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**ILAC is a worldwide consortium of NGOs providing technical legal assistance to post-conflict countries.**

ILAC's 50 member organizations represent over 3 million judges, prosecutors, lawyers and academics.

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**Annual Report 2012**

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# **International Legal Assistance Consortium**



**International Legal  
Assistance Consortium**

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**Annual Report 2012**

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# **International Legal Assistance Consortium**

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## Dear Members and Friends of ILAC

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**During the year that passed, ILAC has been focusing largely on North Africa and the Middle East. So far, we have chosen to concentrate our activities on Tunisia and Libya. In Tunisia, we have launched a large programme with the objective to prepare the country's 1 800 judges for their changing role in the transition from a dictatorship to a democracy.**

The programme has so far engaged experts from thirteen countries in four continents (for a more comprehensive account of ILAC's activities in Tunisia (see p. 4). We have made several visits to Libya, and in February 2012, we organized a three-day conference in Tunis where we brought together international donors and ILAC member organisations with Libyans with a stake in the judicial system. The purpose was to make an inventory of existing resources and to brainstorm on possible projects. The conference has been followed up with a full scale fact finding mission. The mission report is available on [www.ilac.se](http://www.ilac.se)

In the year to come, ILAC intends to maintain and intensify its focus on the countries of the Arab Spring. By mid 2013, we plan to launch a regional programme, which will not only expand our role in Tunisia and Libya but also include certain activities directed at the Syrian democratic opposition.

In our work in North Africa and the Middle East, ILAC intends to increasingly involve our member organisations in the region, the Arab Organisation for Human Rights, the Arab Lawyers Union and the Palestinian Centre for Human Rights.

The past year has also served to further reinforce ILAC as an institution. Since the beginning

in 2002, ILAC's institutional funding has always been provided on a year-to-year basis, but in 2012, ILAC signed an agreement with Swedish Sida, which for the first time secures ILAC's core funding for a period of three years, something which obviously facilitates the planning of our activities in a longer perspective than has so far been possible. As a prerequisite for this funding, ILAC was successfully subjected to an in-depth institutional analysis by the well-known auditing and consulting firm Ernst & Young. ILAC is proud of the outcome of this "stress test" and of the confidence shown by Sida.

ILAC's membership has continued to grow. In 2012, ILAC was pleased to welcome the CEELI Institute, the National Center for State Courts and the Cyrus Vance Center for International Justice as new members of the consortium and is proud of the fact that, by the end of 2012, the number of member organisations had reached fifty. Finally, ILAC wishes to thank the CEELI Institute for opening up its magnificent Villa Grobovka in the center for Prague as the venue for the 2013 ILAC Annual General Meeting.

**Christian Åhlund**  
ILAC Executive Director

## Tunisia

**In March 2012, ILAC launched a large training programme for Tunisian judges. The programme is run in close cooperation with the Tunisian Ministry of Justice and implemented by ILAC member organisations CEELI Institute and International Bar Association. Funding for the programme is provided by Swedish Sida.**

The objective of the training programme is two-fold:

1. To promote an understanding of how the role of a judge changes in the transition from an authoritarian to a democratic society.
2. To remind the judges of universal principles of international human rights law, which to a large extent are already part of Tunisian law, but were largely dormant during the dictatorship of President Ben Ali.

The training is delivered by experts from Australia, the Czech Republic, Egypt, Ireland, Rumania, Sweden, Tunisia, UK and USA as well as from the UN Office of the High Commissioner for Human Rights.

At the end of 2012, 340 judges had gone through this training. It is estimated that by the end of 2014, all of Tunisia's 1800 judges will have been covered by the programme.

In the meantime, the Tunisian Ministry of Justice has requested additional support from ILAC, primarily in two areas. First, in order to fulfill its obligations as a recent member of the International Criminal Court, Tunisia needs to train a group of judges in international criminal law. Second, Tunisia has recently set up an anti-corruption agency and the management and staff are in need of training in the investigation and litigation of anti-corruption cases. ILAC hopes to be able to launch these new training programmes by mid 2013.

### Statistics

Number of trainings sessions	14
Total number of participants	340
Number of female participants	80
Number of experts engaged	32
Number of countries, experts origin	13

## Libya

**ILAC's engagement in Libya began less than a month after the country was declared liberated on October 23, 2011. From November 16-23, ILAC conducted a pre-assessment mission to Libya together with representatives of two ILAC member organisations in the region, the Arab Organisation for Human Rights (AOHR) and the Palestinian Centre for Human Rights (PCHR).**

The trip combined training activities with fact-finding in the immediate aftermath of the hostilities, and resulted in the publication of both an ILAC pre-assessment report, and a more comprehensive fact-finding report.

