pierre Serne.

Governance: Lisette Kampus (co-chair), Martin K.I. Christensen (co-chair), Linda Freimane, Renato Sabbadini, Nataša Sukič and Ruth Baldacchino.

Working Groups

Conference: Lisette Kampus (chair), Tomasz Szypuła, Christine Le Doaré, Deborah Lambillotte and Ruth Baldacchino. Also formed the Scholarship Selection Committee.

Staff of ILGA-Europe

In 2008 the staff of ILGA-Europe included:

Patricia Prendiville – Executive Director

Christine Loudes – Policy Director

Evelyne Paradis – Senior Policy Programmes Officer

Silvan Agius – Policy Programmes Officer

Juris Lavrikovs – Communications Manager

Michael Forrest – Communications Officer

(from June to October 2008)

Olimpia Ciripoiu – Finance and Administration Manager

Camille Lambinon – Finance and Administration Officer

(from March 2008)

Françoise Barlet – Finance and Administration Officer

(until March 2008)

Maxim Anmeghichean – Programmes Director

Aija Salo – Programmes Policy Officer (until August 2008)

Beth Fernandez – Programmes Policy Officer

(from September 2008)

Lilit Poghosyan – Programmes Policy Officer

(from October 2008)



Christine Loudes

Patricia Prendiville



Maxim Anmeghichean



Juris Lavrikovs



Olimpia Ciripoiu

Silvan Agius



Evelyne Paradis



Beth Fernandez



Lilit Poghosyan



**Camille
Lambinon**



**Françoise
Barlet**



Aija Salo



**Michael
Forrest**



Financial Report for 2007-8

1. Report on ILGA-Europe's finances for 8 months to 31 December 2007

Overview

The accounts presented are for an 8 month period, from 1st May to 31st December 2007. This 'short' accounting period is a one-off measure needed to move ILGA-Europe's accounting year-end from April to December. The purpose of this change, which was approved at the 2007 Annual Conference, is to simplify ILGA-Europe's financial reporting and audits and to change ILGA-Europe's financial year to coincide with the calendar year.

The short 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.

The actual accounts show a € 884 456 income and a expenditure of € 874 097 (the difference to balanced income and expenditure accounts is explained by grant allocated expenditure that was deferred from 2007 to 2008).

Expenditure was balanced by income, reflecting the fact that the great majority of ILGA-Europe's expenditure is derived from grants awarded for specific purposes. European Commission (EC) funding contributed approximately 61% of the total grant income, with the Sigrid Rausing Trust, the Open Society Institute, COC Nederland, Tides Foundation, UK funder and certain member organisations contribution to the Scholarship Angel Scheme (i.e. Pink Cross, CIG Milano) providing the rest.

Comparison to budget

The indicative budget for the 8-month period for 2007 approved at the Vilnius conference proposed expenditure of € 1 028 000 for 8 months. In the end, total expenditure over the 8 months (€ 874 097) was around 85% of the proposed budget which indicates a more

realistic expenditure related to the activities that were undertaken with the existent resources (especially of time) of the organisation over a 8 months period.

If we look at the structure of income and expenditure it can be noted that there is a broad continuity with our previous financial year. It is also clear that both income and expenditure are generally consistent with what was budgeted. If we look at the main headings of the accounts, there are just few discrepancies with the budget and when there are it is explained by the impact of the transitory period of 8 month financial year on the organisation's capabilities.

In spite of the difficulties that a 8 month transitory periods may have created, the overall results are good. This is also demonstrated by the large growth of our assets and liabilities as shown in the ILGA-Europe assets sheet document.

Moreover, the above-mentioned aspects point to the fact that ILGA-Europe is an evolving organisation which is currently moving towards a stable-paced growth having the ability to sustain its growth.

