



# ANNUAL REPORT 2022



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When you put a price on human rights and start negotiating standards in favour of the price of oil, war will be the inevitable result. This is what Ukrainian people are fighting for now. Not because fighting is in our DNA, as some like to say, but because we chose the path of democracy and self-determination over that of authoritarianism and dictatorship. This is why human rights defenders won the Nobel Peace Prize this year. And this is something that was always well understood within the Helsinki Movement – human rights are irrevocably linked with security and peace, and the only way to achieve lasting peace is to uphold human rights standards. Not because they are a ‘nice to have’, or something we need to achieve to live in heaven, but because they are the minimum we need so we don’t live in hell.

In Ukraine, when we are fighting for our freedom of choice, we are fighting for young people not having to make a choice between democracy and authoritarianism in the future. They will have a tradition of democracy, because we are now fighting for that.

Partners are the ones who stand by us through difficult times, and we are fortunate to have partners like you. It is crucial for us to feel their support, as it is not solely our responsibility to fight for our cause. Although we may require assistance during the recovery phase, we also have much to offer, including innovative ideas and the courage to implement them. As partners, we should respect each other and work towards mutual improvement. We are grateful for the support of our friends who uphold human rights and aid Ukraine in safeguarding democracy.

**Oleksandra Romantsova, Executive Director of the Nobel Peace Prize-winning organisation, Center for Civil Liberties during our 35th Anniversary event *The Future of Human Rights in Times of War in Europe*, December 2022**





Protest on Dam Square, Amsterdam  
March 2022

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## FROM THE DIRECTOR

The past year has been a year of courage and resilience, for both our partners and our staff. The war in Ukraine, the total lack of freedom in countries like Belarus and Russia, and the pressure on democratic values and rule of law in the European Union (EU), fuel our ambition to make a difference. Our mission to support catalysts of change to build just societies has become more relevant than ever.

We reflected on the new realities in Europe and the consequences for our work, resulting in a brand new multi-annual strategy (2023-2026). The war in Ukraine is a painful reminder that freedom and democracy can never be taken for granted. Now more than ever we must realise that sustainable, lasting peace can only be achieved by building democratic, free and rights-respecting societies – and that a strong focus on human rights and the rule of law lies at its core.

The war in Ukraine is not the only development in the world that is affecting our work. The further closing of civic space, and roll back of the rule of law in wider Europe, including inside the EU, presents continued challenges. Let us not forget that these developments have real consequences for real people. It is about the activist that faces intimidation or even imprisonment, the judge that is removed from the bench, the civil servant who faces resistance when proposing reforms, and the citizen that is not heard. We need to turn the tide.

We will intensify our efforts in fostering a transparent judiciary, continue training civil servants and the strengthening of civic space. The latter is achieved through the creation of strong civil society organizations that can serve as watchdogs and mobilizers of public support for reforms, realizing that change can only take root when people are involved in it. Another strategic choice that we have made is that we will further strengthen our presence and activities in the country where we are based, the Netherlands, Highlighted by our recent advocacy efforts with the Democracy under Threat coalition. We can only be credible if we also reflect critically on human rights and the rule of law in our own society.

Last year in December, as part of the #HumanRightsWeek, we celebrated our 35th Anniversary and were honoured to welcome and hear from Oleksandra Romantsova, Executive Director of the Nobel Peace Prize-winning organisation, Center for Civil Liberties. Her words were very powerful. People like Oleksandra give me hope. If she can continue to do her job, then we also can continue our job. I am proud that in 2022 we were able to provide emergency support to 13 organisations and in addition supported 21 organisations in Ukraine, to support their work on monitoring and collecting evidence of war crimes and human rights violations. In this report, you can read further about our impact and activities of the past year.

I would like to use this opportunity to thank our partners and supporters for their continued cooperation. Together we can ensure that catalysts of change are supported and stand strong.

**Kirsten Meijer, Executive Director, Netherlands Helsinki Committee**



## 1987

Founding of the NHC, Representatives from diverse walks of civil society come together to provide input into and support the Helsinki process.



## 1990

Creation of Flagship publication, originally called the “Helsinki Monitor”, now “Security and Human Rights Monitor” (SHRM), a rather unique platform (in the Organisation for Security and Co-Operation in Europe (OSCE) area) for debate, analysis, information and developments relevant to the mandate of the OSCE.

## 1993

With input and guidance from the NHC, creation of Dutch Government MATRA Funding stream, one of the largest funding programmes for regional societal transformation, initially to assist transitions of civil society to democracy and rule of law in EU accession countries in Central and Eastern Europe, later engaged directly with new governments.

## 1996-Present

Capacity building of key catalysts of change aimed at strengthening rule of law in accession countries focusing on training of judges, prison staff, prosecutors, and supporting non-discrimination bodies.

## 2006-2009

Strategic litigation in the South Caucasus (Azerbaijan, Armenia, Georgia) where the NHC trained many lawyers and advised on building jurisprudence and preparing strategic litigation towards the European Court of Human Rights.

## 2010

Creation of the European Penitentiary Training Academies (EPTA) Network by heads of several European Penitentiary Staff Training Academies. In 2018, the NHC together with the European Organisation of Prison and Correctional Services (EuroPris) and in conjunction with National Training Academies across Europe started to work together on creating a sustainable, professional and active EPTA network.

## 2011

Creation of the Civic Solidarity Platform which initially brought together 98 non-governmental organisations (now 103) committed to improving the human rights situation in Europe, Eurasia and the United States (US).

## 2013-2018

Development of substantial engagement in supporting human rights defenders in post-Soviet space (Russia, Ukraine, Belarus, Kazakhstan), innovative human rights communication and advocacy, developing partnerships with local Non-Governmental Organisations (NGOs), engaging over 12 million people, creating substantial outputs and enhancing civil society, created relationships that set the groundwork for today.



## 2018-23

The NHC is training civil servants from 11 countries on a variety of topics through the Rule of Law Training Programme.

## 2020

Engagement in the EU rule of law debate, advocating towards the Committee for European Affairs of the Dutch Parliament, the European Parliament and eventually other Member States Parliaments.

## 2020

Break out of COVID-19, new projects created to address current issues, such as the EU COVID-19 Solidarity Programme for Eastern Partnership.

## 2021

Renewed attention for backsliding rule of law in Hungary and Poland, the NHC is active in raising awareness.

## 2022

In February 2022, the full-scale invasion of Ukraine by Russia breaks out, and while celebrating 35 years the NHC renews its efforts to support, inspire and engage catalysts of change for just societies.

## 2022

To celebrate 35 years in December 2022 we hosted our anniversary event on the Future of Human Rights in Times of War in Europe, with a key-note address by Executive Director of the Nobel Peace Prize winning Center for Civil Liberties in Ukraine, Oleksandra Romantsova.

# 35 YEARS NETHERLANDS HELSINKI COMMITTEE

# THE NHC IN UKRAINE

In 2022 Russia launched its full-scale invasion of Ukraine. A war in which we have witnessed and continue to witness thousands of casualties, crimes against humanity and millions of refugees and displaced people, in a country close to our hearts and our homes. The war in Ukraine is a painful reminder that freedom and democracy can never be taken for granted.

As an organisation that has worked for many years with Ukrainian partner organisations, we continue to stand in solidarity with the people of Ukraine, in the past year we have:

- Continued to offer support to Ukrainian human rights defenders and a total of 21 organisations, including supporting their work on collecting evidence of war crimes through flexible grants;
- Continued flexible emergency support for human rights organisations to cover extra costs that occurred because of the war. Such as, loss of equipment, protection gear and medical costs. In total, we were able to provide this emergency support for 13 organisations;
- Amplifying the voices of Ukrainian human rights defenders in the Netherlands and internationally to support mobilization for solidarity for Ukraine;
- Supporting the development of an app to support accessible mental health care for Ukrainians. This app has already been viewed by 14 million people;
- Continued to work with the Ukrainian Ministry of Justice and probation service to help them with justice reforms and setting up an effective probation system.

Find out more about our work and the different ways we support Ukraine [here](#).



The Human rights space lit up in Solidarity with the people of Ukraine



## WHO WE ARE

### THE NETHERLANDS HELSINKI COMMITTEE

In wider Europe today, more and more people are confronted with backsliding of the rule of law and violations of human rights. We face a fundamental challenge of peaceful coexistence on our continent and this has direct and sometimes destructive consequences for citizens, as we can witness on the news every day.

At the same time, catalysts of change can be found everywhere. Even under the most difficult circumstances, brave citizens are standing up for fundamental rights and justice, fighting against existing power structures which perpetuate inequality. Building on our track record of 35 years, we consider it to be our mission to inspire, engage and support these catalysts of change in building just and rights-respecting societies.

