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2021-2023

FOREWORD BY THE IFLA PRESIDENT

Barbara Lison



Dear Members, colleagues, friends,

Welcome to the IFLA Annual Report for 2022, the year of IFLA's 95th birthday as the global organisation for libraries, and a year that will certainly have its place in the history of our Federation.

Primarily, it was a year of rediscovery and renewal, after the strong restrictions associated with the COVID pandemic had loosened.

This brought many moments of joy, in particular with the World Library and Information Congress once again held as an in-person event, with about 2,000 participants joining us in Dubin, Ireland. To a huge extent, this was possible thanks to the persistence and commitment of our Irish National Committee. Thank you!

2022 was also a year of renewal and change in the way we work within IFLA, in particular around governance and communication, leading to the development of the Plan for Securing IFLA's Future, and accelerated steps to implement it.

We also saw several landmark IFLA publications, underlining our role in connecting and inspiring the field. Our updated Public Library Manifesto, again endorsed by UNESCO, is already helping our colleagues to shape policy and planning for Public Libraries. The latest version of the Guidelines for Parliamentary Libraries promises to have a key influence in the institutions where the most important political decisions are taken.

We saw both departures and arrivals, including great new colleagues who became GB Members – Vicki McDonald, Jaap Naber and Te Paea Paringatai. In the meanwhile, we have also welcomed our new Secretary General, Sharon Memis, who brings in an excellent range of international skills and management experiences.

Through all of this, I am happy to say that we made considerable progress on the theme of my presidency – Libraries building a sustainable future- and that we are on a solid path forwards to accomplish IFLA's vision and mission. And we are well prepared to successfully celebrate IFLA's Centennial in 2027.

BARBARA LISON

IFLA President 2021-2023

Photo WLIC 2022 in Dublin, Ireland

2022 THE YEAR IN OVERVIEW

Above all, 2022 was marked by the gradual return of many of our prepandemic practices, the ongoing application of lessons learned from the COVID years, and of change within IFLA itself. Yet as our Federation turned 95 years old, the constants of our work remained clear – our unique role as a space and place for the global library field to meet and work together, both to work towards excellent library services for all, and to advocate effectively to

A year of change

Clearly, in the history of IFLA's first century, 2022 will be seen as a year of turbulence. We have seen change in our Governing Board, including the election of Vicki McDonald as President-elect, Jaap Naber as Treasurer, and Te Paea Paringatai as Professional Council Chair. IFLA also parted ways with its former Secretary General, Gerald Leitner, and launched the process of identifying a replacement to take the Federation through to its centenary. Many of IFLA's members and volunteers have followed this process closely, underlining their deep interest in and commitment to an IFLA that fulfils its mission to unite and strengthen the global field. There has been strong attendance at information sessions, and a clear desire for more regular updates, contributing to the development of a plan for securing IFLA's future by the Governing Board, supplemented by updates on the progress made against this.

This plan places at its centre the need to maximise transparency and effective communication with Members, ensuring maximum understanding and ownership of our work. It recognises and centres the interest of the field in an IFLA that clearly and visibly works for them, and with them, while realising the potential of its dynamic and resilient Headquarters staff.

As 2022 came to an end, this work to deliver on the plan means that we are in a position, in line with the theme of our President, Barbara Lison, to reaffirm our focus on building on a sustainable future not just for our Federation, but also for our field and the communities we serve.

Why IFLA?

Of course, the core of the work to build this future did not stop at any point throughout the year. IFLA is not about any one individual or even group of individuals, but rather about what we achieve together. Much of the rest of this overview section will therefore focus on examples of actions that demonstrate what IFLA is about, and what we are here to do.

WLIC 2022: the return of our in-person congress

While the key numbers from our World Library and Information Congress in Dublin are shared elsewhere in this report, it is hard to understate the relief and happiness that so many felt at being able to come together in person again at the conference.

The face-to-face conference experience, clearly, is not necessarily a possibility for everyone, every year, but it retains its power both as an opportunity for colleagues to come together, as well as for newcomers to get a taste of what international librarianship is like. While the all-virtual WLIC 2021 showed the undeniable potential of an online conference, the in-person WLIC 2022 reminded us of the necessity for physical, human interaction. Each model carries advantages and disadvantages on their own, but combining elements of WLIC 2022: the return of our in-person congress.

While the key numbers from our World Library and Information Congress in Dublin are shared elsewhere in this report, it is hard to understate the relief and happiness that so many felt at being able to come together in person again at the conference. The face-to-face conference experience, clearly, is not necessarily a possibility for everyone, every year, but it retains its power both as an opportunity for colleagues to come together, as well as for newcomers to get a taste of what international librarianship is like. While the all-virtual WLIC 2021 showed the undeniable potential of an online conference, the in-person WLIC 2022 reminded us of the necessity for physical, human interaction. Each model carries advantages and disadvantages on their own, but combining elements of each for a hybrid WLIC is advantageous and will be trialled at WLIC 2023.

That the conference took place at all, however, is thanks to the amazing persistence and energy of the Irish National Committee. Having been forced to postpone the original conference in 2020, it would have been easy to give up. However, the Irish National Committee instead decided simply to flex, ensuring that the global field was able to benefit from a warm and highly professional Irish welcome

While we rely on national committees to provide the context for our Congresses, it is the wider IFLA volunteer community that provides the essential content. Our professional units and committees, many of whom had never had the opportunity to meet in person, put together a diverse, stimulating, and exciting programme which delivered on WLIC's potential to be a time for both learning and inspiration.





Supporting sustainable fields: Bangkok workshop

A key principle behind IFLA's recent changes to its governance was the understanding that to be relevant globally, IFLA also needs to be relevant regionally, and that a strong global field can only be built on strong and sustainable regional and national fields.

The pandemic put a temporary pause on our efforts to bring together colleagues at the regional level in order to learn from them, and support learning from each other, in support of this goal. However, in late 2022 we were able once again to hold a meeting for key association leads and members of our Asia-Oceania Regional Division Committee in Bangkok, Thailand. The meeting illustrated further key strengths of our Federation – the generosity of the National Library of Thailand in offering space to meet and discuss, the energy that came from the crossing of experience from librarians from different geographies, library types and experiences, and the knowledge of IFLA President, Barbara Lison and Headquarters staff. We also used the event to support our advocacy goals, with almost 50 librarians attending a mini-conference at the United Nations, and demonstrating to key officials the difference that our profession makes.

Setting the standard: guidelines and manifestos

It is always good to remember how valuable and far-reaching IFLA's work around standards and guidelines can be, with the Federation's documents representing a key and unmatched reference point for many aspects of our work.

Yet for this work to be relevant to the field as a whole, they need to draw on the full range of experiences, including often from key partner organisations and stakeholder groups. 2022 saw outstanding examples of this happening, with for example our revised Parliamentary Library Guidelines developed hand-inhand with the Inter-Parliamentary Union, or the Guidelines for LIS Education prepared based on the inputs of colleagues from around the world.

The IFLA-UNESCO Public Library Manifesto 2022, which received UNESCO assent in July, is a particularly impressive example. A thorough preparation process saw colleagues from around the world and across our field share insights and experiences which allowed a core group to make amendments that ensure the continued relevance of the document. Close work with UNESCO meant that it carries an intergovernmental stamp, maximising its power to shape decision-making at all levels.