Pierre Serne, treasurer

(with a large help from Olimpia Ciripoiu, Finance and Administrative Manager)

ILGA-Europe Income and Expenditure account for 8 months to 31st December 2007

	Euros		Notes
	Actual results for 8 months to 31 December 2007	Budget for 8 months to 31 December 2007	
INCOME			
European Commission grant funding	542777	605229	2
Other income from grant funds	285917	382746	3
Other donations	6278	5558	
Participants contributions to Annual Conference	47368	34467	
Interest	2116	0	
TOTAL INCOME	884456	1028000	
EXPENDITURE			
PROGRAMMES: EU-COFUNDED ACTIVITIES AND THEMATIC PROJECTS, GRANT-MAKING, COUNCIL OF EUROPE AND OSCE			
SECRETARIAT COSTS			
Staff costs	371018	398000	
Office and coordination costs	124870	104000	4

GOVERNING BODIES						
Board meetings	17476		27500			
Annual Conference (incl New Member State scholarships)	78687	96163	104000	131500		5
WORK PROGRAMME ACTIVITIES						
Policy work and information dissemination	135358		106000			6
EU Co-ordination Network meetings	14626		26000			
Diversity project	0		30000			
Strategic Litigation	3769		15000			
Other seminars and project activities	64985	218739	109000	286000		7
GRANT-MAKING						8
Human Rights Violations Fund	20864		49500			
Advocacy Project Re-granting	39530	60394	50500	100000		
TOTAL PROGRAMMES EXPENDITURE		871184		1019500		
Other costs		2913		8500		9
TOTAL EXPENDITURE		874097		1028000		
Net income/loss		10359		0		10
Transfer to reserves		0		0		

Notes on the ILGA-Europe income and expenditure account for 8 months to 31 December 2007

1. The Budget is the indicative budget approved at the Annual Conference in Vilnius.
2. The European Commission grant amounts to 87% of EU co-funded expenditure incurred between May 2007 and December 2007, in line with the applicable funding contracts.
3. Other income from grant funds – see the statement “Analysis of movements on individual grant funds in the 8 months to 31 December 2007”. Other donations include also conference scholarships received from organisations such as Pink Cross, CIG Milano.
4. Office and coordination costs: rent, depreciation, office supplies, telephone/fax, travel associated with coordination activities, etc.
5. Annual Conference: this heading includes all expenses related to organising the Annual Conference.
6. Policy work and information dissemination: magazine, website, publications and policy reports, writing of reports on human rights and family.
7. Other seminars and project activities: mainly travel and accommodation costs associated with capacity building seminars, participation in European Parliament hearings and conferences, meetings with member organisations, fact finding visits, Task Force meetings, events at the OSCE and Council of Europe, transgender group meetings, etc.
8. Grant-making: includes the costs for the Human Rights Violations Documentation Fund and Advocacy project re-granting scheme.
9. Other costs: various items such as office costs not eligible for support under the grant agreements conditions.
10. Net income: the majority of the net income consists of COC Nederland grant money for 2007 that was differed towards 2008 expenditure for organising advocacy planning sessions under the COC project.



ILGA board and staff members at their meeting in Brussels, May 2008

From Vilnius to Vienna: October 2007 – September 2008 Report from the European Representatives on ILGA Executive Board



ILGA has seen quite a few changes during the past year. Securing core funding enabled us to increase the number of staff at the office, organise a Board Meeting and solidly work on implementing the Strategic Plan. In addition to the number of interns and volunteers, the increase at the office has seen significant changes within the organisation. We have seen a definite positive change in both the administration and organisation of ILGA, and we foresee this to be a long-term and constructive implication.

The following are a few points of interest from ILGA, which happened over the past year.

- 1. Board:** In May 2008 the ILGA Board met. All the members of the Board and staff were present. All the regions were represented and we have managed to tick all boxes on our very long agenda! The focus of the board meeting lay almost entirely to policy development, employment and governance matters. Several sub-committees were formed in order to sustain the work required by the Board. All Board members were able to participate at the Brussels Pride.
- 2. Regions:** ILGA regions are at various stages of organisational development, some still being at their early stages. Regional conferences were held during the year: Europe (Vilnius, October 2007; Vienna, October 2008), LAC (Latin America and Caribbean) in September (Lima, Peru), Asia in January (Chiang Mai, Thailand) and Africa had its first regional board meeting in early 2008 (Johannesburg, South Africa). Two interim board members were elected for the North American Region. More work is needed to have a more active ANZAPI (Australia, New Zealand and Pacific Islands) region.
- 3. Office:** The impact of the new Executive Director, Trevor Cook, on both the administration and organisation of ILGA has been very positive; and coming from ILGA-Europe, Françoise Barlet became the new ILGA's Finance and Administrative Officer. The office is still adjusting to the new office circumstances after ILGA-Europe's office move. At the same time, ILGA is very glad to be sharing the offices with new kids on the block, IGLYO!
- 4. Communications:** ILGA secured funding from ARCUS foundation in order to revamp the websites. This is part of a wider Communication Strategy, which aims at strengthening the links between regions, increasing the visibility of ILGA and offering a better service to ILGA members, potential members and partners.
- 5. Finance:** ILGA has a fast growing budget but hardly any working capital (assets), making the cash flow a delicate thing.
- 6. Registration of ILGA:** following the changes in Belgian law ILGA is now registered as an international NGO. This required an extensive amount of time and energy. The ILGA World Conference will be deciding to close the previous registration in Belgium, under the name "ILGA-Belgium".