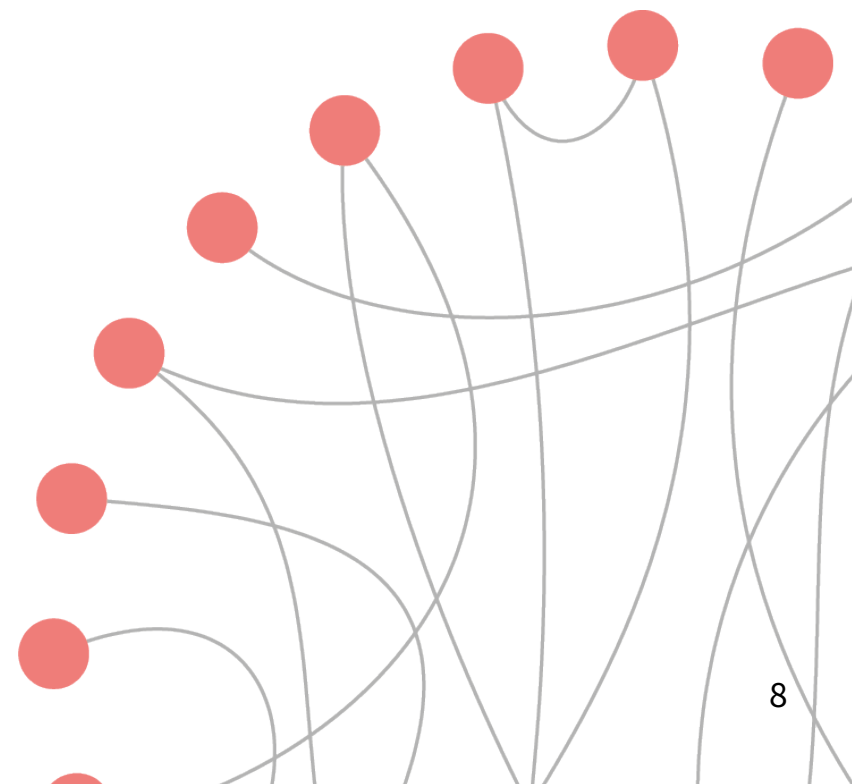
We want vibrant civil society organisations that raise their voices in defence of human rights. We want our governments to be held accountable and act with integrity. We want independent, inclusive and humane justice systems that put people first, especially when they are marginalised or historically underrepresented in decision-making. These areas form the cornerstones of our work.

Everybody can be a catalyst of change, and we are ready to support them by strengthening their capacities and by amplifying their voices through advocacy and campaigns. Our networks reach out to civil society, governments as well as the justice chain. With the catalysts of change from these sectors, we are able to mobilise the right peer-to-peer expertise and build bridges between them. Together we stand strong for human rights, the rule of law and justice in wider Europe.

## WHERE WE COME FROM

### THE H IN NHC

The Helsinki Movement refers to the human rights movement that followed the 1975 signing of the Helsinki Accords. In an era of tension amidst the Cold War, the Accords contained the ground-breaking concept of comprehensive security: the notion that real security is achieved by building democratic, free, and rights-respecting societies. The inclusion back then of civil society in the Helsinki process and beyond, today allows actors to hold governments accountable for implementing the Helsinki principles of upholding the rule of law and human rights.



# OUR APPROACH

Despite these challenging times for the human rights movement, we are determined to make a difference, and we see opportunities to contribute to sustainable change. We are inspired by the brave human rights defenders that do not give up on advocating for rights, by the civil servants that want to contribute to reform in their country, and the magistrates that continue to do their job with integrity and determination under difficult circumstances. We are encouraged by the worldwide human rights movement to change the mind-sets and behaviour of those actors that shape the future of wider Europe.

There is no blueprint for change, but we know that change will not happen in isolation. Multiple actors play a role, and the outcome is based on the interplay between power and countervailing powers. It is the actors in both these spheres we want to target with our work, by amplifying their voices, by supporting the change process for more just and rights-respecting policies and laws, and by building bridges to foster cooperation.

Our three programmes are our pathways of change. It is in these areas based on our 35-year track record that we can achieve real impact. We aim to achieve this impact through capacity strengthening and monitoring, policy advocacy and networking and awareness raising and engagement.

## CAPACITY STRENGTHENING AND MONITORING

Our Integrity and Accountability programme conducts training courses on the rule of law that encourage learning and exchange between reform-orientated governmental peers.



## POLICY ADVOCACY AND NETWORKING

In our Rights-Based Justice programme we work on innovating policies and advocating for reforms across the justice chain. Through our projects we develop prison and probation strategies that are implemented in several countries.



## AWARENESS RAISING AND ENGAGEMENT

Within our Human Rights Defence programme we conduct solidarity campaigns with and for Human Rights Defenders (HRDs) using hope-based communication to raise awareness about and protect fundamental human rights.



1. Democracy under Threat Summit
2. Communication and Advocacy training in Armenia
3. Solidarity Campaign with Human Rights Centre Memorial

# OUR NETWORKS AND PARTNERS

In most countries in wider Europe, we have multiple partners with whom we cooperate. These partners can be civil society organisations as well as governments and state institutions, and we have a strong track record on building bridges between the catalysts of change coming from these different sectors.

We believe in building on existing organisations and networks, to increase impact and to avoid duplication. By joining forces in networks, we stand stronger in our advocacy, we learn and share best practices and we can facilitate cooperation with governments and institutions. Being part of strong international networks also enables us to put international solidarity into practice. When partners are in need, we know this and we can support them. Together we amplify the voices of human rights defenders from the local to the European level and back, resulting in European policies that are responsive to the needs and demands of communities.

We believe that change should start at home and invest in building a human rights community with like minded partners in the Netherlands. We do this as part of several networks in the Netherlands, including also with our neighbours in the Human Rights Space in The Hague, the city of Peace and Justice.

We are always open to exploring cooperation with new partners that share our values and goals. Potential partners are invited to approach us through [office@nhc.nl](mailto:office@nhc.nl).

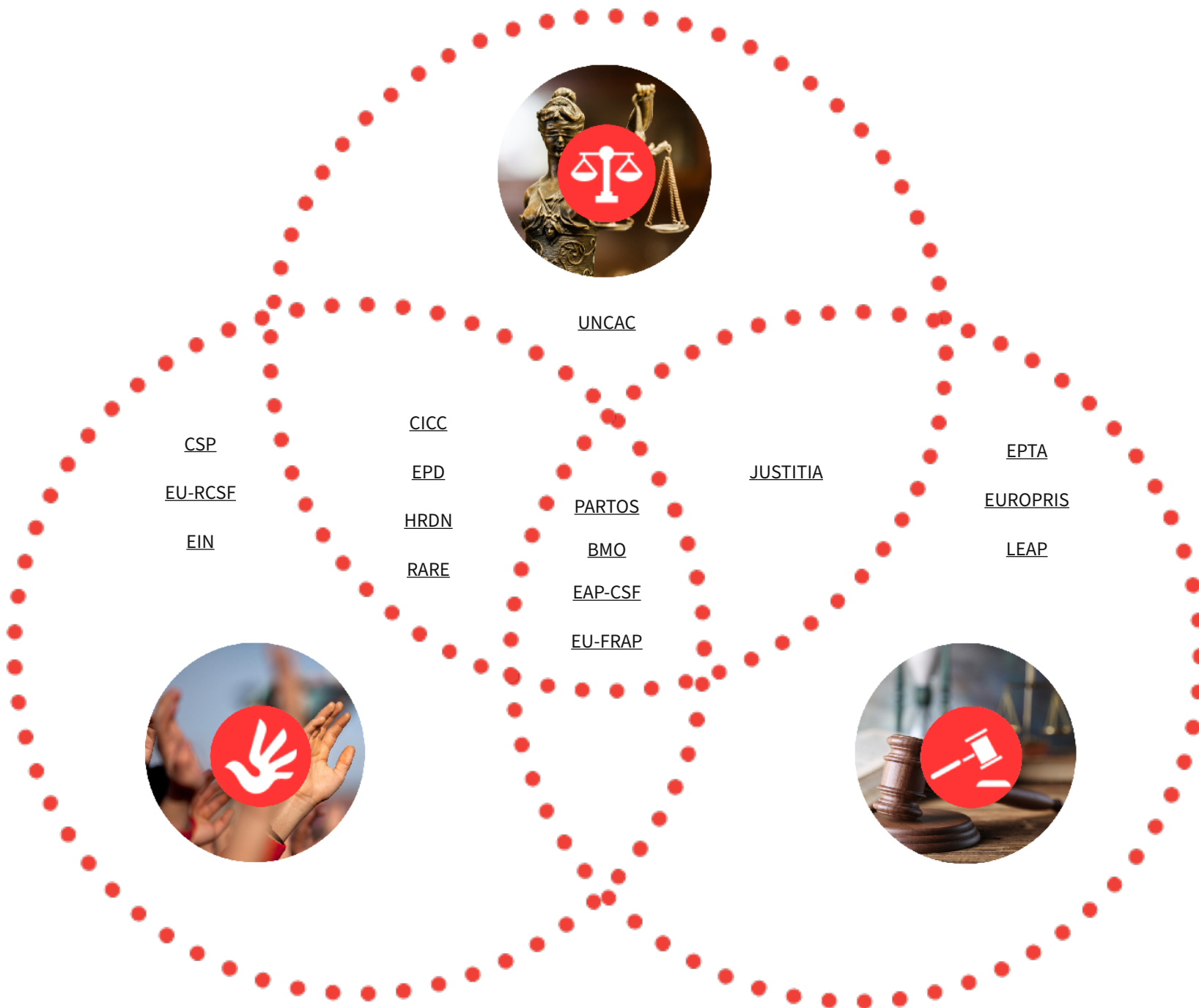
## OUR NETWORKS

**We participate in 17 networks** operating within our core competencies: strengthening rule of law; safe-guarding human rights; and strengthening civil society.

