Annual Activity Report

(June 2012 – May 2013)

This report provides a detailed overview of work undertaken by The Equal Rights Trust (ERT) in the period June 2012 – May 2013. It is prepared on the basis of the papers submitted by the Executive Director to the ERT Board of Trustees at their meeting on 7 June 2013.

Introduction

1. ERT Purpose and Strategies

ERT exists to combat all forms of discrimination and promote equality as a fundamental human right and a basic principle of social justice. ERT’s special place in the international human rights movement is defined by its strategy of promoting equality in a unified human rights framework expressed in the Declaration of Principles on Equality, which emphasises a focus on the complex relationship between different forms of discrimination and disadvantage.

ERT pursues its mission through advocacy, research, litigation, capacity-building, raising awareness, creating coalitions for change and developing resources on equality. The work of ERT is organised as a range of distinct but tightly interrelated projects which fall into four categories: core advocacy, thematic projects, country projects and developing resources on equality.

2. Structure of This Report

This report begins with highlights of the impact of the Trust’s work during the reporting period. This is followed by a detailed review of activities, organised according to project types. The second section of the report covers core advocacy. The third section reports on ERT’s thematic projects, each of which focuses on a certain aspect of equality and is either global

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1 The unified (integrated) human rights framework on equality is a holistic approach which, while keeping in view the specificities of the different types of inequalities and discrimination, stresses their inter-relatedness and the overarching aspects of equality rights. The unified framework brings together: a) the types of inequalities based on different grounds, such as race, gender, religion, nationality, disability, sexual orientation and gender identity, among others; b) the types of inequalities in different areas of life, such as the administration of justice, employment, education, provision of goods and services, etc.; c) the types of inequalities related to socio-economic disadvantage and other characteristics.
or multi-country in scope. The fourth section details work on ERT’s country projects. The fifth section presents the work on developing resources on equality, and includes the operation of an email news service (Court Watch and Legislation Watch), the publication of a biannual journal (The Equal Rights Review), and the maintenance and development of a Virtual Library on equality. The last section is a brief account of ERT’s institutional development, including governance, administration, funding, and human resources.

I. Highlights of ERT Impact (June 2012 – May 2013)

The analysis of feedback of our work led us to believe that the impact ERT achieved during the period June 2012 – May 2103 exceeded the level that could be expected of similarly placed small international organisations working in the public interest. The work of ERT was cost-effective for its stakeholders and rewarding for its members, partners and associates.

In the reporting period, the work of ERT had the following impact:

- **National discourses on equality and human rights in two countries changed radically**

  In November 2012, ERT launched its country report *Washing the Tigers: Addressing Discrimination and Inequality in Malaysia*. Covered well in *Malaysia*, with many stories appearing online, in print and in broadcast media, the report redefined the way in which Malaysians from all sectors of society would view equality issues in their country in the future. The report became an indispensable reference point in efforts to reform the legal and policy frameworks related to a broad range of equality and human rights issues.

  In March 2013, five key constitutional commissions in *Kenya* with mandates related to equality, human rights and legal reform, agreed to support the enactment of equality legislation in the current parliament, following the recommendations of the ERT country report *In the Spirit of Harambee: Addressing Discrimination and Inequality in Kenya* published in February 2012. This agreement, supported also by over a hundred NGOs, was achieved at a conference convened by ERT in partnership with the Kenyan Section of the International Commission of Jurists and the Kenyan National Gender and Equality Commission, and followed 12 months of sustained advocacy efforts to promote the recommendations of the ERT report.

- **New legal and policy standards were introduced**

  In April 2013, the *United Kingdom* introduced a Statelessness Determination Procedure, following sustained advocacy by ERT and several partner organisations calling for the UK to adopt such a procedure in its immigration rules. Also in April 2013, the Government of *Bosnia and Herzegovina* adopted a Regulation concerning methods for data collection on cases of discrimination, as a result of advocacy by ERT and its partners. Earlier, in July 2012, ERT launched its *Guidelines to Protect Stateless Persons from Arbitrary Detention*. This instrument of good practice containing legal and policy recommendations was widely endorsed by key organisations and individuals and was subsequently used to train over 750 organisations around the world.
• **The international community was moved to engage on the Rohingya crisis**