7. 24th World Conference: after cancelling the Quebec World Conference scheduled for spring due to lack of funds, the Board issued a call for a new conference host. HOSI Wien (Vienna, Austria) stepped in and we are definitely looking forward to this 'double bill' Vienna conference. €20,000 donated by ILGA-Europe to ILGA for the World Conference Scholarships.

8. 25th World Conference: Moscow 2010, as voted in Geneva 2006, was also cancelled after careful consideration, following discussions between ILGA Board representatives and Gay Russia. A fresh call for the Conference host 2010 is on the World Conference agenda.

9. Membership matters:

- a) A number of membership policies are being implemented by the Office, as to better ILGA's relationship with its membership.
- b) Issues discussed on the agenda include: discussion on 'dormant' members, introducing new fee levels, management of fee collection, reviewing application forms and status of various categories of membership.
- c) Thanks to funding from ILGA-Europe, ILGA has a brand new, multi-purpose membership database. The database will enable ILGA to maintain members' details in a more accurate and protected way, offer additional services to members and potential partners and ease the approval procedures by the Regional and the World Boards.

10. Political developments:

- a) ILGA & IGLYO: the LGBT global youth mailing list is about to be launched! This collaborative project between ILGA and IGLYO is seen as only a first of many to come, and is part of both organisations' strategies to encourage participation of young people and increase the visibility of young LGBTI people around the world.
- b) UN: The work at the UN level has not stopped. New LGBT organisations were granted the ECOSOC status, now totalling to seven. There has been more attention to the UPR reviews and the introduction of the Yogyakarta Principles.

This is but a brief overview of ILGA's work during the past year. It has been our pleasure to be part of it and we look forward to see the unfolding of this new chapter in ILGA. If you have any questions or would like more information, please do not hesitate to contact one of us.

Ruth Baldacchino and Janfrans van der Eerden
European representatives, ILGA Executive Board
Dublin, Amsterdam, October 2008

Calendar of Meetings and Events Attended in 2007/2008

October 2007



Homophobic protesters outside our annual conference venue, Vilnius, 26 October 2008

- Annual conference, **Vilnius, Lithuania**
- EU network meeting, **Vilnius, Lithuania**
- Event in the European Parliament on the Year of Equal Opportunities, **Brussels, Belgium**
- Council of Europe, Quarterly session of INGO conference and Parliamentary Assembly, **Strasbourg, France**
- Council of Europe's Youth Platform on Intercultural Dialogue, **Timisoara, Romania**
- Pan-European LGBT Business Leaders Forum, **Zurich, Switzerland**

November 2007



Patricia Prendiville, Executive Director of ILGA-Europe, speaks at the EU Equality Summit in Lisbon, November 2007

- EU Equality Summit, **Lisbon, Portugal**
- Social Platform meeting with EP EMPL committee, **European Parliament, Brussels**
- International Conference on Human Rights Defenders by Frontline, **Dublin, Ireland**
- Discussion lunch on same-sex partner's rights by Sophie In't Veld, MEP at European Parliament, **Brussels, Belgium**
- EQUINET formal launch, **Brussels, Belgium**
- Speaker at EQUINET training seminar, **Gent, Belgium**
- ENAR positive action seminar, **Brussels, Belgium**

December 2007

- European LGBT Humanists Forum, **Athens, Greece**
- Social Platform networking visit to **Bratislava, Slovakia**
- Board meeting, **Brussels, Belgium**
- Conference "Equality in the City: Opportunities for All", **Brussels, Belgium**
- Equal Opportunities for All – Multiple Discrimination Matters, **Copenhagen, Denmark**



