

ANNUAL REPORT

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THOSE WHO WANT TO STOP US ARE INNOVATIVE. SO ARE WE.

POLICY MAKERS ALL OVER THE WORLD ARE VERY INNOVATIVE. AT LEAST WHEN IT COMES TO OBSTRUCTING AND STOPPING ALL OF US WHO WORK FOR HUMAN RIGHTS. SO WE MUST BE AT LEAST EQUALLY INNOVATIVE.

Back in 2009, when Civil Rights Defenders decided to change our name to one that says what we are and what we do, to expand our geographic mandate to the world's most repressive countries rather than just the countries that signed the Helsinki Agreement and – as the human rights organisation that we are – to become completely financially independent of government support, we did so in light of the concern we felt about our own vulnerability and that of other civil society players.

More countries adopted laws that imposed administrative or criminal law obstacles for human rights activists and others who scrutinise govern-

ment powers. Journalists and other human rights defenders like Natalia Estemirova in Russia, were murdered because of their work. Authoritarian leaders and dictators learned from and copied the practices and legislation of other repressive states. At the same time, we saw that we and other organisations were far too dependent on state aid and therefore on political decisions that are not always based on a common understanding of the state of things in the world, particularly with regard to the human rights situation. In short, we realised that we needed to bring about change not only in the field but also in structure.



Long queues of voters place their votes in Myanmar's historic election on 8 November. Civil Rights Defenders work in the country intensified in 2015.

PHOTO: CIVIL RIGHTS DEFENDERS

INCREASED INDEPENDENCE

Six years later, we can confirm that we have increased our private funding from virtually zero to almost 30 percent of our total turnover, which has also more than doubled during the same period. We have established ourselves in Southeast Asia with a permanent presence in Myanmar and we work in East Africa and the Horn of Africa and in Latin America.

We are also a leading human rights player in Sweden, where we monitor our own government's observance of human rights in a number of important areas.

Sida remains our largest contributor, but many of the strategic initiatives we have initiated in recent years would not have been possible without private funding. I am thinking in particular of Defenders' Days, which in the space of just a few years has established itself as an important arena and capacity-strengthening conference for human rights defenders who are most at risk in the world, Civil Rights Defender of the Year Award, which is awarded annually to a prominent human rights activist, and also Natalia Project – the world's first assault alarm for human rights defenders at risk, driven by social media.

Effective human rights efforts require a flexibility that aid funding can no longer offer. Credible human rights work is dependent on integrity, which is unfortunately incompatible with dependence on aid, where someone else sets the framework and – to an increasing extent – its content.

WE GATHER TOGETHER POSITIVE FORCES

Flexibility allows innovation, which in turn is a prerequisite for standing up to the anti-democratic forces that we and our partner organisations are fighting on a daily basis.

During the year, with the support of the Swedish Postcode Lottery, we created Human Rights Innovation Initiative, which aims to find solutions to the challenges we and others face in the work for human rights.

The initiative is based on pooling smart, positive forces from leading universities, companies, private individuals and organisations in order to generate ideas that Civil Rights Defenders, or anyone else can make a reality. We have done this before, with Natalia Project, and we are confident that we can succeed again.

MORE STABLE STRUCTURES

Civil Rights Defenders is an organisation in constant change. We have a secure foundation for our human rights work – we know what we do and our own experts and partners ensure that we know what needs to be done. This means that we can continue to develop as an organisation, but continuing development places increased demands in terms of employer responsibility and leadership.

A number of important organisational structures were established in 2015, including guidelines for our work and how it is to be conducted. An intranet was introduced and other communication improvements were made. A personnel initiative at the end of the year culminated in a recruitment process for a chief operating officer for the organisation, which is expected to be completed in spring 2016. The organisation's management group has been cut by half, with a focus on efficiency and functionality and these measures together should leave us well-equipped for the next development phase for Civil Rights Defenders.

Our geographic expansion continues and our goal is to be one of the world's leading human rights organisations by 2023. We want to use our resources to make local human rights organisations stronger. Human rights work is best carried out on the ground by local forces who want to build a future for themselves and others there, and a flexible and independent Civil Rights Defenders will enable them to make the right priorities and obtain the support they need. We will continue to strengthen their voice and give them the tools that are needed. Thank you for your support.

Every good wish

Robert Hårdh

Executive Director,
Civil Rights Defenders



PHOTO: CIVIL RIGHTS DEFENDERS



Pride week started in the Serbian capital Belgrade in the middle of September. Civil Rights Defenders invited LGBT activists from across the Western Balkans to take part in the celebration.

PHOTO: VESNA LALIC

ANNUAL REPORT 2015 CIVIL RIGHTS DEFENDERS

MANAGEMENT REPORT

Organisation ID no. 802011-1442

The Board of Directors and Executive Director of Civil Rights Defenders herewith present the annual report for the 2015 financial year.

PURPOSE

Civil Rights Defenders is an international and independent human rights organisation. The organisation defends people's civil and political rights, and empowers human rights defenders at risk in Sweden and in countries in the world where respect for human rights is at its worst.

Civil Rights Defenders believes that a world where people's freedoms and rights are respected is also a more peaceful and safe world for us all. This is also expressed in the vision that Civil Rights Defenders strives to achieve through its work.