## KEY TO ACRONYMS

BMO	Netherlands Human Rights Network
CICC	Coalition for the International Criminal Court
CSP	Civic Solidarity Platform
EAP-CSF	Eastern Partnership Civil Society Forum
EIN	European Implementation Network
EPD	European Partnership for Democracy
EPTA	European Prison Training Academies Network
EU-FRAP	EU Fundamental Rights Platform
EU-RUCSF	EU-Russia Civil Society Forum
EUROPRI	European Organisation of Prison and Correctional Services
HRDN	Human Rights and Democracy Network
JUSTITIA	JUSTITIA Network
LEAP	Legal Experts Advisory Panel
PARTOS	Dutch Network for International Development Cooperation
RARE	Recharging Advocacy for Rights in Europe
THHH	The Hague Humanity Hub
UNCAC	Association for the Implementation of the UN Convention against Corruption





# OUR PROGRAMMES

## Featured Interviews and Highlights



### RIGHTS-BASED JUSTICE

Featured project: Towards a rehabilitative prison environment for Juveniles in conflict with the law in Albania, Kosovo and North Macedonia

*1. A juvenile during a session by the University of Applied Sciences Leiden in Educational Correctional Institution Tetovo, North Macedonia*



### HUMAN RIGHTS DEFENCE

5 AM: “I woke up to the sounds of bombs in Kyiv”

**Tetiana Pechonchyk**

Head of Board of Human Rights Centre ZMINA

*2. Tetiana Pechonchyk*



### INTEGRITY AND ACCOUNTABILITY

Transnational cooperation for strengthening rule of law in the European Union

**Marta Pardavi**

Co-Chair Hungarian Helsinki Committee

*3. Marta Pardavi during RARE Camp 4, the Hague*

# RIGHTS-BASED JUSTICE

Increased pressure on human rights is experienced in particular by people who have traditionally been marginalised in society, including those that are depending on protection from the state, for example prisoners, survivors of gender based violence, victims, as well as ex-offenders. In most societies, we are witnessing a trend towards more focus on security, punishment and protecting rules and procedures instead of people. The examples are manifold: from the shift towards more repressive detention regimes to authorities that focus on chasing fraud instead of fighting discrimination and institutional racism. These trends have a huge impact on people's lives, in particular of those people in society that are already in an underprivileged position. It leads to more poverty and exclusion and less safe societies. At the same time, most governments are, at least on paper, committed to respecting international human rights standards.

We see their commitment, and sometimes strong political will to comply, as an opportunity to hold authorities accountable and to support catalysts of change in the justice system to ensure access to justice and to execute criminal sanctions in a humane and rights-respecting way. Our ambition is that by 2026 we have contributed to strengthening the capacity of key actors in the justice chain to uphold fundamental rights; more attention to the well-being and rehabilitation or restoration of those affected by crime and conflict - both victims and offenders; and increased collaboration in the whole justice chain. This will contribute to our ultimate goal, which is to have justice systems that are inclusive, effective and humane.



Prison Officer during TOPs! training  
Kavaja Juvenile Prison, Albania, 2022

## FEATURED PROJECT: TOWARDS A REHABILITATIVE PRISON ENVIRONMENT FOR JUVENILES IN CONFLICT WITH THE LAW IN ALBANIA, KOSOVO AND NORTH MACEDONIA.

From 1 September 2017 through to 31 December 2022, together with partner civil society organisations we undertook a project called Towards a Safe, Stimulating and Rehabilitative Prison Environment for Children and Juveniles in Conflict with the Law in Albania, Kosovo and North Macedonia (PRIS II). The founding principle of PRIS II was the idea that detention conditions that favour re-socialization and the active involvement of juveniles in daily educational and vocational activities are more successful for their reintegration into society. Below is a visual outline of the NHC's achievements in securing a safer and more stimulating and rehabilitative juvenile prison environment through the PRIS II project.

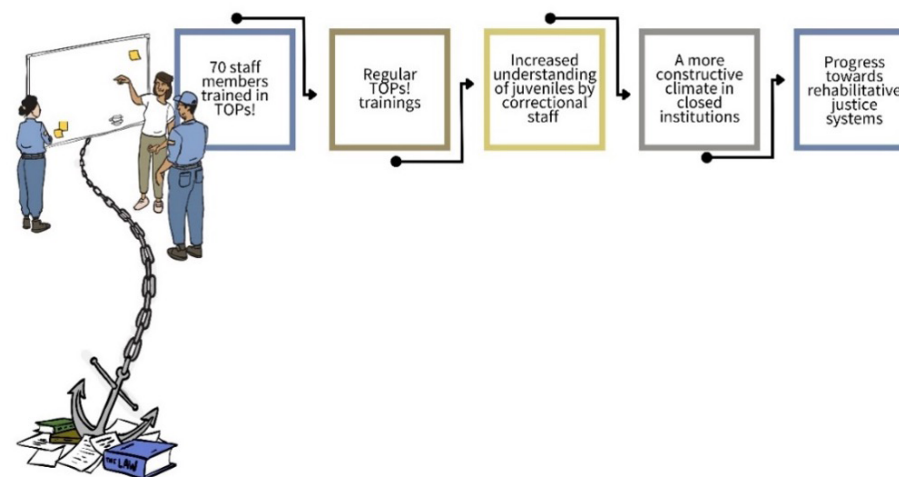
### TOPS! TRAININGS

**“One of the boys became very emotional, saying that he had never been taught how to deal with his emotions or what social decision making was, for example. It was through the TOPs! programme that he had learnt this for the first time in his life.”** Staff member of ECI Tetovo, North Macedonia

By the end of the PRIS II project, 70 juvenile correctional officers across Albania, North Macedonia, and Kosovo completed the TOPs! training – a pro-social behavioural training for youths in the age category 14 to 18 – and TOPs! was successfully woven into the institutional fabric of the correctional facilities. In Kosovo specifically, it was integrated into the Kosovo Academy for Public Safety (KAPS) where correctional officers are trained.

**“The staff acquired knowledge and skills on how to observe and understand the behavioural problems of the minors that they have to deal with on a daily basis.”**  
Patricia Meijer, certified TOPs! trainer, Stichting 180

As a result of the TOPs! trainings, correctional staff in all three countries can work better with incarcerated minors on understanding and changing their behaviours, thus creating a more constructive climate in closed institutions – an important step on the journey toward rehabilitative justice systems. You can read more about the TOPs! Training [here](#).



### CONTRIBUTING POSITIVELY TO SOCIETY (COPOS0)

**“For me, the entire COPOS0 methodology is a lesson in itself that equips me with a new positive approach that helps the well-being and integration of juveniles in detention or prison conditions.”** NGO Respondent, Albania

The COPOS0 method aims to prepare detained juveniles for a successful reintegration into society through urban arts and sports workshops. The NHC collaborated with the Dutch organisation Young Perspectives (YOPE) to train three social workers from in the COPOS0 method and how to train other trainers. In addition, four staff members from the Crime Prevention Centre received training and two social educators in Kavaja Prison gained an understanding of the method. Overall, staff from seven national organisations participated in the training, learning how to harness their own creative and sports-oriented passions and knowledge to unleash the potential of incarcerated youth. Now, the COPOS0 method is implemented in a detention centre in Kavaja twice a week for two hours. YOPE and Caritas Albania continue to work together on the implementation and dissemination of the COPOS0 method. You can read more about the COPOS0 method.

