PAN AFRICA ILGA
International Lesbian, Gay, Bisexual, Trans and Intersex Association

ANNUAL REPORT
2019/2020
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PAN AFRICA ILGA
International Lesbian, Gay, Bisexual, Trans and Intersex Association

ANNUAL REPORT 2019/2020
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Co-Chairperson

During the past financial year, 01 March 2019 to 28 February 2020, there were two major highlights.

Firstly, it was the permanent appointment of our Executive Director, Nate Brown. Nate had been with PAI as the Acting Executive Director following the 4th Regional Conference in Botswana in 2018.

The appointment of Nate has led to the stabilisation and growth of PAI as an organisation. He has worked tirelessly over the past financial year, to ensure that PAI not only remains on the map but retains its status as the leading LGBTIQ+ structure on the continent. Nate has been very successful at connecting with continental and international LGBTIQ+ activists, funders and partners. He has also worked to bring everyone together — the Secretariat, the Board and the Membership — under the simple objective of growing PAI.

The staffing of PAI has grown exponentially into a team made up of a Finance Officer, an Advocacy and Communications Officer, a Membership and Logistics Administrator, and a Francophone Coordinator. The process of appointing a new Programme Manager is under way and this will complete the staffing team, in line with the PAI constitutional requirements.

Secondly, PAI has led a very successful training programme in the past year, not only for activists in different countries within the regional African network but also for activists in the ILGA Asia network. The extension of training beyond the African border has been beneficial for PAI and strengthened the relationship between the two regional networks within the ILGA global movement.

The PAI Board and Executive Director have been preparing for the 5th Regional Conference to be held in Accra, Ghana in July 2020. As an organisation PAI is ready to launch an exceptional conference, however, we are hearing of the spread of the Coronavirus which is said to be reaching our continent within the next few months. Should the continent go into lock down PAI will be proactive in changing the manner in which the Regional Conference takes place. We can assure our membership that there will be a regional conference.

When incidents such as a pandemic take place, the impact on the most vulnerable people in our societies is always far greater than on the majority of the population. In this regard PAI will be looking at ways in which it is able as a network, to give support to membership across the continent.

The next financial year is probably going to be a difficult one for our continent - but we as a network are strong and will take on any challenges that come our way!

Nnedinma Ulanmo
Co-Chairperson
Acting Co-Chairperson

It has been an honour to be Acting Co-Chairperson of PAI over the past financial year. I have gained great insight into the organisation and the challenges of organising a LGBTIQ+ network on the continent.

There have been many changes and developments during the past financial year, but what I would like to give credit to, is the increasing attention paid to the Francophone presence in the organization. It is true that in the past there has a stronger Anglophone bias. Our new Executive Director Nate Brown has given much attention to this matter, and reached out particularly to North and West African organisations. This has led to the appointment of our first French speaking coordinator, based in Morocco.

Networks by nature are complex entities to run. Membership requires an ongoing relationship with the organisation, and maintaining communication and a sense of solidarity throughout the year is always a challenging task.

Moving forward PAI could consider collaborating with member organisations in campaigns in different regions of the continent. This would give on-going support to members as well as grow the PAI brand, giving a sense of unity under the PAI banner.

Planning and organising for the 5th Regional Conference to be held in Ghana in July 2020 has been a major focus over the past financial year. The PAI Regional Conferences are the cornerstone of PAI’s activities, bringing together the continental LGBTIQ+ sector as well as internationally based policy makers, funders and partners.

As we close the financial year we are faced with a global pandemic. This is something that none of us was prepared for and will require the organisation to be flexible and learn to adapt fast to ‘the new normal’.

If the pandemic hits our continent PAI needs to launch a survey to identify the effects of COVID19 on our members and how we can extend support to our member organisations.

We are in this together – _ca va bien aller_!

Sheba Akpokli
Acting Co-Chairperson
It is with a sense of pride that we report on the 01 March 2019 to 28 February 2020 financial year as it has been a year of very positive growth for PAI.

PAI’s membership has grown over the past year. We now have 254 registered members, representing all five regions of the continent. As an organisation our capacity to deliver to our membership is stronger than ever before. We have expanded our Secretariat, which is made up of mainly young people. A strong and constructive relationship has been formed between the Secretariat and the Board. This has meant that the organisation works well, while guided by the 2019 – 2022 PAI Organisational Strategy – an ambitious and forward looking document.

Over the past financial year PAI has built a good relationship with ILGA Asia (covered later in the report). This kind of synergy between regions within ILGA is very important as it builds and strengthens the global ILGA family.