VISION

A peaceful and safe world with freedom and justice for all.

GOAL

The overall goal of Civil Rights Defenders is to improve people's access to freedom and justice through greater respect for their civil and political rights. To achieve this, there are three defined sub-goals that guide all efforts:

1. People are able to exercise their civil and political rights by:

- increased access to legal aid.
 - increased access to information.
2. The state takes responsibility for the fulfilment of human rights by:
- improving human rights legislation.
 - improving the application of human rights.
3. Local human rights defenders are empowered by:
- improved organisational capacity.
 - improved protection for human rights defenders at risk.

WORKING METHODS

Investigation and accountability mechanisms: Civil Rights Defenders investigates and holds the state authority accountable when legislation or its application goes against civil and political rights. This is achieved by scrutinising laws, drafting legislation and regulatory activities and bringing lawsuits against states and powers that violate human rights.

Public opinion and advocacy: Civil Rights Defenders engages in opinion-forming and advocacy work, both independently and with partners. The organisation runs campaigns and provides information through seminars, reports and mailings etc.

In totalitarian states, the message is communicated through independent information in the alternative media and other discussion and debate forums.

Support and education: Civil Rights Defenders raises awareness of the situation of human rights defenders and gives them the support they need to continue their vital work.

The organisation works continuously to improve its own and its partner organisations' methods of reporting and management by results. Training and skills development are prioritised internally and externally.

ORGANISATION

Civil Rights Defenders is a non-profit organisation. Gerald Nagler is the organisation's founder and Honorary Chair.

The annual general meeting is the organisation's highest decision-making body. Membership in the organisation is conditional on supporting the organisation's aims and core values (as expressed in international human rights treaties) and a willingness to work towards them. Membership dues for 2015 were SEK 300.

The annual general meeting elects the Board, which since the 2015 annual general meeting has consisted of seven members – four women and three men. Three new members were elected at the 2015 Annual General Meeting, while two members resigned after several years on the Board. The new members have a background in the private sector and strengthen the Board with expertise from business and industry and areas related to fundraising. At the end of the year, one of them resigned from the Board with immediate effect. Four Board meetings were held during the year. There is no remuneration for work carried out by the organisation's Honorary Chair, the Chair of the Board and the Board members. Anders Mellbourn (Professor, Publisher and Consultant) and Kristina Scharp (Associate Director) were appointed as members of the nomination committee by the 2014 AGM.

BOARD OF CIVIL RIGHTS DEFENDERS:

Benedicte Berner (Media Analyst) Chairperson of the Board

Anna Jonsson Cornell (Associate Professor) Board Member

Elisabeth Tamm (Director, Tax and Family Law, Bank of Åland) Board Member

Fredrik Andersson (Entrepreneur) Board Member

Carin Norberg (Chair, Center for Economic and Social Rights) Board Member

Christoffer Lindblad (Country Manager Alumni Sweden) Board Member

Nicklas Storåkers (Investor) Board Member

CIVIL RIGHTS DEFENDERS PERSONNEL:

Civil Rights Defenders is an expert organisation, with the majority of its work being carried out by employed staff at the head office in Stockholm and field offices in Belgrade, Sarajevo, Pristina, Tirana, Chisinau and Southeast Asia. The number of employees at the end of 2015 was 40, of whom 26 were women and 14 were men.

Distribution by office:

	Women:	Men:
Stockholm	16	10
Belgrade	1	3
Pristina	2	0
Sarajevo	2	0
Tirana	2	0
Chisinau	2	0
Southeast Asia	1	1
Total	26	14

The organisation was assisted by volunteer interns during the year, both in the field offices and the head office in Stockholm.

An employee survey to find out how the organisation's employees perceive their workplace is conducted each year. The focus of the survey is to safeguard the psychosocial and physical work environment.

SIGNIFICANT EVENTS

Civil Rights Defenders continues to grow strongly and we intensified our work around the world during 2015.

At the beginning of the year, we started a school for human rights defenders in Serbia. The training programme, which was held in Belgrade and Nis over a period of seven months, provided further training for activists in their fields of work. Several prominent human rights experts and representatives from the international community participated as lecturers and tutors.

On 5 March, Civil Rights Defenders sued the Swedish government for violations of human rights in connection with the Skåne police's register of Roma people. We are representing eight adults and three children from the approximately 4,700 individuals in the register. For us, it is obvious that they were registered just because they are Roma, but this is not why the registry has previously been declared illegal.

In early April, Civil Rights Defenders welcomed human rights defenders from around the world, for the third consecutive year, to the Defenders' Days – Empowering Human Rights Defenders at Risk. The conference has grown and about 160 human rights

defenders from 35 countries participated this year. Participants were able to share expert training in areas such as digital security, corruption monitoring and video campaigning.

On the last day of the conference, we presented the annual Civil Rights Defender of the Year Award to a prominent human rights defender. This year's prize was awarded to Nguyen Ngoc Nhu Quynh, coordinator of the Network for Vietnam's bloggers, who use social media to tell of injustice and human rights violations in Vietnam.

