



CIVIL RIGHTS DEFENDERS is a politically and religiously independent human rights organisation. For more than 40 years, we have supported and worked with human rights defenders in some of the world's most repressive countries. We operate on four continents, with our headquarters in Stockholm. Through advocacy, litigation, and campaigns, we defend people's civil and political rights.

LATIN AMERICA

Latin America is the most dangerous region in the world for human rights defenders, and the situation is deteriorating in several countries. Severe human rights violations and declining democracy are forcing many human rights defenders into exile. We work long-term with security training and digital solutions that enable human rights defenders to document violations safely. We also support human rights organisations through holistic security training, and international advocacy. The department maintains an office in Bogotá, Colombia.

EUROPE

Even though many countries in Europe protect human rights on paper, they often fall short in practice. In many places, populism and discrimination against minority groups are on the rise while respect for human rights is in decline, bringing widespread challenges to democratisation. In collaboration with human rights defenders from across the region, we work to advance Roma rights and LGBTI+ rights, freedom of expression, accountability, and advocacy. We maintain regional offices in several countries and a presence in Brussels to ensure that human rights are at the top of the EU's agenda.

SWEDEN

While Sweden has come a long way with regards to human rights, serious shortcomings still exist. The country has gained a reputation for being a vocal defender of human rights internationally, yet fails to address serious human rights violations at home. Among other things, Civil Rights Defenders works to combat discrimination, racism, and hate crime, and to strengthen the rights of the indigenous Sámi people. Through legal processes, advocacy efforts, and raising the issues at a political level, we hold those in power to account.

MENA

Throughout the region, civil and political rights are severely repressed. Human rights defenders are subject to arbitrary detention, enforced disappearances, discrimination, and other human rights violations. In the Middle East and North Africa, we collaborate with human rights defenders to monitor and report on the human rights situation in several countries. We support regional networks, initiatives, and projects working with three main themes: justice and the rule of law, discrimination, and freedom of expression.

AFRICA

None of the countries in East Africa or the Horn of Africa where we work are free democracies. Impunity is widespread and freedom of expression as well as access to free, independent media is severely restricted. Civil Rights Defenders supports the new generation of human rights defenders fighting to take control of their future despite a conflict-ridden and repressive environment. We also work to increase the security of our established partner organisations and ensure that their voices are heard.

2,267

In 2022, 2,267 human rights defenders in 34 of the world's most repressive countries received support through Civil Rights Defenders' Emergency Fund.

200

Since its launch in 2013, more than 200 human rights defenders have participated in the Natalia Project – the world's first GPS-based alarm system for human rights defenders at risk.

300

Civil Rights Defenders works with more than 300 human rights organisations across the world.

EURASIA

A lack of respect for human rights is pervasive throughout the region. Regime critics and dissidents are imprisoned on political grounds, and freedom of expression is severely restricted. New repressive laws are adopted regularly, making it increasingly difficult for human rights defenders to carry out their work. Due to the war, the situation in Ukraine is particularly difficult. We have worked to empower human rights defenders and monitor developments in the region since the organisation was founded 40 years ago.

ASIA

The state of democracy and human rights is deteriorating in many parts of Asia. In countries across the region, repressive legislation is introduced to silence critical voices. People are increasingly prevented from organising and advocating for their civil and political rights. We ensure that human rights defenders who defy the risks and fight back receive support, such as preventive security solutions and emergency interventions when danger arises.

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50

Civil Rights Defenders supports human rights defenders in more than 50 countries and has a local presence in 11 countries.

95%

In 2022, 95 per cent of Civil Rights Defenders' income went to special purpose expenses.



WORKING FOR AND WITH THE UNSUNG HEROES IN THE DARK

For some time, democracy has been in continuous decline across the world. In 2022, the world saw more closed autocracies than liberal democracies for the first time in two decades.

2022 was a year when the grave consequences of sustained and unchecked autocratisation came into clear focus – perhaps most dramatically with Russia’s full-scale invasion of Ukraine, but also with the increasing challenges faced by human rights defenders in all parts of the world.

At Civil Rights Defenders, we believe that it is possible to stop and reverse this decline in human rights and democracy that is taking place globally. After all, we have been here before.

In 2022, Civil Rights Defenders celebrated its 40th anniversary, and – just like when Gerald and Monica Nagler founded the organisation with the goal of supporting brave human rights defenders behind the Iron Curtain – the need to support human rights defenders is greater than ever.

Since those early days, we have remained steadfast in our commitment to strengthen the global movement for democracy and human rights. We believe that strong civil societies are a vital component in building democracies and that human rights defenders play a central role in the struggle for democracy and human rights.

At the end of 2022, we therefore adopted an eight-year strategy to meet the challenges of a new era, with



a clear focus on strengthening the global movement for democracy and human rights in times when it is needed the most.

Our strategy is based on 40 years' experience defending human rights, which has taught us the value of a rights-based approach, working closely with our partners, as well as being innovative and ready to quickly adapt to meet the challenges of today and tomorrow.

In this annual report, you will find more detailed information about our work. None of it would be possible without the contributions from our partners, donors, and other stakeholders. We are deeply grateful for your continued support.

All of Civil Rights Defenders' efforts – regardless of country or region – contribute to fulfilling our vision of a world of democratic societies in which we all enjoy our civil and political rights. Human rights defenders across the globe are the driving force in this important task. They often work tirelessly, in the face of great risk, and with little or no recognition. In the words of Gerald Nagler, human rights defenders are the unsung “heroes in the dark”.

Hanna Gerdes *Chairperson
of the Board*

Anders L. Pettersson,
Executive Director

40 YEARS OF FIGHTING FOR HUMAN RIGHTS AND DEMOCRACY

For 40 years, Civil Rights Defenders has been fighting for human rights and democracy. With a presence on four continents, we work with over 300 human rights organisations in more than 50 of the world's most repressive countries. Our job is to make sure they can work smarter, faster, and safer. Through advocacy, litigation, and campaigns, we defend people's civil and political rights.

On 11 October 1982, Gerald and Monica Nagler founded the Swedish Helsinki Committee for Human Rights, now the international human rights organisation known as Civil Rights Defenders. Then, as now, the aim was to support the world's bravest people: human rights defenders.

“ We are reminded daily that human rights cannot be taken for granted, even in democratic societies. Our strength as a human rights organisation is that we have always adapted and found innovative ways to empower and support human rights defenders at risk. We scrutinise decision makers and hold them to account when human rights are violated, and empower our partners through established long-term collaborations. We are proud of what we have accomplished together, but our work is far from over. ”

Anders L. Pettersson, Executive Director

The Helsinki agreement, part of the Final act of the Conference on Security and Cooperation in Europe, is signed in Helsinki. Citizens all over Europe and the United States join together to monitor their governments' compliance with human rights. The Helsinki family grows to encompass more than 40 organisations.

We continue to work with human rights defenders in the former Soviet Union. After the fall of the Berlin Wall and the start of the Yugoslav Wars, the organisation gradually shifts focus to address the challenges in the Balkans, a work which has grown extensively and continues to this day.

The first Pride parade in Belgrade, Serbia, ends in violence. Since then, we have worked tirelessly to secure the rights of LGBTI+ people in Serbia and many other countries. In 2022, we were proud contributors to EuroPride in Belgrade, the first EuroPride in Southeast Europe and a historic event for both the region and Europe as a whole.

The first regional Moot Court Competition is held in Belgrade and since then organised annually in the Western Balkans, training law students in the region in the workings of the European Court of Human Rights. It is one of many important capacity-building activities where our legal expertise takes centre stage.

1975

1983–1994

2001

2007

1982

2000

2009

The Swedish Helsinki Committee for Human Rights is founded in Gerald and Monica Nagler's kitchen with the aim of supporting and highlighting the persecution of human rights activists behind the Iron Curtain.

The need for a local presence in the former Yugoslavia increases and we open our first field office in Belgrade.

Our work to monitor Sweden's compliance with its human rights commitments begins and grows to become a more important part of the organisation's efforts, for instance with the case of the extradition of Ahmed Agiza and Mohammed Alzery to Egypt.

The Swedish Helsinki Committee changes its name to Civil Rights Defenders. The focus on civil and political rights remains, but the geographical mandate is expanded to include the whole world.



CIVIL RIGHTS DEFENDERS IN BRIEF

Founded: 1982. Until 2009, the organisation was known as the Swedish Helsinki Committee for Human Rights.

Vision: A world of democratic societies where we all enjoy our civil and political rights.

Seat: Headquarter in Stockholm, Sweden. Regional/country offices: Africa, Asia, Bogotá, Belgrade, Brussels, Istanbul, Pristina, Sarajevo, Tbilisi, Tirana.

Staff: 101

Income (2022): SEK 181 million

Where we operate: We work with human rights defenders in 50 of the world's most repressive countries. We also scrutinise the human rights situation in Sweden and hold those in power to account when rights are violated.

The organisation expands its geographic focus to include Southeast Asia and countries in East Africa.

Three major projects are initiated:

- The first Defenders' Days conference, bringing together 160 participants. Today, it is one of the world's biggest conferences for human rights defenders.
- Nataša Kandic from Serbia becomes the first recipient of the Civil Rights Defender of the Year Award, a prize awarded annually for outstanding work in defence of civil and political rights.
- The Natalia Project is launched – the world's first community-based security alarm system for human rights defenders at risk. Today, more than 200 people have been part of the project.

We sue the Swedish state for ethnic discrimination over the register of 4,700 Roma kept by the Swedish Police, and win the case in the Court of Appeal two years later.

2010

2013

2015

2012

Civil Rights Defenders' Emergency Fund is created to provide rapid assistance to individuals suffering under extreme pressure or threats. Since then, the Emergency Fund has grown significantly. In 2022 alone, we supported more than 2,200 people in 34 countries.

2014

We expand our geographical reach to include Latin America and establish a permanent presence in Southeast Asia.

2019

We report 25 senior members of the Syrian intelligence service, military, and military institutions and military police to the Swedish police for crimes against humanity and war crimes.

2022

The organisation continues to grow: We now have more than 100 staff working with human rights defenders in over 50 countries. During the year, a new office is opened in Tbilisi, Georgia. We now have staff on the ground in 11 countries.

IN MEMORY OF GERALD NAGLER

Gerald Nagler – prominent human rights activist, founder of Civil Rights Defenders, and secretary general of the International Helsinki Federation from 1982 to 1992 – passed away on 23 July 2022, aged 92. With great commitment, civil courage, and optimism, Gerald Nagler was a crucial force in promoting human rights in Sweden and internationally for more than 40 years.

When he founded the Swedish Helsinki Committee for Human Rights in 1982, he laid the foundation for what is today the major global human rights organisation Civil Rights Defenders. But it all began in 1977, two years after 35 countries had signed the Helsinki Accords, when Gerald travelled to Moscow to meet Andrei Sakharov, Yelena Bonner, Naum Meiman, and others active in the struggle for democracy and human rights in the Soviet Union. The meetings were transformative. These, along with his memories from childhood – when the Nagler family took in refugees fleeing Nazi

atrocities – were key factors in Gerald's decision to give up his business of 25 years and dedicate his life to the fight for human rights.

“We had no budget, no staff, and no office, but we had a mission.”

In 1982, Gerald Nagler founded the Swedish Helsinki Committee for Human Rights together with his wife Monica at home in their kitchen on Lidingö in Stockholm. Along with Helsinki Committees from other countries, they monitored the compliance with human rights in accordance with the Final Act of the Helsinki Conference.

The main objective was to support human rights defenders at risk in the Soviet Union and other Eastern Bloc countries, to draw attention to their persecution, and to demand the release of those imprisoned as well as respect for their rights. With scant resources, Gerald and Monica quickly mobilised a hundred well-known politicians, academics, and cultural figures in Sweden who came out in support of their work.

In the same year, Gerald co-founded the International Helsinki Federation, an umbrella organisation with the aim of coordinating the work to sway public opinion and supporting cooperation between Helsinki committees across the East and West. Gerald Nagler led its work as secretary general for a decade.

Gerald made many and often risky trips to countries behind the Iron Curtain to document and obtain

information about the human rights violations that were taking place as well as to shine a spotlight on those countries that did not live up to the Helsinki Accords' commitment to respect human rights.

Between 1992 and 2004, Gerald was chairman of the Swedish Helsinki Committee, which after the fall of the Berlin wall gradually shifted focus towards the dissolution of the former Yugoslavia. The ensuing wars in the 1990s led the organisation to begin its work in the Western Balkans, which came to grow very extensive. During the 2000s, questions about Sweden's fulfilment of its commitments on human rights became an increasingly important part of the organisation's work. In 2009, the Swedish Helsinki Committee changed its name to Civil Rights Defenders and its operations expanded globally. Today, Civil Rights Defenders has over 100 employees supporting and working with human rights defenders in more than 50 countries.

From 2004 until his death, Gerald Nagler served as the organisation's honorary chairman, and in 2016 the Gerald Nagler Human Rights Traineeship was instituted, a one-year trainee position at Civil Rights Defenders for early career lawyers.

“Gerald, who has had a huge impact on the work to promote human rights, both in Sweden and internationally, leaves a big void. Now it is our responsibility to continue the work he initiated,” says Anders L. Pettersson, Executive Director of Civil Rights Defenders.