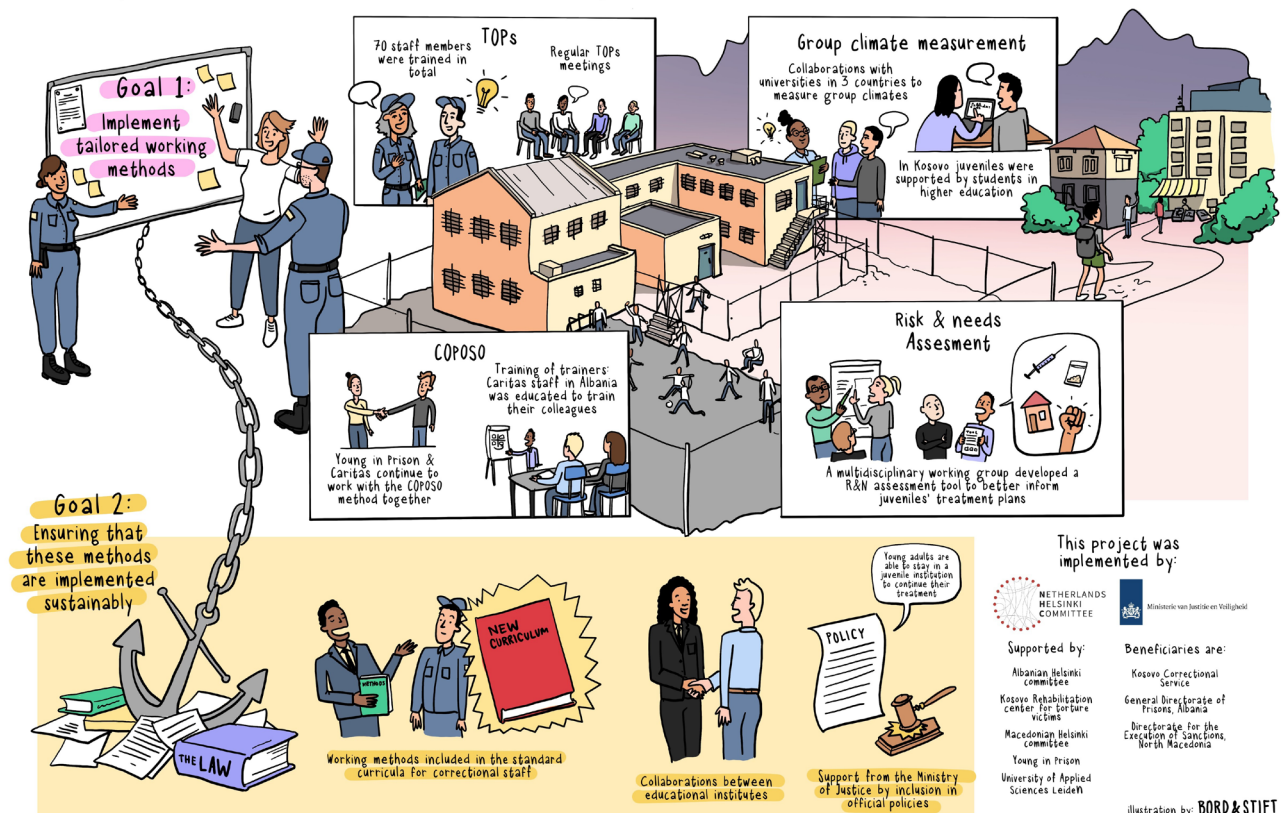


## THE SOCIAL CLIMATE TOOL

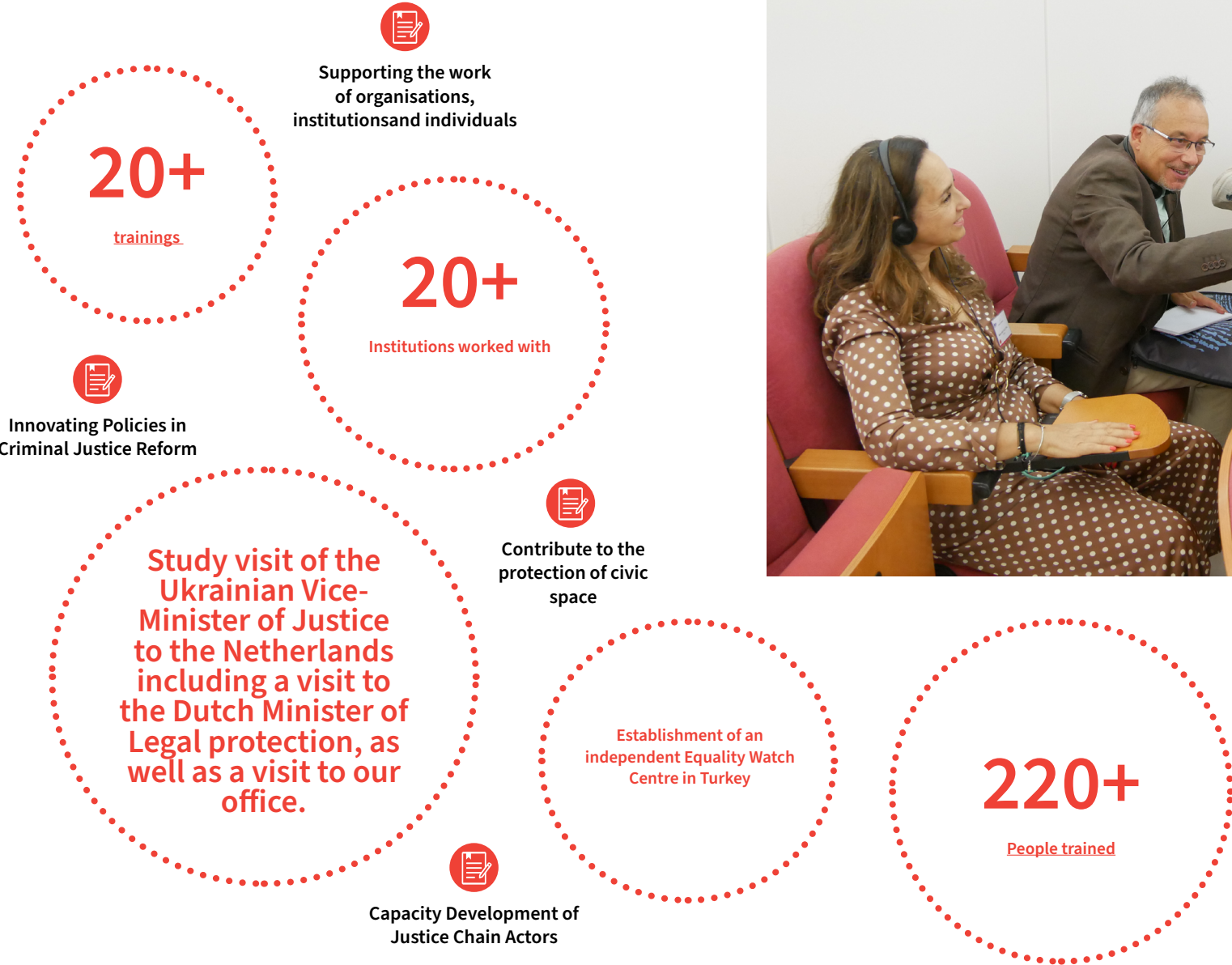
The social climate tool, implemented with the Hogeschool Leiden, was successful in laying the foundation for a feedback loop within juvenile prisons. The social climate tool project also led to an important advancement in educational opportunities for incarcerated youth. As many incarcerated minors in Kosovo have low levels of literacy, volunteers help them understand and answer the questions of the social climate tool. In one such tutoring session, PhD student Rita Selimi met Mirlinda\* – a bright young mind who wanted to pursue higher education while in prison. Through the University of Applied Sciences Leiden and Professor Peer van der Helm, Mirlinda was able to attend university while incarcerated and pursue a degree in Law and Criminology, helping victims of childhood abuse. With help from the NHC, Mirlinda's university tuition was successfully crowdfunded.

\*Name changed to protect identity

“Mirlinda's success story “laid the foundation for education opportunities for other incarcerated minors, including two boys aged 19 and 20 who are also working towards gaining a higher education degree while in prison ... education offers these children a chance at effective rehabilitation, changing their own perceptions of themselves, as well as societal perceptions of those incarcerated.” Rita Selimi, PhD Student, University of Amsterdam.



RIGHTS-BASED JUSTICE 2022 PROGRAMME OVERVIEW



EPTA 15th Annual Conference  
Barcelona, June 2022

# HUMAN RIGHTS DEFENCE

**T**he situation of human rights is deteriorating on a global scale. From the increasingly frequent subversion of the rule of law by authoritarian regimes, shrinking civic space and fundamental freedoms, to a sharp rise in nationalist and xenophobic rhetoric and practice in democracies, the universal human rights values and principles are coming under intensifying threat and attack. What was once perceived as a given – a shared culture of respect for human rights and fundamental freedoms – is more and more showing itself to be a precarious ideal that must be ardently fought for and consistently defended.

Despite this sobering context, human rights organisations fiercely push back against repression. To support this push back, our ambition is that by 2026 human rights defenders, civil society activists and their organisations become more resilient catalysts of change within their countries; their support base is increased; and their activities have greater impact and outreach, allowing them to effectively contribute to the process of building just and rights-respecting societies in wider Europe.



*Anzhelika Zozulia, a CSR specialist and chairperson of Plato, a Lviv-based environmental organization.*



## 5 AM: “I WOKE UP TO THE SOUNDS OF BOMBS IN KYIV”

It is a year since Russia’s full scale aggression against Ukraine. A year since our long-standing and trusted partners, ZMINA Human Rights Centre have tirelessly been fighting for their freedom. We sat down with the head of the board, Tetiana Pechonchyk, to hear how the past year has been for her and her team.

Many people from the international community ask me: How can they help our Ukrainian civil society in exile? To which I respond, which civil society in exile? We do not intend to work in exile, despite the war and attacks on Ukraine, our goal is to stay and do everything possible on the ground.

“**The fact that Ukrainian civil society in its overwhelming majority stayed in Ukraine was crucial to the war effort, especially in the first weeks and months of this large-scale invasion.**”

In the first few weeks’ ordinary people started to volunteer, they helped with humanitarian aid, medical assistance and stood strong in the face of this catastrophe. During the first few weeks many foreign missions left, we therefore did not feel any significant help from the international community on the ground at that time. Thanks to the bravery of Ukrainian defenders, the situation has changed and many foreign missions came back to Ukraine. While we are grateful for this, I think, in the end, the most difficult time we must face alone.

## THE WORK HAS CONTINUED

We currently spend a lot of our time and efforts documenting war crimes and conducting field missions to the areas liberated from the Russian invaders. It is very important to gather and document first-hand accounts properly so this data can later be used during domestic criminal proceedings.

We are also currently hosting a tour across different cities in Ukraine about Crimea and its political prisoners. The situation in Crimea has deteriorated significantly throughout the last year. The number of political prisoners for instance, has increased significantly, but this is overshadowed by the atrocities and worsening situation in the newly occupied areas.

“**These prisoners and their families, they worry that they will be forgotten in this nightmare.**”

## 5 AM

Even before the war, Russian law enforcement agents and Federal Security Service (FSB) representatives often started their searches in the early morning, entering the Crimean Tatar houses at 5am in the morning. For years, they continued this practice. Then on 24 February, at 5 AM, they attacked Ukraine. I woke up from the sounds of bombs in Kyiv.

5 AM is therefore also the name of the new coalition of 31 civil society organisations (CSOs) that ZMINA is a part of. The CSOs are from different regions of Ukraine and are working on different fields of expertise. From the first days of the invasion, we understood that in the face of this huge disaster and overwhelming number of atrocities we need to work together to collect as much data as possible and share knowledge.

## CURRENT CHALLENGES

This year has been difficult and there have been several challenges. Just the sheer scale of the disaster is overwhelming. The current number of war crimes and crimes against humanity is colossal and every day, new crimes are being committed. The current data for instance, does not include what is happening in the currently occupied areas, like the city of Mariupol.

The challenge then also lies with how to process these crimes. How do you collect information on such a large scale and subsequently investigate? Here the International Criminal Court (ICC) will help us, but the truth is also that the ICC will probably select only a very small number of these cases.