Based on the talks with the Libyans, the assessment team recommended to the ILAC Council that ILAC and its member organisations immediately begin engaging the Libyan legal community concerning rule of law development and reform priorities. As a first step we convened a conference of Libyan legal professionals and civil society actors to outline their rule of law priorities together with ILAC member organisations interested in supporting the rule of law in Libya.

The conference was held in Tunis, Tunisia, on February 20-23, 2012 and brought together 30 Libyan reformers with more than 15 international non-profits and donors working on technical legal assistance issues.

The Swedish Minister of Development Cooperation visited the conference and gave a much-appreciated speech. The report from the Tunis conference was published simultaneously in English and Arabic and has frequently been referred to as a useful summary of early judicial reform priorities by Libyan interlocutors.

After the Tunis meeting, three ILAC member organisations established themselves in Libya and began working with national partners on priority rule of law issues. The Public International Law and Policy Group (PILPG) has worked primarily with civil society actors on popular participation in transitional justice and constitution-building processes, ABA-ROLI provides support to the Libyan private bar and the newly formed Libyan Fundamental Freedoms and Human Rights Council, and the Arab Organisation for Human Rights (AOHR) has undertaken several human rights trainings for judges, prosecutors and lawyers as well as representatives from civil society organisations.

ILAC has continued the dialogue with both Libyan stakeholders and with donors. As a start of a more substantial program, ILAC organised an assessment mission to Libya in January 2013 when a team of experts selected from ILAC's member organisations carried out a needs assessment related to rule of law and the justice system in Libya. This needs assessment will be the base for ILAC's and its members continued engagement in Libya.

## Stockholm Human Rights Award

**In 2009, ILAC, the International Bar Association and the Swedish Bar Association jointly initiated the Stockholm Human Rights Award. The prize, which consists of a glass statue by the renowned Swedish artist Bertil Wallien and a diploma, is awarded annually to an individual or an organisation for outstanding services to human rights and the rule of law.**

The previous laureates have been the South African judge Richard Goldstone in 2009, the UN High Commissioner for Human Rights Navi Pillay in 2010 and George Soros and Aryeh Neier of the Open Society Foundation in 2011.

At the initiative of the Swedish Ministry for Foreign Affairs, it was decided to make the 2012 Stockholm Human Rights Award part of the centennial celebration of the birth of Raoul Wallenberg. The award ceremony took place on 26 November and for the first time it was held in the Berwald Concert Hall, in the presence of Raoul Wallenberg's sister Nina Lagergren and several other members of the Wallenberg family, as well as an audience of approximately three hundred other guests.

Anne Ramberg, Secretary General of the Swedish Bar, presented the award jointly to Mr. Thomas Hammarberg for a life time of service to human rights and to the European Roma Rights Centre, represented by its Executive Director Dezideriu Gergely, for its tireless and successful promotion of Roma Rights in Eastern Europe.

ILAC Executive Director Christian Ahlund commented on the connection between Raoul Wallenberg and the 2012 laureates: Raoul Wallenberg may well be the world's most important symbol of heroism in the defense of a persecuted ethnic minority. In today's Europe, ethnic repression is again showing its ugly head, and its primary target is the Roma.

The persecution of Roma in Europe goes back centuries and has at times been very violent. The persecution of the Roma also reached a climax under Nazi Germany. It is estimated that as many as 500 000 Roma may have been killed in the gas chambers and concentration camps. After the war, there were only a few thousand Roma still alive in Germany.

Still, the fate of the Roma during the Holocaust is rarely recognized, and during the Nuremberg trials, there was no mention of the genocide of the Roma.

And in today's Europe, we can again hear the kind of hate speech, that was used in Europe in the run-up to the Holocaust. During the last few years, we have again heard even mainstream politicians characterize the Roma as a threat to safety and public health.

In an op-ed article in Svenska Dagbladet from 16 October 2012, George Soros together with Swedish cabinet ministers Birgitta Ohlsson and Erik Ullenhag wrote: "Most Europeans know about the history of the Jews and the Holocaust. In the same way, we must make visible the disgrace of Europe in relation to the Roma. But the history of the Roma is not told in the classrooms of Europe. In our view, there is a connection between this historic ignorance and today's marginalisation of the Roma."