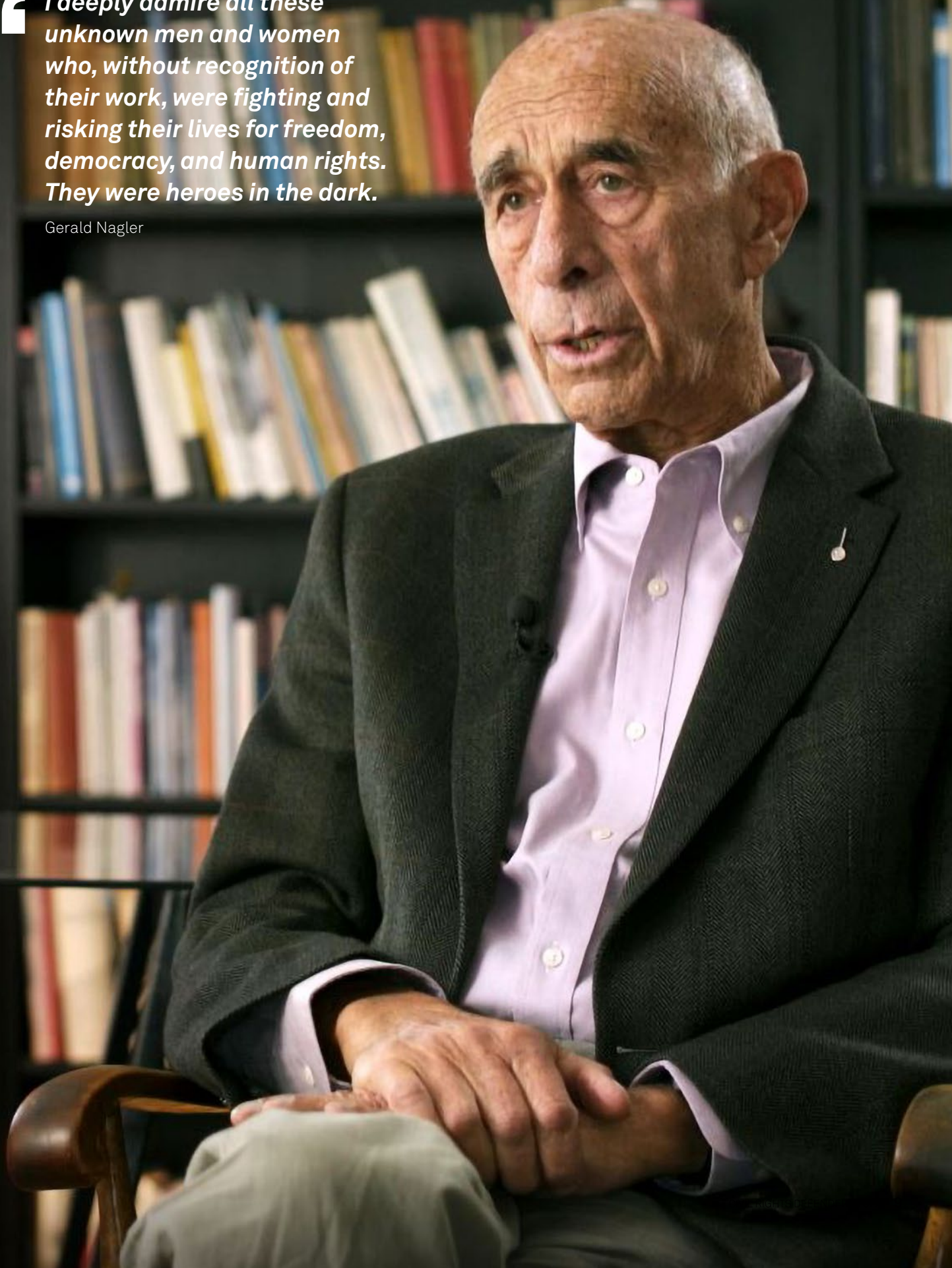
“Gerald was a man who not only left his mark on history, but also shaped it. A person whose achievements have come to guide and inspire generations of human rights defenders.”

Hanna Gerdes, Chairperson of Civil Rights Defenders



I deeply admire all these unknown men and women who, without recognition of their work, were fighting and risking their lives for freedom, democracy, and human rights. They were heroes in the dark.

Gerald Nagler



OUR VISION

A WORLD OF DEMOCRATIC SOCIETIES IN WHICH WE ALL ENJOY OUR CIVIL AND POLITICAL RIGHTS.

HOW WE PUT OUR VISION INTO PRACTICE

We support human rights defenders at risk by:

- providing emergency assistance and innovative security solutions.
- conducting trainings in digital, physical, and psychosocial security.

We empower local human rights defenders and increase their capacity to affect and drive change by:

- providing skills development and project support.
- providing long-term support for organisational development.

We empower people to exercise their civil and political rights and hold states accountable for the fulfilment of human rights by:

- reviewing and influencing legislation and the implementation of human rights.
- improving access to legal aid and engaging in litigation.

We strengthen the awareness of and engagement for civil and political rights by:

- increasing access to information for human rights defenders.
- informing, campaigning, and working with advocacy to increase public engagement and to influence states and decision makers.



THE TIME TO ACT IS NOW!

OUR STRATEGY 2020–2022

2022 marks the final year of Civil Rights Defenders' three-year strategy for 2020–2022. The aim has been to expand the space for human rights defenders by improving their security and capacity, and increasing awareness and accountability for civil and political rights. At the end of 2019, little did we know that our new strategy for the following two years would be implemented in a world under lockdown, where a global pandemic increased the pressure on already severely challenged civil societies and oppressed human rights defenders. At the same time, authoritarian forces have worked purposefully and strategically to undermine democracy in a growing number of places around the world. Our core values – *commitment, integrity, together, and innovation* – became an even more important driving force, guiding our work when a large part of our planned activities had to be reorganised and carried out online.

A major focus has been to increase both our own internal capacity as well as that of our partners. We have grown as an organisation in virtually every region,



which has meant more resources and greater capacity to support our partners. With the exceptional situation during the pandemic and increased repression in many regions, our main task has been to ensure that our partners have been able to continue their work and demand accountability for the human rights violations that occur. The security situation for human rights defenders has deteriorated and the demand for proactive as well as reactive security assistance has increased dramatically each year. Our Emergency Fund has received and processed around 4,500 applications for emergency assistance during the period, and seen a 60 per cent rise in the last year alone.

We have become an even more established actor and, despite increased polarisation in public debate, we see a growing commitment to support our work. During this period, our turnover has almost doubled, thanks to increased support from government, institutional, and private donors and companies.

OUR STRATEGY GOING FORWARD

At Civil Rights Defenders' annual general meeting in May, human rights lawyer **Hanna Gerdes** was elected as the new Chairperson of the board. During the year, Civil Rights Defenders developed a new eight-year strategy to realise its vision. We asked our new chairperson:

In what way will Civil Rights Defenders play an important role for democracy and human rights until 2030?

We are living in a time where authoritarian regimes worldwide are resorting to increasingly draconian methods to silence human rights defenders. These range from harassment and smear campaigns, arbitrary arrests, restrictions on freedom of movement, expression and assembly, to outright death threats, torture, and executions.

However, I'm an eternal optimist. What dictatorships and authoritarian regimes often underestimate is the enormous power of people's longing for freedom. In the wake of democratic backsliding, we also see resistance, courage, and human rights defenders standing on the frontlines when human rights are violated and freedom is restricted.

Civil Rights Defenders' strategy for the next eight years has a clear focus: defending human rights and human rights defenders. Our focus is on strengthening and developing the capacity and security of the defence of human rights, channelling and enhancing engagement, and demanding accountability when human rights are violated.

This work requires a strategic and holistic focus, and sometimes difficult trade-offs. But rarely has it been as important as now. Human rights work is not some special interest, but a fundamental public interest for everyone who believes in the rule of law and democracy.



WE DEFEND PEOPLE'S CIVIL AND POLITICAL RIGHTS TOGETHER WITH THOUSANDS OF HUMAN RIGHTS DEFENDERS AROUND THE WORLD.

SERIOUS RISKS – INNOVATIVE SECURITY SOLUTIONS

In recent years, being a human rights defender has become increasingly dangerous. Many on the frontlines face daily threats to their lives and safety. Persecution, surveillance, harassment, smear campaigns, arbitrary arrests, disappearances, attacks on offices, and interrogations by the security services – the list of risks faced by human rights defenders is long. Living and working in a hostile environment is often detrimental to both their physical and mental health. For this reason, Civil Rights Defenders works to improve the security of human rights defenders using several different methods.

Civil Rights Defenders works with a combination of protection, emergency support, provision of security tools, and a comprehensive programme of preventive security trainings for human rights defenders. This way, we ensure that our partners are equipped with the necessary knowledge and tools to improve both their physical and digital security. Yet, adequate psychosocial support is equally important to deal with the stress and burnout caused by daily surveillance, smear campaigns,

or putting your own safety at risk in the fight for the rights of others.

Our security work is carried out in all the regions where we operate. We provide this training ourselves or together with our partner organisations, collaborating with local expertise. During the year, we have among other things conducted digital security training for 49 female human rights defenders in Georgia and more than 50 human rights defenders from Central America and the Caribbean; physical security training for activists from Ethiopia, Sudan, and Somalia; and in Jordan we provided security equipment to our partners. In some countries, the security situation is too unstable to carry out in-person training. Through our Defenders' Days Bootcamp training modules, we can also offer entirely digital security trainings. In addition, we have assisted our partners in screening 200 mobile phones for the Pegasus spyware and helped more than 1,000 human rights defenders improve their digital security through access to a VPN.

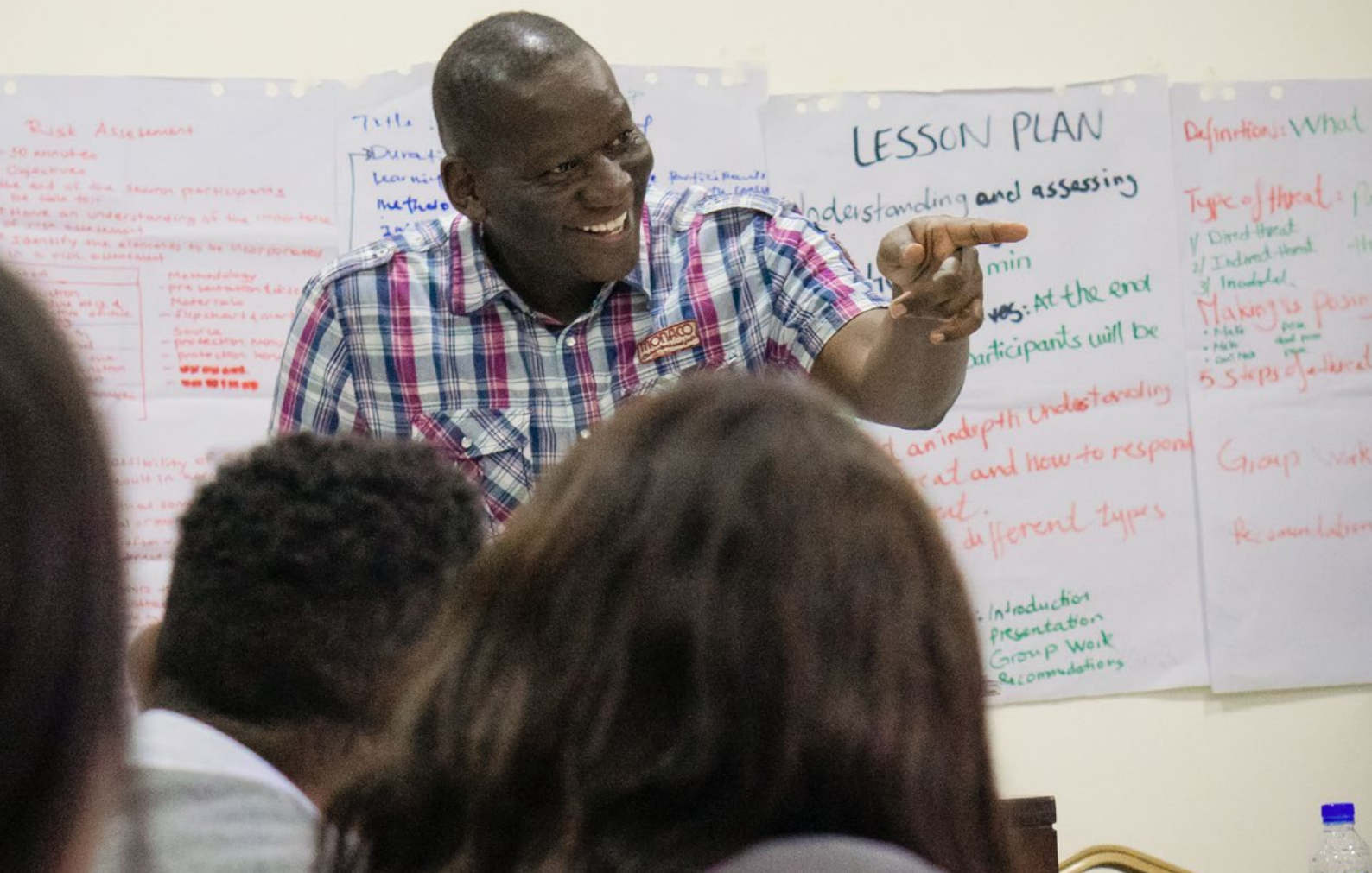
DIGITAL SECURITY STRATEGIES



For most human rights defenders, storing information and communicating digitally is a necessity to carry out the fight for democracy. At the same time, cyber threats from oppressive regimes are on the rise, and the demand for knowledge on how to protect oneself digitally is growing.

“As we see things like data leaks and hacked tools in the news, in our communities, and in our own experiences, safely adopting tools or tech processes can feel daunting,” say **Bárbara Paes** and **Paola Mosso** from The Engine Room, a non-governmental organisation promoting effective and safe use of data and technology within civil society. Bárbara and Paola are some of the experts who Civil Rights Defenders collaborates with for digital security training.

During the Defenders' Days Conference, they shared the three most important actions everyone should take: Conducting a risk assessment is key to any security effort. Next, identify strategies, including secure tools like password managers, encryption tools, and VPNs. And last but not least, mitigate the impact of potential attacks by minimising the amount of data you keep stored.



HOW TO PREPARE FOR DANGER

In an undisclosed location in East Africa, thirteen human rights defenders – from Ethiopia, Sudan, Somalia, and elsewhere – are gathered around a conference table. Their job is one of the most dangerous in the world: defending human rights. That is why they are here. During a seven-week training programme with Civil Rights Defenders, they will learn about physical security.

“Igniting” Ignatius is leading the training. He is an experienced security trainer from Kenya and has been doing this type of security training for many years. He looks out over the group and asks them what to do when in danger. The group echoes: “You run. You run, run, run!”