Another important development has been the work that PAI has done in developing a new training strategy to engage with human rights mechanisms, both global and continental, to challenge policy and seek reform of laws that discriminate against the LGBTIQ+ sector on the continent and empower the movement as a whole.

Much of the year has been taken up with the planning and preparations for the 5th Regional Conference scheduled to take place in Accra, Ghana in July 2020. This has involved several trips to Ghana to meet and liaise with our Accra-based partner, the Centre for Popular Education and Human Rights, Ghana (CEPEHRG). Our objective is to meet the standard of the dynamic and exciting 4th Regional Conference, held in Gaborone, Botswana in May 2018.

As we close the financial year, we are aware that the COVID19 pandemic is about to become a global threat and impact heavily on all facets of our lives – political, economic, social and cultural. This makes it likely that the conference will take on a different form. Should this be the case the PAI Secretariat and Board will convene and map out the best way forward for the PAI 5th Regional Conference.

Finally, I would like to thank my team for taking on all the challenges the year gave us, and making a success out of everything they touched. Without their cooperation and dedication towards their work we would not have had such a successful year.

The co-operation of the PAI Secretariat and the Board has indeed been encouraging during the past year.

Let us work towards further growth and development in the 2020/2021 financial year!

Nate Brown  
Executive Director
1 WHO IS PAI?

The Pan Africa ILGA, International Lesbian, Gay, Bisexual, Transgender and Intersex Association, also known as PAI, is a network of organisations in Africa working to improve human rights of individuals on all grounds, including sexual orientation, gender identity, gender expression and sex characteristics.

The unique strength of the PAI network is that it is connected to a global movement through ILGA which serves more than 1,300 LGBTIQ+ groups from around the world.

Vision and Mission

Vision

An Africa that promotes and respects the integrity, rights and autonomy of all her people regardless of culture, faith, sexual orientation, gender identity, gender expression or sex characteristics.

Mission

To challenge and change mindsets of communities in Africa on SOGIESC issues and related work through unifying and strengthening LGBTIQ+ organising.

PAI’s Role and Functions

The role and functions of the network are to:

- Build a unified African movement and provide a forum to respond to the needs of members through coordination and collaboration.
- Devise advocacy strategies to hold governments accountable and advocate for the protection, promotion and respect of LGBTIQ+ rights in Africa.
- Influence regional and international human rights institutions and ensure that the issues pertinent to the diversity of members in the African region are well represented at regional and global platforms.
- Promote research and documentation of human rights violations in collaboration with domestic LGBTIQ+ rights activists and other human rights organisations.
- Contribute to growth and capacity development of members by strengthening regional training and advocacy initiatives.
- Be a communication hub for information exchange and offer information resources through the website and social media to support and link members.
Strategic Objectives

The role and functions of the network are to:

**Strategic Objective 1:**
Enhance PAI’s organisational and governance capacity.

**Strategic Objective 2:**
Expand PAI networks to Francophone and North African countries.

**Strategic Objective 3:**
Increase and consolidate engagement with PAI membership and society.

**Strategic Objective 4:**
Develop the capacity to become a strong voice for the LGBTIQ+ community and to improve engagement with regional and international networks and human rights mechanisms.

**Strategic Objective 5:**
Improve programming for and partnership with LGBTIQ+ Youth and LBTIQ+ Womxn Led Organisations.

Membership

The total number of members is 254, representing the following countries: Algeria, Burundi, Cameroon, Cote D’Ivoire, Democratic Republic of Congo, Egypt, Eswatini (Swaziland), The Gambia, Ghana, Kenya, Liberia, Libya, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

Coming together: Lethabo Mailula, Letlhogonolo Mokgoroane and Zethu Gqozo
2 THE PAI JOURNEY

PAI Road Map

2007 – Johannesburg, South Africa: The 1st PAI Regional Conference saw the coming together of 60 activists from across the continent to discuss the importance of creating a continental network that would form the African wing of ILGA, the International Lesbian and Gay Association.

2010 – Sao Paolo, Brazil: At the ILGA World conference in Sao Paolo, the first steering committee of Pan Africa ILGA was formed.

2012 – Stockholm, Sweden: At the ILGA World conference in Stockholm, the second steering committee was established, and ILGA World, through funding from the Finnish government fund, supported the very first PAI staff member, whose task it was to develop PAI membership and communication.

2013 – Johannesburg, South Africa: A Consultative Meeting was held with over 30 activists from across the continent. This consultative meeting resulted in the formation of a committee to organise the 2nd PAI Regional Conference in Nairobi, Kenya.