A voice for libraries: advocacy to strengthen our work

IFLA's work to build awareness of and support for the library profession internationally is aimed, in the end, at improving the conditions in which colleagues around the world do their work. Where decision-makers understand and value what we do, and define the right laws and policies, we are then able to set about changing lives for the better.

Yet this work is itself best carried out in partnership, with volunteers and members supported by IFLA's Headquarters seizing opportunities to build connections. We did this successfully in 2022, for example, at both the COP27 conference on climate change, and the United Nations High-Level Political Forum. In both cases, we had a more powerful and far-reaching voice because of the presence of library practitioners, with real-world stories to tell and examples to give.

In turn, the possibility to bring our members into these spaces provides a unique opportunity to build understanding within our profession of what the world expects from us, as well as to build connections that would not otherwise have been made. The result is a win at all levels.

Strengthening what works, improving what doesn't

The examples shared here are of course only a snapshot of a small part of what IFLA does but do give a sense of what makes a global federation of library associations and institutions special. Our ability to mobilise and energise our field, to bring together voices and make them heard, to provide a platform for collaborations both amongst ourselves and with others, and to bring this voice to the world are all vital for our future sustainability.

As we go into 2023, as highlighted above, we will prioritise the delivery of the plan to secure IFLA's future and continue to be as responsive as possible to the needs of our members and volunteers. Through doing this, we will be able to ensure that, as IFLA heads towards its centenary, we can focus all of our energies on what matters most.

Photo

A&O regional meeting in Bangkok

IFLA'S VISION & MISSION

The global voice of the library and information

IFLA puts libraries on the global stage and helps them develop. We are the global voice and represent the brightest minds of the library and information profession, with an active network of over 1660 Members – leading institutions and players in the library field – in over 140 countries around the world and well-established relations with the United Nations and other international organisations.

VISION

A strong and united library field powering literate, informed and participative societies.

MISSION

To inspire, engage, enable and connect the global library field.

AIMS

IFLA is an independent, international, non-governmental, not-for-profit organisation. Our aims are to:

- Promote high standards of provision and delivery of library and information services
- Encourage widespread understanding of the value of good library & information services
- Represent the interests of our members throughout the world.

CORE VALUES

In pursuing our Vision and Mission, IFLA seeks to demonstrate the following core values:

1

The endorsement of the principles of freedom of access to information, ideas and works of imagination and freedom of expression embodied in Article 19 of the Universal Declaration of Human Rights.

2

The belief that people, communities and organizations need universal and equitable access to information, ideas and works of imagination for their social, educational, cultural, democratic and economic wellbeing.

3

The conviction that delivery of high quality library and information services help guarantee that access.

4

The commitment to promote and value diversity and inclusion, notably as regards age, citizenship, disability, ethnicity, gender-identity, geographical location, language, political philosophy, race, religious beliefs, sex, sexual orientation or socioeconomic status, and actively pursue relevant policies and practices.

Photo top

"Students from Daryl Academy after a Math-Whizz lesson at the library" by knls Nakuru CC BY 4.0

Photo bottom

"Woman receiving instruction in local library" by Gert Jan van Heyningen CC BY 4.0



Relations with Other Bodies

We have established good working relations with a variety of other bodies with similar interests, providing an opportunity for a regular exchange of information and views on issues of mutual concern. We have Formal Associate Relations with UNESCO, observer status with the United Nations, associate status with the International Science Council (ISC) and observer status with the World Intellectual Property Organization (WIPO), the United Nations Educational, Scientific and Cultural Organisation (UNESCO), the International Organization for Standardization (ISO) and the World Trade Organization (WTO).

In turn, we have strong ongoing connections with a number of non-governmental organisations operating in related fields, including the International Publishers Association (IPA), International Council on Archives (ICA), International Council on Museums (ICOM) and others. We are also members of Blue Shield International (BSI).

Sections and Special Interest Groups

Members and professionals work together through IFLA's 42 Sections and 12 Special Interest Groups to further the development of the profession. Sections specialise in a particular type of library and information service, an aspect of library and information science, or in a geographical region. Sections cover topics ranging from academic libraries to association management. Special

Interest Groups enable discussions of professional issues that cut across library sectors, such as, Big Data, and national information policy.

Regional activities, Language Centres and Headquarters

IFLA has six Regional Division Committees, which work to strengthen the voice of regions within IFLA, and the reach of IFLA within regions – Asia-Oceania, Europe, Latin America and the Caribbean, Middle East and North Africa, North America, and Sub-Saharan Africa. Three Regional Offices in South Africa, Singapore, and Argentina both work with the relevant committees, as well as providing wider support to IFLA membership. IFLA also has Language Centres whose role is to contribute to more effective communication within the relevant language communities (Arabic, Chinese, French, Russian, and Spanish) and with the IFLA bodies involved. IFLA's Headquarters is located in The Hague, The Netherlands.

IFLA's Advisory Committees

IFLA's Advisory Committees support the continuation of our advocacy and development goals in areas such as access to digital content, copyright limitations and exceptions, freedom of access to information, libraries and development, cultural heritage, and library standards.



2022 AT A GLANCE

IFLA Membership

- 1662 Members*
- 143 Countries

*Includes national and international associations, institutions, organisations, and individuals.

Library Map of the World

- 174 countries and territories engaged in the LMW project
- 139 countries with published data on the LMW website
- 2.7 million libraries counted

WLIC

- IFLA's first physical WLIC since 2019
- The first WLIC in Ireland
- 1931 onsite participants
- 493 online participants
- 92 Open Sessions
- 176 accepted posters
- 8 grants for Emerging Leaders
- 52 exhibitors
- Participants from 92 countries

Virtual Events

- Number of Units who hosted virtual events 20 (including joint events)
- Number of virtual events 50
- Number of registrants 3364
- Number of live attendees 1161

IFLA IN ACTION 2022 STRATEGIC DIRECTIONS

Strategic Direction 1: Strengthen the Global Voice of Libraries

IFLA engages in advocacy – both directly and through our members – to help ensure that libraires everywhere have the best possible policy and legal framework for success. 2022 saw the return of many in-person events on the international calendar, and with it, key opportunities for IFLA to spread awareness of how essential libraries are for success in wider policy agendas.

Throughout 2022, our work once again covered a wide range of themes, reflecting the breadth of how libraries themselves contribute to supporting fairer, more sustainable societies.

We continued our strong engagement on the UN Sustainable Development Goals (SDGs). A strong delegation from around the world using the 2022 United Nations High-Level Political Forum not just to underline libraires' role as partners for development – including through two side-events – but also seize the opportunity to deepen contacts with national decision makers.

Among the results, we have another round of references to libraries in Voluntary National Reviews of SDG implementation, new UN awareness of our work, and closer relations with key national decision-makers. We are grateful to the Stichting IFLA Global Libraries (SIGL) for making this possible.