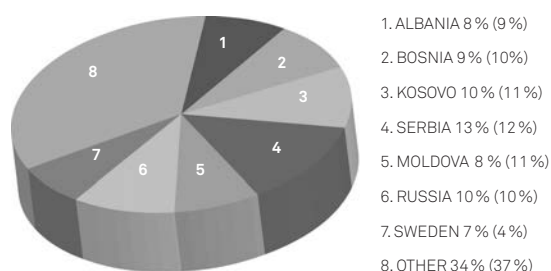
Almedalsveckan was held in Visby between 28 June and 5 July, and Civil Rights Defenders was there to put human rights on the agenda. On 1 July, we arranged a seminar on Sweden's legal obligations towards vulnerable EU citizens. Later on the same day, we held another seminar on the topic "How do we stop hate crime?". The seminars were well attended and guest speakers included MEP Soraya Post and National Police Commissioner Dan Eliasson.

In 2014, six people from the Ethiopian group Zone 9 Bloggers in Ethiopia were imprisoned together with three independent journalists. In summer and autumn 2015, all of them were released. During the year, Civil Rights Defenders engaged in extensive advocacy efforts for the release of these persons and other political prisoners in the country.

Stockholm Pride took place on 1 August and Civil Rights Defenders marched through the city together with partners from Russia, Moldova, Albania, Bosnia and Herzegovina, Serbia and Kosovo.

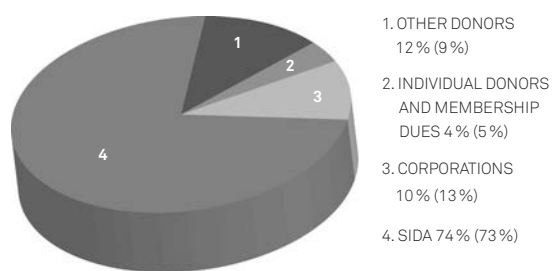
Hundreds of people took part in the year's Viet Pride, which was held between 30 July and 2 Au-

SPECIAL PURPOSE EXPENSES 2015



Total special purpose expenses SEK 77,654 thousand
(Figures in brackets refer to 2014)

REVENUE 2015



Total revenue including interest income SEK 85,582 thousand
(Figures in brackets refer to 2014)

gust in the Vietnamese capital Hanoi. Civil Rights Defenders supported the event, which was being organised for the fourth consecutive year.

Pride week in the Serbian capital Belgrade began on 14 September and Civil Rights Defenders invited LGBT activists from across the Western Balkans to take part in the celebration. Over 1,200 people joined the parade, which was held at the end of the week. After the violence of previous years, the parade was a success that was marked by openness, tolerance and a spirit of community.

The seventh consecutive QueerFest was launched in the Russian city of St. Petersburg on 17 September. The ten-day festival drew in over 2,500 participants, who either visited the event or watched the festival online. Civil Rights Defenders has supported the festival since it started in 2009.

In September, we and our partners from Roma Cultural Centre and Know-How Centre organised the first festival of Roma culture and activism in Belgrade. Almost 500 Roma participants marched together for Roma human rights in Serbia and the Western Balkans.

In early autumn, Civil Rights Defenders appointed a human rights lawyer to work on a full-time basis on the initiative “Locked in – but not without rights”, which aims to examine Sweden’s locked institutions such as jails and detention centres, based on Swedish and international law. The three-year initiative is being conducted with the Swedish National Association for Social and Mental Health.

Since 2014, the EU and Cuba have been negotiating on a broad partnership agreement. Civil Rights Defenders, together with local partner organisations in Cuba, has been actively following the negotiations for several years, and influenced the EU to openly include Cuban human rights defenders in the talks. In 2015, we rallied a broad coalition of Cuban and European human rights organisations behind a number of common demands that the EU should seek in the negotiations. In autumn, we sent a letter to Federica Mogherini, the EU High Representative for Foreign Affairs, and commented on the demands in several daily newspapers.

Team “Lannung” from Copenhagen won the Civil Rights Defenders Trans-European Moot Court Finals for the year. The competition, which brings together law students to participate in human rights-related simulated trials, was held on 6 November at the European Court’s premises in

Strasbourg. Civil Rights Defenders started the competition for the Western Balkans in 2007, with the Nordic counterpart as a model. Since the competition started, over 800 students have participated and had the opportunity to argue their cases in current human rights issues before judges in European Court.

After 50 years of military rule, Myanmar’s opposition party the National League for Democracy won a landslide victory in a historic election on 8 November, which paved the way for a new government. Civil Rights Defenders was there during the election, which proceeded without reports of any major irregularities or violence, but at the same time minority groups were excluded from voting. The situation for human rights defenders is still critical, with the risk of harassment, violence and arbitrary arrests. During the year, Civil Rights Defenders intensified its work in Myanmar, which included the recruitment of a human rights expert with a permanent presence in the country.

On Human Rights Day, 10 December, Civil Rights Defenders released a report on the rights of vulnerable EU citizens in Sweden. The report highlights the state’s responsibility and is based on binding international human rights standards, Swedish law and EU law. It covers fundamental rights such as the right to social assistance, healthcare, education, protection against hate crime and the right not to be subjected to arbitrary evictions.

Natalia Project grew rapidly in 2015 and 39 new human rights defenders were included just in the course of a year. The majority of them are active in Central Asia, where they work to document and monitor human rights violations, such as torture and disappearances. East Africa is also a region in which Natalia Project has expanded. At the end of the year, Natalia Project had 80 participants representing regions of the Western Balkans, Southeast Asia, Central Asia, Russia and East Africa.