The European Commission's document on multiple discrimination

January 2008

- Conference on Homophobia and Religion, **Rome, Italy**
- Meeting of the steering group on the study on homophobia in the EU, **Vienna, Austria**
- Council of Europe, Quarterly session of INGO conference and Parliamentary Assembly, **Strasbourg, France**
- Study visit for LGBT activists from Croatia, Moldova, Macedonia and Georgia to the Council of Europe, **Strasbourg, France**
- Contributor at "Extending equality: Trade union actions to organise and promote equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity", **Brussels, Belgium**



Nigel Warner, ILGA-Europe advisor on the Council of Europe, speaks at a meeting at the Council of Europe in Strasbourg, January 2008

February 2008



EU Network meeting in Brussels,
 February 2008

- EU Network meeting, **Brussels, Belgium**
- Meeting with cabinet of the French Prime Minister, **Paris, France**
- Meeting with cabinet of the French Minister for Health, **Paris, France**
- Meeting with the cabinet of EU Commissioner for Enlargement, **Brussels, Belgium**
- Meeting with cabinet of EU Commissioner for Education, **Brussels, Belgium**
- Lesbian Lives Conference, **Dublin, Ireland**
- Board meeting, **Brussels, Belgium**
- Advocacy planning session with Inclusive Foundation, **Tbilisi, Georgia**

March 2008

Speakers at conference on LGBT Families in Europe
 – Dr Loveday Hodson (UK), Dr. Margherita Bottino
 (Italy) and Dr Roman Kuhar (Slovenia), Ljubljana,
 March 2008



- Conference on LGBT Families, **Ljubljana, Slovenia**
- Meeting with cabinet of the French Ministers of Employment and of Foreign Affairs, **Paris, France**
- Meeting with cabinet of French President, **Paris, France**
- Meeting with EU Commissioner Vladimír Špidla, **Brussels, Belgium**
- UN Human Rights Council (7th session), **Geneva, Switzerland**
- 'Protecting the dignity of older persons: the prevention of older abuse and neglect', **Brussels, Belgium**
- ENAR Experts' Meeting on the New Anti-Discrimination Directive, **Brussels, Belgium**
- Speaker at the LGBT Consortium's Annual Conference, **London, UK**
- Conference Equality of Age: the LGBT Way, **Edinburgh, UK**

April 2008

- Speaker at conference on LGBT rights by ALDE group in the European Parliament, **Brussels, Belgium**
- Meeting with cabinet of EU Health Commissioner, **Brussels, Belgium**
- Speaker at European LGBT Christian Forum, **London, UK**
- Conference on advocacy with international institutions and international solidarity, **Amsterdam, Netherlands**
- Development of Equality Principles with Equality Trust, **London, England**
- Conference on LGBT inclusive anti-discrimination law, **Skopje, Macedonia**
- Meeting of litigation strategy advisory group, **Brussels, Belgium**
- Council of Europe, Quarterly session of INGO conference and Parliamentary Assembly, **Strasbourg, France**
- Fact-finding/project-identifications visit, **Russia**
- IGLCC's 1st Annual Conference, **Montreal, Canada**
- EQUINET's 1st Annual Conference, **Brussels, Belgium**
- Meeting of ILGA-Europe Litigation Advisory Group, **Brussels, Belgium**
- General Assembly of Social Platform, **Brussels, Belgium**



Patricia Prendiville, ILGA-Europe's Executive Director, who is also a treasurer of the Social Platform, addresses the General Assembly of the Social Platform in Brussels, 15 April 2008

May 2008



Opening of a monument to homosexual victims of Nazi regime in Berlin, 27 May 2008. Left to right: Bernd Neumann (Minister of State to the Federal Chancellor); Linda Freimane (ILGA-Europe Board); Klaus Wowereit (The Governing Mayor of Berlin); Günter Dworek (Lesbian and Gay Federation of Germany); Albert Eckert (Initiative "Remember the Homosexual Victims of National Socialism")

Dr Loveday Hodson (University of Leicester), Professor Alison Woodward (RHEA - Centre for Gender & Diversity, University of Brussels VUB), Dr Matteo Bonini Baraldi (University of Bologna) and Renato Sabbadini (ILGA-Europe Board) during our first annual IDAHO lecture on "Different Families, Same Rights?", Brussels, May 2008