It has also been a key year in the cultural field, with both the 30th anniversary of UNESCO's Memory of the World Programme and the MONDIACULT meeting of culture ministers and decision-makers. IFLA ensured that libraries and library priorities featured highly in each of these, successfully convening stakeholders, building new connections, and shaping outputs that will support our field's advocacy work into the future, including a call for an explicit culture goal in future development agendas. In particular, the Memory of the World 30th Anniversary Statement highlights the role of libraries in helping to activate for cultural heritage to help achieve wider goals.

IFLA's involvement in the Conference of the Parties (COP) process, focused on mobilising the world to act on climate change, also moved up a gear, with a delegation made up of IFLA staff and Egyptian colleagues playing an active part in the 26th meeting in Sharm El Sheikh, Egypt. Again, through a

combination of formal events and informal interaction, we have raised awareness and built support for libraries as key players in this space.

Copyright and open access continue to be key priority topics, with the launch of an updated IFLA statement on Open Access both an important moment, and the starting point for a deeper reflection on how IFLA can contribute to the movement. We also provided useful impact at the World Intellectual Property Organization through research into how copyright had worked for libraries during COVID, as well of course as participating actively in the Standing Committee on Copyright and Related rights. Meanwhile our publication 'Navigating Copyright for Libraries', itself also published open access, will support knowledge and mobilisation of librarians into the long term.

The coming years will be important ones in determining how governments look to govern the Internet, including supporting digital participation. IFLA laid important foundations in 2022 through our contribution to the UN Global Digital Compact consultation (based on an open survey of our field), active engagement at the Internet Governance Forum in Addis Ababa, and our joint publication, with EIFL, of an overview of the impacts of public internet access in libraries.

Finally, we have deepened our engagement with the education sector at all levels, with participation in the Transforming Education Summit, the World Conference on Early Childhood Care and Education, and the International Conference on Adult Education, all of which led to stronger profile of libraries amongst governments. Similarly, we continue to deepen our links with local government organisations, given the huge role of city leaders and others in decision-making about libraires.

Crucially, the key metric of success of IFLA's advocacy work is how far it supports our members and the wider LIS field in achieving their own goals for legal and policy change. Across our work in 2022, we therefore have invested strongly in highlighting the opportunities created and encourage you to draw on this in your own advocacy for libraries.

Strategic Direction 2: Inspire and Enhance Professional Practice

At the heart of IFLA's mission is its work to develop and provide the opportunities and tools that allow for the best possible library services for all, in line with our values. 2022 has seen not only new and updated guidelines published with the potential to shape the development of our field, but also new groups emerge, ready to take on new challenges and questions.

IFLA's 54 Professional Units, guided by the Professional Council, have continued to enhance their outputs and impacts in support of the wider global library field. With no general elections in 2022, it has been a year to focus on delivery of action plans, drawing on the insights, energy and skills of our volunteers.

In a year of many highlights, it is difficult to identify only a few, but a key one is certainly the formal and full update of the *IFLA-UNESCO Public Library Manifesto*, led by our Public Libraries Section. This reaffirmed the core role of public libraries, while also highlighting important emerging roles in supporting digital citizenship, promoting creativity, and supporting inclusion and cohesion. We have promoted the Manifesto at the UN, as well as in events for librarians around the world, to ensure its message is heard by everyone that matters. At year's end, over 25 translations of the Manifesto had already been made.

In another great collaborative effort, we have worked with the Inter-Parliamentary Union to release the 3rd edition of the Guidelines for Parliamentary Libraries. These not only reaffirm the need for information professionals to assist parliaments in fulfilling their missions but also provide practical guidance and pointers on how to achieve success.

The Guidelines for Professional Library and Information Science Education Programmes were also finalised, based on extensive research and engagement. These stand to have a major positive impact on the future of our field by helping more of our people develop the skills and knowledge they need, from the beginning, to work effectively.

Our broader standards work, too, has maintained its momentum, with huge efforts made by expert volunteers to consolidate and expand the relevance and impact of the tools IFLA offers to the field. We have, in particular, seen an update of the *International Standard Book Description (ISBD)* standard, and ongoing work to enhance our reference models.

Strong foundations are already in place for a great 2023. A new Special Interest Group on Artificial Intelligence has formed, ready to address one of the hottest topics around today, and we are looking forward to seeing data on library accessibility for persons with disabilities drawn on in United Nations materials, to name just two examples.

IFLA's Headquarters have supported this work actively, with daily engagement in order to help volunteers achieve the most and best results. We have also continued to enrich the IFLA Library Map of the World with updated data, as well as new SDG success stories and country profiles – see the section later in this Report for more. Our *Statement on Open Library Data* from early 2022, we hope, will support efforts to boost the collection and publication of key information about our field. Finally, at the end of the year, we released a 2022 Update to our long-running *Trend Report* series, with 20 trends suggested by emerging leaders across the field as a basis for thinking about our future.

Information for Development in Asia Pacific. IFLA-UN ESCAP seminar in Bangkok, Thailand



Strategic Direction 3: Connect and Empower the Field

IIFLA's role as a space where connections can be made between professionals from all countries, library types and backgrounds is essential to who we are. Both through our annual Congress, and a range of physical and virtual events, we bring people together, and support learning and exchange.

> For many, IFLA as an organisation is synonymous with our annual conference. For the first time since 2019, we met again in person in 2022, thanks to the persistence and hard work in particular of our great Irish National Committee. To find out more, you can consult the dedicated section about the World Library and Information Congress later in this report. Yet of course engaging in our Federation enables meeting in so many other ways.

> Our volunteer groups have been prolific in organising webinars as opportunities to share their work and insights with wider audiences. In doing this, they help more and more members of our field benefit from IFLA outputs. In particular, we have seen great series of events focused on topics like leadership, as well as sessions focused on library and information science students, helping them to see international engagement as part of their work.

IFLA's new regional units, created only in 2021, spent 2022 accelerating work around their action plans. With a special mission to build capacity for advocacy and extend IFLA's reach into regions, they have organised a wide variety of events at regional and national level.

Highlights have included the agreement of a Memorandum of Understanding between our Latin American and Caribbean Regional Division Committee and the UNESCO Centre for the Promotion of Reading, leading to a first meeting of school and public library networks. Our African Regional Division Committee, meanwhile, represented libraries at regional and global events about internet governance, as well as about the SDGs as a whole.

Also focused on IFLA's goal of strengthening regional library fields, we held, with the financial support of SIGL, a workshop for colleagues from across the Asia-Oceania region in November in Bangkok, kindly hosted by the National Library of Thailand

and the United Nations. Nearly 50 colleagues discussed and identified priorities for ensuring the sustainability of the field, as well as engaging with UN officials to discuss libraries' potential to deliver on the Sustainable Development Goals.

A special mention should go to colleagues in Ukraine, who have been working heroically to continue to deliver services to their communities in a time of war. IFLA has been proud to work with them, ensuring that they have been able to share information and news with UNESCO, and so make sure that libraries are included in safeguarding and support efforts.

Finally, we continue to emphasise the value of learning across our organisation. In addition to our Bangkok workshop, we have been happy to share information and build skills around community engagement and evaluation, as well as to launch our copyright reader - Navigating Copyright for Libraries. This provides a basis for building understanding of and confidence in working with copyright around the world, on an open access

Photo Posters at WLIC 2022 in Dublin, Ireland







As underlined in our President's theme, the sustainability of our Federation is vital for the sustainability of our field as a whole, and so of the communities we serve. To achieve this, we need not only to look to our financial future, but also be sure to attract, retain, and get the best out of our volunteers and staff.