In addition to the expansion of Natalia Project, Civil Rights Defenders took a further step to promote innovation for human rights during the year. A donation of SEK 9 million from the Swedish Postcode Lottery enabled us to start Human Rights Innovation Initiative (HRII). The initiative aims to provide international and cross-sectoral expert advice on the specific problems that human rights defenders face in their everyday lives. This enables us to identify and implement solutions that strengthen human rights work globally. In

addition to the SEK 9 million for the special HRII project, Civil Rights Defenders was also awarded SEK 7 million from the Swedish Postcode Lottery in its capacity as a beneficiary.

As Civil Rights Defenders has grown strongly in recent years, our workforce has also expanded and in September, we moved our head office to new premises in Sergels torg in Stockholm. We also expanded internationally in 2015 and established a presence in Palo Alto, San Francisco, at Nordic Innovation House. Well-known technology companies and Stanford University are located in the city. For Civil Rights Defenders to have a presence in the city means a lot to our continuing expansion and increased focus on innovation.

At the end of 2015, the Swedish government announced sharp cuts to the aid budget. However, it is too early to predict how the decision will affect Civil Rights Defenders' future activities. Sida (Swedish International Development Cooperation Agency) is one of Civil Rights Defenders' main donors.

ORGANISATIONAL CHANGES

In 2014, Civil Rights Defenders underwent a major reorganisation to further streamline and professionalise the business. Efforts were intensified in 2015, as we initiated the process of restructuring the organisation's management group.

The restructuring is aimed at ensuring strong and efficient governance of the organisation and has also included interviews with all Programme Directors.

In forming the new management group, we want to ensure full functionality of our core business and development of the organisation.

In 2015, we also began the process of recruiting a chief operating officer (COO) for Civil Rights Defenders' head office in Stockholm. The position is

very important for our future work and the person appointed will act as a hub for the entire organisation.

The new COO's role includes structuring our human resources work to build an even more attractive workplace for existing and future employees. The COO will also streamline internal reporting with the aim of improving the organisation's governance and will ensure that effective administration of our operations continues.

FULFILMENT OF PURPOSE

The primary mission of Civil Rights Defenders is to defend human rights and strengthen human rights defenders at risk. We do this independently or in cooperation with our partners by scrutinising those in power, demanding accountability for human rights violations in Sweden and internationally, leading the debate on current human rights issues and monitoring the rights of minorities by pursuing legal cases in national and international courts, committees and tribunals.

We strengthen the capacity of human rights defenders at risk by providing them with the tools they need for optimum performance of their important work. We also increase the protection of these people through training programmes and by including them in Natalia Project, the world's first alarm system for human rights defenders at risk, which is linked to social media. We also seek to raise international awareness about human rights defenders at risk in order to improve their protection and give them strength and inspiration to continue their work.

FUTURE DEVELOPMENT

Civil Rights Defenders is currently operational on four continents – Europe, Latin America, Africa and Asia. Our international expansion – with a focus on

MULTIPLE YEAR COMPARISON

	2015	2014	2013	2012	2011
Total revenue including interest income (SEK 000)	85 582	71 879	61 681	51 202	46 833
Project expenses/total revenue	91 %	94 %	94 %	91 %	94 %
Fundraising expenses/total revenue	1 %	2 %	1 %	3 %	4 %
Administrative expenses/total revenue	3 %	3 %	4 %	6 %	3 %

exposing shortcomings and demanding accountability through the agency of the law, closely linked to a strategic advocacy – will continue. Efforts in Sweden have been strengthened further. We are now the independent watchdogs directing legal activities to ensure the respect for human rights that Sweden has lacked.

RISK ASSESSMENT AND MANAGEMENT

Civil Rights Defenders works on systematic risk assessment and risk management by identifying, analysing and working to ensure that unforeseen events or circumstances do not have a negative impact on expected results. By analysing, documenting and monitoring risks carefully and systematically, their adverse effects can be mitigated.

In risk management, we differentiate between internal risks, such as the lack of adequate human resources, capacity or management functions, reporting of results, financial control and corruption, and external risks, such as unexpected political, institutional, economic, environmental, social or technical circumstances.

Civil Rights Defenders works with integrated risk management, which implies a continuous, proactive and systematic process to understand, manage and communicate risks from a broad perspective. It also means making strategic decisions that contribute to achieving the organisation's overall objectives.

The Civil Rights Defenders Board conducts an annual assessment of the risks reported by executive management and how they have been managed. Based on the analysis of risk assessment and risk management, the Board decides on an annual risk management plan and assesses the extent to which it will influence strategic decisions and business directions in the future.

In 2015, we have had an anti-corruption working group, consisting of a Board member, the organisation's Chief Financial Officer and a Programme Director.

CODE REPORT BASED ON FRII GUIDELINES

Civil Rights Defenders follows the Quality Code issued by FRII (Swedish Fundraising Council). See www.frii.se. The Civil Rights Defenders Quality Code and Impact Report from 2015 are available on our website www.crd.org.