- First IDAHO lecture "Different Families, Same Rights?", **Brussels, Belgium**
- IGLYO hearing on LGBT youth and education at European Parliament, **Brussels, Belgium**
- European Parliament Hearing of the Disability Intergroup, **Brussels, Belgium**
- Bi-annual meeting of the Social Platform with European Commissioner Vladimír Špidla, **Brussels, Belgium**
- Speaker at the inauguration of the memorial to the Homosexuals Persecuted under the national Socialist Regime, **Berlin, Germany**
- Board meeting, **Copenhagen, Denmark**
- ILGA board meeting, **Brussels, Belgium**
- Advocacy planning session with **Labrys, Kyrgyzstan**
- **Chişinău Pride, Moldova**
- **Istanbul Pride, Turkey**
- Speaker at TGEU's '2nd Transgender Council – Make Human Rights Work', **Berlin, Germany**
- Conference "Responding to new social realities: Developing an EU Agenda for Opportunities, Access and Solidarity", **Brussels, Belgium**
- Seminar on the situation of LGB people in employment, **Brussels, Belgium**

June 2008

- Roundtable “Comparative study on the situation concerning homophobia and discrimination on grounds of sexual orientation in the EU”, **Copenhagen, Denmark**
- Council of Europe, Quarterly session of INGO conference and Parliamentary Assembly, **Strasbourg, France**
- Study visit for LGBT activists from Serbia, Turkey and Croatia to the European Union, **Brussels, Belgium**
- Speaker at Friendship Days/March for Equality, **Riga, Latvia**
- “No Fears” - LGBT Forum by Bloco de Esquerda, **Lisbon, Portugal**
- Conference “Family matters”, **Florence, Italy**
- Country visit to **Cyprus**
- UN Human Rights Council (8th session), **Geneva, Switzerland**
- Research study “Inclusion of Transgender Individuals into Labour Market”, **Malta**
- Advocacy planning session with LIGA, **Ukraine**
- Keynote speaker at international conference “Reproductive and Sexual Rights: Russian and International Experience”, **Moscow, Russia**
- Speaker at KPH’s trade union seminar, **Warsaw, Poland**
- Speaker at EIRO’s Multiple Discrimination conference, **Brussels, Belgium**
- Speaker at PROGRESS Seminar on sexual orientation, **Budapest, Hungary**
- Speaker at Communicating Diversity EU Commission Conference, **Belfast, Northern Ireland**
- Delegation meeting of Social Platform with President Barroso, **Brussels, Belgium**
- “The EU Anti-Discrimination Directives 2000/43 and 2000/78: exchange of good practices and recent developments”, **Trier, Germany**
- Conference “Policies for Today’s Families”, **Brussels, Belgium**