In July 2012, ERT published *Burning Homes, Sinking Lives: A situation report on violence against stateless Rohingya in Myanmar and their refoulement from Bangladesh*. The report, which included testimony collected from over 50 interviews with Rohingya in the period 13-29 June 2012, addressed human rights violations including loss of life, suffering, forced displacement, *refoulement* and damage to property. It was the first independent account of the situation unfolding in Myanmar and Bangladesh, and the first to characterise the actions of Myanmar as crimes against humanity. In November 2012, ERT issued a second *Emergency Situation Report* on the Rohingya crisis in Myanmar, publicising new violations against the Rohingya and other Muslim minorities. In the period since August 2012, ERT was a key source on the Rohingya and advised European Union and USA officials on the Rohingya issue prior to visits of EU representatives and US President Obama to Myanmar.²

• **New jurisprudence on equality was generated**

ERT’s *amicus curie* briefs to the European Court of Human Rights and the Inter-American Court of Human Rights assisted these courts in finding discrimination in landmark decisions on issues concerning:

(i) the positive obligations of states in respect to domestic violence, recognised as discriminatory ill-treatment under ECHR (*Eremaia and Others v Moldova*);

(ii) systemic and structural discrimination; and the positive duties of states to investigate alleged discriminatory elements of killings, injuries and ill-treatment by state actors (*Nadege Dorzema and others v Dominican Republic*);

(iii) the discriminatory impact of the total ban on *in vitro* fertilisation on women and infertile persons (*Gretel Artavia Murillo et al (“In Vitro Fertilization”) v Costa Rica*). Additionally, ERT helped file or continued to pursue 32 cases raising discrimination claims in four countries.

• **States were subjected to increased international pressure regarding their human rights records**

As a result of work in this and the previous reporting period, in June 2012 – May 2013 at least 12 states were subjected to more international scrutiny and pressure to improve compliance with their equality and non-discrimination commitments. For example, in August 2012, the **UN Committee on the Elimination of Discrimination against Women** adopted reviews of *Guyana* and *Jamaica* reflecting ERT recommendations. Also in August, 2012, the **UN Human Rights Committee** adopted a number of the *recommendations* made by ERT in relation to Kenya. In October 2012, the **UN Human Rights Council** adopted the *report* of the working group on the Universal Periodic Review of the United Kingdom, incorporating recommendations made by ERT in its stakeholder submission and including, inter alia, matters related to a statelessness determination procedure and the detention of immigrants.

In February 2013, in advance of an **EU-Ukraine summit**, ERT wrote to key leaders in the European Union calling on them to raise the issue of Draft Law 0945 which would prohibit the

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² Mr Obama was the first politician to make a public reference to Rohingya inside Myanmar.
“promotion of homosexuality” in Ukraine. A response from Baroness Ashton, High Representative of the Union for Foreign Affairs and Security Policy, re-affirmed the EU’s continuing assessment of Ukraine’s obligations under the Visa Liberalisation Action Plan, including its requirements for Ukraine to observe the principles of equality and non-discrimination.

- **Civil society activism on key human rights and equality issues was generated and/or shaped by ERT’s projects**

In the reporting period ERT, established and/or enabled the functioning of human rights defenders’ and other civil society networks aimed at combating discrimination. This included networks in countries where human rights are most at risk due to armed conflict and/or persecution, and activists are forced to work wholly or in part underground, in severe security conditions, with their lives and wellbeing constantly threatened. In addition to the above work in support of human rights defenders at risk, ERT organised or co-organised:

- **45 meetings** (roundtables, civil society forum meetings, and similar events)
  - attended by over **1200 civil society representatives**
  - in **15 countries**, devoted mostly to elaborating common strategies or advocacy plans on equality issues.

- **Expertise on equality law was created or increased among people in several countries**

During the period from June 2012 to May 2013, ERT:

- held **17 training workshops** on equality law or various aspects of equality and human rights
  - in **ten countries**, creating or raising expertise of **443 participants** on essential elements of equality law.

Participants included members of civil society groups, practicing lawyers, members of the judiciary, prosecutorial authorities, police, members of government administrative bodies, and media.

- **New resources on equality were created**

In the reporting period two new volumes of *The Equal Rights Review* were published. *Volume 9* had a focus on **disability equality** and *Volume 10* on the right to **equality in family life**. The ERT **online news** service continued to spread news on some of the most important court cases and legislative developments related to equality.
• **Ground-breaking research on new equality and human rights issues was carried out**

ERT continued its research under innovative thematic projects on:

(i) the intersection between **torture and disability**;

(ii) **Rohingya**, and

(iii) the **application of equality law in advancing socio-economic rights**.