FUNDRAISING

We began our fundraising efforts six years ago. We currently have donors who give individual amounts and just over 1,150 monthly donors, which is a decline of about 150 from the previous year. Private donations increased by 3%, resulting in approximately SEK 3,400 thousand.

As a beneficiary of the Swedish Postcode Lottery, we received SEK 7 million in the annual distribution, which is the same amount as in the previous year. In addition, we received Postcode Lottery funding of SEK 9 million for the special project "Human Rights Innovation Initiative".

The second payment from the cooperation agreement with the clothing chain H&M, which provides a non-earmarked donation of SEK 4 million over the course of three years, was used mainly to finance the assault alarm Natalia Project, development work in East Africa and the Horn of Africa and the annual conference for human rights defenders at risk, Defenders' Days.

An agreement was signed with the telecom company Millicom, providing USD 150 thousand over three years. These are unrestricted funds for use in our operations.

A cooperation agreement was signed with King Badouin Foundation in the United States, giving us status as 501 (c) (3). This enables Americans to donate money and obtain tax deductions. The first international fundraising event was held in San Francisco on 19 October.

The focus for the coming years is to strengthen the cooperation with relevant companies and to develop fundraising activities internationally.

RESULTS AND FINANCIAL POSITION

In order to strengthen the organisation's financial position in the long term, we have not spent all of the unrestricted funds that came in during the year. Profit for the year amounted to SEK 3,902,067, of which SEK 142,152 is to be allocated to the Emergency Fund, set up and funded by OAK. During the year, SEK 146,984 was used to help people at risk and in emergency circumstances within the framework of the Emergency Fund. Profit after the appropriation, SEK 3,906,899, will be carried forward. Retained unrestricted equity after provisions was SEK 5,479,592.

STATEMENT OF FINANCIAL ACTIVITIES

Amounts in SEK

	Note	2015	2014
Operating income	3		
Membership dues		36 300	28 200
Donations		12 352 181	12 302 160
Contributions		72 618 122	59 347 826
Other revenue		429 525	125 641
Total operating income		85 436 128	71 803 827
Operating expenses	6, 7		
Project expenses	4	-77 654 611	-67 722 998
Fundraising expenses		-1 081 433	-1 383 422
Administrative expenses	5	-2 940 104	-2 322 656
Total operating expenses		-81 676 148	-71 429 076
Operating results		3 759 980	374 751
Interest and similar income		146 175	75 636
Interest and similar expenses		-4 088	-2 793
Profit after financial items		3 902 067	447 594
Profit for the year		3 902 067	447 594
Allocation of profit for the year			
Profit for the year according to the statement of financial activities (see above)		3 902 067	447 594
Provisions for special purpose funds		-142 152	-199 481
Utilisation of special purpose funds		146 984	504 211
		3 906 899	752 324

BALANCE SHEET

Amounts in SEK

ASSETS	Note	2015-12-31	2014-12-31
Current assets			
Current receivables			
Accounts receivable		377 099	-
Other receivables		418 643	361 618
Prepaid expenses and accrued income	8	1 668 820	1 544 540
Current receivables		2 464 562	1 906 158
Cash and bank balances		49 565 297	61 610 764
Total current assets		52 029 859	63 516 922
Total assets		52 029 859	63 516 922
EQUITY AND LIABILITIES	Note	2015-12-31	2014-12-31
Equity	9		
Special purpose funds		11 438	16 270
Unrestricted equity		5 479 592	1 572 693
Total equity		5 491 030	1 588 963
Current liabilities			
Accounts payable		1 728 145	822 087
Received, unutilised contributions	10	38 955 919	56 076 473
Other liabilities		277 614	358 393
Accrued expenses and deferred income	11	5 577 151	4 671 006
Total current liabilities		46 538 829	61 927 959
Total equity and liabilities		52 029 859	63 516 922
Pledged assets		None	None
Contingent liabilities		None	None

NOTES

NOTE 1 – ACCOUNTING AND VALUATION PRINCIPLES

The accounting and valuation principles comply with the Swedish Annual Accounts Act, BFAR 2012:1 (K3) and the Swedish Fundraising Council's (FRU) governing guidelines for annual reports, unless otherwise stated below.

Statement of financial activities

Operating income

Income is recognised at the fair value of the consideration received or receivable. Membership dues comprise payments received for membership of Civil Rights Defenders. Membership dues are recognised as income when payments are received from the members.

A transaction in which the organisation receives an asset or a service with a value attached, without providing anything of the same value in return, constitutes a donation or a contribution. If the asset or service is received because the organisation has met or will meet certain conditions, and the organisation has an obligation to repay the counterparty if such conditions are not met, such an asset or service constitutes a contribution. If it does not constitute a contribution, it is a donation. Donations are mainly funds collected from private individuals, companies and organisations. Donations are reported on a cash basis, but if a donation refers to a specific period in time, it is distributed over the period through provisions to special purpose funds in equity. If there are donations from companies and organisations that have been agreed but not received as at the reporting date, they are recognised as income following an individual assessment.

Contributions are recognised as income when the conditions for receiving them have been met. Contributions received are recognised as a liability until the conditions for receiving them have been met. This means that income is only recognised when it is highly probable that the contribution will not be reclaimed. Contributions forwarded to partnership associations where Civil Rights Defenders is responsible to the contributor are also recognised as income. Contributions consist mainly of cash and cash equivalents from public bodies, including contributors such as the Swedish International Development Cooperation Agency (Sida), the Swedish Institute, the Ministry of Foreign Affairs and the Postcode Lottery.