> While 2021 was the year our governance reforms officially came into force, 2022 saw volunteers really start to make the most of the potential that they have brought to work more effectively, in line with the IFLA Strategy.

Among the highlights have been the strong support provided by Professional Division Chairs to the units under their responsibility, as well as the growing activity and profile of our Regional Council and Regional Division Committees. The volume and quality of the work that all of our volunteer units have produced is a clear sign of IFLA's vitality and readiness for the future.

A particular area to note has been the use of new possibilities to co-opt new members to units in order to allow for stronger regional diversity. This is an important step – in order to make the most of IFLA's role as the truly global organisation for libraries, we need to see this same global presence on our volunteer groups, so that they can draw on, and serve, the needs of as the widest possible audience.

Meanwhile, IFLA's membership team has continued to upgrade the support and service provided to those joining IFLA, in order to make the process as simple as possible. Furthermore, they have worked as to ensure that all members know about and can make the most of their membership benefits. We have also advanced with key work to develop new staff workplace policies within IFLA Headquarters and take other steps to improve the working environment.

Looking to our financial future, we need to develop our ability to attract support from external funders to enable projects that align with and contribute to our goals. We are deeply grateful to our current project funders, notably the Arcadia Fund, which supports the Knowledge Rights 21 Programme in which IFLA is a partner. This generous grant is enabling staff support for copyright advocacy at a national level, as well as the production of research which will reinforce calls for pro-library reform

We have also been honoured to benefit from two projects funded by the European Union. One focused on media literacy, with libraries in a range of countries working with specially commissioned materials to reach communities. Another, whose delivery has been led by members of our Document Delivery and Resource Sharing Section, has developed new software, training and a publication to facilitate resource sharing, building on the RSCVD (Resource Sharing during COVID) programme.

Finally, we have continued to strengthen our ability to bring news about IFLA out into the library field through our communications work. Building on the potential created by our new website, we have developed our presence on different social media channels, applied fresh and exciting new designs, and adopted a stronger campaigning approach on key themes. Through this, we hope that more members of our field than ever before can benefit from the work of all who engage in IFLA.

42 Sections

12 Special Interest Groups

1000+ Experts

PROFESSIONAL **UNITS**

IFLA's Professional Units — Sections, Special Interest Groups, and Review Groups — bring together the global expertise around sectors, services, and the emerging trends and big issues of the library and information field. Throughout the year, IFLA's 54 Professional Units remained persistent through a range of ups and downs, including the continuance of a global COVID-19 pandemic.

IFLA's Professional Council held its first full year under the new governance structure, actively working to support Professional Units through clarification and advancement of the 2021 IFLA Rules of Procedure. Professional Council members worked in subcommittees to progress policy and practice to facilitate Professional Unit work, organised and supported the development of WLIC Open Sessions and Satellite meetings, and contributed to both the IFLA Code of Ethics and Conduct for the Governing Board and IFLA Handbook, to be released in 2023. There was a change of Council leadership with the stepping down of Professional Council Chair Adjoa Boateng and Division Committee E Chair Jan Richards effectively stepping up to carry out the role as Deputy until the position was taken up by the elected Division Committee G Chair, Te Paea Paringatai.

Units populated the first in-person WLIC since 2019 with relevant open sessions in a variety of formats, aimed to engage an eager and exuberant Dublin audience. This was an opportunity for individuals to meet together again in person, share ideas, form connections and begin new collaborations. IFLA Officers were celebrated at a reception at the Trinity College Library. Widely covered by the Dublin press, New Professionals Special Interest Group celebrated the influential local author James Joyce with a Ulysses "flashmob" outside the event.

Among their many activities, Dynamic Unit and Impact Award (DUIA) Winners, the Education and Training Section (SET), continued their ongoing series of virtual events, featuring LIS students from around the world. These regular events centre LIS students and provide them with opportunities to network and gather experiences that support the transition from student to information professional. SET's popular events have virtually brought together thousands of participants and viewers to their YouTube channel.

DUIA Special Mention for work quality and impact, IFLA Library Services to Children and Young Adults (C&YA) Section, ensured that their membership continues to be reflective of the wider IFLA/Global library community. This group has been a model for others with their internal and external communications practices, highlighting projects that support children and young adults in literacy, early childhood development, safety and access, among other issues. 2022 saw the Unit conduct a global survey on safer internet practices in libraries, an accessible 0–18 library guidelines format for stakeholders inside and outside of the field, and a revamp of their signature project, the now digital World Through Picture Books, which has an appreciative and global audience of readers.

DUIA Special Mention for Communication, IFLA Environment, Sustainability, Libraries (ENSULIB) Section, was recognised for its strong and effective global committee, excellent planning, a clear and effective communication strategy, including an active social media presence and a series of widely-attended virtual events. They collaborate widely across the IFLA network, co-hosting events and working to identify places of intersection with sustainability and other IFLA committee work. ENSULIB communicates widely to connect the public to the section's work, including translation of the ENSULIB Checklist and Green Library Definition into multiple languages.

In the months leading up to WLIC and following on after, IFLA's Professional Units developed, revised and published a number of resources, including guidelines, standards, reports and articles, and progressed essential contributions and resources too numerous to list for librarians and information practitioners. IFLA Professional Units continue to be leaders and proponents of the IFLA Strategy. Their dedication drives field progress and innovation, and we thank each Professional Unit member for their work and contributions.

REGIONAL STRUCTURES

A key transformation at the time of IFLA's governance reforms in 2021 was the creation of a new set of regional structures – **a Regional Council and six Regional Division Committees.** This reflected the clear message from IFLA's members and volunteers through our Global Vision Process and beyond – that we needed as an organisation to be better at reflecting and responding to regional needs.

The new Regional Division Committees bring together **120 volunteers** in total, from Asia-Oceania, Europe, Latin America and the Caribbean, the Middle East and North Africa, North America, and Sub-Saharan Africa, while the Regional Council is made up of the chairs of each committee, a Regional Council Chair (who also sits on the Governing Board), and a representative of the Professional Council.

2022 was their first full year of operation, building on the experience of our previous three regional sections, and saw a rich and exciting programme of work.

In addition to a lively series of sessions at our World Library and Information Congress in Dublin, Regional Division Committee members were active in building awareness of IFLA's wider work, helping ever more members of our field to benefit from our work.







Photo bottom left

"Students from Daryl Academy after a Math-Whizz lesson at the library" by knls Nakuru CC BY 4.0

Photo top right

IFLA A&O Regional Division Committee Workshop in Bangkok, Thailand

Highlights include the series of webinars organised by our **Middle East and North Africa Regional Division Committee** focused on building advocacy skills, or the workshop delivered by our **Sub-Saharan African Regional Division Committee** in the margins of the African Regional Sustainable Development Forum in Kigali, Rwanda.