The event also included a panel discussion on the topic "Roma Repression – Europe's Great Shame". The panel, which was moderated by world renowned television journalist Todd Benjamin, consisted of Elisabet Fura, former judge of the European Court of Human Rights and presently Chief Parliamentary Ombudsman in Sweden, Ailsa Spindler, development manager of the European Roma Rights Centre, as well as Thomas Hammarberg and Dezideriu Gergely.

# Member Organisations

## Organization

Contact:

<b>American Bar Association</b> .....	<a href="http://www.abanet.org">www.abanet.org</a>
<b>Arab Lawyers Union</b> .....	–
<b>Arab Organization for Human Rights</b> .....	–
<b>Association Internationale des Jeunes Avocats</b> .....	<a href="http://www.aija.org">www.aija.org</a>
<b>Bar Association of India</b> .....	–
<b>Bar Council of England and Wales</b> .....	<a href="http://www.barcouncil.org.uk">www.barcouncil.org.uk</a>
<b>Bar Council of Ireland</b> .....	<a href="http://www.lawlibrary.ie">www.lawlibrary.ie</a>
<b>Canadian Bar Association</b> .....	<a href="http://www.cba.org">www.cba.org</a>
<b>CEELI Institute</b> .....	<a href="http://www.ceeliinstitute.org">www.ceeliinstitute.org</a>
<b>Center for Court Innovation</b> .....	<a href="http://www.courtinnovation.org">www.courtinnovation.org</a>
<b>Commonwealth Lawyers Association</b> .....	<a href="http://www.commonwealthlawyers.com">www.commonwealthlawyers.com</a>
<b>Council of Bars and Law Societies of the EU</b> .....	<a href="http://www.ccbe.org">www.ccbe.org</a>
<b>Cyrus Vance Center for International Justice</b> .....	<a href="http://www2.nycbar.org/vancecenter">www2.nycbar.org/vancecenter</a>
<b>Danish Bar Association</b> .....	<a href="http://www.advokatsamfundet.dk">www.advokatsamfundet.dk</a>
<b>Faculty of Advocates</b> .....	<a href="http://www.advocates.org.uk">www.advocates.org.uk</a>
<b>Finnish Bar Association</b> .....	<a href="http://www.asianajaliitto.fi">www.asianajaliitto.fi</a>
<b>Ghana Bar Association</b> .....	<a href="http://www.ghanabar.org">www.ghanabar.org</a>
<b>Hong Kong Bar Association</b> .....	<a href="http://www.hkba.org">www.hkba.org</a>
<b>ILAC-USA</b> .....	<a href="http://www.ilac.se">www.ilac.se</a>
<b>Inter-American Bar Association</b> .....	<a href="http://www.iaba.org">www.iaba.org</a>
<b>International Association for Court Administration</b> ..	<a href="http://www.iaca.ws">www.iaca.ws</a>
<b>International Association of Prosecutors</b> .....	<a href="http://www.iap.nl.com">www.iap.nl.com</a>
<b>International Association of Women Judges</b> .....	<a href="http://www.iawj.org">www.iawj.org</a>
<b>International Bar Association</b> .....	<a href="http://www.ibanet.org">www.ibanet.org</a>
<b>International Bridges to Justice</b> .....	<a href="http://www.ibj.org">www.ibj.org</a>
<b>International Commission of Jurists</b> .....	<a href="http://www.icj.org">www.icj.org</a>