Making use of its research on torture and disability, and presenting to the public its preliminary results, in February 2013 ERT hosted training sessions and roundtable discussions in Delhi and Lagos. Each event was well attended and followed by a press conference, resulting in good coverage of the research produced by ERT and its partners in national print and broadcast media in both India and Nigeria. Research on the Rohingyas is expected to be publicised later in 2013 and research on the application of equality law to advance socio-economic rights was presented and discussed at an expert roundtable held on 6 June 2013 in London.

II. **Core Advocacy**

This section covers the preparation of country reports; actions to promote equality through international and national level interventions; participation in strategic litigation; and communications (media outreach, website, and events). This section covers only activities which fall outside existing thematic or country projects.

1. **Country Reports**

Work on ERT’s strategically prioritised comprehensive country reports is part of our core advocacy. This is because, while the country reports are prepared at least in part under one or more existing country projects, they serve a broader purpose beyond particular projects, engage resources outside projects and are intended to serve as a principle tool for advocacy on equality and non-discrimination, both for ERT and other interested parties.

On 12 November 2012, ERT launched the second report in its country report series – *Washing the Tigers: Addressing Discrimination and Inequality in Malaysia*. The 362-page report provides a comprehensive analysis of discrimination and inequality in **Malaysia**. It includes an assessment of patterns of discrimination on grounds of race and ethnicity, indigeneity, gender, religion, sexual orientation and gender identity, health status, age, disability, citizenship, and political opinion. It also analyses the legal and policy framework related to equality in Malaysia and makes recommendations in 10 different areas of law and policy. Among its major conclusions, the report finds that ethnic Malays continue to benefit from decades-old affirmative action policies that have outlived their legitimacy; that discrimination based on religion is widespread and multifaceted; and that LGBTI persons suffer criminalisation and persecution. The report was published both in a book format and online.

Following publication, the report attracted significant interest in the Malaysian media and society, with dozens of stories appearing online, in print and in broadcast media in Malay,
English and Chinese, and hundreds of comments in online forums and the blogosphere. One of the report’s main recommendations – the repeal of constitutional affirmative action provisions favouring ethnic Malays – lead to calls by radical Islamists for the prosecution of the Director of ERT’s Malaysian partner organisation. Feedback shows that the publication had a strong impact on many levels in Malaysia and has become an indispensable reference point in the national equality and human rights discourse, with a growing impact in the turbulent post-election months.

As of May 2013, ERT worked on different stages of preparation of comprehensive country reports analysing patterns of inequality and legal and policy frameworks related to equality in several countries, including Belarus, Bosnia and Herzegovina, Guyana, Indonesia, Solomon Islands, and Sudan.

2. **International Level Advocacy**

In the reporting period, ERT has made a number of interventions at the international level on equality issues, seeking to create or increase international pressure on governments and hold them to account for their positive obligations related to equality. This subsection includes information on activities that do not fall inside any of the thematic or country projects featured in sections III and IV below. As such, it details only a small part of ERT’s international level advocacy, with further information provided under project headings below.

The following work was completed at the international level:

- **Stakeholder submission** to the UN Human Rights Committee on Kenya. In its Concluding Observations of August 2012, the Committee adopted a number of ERT recommendations – relating to family laws that discriminate against women, provisions criminalising homosexuality, and discrimination against Kenyan Nubians, among other issues.


- **Stakeholder submission** to the Universal Periodic Review of India. In October 2012, the Human Rights Council adopted the Working Group report on in which some countries made recommendations suggested by ERT.

- **Contribution** to the “World We Want” joint civil society/UN consultation process which sought to discuss the post-2015 development agenda. ERT focused on the theme of inequalities which had been identified as a key area to be included in any final successor to the Millennium Development Goals.

For more information on international level advocacy, click [here](#).

3. **National Level Advocacy**

In the reporting period, ERT has engaged in a number of actions advocating equality at the national level. This subsection includes information on activities that do not fall inside any of the thematic or country projects featured in sections III and IV below. As such, it details only a
small part of ERT's national level advocacy, with further information provided under project headings below.

Highlights of this work include:

- Contribution to research by Dr Abu Saleh Shariff, President of the Centre for Research and Debates on Development Policy, in New Delhi, India, towards establishing a **new Equal Opportunities Commission in India**.

- Participation in the “**EU-Indonesia Civil Society Human Rights Seminar on Non-Discrimination: from Principles to Practice**” in Jakarta, Indonesia.