We understand that the biggest challenge for us is that this task falls to Ukraine itself, to collect information and investigate into these crimes as much as possible. As Ukraine’s civil society on the ground, we would like to do everything possible to ensure we can collect as much information as possible. We understand this task will not be completed in just a few years. I am preparing myself to continue working on this until the end of my life.



## HUMAN RIGHTS DEFENCE 2022 PROGRAMME OVERVIEW



140+

The capacity of 140+ Human Rights Defenders and civil society activists capacities on developing advocacy campaigns and using human rights based communication techniques in their activities was strengthened



Network and Joint Advocacy for Human Rights and Civic Space



Emergency and Targeted Support for CSOs

70

Grants were distributed to the NHC partners providing them with flexible project support for monitoring and advocacy activities and emergency assistance



Exchange and Trainings on Communication and Advocacy with CSOs

9

Articles as contribution to the debate on the correlation between the Rule of Law and shrinking civic space in EU Member States

CONTINUING ADVOCACY EFFORTS AND SOLIDARITY CAMPAIGNS FOR AND WITH NHC PARTNERS

The rule of law and its standards of integrity and accountability have seen serious erosion in many countries within the European Union (EU) and in wider Europe, with the independence of the judiciary and media pluralism under direct attack. Weaknesses in the rule of law can have a huge impact on people's lives, as the childcare benefit scandal has shown in the Netherlands. Strengthening the rule of law is not a process that can ever be completed, but rather requires constant maintenance and vigilance. We therefore contribute to the stakeholder analysis for the annual Rule of law report by the European Commission with our own assessment on the rule of law in the Netherlands.

With the increased attention to the rule of law and the renewed urgency for candidate countries to join the EU and its community of fundamental values, we believe there is momentum to stand up against further backsliding and stand up in protection of the rule of law. Our ambition is that by 2026 we have made progress in overcoming the barriers to change by strengthening catalysts of change: (reform-oriented) civil servants are better equipped to initiate and sustain reforms; civil society is strengthened; politicians speak up and media experiences more protection and freedom, so they can play their role of critical observers. Together, this will contribute to an environment that facilitates the emergence of a robust rule of law culture that is embedded in internationally agreed standards and criteria.



*Strengthening Media Freedom Conference  
Belgrade, Serbia*

## TRANSNATIONAL COOPERATION FOR STRENGTHENING RULE OF LAW IN THE EUROPEAN UNION

During the [Democracy under Threat Event](#), held in November 2022, we sat down with Márta Pardavi, co-chair of the [Hungarian Helsinki Committee](#). As a lawyer by training, she focuses on the threats to the rule of law and civil society space in Hungary and within the EU. She also co-leads our [Recharging Advocacy for Rights in Europe \(RARE\)](#) programme.

**What do you consider to be the biggest challenges for civil society and human rights movements across the board?**

It is difficult to talk about civil society in general, since it encompasses so many different groups and activities. Regarding the promotion of human rights, there was a blissful period when the work of civil society on human rights was valued by governments and societies across the EU. This has been changing, right now one of the biggest challenges for civil society organisations that work in the human rights and justice domain is making adjustments to respond to societal change.

Another challenge is explaining to people why it still matters to work on human rights at a time when populists and autocrats around the world are promoting an anti-human-rights rhetoric. It is therefore important to be clear and interesting in our communication surrounding human rights, moving away from a more technical language in order to reach a broader audience.

Beyond the accessibility issues, we also see an alarming increase in spyware used against civil society activists, aimed at harassing organisations to impede their operations. These are kinds of threats that we were unprepared to respond to, and this is why it is so important to focus on the security of our operations and staff.

**What role do you think inclusivity has to play in civil society communications and its narrative? Is there a danger to making the perspective too broad? Do you think we then might risk losing sight of what we are really fighting for?**

I think there should be focus on the basic freedoms that civil society needs to operate on: freedom of association, freedom of assembly, and freedom of expression. In my opinion,

this does not mean that organisations need to change what they work on, but rather to consider how their operational environment, general civil society, is an integral part of a working democracy. It means trying to take part in a pan-European conversation about issues that EU laws and policies will impact by, for instance, joining coalitions with other organisations which are focused on addressing similar issues at national and international levels.

**You mentioned a need for transnational cooperation. The NHC, along with the Hungarian Helsinki Committee and a few other organisations are involved in the [Recharging Advocacy for Rights in Europe \(RARE\)](#) project. In what way has RARE benefitted from such a broadening of the perspective?**

With the second call for applications for RARE, it was interesting to see the diversity in the organisations that applied, and their interest in a network of NGOs around the EU and transnational activities. There are a lot of organisations that started to collaborate on activities and projects, while prior to the start of RARE they were not even aware of each other's existence. We have also started to work on the civil society space strategy: many of the first RARE group participants are including this in their daily and advocacy work. Asking questions: How come there is no real space or attention for the history of the Helsinki movements and its various committees? The international Helsinki federation has ceased to exist, so for many organisations you really must search on your own for your international partners. RARE provides the opportunity for this space and allows us to connect.

**Looking at the topic of rule of law, should there be more recognition of the national contexts in which civil society organisations operate, or do you think that we should have a more universal approach?**

It is important to consider for the operations or the implementation, but I very much disagree that rule of law standards should be more relaxed simply because there has been a relatively short time for some countries to 'catch up'. The standards are very clear. For



example, you cannot expect a country that has just come out of a dictatorship to be already at the level of a country that has hundreds of years of relative peace and prosperity. To give some states more support, I think geographic tailoring of certain support programmes is the right approach. However, judicial independence should not mean something different in the Netherlands and in Poland. In all these cases, there are many cultural differences, but the core of rights and freedoms must be the same everywhere, otherwise it becomes a matter of taste. If we do not have a common understanding of these issues, then we do not have a genuine EU.



Martha Pardavi, Democracy under Threat Event  
November 2022



130+

People trained



Democracy under Threat  
Manifesto

Contribution to the to European  
Commission Rule of Law Country  
Report



Contribute to the  
protection of civic  
space

DEMOCRACY  
UNDER  
THREAT  
EVENT



Monitoring and Joint advocacy  
against Corruption

Public event with Bill Browder  
on effective sanctioning to  
counter transborder counter  
transborder kleptocracy



Matra Rule of Law training  
programme



Monitoring and Joint  
Advocacy on the  
rule of law

First regional conference in  
Belgrade for our project on  
Strengthening Media Freedom,  
Bringing together Judges and  
Journalists from Bosnia and  
Herzegovina, North Macedonia  
and Serbia



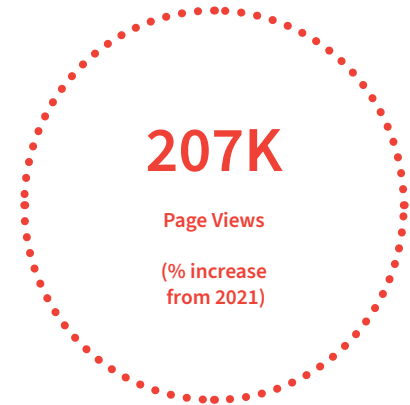


OCSE building in Vienna, 2012



**T**he Security and Human Rights Monitor (SHR Monitor) is the NHC's oldest running activity. It has come a long way in its 30+ years of history. From the beginning, the Helsinki Monitor has been covering developments leading up to the establishment of the Organization for Security and Co-operation in Europe (OSCE) and in the decades since, maintaining consistent analysis of issues surrounding the OSCE. A lot has changed in the world since 1990, not least in 2022, and the Helsinki Monitor has changed with it, growing, and evolving into the multifaceted platform Security and Human Rights Monitor.

Today, the Security and Human Rights Monitor incorporates several aspects including: news articles, analysis and opinion pieces, interviews, and peer-reviewed academic articles that all together continue to provide quality analysis on the work of the OSCE, as well as on security and human rights challenges stemming from the OSCE region and beyond. It remains the foremost and only independent platform covering the OSCE.



## SECURITY AND HUMAN RIGHTS MONITOR



## 2022 ANALYSIS

### What Security Guarantees?

#### **Walter Kemp**

Senior Fellow at the Global Initiative against Transnational Organized Crime, and Strategic Policy Adviser at the Geneva Centre for Security Policy.

### Six steps towards peace in Ukraine

#### **Walter Kemp**

Senior Fellow at the Global Initiative against Transnational Organized Crime, and Strategic Policy Adviser at the Geneva Centre for Security Policy.

#### **Wolfgang Sporrer**

Fellow at the Hertie School, and Former Head of the Human Dimension Department of the OSCE SMM in Kyiv.

### Options for dealing with Russia in the OSCE

#### **Cornelius Friesendorf**

Head of the Centre for OSCE Research (CORE), Institute for Peace Research and Security Policy at the University of Hamburg (IFSH).

#### **Stefan Wolff**

Professor of International Security at the University of Birmingham.

### Poland to Ban Russian Foreign Minister Lavrov from Attending OSCE Ministerial Council

#### **Stephanie Liechtenstein**

Web Editor-in-Chief of the Security and Human Rights Monitor and Freelance Journalist.

### Lugano conference: A first step towards Ukraine's recovery

#### **Benno Zogg**

Head of Strategy and International Affairs in Security Policy at the Swiss Federal Department of Defence.

### Russia's war against Ukraine and the OSCE Mediterranean Dialogue

#### **Monika Wohlfeld**

German Chair for Peace Studies and Conflict Prevention at Mediterranean Academy of Diplomatic Studies (MEDAC), University of Malta, and Former NATO Fellow and Deputy Director of the Conflict Prevention Centre of the OSCE.