At the beginning of the week, the group was very quiet. Most of them are used to always being on their guard and very careful about what they say. To get around this, they use adjectives instead of their first names. So sitting around the table are Compassion, Opinionated, and Love and ten other human rights defenders.

The course teaches the participants how to analyse their environment, conduct risk assessments, and develop safety plans to manage risk. They also learn

how to train others in physical safety. The aim of the programme is for participants to become security trainers themselves and continue sharing what they have learned with other human rights defenders in their home countries. And the training is sorely needed. When you fight against injustice, threats, harassment, and violence often follow in your footsteps.

“Our work defending human rights is not very popular in Sudan. I’m really looking forward to returning home and putting what I’ve learned here to use. Identify threats, make a security plan, and assess in what areas we are vulnerable – and what capacity we have to deal with it,” says Love.

As the week draws to an end, they talk about the situation for women human rights defenders. The discussion is lively, and they soon get into a heated debate about whether men are subject to domestic violence in the same way as women. Igniting argues that domestic violence is just a euphemism for male violence and his message is clear: we need to put women human rights defenders in focus. The initial hesitation from the start of the week is long gone. Within a few months of completing the course, the participants will have provided security training to 130 human rights defenders at risk.

NATALIA PROJECT – A LIFELINE

The Natalia Project is the world's first security system for human rights defenders at exceptional risk or in danger. The system includes a GPS-based alarm device, a safety plan, and in-depth security training tailored to each participant's individual needs. Participants are assisted in forming a local safety network around them and their organisations, known as "shields". The network may then be activated if needed.

If a Natalia Project participant is under attack, they can send out a distress signal via their alarm device. The person's location is sent to Civil Rights Defenders and to their shields, who together can mobilise help and immediately inform the world about the attack via social and traditional media. The ability to act quickly can be the difference between life and death for human rights defenders.

Since its launch in 2013, more than 200 human rights defenders have participated in the project. The majority of participants work with civil and political rights, but the project also includes participants who see themselves primarily as defenders of environmental, land, or LGBTI+ rights, freedom of expression or women's rights.

For the first time, the Defenders' Days Conference in October brought together human rights defenders connected to the Natalia Project.

17 human rights defenders from 10 countries participated in a knowledge transfer and skills exchange, sharing their experiences and security strategies with each other, which proved to be one of the keys to how participants can further develop their individual safety plans – which form the basis of the Natalia Project.

THE EMERGENCY FUND – MORE NEEDED THAN EVER

Many human rights defenders experience risks and threats on a daily basis. When a threatening situation against a human rights defender escalates, Civil Rights Defenders' Emergency Fund provides rapid support to get the person to safety as quickly as possible.

The Emergency Fund may, for instance, provide legal aid, temporary relocation of people affected by persecution, or preventive measures such as security training and digital security solutions. The aim is for human rights defenders to feel safe enough to continue their work.

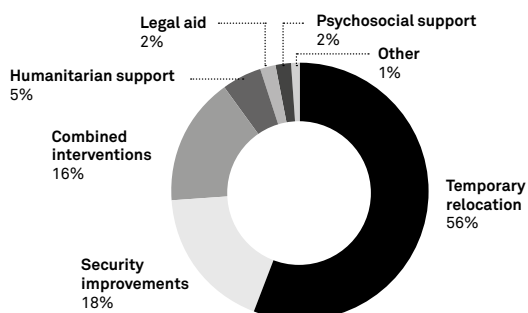
In 2022, we received the highest number of applications for support since the Emergency Fund was established in 2012. We provided support to a total of 2,267 human rights defenders and/or members of their families in 34 countries across 5 regions – a 60 per cent

increase compared to the year before. The war in Ukraine, the aftermath of the military coup in Burma, the setbacks for human rights defenders in Uganda, the increase in conflict-related violence in Colombia, and the constant attacks on civil society through "foreign agent" laws in various countries such as Nicaragua and Venezuela, are just some of the events that have continued to worsen the security situation for human rights defenders.

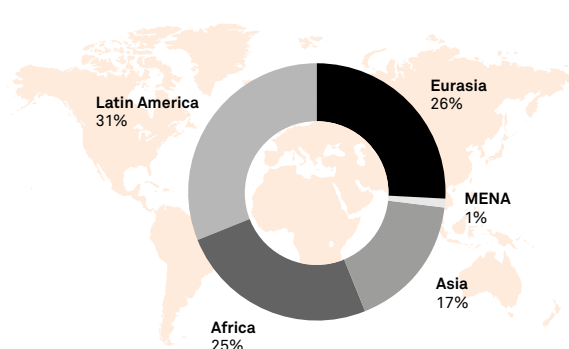
"Many human rights defenders cannot continue their work without additional support. Thanks to our efforts, around 91 per cent of the beneficiaries have been able to continue fighting for human rights," says **Zinaida Muradova**, Director of the Emergency Fund at Civil Rights Defenders.



BREAKDOWN BY TYPE OF SUPPORT



BREAKDOWN BY REGION





Natalia Project gives me a sense of security, knowing that someone will help me if something happens. Even if it happens in the middle of the night, I know that there is someone on the other side who answers when I press the alarm button. I hope I never have to use the alarm, but it makes all the difference to have it.

Angela Maldonado, director of the environmental rights organisation Entropika, Colombia.

Phyllis Omidu, Centre for Justice, Governance and Environmental Action, Kenya



James Bidal, Community Empowerment for Progress Organization, South Sudan



STRONG CIVIL SOCIETIES – THE KEY TO SUSTAINABLE DEMOCRACY

A strong civil society is essential for long-term development towards sustainable democracy. Strong human rights actors who are able to assert their rights are Civil Rights Defenders' core idea and the key to long-term change. We work with human rights organisations in more than 50 countries and, based on their needs, provide security training, expertise, skills and organisational development, as well as long-term financial support. Also important are the opportunities created for human rights defenders to safely meet and exchange experiences.

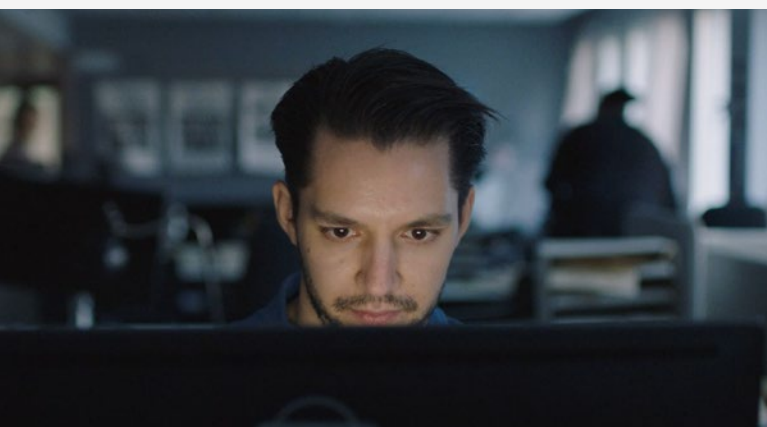
Civil Rights Defenders' financial support to its partners through specific project grants is essential for them to be able to carry out their work. But equally important is the task of building long-term organisational capacity together with our partners. In Ethiopia, we have been running workshops to strengthen the capacity to implement activities in a safe and efficient way. In order to improve internal organisational

knowledge and contribute to increased exchange of experience, we have organised internship opportunities for young female human rights defenders.

In Asia, our partners have been supported to further develop and improve the capacity of their organisations, including through financial "health screenings" and advising them on how to improve the long-term financial sustainability of their organisations. This is a prerequisite for ensuring that they can continue their crucial human rights work.

We also provide training in documenting human rights violations. In connection with the Defenders' Days Conference, which was attended by more than 200 human rights defenders from 50 countries, we organised for the first time a training session on documenting and investigating human rights violations as well as a training session on so-called open source investigation for participants from Syria, Ukraine, South Sudan, Venezuela, and elsewhere.

DEFENDERS' DAYS BOOTCAMP



It is crucial for human rights defenders to be able to meet, network, collaborate, and exchange knowledge and experience with colleagues in and outside their own country. The need is great, but the challenges of

creating such meetings are even greater. Defenders' Days Bootcamp is our online training programme designed to empower and create a meeting place for human rights defenders in different parts of the world, in different contexts, yet who face similar challenges. Defenders' Days Bootcamp aims to strengthen the security and capacity of organisations and human rights defenders alike.

Since the end of 2020, we have offered our partners a wide range of inspiring digital training based on analyses of their needs. The training is adapted to the participants' context and aims to provide support both individually and at an organisational level. In 2022, we held training sessions on topics such as risk management, mindful communication, and stress management, with a total of 61 participating human rights defenders from 18 countries.



The ninth edition of the Rule of Law Forum for Southeast Europe, organised together with the AIRE Centre, took place in Tirana, Albania, in November 2022.

RULE OF LAW FORUM – LEGAL SUMMIT MEETINGS IN THE NORDICS AND SOUTHEAST EUROPE

Criminal policy and procedure are changing rapidly in countries across Europe. Many governments are introducing harsher penalties and increasingly repressive measures, claiming that these are necessary to effectively combat serious violent crime. This can also be described as penal populism that jeopardises human rights, involving measures that play on and stoke people's fears. During the Nordic Rule of Law Forum, Civil Rights Defenders brought together 90 people – including judges, lawyers, regulators, and civil society organisations – to discuss these developments and how they affect the rule of law and international human rights standards.

The conference is inspired by the Rule of Law Forum for Southeast Europe, an annual conference that Civil Rights Defenders has been organising since 2014 in various locations across the Western Balkans. Tirana, Albania, hosted the 2022 Rule of Law Forum, which focused on the protection of human rights in times of crisis.

Already at the Rule of Law Forum two years ago, at the height of the pandemic – when we saw many cases

of disproportionate legal measures across Europe with COVID-19 as a pretext – the limited case law regarding human rights protections was discussed.

Now, two years later, more than 100 people came together to reflect on lessons learnt and important legal developments since then. During the forum, we also presented our updated guide on COVID-19 and human rights, which covers relevant European and national case law since the start of the pandemic.

These cases, and the updates to the guide, provide important guidance on how to balance and protect rights in the context of a pandemic, but also contribute to broader insights on the protection of rights in times of crisis more generally.

The Rule of Law Forum for Southeast Europe is one of the most important contexts for dialogue on the development of the rule of law and democracy in the Western Balkans. The conference offers a space for lawyers and civil society actors across the region to reflect on common challenges within law and human rights, where together they can increase the joint capacity needed for positive change.



DEFENDERS' DAYS CONFERENCE



A MEETING PLACE FOR HUMAN RIGHTS DEFENDERS

In October, the Defenders' Days Conference brought together more than 200 human rights defenders from 51 countries. It is one of the biggest conferences for human rights defenders in the world. The participants represent human rights defenders across many different fields, but they all share experiences of the risks involved in fighting for democracy and human rights.

The conference offered thematic sessions and 42 workshops. The agenda – which was developed with input from the participants – included a wide range of topics such as sustainable leadership, security, and

managing stress and burnout. All sessions based on the specific challenges faced by human rights defenders. In addition, we offered workshops on documenting core international crimes, data visualisation, and the Pegasus spyware. All workshops were led by international experts from 27 countries and interpretation was provided into Russian, Ukrainian, and Spanish. In a safe environment, participants could share experiences, learn from, and empower each other. A popular feature were the 15-minute open-mic sessions, when the main stage was open to people who wished to present their work.



Raabia Hawa



Rodrigo Diamanti and Ivan Hortal Sanchez



Ahmad Helmi

The conference created opportunities for unique encounters and insights when Kenyan and Uzbek human rights lawyers had the opportunity to discuss feminist strategies; when Sámi people from Sweden met Latin American defenders of indigenous rights; or when participants in our Natalia Project from South Sudan, Colombia, and Albania met for the first time and shared the security challenges they face every day. Another point raised by many participants was the respite the conference offered from the threats many of them face in their daily lives.

“ The best part was the opportunity to communicate and network with other human rights defenders. I’m sure that we will stay in touch and that we will grow stronger by supporting each other in our work.

Anonymous participant

WE HOLD THOSE IN POWER TO ACCOUNT

Civil Rights Defenders holds governments and other decision makers to account when people's civil or political rights are violated. We do this on our own or together with human rights defenders in our network. We evaluate laws and proposed legislation, as well as their implementation by the authorities. We initiate legal proceedings against those in power when human rights are violated by pursuing cases in national and international courts, committees, and tribunals.

In Latin America, a major focus has been the Organization of American States. Together with our partners, we provided input to the discussions during the 2022 General Assembly, and worked actively with the Inter-American Commission on Human Rights (CIDH). Thanks to our partnership with organisations in and outside Cuba, we can ensure that the Commission receives current data from the ground. We also hosted meetings between CIDH and the European External Action Service to strengthen international coordination

between those who can influence the human rights situation in Cuba.

Five years after the sarin gas attack on the Syrian city of Khan Sheikhoun, we submitted further evidence on both the Khan Sheikhoun attack and the chemical weapons attack in Al-Ghouta, Syria, in August 2013. Together with the Syrian Center for Media and Freedom of Expression, Syrian Archive, and the Open Society Justice Initiative, we filed a police report in 2021, and have now followed up with additional information to the Swedish Police Authority's War Crimes Unit.

In Georgia, we have strengthened the capacity of organisations focused on accountability and promoting democracy. This led one of our partners to set up a litigation team that can bring cases concerning human rights violations to national courts, set precedents, hold officials to account, and, if necessary, bring cases to the European Court of Human Rights.