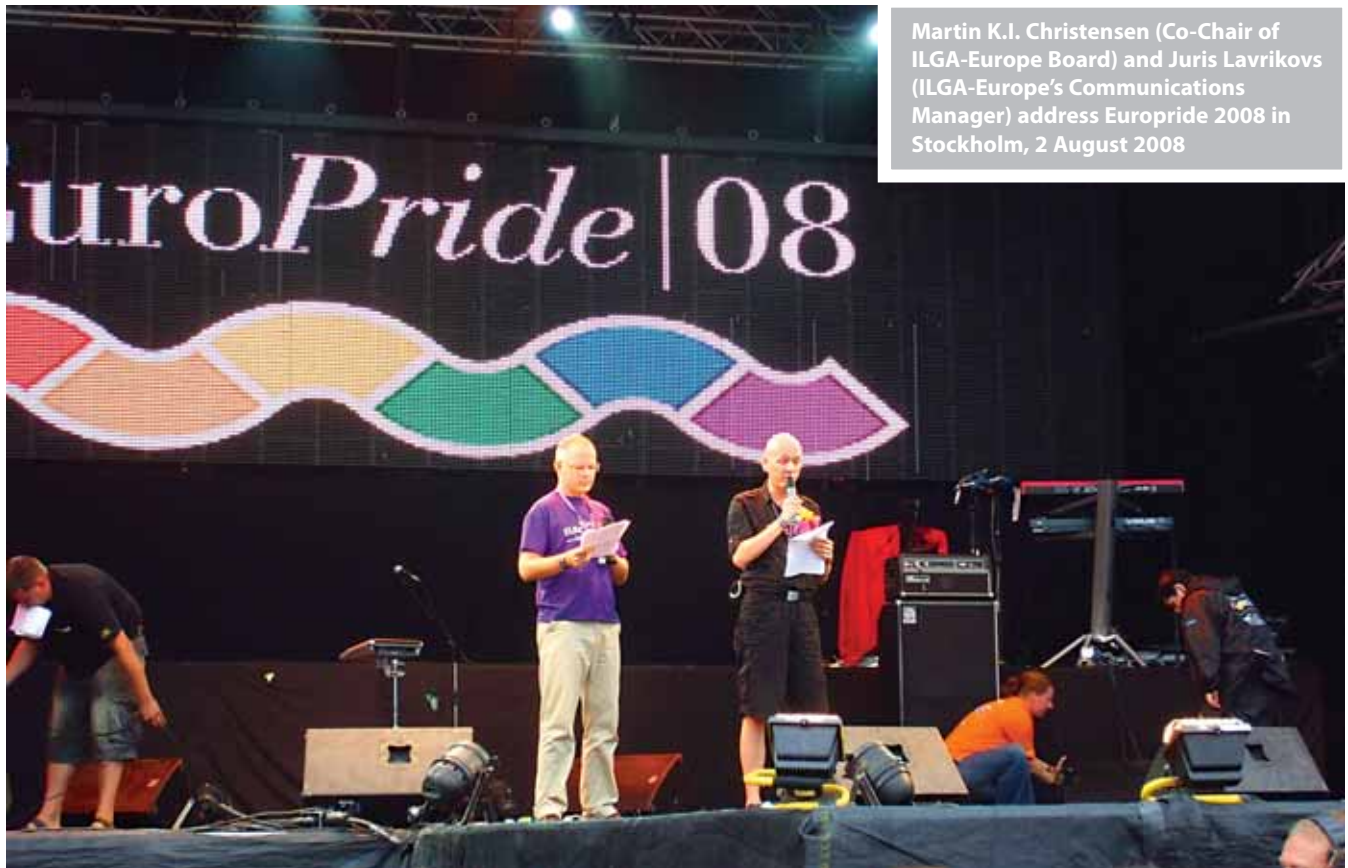


ILGA-Europe banner at Zagreb Pride,
28 June 2008



July 2008

- Speaker at the European Parliament, opening of a photo exhibition "27 Images of Pride", **Brussels, Belgium**
- European Gay Police Conference, **Barcelona, Spain**
- Meetings with office of the Czech Minister for Human Rights, **Prague, Czech Republic**
- Board/staff formative evaluation session, **Prague, Czech Republic**
- Training on documentation of human rights violations and evidence-based advocacy, **Brussels, Belgium**



Martin K.I. Christensen (Co-Chair of ILGA-Europe Board) and Juris Lavrikovs (ILGA-Europe's Communications Manager) address Europride 2008 in Stockholm, 2 August 2008

August 2008

- Speaker at Europride 2008, **Stockholm, Sweden**
- Speaker at Europride seminars on EU and Trades Unions and Equality, **Stockholm, Sweden**
- **Amsterdam Pride, Netherlands**
- **Copenhagen Pride, Denmark**
- First roundtable, joint ILGA-Europe and IGLYO Project on Age, **Berlin, Germany**
- Participant at Co-ordination of activities at UN discussion session, **New York, USA**
- World AIDS conference, **Mexico**
- Attended the Company Pride Platform conference, **Amsterdam, Netherlands**



Maxim Anmeghichean (ILGA-Europe's Programmes Director) carries ILGA-Europe banner at the 1st International Solidarity march Against Stigma, Discrimination & Homophobia during the Worlds AIDS Conference in Mexico City, 2 August 2008