<b>International Criminal Defense Attorneys Association</b>	<a href="http://www.aiad-icdaa.org">www.aiad-icdaa.org</a>
<b>International Foundation for the Rule of Law and the Independence of Lawyers and Judges</b> .....	–
<b>International Human Rights Law Institute</b> .....	<a href="http://www.law.depaul.edu">www.law.depaul.edu</a>
<b>International Judicial Academy</b> .....	<a href="http://www.ijaworld.org">www.ijaworld.org</a>
<b>International Senior Lawyers Project</b> .....	<a href="http://www.islp.org">www.islp.org</a>
<b>Japan Federation of Bar Associations</b> .....	<a href="http://www.nichibenren.or.jp">www.nichibenren.or.jp</a>
<b>Law Society of Botswana</b> .....	–
<b>Law Society of England and Wales</b> .....	<a href="http://www.lawsociety.org.uk">www.lawsociety.org.uk</a>
<b>Law Society of Scotland</b> .....	<a href="http://www.lawscot.org.uk">www.lawscot.org.uk</a>
<b>Law Society of South Africa</b> .....	<a href="http://www.lssa.org.za">www.lssa.org.za</a>
<b>Macedonian Lawyers Association</b> .....	<a href="http://www.mla.org.mk">www.mla.org.mk</a>
<b>Magna Carta – Human Rights Network International</b>	<a href="http://www.magnacartainstitute.org">www.magnacartainstitute.org</a>
<b>National Association of Women Judges</b> .....	<a href="http://www.nawj.org">www.nawj.org</a>
<b>National Center for State Courts</b> .....	<a href="http://www.ncsc.org">www.ncsc.org</a>
<b>Nepal Bar Association</b> .....	<a href="http://www.nepalbar.org">www.nepalbar.org</a>
<b>Norwegian Bar Association</b> .....	<a href="http://www.jus.no">www.jus.no</a>
<b>Organization of Commonwealth Caribbean Bar Associations</b> .....	–
<b>Palestinian Centre for Human Rights</b> .....	<a href="http://www.pchrgaza.org">www.pchrgaza.org</a>
<b>Pan African Lawyers Union</b> .....	–
<b>Public International Law and Policy Group</b> .....	<a href="http://www.pilpg.org">www.pilpg.org</a>
<b>Raoul Wallenberg Institute</b> .....	<a href="http://www.rwi.lu.se">www.rwi.lu.se</a>
<b>RCN Justice &amp; Democratie</b> .....	<a href="http://www.rcn-ong.be">www.rcn-ong.be</a>
<b>Swedish Bar Association</b> .....	<a href="http://www.advokatsamfundet.se">www.advokatsamfundet.se</a>
<b>Union Internationale des Avocats</b> .....	<a href="http://www.uianet.org">www.uianet.org</a>

## Individual Members

Member	Country:
Lord Abernethy	Scotland
Ljubica Acevska	Macedonia
Samir Annabi	Tunisia
Juan Bennazar Zequeira	Puerto Rico
Giuseppe Bisconti	Italy
Rodger Chongwe	Zambia
Hans Corell	Sweden
Param Kumaraswamy	Malaysia
Francisco Diaz Rodriguez	El Salvador; Life Member
Farouk Abu Eissa	Sudan
Mark Ellis	USA
Michael Enwall	USA; Life Member
Alfred Fofie	Ghana
Elisabeth Fura-Sandström	Sweden
Richard Goldstone	South Africa
Barry Hancock	UK
Paul Hoddinott	UK; Life Member
Kabineh Ja'neh	Liberia
Natasa Kandic	Serbia
Dianna Kempe	Bermudas
Karim A.A. Khan	UK
Nina Lahoud	USA
Kadhim Lami	Iraq; UK
Pius Nkonzo Langa	South Africa
Suzannah Linton	Malaysia
Finn Lynghjem	Norway
Peter Maynard	Bahamas
Susan McCrory	Northern Ireland
Lawrence Mchome	Tanzania
Bill Meyer	USA; Life Member
Zoran Pajic	Serbia; UK
J.Ebow Quashie	Ghana
Shelby Quast	USA
Nicholas Stewart	UK
Georgina Wood	Ghana

## ILAC Council

### Organizational Members

Represented by:

American Bar Association	Salli Swartz
Association Internationale des Jeunes Avocats	Ines Pöschel
Arab Lawyers Union	Lamia Mobada
Bar Association of India	Prashant Kumar
Council of Bars and Law Societies of the EU	Anne Ramberg
Ghana Bar Association	Ebenezer Kwaitoo
Inter-American Bar Association	Juan Bennazar Zequeira*
International Association of Prosecutors	Elizabeth Howe*
International Association Women Judges	Joan Winship
International Bar Association	Mark Ellis
International Commission of Jurists	–
International Senior Lawyers Project	Jean Berman
Japan Federation of Bar Associations	Kimitoshi Yabuki
ILAC-USA	Shelby Quast
Norwegian Bar Association	Jannicke Naustdal
Palestinian Center for Human Rights	Raji Sourani
Raoul Wallenberg Institute	Rolf Ring
Swedish Bar Association	Anne Ramberg
Union Internationale Des Avocats	Nick Stewart, Pedro Pais de Almeida

### Individual Members

Rodger Chongwe \*  
 Paul Hoddinott  
 Kabineh Ja'neh  
 Nina Lahoud  
 Susan McCrory  
 William D. Meyer \*

\* Members of the Executive Committee

# Audit Report

## Report on the annual report. I have audited the annual report for International Legal Assistance Consortium (ILAC) for the financial year 01/01/2012 – 31/12/2012. Swedish corporate ID number 802411-1869

### Responsibility of the Board of Directors for the annual report

It is the Board of Directors that is responsible for preparing an annual report that provides a fair and true view in accordance with the Swedish Annual Reports Act.