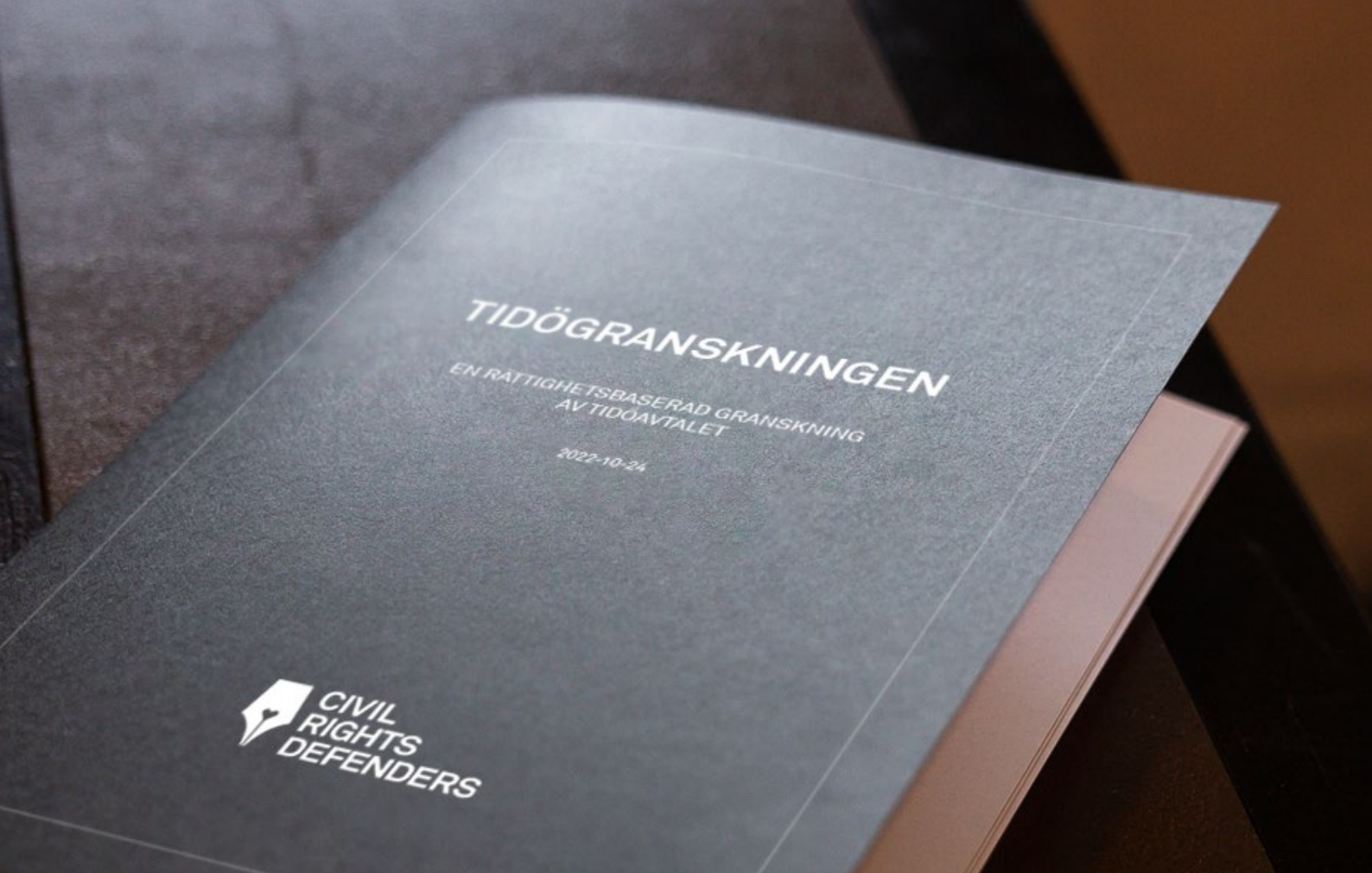
BURMA – TIME TO UP THE INTERNATIONAL PRESSURE ON THOSE RESPONSIBLE

Since the coup d'état in Burma in February 2021, the military has used increasingly brutal violence to silence human rights defenders, civil society, and journalists. More than 3,000 people have been killed by the military and over 20,000 people have been arrested, of whom

17,000 are still detained. By the end of 2022, more than 18,000 armed clashes and attacks had taken place. As a result, 1,225,100 people have been displaced since the start of the coup. In July, four democracy activists were executed. These are the first executions in the country since the late 1980s. Despite this, the people continue to rise up against the dictatorship. Large-scale protests, strikes, and boycotts are taking place across the country.

Civil Rights Defenders calls for those responsible to be held accountable for the core international crimes committed in the country, including crimes against the Rohingya and other ethnic minority groups. We actively support our partners in their work to document and provide research-based reports about the human rights violations that occur, which will be crucial for future accountability processes. At the same time, we support their calls for the international community to take stronger actions to hold perpetrators to account.





WHEN SWEDISH DEMOCRACY BACKSLIDES, WE DON'T STAND IDLY BY

In September, Sweden held elections and a new government was formed. Shortly after, the government and the Sweden Democrats presented a new joint political agreement – the so-called Tidö Agreement. Civil Rights Defenders' lawyers reviewed the agreement, and as a human rights organisation we were deeply concerned about its content.

The Tidö Agreement contains a series of measures that undermine human rights and the rule of law and clearly violate the human rights standards by which Sweden is bound. The main areas we reviewed were criminal policy, migration policy, and the rule of law. We see a focus on imprisonment, including of children and young people; harsher sentencing; increased surveillance and deportation; and other measures that restrict our human rights and undermine democracy.

When Swedish democracy backslides, we will not stand idly by. We have been fighting for human rights globally for 40 years – gaining experience that will serve us well as we need to focus more of our efforts on defending fundamental rights and freedoms at home.

In the run-up to the Swedish elections, we also analysed the election manifestos of all parties in parliament, in which they briefly presented the policies they intended to pursue over the next four years. Our analyses were based on human rights as they are set out in

international conventions and commitments by which Sweden is bound, such as the Universal Declaration of Human Rights and the European Convention on Human Rights. We also invited people to sign a petition addressed to the incoming government on enshrining democracy in the constitution. More than 23,000 people signed the petition, which was submitted to the government after the election.

We have been following and analysing developments with regards to democracy and human rights in Sweden for many years. And we will continue to do so in the future – no matter who is in power.

Our review of the Tidö Agreement gained much attention, including from several members of parliament affiliated with the Sweden Democrats, who proposed the withdrawal of our funding. We responded by updating one of our previous campaigns from 2020 ("Thank you, Mr Rik(sd)agsman"), presenting it in a new format ("Thank you, dear Rik(sd)agsmän") to draw attention to the issue of members of parliament threatening civil society with reprisals. Our review of the agreement and the threats of reprisals were mentioned by several party leaders, including during the first party leader debate in parliament in October and the first post-election party leader debate on public service television in November.

UKRAINE – A YEAR OF INVASION

On 24 February 2022, Russia launched its full-scale invasion of Ukraine. Since the start of the war, Civil Rights Defenders has supported human rights defenders on the ground so that they can continue their vital work. Despite the risk to their own lives, many have chosen to remain in Ukraine to document what is happening inside the country. Several organisations

have shifted focus from working on civil rights to documenting war crimes. Ordinary people have become citizen journalists. Independent journalists, lawyers, and activists play a crucial role – partly in spreading information about what is happening on the ground, partly in documenting violations so that accountability can be demanded afterwards.

CIVIL RIGHTS DEFENDERS HAS ASSISTED WITH

- Emergency support to more than 250 journalists and human rights defenders helping them evacuate and temporarily relocate to a safe location, and providing satellite internet to enable them to continue their important work on the ground.
- Bulletproof vests, first aid kits, and insurance for independent journalists.
- Psychosocial support for frontline journalists.
- Support and partnerships with organisations documenting war crimes and other human rights violations.



“I HAVE ALREADY BURIED FRIENDS AND COLLEAGUES”



“We don’t know who might be next,” says **Mariia Sulialina**, 26, who works for the Ukrainian organisation Almenda.

Despite the war, many Ukrainian human rights defenders and civil society organisations have chosen to remain in the country. Maria’s organisation, Almenda, documents war crimes against children.

By the end of 2022, more than 400 children had been killed in the war and children in Irpin and Bucha have been subjected to sexual violence. Tens of thousands of Ukrainian children have either left the country or become internally displaced. According to an Almenda report from late November 2022, at least 386 Ukrainian children from the occupied territories had been illegally adopted by Russians. Schools and hospitals have been bombed.

“It’s really important that there is accountability for all losses and for all children killed. It’s important that we save the history of what is happening in Ukraine right now.”

Mariia and her colleagues work to bring justice and reparation for all crimes that are committed. She wants to see a different future for the children growing up in Ukraine and dreams of the day when she can return to Crimea and see the Ukrainian flag fluttering in the wind.

“When I was a kid in Yalta, Crimea, there was a place where old ladies and gentlemen were dancing every Saturday. I was talking to my friend recently and we said ‘one day when we are 70 years old we will be dancing there.’”



REPORTING FROM THE FRONTLINES

Since the Russian invasion of Ukraine, journalists have travelled to the frontlines to report from the occupied zones and areas under heavy siege. It's a very dangerous and demanding job. Ukraine's independent media, which mobilised during the occupation of Crimea and Donbas back in 2014, has continued to play a key role in disseminating information about war crimes and rights violations in the ongoing conflict. Journalists and their safety are a high priority in Civil Rights Defenders' work. The images are from the Ukrainian media project «Graty».

ENGAGEMENT AND AWARENESS DRIVE CHANGE

In repressive countries, the media is often controlled by the state. Access to relevant, reliable, and independent information is often lacking. Even in countries where rule of law is respected, it's important to reach out with information about human rights. It is only when you know your rights that are you in a position to exercise them.

Civil Rights Defenders works to raise public awareness of and engagement for human rights, and to influence countries and decision makers at the national and international level. We work with public advocacy, both on our own and together with human rights defenders and other organisations. We initiate public debate, run campaigns, and highlight key issues in the media, digital media, and through seminars and reports.

In recent years, media has been under great pressure in many parts of Europe. In Serbia, 119 journalists were attacked in 2019; more than 200 journalists and media workers have been imprisoned in Turkey in the last 5 years; 80 per cent of Hungary's media landscape is controlled by the ruling party; and Poland's press freedom index has plummeted in the last 7 years. During 2022 we published the report "Press Unfreedom under Authoritarian 'Hybrid' Regimes" to highlight the state of

press freedom and to support the independent media in Hungary, Poland, Serbia, and Turkey.

For several years, we have published a yearly report on the human rights situation in Swedish compulsory care. Through a survey of more than 200 people, we are gathering a unique set of experiences from people who are currently or have recently been in compulsory care. The report has been shared with staff members of and patients in locked institutions to continuously raise awareness of and improve the human rights situation in compulsory care facilities.

In the wake of the war in Ukraine, several countries in the region are experiencing unrest, and the authorities are responding with violence and repression against journalists and dissidents alike. In Tajikistan and Uzbekistan, deadly violence has occurred against peaceful protesters. In Kyrgyzstan, human rights defenders have been imprisoned after protesting against the authorities, and new repressive laws have been introduced that target civil society. Throughout the year, Civil Rights Defenders has through statements, articles, and social media highlighted the situation to ensure that such violations are not allowed to go unnoticed.

TIME TO ACT

Civil Rights Defenders produces several newsletters with customised content aimed at different target groups. For example, Voces del Territorio and Time to Act Europe, which are sent directly to our network in Latin America and decision makers in Brussels. Our newsletters with most subscribers are:

TIME TO ACT

Our Swedish newsletter is for anyone who wants to keep up to date and get involved in the fight for human rights. Awareness is the basis for engagement, and through this newsletter we provide concrete tools to turn engagement into action – so that together we can stand up for human rights and demand accountability when rights are violated.

TIME TO ACT PARTNER NEWSLETTER

This newsletter is part of the global Defenders' Days platform, which aims to create opportunities for networking, inspiration, and knowledge exchange between Civil Rights Defenders' partners. Through the newsletter, we share invitations to training sessions, meetings for members of our network, safety information, and interesting articles by our partners.

42,500 recipients

500 recipients



VIOLENCE ALONG THE COLOMBIA–VENEZUELA BORDER

In January 2022, several shots were fired and a car bomb detonated outside the offices of the Colombian human rights organisation and Civil Rights Defenders' partner Fundación de Derechos Humanos Joel Sierra – Joel Sierra Foundations. The violent attack took place in the department of Arauca in eastern Colombia, right along the border with Venezuela, in connection with a meeting of civil society organisations about the deteriorating human rights situation in the region. The attack left one person dead and 12 injured.

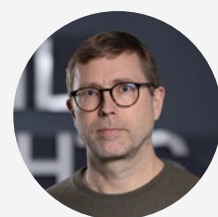
This is just one of many attacks on human rights defenders and civil society actors in the border region between Colombia and Venezuela. In particular, those working on the rural peace agreement as well as land and environmental protections are often targeted by armed groups. Many face violence and death threats, making this one of the most dangerous places in the world for human rights defenders. The border between Colombia and Venezuela has long been plagued by a multi-layered crisis: a migration crisis, a deteriorating human rights situation, broken diplomatic relations, geopolitical tensions, non-state armed actors moving between the countries, and an underground economy.

Civil Rights Defenders has provided support to persecuted organisations and individuals in Arauca

following the attacks, including through the Emergency Fund, and contributed to their advocacy efforts targeting Colombian authorities and international actors with a presence in the region. To highlight the challenges, but above all to point to new solutions, Civil Rights Defenders has compiled the report “Bridging the Border between Colombia and Venezuela – EU Support for Peace and Human Rights”. It suggests a cross-border approach to tackle the problems and provides policy recommendations to the EU and its member states.

With a new Colombian government since 2022 – which has clearly stated its intention to improve the situation along the border – there is an opportunity for the EU and its member states to promote innovative and concrete policies that can contribute to peace and respect for human rights on both sides of the border.

“There are no national solutions to the crisis along the border. The challenges must be confronted on both sides at the same time. There will not be peace and democracy on one side of the border until there is peace and democracy on the other”, says **Erik Jennische**, Director of the Latin America Department at Civil Rights Defenders.





