Protection Support for Women Human Right Defenders

Key results:

Protection support for WHRD (in developing countries) is provided through the following key deliverables:

- 515 protection grants provided for practical security needs
- 375 cases brought up of WHRDs in terms of issuing appeals, alerts and other forms of advocacy
- 1150 WHRDs receiving training and consultancy support
- 600 cases of WHRDs taken up by the UN Special Rapporteur for the Situation on HRDs
- 225 cases raised by the EU Office on behalf of WHRDs
- FLD language on WHRDs reflected in negotiations and adopted policies at UN, EU and IFIs levels

Justification for support:

-framework conditions for civil society continue to be under pressure in a number of countries
- human right defenders are particularly at risk, being subject to increasing threats and killings in the past decade
-WHRDs are one of the most vulnerable groups facing gender based violence, harassment and threats to their children

Major risks and challenges:

-front line staff is subject to risk, and need strong systems and guidelines in place to ensure their safety. A holistic package of protection/ security training and digital security consultations will better equip WHRDs to manage the risks they face.
-the visibility of defenders can be a source of vulnerability and security. Visibility has the potential to increase unwanted attention on WHRDs. Supporting WHRDs to share their perspectives can help strengthen their counter-narrative and help mitigate the risks involved.

File No.	2022 - 17484					
Country	Interregional					
Responsible Unit	HCE					
Sector	15150 Democratic Participation and Civil Society					
Partner	Front Line Defenders					
DKK mill.	**2022**	**2023**	**2024**	**2025**		**Tot.**
Commitment	10	0	0	0		10
Projected ann. disb.	3	4	3	0		7,15
Duration	July 1 2022 – June 30 2025					
Previous grants	7,15 DKK mill (2019 – 2021)					
Finance Act code	06.32.08.70.					
Head of unit	Mette Thygesen					
Desk officer	Tue Kristoffer Westhoff					
Reviewed by CFO	Yes: Kasper Thede Anderskov					

Relevant SDG: *16 Peace & Justice, Strong Institutions*

No Poverty	No Hunger	Good Health, Wellbeing	Quality Education	Gender Equality	Clean Water, Sanitation
Affordable Clean Energy	Decent Jobs, Econ. Growth	Industry, Innovation, Infrastructure	Reduced Inequalities	Sustainable Cities, Communities	Responsible Consumption & Production
Climate Action	Life below Water	Life on Land	Peace & Justice, strong Inst.	Partnerships for Goals	

Strategic objectives:

To ensure that women human rights defenders at local and national level are recognised as essential actors in the struggle for human rights and enjoy the freedom and security to undertake their legitimate activities.

Justification for choice of partner:

Front Line Defenders has substantial experience in supporting human rights defenders in developing countries and has established itself as a leading organisation on HRD protection having pioneered work on rapid, practical support, digital security and psychosocial support. It serves as the lead partner in the EU Human Rights Defenders mechanism.

Summary:

1) Provide fast, flexible and effective 24-hour emergency service that responds to the protection needs of HRDs at immediate risk
2) Strengthen the resilience and capacity of HRDs to manage their security and protection
3) Enhance the visibility of HRDs and the positive impact of their work
4) Strengthen national, regional and international protection of WHRDs at risk

Budget: Denmark contributes 10 DKK mill to the following budget lines, i.e. 45 % of the total budget 22,3 DKK mill.

Output 1 Emergency Response	3,1 DKK mill, i.e. 26% of total 11,5 DKK mill
Output 2 Strengthen Resilience	3,8 DKK mill, i.e. 64% of total 5,8 DKK mill
Output 3 Enhance visibility	0,9 DKK mill, i.e. 48% of total 1,8 DKK mill
Output 4 Protection of WHRD at risk	2,2 DKK mill, i.e. 73% of total 3,0 DKK mill
Management, administration, contingencies	0,8 DKK mill, i.e. 48% of total 1,6 DKK mill
TOTAL contribution	**10,0 DKK mill**, i.e. 45% **of total project budget 22,4 DKK mill**