2014 – Nairobi, Kenya: The 2nd PAI Regional Conference in Nairobi, Kenya, brought together 200 participants from 34 countries, and elected a ten-member PAI Board.

2016 – Johannesburg, South Africa: The 3rd PAI Regional Conference was held in Johannesburg, South Africa with Iranti-Org as a local partner. The theme of the conference was African Bodies Breaking Ground, Building Bridges. It was attended by 184 delegates from 34 countries.

2018 – Gaborone, Botswana: The 4th Regional Conference was held in Gaborone Botswana, in partnership with LEGABIBO. The theme was Empowering LGBTIQ+ Youth: Uniting for an Inclusive Future. 327 delegates from 37 countries attended.

2020 – Accra, Ghana: Regional Conference planned for July 2020, in partnership with a local Non-Governmental Organisation, the Centre for Popular Education and Human Rights, Ghana (CEPEHRG)
PAl Boards are elected at Special General Meetings held at the PAI Regional Conferences. Members serve a two year term.

Meet our Board for 2018–2020:

- Nnedinma Ulanmo: Co-Chairperson
- Sheba Akpokli: Acting Co-Chairperson
- Jennifer Henshaw: Acting Co-Chairperson
- Henry Sakala: Acting Co-Chairperson
- Sandra Kwikiriza: Treasurer
- Barbra Wangare: Secretary
- Frida Wahrainia: Board Member
- Peter Njane: Interim Board Member
Executive Director: Nate Brown

Nate was appointed as Executive Director in January 2019, after a long history with the organisation. He has a BA (Hons) in Accounting & Finance and BA (Hons) in Business Administration from Greenwich University, London, United Kingdom. Nate grew up outside of South Africa and on his homecoming in 2012, he joined Barloworld Motor Retail Audi Centre Bruma as an Accountant.

With his heart set on making a meaningful contribution to human rights and social justice, Nate left the corporate world in June 2016 to further his dreams. This materialised through him joining Iranti in 2016, as Financial Manager. The exposure he gained at Iranti paved the way for his eventual move to management and with the opportunity to grow, chose to lead PAI, where he has committed himself to strengthening the fight for human rights for LGBTIQ+ persons.

Administrator: Delisile Mavuso

Deli Mavuso joined PAI in April 2016 as Administrator. This role involves administrative support and organising of Board and other meetings. She also works closely with the Financial Manager on budgets and reconciliations. Deli previously worked as the Office Administrator at Forum for Women’s Empowerment (FEW) and completed a learnership at POWA doing court monitoring and support for lesbian victims and survivors of hate crimes.

Logistics & Membership Administrator: Azania Sengwayo

Azania Sengwayo joined PAI in April 2018. She has a long history of LGBTI+ organising, including involvement in the organisation of Soweto Pride. She is the secretary of the FEW board and is the chairperson for Thuli Home. She is also the youth co-ordinator at Parents, Families & Friends of South African Queers (PFSAQ).
Advocacy & Communications Officer: Lethabo Mailula

Lethabo Mailula holds an LLB and LLM from the University of Pretoria. Her research interests include the recognition and protection of the rights of the LBQ in Africa. Her activism manifests through involvement in academia, writing of articles as well as using media advocacy. Lethabo was appointed by PAI April 2019.

Francophone Coordinator: Anonymous

Our Francophone Coordinator has experience as a researcher and organiser and adds a critical presence to the PAI family, they bring an important Francophone focus. They worked as Regional Projects Coordinator within the TRANSat, focusing on coordination with partners, stakeholders and donors from different countries in the Middle East and North Africa region.

They participated in regional research and documentation for a mission looking at Article19 on hate speech against the LGBTIQ+ community in the media. They worked as a volunteer for UHAI EASHRI to organise and plan for the conference Changing Faces Changing Spaces in 2019, representing North and Francophone Africa within the task team.

Finance Officer: Rethabile Gamede

Rethabile Gamede is a Black Queer Feminist activist interested in African Spirituality and what it means to bring all of oneself to any organised space.

Rethabile has a background in finance and accounting and has led the finance departments of various organisations including Iranti, FRIDA | The Young Feminist Fund and The Initiative for Strategic Litigation in Africa.