### Shifting Dynamics at the OSCE Mediterranean Conference

#### **Joe Ward**

International Studies Graduate at Leiden University, and Former Editorial Assistant at the Security and Human Rights Monitor.

## 2022 INTERVIEWS

### U.S. OSCE Ambassador: It Would Be A 'Strategic Catastrophe' If Russia Decided to Escalate

#### **Stephanie Liechtenstein**

Web Editor-in-Chief of the Security and Human Rights Monitor and Freelance Journalist.



Opening session of the OSCE Ministerial Council held in Łódź, Poland



## 2022 OPINION

[Is this the death of the OSCE Decalogue?](#)

**Arie Bloed**

Co-Founder of the NHC, and Former Editor-in-Chief of the Security and Human Rights Journal.

[Suspend Russia from the OSCE? Think twice](#)

**Arie Bloed**

Co-Founder of the NHC, and Former Editor-in-Chief of the Security and Human Rights Journal.

[Avoid Ecological Russian Roulette](#)

**Walter Kemp**

Senior Fellow at the Global Initiative against Transnational Organized Crime, and Strategic Policy Adviser at the Geneva Centre for Security Policy.

## 2022 NEWS

[Exclusive: Polish OSCE Chairmanship to launch European security dialogue in Vienna next week](#)

['No Time to Waste' Says Polish Foreign Minister Rau at Launch of OSCE Security Dialogue](#)

[Russia blocks mandate extension of OSCE monitoring mission to Ukraine](#)

[OSCE expert report finds 'clear patterns' of violations of international humanitarian law by Russian forces in Ukraine](#)

[Four national OSCE mission members detained in eastern Ukraine](#)

[Fate of OSCE personnel detained in separatist-controlled areas of eastern Ukraine hangs by a thread](#)

[Ukraine calls for suspending Russia from the OSCE](#)

[Exclusive: Second OSCE expert report confirms 'clear patterns of serious violations of international humanitarian law' by Russian forces in Ukraine](#)

[OSCE expert report documents a decade of repression of Russian civil society](#)

[Exclusive: OSCE to invest 28.7 million Euros in support program for Ukraine](#)

[OSCE Ministerial Council in Łódź displays united front against Russia but fails to adopt decisions](#)







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1. NHC Strategy Day
2. Visit of the Hague Mayor to the Human Rights Space
3. Probation Conference, Prague
4. Opening Study Visit Juvenile Justice project, the Hague
5. Oleksandra Romantsova, 35th Anniversary
6. Ukraine Solidarity
7. NHC staff with Oleksandra Romantsova
8. Meeting with Vyostska in Nutshuis
9. Turkey Advocacy Event
10. Digital Rights Event
11. Q&A with Bill Browder



## SUPERVISORY BOARD

Responsible for supervising the Board; advising on medium and long-term policies and strategies; and approving policy and strategy plans, reports and the annual state of accounts prepared by the Board.

- Piet de Klerk (Chairman)
- Anne Maljers (Vice-chair)
- Tamara Trotman
- Marjolijn van Oordt
- Eric Rijnders

## BOARD

Responsible for representing, managing and governing the foundation; developing, implementing and reporting on its annual and multiannual plans and report on financial management; preparing the annual state of accounts, and ensuring its sustainability.

- Piet de Klerk & Marjolijn van Oordt (ad interim December 2021-February 2022)
- Kirsten Meijer (since February 2022)

## COMMITTEE MEMBERS

Responsible for advising both the Board and Supervisory Board on its mission and strategy, relating to trends in the fields of work covered by the organisation. Members of the Committee are appointed by the Supervisory Board:

- Aminata Cairo (until September 2022)
- Brianne McGonigle Leyh
- Corinne Dettmeijer-Vermeulen

- Kathleen Ferrier (until November 2022)
- Kitty Nooy
- Lodewijk (Lo) Casteleijn
- Maria Anne van Dijk
- Marijke van Veen
- Marit Maij
- Sjef van Gennip (until June 2022)
- Kees Sterk (since January 2022)



*Our Committee Members  
November 2022*

## OUR PARTNERS AND SUPPORTERS

Our work would not have been possible without the generous support of our supporting partners. We thank all of them and look forward to continue our cooperation to support catalysts of change in building just and rights-respecting societies.



Ministry of Foreign Affairs

Ministry of Foreign Affairs of the Netherlands



Nationale Postcode Loterij



European Union



Permanent Mission of Austria to the OSCE



Permanent Mission of the Principality of Liechtenstein to the OSCE



Embassy of the United Kingdom to Albania



Swedish International Development Cooperation Agency



Stiftung Mercator

“The Nationale Postcode Loterij is proud to support human rights defenders in Eastern Europe through the work of the Netherlands Helsinki Committee (NHC). The war in Ukraine is a painful reminder that democracy and human rights can never be taken for granted. Despite extremely difficult circumstances brave people continue to stand up for human rights every day in Ukraine and across Eastern Europe. We are inspired by their fight for justice and against repression. With the contribution from the Postcode Loterij the NHC can support its partners in Ukraine, from Russia and Belarus and amplify democratic voices across the region. Together we can keep the flame of human rights alive.”

# OUR ORGANISATION IN 2022

In 2022 we went through a process of strategic redirection. We assessed the impact of the changing realities in wider Europe, including the outbreak of war and increasing pressure on civic space, and adjusted to these new realities. In June we held a Strategy Day with all staff, which laid the foundation for further discussion and inputs from the programme teams, Supervisory Board and Committee, resulting in the adoption of a new multi-annual strategy for the period 2023-2026. The war and increased repression also had a direct impact on our organisation, and we increased our flexibility to be able to respond new developments as well as paid more attention to our own digital security.

2022 was also a year of returning to the office and speeding up project implementation after more than two years of underspending and lack of activities due to the COVID-19 pandemic, leading to a further increase of work pressure. We embarked on a mission to adapt the organisation to create a healthier workplace and to increase the resilience of the team. This led to a process of reform including the formation of a smaller and more effective Leadership and Development Team (LDT), a consolidation of three well-functioning programme teams (instead of four), more focus on personal development and growth, and a start with creating a new and digitalized financial project administration which is more suited to the increased size of the organisation. This process will continue into 2023.

Mental health became an important issue in our organisation. Not only because of the impact of the war on our staff and increasingly dark context of our daily work, but also due to the general work pressure. In 2022 we were also faced with the extremely sad loss of one of our young and promising interns, Adrianna Trzaskowska. Her sudden passing away had a huge impact on our team. Together we mourned and psychological support was offered. We continue to remember her smile and dedication to justice.

In 2022, we received recertification for ISO 9001:2015 and Partos 9001. Internal audits took place and recommendations fed into the annual Management Review. Risk management and the Balanced Score Card remained an integral

part of management/ LDT meetings, though it was decided to cut back reporting on this, limiting to quarterly instead of monthly reporting, in line with reporting to the Supervisory Board. We also cut back the internal workload by only having an external certified confidential councillor, and not having an internal person for this task anymore. A new external confidential councillor started in 2022 and a training for staff on what to do when you witness or experience misconduct was held, including renewed attention to the notification procedures. In 2022 the confidential councillor was contacted once. No complaints were filed.

In 2022 some colleagues decided to embark on new paths, and new colleagues joined. In total five colleagues left and seven colleagues joined over the course of the year. Also, at the end of 2022 we attracted an interim Finance Manager that initiated the reform of the financial administration. On average the total FTE in 2022 was 22,27. In 2022 two staff members continued to be ill for a longer term, but were fully and respectively partly recovered during the year. Absence rates fluctuated between 4.5% and 6.2 %. We continued to have a balanced policy regarding working from home, and stimulated staff to come to the office for a least 50% of the time, which works well.

We invested in team spirit and a sense of belonging by organising a team outing and a Christmas dinner, and we were glad to be able to celebrate our 35th anniversary with many partners and former colleagues. We enjoyed each other's company and were inspired by the key note speakers, which in the context of the #Humanrightsweek made us again realize the relevance of our mission to support catalysts of change in support of human rights in times of war.

## EXECUTIVE DIRECTOR-BOARD | SUPERVISORY BOARD

The first one and a half month of 2022 Supervisory Board members Piet de Klerk and Marjolijn van Oordt continued to lead the organisation as an interim team in anticipation of the start of the new Executive Director, Kirsten Meijer, on 15 February. The Executive Director forms the Board of the foundation.

In 2022 Piet de Klerk continued to be the chair of the Supervisory Board. Other members of the Supervisory Board were Anne Maljers, Eric Rijnders, Marjolijn van Oordt and Tamara Trotman. The Supervisory Board gathered five times in 2022. The Audit Committee consists of Anne Maljers and Eric Rijnders and gathered four times in 2022 ahead of the regular meetings of the Supervisory Board.

The Committee, which functions as the advisory body of the organisation, gathered once in November, the June meeting was cancelled due to a wave of corona infections. At the end of 2021 four Committee members came to the end of their term. In the course of the year two more members stepped down and one came to the end of her term. One new member (Kees Sterk) joined.