Project Title: Protection Support for Women Human Rights Defenders
Organisation: Front Line Defenders
Project Term: 1 July 2022 – 30 June 2025
Submission: 7th January 2022

1. Context Analysis

Emerging issues

In the ***next three years*** the situation for human rights defenders (HRDs) will undoubtedly remain complex and challenging. Front Line Defenders (FLD) casework continues to highlight the ***high level of targeted violence, surveillance, incarceration and legal persecution*** faced by human rights defenders globally. In every region of the world, arrest and detention continued to be the most commonly reported violations used by states to undermine the work of HRDs. A particularly distressing trend has been the high number of ***killings of Human Rights Defenders***. In 2021, Front Line Defenders recorded that at least 358 HRDs were killed for carrying out their peaceful human rights work. Impunity remains the norm and killings were frequently preceded by aggressive on- and offline smear campaigns aimed at discrediting their work.

Authoritarianism is on the rise as repressive regimes crack down on civil society and as governments adopt *restrictive measures* designed to limit the ability of HRDs and civil society to function well and safely (see for instance in India, Nicaragua, Algeria). Some of these measures, along with COVID-19 specific restrictions, were brought in or used to undermine protest movements which had gained both momentum and experience in previous years. Popular discontent with ruling powers' manipulation of elections, rising poverty and corruption has continued to be a trigger for exceptionally violent crackdowns in a number of countries, with defenders often violently targeted and attacked as they document abuses, provide medical assistance to the injured and campaign for free and fair elections. The trend towards conservatism and 'traditional' values in every region of the world has contributed to the scale of attacks on women and LGBTIQ+ defenders. In each world region, HRDs are continuing their work against a backdrop of increasingly acute *human rights crises* (e.g. Colombia, Myanmar, Sudan, Afghanistan, Belarus, Nicaragua). Such crises have also precipitated the emergence of "new" or "non-traditional" human rights defenders such as teachers, health care workers, judges, refugees and migrant rights defenders. In India and Sri Lanka, repressive right-wing governments with histories of targeting HRDs were given overwhelming popular mandates in local and national elections. Other governments with democratic mandates reneged on human rights commitments, at the cost of security and well-being of most vulnerable communities.

The level of demand for support from HRDs to Front Line Defenders is now greatly exceeding FLD's capacity. While this is partly linked to increased outreach by FLD, it is also a reflection of the increasingly difficult context and need for protection support. The international context of COVID-19 has had a negative impact with regards to advocacy, as governments worldwide have focused internally on domestic challenges. Foreign policy was dictated by the pandemic which left limited space for international advocacy on specific HRD cases. Grant delivery is increasingly difficult due to foreign funding restrictions, freezing of bank accounts etc. In addition, COVID-19 has made the verification of grants more complicated as physical access to some groups is more difficult.

Women Human Rights Defenders: WHRDs inclusive of trans and gender diverse defenders, are subjected to additional gender-specific threats and attacks. They are more likely to experience sexual assault, harassment and intimidation of a sexualised nature. Their leading role in human rights struggles often fails to be recognised or is intentionally overlooked because of the challenge it presents to patriarchal gender norms and structures. They are often not afforded the same standing in their communities nor the same access to protection resources that their male colleagues have, while the risks they face are similar or sometimes greater. This is especially true in cases of intimate partner violence and other forms of family and community pressure used as a way to 'punish' WHRDs for their identity as activists – a phenomenon that often goes unreported and unrecognised as a legitimate threat. WHRDs face discrimination and threats also from other HRDs within their human rights spaces. Women from marginalised communities working on rights related to the identity of individuals and/or communities, such as indigenous peoples rights or LGBTQI+ rights, are doubly targeted, because of their work as activists and because of how they identify themselves politically, ethnically, socially or by gender. Furthermore, for WHRDs there is an added psychological and economic burden connected to their frequent role as primary carers.