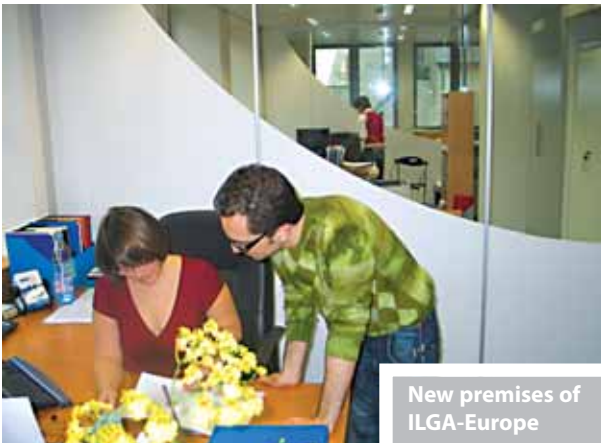
September 2008



Juris Lavrikovs (ILGA-Europe's Communications Manager) interviews Vladimír Špidla, EU Commissioner for magazine "Destination >> EQUALITY", 9 September 2008

- Key note speaker at Second EU Equality Summit, **Paris, France**
- Speaker at European Parliament's LGBT Rights Intergroup meeting, **Brussels, Belgium**
- Interview with EU Commissioner Vladimír Špidla, **Brussels, Belgium**
- Council of Europe, Quarterly session of INGO conference and Parliamentary Assembly, **Strasbourg, France**
- Board meeting, **Brussels, Belgium**
- ILGA-Europe moves to new premises

October 2008

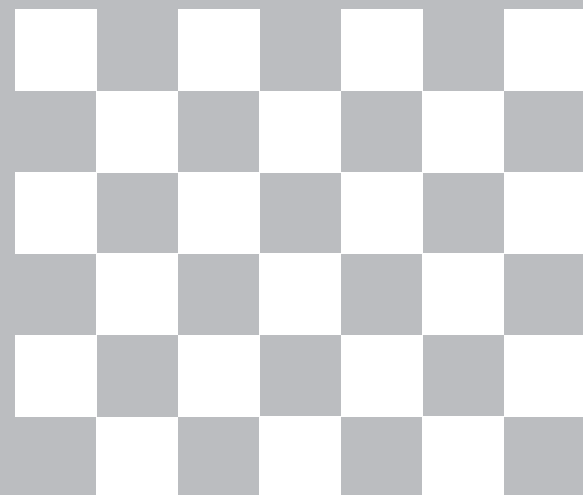
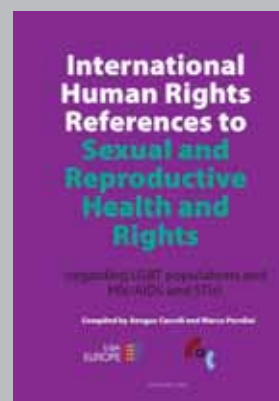


New premises of ILGA-Europe

- Speaker at European Humanists LGBT Forum, **Milan, Italy**
- Speaker at the LIBE Committee Public Hearing on Fundamental Rights Report at European Parliament, **Brussels, Belgium**
- Meeting of Fundamental Rights Platform, **Vienna, Austria**
- International conference "Lesbian and gay rights are human rights", **Kiev, Ukraine**
- Advocacy at the Human Dimension Implementation meeting OSCE, **Warsaw, Poland**

List of publications

- Policy papers:
 - ILGA-Europe response to EC consultation on new anti-discrimination measures
 - ◆ Accompanying document on evidence on discrimination based on sexual orientation
 - The Case for a horizontal anti-discrimination directive (Joint ILGA-Europe and ENAR document)
- International Human Rights References to Sexual and Reproductive Health and Rights (regarding LGBT populations and HIV/AIDS and STIs)
- Different Families, Same Rights? Lesbian, Gay, Bisexual and Transgender Families under International Human Rights Law
- Different Families, Same Rights? Freedom and Justice in the EU: Implications of the Hague Programme for Lesbian, Gay, Bisexual and Transgender Families and their Children
- Set of 12 posters and postcards on LGBT families campaign
- Poster on new EU anti-discrimination directive campaign
- Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience of Health Care



Annual Report of ILGA-Europe for 2007-2008



- Handbook on monitoring and reporting homophobic and transphobic incidents
- Magazine "Destination>>EQUALITY", TransEurope edition
- Magazine "Destination>>EQUALITY", EU anti-discrimination Directive edition
- Map on LGB rights in the World
- Euro-Letters
- Media releases
- Web-information updates.