EUROPRIDE 2022 IN BELGRADE – A STORY TO CELEBRATE

On 17 September 2022, nearly 10,000 people with rainbow umbrellas, flags, and banners gathered on the streets of Belgrade in a historic EuroPride parade to march together for solidarity and love. EuroPride 2022 has grown to become the biggest and most important parade not only in Serbia but in the entire Western Balkans. The parade went ahead despite strong opposition and three formal decisions by the authorities to ban it. This shows the struggle that many organisations, activists, and LGBTI+ people face.

In 2019, Belgrade Pride was chosen to host EuroPride 2022 in the Serbian capital – by an overwhelming majority of votes. For the first time ever, EuroPride was going to be hosted by a city in Southeast Europe, a region with a turbulent history of LGBTI+ activism and violent homophobia.

But just weeks before the event, the Serbian president announced that EuroPride in Belgrade, which was

scheduled to take place over the course of seven days in September, had been cancelled. The statement sparked strong reactions from the public, activists, civil society, and political parties, both in Serbia and across Europe. As the state can ban an event but never cancel it, an intense effort to appeal the decision was initiated. The organisers were confident they would win and continued to prepare for the event.

EuroPride Week 2022 was officially launched in Belgrade on 12 September. But the next day, the Serbian police delivered the official news that the grand finale, the Pride parade itself, was banned. As late as the day before the scheduled event, we did not know whether we would be able to march through the city. Yet we marched. Despite heavy rain, a record number of people took to the streets of Belgrade to defend human rights and stand up for love and equality.

The parade is always the highlight of any Pride festival.



There is no Pride without a parade. In addition to the finale, EuroPride Week in Belgrade consisted of more than 130 events including an international conference on human rights, art exhibitions, plays, performances, film screenings, concerts, and informal gatherings.

Alongside the parade, the international human rights conference became one of the most important events of Pride Week. The four-day conference was organised by Civil Rights Defenders and brought together more than 1,000 participants from around the world – including members of the European Parliament, officials from EU countries, and ambassadors. It created a space for learning, discussion, and exchanging experience for a better tomorrow.

For many years, Civil Rights Defenders has been an important part of and worked actively with Belgrade Pride. We are therefore very proud to also be part of the historic EuroPride 2022 in Belgrade, an event that has

become a major step for LGBTI+ rights in the Western Balkans and beyond. In addition to Belgrade Pride, we are also involved in supporting LGBTI+ rights and local Pride celebrations across the region, especially in Pristina, Sarajevo, Skopje, and Tirana.

“ We marched and will continue to do so. EuroPride 2022 in Belgrade is a historic event and a major step for LGBTI+ rights in the Western Balkans.

Goran Miletic, Director of Civil Rights Defenders' Europe Department



ABOUT THE CIVIL RIGHTS DEFENDER OF THE YEAR AWARD

Since 2013, each year Civil Rights Defenders presents the Civil Rights Defender of the Year Award to a human rights defender, organisation, or project that, despite the risk to their own safety, continues the fight for civil and political rights. The recipient of the award must carry out their work through peaceful means and as part of an independent human rights organisation.



XHENI KARAJ AND FRANK MUGISHA CIVIL RIGHTS DEFENDER OF THE YEAR AWARD 2022

“I have been arrested, tortured, harassed, and attacked. Almost all LGBTI+ people in Uganda live with that fear every day,” says **Frank Mugisha**, founder of the organisation Sexual Minorities of Uganda (SMUG).

500 miles away in Tirana, **Xheni Karaj**, co-founder of the Albanian organisation Aleanca LGBT, speaks of the threats she receives from strangers: “We will rape you. We’re going to kill you. We’re going to chop your head off.” During EuroPride in Belgrade in September 2022, Xheni Karaj was attacked in the street by a group of unknown men.

“You never get used to it, and don’t understand why it happens. Where does all the hate come from? Why do people want to attack me just because I love a person of the same sex?” says Xheni Karaj.

The rights to one’s sexuality and gender identity are fundamental human rights, but violence and discrimination against LGBTI+ people is a major problem around the world.

Xheni Karaj from Albania and Frank Mugisha from Uganda are two of the world’s many LGBTI+ activists and human rights defenders who, despite working in environments where homophobia is widespread, continue to fight with impressive vigour for every individual’s right to their sexual orientation and gender identity. In 2022, they were awarded the Civil Rights Defender of the Year Award.

Both have been central figures in building LGBTI+ movements in their countries. Frank Mugisha came out when he was 12 years old. At the time, he thought he was the only gay person in Uganda. Now he is inspiring the next Ugandan generation through his public and media appearances.

Xheni Karaj became an activist in 2009 at the age of 21, after coming out as a lesbian on national television during a heated debate. When one politician on

the panel said he would shoot his son in the head if he came out as gay, and another argued that homosexuals don’t exist in Albania, Xheni couldn’t keep quiet. She stood up in the audience and asked for the microphone. Overnight, she became a spokesperson for the Albanian LGBTI+ movement. Xheni is now one of the most influential LGBTI+ activists in Albania and the Western Balkans region.

Though the situation has improved since Xheni Karaj first became an activist, many problems persist, such as physical violence, bullying, difficulties finding work, and a lack of access to healthcare for LGBTI+ people.

“The prize makes me realise that we have actually achieved a revolution in Albania. We started when people didn’t even think we were in the country; they thought homosexuality was a disease you get from the West. We have made people realise that we exist and that we are proud of ourselves,” says Xheni Karaj.

Acting as a public figure and the representative of an LGBTI+ organisation in a country where homophobia is still widespread involves great risk and requires a lot of courage. In 2011, Frank Mugisha’s friend and colleague David Kato was murdered. The tragedy affected both Frank and everyone involved in the LGBTI+ movement in the country.

“When David was murdered, I first felt pain. Then the pain turned into anger. Because this isn’t just about me. In one day, up to 20 people can come to the SMUG Centre to tell me about attacks, evictions, and arrests, and ask me for support.”

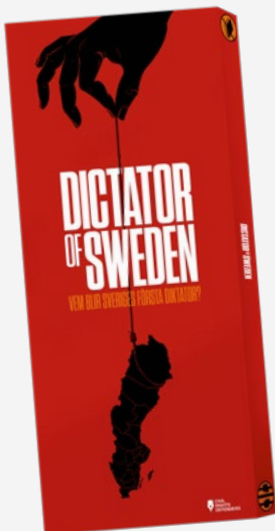
During the summer of 2022, SMUG employees were harassed and several were detained. In August, the authorities shut down Frank’s organisation. But despite the difficult circumstances, he is determined to stay in Uganda and fight for LGBTI+ rights.

Due to the risks that Frank and Xheni face, they are both active participants in Civil Rights Defenders’ security system, the Natalia Project.

GROWING SUPPORT AND ENGAGEMENT

In 2022, we advanced our communication and fundraising position in Sweden and have seen increasing engagement and support for our human rights work. Our online channels continue to grow, allowing us to shine a spotlight on the outstanding human rights defenders we work with around the world. During the year, we increased our impact in the Swedish press and media by 60 per cent.

We also launched several successful high-impact campaigns and events. Overall, this helped us to increase the awareness in Sweden of our work to 47 per cent (measured in March 2023) and double the number of donors to the organisation.



DICTATOR OF SWEDEN

In the winter of 2021, we developed “Dictator of Sweden”, a board game that simulates how a dismantling of Sweden’s democracy could play out in practice. The game was a huge success, and in 2022 we continued this work in the run-up to the Swedish parliamentary elections to emphasise the importance of protecting Sweden’s democracy. After the election, we developed the game further

in connection with our review of the Tidö Agreement by adding new playing cards based on real proposals from the agreement. We also sent the cards, called the “Tidö Edition”, to all members of the Swedish parliament as a Christmas present.

Both the “Dictator of Sweden” and “Oppression Offset” campaigns have been nominated for several communication awards, both in Sweden and abroad. The campaign won a silver egg in the Swedish PR industry’s category for “best, most innovative, and smartest communication of the year”. We were awarded the Stenbeck Prize for Organisation of the Year, and won the Gamification category of the prestigious SABRE Award.

ALMEDALEN

In July, as a run-up to the Swedish parliamentary elections, we participated in the Politician’s Week in Almedalen, Visby. The day before the start of the week-long event, we published an opinion piece in one of Sweden’s biggest daily newspapers, *Dagens Nyheter*, in which we presented seven proposals to protect Swedish democracy – proposals that remained key throughout the week’s events and raised whenever possible.

We also kicked off the week by hosting the “Almedalen Game Night”. More than 250 people from civil society, political youth organisations, members of parliament, and businesses came to St. Clemens Church Ruins to play our board game “Dictator of

Sweden”. We had also updated the game with seven new cards reflecting the proposals for strengthening Swedish democracy that we wrote about in the article. The game night was listed as one of the ten most important events during Almedalen 2022 by the online publication *Makthavare.se*.

The opinion piece and game night were also followed up with a panel discussion where three members of parliament – Jessica Wetterling (V), Joar Forsell (L), and Ida Drougge (M) – spoke to our Legal Director John Stauffer about their parties’ attitude to our proposals for protecting Swedish democracy.

Palm trees and political prisoners on Cuba

**OPPRESSION
OFFSET**
with Swish!

OPPRESSION OFFSET

In the winter of 2022, we launched a campaign to highlight the fact that nearly half of the world's countries are currently autocracies or dictatorships. Several of these countries are popular winter destinations where many Swedes go on holiday. This is why we launched the "Oppression Offset" campaign. We developed a unique tool that allows you to calculate a proportionate donation to our work for human rights, based

on the length of your trip, the average cost per day for Swedes travelling abroad, the VAT rate, and how autocratic the destination is. The degree of autocracy for each destination is based on the V-Dem Institute's annual democracy [index / indices]. The campaign was on display in the Stockholm metro and received considerable attention and had a significant impact both in traditional and on social media.



ANNUAL REPORT

ORGANISATION ID NO. 802011-1442

THE BOARD OF DIRECTORS AND EXECUTIVE DIRECTOR OF CIVIL RIGHTS DEFENDERS
HEREBY PRESENT THE ANNUAL REPORT FOR THE 2022 FINANCIAL YEAR.

MANAGEMENT REPORT

GENERAL INFORMATION ABOUT THE ORGANISATION'S ACTIVITIES

Civil Rights Defenders is a human rights organisation that is politically and religiously independent. The organisation defends people's civil and political rights and supports human rights defenders at risk in Sweden and in the countries around the world where respect for human rights is at its weakest. Civil Rights Defenders maintains a head office in Stockholm and engages in advocacy activities as well as legal processes, and provides information on the situation with regards to human rights globally. Registered office: Stockholm, Sweden

VISION AND MISSION

Civil Rights Defenders' Vision

A world of democratic societies in which we all enjoy civil and political rights.

Civil Rights Defenders' Mission

Our mission is to defend civil and political rights together with human rights defenders in order to increase their safety, capacity, and access to justice.

We are part of a global movement of human rights defenders and partner with those at risk. Through legal means and public advocacy, we hold states, individuals, and non-state actors accountable for human rights violations.

We advocate for the norms and values of the International Covenant on Civil and Political Rights and other relevant human rights standards, as we encourage people to use these rights to promote democratic societies.

WHY IS CIVIL RIGHTS DEFENDERS' WORK IMPORTANT?

On the basis of the principle of equal dignity for all, Civil Rights Defenders works toward a world of democratic societies in which we can all enjoy civil and political rights. Conflicts and human rights violations increasingly pervade our world, and we believe that a well-functioning, strong, and local civil society is more important than ever. Civil Rights Defenders wants to drive politics, business, and civil society forward by working and developing together on the important issues of human rights. We believe that our commitment and knowledge within our areas of expertise can affect change and contribute to a better world for all.

GOAL

Civil Rights Defenders' overall goal for the strategic planning period 2020–2022 is to expand the space for human rights defenders by improving their security and capacity, and by increasing awareness and accountability in relation to civil and political rights.

1. Support human rights defenders at risk by:

- providing emergency assistance and innovative security solutions.
- organising trainings in digital, physical, and psychosocial security.

2. Strengthen the work of local human rights defenders and increase their capacity to affect and drive change by:

- providing professional development and project support.
- providing long-term support for organisational development.

3. Empower people to exercise their civil and political rights and induce states to take responsibility for the fulfilment of human rights by:

- scrutinising and influencing legislation and the implementation of human rights.
- improving access to legal aid and engaging in legal processes.

4. Improve the awareness of civil and political rights by:

- increasing access to information for human rights defenders.
- informing, campaigning, and working with public advocacy to improve the general public's awareness and to influence states and decision makers.

WORKING METHODS

Security and Innovation

Human rights defenders around the world are regularly subjected to threats, harassment, forced disappearances, and arbitrary arrests by authoritarian regimes. Through training, emergency support, and innovative security solutions, Civil Rights Defenders supports human rights defenders so that they can continue their important work. Together with our partner organisations, we offer training in digital, physical, and psychosocial security, among other areas.

Strong Human Rights Actors

A strong civil society that can protect the rights of its citizens is Civil Rights Defenders' founding idea and key to sustainable democracy. We partner with local human rights organisations and provide professional development as well as long-term support to increase their capacity to drive change.

Holding Those in Power to Account

Our fundamental rights and freedoms must be respected, and Civil Rights Defenders demands accountability when this is not the case. On our own, or together with human rights defenders, we scrutinise policy makers, engage in legal processes, and hold both states and other actors to account when human rights are violated.

Awareness Leads to Change

Knowing your rights is a prerequisite for being able to exercise them. Civil Rights Defenders works to increase the awareness of and engagement for civil and political rights among the public, and to influence states and decision makers at a national and international level. Through information activities, public campaigns, and advocacy, we strengthen the engagement for democracy and human rights in Sweden and globally.

ORGANISATION

Civil Rights Defenders is a non-profit organisation working to promote human rights. Gerald Nagler was the organisation's founder and honorary chair until his passing in July 2022. The annual general meeting (AGM) is the organisation's highest decision-making body. Civil Rights Defenders is a membership organisation with individual members. Membership is conditional on supporting the organisation's goals and core values (as expressed in international human rights treaties) as well as a willingness to work towards them. The organisation's activities are funded not primarily by membership dues but through fundraising and grants received.