As the UN working group on the elimination of discrimination and violence against women noted in November 2021: "States must exercise their due diligence obligation and protect women human rights defenders, activists and women's organizations who are regularly harassed, intimidated and subjected to violence for defending their rights and promoting equality. The level and frequency of violence against them should raise alarm bells everywhere."[1] As Denmark's National Action Plan (2020-2024) on the Women, Peace, Security UN Council Resolution 1325 notes: "Attacks on women human rights defenders and peace makers continue to escalate." This project will contribute to Denmark's strategic priority of strengthening women's participation in peace efforts[2].

Digital Threats: Digital threats targeting HRDs have increased in number and frequency, reflecting the ubiquitous access of HRDs to digital devices and the importance of technology in their work. The exposure of HRDs to digital threats increased significantly during the pandemic, which has seen more defenders increase their digital organising, and more defenders using unsafe personal devices to work online. *Digital attacks* range from surveillance to targeted infection, hacking to trolling, and confiscation of devices to theft. Governments (and companies) have become increasingly sophisticated in their use of technology to monitor activists, journalists and political opponents while also attempting to normalise this tracking as a trade-off for safer societies. The uncovering by FLD of the use of the NSO's Pegasus spyware to target and monitor Palestinian human rights movements demonstrates the necessity of strong digital security tools and training in addition to the urgency of a human rights regulatory framework for surveillance technology.[3] *Online smear campaigns* directed at defenders have become prevalent and are very likely to increase. These campaigns are cheap, can be carried out anonymously and remain difficult to fight against. WHRDs, in particular, are more likely to be targeted by smear campaigns, which often contain gendered hate speech. FLD has documented many cases of WHRDs receiving threats on social media networks. The contents of these threats sometimes reveal that perpetrators know specific personal data and locations of the WHRDs. Some of the threatening messages have contained misogynistic language, and threatening sexual violence against those who have received them.

FLD's project is a global one which will prioritise WHRDs based on need and level of risk, regardless of the country context. FLD's operating structure ensures support can continue even in the most challenging and unstable regimes. For example, during the country-specific crises in 2021 (e.g. in Colombia, Myanmar, Sudan, Afghanistan, Belarus, Nicaragua), Front Line Defenders has continued to provide support to the most at-risk defenders. The implications of unstable political contexts for this project will be mitigated by ensuring, when necessary, in-person activities are held in a third-country to ensure that workshops are conducted in countries with relatively stable contexts and where the WHRDs are able to safely travel and work.

Stakeholder Analysis:
The main rights-holders and one of the main stakeholders are the ***women human rights defenders*** and the communities they support. Women human rights defenders are central to the work of Front Line Defenders. The support provided as part of this project is based on the needs of WHRDs, as expressed by WHRDs. FLD works with a network of over 7,000 active WHRDs worldwide, and consults regularly with HRDs – including during its Dublin Platform, the ProtectDefenders.eu annual beneficiaries meetings as well as frequent online and in-person meetings. FLD carries out outreach through over 70 missions per year to extend its network of WHRDs and ensure that more WHRDs are aware of and benefit from the support FLD provides (since 2020 most of these missions have been carried out remotely due to COVID-19).

As the main duty-bearers ***States*** have an obligation to respect, protect and fulfil rights. States must be held accountable for their obligations to allow HRDs to carry out their work in an enabling environment. States are the main persecutors of HRDs (accounting for 84% of FLD's documented cases in 2020). Through Urgent Appeals and follow-up advocacy, FLD regularly calls on States to protect HRDs and enable them to continue their work. FLD encourages states to develop policies, legislation or mechanisms in support of HRDs. FLD continues to target the inclusion of non-Western governments in dialogues on the protection of HRDs at risk. To increase the effectiveness of our advocacy, FLD also works with local and sub-national authorities as well

[1]https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=27851&LangID=E
[2]http://1325naps.peacewomen.org/wp-content/uploads/2021/05/danish-national-action-plan-on-wps-.pdf
[3]See FLD investigation into the hacking of 6 Palestine Human Rights organisations by NSO Group's Pegasus Spyware, which concretely demonstrates that human rights organisations in Palestine are under surveillance. https://www.frontlinedefenders.org/statement-report/statement-targeting-palestinian-hrds-pegasus

as national governmental bodies on specific cases of HRDs. States are also key allies in supporting HRDs at risk, however the level of engagement of States varies widely depending on their respective human rights policies, their embassy presence and links to specific local governments, and other considerations including trade.

