



Norwegian Human Rights Fund
Fondo Noruego para los Derechos Humanos
Menneskerettighetsfondet

The Board's annual report 2024

Organisational structure and location

The Norwegian Human Rights Fund (the NHRF) was established in 1988 by Norwegian organisations to protect and promote human rights internationally. Members of the NHRF in 2024 were the Atlas Alliance, the Norwegian Centre for Human Rights, the Norwegian Confederation of Trade Unions (LO), Council on Ecumenical and International Relations (Church of Norway) and Amnesty International Norway. The NHRF provides support to organisations and groups in a selection of priority countries, as well as to projects that focus on the protection of human rights defenders globally. The work must be in line with the NHRF's overall strategy (2021-2025). Grantee partners can work locally, nationally and/or regionally to protect and promote human rights.

In 2024, Thailand, Indonesia, Sri Lanka, Colombia, Pakistan, India and Mexico were prioritised countries, and the NHRF had local consultants in all of these except Colombia (where the NHRF has its own country office).

During 2024, we conducted project travels to India, Pakistan and Mexico, a regional seminar in Sri Lanka, and a project travel and seminar in Indonesia. Visits were also made to the office and partners in Colombia. Many activities were also carried out digitally.

The NHRF's secretariat is located in Oslo. The NHRF shares offices with the Norwegian Afghanistan Committee and the Nansen Centre for Peace and Dialogue. The NHRF also has an office in Colombia. In 2024, the NHRF used Knif Regnskapsbyrå as its accountant. The NHRF has a co-operation agreement on IT tasks with Iteam.

Continued operation

The annual accounts for 2024 have been prepared on a going concern basis. The members may, by a two-thirds majority, decide to discontinue the NHRF's operations. Closure must be approved by a two-thirds majority at two consecutive annual meetings, held at least six months apart and based on identical statutes. Member organisations may withdraw their participation in the NHRF at the end of a calendar year. At least six months' notice must be given.

In 2024, the majority of the NHRF's operations have been based on funding from the Norwegian Ministry of Foreign Affairs (2022-2025), now transferred to the Norwegian Agency for Development Cooperation (Norad), NICFI/Norad funding, managed by the Norwegian Embassy in Colombia (2021-2025), and funding from the Norwegian Embassy in Colombia (-2024). An application for continued funding from the Norwegian Embassy in Colombia was submitted and approved in 2024 (2025-2027). These three agreements ensure that the NHRF will operate for the years to come.

The NHRF has a deliberate strategy to increase support from other donors and has worked actively

on fundraising during 2024. In 2024, the NHRF was granted support from among others Jamette & Sverre Markussens Hjelpfond, Oslo municipality, the Fritt Ord Foundation, Norwegian Union of Municipal and General Employees (Fagforbundet) and Amnesty Norway, in addition to the core support from member organisations. The NHRF is also working to make it even clearer that it is possible for private donors to support us via Vipps.

Future development

During 2020, a new theory of change and a new five-year strategy were developed through a participatory process. In 2024, the NHRF started the process of updating this strategy, which will be implemented from 2025 onwards. The NHRF undergoes an annual risk and vulnerability analysis (ROS analysis). In 2024, detailed reviews prepared by the secretariat were presented and discussed at board meetings in June and December. In 2024, the NHRF continued important measures such as increased data security and a focus on anti-corruption measures. This includes reviewing and updating internal handbooks for financial control and anti-corruption work, continuing routines for review of partner audits, as well as experience-sharing and capacity-building within the team structure.

The NHRF's work on and strengthening of results reporting continued in 2024. We have continued to use Impact Mapper as a system for data analysis in our monitoring, evaluation and learning (MELD) work. Reporting on the results of the NHRF's work and support for human rights organisations and human rights defenders was done through the annual report in English and reports to donors and the Board.

Annual accounts

The Board is of the opinion that the financial statements provide a correct overview of the NHRF's financial position at year-end. The annual accounts for 2024 show a negative result of NOK 583 604.

At the end of 2024, the NHRF's equity and security fund amounted to NOK 1 309 928.

The NHRF's total income decreased from NOK 64 749 101 in 2023 to NOK 69 646 164 in 2024.

Financial risk

All of the NHRF's assets are placed in an account with DnB, with the exception of NOK 824 915, which is placed in a deposit account with Nordea. There is no financial risk associated with these transactions.

Work environment and staff

During the year, the NHRF has grown and expanded with more employees. All contracts and commitments are in line with donor agreements and available funds.

At the end of 2024, the NHRF had 13 employees in Oslo and 16 employees in Colombia. During the spring of 2024, the NHRF had one intern from the Master's programme 'Theory and Practice of Human Rights' at the Norwegian Centre for Human Rights. In 2024 the NHRF continued to use local consultants in Mexico, India, Pakistan, Thailand, Indonesia and Sri Lanka.