- Advocacy submission to the Senate Committee on Legal and Constitutional Affairs in **Australia** on the **Draft Anti-Discrimination and Human Rights Bill 2012** making a number of recommendations.

- Advocacy submission to the Senate Committee on Legal and Constitutional Affairs in **Australia** on the **Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Bill 2013**.

- A new letter to Ugandan President Yoweri Museveni, re-sending him the 2009 legal brief and urging him to call on Ugandan parliamentarians to reject the Anti-homosexuality Bill – prompted by reports that a vote on the Bill might take place in the first quarter of 2013.

- Advocacy submission to the Parliament of **the United Kingdom** on the **Marriage (Same Sex Couples) Bill** identifying a number of provisions in it which would engrain or perpetuate unnecessary distinctions between different sex and same sex marriages.

- Advocacy submission to the House of Lords in **the United Kingdom** in relation to provisions in the **Enterprise and Regulatory Reform Bill** which would have removed the general duty of the Equality and Human Rights Commission in the Equality Act 2006 and the prohibition of caste-based discrimination.

- Key-note lecture in a conference hosted by the UN Office of the High Commissioner on Human Rights in Kyiv, **Ukraine** on the implementation and enforcement of the country’s new anti-discrimination law, and training for staff from the office of the Human Rights Commissioner and other governmental bodies.

For more information on national level advocacy, click [here](#).

4. **Strategic Litigation**

As a part of its core advocacy, in the reporting period ERT participated, together with its partners, in 35 litigation actions in various capacities. Our purpose in all cases was twofold: to generate good jurisprudence on equality and to protect persons or groups from discrimination. This subsection includes information on cases falling outside the thematic or country projects featured in sections III and IV below. As such, it details only a small part of ERT's participation in strategic litigation. More information is provided under project headings below.
Highlights of this work include:

- An **amicus curie brief** to the **Inter-American Court of Human Rights** in the case of *Nadege Dorzema and others v Dominican Republic*. The Court found in favour of the applicants. ERT commented on definitions of discrimination, and the positive duties of states to investigate alleged discriminatory elements of killings, injuries and ill-treatment by state actors.

- An **amicus curie brief** jointly with the University of Texas School of Law to the **Inter-American Court of Human Rights** in the case of *Gretel Artavia Murillo et al (“In Vitro Fertilization”) v Costa Rica*. The Court decided in favour of the applicants. The brief argued that the total ban imposed by Costa Rica violated the right to equality of women and infertile persons.

- An **amicus curie brief** to the **European Court of Human Rights** in the case of *Eremia & Others v Moldova* concerning the implications of Article 14 (non-discrimination) of the European Convention on Human Rights for the state’s positive obligations when dealing with domestic violence. The Court found violation of Article 14 in conjunction with Article 3 of the Convention.

For more information on strategic litigation, click [here](#).

5. **Communications: website, social media and events**

Throughout the reporting period, ERT staff worked to build on the improvements made to ERT's online presence (website, [Facebook page](#) and [Twitter account](#)). Work to improve the ERT website has included the development of new pages on strategic litigation, advocacy and [The Equal Rights Review](#) and the development of new copy for some other sections of the site.

In the last year, **18,593** people have visited the ERT website, making a total of **27,470** visits to the site, and making a total of **69,009** page views. These figures represent an increase from the previous reporting period, when **15,514** people visited the site, making a total of **22,565** visits. Visitors came from 163 countries, with most visits from the UK, USA and Malaysia, and **66.5%** of users were new visitors to the site.

III. **Thematic Projects**

Thematic projects focus on a certain aspect of equality and their scope is either global or multi-country. They are based on the unified human rights framework on equality. Thematic projects are sometimes implemented in partnership with organisations working on relevant issues and typically contain elements of:

- documentation-based advocacy for policy reforms;
- publication of reports containing policy recommendations;
- strategic litigation;
- legal services to redress discrimination;
- capacity building;
- facilitation or coordination of joint campaigns involving different equality stakeholders.
In May 2012, ERT had one completed project (*Health and Religion*, under which the study *Religion and Health in the European Union: Policy Issues and Trends* was published) and seven thematic projects were ongoing:

For more information on thematic projects, see:

*Applying Equality and Non-discrimination Law to Advance Socio-Economic Rights*

*Developing Resources and Civil Society Capacities for Preventing Torture and Cruel, Inhuman and Degrading Treatment of Persons with Disabilities: India and Nigeria*