When she is not supporting movements in a Finance and Operations role, she is facilitating conversations through dialogues and trainings or exploring themes of healing and self-knowledge through personal development coaching and counselling.
The past financial year has been a very important time for PAI and has seen exponential growth through the following activities:

**Staff Development**

The growth of the Secretariat during the past financial year has been a very important step for the organisation. The following posts have been filled this year: Advocacy and Communications Officer, Francophone Coordinator, Membership and Logistics Administrator, and Finance Officer. The position of Programme Manager has been advertised and as soon as this position is filled, PAI will have its full complement of staff as per requirements outlined in the Constitution.

Through the efforts and dedication of the Membership and Logistics Administrator, Azania Sengwayo, PAI has seen an upswing in registered membership, bringing our current membership 254 LGBTIQ+ organisations from across the continent.

Communication is paramount for a network like PAI, and Lethabo Mailula, Advocacy and Communications Officer, has developed a coordinated and consistent approach to communications, with monthly newsletters and posts being produced. There is also greater attention to social media platforms, and a newly designed website which has increased communication globally.

Through the appointment of the Francophone Coordinator Pan Africa ILGA’s footprint in the Francophone region has grown.

It is the training and advocacy activities undertaken in the past financial year that has been very significant to the growth of the organisation, and this report gives an overview of these activities.

**Training**

**Joint Board Training: Pan Africa ILGA and ILGA Asia Board Training, South Korea 25 – 27 August 2019**

The Pan Africa ILGA and ILGA Asia Joint Board Training was facilitated by Sedica Davids. The primary aim of the training was to increase the knowledge, skills and competence of Pan Africa ILGA and ILGA Asia board members on issues of governance.

Workshop participants hailed from countries such as Lebanon, Vietnam and Bhutan in the Asia region and Cameroon, Morocco and Uganda in the Africa region. The executive directors of the Secretariats were present, as well as one staff member from ILGA Asia. A specialist legal consultant, Dr Ralph Mathekga, was tasked to present on law, ethics and principles of governance.

Participants included:

- **ILGA Asia**
  - Tashi Tsheten Taslu (Bhutan, Youth Representative)
  - Candy Yun (Korea, Co-Chairperson)
  - Charbel Maydaa (Lebanon, Board member)
  - Dowha Kim (Korea, Secretariat)
  - Anh Vu Lieu (Vietnam, Executive Director)

- **Pan Africa ILGA**
  - Jean Paul Ennama (Cameroun, Alternate Co-Chairperson)
  - Naoufal Bouzid (Morocco, Co-Chairperson)
  - Sandra Kwikiriza (Uganda, Secretary)
  - Nate Brown (South Africa, Executive Director)

The training focused on the King Report on Corporate Governance which emphasises the importance of abiding by a code of conduct and ethics that should influence the organisation from Board level down through all structures of the organisation. Key topics covered:

- Good Governance, Legislation and Roles.
- A Working, Cohesive and Responsible Board.
- Instruments, Safety and Communication.

The sharing of experiences between ILGA Asia and Pan Africa ILGA was invaluable and built important solidarity between the two regions.
Pan Africa ILGA and ILGA Asia meeting in Bangkok, Thailand
PAI Board Training: November 2019

With all membership-driven organisations, an ongoing challenge is that of having a new board voted in fairly regularly. In the case of Pan Africa ILGA, it is every two years at the biennial Regional Conference, in line with the Constitution.

This makes ongoing board training critical. Training also has a very valuable impact on the sector as a whole as most board members represent key organisations across Africa. The board training conducted regularly by PAI has something of a cross-pollination effect on the LGBTIQ+ sector on the continent.

The overall aim of all Board training is to ensure that the members of the governing body have a thorough understanding of good governance and ethics.

Areas covered included:

- Roles and responsibilities of portfolio holders
- Key competencies of Board Members
- Board Review Processes

Board Members present:

- Nnedima Ulanmo (Nigeria, Co-Chairperson)
- Sandra Kwikiriza (Uganda, Secretary)
- Jennifer Kuwa Henshaw (Liberia, Acting Co-Chairperson)
- Muzu Henry Sakala (Zambia, Acting Co-Chairperson)
- Peter Njane (Kenya, Interim Board member)
- Nate Brown (South Africa, Executive Director)

PAI Board Training was supported by The Ford Foundation during the past financial year.

Pan Africa ILGA and ILGA Asia Consultation Meeting: Bangkok Thailand, January 2020

An historic Consultation Meeting took place in Bangkok, Thailand between Pan Africa ILGA and ILGA Asia from 13 to 17 January 2020. For the first time the regions came together as part of a larger project to develop and strengthen the two regional networks.

The focus of the Consultation Meeting was to develop advocacy strategies on developing and fostering potential collaborations across the two regions.