Membership dues for 2022 were SEK 300. The AGM elects the board, which at the end of 2022 consisted of eight members – five women and three men. Six board meetings were held during the year, three of which took place after the AGM in May 2022. There is no remuneration for the work carried out by the organisation's honorary chair, the chairperson of the board, or the board members.

BOARD OF CIVIL RIGHTS DEFENDERS

At the 2022 AGM on 24 May, Hanna Gerdes was elected as the new chairperson, and Caroline Thunved and Noura Berrouba were elected as board members. As of the 2022 AGM, Benedicte Berner, Carin Norberg, and Fredrik Andersson have left the board.

- Hanna Gerdes, (Lawyer) Chairperson of the Board (present at 3/3 board meetings)
- Benedicte Berner, (Political Scientist) Chairperson of the Board (present at 3/3 board meetings)
- Anne Ramberg, (Lawyer) Board Member (present at 6/6 board meetings)
- Caroline Thunved, (CEO of the Swedish Communication Association) Board Member (present at 2/3 board meetings)
- Carin Norberg (formerly Director, Nordic Africa Institute) Board Member (present at 3/3 board meetings)
- Christian Åhlund (Lawyer) Board Member (present at 6/6 board meetings)
- Christoffer Lindblad (Founder and Partner, Pelago AB) Board Member (present at 6/6 board meetings)
- Fredrik Andersson (Entrepreneur) Board Member (present at 3/3 board meetings)
- Lars Häggström (Senior Advisor, IMD Business School) Board Member (present at 6/6 board meetings)
- Lena Svensson (Economist) Board Member (present at 5/6 board meetings)
- Noura Berrouba, (President LSU – National Council of Swedish Youth Organisations) Board Member (present at 3/3 board meetings)

NOMINATIONS COMMITTEE

Kerstin Brunnberg, Catarina Mannerfelt and Carin Norberg make up the Nominations Committee since the AGM in 2022.

EXECUTIVE DIRECTOR

Anders L. Pettersson

MEMBERS

In 2022, Civil Rights Defenders had 15 members (2021:20).

CIVIL RIGHTS DEFENDERS' PERSONNEL

Civil Rights Defenders' work is primarily carried out by employed staff at the organisation's head office in Stockholm, in regional offices, or through stationing in Asia, Africa, Belgrade, Bogotá, Brussels, Istanbul, Pristina, Sarajevo, Tbilisi, and Tirana. The total number of employees at the organisation's 11 offices at the end of 2022 was 101, compared with 97 at the end of 2021.

Breakdown by Office

Stockholm	67
Asia	1
Africa	5
Belgrade	8
Bogotá	8
Brussels	2
Istanbul	2
Pristina	2
Sarajevo	2
Tbilisi	2
Tirana	2
Total	101

SIGNIFICANT EVENTS DURING THE FINANCIAL YEAR

The year started with unrest in the Eurasia region, which culminated in Russia's full-scale invasion of Ukraine. This put a great strain on the organisation's employees, who had to quickly re-prioritise among the organisations activities, while the general workload increased. Our work together with our partners was also directly or indirectly affected.

In April, the government decided to limit Sida's financial support of aid work in 2022. The announcement led to intensive and time-consuming work to produce new financial forecasts for 2022 and adapt operations based on the new situation.

During the spring and ahead of the election in September, Civil Rights Defenders invited all political parties to participate in a dialogue. At the same time, each party's election manifesto was reviewed and, in time for Almedalen 2022, the organisation presented a report as well as 20 proposals to protect Swedish democracy.

With support from the final year in our three-year strategy, Civil Rights Defenders has continued to grow. At the end of 2022, the organisation had 101 employees across 11 offices, compared to 97 employees at the end of 2021. In October, Civil Rights Defenders opened an office in Tbilisi, Georgia – the latest in the list of countries where the organisation is now registered.

On 23 July, Civil Rights Defenders' honorary chairman and founder, Gerald Nagler, passed away after a brief illness. The significance of Gerald's contribution cannot be overstated and the management as well as the board continue to govern the organisation in Gerald's spirit (see also pages 8–9).

During late spring and summer, preparations were underway for EuroPride in Belgrade, where Civil Rights Defenders stood as the main organiser. Due to a number of statements and actions by the Serbian

government before EuroPride, many chose not to participate. Thanks to intense negotiations between Civil Rights Defenders and the Serbian government, the event was still able to go ahead.

After the 2022 Swedish elections, Civil Rights Defenders conducted an analysis of the so-called Tidö Agreement between the governing parties and the Sweden Democrats. In summary, the analysis points out a number of proposals that, if they were to be implemented, risk conflicting with the Swedish constitution and international commitments by which Sweden is bound. Civil Rights Defenders' analysis received a lot of attention, increasing the organisation's presence in the media, and also resulted in a large number of actors – from civil society organisations to political parties – reaching out to engage in dialogue. During the last quarter, a series of meetings with ministers and other representatives of the new government also began.

After two years of living with the pandemic, the Defenders' Days Conference could finally go ahead in October, with the aim of strengthening the capacity of and providing networking opportunities for human rights defenders. In total, close to 210 human rights defenders from 51 countries participated, together with Civil Rights Defenders' staff and external guests. The conference was highly appreciated and the subsequent evaluation showed that the opportunity for recovery and networking is highly valued by our partners.

During spring, Civil Rights Defenders held its annual award ceremony at the Museum for photography, art and culture in Stockholm. Human rights defenders and LGBTI+ activists Frank Mugisha from Uganda and Xheni Karaj from Albania were awarded the Civil Rights Defender of the Year Award 2022. Xheni and Frank received the award for their strong commitment to human rights that continues to inspire LGBTI+ activists around the world.

The 2022 'End of Year Campaign', with a focus on the Swedish holiday habits of going to non-democratic countries, has received a number of nominations and further strengthened the organisation's brand among broad target groups.

Throughout the year, the organisation worked on developing its new strategy, an effort which began in the autumn of 2021. The thorough process has resulted in a long-term strategy for 2023–2030. The new strategy builds on the three-year strategy that was concluded at the end of 2022. The new strategy has four main strategic objectives: security, capacity, engagement, and accountability. The strategy will be reviewed annually to ensure relevance and appropriate focus for the organisation.

FULFILMENT OF GOALS

2022 marks the final year of Civil Rights Defenders' three-year strategy for 2020–2022. The goal has been to create more space for human rights defenders by improving their security and capacity, while also increasing awareness of and accountability for civil and political rights. The organisation's focus has been to increase our capacity both internally and together with our partners. The organisation has grown in all regions, which means increased resources and improved capacity for our partners. During the pandemic, repression has been on the rise in many regions, and our most important role was to ensure that our partners could continue their work. The security of human rights defenders has deteriorated and the demand for security assistance has increased exponentially each year. During the period, our Emergency Fund received and processed approximately 4,500 applications for emergency support, with an increase of 60 per cent in the last year alone.

Goals Fulfilled in 2022

In 2022, 2,267 human rights defenders and/or members of their families in 34 countries across 5 regions received emergency support from Civil Rights Defenders. Thanks to our efforts, around 91 per cent of the recipients have been able to continue their work for human rights.

In Ukraine, Civil Rights Defenders contributed with first aid kits, insurance, and bulletproof vests as well as psychosocial support to independent media, which has allowed Ukrainian journalists to continue reporting from the frontlines. Via the Emergency Fund, we also contributed to human rights defenders being able to temporarily evacuate and move to safe locations, so that they can continue their work. In addition, we have collaborated with organisations that document war crimes and other human rights violations.

EuroPride brought together almost 10,000 people in a historic Pride parade. It was the first time that EuroPride was hosted in Southeast Europe, a region with a turbulent history of LGBTI+ activism. The human rights conference organised by Civil Rights Defenders brought together roughly 1,000 participants from all over the world. The conference led to learnings, discussion, and exchange of experiences so that these issues may continue to be pursued successfully.

In Burma, the organisation has supported eight partners who work with a variety of human rights issues in the country. Their work contributed to accountability for international crimes committed in Burma. Since the military coup in 2021, human rights organisations have been working under uncertain and dangerous conditions. Civil Rights Defenders has supported them by improving their capacity and financial sustainability as well as assisting with stress

management for human rights defenders. Following up on outputs and impact is a major focus in the new strategy for 2023–2030 and reporting methods will be developed in the coming years.

USE OF FINANCIAL INSTRUMENTS

All of Civil Rights Defenders' assets are deposited in bank accounts. No other financial instruments have been used.

SUSTAINABILITY EFFORTS

Work Environment

Throughout the year, Civil Rights Defenders' work environment have focused on offering large parts of the staff the opportunity to work remotely, at the same time as the office in Stockholm has been converted into a flexi office.

As part of this process, a reference group consisting of managers, safety representatives, and Union representatives has been appointed. The group has offered recommendations and acted as a sounding board for the project management team.

A policy has been drawn up with clear guidelines for remote work and training in remote management for managers. An evaluation of these changes is scheduled for 2023.

As part of the process to strengthen the organisation's management function, a Leadership Forum was established for managers with personnel responsibilities. The forum met 10 times during the year.

The HR manager together with the Executive Director have had regular meetings and communication with the safety representative as well as the local branch of Unionen to systematically follow up on efforts to improve the work environment. During the year, one safety round was also carried out at Östgötagatan 90.

Staff Survey

In the autumn of 2022, Civil Rights Defenders carried out its annual staff survey. The leadership index fell marginally from 79 to 78 and the engagement index from 85 to 83.

Equality and Diversity

Civil Rights Defenders is an international organisation with employees from countries all over the world. More than 20 different languages are spoken within the organisation. Civil Rights Defenders uses competence-based recruitment as its standard, as part of its efforts to increase and ensure diversity within the organisation. In our Code of Conduct, which all employees and interns are required to sign, clear guidelines are provided on the equality of all and what to do if you discover or find yourself subjected to harassment or discrimination.

Collective Labour Agreement and Professional Development

Civil Rights Defenders is party to a collective labour agreement for professional employees through FREMIA, Unionen, and Akademikerförbunden that apply to staff employed in Sweden. Local law and agreements apply for staff at local offices abroad. Skills development is discussed in connection with the annual performance review. Development plans and goals are written into individual documents for each year.

Travel and Purchases

In accordance with the organisation's environmental policy, economic, social and environmental considerations shall be taken into account on the occasion of purchases of services, equipment, and materials for the organisation's offices, as well as in all other procurement. For travel and transport, the most environmentally friendly options must be chosen whenever possible. Civil Rights Defenders takes responsibility for its waste through waste separation and recycling of materials and uses electricity from renewable energy sources.

RISK ASSESSMENT AND MANAGEMENT

Civil Rights Defenders performs 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 activities and expected results. Through careful and systematic analysis, documentation, and monitoring of risks, their adverse effects can be avoided or mitigated. 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 uses an integrated risk management approach, which involves 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 board of Civil Rights Defenders conducts an annual assessment of the risks reported by the executive management and how these 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 future operational directions. Civil Rights Defenders operates in countries with a high risk of corruption and where human rights work in many cases is prohibited. Taking preventive measures is therefore important. The organisation has a zero-tolerance policy and an anti-corruption working group consisting of representatives from the management and the board. The working group deals with reported suspicions of

corruption and maintains and develops best practices for compliance with the policy. During the year, the policy has been updated and whistleblower reporting forms on the organisation's website have been clarified to make it easier to report suspicions of corruption.

RESULT AND FINANCIAL POSITION

During the year, the organisation saw an operating loss of SEK -4,069 thousand. There are multiple reasons for this loss, but above all it is due to the reduced InfoKom grant from Sida in combination with the cost of our own efforts in relation to Sida's SPO programme. Increased security costs in connection with EuroPride have also contributed to the operating loss.

The organisation saw a profit after financial items of SEK 3,836 thousand, a decrease by approximately 30 per cent compared to the previous year. The profit can be attributed to favourable exchange rate fluctuations. The organisation has also continued to increase its funds raised by 15.2 per cent compared to 2021.

The organisation's equity ratio, which improved during the year, will remain a focus moving forward in order to secure sustainable growth while maintaining, and preferably increasing, the equity ratio. The result of SEK 3,836 thousand is brought forward. Equity brought forward thus amounts to SEK 15,251 thousand.

FUNDRAISING

Civil Rights Defenders' operating income during 2022 amounted to SEK 181,878 thousand, which represents an increase of SEK 57,007 thousand or 46 per cent compared to 2021. The income comes from both government and private funders and includes both donations and grants.

To ensure continued financial strength and long-term stability, the organisation will, in accordance with its strategy for 2023–2030, work to diversify its donor portfolio, where increased fundraising from private donors will continue to be important. The intention is also to continue developing collaborations with companies, foundations, and philanthropists in order to diversify the organisation's funding and thereby reduce the risk of being too tightly tied on one donor.

Civil Rights Defenders is a member of Giva Sverige (the Swedish Fundraising Association), which advocates for ethical and professional fundraising and strives for increased giving in Sweden and to improve conditions for collecting donations.

The organisation has been given the label "Tryggt Givande", a seal of approval and quality control which means that we comply with Giva Sverige's Quality Code for ethical fundraising as well as internal control and governance. Civil Rights Defenders is approved as 90-account holders by the the Swedish Fundraising Control a seal of quality for non-profit organisations, foundations, and religious communities.

Public Grants

In 2022, Civil Rights Defenders' income from grants from public bodies amounted to a total of SEK 122,016 thousand, which corresponds to an increase from the previous year of SEK 40,533 thousand or almost 50 per cent. The biggest grant-awarding bodies were Sida and the Swedish Ministry for Foreign Affairs, followed by the Swedish Inheritance Fund and the Swedish Agency for Youth and Civil Society. Grants from state actors are important for maintaining long-term engagement, in Sweden and in the world.