*Empowering human rights defenders in Central Asia to combat discrimination on the basis of ethnicity and religion*

*Greater Human Rights Protection for Stateless Persons in Detention*

*Law Enforcement Discrimination against Detainees*

*Strengthening Human Rights Protection of the Rohingya*

*The Unified Perspective on Equality and LGBT Rights*

### IV. Country Projects

Country projects focus on combating discrimination and promoting equality within individual countries. All country projects are based on the unified human rights framework on equality, but while some cover all grounds of discrimination and areas of life, others have a special focus on one or more discrimination grounds or equality issues. Country projects are implemented in partnership with organisations based in the target country, and typically contain elements of:

- documentation-based advocacy for policy reforms;
- publication of reports containing policy recommendations;
- strategic litigation;
- legal services to redress discrimination;
- capacity building;
- facilitation or coordination of joint campaigns involving different equality stakeholders.

To date, ERT has worked on 27 country projects, nine of which (India, Kenya 1, Kenya 2, Kenya 3, Kenya 5, Malaysia, Moldova, Solomon Islands 1 and United Kingdom) were completed and closed as of May 2013. Information about three of these projects – Kenya 5, Malaysia and the United Kingdom – is included below as their closing phases fall within this reporting period.

For more information on country projects, see:

*Azerbaijan: Developing Civil Society Capacity for Preventing Discriminatory Torture and Ill-treatment*
Belarus 1: Empowering Civil Society in Belarus to Combat Discrimination and Promote Equality

Belarus 2: Empowering Civil Society to Advocate Collaboratively the Adoption of Anti-discrimination Legislation

Bosnia and Herzegovina: Developing Civil Society Capacity to Combat Discrimination and Inequality in Bosnia & Herzegovina

Croatia: Empowering Civil Society through Training and Establishing a Croatian Equality Forum

Guyana 1: Empowering Civil Society to Challenge Homophobic Laws and Discrimination against LGBTI Persons

Guyana 2: Empowering Civil Society to Address Societal Prejudice and Undertake Advocacy on Discrimination against LGBT Persons

Guyana 3: Combating Discrimination through Advocacy and Strategic Litigation in Guyana

Indonesia: Empowering Civil Society to Use Non-discrimination Law to Combat Religious Discrimination and Promote Religious Freedom

Jordan: Addressing Discrimination and Violence against Women in Jordan

Kenya 4: Improving Access to Justice for Victims of Gender Discrimination

Kenya 5: Promoting Equality Inclusive of Sexual Orientation and Gender Identity

Malaysia: Empowering Civil Society to Combat Discrimination through Collective Advocacy and Litigation

Nigeria: Discrimination and Torture

Solomon Islands 2: Empowering Civil Society to Promote Gender Equality and Reduce the Incidence of Gender Discrimination in the Solomon Islands

Sudan 1: Empowering Civil Society in Sudan to Combat Discrimination

Sudan 2: Equality and Freedom of Opinion, Expression and Association

Sudan 3: Equality and Freedom of Expression in Sudan and South Sudan

Turkey: Empowering Civil Society to Challenge Discrimination against LGBTI Persons in the Aegean and Marmara Regions of Turkey

Ukraine: Empowering civil society to challenge discrimination against LGBTI persons in Ukraine

United Kingdom: Greater Protection for Stateless Persons
V. Creating Resources on Equality

This section presents information on the ongoing open-ended activities of ERT which are aimed at fulfilling its role of a resource centre on equality and non-discrimination for an international audience of advocates and experts.

1. The Equal Rights Review

In the reporting period, ERT published two further issues of the biannual journal *The Equal Rights Review* – Volume 9 in September 2012 and Volume 10 in March 2013.

**Volume 9** contains:

**Editorial** by Dimitrina Petrova: “Equal Rights Irrespective of Disability”

and articles by:

- Aleksejs Dimitrovs: "Equality Law in Latvia: Current Trends and Challenges";
- Vanessa Long: “Statutory Parental Leave and Pay in the UK: Stereotypes and Discrimination”.

The Special section, on equal rights of people with disabilities, contains articles by:

- Gerard Quinn and Suzanne Doyle: “Taking the UN Convention on the Rights of Persons with Disabilities Seriously: The Past and Future of the EU Structural Funds as a Tool to Achieve Community Living”;
- Camilla Parker and Luke Clements: “The European Union Structural Funds and the Right to Community Living”;
- Lawrence Mute: “Moving from the Norm to Practice: Towards Ensuring Legal Capacity for Persons with Disabilities in Kenya”.