Income not connected with Civil Rights Defenders' primary operations is reported under Other income.

Operating expenses

Operating expenses include project expenses, fundraising expenses and administrative expenses. Joint expenses such as IT, accounting, operational management and communication expenses are allocated to project expenses, fundraising expenses and administrative expenses according to an allocation key.

Project expenses are those that are directly associated with the fulfilment of Civil Rights Defenders' purpose according to its statutes. These include expenses for personnel engaged to carry out activities adopted by the Board of Directors in and outside Sweden, and any administrative expenses directly arising from the obligations the organisation has assumed in order to fulfil its purpose. Project expenses also include expenses for opinion-forming and information activities regarding the mission of Civil Rights Defenders. Monitoring, reporting and auditing of projects are also classified as project expenses. Project expenses also include activity-related support expenses, which are allocated to the relevant activity, using allocation keys.

Fundraising expenses are expenses intended to generate external income in the form of donations and contributions from all donors, i.e., both private individuals and companies. These include existing donors and efforts to identify new donors through campaigns, mailings and maintenance of donor registers. Fundraising expenses also include costs of printed materials, postage, salaries and allocated joint support expenses.

Administration expenses are related to statutes and legal requirements, such as the Board of Directors, Annual General Meeting, financial statements and preparation of the annual report and audit, and central management and planning. Expenses not related to special purposes, member care/enlistment or fundraising are classified as administrative expenses. Administrative expenses may also include any joint support expenses that have not been allocated to special purpose, fundraising or membership expenses.

All leases are recognised as operating leases, which means that lease payments are recognised on a straight-line basis over the term of the lease.

Remuneration of employees in the form of salaries, social security contributions and other benefits are recognised as an expense as the employees perform the services. Pension obligations are classified as defined-contribution pensions and recognised in the year in which the pension is earned. Civil Rights Defenders is a non-profit association and as such is not liable to pay taxes.

Balance sheet

Assets and liabilities are measured at cost unless otherwise stated below. Foreign currency receivables and liabilities are measured at the closing rate. Accounts receivable are measured individually at the amounts expected to be received.

Civil Rights Defenders is a non-profit association (it does not aim to make a profit and does not have any external owners), which means that terms such as profit/loss and equity have a different meaning than they do for other legal forms, such as limited companies. Equity comprises funds, such as donations, that have been provided to enable the organisation to fulfil its purposes and have not been paid out as at the reporting date, and for which there is no legally binding obligation classified as a liability or provision.

As there are restrictions on the use of various funds, the following division is made:

- Special purpose funds: This capital may be used, but only for the purpose or purposes specified by the donor or the Board of Directors. Such funds are generally used the following financial year. The funds include

fundraising donations where a specific project was specified, and which have not yet been utilised.

- Capital brought forward: This capital consists mainly of unused funds that have been provided to the organisation without restrictions, as well as the organisation's profit or loss. Unused funds that have been provided to the organisation without restrictions are at the disposal of the Board of Directors and may be used in accordance with the organisation's statutes and to fulfil the organisation's purposes. The profit or loss for the year (before allocation), as recognised in the Statement of financial activities, represents the difference between costs and funds received during the year.

NOTE 2 – ESTIMATES AND ASSESSMENTS

There are no material items in the organisation's Statement of financial activities and Balance sheet that are based on estimates and assessments.

	Amounts in SEK	
NOTE 3 – DONATIONS AND CONTRIBUTIONS	2015	2014
<i>Donations recognised as income</i>		
General public	3 489 392	3 293 880
Swedish Postcode Lottery	7 000 000	7 000 000
H&M	1 300 000	1 601 392
Millicom	420 657	-
Moggliden AB	110 000	200 000
Other companies	32 132	206 888
Total income	12 352 181	12 302 160
Pro-bono revenue received has not been recognised in the income statement and is mainly related to services within communication and law in 2015.		
<i>Grants recognised as income</i>		
Sida	63 217 070	52 880 955
Swedish Postcode Foundation	3 403 112	2 809 630
Swedish Postcode Lottery	2 269 752	124 604
Swedish Institute	271 983	1 598 225
OAK Foundation	952 897	-
Swedish Ministry of Foreign Affairs	1 067 736	369 003
National Endowment for Democracy	1 345 654	1 439 971
Other	89 918	125 438
Total income	72 618 122	59 347 826

Amounts in SEK

NOTE 4 – SPECIAL PURPOSE EXPENSES	2015	2014
Human rights defenders at risk:		
Albania	6 183 708	6 328 864
Bosnia	6 874 172	6 892 442
Kosovo	8 073 390	7 551 730
Serbia	10 390 869	8 330 663
Moldova	6 344 917	7 126 346
Russia	8 078 902	6 511 427
Sweden	5 570 974	2 863 672
Other	26 137 679	22 117 854
Total special purpose expenses	77 654 611	67 722 998

NOTE 5 – ADMINISTRATIVE EXPENSES	2015	2014
Accounting expenses and administration	265 000	211 420
Human resource expenses	2 362 498	1 822 719
Office expenses	214 019	285 112
Board and membership expenses	98 587	3 405
Total administrative expenses	2 940 104	2 322 656

NOTE 6 – SALARIES, OTHER BENEFITS AND SOCIAL SECURITY CONTRIBUTIONS	2015	2014
Salaries		
Board of Directors	-	-
Executive Director	874 730	798 560
Other employees	12 084 210	12 226 146
Social security contributions	5 170 544	4 803 195
Pension expenses	1 509 523	1 524 833
Total salaries and benefits	19 639 007	19 352 734

The Executive Director's pension expenses represent SEK 170,796 (158,604) of total pension expenses. Remuneration valued at less than one half base amount was SEK 20,500 (21,972). The period of notice between Civil Rights Defenders and the Executive Director is three to six months. There is no termination benefit agreement.