The meeting was facilitated by Rima Athar and Ariel Herrera. It was attended by eleven participants from member organisations, two board members and two secretariat staff members from each of the two regions. The aims were to:

- Identify common issues and shared advocacy priorities across Pan Africa ILGA and ILGA Asia that can support the advancement of rights for LGBTIQ+ persons across Africa and Asia.
- Build increased communication, networking and joint actions across Pan Africa ILGA and ILGA Asia.
- Develop a shared understanding around security as a community issue and strengthen the capacity of Pan Africa ILGA and ILGA Asia members to act towards collective security at home, regionally, and cross-regionally.

This was done through:

- Sharing advocacy priorities for activists from the two regions.
- Identifying common and unique areas for advocacy for activists within and across the regions.
- Drawing out and mapping threats when engaging in advocacy around LGBTIQ+ rights, as well as lessons learned around how to respond and better strategise collectively.
- Strategising around security as a community issue, with emphasis on building security practices from the ground-up.
- Exploring purposeful communication and networking across the regions to support security and advocacy efforts.

The training was exciting and effective, and participants expressed the need for ILGA regions to communicate on a deep level regarding advocacy strategies and training on an ongoing basis. The power of contextual learning and building solidarity was emphasised as an important future methodology for ILGA.
Pan Africa ILGA and ILGA Asia in training workshop
It was recommended that well-organised and effective consultative processes be integrated into ILGA Regional Conferences to ensure real solidarity building takes place between ILGA regions.

PAI/ILGA Asia: Short Internship

Dear Nate

I am so glad that I was offered this opportunity to travel to Johannesburg, South Africa for finance training with PAI. This is one of many collaborative works between ILGA Asia and PAI. The wonderful experiences I had inspired me especially with the things that I can apply to my routine work at ILGA Asia. I also got an idea to develop the finance procedure at our office after having long term follow-up training with PAI’s finance officer. Observing PAI using online accounting software was very helpful.

Aside from training, I had a chance to visit the Apartheid Museum. There were a lot of feelings in my mind when I was there. I felt so sad but it also inspired me at the same time. Apartheid is a lesson from the history which everyone should learn. I will never forget everything that I learnt there.

Lastly, I was so happy to be warmly welcomed by colleagues Nate, Rethabile, Delisile, Azania and Lethabo.

I also met Andre, ILGA World’s Executive Director for the first time. Thank you, everyone, for the great opportunity and I would love to visit Joburg again.

Regards,
Yarinda Srisutat (pronouns: she/her/hers) | Finance and Admin Officer Asian Region of the Int’l Lesbian, Gay, Bisexual, Trans and Intersex Association

Bangkok Thailand

Moving Forward

In the next financial year PAI aims to increase its efforts regarding training, advocacy, communication and membership development. Critical to building our network is to create new platforms for social media and improve our communication with our members.

The new year is likely to be a very challenging one, but as our Co-Chairperson says: “As always, we will get through this”.

Networking

Networking is a very important part of the business of PAI, and during the past financial year the Executive Director attended several meetings and conferences.
PAI Regional Conferences provide the opportunity for exchanging ideas.
Preparations for the PAI 5th Regional Conference

The PAI 5th Regional Conference will be held in Accra, Ghana, in July 2020. The partner Accra based organisation, the Centre for Popular Education and Human Rights Ghana (CEPEHRG) will assist with all planning and logistics. A new professional logistics company Basiq Blaque has been appointed to ensure that the conference runs smoothly and efficiently. The Secretariat has made three trips to Ghana to ensure that everything is in place on that side, to guarantee a successful and memorable conference.

PAI has hosted four biennial Regional Conferences to date. The Regional Conferences have become important forums for delegates from across the continent to meet, debate around critical issues and network. The Regional Conferences have also given the opportunity for delegates based in Africa to engage with international delegates from around the world.

For the 5th Regional Conference a total of 423 people have applied for bursaries and approximately 60 self-paying delegates have registered. This is a record number. Every Regional Conference sees PAI going from strength to strength.

The Conference Programme is in an advanced stage, with Plenary sessions, workshops sessions and cultural events planned. A range of Pre-Conferences have been offered by partner organisations.

These include:
- Interfaith/Queer African Traditional Spiritual Healers
- Queer Islam
- Youth
- Transgender
- Lesbian, Bisexual and Queer
- Key Populations
- Sex Workers
- Intersex
- Human Rights Mechanisms
- Global Philanthropic Project

As per the PAI Constitution, the biennial PAI General Meeting will be held at the 5th Regional Conference. This allows for the network to make amendments to the Constitution and to elect a new Board for the 2020/2022 term.