It also contains a case note by Joanna Whiteman: “Limiting Autonomy? Mental Capacity to Refuse Treatment in the UK”.

The volume also features the testimony of a student living with cerebral palsy, Josh Hepple, and an interview with two experts working on matters of disability equality, Hiroshi Kawamura (Japan) and Kapka Panayotova (Bulgaria).

Finally, Volume 9 includes a section on ERT activities.

**Volume 10** contains:
Editorial by Dimitrina Petrova: “Equal Rights to Marry and Found a Family”;

and articles by:

- Libby Clarke: “Behind Closed Doors: Trafficking into Domestic Servitude in Singapore”;
- Adnan Kadribašić: “Developing Equality Legislation in Divided Societies: the Case of Bosnia and Herzegovina”.

The Special section devoted to equality related to the right to marry and found a family contains articles by:

- Jens M. Scherpe: “The Legal Recognition of Same-Sex Couples in Europe and the Role of the European Court of Human Rights”;
- Saskia E. Wieringa: “Marriage Equality in Indonesia? Unruly Bodies, Subversive Partners and Legal Implications”;

and a case note by Ariel Dulitzky and Hannah Zimmermann: “Indirect Discrimination, Reproductive Rights and the In Vitro Fertilisation Ban”.

It also contains testimony from intersex activist Gina Wilson and an interview with Stephen Gilbert MP (UK) and Ian Curry-Sumner (Netherlands) on the progress towards equal rights to family life.

Finally, Volume 10 includes the usual section on ERT activities.

2. Email News Service

ERT sent out 36 news emails in the period from June 2012 to May 2013, including eight Court Watch and three Legislation Watch news items, as well as 26 statements related to ERT advocacy, events or publications. ERT currently sends electronic news to approximately 8200 recipients.

3. Virtual Library on Equality

The ERT Virtual Library on Equality currently contains approximately 800 items, including approximately 350 summaries of legal cases, over 90 annotated pieces of legislation, 33 articles, and various other items.

VI. Institutional Development

This section includes updates on governance, administration, funding and human resources.
1. **Governance**

ERT is governed by an international Board of Directors. Between Board meetings, the governance of ERT is delegated to a Management Committee. In the reporting period, the Management Committee met quarterly: in July and October 2012, and January and April 2013. At each of these meetings, the MC received and reviewed quarterly activity reports and plans, assessed the financial position, provided guidance and made recommendations on a number of specific issues related to strategies and projects, administration, funding, human resources and policies.

2. **Administration**

ERT has a smoothly run administration and a full set of policies which make it a model third sector organisation. It has a high standard equal opportunity and diversity policy, a personnel manual comprising a number of policies related to human resources, IT, office procedures, and financial controls, among others. In April 2013, ERT moved office to a central London location which provides better access for both staff and visitors.

3. **Funding**

The annual audited accounts for the financial year ending in September 2012 were signed off in December 2012. The total income realised in that financial year was £1,087,106, adding to £90,568 brought forward from the previous year. Expenditure amounted to £1,120,944.

In the reporting period, the work of ERT received funding from:

- Alan and Nesta Ferguson Charitable Trust
- American Jewish World Service
- Arcus Foundation
- Barrow Cadbury Trust
- Comic Relief
- European Commission
- Evan Cornish Foundation
- Ford Foundation
- Oak Foundation
- Swedish International Development Agency
- UN Voluntary Fund for Victims of Torture

In the financial year ending in September 2013, ERT's budget as revised in June 2013 was £1,755,805.

4. **Human Resources**

In the reporting period, ERT had nine full-time staff members.

Led by an Executive Director (Dimitrina Petrova), the staff included:

- Head of Advocacy (Jim Fitzgerald);
- Head of Nationality and Statelessness Projects (Amal De Chickera);
- Head of Development (Mickella Lewis, replaced from April 2013 by Hywel Probert);
- Finance Manager (Anne Muthee, promoted to Head of Finance and Administration in May 2013);
- Legal Officer (Joanna Whiteman);
- Programmes and Communications Officer (Nicola Simpson);
- Advocacy and Programmes Assistant (Richard Wingfield); and
- Finance and Administration Assistant (Jeana Vuma).

ERT also relies on paid consultants, interns, volunteers and pro bono support from several law chambers for many aspects of its activities.