Our **European Committee** has successfully brought new countries and data to the Library Map of the World, while the **Latin America and Caribbean Committee** has focused on engaging emerging leaders, and the **North American Committee** has played a key role in bringing together volunteers and associations involved in IFLA more effectively.

In particular, colleagues from across the **Asia-Oceania** region came together in Bangkok in November, with a focus on sustainability, both within the field, and in terms of engaging in wider political agendas. At a seminar held at the United Nations, librarians exchanged with UN officials, exploring how libraries could play a more central role in the work of international organisations.

The year closed with an in-person meeting that helped bring together not just people, but also key lessons and ideas about how to go further in delivering on the promise of a more regionally responsive IFLA. We're looking forward to drawing on these, and the energy and insight of our volunteers, into 2023.

STICHTING IFLA GLOBAL LIBRARIES SUMMARY

Stichting IFLA Global Libraries (SIGL) is an independent foundation established to manage the legacy funding from the Bill and Melinda Gates Foundation's Global Libraries Programme.

IFLA is a proud recipient of funding from SIGL and works to fulfil the overall aim of SIGL to strengthen the library field. It does this with funding that supports core operations and by undertaking activities that address its four key objectives, as set out below.

In 2022, these activities included the following, all of which were made possible by SIGL support:

Objective: Research and innovation

We produced a new Trend Report update, which shared ideas from around the field, especially from emerging leaders, and provided a structure for reflection at all levels about how best to prepare for the future.

We ensured that hundreds of librarians gained a grounding in the basics of needs assessment and impact evaluation as a basis for promoting innovation and effective services around the world.

The Library Map of the World broadened its relevance as a resource for libraries and external stakeholders in advocacy and planning.

Objective: Training and leadership

We focused IFLA's conference grants on enabling the participation of emerging leaders, giving a cohort of international librarians new insights to support them in their careers.

We trained a cohort of regional leaders to engage successfully in relevant intergovernmental meetings on internet governance, sustainable development and copyright.

Objective: Delivery

We held a regional workshop in Bangkok for Asia-Oceania, sharing practical tools to ensure the sustainability of library fields and associations, as well as engaging directly with UN officials and experts.

We supported IFLA's new regional structures to develop and deliver effective regional action plans.

We continued to support volunteers to make the most of IFLA's new governance structures to produce effective and relevant outputs to support the field.

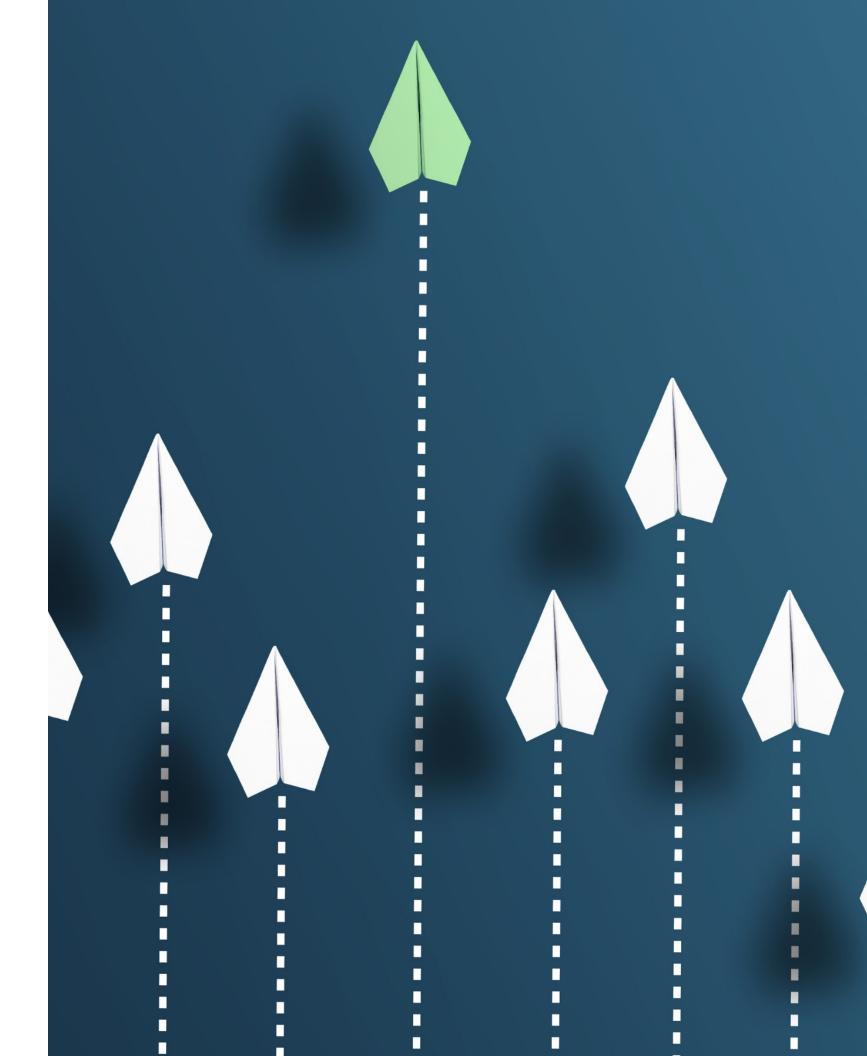
Objective: Impact, advocacy and policy

We delivering the strongest library presence yet at regional sustainable development fora, underlining libraries as partners for development at all levels.

At the United Nations' High Level Political Forum on Sustainable Development, we built strong links between libraries and national leaders leading to new opportunities and influence at home.

We drew on the potential of the IFLA website and repository to offer an outstanding platform for content created by our volunteers and IFLA´s HQ team, of benefit to the global library field.

IFLA acknowledges the generous support of SIGL in providing funding for the participation of librarians from around the globe in IFLA's activities.



PUBLISHING

IFLA Journal

IFLA's publishing partner for the IFLA Journal is SAGE Publishing who continued throughout 2022 to enhance the journal by providing for more articles and additional pages in each issue.

With only one general issue, the bumper year was filled with special issues starting off with one on COVID-19. This issue explored how the pandemic brought innovation in libraries. It was the journal's largest ever issue with 260 pages capturing examples of professional journeys during that time and the evolution of the library profession.

The second special issue covered preservation storage and curation strategies. As libraries make decisions about their service models, they must look at their resources and goals which are often realised in a storage strategy. From the physical to the digital and from national libraries to those in tropical climates, the articles challenge how libraries address preservation and sustainability.

The 25th anniversary of the IFLA Statement on Libraries and Intellectual Freedom allowed IFLA's FAIFE Advisory Committee to mark the occasion with another special issue. Articles explored the impact of the statement and how libraries act as trusted information agents assisting communities to address a range of social justice concerns.



Powered by continuing changes in library and information science, IFLA's publications bring an international perspective to issues affecting libraries.