Geographical distribution of salaries and other benefits:

	2015	2014
Sweden	10 343 283	10 537 419
Other countries	2 615 657	2 487 287
Total	12 958 940	13 024 706

Amounts in SEK

Average number of employees, Sweden	2015	2014
Men	10	9
Women	17	17
Total	27	26

Average number of employees, other countries	2015	2014
Men	7	5
Women	9	9
Total	16	14

Members of the Board	2015	2014
Men	3	3
Women	4	4
Total	7	7

During the year, 23 (17) individuals worked on a voluntary basis for the organisation.
These voluntary contributions are not recognised in the income statement.

NOTE 7 – LEASES

Civil Rights Defenders rents office premises in Sweden and in other parts of the world.

Expenses for the year amounted to SEK 2,056,500 (1,006,233).

Future office expenses are due as follows:

	2015	2014
Within 1 year	3 343 000	543 939
1–5 years	12 204 000	-

NOTE 8 – PREPAID EXPENSES AND ACCRUED INCOME

	2015	2014
Deposits	16 200	133 200
Prepaid expenses	1 044 829	649 037
Receivables from partner organisations	607 791	762 302
Total	1 668 820	1 544 539

NOTE 9 – CHANGES IN EQUITY

	Special purpose funds (Emergency fund)	Retained capital	Total equity
Opening balance	16 270	1 572 693	1 588 963
Special purpose designated by donor	142 152	-142 152	0
Utilised	-146 984	146 984	0
Profit for the year		3 902 067	3 902 067
Closing balance	11 438	5 479 592	5 491 030

Brave people around the world are defending the rights of others without a thought for their own safety. The Emergency fund enables us to assist these people at risk and in emergency situations.

Amounts in SEK

NOTE 10 – RECEIVED, UNUTILISED CONTRIBUTIONS	2015	2014
Debt, unutilised contribution from Sida	22 320 083	44 415 091
Debt, unutilised contribution from Swedish Postcode Foundation	787 258	4 190 370
Debt, unutilised contribution from Swedish Postcode Lottery	13 605 644	6 875 396
Debt, unutilised contribution from others	2 242 934	595 616
Total	38 955 919	56 076 473

NOTE 11 – ACCRUED EXPENSES AND DEFERRED INCOME	2015	2014
Accrued social security contributions	912 116	857 305
Holiday pay liability	1 907 315	1 836 583
Payroll tax	666 515	537 789
Accrued expenses	2 091 205	1 439 329
Total	5 577 151	4 671 006

Stockholm, 18 April 2016



Benedicte Berner

Chairperson of the Board



Anna Jonsson Cornell

Board Member



Elisabeth Tamm

Board Member



Nicklas Storåkers

Board Member



Christoffer Lindblad

Board Member



Fredrik Andersson

Board Member



Carin Norberg

Board Member



Robert Hårdh

Executive Director

Our audit report was submitted on 21 April 2016

Öhrlings PricewaterhouseCoopers AB



Marie Welin

Authorised Public Accountant

AUDIT REPORT

TO THE ANNUAL GENERAL MEETING OF CIVIL RIGHTS DEFENDERS, CORP. ID 802011-1442

REPORT ON THE ANNUAL ACCOUNTS

We have audited the annual accounts for Civil Rights Defenders for the year 2015. The organisation's annual accounts are included in the printed version of this document on pages 4–16.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE EXECUTIVE DIRECTOR FOR THE ANNUAL ACCOUNTS

The Board of Directors and the Executive Director are responsible for the preparation and fair presentation of the annual accounts in accordance with the Swedish Annual Accounts Act, and for such internal control as the Board and the Executive Director determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on these annual accounts based on our audit. We conducted our audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. These standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the annual accounts are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the annual accounts. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement in the annual accounts, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the annual accounts in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors and Executive Director, as well as evaluating the overall presentation of the annual accounts.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, the annual accounts have been prepared in accordance with the Swedish Annual Accounts Act and present fairly, in all material respects, the financial position of the association at 31 December 2015 and its financial performance for the year then ended. The statutory administration report is consistent with the other parts of the annual accounts.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

In addition to our audit of the annual accounts, we have also examined the Board of Directors' and the Executive Director's administration of Civil Rights Defenders for the year 2015.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE EXECUTIVE DIRECTOR

The Board of Directors and the Executive Director are responsible for administration.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion, with reasonable assurance, on the administration, based on our audit. We conducted the audit in accordance with generally accepted auditing standards in Sweden.