Foundations and Organisations

Foundations and organisations are an important source of funding for Civil Rights Defenders. In 2022, the biggest contributions came from the Open Society Foundations, CIVICUS, National Endowment for Democracy, the Gerald and Monica Nagler Foundation, and Foundation for Democracy and Pluralism.

The General Public

During the year, Civil Rights Defenders raised SEK 9,692 thousand from private individuals, which corresponds to an increase of SEK 2,767 thousand or roughly 40 per cent compared to the previous year. In 2022, we doubled the number of private individuals who donate to our work. This increase is a clear result of several years of focusing on engagement, successful recruitment, and loyalty building from lead to donor. It is also a result of the great willingness of donors to support human rights defenders affected by the war in Ukraine, as well as a strong response from the public in the form of donations in connection with our review of the parliamentary elections in Sweden.

Monthly donations remain important, as they allow for long-term planning and stability and reduce administrative costs. Growing the donor base through new recruitments along with continued upgrading activities remains a priority in the coming years.

Companies

During the year, companies and organisations contributed SEK 22,572 thousand to Civil Rights Defenders, either through long-term partnerships or by making a one-off donation. In 2021, the corresponding income from companies was SEK 16,414 thousand, which represents an increase of 38 per cent. Donations and grants from companies are of great importance for our ability to meet the challenges ahead, and the organisation will continue to focus on strengthening its partnerships with companies and organisations. Since 2013, Civil Rights Defenders is a beneficiary of the Swedish Postcode Lottery, and in 2022 the organisation received

SEK 10,000 thousand. Other important partners that supported our operations included, among others, Microsoft, Coca Cola, Grindr, IKEA, Tele 2, the Swedish Olympic and Paralympic Committees, Neptunia Invest AB, Weekday, and Twitter.

EXPECTED FUTURE DEVELOPMENTS AS WELL AS MATERIAL RISKS AND UNCERTAINTIES

The trend of autocratisation has continued and the degree of freedom for the average person is back to same level as in 1986. Today, 72 per cent of the world's population lives in what can be classified as not-fully-democratic countries. It is clear that the pandemic has accelerated this trend.

In light of this, Civil Rights Defenders' new strategy to empower formal and informal actors in civil societies in different countries is timely and relevant. Our theory of change is based on the presence of strong, independent civil societies that can act as a resistance to authoritarian forces.

Our work on the strategy is expected to enter into its next phase, involving focus areas to realise the strategy's goals. This work includes diversifying the organisation's income streams, continued work to improve the HR infrastructure, and organisational development to make Civil Rights Defenders' operations sustainable and resilient in the long term. Expansion and growth must continue to strike a strategic balance so that our work together with our partners and for human rights is matched with sufficient organisational capacity. This is, among other things, why we will have a special focus on leadership and strengthening managers within the organisation. We will continue to attract and develop the talent we recruit, and that requires good and sound leadership at all levels.

One uncertain factor that may affect future years is the expected contracted income from Sida. As the new government has announced a reduction in aid and frozen aid to various regions, a certain risk arises in our operational planning. Both previous and current governments have flagged a change in future aid policy, which means that the situation for Civil Rights Defenders cannot be considered as stable as before. The work to find new and more diversified income streams has been intensified through a focus area in the strategy, and will continue throughout 2023.

CODE REPORT BASED ON GIVA SWEDEN'S GUIDELINES

Civil Rights Defenders follows the Code of Quality issued by Giva Sverige (the Swedish Fundraising Association) – see www.givasverige.se.



INCOME

Total operating income 2022: SEK 181,878 thousand (2021: SEK 124,871 thousand). The distribution of income is shown below:

- Public bodies – 67% (65%)
- Foundations and organisations – 16% (17%)
- General public – 5% (6%)
- Companies – 12% (12%)

The outer circle shows the distribution of income for 2022 and the inner circle for 2021. Despite an increase in income of almost 50 per cent from government donors between 2021 and 2022, the income distribution across different donors looks almost the same as the year before, which is a result of strong increases in income from other types of donors as well.



SPECIAL PURPOSE EXPENSES

Special purpose expenses for 2022 were SEK 172,269 thousand compared to SEK 109,858 thousand in 2021, corresponding to an increase of 57%.

- Africa – 9% (7%)
- Asia – 5% (7%)
- Eurasia – 21% (20%)
- Europe – 21% (22%)
- Security and Innovation – 15% (13%)
- Latin America – 10% (10%)
- Sweden – 11% (13%)
- Global – 5% (6%)
- Other – 2% (1%)

The outer circle shows the distribution of special purpose expenses for 2022 and the inner circle for 2021.

MULTI-YEAR COMPARISON

	2022	2021	2020	2019	2018
Total income incl. interest income and similar profit items (SEK thousands)	189,793	126,198	101,771	89,042	91,454
Operating income	181,878	124,871	101,771	88,954	91,125
Profit/loss after financial items	3,836	5,626	2,772	-1,335	-2,384
Project expenses/total income	95%	88%	86%	90%	91%
Fundraising expenses/total income	4%	6%	5%	4%	5%
Administrative expenses/total income	4%	3%	6%	7%	7%
Equity ratio	20%	11%	7%	8%	11%

INCOME STATEMENT

Amounts in SEK

	Note	2022	2021
Operating income	3		
Membership dues		4,500	6,000
Donations		22,805,099	19,788,455
Grants		159,054,241	105,063,272
Other income		13,964	13,402
Total operating income		181,877,804	124,871,129
Operating expenses	4, 5		
Project expenses	6	-172,269,482	-109,857,887
Fundraising expenses		-7,175,411	-7,372,644
Administrative expenses	7	-6,501,527	-3,341,279
Total operating expenses		-185,946,420	-120,571,810
Operating profit/loss		-4,068,616	4,299,319
Other interest income and similar profit items	8	7,915,461	1,327,139
Interest expenses and similar loss items	8	-10,846	-356
Total profit from financial investments		7,904,615	1,326,783
Profit/loss after financial items		3,835,999	5,626,102
Profit/loss for the year		3,835,999	5,626,102

BALANCE SHEET

Amounts in SEK

ASSETS	Note	2022-12-31	2021-12-31
Fixed assets			
Tangible fixed assets			
Movables, equipment, and installations	9	1,496,012	1,240,531
Total tangible fixed assets		1,496,012	1,240,531
Current assets			
Current receivables			
Accounts receivable		34,177	155,448
Current tax asset		105	37,789
Other receivables		2,822,704	1,472,249
Prepaid expenses and accrued income	10	2,479,945	2,937,697
Total current receivables		5,336,931	4,603,183
Cash and bank balances		70,948,777	100,345,709
Total current assets		76,285,709	104,948,893
Total assets		77,781,721	106,189,424
EQUITY AND LIABILITIES			
Equity			
Special purpose funds		0	0
Profit brought forward		15,251,050	11,415,051
Total equity		15,251,050	11,415,051
Current liabilities			
Accounts payable		2,365,868	5,317,484
Income tax liabilities		385,725	277,376
Liabilities – received, unutilised grants	11	49,002,503	80,290,966
Other liabilities		1,765,835	1,622,505
Accrued expenses and deferred income	12	9,010,740	7,266,043
Total current liabilities		62,530,671	94,774,373
Total equity and liabilities		77,781,721	106,189,424

CASH FLOW ANALYSIS – INDIRECT METHOD

	<i>Amounts in SEK</i>	
	2022-01-01 –2022-12-31	2021-01-01 –2021-12-31
Operating activities		
Operating profit/loss	-4,068,616	4,299,319
Adjustments for non-cash transactions		
Depreciation expenses	289,113	207,709
Interest received	220,723	809
Interest paid	-9,515	-356
Cash flow from operating activities before changes in working capital	-3,568,295	4,507,481
Changes in working capital		
Change in accounts receivable	121,271	-128,484
Change in other current receivables	-855,019	-379,274
Change in accounts payable	-2,951,616	4,103,086
Change in other current liabilities	-29,292,086	18,928,176
Cash flow from operating activities	-36,545,745	27,030,985
Investment activities		
Acquisition of tangible fixed assets	-544,594	-104,644
Cash flow from investment activities	-544,594	-104,644
Cash flow for the year	-37,090,339	26,926,341
Cash and cash equivalents at beginning of year	100,345,709	72,093,039
Exchange rate differences related to cash and bank balances	7,693,407	1,326,330
Cash and cash equivalents at year end	70,948,778	100,345,709

NOTES

NOTE 1 ACCOUNTING AND VALUATION PRINCIPLES

The accounting and valuation principles comply with the Swedish Annual Accounts Act, BFAR 2012:1 (K3), Giva Sverige's governing guidelines for annual reports, and BFAR 2020:1 (on certain accounting issues due to the corona virus).

INCOME STATEMENT

Operating Income

Only the inflow of economic benefits that Civil Rights Defenders has received, or will receive, for its own use is recognised as income. Income is recognised at the fair value of the consideration received or receivable unless otherwise stated. Membership dues comprise payments received for membership in Civil Rights Defenders. Membership dues are recognised as income when payments are received from the members. A transaction in which Civil Rights Defenders receives an asset or a service with a value attached, without providing anything of the same value in return, constitutes a donation or a grant. If the asset or service is received because Civil Rights Defenders 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 is classified as a grant. If it does not constitute a grant, it is a donation. Donations are mainly funds raised from private individuals, companies, and organisations. Donations are reported on a cash basis, but if a donation refers to a specific time period, it is allocated to that period through provisions for special purpose funds in equity. If there are donations from companies and organisations that have been agreed but not received at the reporting date, these are recognised as income following individual assessment.

Grants are recognised as income when the conditions attached to them have been met. Grants received are recognised as a liability until the conditions attached to them have been met. This means that income is only recognised when it is highly probable that the grant will not be reclaimed. Grants forwarded to partner organisations where Civil Rights Defenders is responsible to the awarding body are also recognised as income. Grants consist mainly of cash and cash equivalents from public bodies, including the Swedish International Development Cooperation Agency (Sida), the Swedish Institute, the Ministry for Foreign Affairs, and the Swedish Postcode Lottery. Income not connected to Civil Rights Defenders' primary operations is reported under Other income for the respective period.

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, in and outside of 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-shaping and information activities regarding Civil Rights Defenders' mission. The 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 grants from all donors and grant-awarding bodies, i.e. both private individuals and companies. This includes 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. Administrative expenses are those required to manage and run the organisation. The organisation's administration is a guarantee of quality for the project and the donor. Examples of such expenses relate to board meetings and annual general meetings, accounting and annual reports, the handling of payroll and social security contributions, VAT and tax declarations, audits of the organisation itself, and Giva Sverige's code of quality, as well as administrative systems such as accounting systems, the purchasing ledger, and asset register. Expenses not related to projects or fundraising are classified as administrative expenses. Administrative expenses may also include any joint support expenses that have not been allocated to project, 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 and when the employees perform the services. Pension obligations are classified as defined-contribution pensions and recognised as an expense 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 – with no profit motive or external owners – which means that concepts such as profit and equity have a different meaning than for other legal entities, such as corporations and 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 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 in the following financial year. The funds include fundraising donations where a specific project was specified, and which have not yet been utilised.
- **Equity 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 income statement, represents the difference between operating income, operating expenses, and profit from financial activities.

NOTE 2 ESTIMATES AND ASSESSMENTS

No material items in the organisation's income statement and balance sheet are based on estimates and assessments.

Amounts in SEK

NOTE 3 FUNDS RAISED**Donations recognised in the income statement**

	2022	2021
Funds raised		
The general public	9,691,684	6,924,596
Inheritance and wills	50,000	0
Companies:		
Swedish Postcode Lottery	10,000,000	10,100,000
Other companies	2,234,566	1,118,973
Other organisations	531,016	616,496
External foundations	297,834	1,028,389
Total funds raised (a)	22,805,099	19,788,455

Pro-bono services received have not been recognised in the income statement and in 2022 mainly related to services within data communication, advertising, and law (b).

Grants recognised as income

	2022	2021
Funds raised (grants according to private law)		
Foundations and organisations:		
Open Society Foundations	17,062,082	13,484,340
National Endowment for Democracy	2,881,539	2,523,594
CIVICUS	3,657,980	1,714,877
Gerald & Monica Naglers Foundation	1,409,218	678,394
The Foundation for Democracy & Pluralism	1,336,100	0
Other	1,183,440	1,629,829
Companies:		
Swedish Postcode Lottery	3,990,530	3,141,048
Facebook META	2,417,501	408,969
Coca Cola	1,078,420	0
Grindr	912,379	0
IKEA	547,101	0
Other	562,368	0
Total funds raised (c)	37,038,659	23,581,052
Public grants		
Sida – Strategic Partner Organisation	69,378,644	36,628,488
Sida	36,224,178	28,431,841
Swedish Ministry for Foreign Affairs	7,408,475	7,559,470
Swedish Inheritance Fund	3,252,553	3,114,103
MUCF	1,917,463	3,447,419
Minister of Foreign Affairs, Germany	909,244	83,694
EU	839,880	75,027
Balkan Trust for Democracy	601,701	608,773
Swedish Institute	328,836	1,024,017
Other	1,154,606	509,389
Total public grants (d)	122,015,582	81,482,220
Total grants (c+d)	159,054,241	105,063,272

Total funds raised comprise the following

	2022	2021
Donations recognised in the income statement (a)	22,805,099	19,788,455
Donations not recognised in the income statement (b)	150,000	150,000
Grants in accordance with private law recognised as income (c)	37,038,659	23,581,051
Total funds raised	59,993,758	43,519,507

Amounts in SEK

NOTE 4 SALARIES, OTHER BENEFITS, AND SOCIAL SECURITY CONTRIBUTIONS

	2022	2021
Salaries		
Board of Directors	–	–
Executive Director	1,093,497	1,026,935
Other employees	40,276,961	31,397,550
Social security contributions	12,771,946	10,439,341
Pension expenses	3,900,363	3,484,684
Total salaries and benefits	58,042,766	46,348,410

The Executive Director's pension expenses accounted for SEK 413,134 (SEK 427,239) of total pension expenses.