**Kirsten Meijer, Executive Director**

**BALANCE PER 31 DECEMBER 2022***Including result 2022***ASSETS****Fixed Assets**

	Ref	31-12-2022	31-12-2021
Fixed assets	1	11.085	13.995

**Current Assets**

Receivables & Accruals	2	62.142	190.435
------------------------	---	--------	---------

Cash & cash equivalents	3	3.294.199	3.329.495
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		<u>3.356.340</u>	<u>3.519.929</u>
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Total		<u>3.367.425</u>	<u>3.533.925</u>
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**LIABILITIES****Equity**

Continuity reserve	4	316.143	297.632
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**Current Liabilities**

Current liabilities projects	5	2.523.801	2.966.010
------------------------------	---	-----------	-----------

Payables & Accruals	6	527.481	270.283
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Taxes	7	0	0
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		<u>3.051.283</u>	<u>3.236.293</u>
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Total		<u>3.367.425</u>	<u>3.533.925</u>
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## RESULT AND OPERATING STATEMENT

*Including result 2022*

	Realization 2022	Budget 2022	Realization 2021
INCOME			
Cost recovery NHC	1.251.734	1.138.632	1.180.602
Direct Project Income	3.183.275	1.974.370	1.291.464
Still to be funded		392.549	
Other Income	3.587	1.000	1.480
NOW Subsidy			258.944
TVL Subsidy			58.944
<b>Total income</b>	<b><u>4.438.596</u></b>	<b><u>3.506.551</u></b>	<b><u>2.791.434</u></b>
EXPENDITURES			
Direct project costs	2.473.936	1.974.370	1.291.464
Staff costs	1.396.922	1.285.061	1.309.703
Organisational costs	549.227	217.120	215.768
<b>Total expenditures</b>	<b><u>4.420.085</u></b>	<b><u>3.476.551</u></b>	<b><u>2.816.936</u></b>
<b>Result</b>	<b><u>18.511</u></b>	<b><u>30.000</u></b>	<b><u>-25.502</u></b>



## GENERAL NOTES TO THE FINANCIAL STATEMENTS 2022

### ACCOUNTING PRINCIPLES

#### General

The financial statements have been prepared in accordance with Directive CI of the Guidelines for Annual Reporting for small organizations without profit endeavor. The valuation of assets and liabilities are based on historical costs. Unless otherwise stated in the notes on specific balance sheet items, the assets and liabilities are stated at nominal value. Amounts are stated in euro.

#### Principles of valuation

Assets and liabilities are stated at face value unless indicated otherwise, and based on the principle of continuity of the organisation.

#### Continuity reserve

The purpose of the reserve fund is:

Ensuring the continuity of the organization in case the income in a year is less than the expenditure, finance investments that contribute to the continuity of the organization, prefinancing for

activities and reservation of financial resources to be able to meet the ongoing obligations in the event of a loss activities.

#### Current liabilities projects

The NHC receives funding on a project basis. Many subsidies have a longer maturity period as one calendar year. The difference between the advance payment by the funder and the project expenditure in the same year are stated in the balance as current liabilities on projects.

#### Advances provided to local partner organisations

Part of the subsidy received by the NHC has been received for projects with partners. The NHC advances the local partners on their expenditures. Since 2008 the amount paid in advance to the partner is accounted for as spending in the year the advance is paid.

#### Determining the result

The result is determined by taking the income and expenditures of the activities that took place during the year. Also grant revenues are recognised as income in proportion of the progress of the project. The costs are based on historic cost.

#### Staff and organisational costs

The costs are charged to the programme and projects.

### OTHER INFORMATION

#### Chamber of Commerce

The Netherlands Helsinki Committee is registered at the Chamber of Commerce in The Hague under number 41182679.

#### Control

The accounts for the year 2021 as well as the annual report were audited by HLB-Blomer accountants & adviseurs based in Nieuwegein. The auditor statement is added to this report. Inspections by the Tax and Business Association have occurred in 1996 and 2000.

#### Pension

The foundation has a pension savings plan for its employees. This is an allocated pension contribution scheme.

## EXPLANATORY NOTES TO THE BALANCE SHEET STATEMENT

<i>Balance</i>	<i>31-12-2022</i>	<i>31-12-2021</i>
<b>ASSETS</b>		
1. Fixed Assets		
Bookvalue January 1st	13.995	8.493
Investments	1.625	10.204
Depreciation	-4.535	-4.702
Depreciation on divestments	0	0
Bookvalue December 31st	<b><u>11.085</u></b>	<b><u>13.995</u></b>
Total investments	65.156	63.531
Total depreciation	-54.071	-49.536
Bookvalue December 31st	<b><u>11.085</u></b>	<b><u>13.995</u></b>
<b>CURRENT ASSETS</b>		
2. Receivables & Accruals		
Prepaid expenses and insurances	16.681	16.575
Receivable VAT	39.363	18.310
Debtors	5.003	6.545
Other receivables	1.094	149.004
	<b><u>62.141</u></b>	<b><u>190.435</u></b>
3. Cash & Cash equivalents		
ING bank	3.125.085	2.354.412
ABN AMRO bank	49.985	3.137
ABN AMRO bank savings account	20.988	824.846
ASN savings account	91.164	141.261
Cash Euro	6.976	5.839
	<b><u>3.294.199</u></b>	<b><u>3.329.495</u></b>

<i>Balance</i>	<i>31-12-2022</i>	<i>31-12-2021</i>
<b>RESERVES AND LIABILITIES</b>		
4. Continuity Reserve		
Balance 1st of January	297.632	323.134
Result bookyear	18.511	-25.502
Balance 31st of December	<b><u>316.143</u></b>	<b><u>297.632</u></b>
5. Current liabilities projects		
Grant advance payments	4.672.019	4.869.122
To be settled with partners	1.037.539	-455.664
Interest to settle with funders	-0	-9.784
Project expenditures to be reported	-3.191.814	-1.443.720
Provision project costs	6.057	6.057
6. Payables and Accruals		
Accrued liabilities regarding employees	115.212	90.160
Creditors	167.200	126.618
Invoices to be received	209.491	4.286
Other accruals	35.578	49.219
7. Taxes		
Income tax December	<b><u>0</u></b>	<b><u>0</u></b>

## EXPLANATORY NOTES TO THE BALANCE SHEET STATEMENT *CONTINUED*

### RIGHTS, LIABILITIES AND RISKS NOT IN THE BALANCE STATEMENT

#### **Projects**

The remaining grant amounts for the duration of the project after the financial year are not included in the balance statement. These rights are listed in the Specification Projects column “remaining next years.”

#### **Housing**

The foundation is located at het Nutshuis, Riviervismarkt 4 in The Hague. There is a rent contract for the period 1 April 2021 to 31 March 2024 with the ‘Stichting Fonds 1818’. The rent is € 36.000 per year without service costs.

#### **Photocopier**

There is a lease contract for an HP copier via Samsung. The term started April 1st 2020 and ends March 31st, 2026. Costs are € 2.670 per year including prints/copies/scans.



## EXPLANATORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

	<i>Realization 2022</i>	<i>Budget 2022</i>	<i>Realization 2021</i>
INCOME			
Governmental Grants	3.743.119	2.986.711	1.889.919
Non governmental/ non-profit organisations	691.890	518.840	582.147
Other income	0	1.000	1.480
NOW Subsidy			258.944
TVL Subsidy			58.944
<b>Total income</b>	<b><u>4.435.009</u></b>	<b><u>3.506.551</u></b>	<b><u>2.791.434</u></b>
EXPENDITURES			
<b>Direct project costs</b>			
Spent by local partners	331.905	592.311	404.210
Direct costs spent by NHC	2.142.032	1.382.059	887.255
<b>Staff costs</b>			
Staff costs	1.396.922	1.285.061	1.309.703
- direct staff costs	838.153	771.037	785.822
- indirect staff costs	558.769	514.024	523.881
Gross Salary	1.008.235	966.880	992.709
Social security and pension plan	233.987	231.480	223.486
Other	154.700	86.701	93.508
<b>Organisational costs</b>			
Rent	63.495	54.500	38.818
Other housing costs	5.854	7.500	5.776
Housing costs	<u>69.349</u>	<u>62.000</u>	<u>44.594</u>

## EXPLANATORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE *CONTINUED*

Travel	-1.682	1.500	1.867
Good and Services	185.451	77.050	114.213
Operational costs	288.280	46.570	35.521
<b>Organisational costs continued</b>			
Office and general expenses	472.049	125.120	151.602
Project development costs	3.294	25.000	14.870
Depreciation	4.536	5.000	4.702
<b>Total expenditures</b>	<b><u>4.420.085</u></b>	<b><u>3.476.551</u></b>	<b><u>2.816.936</u></b>
<b>Other information</b>			
Average Full Time Equivalent	22.3	19.2	20.9
Number of employees per 31 December	24	21	21

## REMUNERATION OF TOP EMPLOYEES

### Managerial top – employees

2022	K.E. Meijer
Function	Executive Director
Period	15-2 / 31-12
Full time equivalent	1
Former top employee?	No
Fictional employment?	No
Individual maximum applicable remuneration	216.000
Remuneration:	
Salary	74.715
Expense allowance	-
Rewards payable in due course	-
Subtotal	74.715
-/- Payments without entitlement	-
Total remuneration 2022	<u>74.715</u>

### Information 2021

Period	1-1 / 31-12
Full time equivalent	0
Salary	0
Expense allowance	
Rewards payable in due course	
<b>Total remuneration 2021</b>	<b>0</b>



## REMUNERATION OF TOP EMPLOYEES

### Supervisory board

2022	P. de Klerk	A. Maljers	E. Rijnders	M. van Oordt	T. Trotman
Function	Chairman	Member	Member	Member	Member
Period	1/1-31/12	1/1-31/12	1/1-31/12	1/1-31/12	1/1-31/12
Individual WNT-maximum	32.400	21.600	21.600	21.600	21.600
Remuneration:					
Salary	-	-	-	-	-
Gross expense allowance	-	-	-	-	-
Rewards payable in due course	-	-	-	-	-
Subtotal	-	-	-	-	-
-/- Payments without entitlement	-	-	-	-	-
Total remuneration	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Information 2021