As the financial year comes to an end there is word of a global pandemic. Should this happen and the conference has to be postponed, new preparations will be made to host the 5th Regional Conference in a virtual space.

The general objectives of PAI Regional Conferences are:

Objective 1: Seek common ground to engage around regional strategies to achieve change in policies, laws, and possibly cultural and religious practices that discriminate against people based on their sexual orientation, gender identity, gender expression and sex characteristics.

Objective 2: Exchange best practice, key learnings, impacts and implications.

Objective 3: Share successes and explore opportunities for effective advocacy on the human rights of LGBTIQ+ persons and visibility on the African continent.
Carlos Idibouo shares ideas and opinions during a PAI workshop session.
During the next financial year PAI plans to upscale its training programme to increase its engagement with human rights mechanisms on the continent. These mechanisms are designed to put pressure on governments where PAI members reside.

The three human rights mechanisms that are relevant to PAI member organisations are: The Universal Periodic Review (UPR) of the United Nations Human Rights Council (UNHRC); the African Commission on Human and People’s Rights (ACHPR); and the Pan African Parliament (PAP).

The United Nations Human Rights Council (UNHRC) Universal Periodic Review (UPR) serves to assess the human rights situation in all United Nations member states. The UPR is a unique mechanism of the Human Rights Council, aimed at improving the human rights situation on the ground in all 193 United Nations (UN) member states. Under this mechanism, the human rights situation of all UN Member States is reviewed every five years.

A total of 42 states are reviewed each year during three Working Group sessions dedicated to 14 states each. These three sessions are usually held in January/February, May/June and October/November. The result of each review is reflected in the Final Report of the Working Group, which lists the recommendations the State under Review (SuR) will have to implement before the next review.

Due to the human rights framework within which Pan Africa ILGA operates, its main engagement with the United Nations system is centred around the Human Rights Council, and the UPR process in particular.

PAI training of member organisations will focus on developing the skills of our member organisations to engage in the NGO forum of the UPR process. This takes five main forms:

- Participate in the national consultations held by the State under Review (SuR).
- Send information on the human rights situation in the country.
- Lobby members of the Working Group.
- Take the floor at the Human Rights Council during the adoption of the report.
- Monitor and participate in the implementation by the SuR of the UPR recommendations.
- Communicate with constituencies on how the process works and give critical analysis of gains made and battles lost.

The African Commission on Human and People’s Rights (ACHPR) was established by the African Charter as the continent’s main human rights body. In addition to performing any other tasks which may be entrusted to it by the Assembly of Heads of State and Government, the Commission is officially charged with three major functions:

- Protection of human and people’s rights.
- Promotion of human and people’s rights.
- Interpretation of the African Charter.

The ACHPR meets twice a year, usually in March/April and in October/November. One of these meetings is usually in Banjul, The Gambia, where the Commission’s secretariat is located, while the other may be in any African state that offers to host the commission.

The commission has several special mechanisms, including six special rapporteurs, eight working groups and two committees that investigate and report on specific human rights issues. A total of 500 NGOs have been granted Observer Status at these meetings, and these organisations are required to submit reports to the commission every two years.

PAI’s engagement in this process is critical, and training for successful engagement will be a crucial part of PAI’s training programme.
The Pan-African Parliament (PAP) is one of the nine organs of the African Union (AU). As civil society space opens up at PAP, it is advisable for PAI to regularly attend both Civil Society Forums annually in order to become familiar with this AU organ and be able to make an assessment of possible opportunities for advocacy, in ways that complement the UPR and ACHPR work.

The headquarters of the Pan African Parliament is situated 28 kilometres away from the PAI office, making it the most geographically accessible African human rights body for PAI to interact with.

One tangible action that PAI can work towards regarding PAP is engaging with appointed South African parliamentarians to push for the ratification of the Malabo Protocol, as it is a key treaty to bringing into force the full powers of the Pan African Parliament, with which PAI shares an ideological Pan-African position.

To conclude, the research and recommendations on training and engagement with human rights mechanisms completed during the 2019/2020 financial year forms part of an important new strategy for training within PAI.