The period of notice between Civil Rights Defenders and the Executive Director is six months. There is no severance agreement.

Remuneration below one half of the base amount totalled SEK 28,908 (SEK 23,687) and relates to expert groups within projects.

	2022	2021
Geographical breakdown of salaries and other benefits:		
Sweden	29,252,899	24,225,968
Other countries	7,384,845	4,652,545
Total	36,637,744	28,878,513
Average number of employees, Sweden		
Men	23	22
Women	44	45
Total	67	67
Average number of employees, other countries		
Men	13	14
Women	21	16
Total	34	30
Members of the board		
Men	3	4
Women	5	4
Total	8	8
Directors		
Men	3	3
Women	3	3
Total	6	6

NOTE 5 LEASES

Civil Rights Defenders mainly rents office premises in Sweden and in other parts of the world. Expenses for the year amounted to SEK 4,148,857. Future office expenses are due as follows:

	2022	2021
Within 1 year	4,673,978	4,599,787
2–5 years	12,399,279	13,262,167
After 5 years	0	2,323,755

As of 1 September 2020, Civil Rights Defenders has signed a seven-year lease with a new landlord for our offices in Stockholm. The notice period for the contract is 12 months and the extension period is three years. From December 2020, Civil Rights Defenders transitioned to leasing its computers. The expenses for the periods of '2–5 years' and 'After 5 years' are not index-adjusted.

Amounts in SEK

NOTE 6 PROJECT EXPENSES

	2022	2021
Africa	15,540,710	7,987,106
Asia	8,939,983	7,899,224
Eurasia	35,610,479	22,250,498
Europe	36,838,180	24,216,672
Latin America	17,856,914	10,471,162
Security and Innovation	26,684,731	14,732,845
Sweden	18,463,494	14,693,289
Global	9,264,062	6,313,182
Other	3,070,930	1,293,909
Total project expenses	172,269,482	109,857,887

NOTE 7 ADMINISTRATIVE EXPENSES

	2022	2021
Accounting expenses and administration	687,265	389,478
Human resource expenses	4,189,926	1,891,210
Project management and financial management systems	479,850	70,126
Office expenses	1,035,106	963,409
Board and membership expenses	109,378	27,057
Total administrative expenses	6,501,526	3,341,279

NOTE 8 OTHER INTEREST AND SIMILAR PROFIT/LOSS ITEMS

	2022	2021
Interest income	220,723	809
Interest expenses	-9,515	-356
Exchange rate differences, cash and bank balances	7,693,407	1,326,330
Total	7,904,615	1,326,783

NOTE 9 MOVABLES, EQUIPMENT, AND INSTALLATIONS

	2022-12-31	2021-12-31
Opening acquisition cost	1,503,677	1,399,033
Purchase costs	544,594	104,644
Closing accumulated acquisition costs	2,048,271	1,503,677
Opening accumulated depreciation	-263,146	-55,437
Depreciation for the year	-289,113	-207,709
Closing accumulated depreciation	-552,259	-263,146
Closing carrying value	1,496,012	1,240,531
Total	1,496,012	1,240,531

Depreciation as per schedule is calculated based on a useful life of seven years.

NOTE 10 PREPAID EXPENSES AND ACCRUED INCOME

	2022-12-31	2021-12-31
Prepaid expenses:		
Rent	909,858	801,435
Rent deposits	1,273,745	1,273,745
Other items	296,343	862,517
Total	2,479,946	2,937,697

Amounts in SEK

NOTE 11 LIABILITIES – RECEIVED, UNUTILISED GRANTS

	2022-12-31	2021-12-31
Liability, unutilised grant from Sida	9,059,146	19,728,185
Liability, Sida Strategic Partner Organisation	-3,224,120	8,105,035
OSF	12,653,643	24,802,788
Liability, unutilised grant from the Swedish Postcode Lottery	8,035,674	12,026,204
Liability, unutilised grant from others	22,478,161	15,628,755
Total	49,002,503	80,290,966

NOTE 12 ACCRUED EXPENSES AND DEFERRED INCOME

	2022-12-31	2021-12-31
Accrued social security contributions	1,684,469	1,388,155
Holiday pay liability	5,349,109	4,388,809
Other items	1,977,162	1,489,078
Total	9,010,740	7,266,043

NOTE 13 PLEDGED ASSETS AND CONTINGENT LIABILITIES

There are no pledged assets and contingent liabilities.

NOTE 14 SIGNIFICANT EVENTS AFTER THE END OF THE FINANCIAL YEAR

At the end of December, Sida received the government's new letter of appropriation. The letter announced budget cuts to Sida, which had an impact on some of Civil Rights Defenders' project budgets for 2023. During the first quarter, the organisation updated its forecast for the year, and the cuts from Sida will mean slightly scaled-back operations in some of our regions.

This annual report has been signed digitally.
Stockholm 15 May 2023

Hanna Gerdes
Chairperson

Anne Ramberg
Board Member

Caroline Thunved
Board Member

Christian Åhlund
Board Member

Christoffer Lindblad
Board Member

Lars Häggström
Board Member

Lena Svensson
Board Member

Noura Berrouba
Board Member

Anders Pettersson
Executive Director

Our audit report has been issued on 15 May 2023.
Grant Thornton Sweden AB

Pernilla Zetterström Varverud
Authorised Public Accountant

AUDIT REPORT

**TO THE ANNUAL GENERAL MEETING OF CIVIL RIGHTS DEFENDERS,
ORGANISATION ID NO. 802011-1442**

REPORT ON THE ANNUAL ACCOUNTS

Opinion

We have audited the annual accounts for Civil Rights Defenders for the year 2022. The association's annual accounts are included on pages 33–47 of this document.

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 on 31 December 2022 and its financial performance and cash flow for the year then ended. The statutory administration report is consistent with the other parts of the annual accounts.

We therefore recommend that the annual general meeting adopt the income statement and the balance sheet.

Basis for opinion

We conducted the audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under these standards are further described in the Auditor's Responsibilities section. We are independent of the association in accordance with ethical requirements for professional accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Information other than the annual accounts

This document also contains information other than the annual accounts and can be found on pages 1–32 and 48–52. The Board of Directors and the Executive Director are responsible for this other information.

Our opinion on the annual accounts does not extend to this information and we do not express any form of confirmation regarding this other information.

In connection with our audit of the annual accounts, it is our responsibility to read the information identified above and consider whether the information is materially inconsistent with the annual accounts. During this procedure, we also take into account our knowledge otherwise obtained during the audit and assess whether the information appears to be materially misstated.

If, based on the work performed concerning this information, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Executive Director

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

In preparing the annual accounts, the Board of Directors and the Executive Director are responsible for the assessment of the association's ability to continue as a going concern. They disclose, as applicable, matters related to the going concern and use of the going concern basis of accounting. The going concern basis of accounting is, however, not applied if the Board of Directors and the Executive Director intend to liquidate the association, cease operations, or have no realistic alternative but to do so.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or mistake, and to issue an audit report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or mistake and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these annual accounts.

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

- identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or mistake, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from mistake, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of the association's internal control relevant to our audit in order to design audit procedures that are appropriate to the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Executive Director.
- draw a conclusion on the appropriateness of the Board of Directors' and the Executive Director's use of the going concern basis of accounting in preparing the annual accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts. Our conclusions are based on the audit evidence obtained up to the date of our audit report. However, future events or conditions may cause an association to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation..

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform them of significant findings during our audit, including any significant deficiencies in internal control that we have identified.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Opinion

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 2022.

We recommend that the annual general meeting discharge the members of the board and the Executive Director from liability for the financial year.

Basis for opinion

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities in this regard are further described in the Auditor's Responsibilities section. We are independent of the association in accordance with ethical requirements for professional

accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Responsibilities of the Board of Directors and the Executive Director

The Board of Directors and the Executive Director are responsible for administration in accordance with the statutes.

Auditor's responsibility

Our objective for the audit of the administration, and therefore our opinion regarding discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Executive Director in any material respect has:

- undertaken any action or been guilty of any omission which could give rise to liability to the association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect an action or omission which could give rise to liability to the association.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgement and maintain professional scepticism throughout the audit. The examination of the administration is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgement, with a starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for operations and where deviations and violations would be of particular importance for the association's situation. We examine and test decisions made, support for decisions, actions taken, and other circumstances that are relevant to our opinion concerning discharge from liability.

Stockholm, on the date in the electronic signature.

Grant Thornton Sweden AB

Pernilla Zetterström Varverud

Authorised Public Accountant

BOARD OF DIRECTORS



Hanna Gerdes

Lawyer (Chairperson)

Hanna Gerdes has worked nationally and internationally for 20 years to strengthen the protection of human rights and influence the development of society. Hanna is a lawyer in international law and has previously worked in strategic management and development roles at the Swedish Armed Forces, the Human Rights Fund, the Prime Minister's Office and the Equality Ombudsman. Hanna has extensive experience in board work, in organisations such as RFSU and Forum Syd. She has also been a member of the Swedish Committee on Constitutional Damages and has authored several books and publications on human rights. Hanna was awarded the Diversity Index Award 2018.



Anne Ramberg

Lawyer (Board Member)

Anne Ramberg has been a lawyer since 1976, and for 13 years at her own law firm. She has been a member of the Ethical Review Board at the Swedish National Police Board and served as secretary general for the Swedish Bar Association between 2000 and 2019. She has several assignments in Sweden and internationally, among others as a member of the board at the International Bar Association's Human Rights Institute (IBAHRI), and as an ad-hoc judge at the European Court of Human Rights as well as mediator at the Court of Conciliation and Arbitration at the Organisation for Security and Co-operation in Europe (OSSE), and chairperson of the board for the Stockholm Centre for the Rights of the Child at Stockholm University.



Christian Åhlund

Lawyer (Board Member)

Christian is a member of the Swedish Bar Association since 1983 and has focused on international humanitarian law, labour law, and criminal cases. Christian was the driving force behind the establishment of the International Legal Assistance Consortium (ILAC) in 2002 and served as its secretary general until 2015. Christian has previously been chairman of the Swedish Bar Association's Human Rights Committee and the European Human Rights Committee within the CCBE (Conseil Consultatif des Barreaux Européens). Since 2005, he has also been Sweden's representative in the Council of Europe's Commission against Racism and Intolerance (ECRI).



Caroline Thunved

CEO Swedish Communication Association (Board Member)

Caroline Thunved has more than 25 years of experience working in communication, marketing, and business development in both civil society and private industry. Caroline is CEO of the Swedish Communication Association. She has extensive experience in leadership positions and has previously worked at Save the Children Sweden, the Guides and Scouts of Sweden, and the Employers' Organisation IDEA. She ranked high on Resumé's top list of Supercommunicators and she won the Stora Kommunikatörspriset 2016.



Christoffer Lindblad

Founder and Partner Pelago AB (Board Member)

Christoffer is the founder of and a partner at Pelago, a prominent Nordic leadership services company. Christoffer was previously country manager (Sweden) and a partner at Alumni, a leading company in executive recruitment and leadership development. He has a broad network in the Nordic business community and 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.



Lars Häggström

Executive in Residence IMD Business School (Board Member)

Lars works at IMD Business School in Lausanne, Switzerland, where he is a lecturer and researcher in leadership and change. He is also the founder and CEO of the company Enable Performance AB, which works with development of organisations and individuals. Lars previously worked as HR Director of Stora Enso, a company active in the field of renewable materials, and before that as HR Director of Nordea. He has also worked in the pharmaceutical industry in the UK and the US. Lars has an education in behavioural science and economics from Uppsala University.



Lena Svensson

Economist, senior advisor focusing on the nonprofit sector (Board Member)

Lena Svensson is a former certified public accountant and partner at PwC. She has several years of experience as an accountant and advisor in the nonprofit sector and has, among other things, worked with organisations within the fundraising and international development sectors. Beyond leading numerous audit teams, Lena has held several leadership roles within PwC as group manager and business area manager, and has been responsible for developing PwC's nonprofit sector department. Today, Lena holds several board positions and works as a consultant, specialising in associations and foundations.



Noura Berrouba

President LSU – The National Council of Swedish Youth Organisations (Board Member)

Noura Berrouba works full-time with democracy and human rights issues, focusing on young civil society. She is the working president of LSU – the National Council of Swedish Youth Organisations. She has previously worked at the Swedish Dialogue Institute for the Middle East and North Africa and at the Department for Foreign and Security Policy at the Swedish Ministry for Foreign Affairs. Noura has a background of studies in international humanitarian law and has worked in many national and international settings with democracy, human rights as well as peace and security.

DEPARTMENTS AND REGIONAL OFFICES AT THE END OF 2022

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Africa Department

Mesfin Bekele, *Director Africa Department*

Asia Department

Rosanna Ocampo, *Director Asia Department*

Eurasia Department

Helen Rask, *Director Eurasia Department*

Europe and MENA Department

Goran Miletic, *Director Europe and MENA Department*
and *Deputy Director Global Department*

Latin America Department

Erik Jennische, *Director Latin America Department*

Legal Department (incl. activities in Sweden)

John Stauffer, *Legal Director and Deputy Executive Director*

Security and Innovation Department

Marcin de Kaminski, *Security and Innovation Director*

Communications Department

Maria Granefelt, *Communications Director*

Finance Department

Karin Ancker, *Chief Financial Officer*

Fundraising and Partnerships Department

Anna Magnard, *Development Director*

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SUPPORT THE WORLD'S BRAVEST PEOPLE

Civil Rights Defenders is a human rights organisation founded in Sweden in 1982. We work for and together with thousands of human rights defenders who fight for democracy and respect for people's civil and political rights across the world. Our task is to make sure that they can be safer, smarter, and faster in their work. We engage in advocacy activities and legal processes, and provide information on the situation with regards to human rights globally. With your support, we can accomplish more.



SUPPORT US

with a private donation, become a monthly donor or make a corporate donation. Please visit crd.org/support-us for more information.

COMPANIES

Do you share our values and want to develop your organisation in a positive direction with respect for human rights? Contact us to discuss how we can set up a partnership.

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