Photo IFLA Journal June 2023

IFLA Repository

Utilising Dublin Core metadata standards, the IFLA Repository is a rich and continuously expanding resource that enables users to explore IFLA Standards, key publications, core documents, and much more. The repository showed significant growth during 2022, with a marked increase in submissions from IFLA's Professional Units and the inclusion of IFLA WLIC 2022 materials, including Congress papers, presentations and posters. By the end of 2022, the repository had logged:

2378 items archived

2,621,953 item views

30,175,170 searches performed

IFLA Library

Online since 2013, the IFLA Library is our repository of digital resources and currently includes pre-2020 WLIC papers, posters, and satellite meeting papers/ presentations. Each year has shown extensive use across a number of important indicators, including:

102,322 total downloads

Peak downloads were recorded in March 2022 (**10,450** downloads)

The most downloaded paper in 2022 was downloaded **2013**

Total number of files in the repository at year's end: **2,231** items.

53,477 searches were directed from Google

IFLA Standards

Four new IFLA Standards were released in 2022:

Common Practices for National Bibliographies in the Digital Age IFLA Bibliography Section

IFLA's Common Practices for National Bibliographies in the Digital Age aims at providing accurate guidance on current common practice to assist those seeking information for creating and maintaining a national bibliography. It is not intended to be prescriptive, since bibliographic control varies widely from country to country and local requirements may be influenced by financial, legal or practical constraints. A number of potential options are presented to enable their application to be tailored according to circumstances, with examples and use cases given to illustrate the possible range of approaches.

IFLA Guidelines for Professional Library and Information Science (LIS) **Education Programmes**

Building Strong LIS Education (BSLISE) – A working group of the IFLA Section on Education and Training (SET), Section on Library Theory and Research (LTR) and the LIS Education in Developing Countries SIG

The IFLA Guidelines for Professional LIS Education Programmes serve as a framework for developing library and information science/studies (LIS) education programmes. They present key LIS foundational knowledge areas (FKAs) and the elements for a robust LIS education programme. They replace the 2012 IFLA Guidelines for Professional Library/Information Educational Programs. The new Guidelines promote the quality of LIS education programmes at undergraduate, graduate, or continuing education levels in the preparation of LIS professionals for a dynamic global information environment. The Guidelines should be consulted when planning and developing a new programme, or when assessing an existing programme to ensure that it meets local quality criteria and institutional missions, while being aligned with these international quality guidelines. The Guidelines, grounded in the principles of equity, diversity, inclusion, and accessibility, are of interest to LIS education administration, academic staff, students, professional practitioners, government, professional bodies, and other stakeholders engaged with knowledge and skills expected of LIS professionals.

The Guidelines serve as a framework for developing LIS education programmes, which stakeholders can apply in planning, developing, and assessing the quality of LIS education. It is made up of foundational knowledge areas and the elements of a robust LIS education programme, which should provide an LIS professional with the professional education to practice and continue to develop.

ISBD International Standard Bibliographic Description: 2021 Update to the 2011 Consolidated Edition

ISBD Content Update Task Force of the IFLA ISBD Review Group

IFLA International Standard Bibliographic Description (ISBD) is an IFLA Standard that specifies the requirements for the description and identification of published and unpublished resources that are likely to appear in library collections. The ISBD determines the data elements to be recorded or transcribed in a specific sequence as the basis of the description of the resource being catalogued and employs prescribed punctuation as a mean of recognising and displaying data elements and making them understandable independently of the language of the description. The 2021 Update to the 2011 Consolidated Edition of ISBD takes into account the requests by users and their cataloguing needs since the publication of the 2011 edition. It extends the coverage of ISBD to a larger array of resources, optimises its ability for granular description, clarifies and develops some of the elements, and brings more organisation and refinements into the description of some types of resources.

Guidelines for Parliamentary Libraries, 3rd edition

IFLA Library and Research Services for Parliaments Section

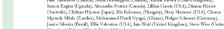
Now in its 3rd edition, the aim of the Guidelines is to help develop and promote standards and best practice in making information and knowledge available to parliaments. The Guidelines provide a comprehensive overview of the work of parliamentary libraries and research services and includes an analysis of the main characteristics and information needs of parliamentarians. The main services which may be provided are described in detail, including collections, information, research and the physical space of the reading rooms. Essential technical and administrative aspects of running a parliamentary library are covered; these include structure and governance, finance, staffing and ICT. There is also a brief guide to additional services which some parliamentary libraries provide, including archives and services for the public.

A number of additional standards were in the final stages of approval at year's end, covering topics such as services to displaced persons and LIS education.









On behalf of the the IFLA Library and Research Services for Parliaments Section

Parliamentary Libraries

July 2022 Fodorsed by the IFLA Professional Council

IFLA Publications Series

Along with our partner, De Gruyter, two new titles were published in 2022 on key themes of ongoing concern.

Global Action for School Libraries – Models of Inquiry

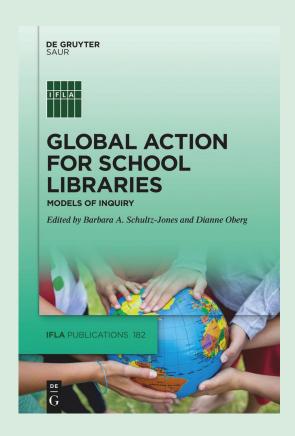
Edited by Barbara A. Schultz-Jones and Dianne Oberg

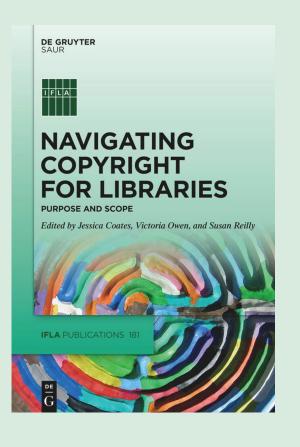
The book focuses on inquiry-based teaching and learning as a means of developing students' abilities to become life-long and life-wide learners.

Navigating Copyright for Libraries - Purpose and Scope

Edited by Jessica Coates, Victoria Owen and Susan Reilly

Released as an open access volume, this book provides basic and advanced information about copyright, highlights opportunities for reform and advocacy and aims to help librarians find their way through the copyright maze.





KEY FACTS

WORLD LIBRARY AND INFORMATION CONGRESS WLIC 2022

Following our first ever virtual congress in 2021, the 87th WLIC in Dublin, Ireland opened with a welcome speech from the Lord Mayor of Dublin, Caroline Conroy, who spoke about the Dublin's rich literary and library traditions, setting the tone for an inspiring week. Former President of Ireland, Mary Robinson took the stage to discuss the climate crisis and challenge the audience to consider the role that silence and inaction plays in perpetuating the crisis. She called for a just transition away from fossil fuels and a commitment to hope, dialogue and action despite the adversities ahead.

This year's WLIC adopted a more traditional inperson format that was extremely well received by eager delegates, who were happy to reconnect with colleagues in Dublin Conference Centre after three years without a physical congress.

The Congress was programmed around three days instead of the usual five, with shorter sessions, resulting in a more compact but more focused WLIC experience. Library Visits and a wonderful Cultural Evening at Dún Laoghaire - Lexicon Library took place during the week as usual, offering a fun break from the day's intensive sessions.

Simultaneous Interpretation (SI) differed from previous editions, as only one session room featured SI in 2022 compared to two in the past. Remote interpreters supported the translations via the conference digital platform. The importance of acknowledging and celebrating linguistic diversity was highlighted by the Master of Ceremonies and Delegate from the IFLA Governing Board, Halo Locher, during a multimedia feature during the Opening Session.