The Board of Directors is also responsible for carrying out any and all internal controls that the Board deems necessary for the preparation of an annual report that is free from any material misstatements, regardless of whether such misstatements depend on improprieties or errors.

### Responsibility of the auditor

It is my responsibility to express an opinion on the annual report based on my audit. I have carried out the audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. These standards require that I follow professional ethical requirements and that I plan and perform the audit in order to obtain reasonable assurance that the annual report does not contain any material misstatements.

An audit includes examining, through various measures, evidence supporting the amounts and other information in the annual report. The auditor determines which measures are to be taken, among other things by assessing the risks for material misstatements in the annual report, regardless of whether such misstatements depend on improprieties or errors. As part of this risk assessment, the auditor takes into consideration those parts of the internal controls that are relevant to how the association prepares the annual report in order to provide a fair and true view, for the purpose of designing audit procedures that are appropriate in the circumstances, but not for the purpose of providing an opinion on the effectiveness of the association's internal controls. An audit also includes an assessment of the appropriateness of the accounting principles that have been used and of the reasonableness of any estimates made by the Board of Directors when preparing the annual report, as well as an evaluation of the overall presentation of information in the annual report.

I believe that the evidence examined during my audit provides sufficient and appropriate grounds for my opinion as set out below.

### Opinion

It is my opinion that the annual report has been prepared in accordance with the Swedish Annual Reports Act and that it provides, in all material respects, a true and fair view of the association's financial position as of 31 December 2012 and of its financial results for the year in accordance with the Swedish Annual Reports Act. The Director's Report is consistent with other parts of the annual report.

### Report on other requirements according to laws and other regulations and statutes

In addition to my audit of the annual report I have also examined the administration by the Board of Directors of International Legal Assistance Consortium (ILAC) for the financial year 01/01/2012 – 31/12/2012.

### Responsibility of the Board of Directors

It is the Board of Directors that is responsible for the administration.

### Responsibility of the auditor

It is my responsibility to express, with reasonable certainty, an opinion on the administration based on my audit. I have carried out the audit in accordance with generally accepted auditing standards in Sweden.

As the basis for my opinion regarding the discharge from liability, and in addition to my audit of the annual report, I have examined significant decisions, actions taken and circumstances in the association in order to be able to assess whether any member of the Board has carried out any action or been guilty of any malpractice that could give rise to liability.

I believe that the evidence examined during my audit provides sufficient and appropriate grounds for my opinion as set out below.

### Opinion

I recommend to the Annual General Meeting that the members of the Board of Directors be discharged from liability for the financial year.

Stockholm, April 2013

### Christer Fröjd

Authorised Public Accountant



# Annual Accounts

FOR THE FISCAL YEAR 1 JANUARY – 31 DECEMBER 2012  
ILAC (802411-1869)

**ILAC was formally registered as a non-profit association under Swedish law on 29 December 2001. ILAC began its operations, with office and staff, on 1 September 2002. ILAC's work in 2012 has consisted of legal development assistance to post-conflict countries and related activities.**

ILAC's activities during the past year have focused on the so called Arab Spring. Together with ILAC members Union Internationale des Avocats and American Bar Association, we were invited to Tunisia in February 2011, only shortly after the revolution. This first visit was followed by others, with the purpose of setting up a major training program for judges, in cooperation with the Ministry of Justice. This project, which is being implemented by International Bar Association and CEELI Institute, was formally launched in March 2012. By the end of 2012, some 500 judges had gone through this training. The Ministry of Justice has requested that this training will continue through 2014, by which time all of Tunisia's 1 800 judges will have gone through the training. The Ministry has also requested that other components be added to the programme of assistance, such as training in international criminal law, and training for the newly established anticorruption agency how to investigate and litigate anticorruption cases.

In 2012, after a visit to Libya, ILAC together with American Bar Association organised a conference in Tunis, which brought together Libyan jurists with ILAC member organisations and potential donors. ILAC has also carried out

further visits to Libya in order to lay the ground-work for a factfinding mission, which took place in January 2013. Due to a lack of funding, ILAC had to discontinue its successful programme Haiti, which had provided legal assistance to the rural poor since 2006.