FLD engages with ***international and regional organisations***, including with the UN, the EU, IACHR and ACHPR regarding specific cases of HRDs at risk. International and regional institutions play a key role in monitoring the implementation of key international obligations, including the 1998 Declaration on Human Rights Defenders. These institutions need information on the specific challenges facing civil society and human rights defenders around the world. Front Line Defenders provides these institutions with such information through regular meetings, inputs through established processes (e.g. UPR Submissions, OHCHR consultations, letters of support for cases or requesting IACHR precautionary measures and dialogues with the joint mechanism of HRDs between OHCHR and IACHR, sharing reports and statements during ACHPR sessions) and practical support to existing mandates such as the ACHPR and UN Special Rapporteur on Human Rights Defenders (through Geneva and Banjul-based fellowships). Through its Brussels-based EU Office, Front Line Defenders also engages EU institutions, provides input on the situation of HRDs around the world and helps ensure that EU Delegations and EU Member States implement the EU Guidelines on the protection of Human Rights Defenders – including through regular meetings and EU Guidelines workshops (which include European Diplomats and HRDs).

FLD engages with ***donors***, and is present in a variety of fora, including the International Human Rights Funders Network. FLD has facilitated donors specific meetings in 2018 and 2019 (with the participation of over 40 governments and private foundations (including the Danish MFA) to discuss how to enhance funding to HRDs as the space in which they work is increasingly being contested. Such meetings highlighted the need for enhanced cooperation among various types of donors to enhance effectiveness of funding to HRDs.

FLD engages and cooperates with most ***international and regional civil society actors*** supporting human rights defenders. International and regional civil society actors' main needs in this field is coordination of interventions – especially as increasing number of actors are getting involved in protection of HRDs and facing security concerns – as well as sharing of expertise. FLD achieves this mainly through active participation in consortia. For instance, Front Line Defenders is the lead partner in the EU Human Rights Defenders Mechanism (ProtectDefenders.eu), with FIDH, OMCT, ILGA, Reporters without Borders, DefendDefenders, Urgent Action Fund, Forum Asia, EMHRF, Protection International, Peace Brigades International and ESCR-Net. ProtectDefenders.eu has enabled the members to significantly improve coordination of support to HRDs. Front Line Defenders is also a key partner in the Lifeline CSOs Embattled Assistance Fund, the Digital Defenders Partnership, the HRD Memorial Project and other specific partnerships, as well as in a series of key networks, such as Journalists in Distress Network, the Women Human Rights Defenders International Coalition, and ESCR-Net – the International Network for Economic, Social & Cultural Rights. In addition, Front Line Defenders is increasingly working to support new national and regional initiatives supporting human rights defenders at risk (including the Western Africa Human Rights Defenders Network or the Southern Africa Human Rights Defenders Network). As these initiatives are quite nascent for the most part they need some support in developing technical expertise and relationships.

Local ownership will be a key guiding principle for the work of FLD under this project. The most important local ownership will be from the WHRDs on the ground in each country, particularly those from rural areas, who have historically received less support from international actors and may be less well connected to urban based civil society networks. Support for security and protection will be based on the needs expressed by WHRDs, and no action will be taken without their informed consent or, where necessary, the consent of their family or colleagues. The partners have built a strong relationship of trust with an unrivalled and diverse network of HRDs and local organisations around the world. Support will always be *context-specific and rooted in local realities*, and will aim to empower WHRDs at risk to continue to carry out their work at all levels.

FLD will *strengthen its engagement with key allies on HRD protection* and, building on its ongoing relationships with key actors and a review of its advocacy work, FLD will increase its engagement at the UN and EU level, with US and European governments (and embassies), and Development Finance Institutions (DFIs). This engagement will focus on specific cases of HRDs at risk as well as in relation to key regional and international policy developments and processes relevant to WHRDs, including EU binding rules on

mandatory human rights due diligence, and expected new EU rules on end-to-end encryption, and input into reviews of environmental and social policies of IFIs. FLD will also seek to input into social media policies relevant to WHRDs – based on successful engagement with Twitter and increased momentum with other companies – this could also include further engagement with Denmark's Tech Ambassador.