Despite travel restrictions still in place throughout the year, nearly 2000 participants from 92 countries converged in Dublin to enjoy sessions and discussions around the Congress theme: Inspire, Engage, Enable and Connect. In response, IFLA made available a dedicated digital platform, free of charge, so users could connect with sessions held in the main auditorium. Nearly 500 remote participants signed up for this opportunity to watch sessions online and utilise the SI option offered via the platform.

In addition, eight key sessions were livestreamed on YouTube, including the Opening and the Closing Sessions as well as the popular IFLA/Systematic Public Library of the Year award, the President's Session and two Keynote Speaker sessions.

One noteworthy session in 2022 that made its appearance in the programme was the well-attended "Out in the open session". Delegates and Members appreciated the opportunity to raise questions with IFLA Governing Board representatives. Though not livestreamed, the session was filmed and made available online after the conference on IFLA's YouTube channel.

Many delegates took advantage of visiting Dublin to extend their stay in Ireland and the success of the conference was a tribute to the exceptional efforts of the Irish National Committee and the many Irish colleagues who supported bringing WLIC to their country.

IFLA's first physical WLIC **since 2019**The first WLIC in **Ireland**

1931 onsite participants

493 online participants

176 accepted posters

92 Open Sessions **52** exhibitors

8 grants for Emerging Leaders

Participants from **92 countries**

WLIC 2022 Sponsors

Platinum OCLC



Silver

Consortium of National and University Libraries (CONUL)

conul

Bronze

Baker & Taylor LexisNexis ProQuest

Associate

Axiell
Digital Science
EBSCO
International Monetary Fund
Irish Research Electronic Library (IReL)
Kildare Library Service
ISSN International Centre
National University of Ireland Maynooth

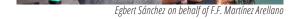
San José State University

Supporting Partners

The Library Association of Ireland
Dublin City Council
Comhairle Contae
Aer Lingus
Creative Europe Desk Ireland Culture
Failte Ireland
Meet in Ireland
Irish Food Board
Royal Irish Academy

WORLD LIBRARY AND INFORMATION CONGRESS **HONOURS AND PREMIER AWARDS**





IFLA Scroll of Appreciation

The following recipients were awarded the IFLA Scroll of Appreciation:

Irish National Committee

In grateful recognition to the National Committee of the IFLA World Library and Information Congress 87th IFLA General Conference.

Sanjay Kumar Bihani

For his distinguished contribution to IFLA's Governing Board and committees, dedication to improving government libraries, the IFLA Journal and enhancing collaboration and networking within the Asia and Oceania region.

Gillian Hallam

For her distinguished contribution, leadership and mentoring within IFLA, particularly in capacity building and professional development. Her achievements have maximised the potential of individual librarians, as well as those involved in IFLA's committees and in library associations across Asia and Oceania.

Sueli Mara Soares Pinto Ferreira

For her distinguished contribution to IFLA and for enhancing awareness of, and increasing involvement in, IFLA's activities throughout the Latin America and the Caribbean region. The Scroll of Appreciation acknowledges her achievements on copyright, open access and in mentoring young leaders in the library field.







S.M.S. Pinto Ferreira

The IFLA Scroll of Appreciation for Gillian Hallam was accepted by Past IFLA President, Christine Mackenzie

IFLA Medal

Lorcan Dempsey

For his distinguished contribution to international librarianship and IFLA, through the development of information infrastructures and digital networks that enrich and shape libraries as memory institutions.

Filiberto Felipe Martínez Arellano

For distinguished service to IFLA, advancements in cataloguing practices and open access, and enhancing capacity building for librarians throughout Latin America and the Caribbean.

IFLA Dynamic Unit and Impact Award

Education and Training Section (SET) (Winner)

Libraries for Children and Young Adults Section

(Special mention for quality and impact of work)

Environment, Sustainability and Libraries Section (ENSULIB)

(Special mention for communication)

Best IFLA Poster 2022

Gazi Husrev-beg Library Book Museum Ejla and Adnan Ćurovac Bosnia and Herzegovina









MEMBERSHIP

2022 began with 1,401 members and ended with 1662 members. This is a very pleasing result with increases in all categories apart from a small drop in International Associations members. Positive increases applied in all regions attest to IFLA's new structure with greater regional involvement across the six IFLA regions. The Regional Divisions through their activities have assisted in encouraging membership of the Federation. The greatest growth is in individuals becoming Affiliates of the organisation. A range of outreach and engagement activities for new and existing members were successfully implemented.

IFLA membership now spans 143 countries and libraries of all types. New institutional members for 2022 included Almayzab Digital Library (Sudan); Library Association of Bermuda (LAB); Reserve Bank of Vanuatu; SIMAD University Libraries (Somalia); Universitas Padjadjaran - Library and Information Science Study Program (Indonesia) and national libraries from Aruba, Belize, Dominican Republic, Greenland, Kenya, Namibia, Paraguay, Saudi Arabia, Tuvulu, Uganda and Uzbekistan.



Photo

Members voting during a past General

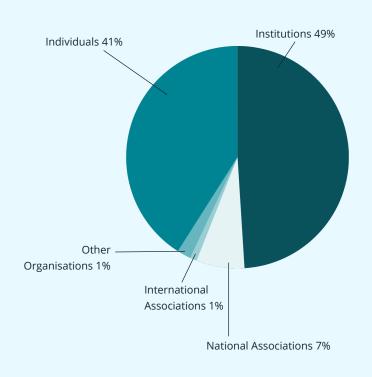
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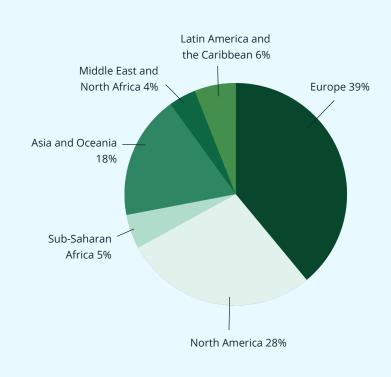
Number of Members per Category 2021-2022	Asia &	Oceania	Eui	rope		merica & obean	MI	:NA	North A	America	Af	rica	То	tal	%
Category	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2021-2022
National Associations	24	25	60	61	17	14	7	7	10	8	9	10	127	125	2%
International Associations	2	2	8	9	1	1	1	1	7	7	2	2	21	22	-5%
Institutions	150	141	429	433	46	37	33	23	101	96	57	49	816	779	5%
Individuals	111	85	145	99	35	22	27	17	340	227	17	9	675	459	47%
Other organisations	7	4	12	10	0	0	0	0	4	2	0	0	23	16	44%
Grand total	294	257	654	612	99	74	68	48	462	340	85	70	1662	1401	19%
2021>2022%		14%		7%		34%		42%		36%		21%			
Total organisations	183	172	509	513	64	52	41	31	122	113	68	61	987	942	5%
2021>2022%		6%		-1%		23%		32%		8%		11%			
Total individuals	111	85	145	99	35	22	27	17	340	227	17	9	675	459	47%
2021>2022%		31%		46%		59%		58%		50%		89%		47%	