Period	1/1-31/12	1/1-31/12	1/1-31/12	1/1-31/12	1/1-31/12
Salary	-	-	-	-	-
Expense allowance	-	-	-	-	-
Rewards payable in due course	-	-	-	-	-
Total remuneration 2021	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## SPECIFICATION PROJECTS

PROJECT	PROJECT NAME	FUNDER	END OF	TOTAL	SPENT	REMAINING	TOTAL	FUNDS	INCOME	EXPENDITURES	BALANCE
			PROJECT	FUND	UP TO	NEXT	FUNDS	RECEIVED	PROJECTS	REPORTED ON	
			PROJECT	FUND	BOOKYEAR	YEARS	RECEIVED	2022	2022	PROJECTS 2022	
HRD-18-03	Winning public support for human rights defence	Dutch Min. of Foreign Affairs	2021	€ 100.000	€ 100.000	€ -	€100.000	€ 5.000	€ 0	€ 0	€ -
HRD-20-01	EuropeAid support to CSOs in UA	EC	2022	€ 339.587	€ 132.714	€ 206.873	€ 235.529	€ -	€ 36.273	€ 36.273	€ -
HRD-20-02	Promoting compliance with the European Convention on Human Rights	Dutch Min. of Foreign Affairs	2022	€ 185.539	€ 110.473	€ 75.066	€ 146.885	€ -	€ 23.681	€ 23.681	€ -
HRD-20-03	Constituency and Influence for Reform	EC	2023	€ 1.180.000	€ 435.660	€ 744.340	€ 1.142.145	€ 699.728	€ 306.133	€ 306.133	€ -
HRD-22-02	DG NEAR Response to Ukraine	EC	2024	€ 9.600.000	€ 18.438	€ 9.581.562	€ 276.294	€ 276.294	€ 18.438	€ 18.438	€ -
HRD-22-03	Emergency Support for Civil Society	EUCSF	2024	€ 400.000	€ 0	€ 367.360	€ 32.640	€ 32.640	€ -	€ -	€ -
HRD-23-01	Catalyst of Change	EC	2024	€ 2.907.022	€ 0	€ 2.907.022	€ 1.228.313	€ 1.228.313	€ -	€ -	€ -
HT-18-01	Balkan Act Now III	EC	2021	€ 61.022	€ 45.156	€ 15.866	€ 47.408	€ -	€ 24	€ 24	€ -
IA-20-01	Strengthening Media Freedom in the Western Balkans	Dutch Min. of Foreign Affairs	2023	€ 1.995.528	€ 538.104	€ 1.457.424	€ 663.759	€ -	€ 365.193	€ 365.193	€ -
IA-22-03	NHC Recharging Advocacy for Rights in Europe	Dutch Min. of Foreign Affairs	2023	€ 15.000	€ 16.654	€ -1.654	€ 15.000	€15.000	€ 16.654	€ 16.654	€ -
NCB-20-02	OSCE advocacy NL PR in Vienna	Dutch Min. of Foreign Affairs	2023	€ 178.405	€ 72.911	€ 105.494	€ 138.296	€ 18.296	€ 27.427	€ 27.427	€ -
NCB-20-03	Fostering Global Solidarity with Russia's Democratic Movement	Various	2021	€ 120.000	€ 1.398	€ 118.602	€ 93.794	€ 93.794	€ 1.398	€ 1.398	€ -
PRIS-17-01	Prison reform for children and juveniles in conflict with the law	Dutch Min. of Foreign Affairs	2022	€ 1.938.703	€ 1.867.645	€ 71.058	€ 1.841.768	€ -	€ 565.509	€ 565.509	€ -
PRIS-18-01	EC Action Grant EPTA I	EC	2021	€ 312.057	€ 312.057	€ -	€ 290.636	€ -	€ -	€ -	€ -
PRIS-20-02	AISPIRA Assistance in Implementing the Strategy of the Penal System in Armenia	Dutch Min. of Foreign Affairs	2023	€ 952.558	€198.863	€ 753.695	€ 501.620	€ -	€ 158.220	€ 158.220	€ -
PRIS-20-03	COVID 19 EaP Solidarity Programme	EC	2022	€ 929.690	€ 486.479	€ 443.211	€ 587.391	€ 316.548	€ 325.316	€ 325.316	€ -
PRIS-21-01	EC Action Grant EPTA II	EC	2023	€ 553.154	€ 149.206	€ 403.949	€ 27.658	€ -	€ 122.974	€ 122.974	€ -
PRIS-21-02	EC Action Grant Giving Back	EC	2023	€ 309.983	€ 56.811	€ 253.172	€ 247.986	€ -	€ 33.661	€ 33.661	€ -
PRIS-21-03	NPM lobby	NPL	2021	€ 8.696	€ 8.696	€ -	€ -	€ -	€ -	€ -	€ -
PRO-17-01	Probation in Montenegro and Serbia	Dutch Min. of Foreign Affairs	2022	€ 1.547.376	€ 1.444.723	€ 102.653	€ 1.465.000	€ -	€ 88.921	€ 88.921	€ -
PRO-17-02	Probation and alternative sanctions in Ukraine	Dutch Min. of Foreign Affairs	2022	€ 638.700	€ 535.233	€ 103.467	€ 427.059	€ -	€ 57.232	€ 57.232	€ -
PRO-22-01	J-CAP	EC	2024	€ 600.173	€ 7.022	€ 593.152	€ 43.102	€ 43.102	€ 7.022	€ 7.022	€ -
ROLT01B16	Rule of Law trainingsprogramme	Dutch Min. of Foreign Affairs	2022	€ 2.581.312	€ 2.343.357	€ 237.955	€ 2.188.242	€ -	€ 282.940	€ 282.940	€ -
SHRM22	Security & Human Rights Monitor	Dutch Min. of Foreign Affairs	ongoing	€ 36.784	€ 54.370	€ -17.586	€ 36.784	€ 36.784	€ 54.370	€ 54.370	€ -
Subtotal Governmental Grants				€ 27.491.290	€ 8.935.970	€ 18.522.681	€ 11.777.308	€ 2.765.498	€ 2.491.385	€ 2.491.385	€ -
BMO2016	Breed Mensenrechten Overleg	BMO memebership fee	ongoing	€ 63.751	€ 116.935	€ -53.184	€ 63.751	€ -	€ 60.023	€ 60.023	€ -
HRD-19-01	(Net)working for Human Rights in Europe	NPL	2022	€ 1.000.000	€ 913.513	€ 86.487	€ 1.000.000	€ -	€ 221.298	€ 221.298	€ -

## SPECIFICATION PROJECTS *CONTINUED*

PROJECT	PROJECT NAME	FUNDER	END OF	TOTAL	SPENT	REMAINING	TOTAL	FUNDS	INCOME	EXPENDITURES	BALANCE
			PROJECT	FUND	UP TO	NEXT	FUNDS	RECEIVED	PROJECTS	REPORTED ON	
					BOOKYEAR	YEARS	RECEIVED	2022	2022	PROJECTS 2022	
HRD-20-05	Increase access to justice for victims of human rights abuses in Chechnya	Various	2022	€ 165.000	€ 147.552	€ 17.448	€ 125.848	€ 31.257	€ 66.606	€ 66.606	€ -
HRD-22-01	NPL II	NPL	2024	€ 500.000	€ 66.969	€ 433.031	€ 500.000	€ 500.000	€ 66.969	€ 66.969	€ -
IA-20-02	National Advocacy on RoL	Various	2021	€ 23.327	€ 13.985	€ 9.342	€ 23.327	€ -	€ 1.741	€ 1.741	€ -
IA-21-01	National Advocacy Follow The Money	Various	2022	€ 75.000	€ 75.655	€ -655	€ 45.035	€ -	€ 51.552	€ 51.552	€ -
IA-21-01	NHC 35 Mercator	Mercator	2022	€ 5.000	€ 5.377	€ -377	€ 5.000	€ 5.000	€ 5.377	€ 5.377	€ -
AJ-22-01	Strengthening the response to domestic violence	Gulbenkian	2022	€ 25.200	€ 18.783	€ 6.417	€ 25.200	€ 25.200	€ 18.783	€ 18.783	€ -
AJ-22-02	Together against discrimination	EIDHR Turkey	2024	€ 531.525	€ 36.964	€ 494.561	€ -	€ -	€ 36.964	€ 36.964	€ -
AJ-22-03	Justice Reform Monitoring in Armenia	Jermonia	2026	€ 850.366	€ 54.018	€ 796.348	€ -	€ -	€ 54.018	€ 54.018	€ -
NCB-19-01	Civic Solidarity Platform Secretariat	Various	2022	€ 304.133	€ 305.615	€ -1.482	€ 276.718	€ 30.000	€ 54.421	€ 54.421	€ -
NCB-21-01	Transborder Corruption in Russia extension	Various	2022	€ 87.733	€ 66.951	€ 20.782	€ 89.786	€ 60.773	€ 54.138	€ 54.138	€ -
Subtotal non governmental and other non-profit organisations				€ 3.631.035	€ 1.822.317	€ 1.808.718	€ 2.154.665	€ 652.230	€ 691.890	€ 691.890	€ -
Total projects				€ 31.122.325	€ 10.758.287	€ 20.331.399	€ 13.931.973	€ 3.417.728	€ 3.183.275	€ 3.183.275	€ -
Cost recovery projects and various income									€ 1.255.321		€ 1.255.321
Staff en organisational costs										€ 1.236.810	€ 1.236.810
Result 2022											€ 18.511