The recommendations were accepted by the PAI Board and will be implemented during the 2020/2021 financial year.
Kevin Mwachiro speaking in an educational PAI workshop
Key:
Central Africa = Blue
East Africa = Red
North Africa = Green
Southern Africa = Grey
West Africa = Yellow
## PAI Membership per Country [254]

### Central Africa [33]
- Cameroon [17]
- Central African Republic [1]
- Democratic Republic of Congo [6]
- Equatorial Guinea [1]
- Republic of Congo [8]

### East Africa [72]
- Burundi [10]
- Ethiopia [3]
- Kenya [16]
- Rwanda [6]
- Somalia [1]
- Tanzania [3]
- Uganda [33]

### North Africa [29]
- Algeria [4]
- Egypt [4]
- Libya [2]
- Sudan [2]
- Tunisia [6]

### Southern Africa [64]
- Angola [1]
- Botswana [1]
- Eswatini [3]
- Madagascar [1]
- Malawi [2]
- Mauritius [1]
- Mozambique [1]
- Namibia [4]
- South Africa [37]
- Zambia [7]
- Zimbabwe [6]

### West Africa [56]
- Benin [4]
- Burkina Faso [1]
- Cote d’Ivoire [5]
- Ghana [8]
- Liberia [3]
- Mali [4]
- Mauritania [1]
- Nigeria [20]
- Senegal [3]
- Sierra Leone [3]
- The Gambia [1]
- Togo [3]
If it were not for the support of our loyal partners PAI would not be able to implement services we do. We are very grateful to the following partners – for not only providing financial, but also administrative, logistical and strategic support:

- Wellspring Philanthropic Fund
- Arcus Foundation
- COC Netherlands
- The Ford Foundation
- International Lesbian, Gay, Transgender and Intersex Association (ILGA)
Independent Auditor’s Report

To the Members of PAN AFRICA ILGA

Opinion
We have audited the financial statements of PAN AFRICA ILGA set out on pages 5 to 11, which comprise the statement of financial position as at 29 February 2020, and the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of PAN AFRICA ILGA for the year ended 29 February 2020 are prepared, in all material respects, in accordance with the basis of accounting as described in note 2 to the financial statements.

Basis for Opinion
We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organisation in accordance with the sections 290 and 291 of the Independent Regulatory Board for Auditors’ Code of Professional Conduct for Registered Auditors (Revised January 2018), parts 1 and 3 of the Independent Regulatory Board for Auditors’ Code of Professional Conduct for Registered Auditors (Revised November 2018) (together the IRBA Codes) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable, in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants and the International Ethics Standards Board for Accountants’ International Code of Ethics for Professional Accountants (including International Independence Standards) respectively. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information
The members are responsible for the other information. The other information comprises the information included in the document titled “PAN AFRICA ILGA Annual Financial Statements for the year ended 29 February 2020, which includes the supplementary information set out on page 12. The other information does not include the financial statements and our auditor’s report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members for the Financial Statements
The members are responsible for the preparation of the financial statements in accordance with the basis of accounting as described in note 2 to the financial statements, and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the members are responsible for assessing the organisation’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the organisation or to cease operations, or have no realistic alternative but to do so.

**Auditor’s Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members’ use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with the members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**N Hamid and Company**

**11 August 2020**

\[Signature\]

Per: N. Hamid
Registered Auditor
Management’s Responsibilities and Approval

Management is required to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements satisfy the financial reporting standards as to form and content in the presentation of the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The annual financial statements are based upon appropriate accounting policies consistently applied throughout the organisation and supported by reasonable and prudent judgements and estimates.

Management acknowledges that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable management to meet these responsibilities, the management committee sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisations business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

Management is of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources management has no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the organisation.

The financial statements have been audited by the independent auditing firm, N Hamid and Company, who have been given unrestricted access to all financial records and related data, including minutes of all meetings. Management believes that all representations made to the independent auditor during the audit were valid and appropriate. The external auditors’ unqualified audit report is presented on page 2 to 3.

The annual financial statements as set out on pages 5 to 11 were approved by the management committee on 11 August 2020 and were signed on its behalf by:
# Statement of Financial Position

<table>
<thead>
<tr>
<th>Assets</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Non-Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>13,197</td>
<td>4,787</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>-</td>
<td>349,472</td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,315,198</td>
<td>59,852</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>1,328,395</td>
<td>414,111</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reserves and Liabilities</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reserves</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td>38,937</td>
<td>414,111</td>
</tr>
<tr>
<td><strong>Non-Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Borrowings</td>
<td>1,239,458</td>
<td>-</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>50,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Reserves and Liabilities</strong></td>
<td>1,328,395</td>
<td>414,111</td>
</tr>
</tbody>
</table>