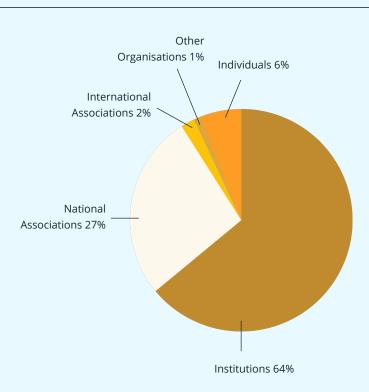
MEMBERSHIP CATEGORIES

MEMBERSHIP BY REGION

MEMBERSHIP INCOME







REPORT ON THE ANNUAL ACCOUNTS 2022 BY THE IFLA TREASURER

Financial year 2022 was a challenging one for IFLA in several ways. The organisation was still recovering from the global economic impact of Covid-19. Furthermore, costs for the organisation in 2022 were higher than the previous year due to some exceptional items including higher than usual legal, staff and governance costs related to settlement agreements, contract changes and new governance frameworks. There was also a reclassification of costs from staffing to consultancy as, post-Covid, some staff members chose to end their employment contracts and work remotely as consultants.

The 2022 final result was a deficit of € 472,334. When factoring out the exceptional costs of 2022, the normalised result comes to a deficit of € 107,297. It is worth noting that income from membership held up at € 749,068 and that WLIC 2022 in Dublin was both a successful conference and broke even financially. Stichting IFLA Global Libraries (SIGL) continued directly to fund a range of projects managed by IFLA and, in addition, contribute to IFLA's operational costs (€ 778,003 in 2022).

As the SIGL funding (legacy funding from the Bill and Melinda Gates Foundation) is finite, one of my key priorities as Treasurer is to work with the Governing Board and IFLA Headquarters' team to build long- term financial sustainability by looking for more (diverse) ways of funding for IFLA. In the coming year, we will review IFLA's cost structure and develop a fundraising and income diversification strategy to ensure that IFLA can continue to make a difference in the global library field. We are IFLA and together we can!

For the complete Report on the Annual Accounts 2022, please see the annex.



REGIONAL OFFICES AND LANGUAGE CENTRES

Regional Offices

Three Regional Offices raise IFLA's profile internationally and assist in: membership recruitment, (co-) organising regional IFLA events, disseminating information, and contributing to effective communication within their regions and IFLA globally.

ASIA & OCEANIA

Lin Li Soh

Regional Manager, National Library Board Singapore

LATIN AMERICA & THE CARIBBEAN

Isela María Mo Amavet

Regional Manager, Library of the National Congress Buenos Aires, Argentina

AFRICA

Lindy Nhlapo

Regional Manager University of South Africa, Pretoria Pretoria, South Africa

Language Centres

Four Language Centres contribute to more effective communication within the relevant language communities. These activities include the publication and/or translation of newsletters, key IFLA documents, guidelines, press releases, and Congress papers.

RUSSIAN

Irina Gayshun

Head, International Relations Department Russian State Library Moscow, Russian Federation

CHINESE

Zhang Xu

Director International Cooperation Division, National Library of China Beijing, China

Hao Jinmin

Program Officer International Cooperation Division, National Library of China Beijing, China

ARABIC

Dina Youssef

Director IFLA Centre for Arabic Speaking Libraries (IFLA-CASL) Bibliotheca Alexandrina Alexandrina, Egypt

Khaled Fouad

IFLA-CASL Coordinator Bibliotheca Alexandrina Alexandrina, Egypt

FRENCH (IN AFRICA)

Papa Arona Ndiaye

Director, Language Centre for French (in Africa) Central Library Cheikh Anta Diop University Dakar, Senegal

Mandiaye Ndiaye

Assistant, Language Centre for French (in Africa) Central Library Cheikh Anta Diop University Dakar, Senegal

DONORS

IFLA gratefully acknowledges the valuable contribution by these institutions and organisations that have enabled us to continue our strategic and regional activities and development projects in 2022.

Koninklijke Bibliotheek, The Netherlands

Host of IFLA HQ

University of South Africa, Pretoria

Host of IFLA Africa regional office

National Library Board, Singapore

Host of IFLA Asia and Oceania regional office

Biblioteca del Congreso de la Nación

Host of IFLA Latin America and the Caribbean regional office

Bibliotheca Alexandrina, Egypt

Host of IFLA Language Centre for Arabic

National Library of China

Host of IFLA Language Centre for Chinese

Cheikh Anta Diop University, Senegal

Host of IFLA Language Centre for French in Africa

Stichting IFLA Global Libraries

Bibliothèque Nationale Suisse

Library and Archives Canada

National Diet Library, Japan

National Library of Australia

National Library of Finland

National Library Board Singapore

National Library Service of Barbados

Bill & Melinda Gates Foundation

Stichting IFLA Foundation

Arcadia Fund



TEAM

Governing Board 2021-2023

Barbara Lison, Germany (President) Antonia Arahova, Greece (President-elect, until April 2022) Vicki McDonald, Australia (President-elect, from July 2022) Perry Moree, Netherlands (Treasurer, until April 2022) Jaap Naber, Netherlands (Treasurer, from July 2022) Adjoa Boateng, Germany (Chair, Professional Council, until September 2022) Te Paea Paringatai, Aotearoa [New Zealand] (Chair, Professional Council, from December 2022) Kirsten Boelt, Demark Jonathan Hernández Pérez, Mexico Yasuyo Inoue, Japan Ayub Khan, United Kingdom Mandla Ntombela, South Africa Nthabiseng Kotsokoane, South Africa (Chair, Regional Council)

Secretary: Gerald Leitner, IFLA Secretary General

Halo Locher, Switzerland (Chair, MLAS)



IFLA Headquarters staff 2022

Gerald Leitner **Chris Ridings** Web and IT Officer Secretary General

(released from duties April 2022)

Helen Mandl KR21 Network Coordinator / Programme Manager

Director, Member Services / Deputy Secretary General

(Acting Secretary General from September)

Finance Director

Cristina Baró Miró **Communications Officer**

Louis Takács **Communications Officer**

Robin Chan Administrative Assistant (Data and Outreach) Vesselina Vassileva Member Services Officer

Renu Sardjoe Mishre

Tanya Roussou

Esther Doria

Project Coordination Assistant

Justin van der Veeke Web and IT Technician

Valensiya Dresvyannikova Policy and Research Officer

Matt Voigts Policy and Research Officer

Despina Gerasimidou

Strategic Development Officer

Vesna Vuksan

Strategic Projects Manager

Jane Issa

Administrative Assistant (Data and Outreach)

Leonie Woodfin

Communications Officer

Anne Korhonen

Administrative Assistant

Stephen Wyber Director, Policy and Advocacy

Marie-Emmanuelle Marande Conference Manager

Julia Zvobgo-Rozenboom **Communications Officer**

Claire McGuire

Policy and Research Officer

Contractors

Kristīne Pabērza Ramiresa

Sophie Felföldi Mailing List Administrator

Member Engagement Officer

Birgit Gleiss **Human Resources**

Megan Price **Professional Support Officer**

Halo Locher

Lidia Putziger

Delegate of the Governing Board

Administrative Officer / Nominations Coordinator (April - August)