In 2024, the NHRF continued to focus on the working environment. As in previous years, regular 'NHRF Global meetings' were held every other week with the teams in Oslo and Colombia, as well as local consultants to build team spirit. The NHRF works actively to implement our common values Courage, Flexibility, Solidarity. Furthermore, an employee survey was conducted, using the Great Place to Work survey, and both the head office in Oslo and the country office in Colombia were certified as a Great Place to Work. Following the survey, a follow-up plan was drawn up for both the head office in Oslo and the Colombia office and several of these points have already been implemented or are in progress.

The working environment is considered good. Employee appraisals were conducted early in the year, with mid-term appraisals in early autumn. All employees had weekly catch-up meetings with their manager throughout the year. The staff at the Oslo office are covered by the collective agreement Standardoverenskomsten HK-NHO.

Total percentage of sick leave in Oslo for 2024 was 3,52 %, down from 5,2 % in 2023. Of this, 2 % was doctor-certified sick leave and 1,52 % short-term absence, including care days.

Gender equality

The NHRF has a clear majority of female employees in the secretariat and at the country office in Colombia. The NHRF's Executive Director is a woman, while the management team otherwise consists of one woman and one man. In addition, the head of the Colombia office is a woman. Of the six local consultants in 2024, three were women and three men. In 2024, the NHRF's board consisted of four women and two men, and the chair is a woman.

In the NHRF's human rights work, organisational democracy and gender equality are central to the assessment of organisations that receive support. For a number of years, the NHRF has supported projects with women as the target group and given support to organisations with a demonstrable gender equality perspective. Women's active role in the projects and gender balance in the applicant organisations are emphasised in the assessment of new applications. For projects ongoing in 2024, 63% of the organisations were women-led. In 2024, the NHRF supported 25,740 human rights defenders, of which at least 60%% were women human rights defenders.

The NHRF has furthermore a focus on intersectional equality and supports organisations working with an intersectional approach with focus populations including indigenous communities, LGBTQ+, religious/ethnic minorities, youth and people with disabilities. In the assessment of new applications, the organisation's connection to and representation from the target communities is emphasised. In 2024, 76% supported organisations by the NHRF Oslo Office reported that they have specific inclusiveness strategies or plan to incorporate them in the coming year. A number of supported projects are relevant to UN Security Council Resolution 1325 on Women, Peace and Security, despite the fact that the grantees do not explicitly utilise the resolution in their work.

In 2024, the NHRF continued its support for measures to protect women human rights defenders in war and conflict zones such as Colombia. Women human rights defenders were particularly highlighted in our communication work, including in connection with the celebration of International Women's Day on 8 March.

Anti-corruption and safeguarding work

Efforts to prevent corruption and misuse of funds are an integral feature of the NHRF's work. The NHRF has clear case handling routines and partnership assessments, uses references before granting support, maintains close contact with other donors, and liaises with a larger human rights network in the countries/themes being supported. The use of local consultants, field visits and meetings with organisations are other important tools. In 2024, the Norwegian Human Rights Fund carried out field visits to partners in India, Sri Lanka, Mexico, Pakistan, Indonesia and Colombia, as well as utilising local consultants in meetings and follow-up and also conducting meetings digitally. All contracts and agreements entered into by the NHRF include an anti-corruption and safeguarding clause and focus on preventing sexual harassment. The NHRF has two manuals dealing with finance, a finance manual for grantee partners and an internal manual. In addition, we provide financial and administrative training to grantee partners in prioritised countries through seminars (physical or digital).

Environmental reporting

The NHRF's day-to-day operations do not cause any significant pollution. It is however still important for us to reduce our climate footprint where possible. In 2024, we therefore conducted an analysis of the NHRF's impact on the environment and nature in our daily operations, using the tool provided by vesentlig.no. Follow-up measures will be considered in 2025.

The NHRF undertakes several flights each year, which are considered the largest source of emissions for our climate footprint. While we consider this the largest emission source in connection with our work, the number of flights is relatively few, and we make conscious decisions regarding mode of transportation for travels. Modes of transportation like train or bus are the primary options where possible, e.g. on domestic travels. We largely have digital meetings to keep in touch with networks, donors and grantee partners in other countries. In addition, the NHRF has an active approach to energy



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use in the office, e.g. through solar shading.

Oslo, 06 June 2025

On behalf of the Board of the Norwegian Human Rights Fund

Marit Sørheim
Chair of the Board

Wenche Fladen Nervold
Deputy Chair of the Board

Anna Maria Charlotta Lundberg
Board member

Siri Blaser
Board member

Bjarte Økland
Board member

Amitabh Behar
Board member

Ingeborg Moa
Executive Director