The Stockholm Human Rights Award, which was launched in 2009 as a joint initiative between ILAC, the International Bar Association and the Swedish Bar Association, was in 2012 given to Thomas Hammarberg, former Commissioner for Human Rights for the Council of Europe, and the European Roma Rights Centre in Budapest.

At the end of 2012, ILAC had offices in Stockholm and Lusaka, as well as a field office in Tunis. By the end the year, the ILAC consortium consisted of 50 member organizations, which represent more than 3 million individual members worldwide.

During the past year, ILAC has received financial support from the Swedish Sida and the Swedish Ministry for Foreign Affairs.

The ILAC Council proposes that the economic surplus for 2012, SEK 61 764, is carried over into a new balance sheet. Regarding the financial status and result, please refer to the following accounts:

<b>INCOME STATEMENT FOR</b>	(Footnote 1)	2012-01-01	2011-01-01
		2012-12-31	2011-12-31
<b>Income</b>			
Contributions		18 721 847	9 000 000
Membership fees		48 918	52 743
Other fees		–	–
<b>Total income</b>		18 770 765	9 052 743
<b>Costs</b>			
General external costs	(Footnote 2)	- 14 753 120	- 5 462 801
Staff costs	(Footnote 3)	- 4 008 749	- 3 481 051
Total costs		- 18 761 869	- 8 943 852
<b>Result</b>		- 8 896	- 108 891
<b>Financial income and costs</b>			
Interest income		93 273	37 869
Interest costs		- 40 405	- 11 455
<b>Year and result</b>		61 764	135 305

<b>BALANCE SHEET FOR</b>	(Footnote 1)	2012-12-31	2011-12-31
		<b>ASSETS</b>	
<b>Short term assets</b>			
Client receivables		–	–
Tax receivables		66 250	69 515
Other receivables		3 011	2 900
Pre-paid expenses		186 203	203 767
<b>Total short term assets</b>		255 464	276 182
<b>CASH AND BANK BALANCES</b>		12 717 456	7 226 227
<b>TOTAL ASSETS</b>		12 972 920	7 502 409
<b>EQUITY AND LIABILITIES FOR</b>			
<b>Equity</b>		2012-12-31	2011-12-31
Capital brought forward		420 232	284 927
Year and result		61 764	135 305
<b>Total</b>		481 996	420 232
<b>Current liabilities</b>			
Account payable		184 912	514 712
Tax liabilities		–	–
Other liabilities		1 028 649	476 810
Accrued expenses and deferred income		11 277 363	6 090 655
<b>Total current liabilities</b>		12 490 924	7 082 177
<b>TOTAL EQUITY AND LIABILITIES</b>		12 972 920	7 502 409

All figures in SEK

**FOOTNOTES****1 Accounting principles**

Applied accounting principles are in accordance with Swedish law and approved practices

<b>2 Other external costs</b>	<b>2012-12-31</b>	<b>2011-12-31</b>
Balanced portion of contributions from Swedish UD, Sida	5 153 328	- 844 997
External project costs	7 133 885	4 063 960
Travel and conference costs	1 353 629	1 131 262
Office equipment	-	-
Office rent and services	352 500	352 500
Administration, marketing and communications	759 778	760 076
<b>Total</b>	<b>14 753 120</b>	<b>5 462 801</b>

<b>3 Staff</b>	<b>2012-12-31</b>	<b>2011-12-31</b>
Number of staff, gender		
Women	1,5	1,5
Men	2,5	1,5
<b>Total</b>	<b>4,0</b>	<b>3,0</b>

**Salaries**

Council	1 343 340	1 343 340
Other employees	1 478 425	1 113 583
<b>Total</b>	<b>2 821 765</b>	<b>2 456 923</b>

**Taxes**

Payroll taxes	601 668	487 030
Pension premiums to Council	239 364	239 364
Pension premiums to other employees	215 476	173 804
Pension premium tax	110 344	99 688
<b>Total</b>	<b>1 166 852</b>	<b>999 886</b>

<b>Total salaries and related benefits</b>	<b>3 988 617</b>	<b>3 456 809</b>
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**Prague May 2013**

Christian Åhlund      Juan Bennazar Zegueira      Rodger Chongwe  
Elizabeth Howe      William D. Meyer

**My audit report has been issued in April 2013****Christer Fröjd**

Authorized Public Auditor