As a basis for our opinion concerning discharge from liability, in addition to our audit of the annual accounts, we examined significant decisions, actions taken and circumstances of the association in order to determine whether any member of the Board of Directors or the Executive Director has undertaken any action or is guilty of negligence that may entail liability. We also examined whether any member of the Board of Directors or the Executive Director has, in any other way, acted in contravention of the statutes.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

We recommend that the Annual General Meeting discharge the members of the Board and the Executive Director from liability for the financial year.

Stockholm, 21 April 2016

Öhrlings PricewaterhouseCoopers AB


Marie Welin

Authorised Public Accountant

DIRECTORS & FIELD OFFICE MANAGERS

HEAD OFFICE STOCKHOLM (SWEDEN)

Robert Hårdh, *Executive Director*

John Stauffer, *Legal Director and Deputy Executive Director*

Brittis Edman, *Programme Director for Southeast Asia*

Erik Jennische, *Programme Director for Latin America*

Hampus Stenberg, *Director of Communications and International Relations*

Joanna Kurosz, *Programme Director for Eurasia*

Karin Fritz, *Chief Financial Officer*

Marie Månson, *Programme Director for Support to Human Rights Defenders at Risk*

Mesfin Negash, *Programme Director East and Horn of Africa*

BELGRADE (SERBIA)

Goran Miletic, *Programme Director for the Western Balkans*

CHISINAU (MOLDOVA)

Alesia Vidruk, *Programme Officer for Moldova*

PALO ALTO (USA)

Hampus Stenberg, *Director of Communications and International Relations*

PRISTINA (KOSOVO)

Sarah Maliqi, *Programme Officer*

SARAJEVO (BOSNIA-HERZEGOVINA)

Ena Bavic, *Programme Officer*

TIRANA (ALBANIA)

Vasilika Laci, *Programme Officer*

YANGON (MYANMAR)

Shaivalini Parmar, *Myanmar Program Officer*



In March, Civil Rights Defenders sued the Swedish government for violations of human rights in connection with the Skåne police's register of Roma people. The image is from outside the Stockholm District Court when the lawsuit was filed.

PHOTO: CIVIL RIGHTS DEFENDERS

BOARD



Gerald Nagler, *(Honorary Chairman)*

Gerald is one of the founders of the Swedish Helsinki Committee for Human Rights (now Civil Rights Defenders). He was Secretary General of the International Helsinki Federation (IHF) in Vienna from 1984 to 1992 and Chairman of the Swedish Helsinki Committee from 1992 to 2004.



Benedicte Berner, *Media Analyst. (Chairperson of the Board)*

Benedicte is a lecturer in media and democracy at Institut d'Etudes Politiques de Paris. She has also lectured on freedom of expression at Harvard University and is an Associate at the Davis Center for Russian and Eurasian Studies at Harvard. She has previously worked at the International Red Cross and IOM (International Organization for Migration) in Moscow, and was Director of International Issues at the European Institute for the Media.



Anna Jonsson Cornell, *Associate Professor. (Board Member)*

Anna is an associate professor of constitutional law and a lecturer in comparative constitutional law at Uppsala University. She is also a senior research fellow at the Institute for Security and Development Policy. She specialises in state-building processes, rule of law, protection of rights and the ECHR in the former Soviet Union, as well as international police cooperation and human trafficking.



Fredrik Andersson, *Entrepreneur. (Board Member)*

Fredrik has long experience in strategic communications consultancy and entrepreneurship, both in Sweden and internationally. He also has extensive experience in social issues, politics and rights. Fredrik founded the PR agency Prime's Public Affairs Section in 1998, where he worked for 14 years. He is a member of the Swedish MEDEA awards board and is also a founder of Milton Labs, where he is currently CEO.



Elisabeth Tamm, *Director, Tax and Family Law. (Board Member)*

Elisabeth is a foundation expert and Director of the Bank of Åland's Trust Department. She is Chair of the Board of Alba Langenskiöld Foundation and serves on a number of boards, including the Astrid Lindgren Children's Hospital Foundation, H&M Foundation and Erling Persson Family Foundation. Elisabeth Tamm holds an LLB and an MBA from Uppsala University.



Carin Norberg, *Chair of the Center for Economic and Social rights. (Board Member)*

Carin holds a master's degree in political science from Uppsala University. Carin was employed by Sida between 1971 and 2002. She has also been an Advisor at the UN Namibia Commissioner Office in New York and was Director of the Nordic Africa Institute 2006–2012. Carin has also been an active member of several boards, including the Swedish Institute of Alexandria.



Christoffer Lindblad, *Country Manager Alumni Sweden. (Board Member)*

Christoffer works as Country Manager for Alumni Sweden, a leading executive recruitment and leadership development company. He has solid experience in Board and executive recruitment for large, international corporations and organisations. Christoffer has a law degree from the University of Lund and has previously worked for the law firm Mannheimer Swartling.



Nicklas Storåkers, *Investor. (Board Member)*

Nicklas is the CEO of PriceRunner and has a background as an entrepreneur. In 1999, he established the Swedish online bank Avanza, where he was CEO for 12 years. As a challenger to the large traditional banks, Avanza Bank quickly grew to a company with almost 500,000 customers and capital of just under SEK 100 billion.

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