# Statement of Comprehensive Income

<table>
<thead>
<tr>
<th>Figures in R</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other income</strong></td>
<td>7,684,862</td>
<td>7,645,671</td>
</tr>
<tr>
<td><strong>Operating costs</strong></td>
<td>(8,103,206)</td>
<td>(8,741,834)</td>
</tr>
<tr>
<td><strong>Operating deficit</strong></td>
<td>(418,344)</td>
<td>(1,096,163)</td>
</tr>
<tr>
<td><strong>Finance income</strong></td>
<td>43,170</td>
<td>24,073</td>
</tr>
<tr>
<td><strong>Deficit for the year</strong></td>
<td>(375,174)</td>
<td>(1,072,090)</td>
</tr>
<tr>
<td>Retained income at 1 March 2019</td>
<td>414,111</td>
<td>1,486,201</td>
</tr>
<tr>
<td><strong>Deficit for the year</strong></td>
<td>(375,174)</td>
<td>(1,072,090)</td>
</tr>
<tr>
<td>Retained income at 29 February 2020</td>
<td>38,937</td>
<td>414,111</td>
</tr>
</tbody>
</table>


**BOY**

He was just a boy
Simple with a dimple
Loved his mama and housed by her wing
Worshipped both his baba and his shadow.

He was just a boy.
Loved sport or not
Longed for dolls or fought
Yet pumped with a heart full of glee

A bookworm maybe
Sporty he would be
Nerdy, he could see
But just a boy, was he.

Gentle, warm and free.

Just a boy.

That boy, shoga,
That boy, isitabane,
That boy, kuchu,
That boy, woubi,
That boy, fag,
That boy, queer,
That boy, girl!!

That was our boy.

We killed him
Manned him up
For all to see
Fear filled tears
Now made the boy.

Boy!!

No soft cuddly toy
No gentle joy
Now rough and tumble
Don’t dare be humble
Make sure girls crumble
Laugh at their fumble.

This boy?
Now stifled and mum
Devoid of genuine charm
Our boy.
Didn’t know the word gay.
For in his everyday
He was just being a boy.

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ABBREVIATIONS AND GLOSSARY

- **ACPHR**: African Commission of People’s and Human Rights
- **AC**: African Commission
- **AGM**: Annual General Meeting
- **AMSHeR**: African Men for Sexual Health and Rights
- **AU**: African Union
- **CAL**: Coalition of African Lesbians
- **CBO**: Community Based Organisation
- **CEDAW**: Convention on the Elimination of All Forms of Discrimination Against Women
- **CEPEHRG**: Centre for Popular Education and Human Rights Ghana
- **Cisgender**: Denoting or relating to a person whose sense of personal identity and gender corresponds with their gender assigned at birth
- **COC [Netherlands]**: Federation of Dutch Associations for Integration of Homosexuality
- **CRPD**: Convention on the Rights of Persons with Disabilities
- **CSOs**: Civil Society Organisations
- **CSW**: Commission on the Status of Women
- **FEW**: Forum for the Empowerment of Women
- **HIV/AIDS**: Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
- **IAM**: Inclusive and Affirmative Ministries
- **ILGA**: International Lesbian, Gay, Bisexual, Transgender and Intersex Association
- **ISDAO**: Initiative Sankofa d’Afrique de l’Ouest
- **ISHR**: International Service for Human Rights
- **ISSA**: Intersex South Africa
- **ITF**: International Transgender Fund
- **LBQ**: Lesbian, Bisexual and Queer Women
- **LGBTI**: Lesbian, Gay, Bisexual, Transgender and Intersex
- **LGBTIQ+**: Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Plus
- **M&E**: Monitoring and Evaluation
- **MTR**: Mid Term Review
- **NGO**: Non-Governmental Organisation
- **NPO**: Non-Profit Organisation
- **PAI**: Pan Africa International Lesbian, Gay, Bisexual, Transgender and Intersex Association
- **PFSAQ**: Parents and Friends of South African Queers
- **SADC**: South African Development Community
- **SALC**: Southern African Litigation Centre
- **SDG**: United Nations 2030 Strategic Development Goals
- **SOGIESC**: Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
- **SRHR**: Sexual and Reproductive Health Rights
- **STIs**: Sexually Transmitted Infections
- **TIERS**: The Initiative for Equal Rights
- **UHAI**: East African Sexual Rights Initiative
- **UN**: United Nations
- **UNAIDS**: United Nations Programme on HIV/AIDS
- **UNHRC**: United Nations Human Rights Council
- **UNICEF**: United Nations Children’s Fund
- **UNFPA**: United Nations Population Fund
- **UPR**: Universal Periodic Review
- **WHER**: Women’s Health and Equal Rights Initiative