Human Rights Framework through which the project will be implemented: FLD's programme aims to protect HRDs at risk, i.e. people who work, non-violently, for any or all of the rights enshrined in the ***Universal Declaration of Human Rights*.** The programme is informed by international and regional instruments, including the *UN Declaration on Human Rights Defenders.* Having played a key role in the shaping of the ***EU Guidelines on Human Rights Defenders*** and more recently supported the strengthening of the Guidelines in relation to ensuring protection responses are informed by gender and intersectional perspectives[4]**,** FLD will continue to promote its implementation. This project will contribute to the implementation of the ***EU Action Plan on Human Rights and Democracy*.** FLD supports the mandate of the ***UN Special Rapporteur on the situation of Human Rights Defenders***, and the ***African Commission on Human and Peoples' Rights Special Rapporteur on HRD***s and Focal Point on Reprisals in Africa.

Barriers to WHRDs' participation: The main rights holders under this project are WHRDs. As outlined above there are specific barriers for their participation, inclusion and empowerment in human rights movements. WHRDs are more likely to experience sexual assault, harassment and intimidation of a sexualised nature. This is especially true where domestic violence is used as a way to 'punish' WHRDs for their identity as activists – a phenomenon that often goes unreported. WHRDs often face discrimination and threats also from other HRDs or within their communities. Women from marginalised communities working on rights related to the identity of individuals and/or communities, such as indigenous peoples rights or LGBTI rights, are doubly targeted, both because of their work as activists and because of how they identify themselves politically, ethnically, socially or by gender.

Accountability: Accountability mechanisms include ***international and regional organisations***, such as the UN, the EU, IACHR and ACHPR regarding specific cases of HRDs at risk. As noted above, international and regional institutions play a key role in monitoring the implementation of key international obligations on HRDS. Front Line Defenders provides regular information and inputs to these institutions so that they are kept informed of current trends and issues facing HRDs and civil society around the world. FLD calls on governments and businesses to be more transparent and accountable. A key focus of FLD's advocacy work is to ensure that states are accountable for implementing the UN Resolution on Human Rights Defenders, and where relevant the EU Guidelines on Human Rights Defenders.

Transparency and translation: FLD is committed to translating tools and online content that it has developed to support HRDs' protection into 17 languages. Currently, only some of the content has been translated in the 17 language options on FLD's website. In addition, FLD is supporting other organisations to do the same. FLD convened a meeting on localization and translation tools and processes with other members of the digital rights software community, which was attended by nine other organizations. FLD have partnered with Localization Lab in order to translate all content on its Digital Security Toolkit ("Security in a Box") to the 17 languages.

The achievement of the ***Sustainable Development Goals*** (SDGs) is contingent on an independent, effective civil society to play key roles in providing practical support and assistance, mobilising communities, strengthening local knowledge and skills, and holding governments accountable. This programme will contribute to ensuring that civil society, and more specifically WHRDs, can continue to play this role in an increasingly challenging context. In line with the prioritisation of Danish Ministry of Foreign Affairs, the programme will also contribute to the realisation of SDG 6 (Gender equality) and (SDG 16 Peace, Justice and Institutions) and the following SDG targets:

- End all forms of discrimination against all women and girls everywhere
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

[4]Front Line Defenders, *EU Toolkit on WHRDs*, July 2020, https://www.frontlinedefenders.org/en/resource-publication/eu-toolkit-whrds

- Develop effective, accountable and transparent institutions at all levels
- Ensure responsive, inclusive, participatory and representative decision-making at all levels

Front Line Defenders & Danish Ministry of Foreign Affairs partnership
As mentioned below, there is strong alignment between Front Line Defenders' focus of work and the Danish Ministry of Foreign Affairs support to Human Rights Defenders, and particularly – but not exclusively – on the project areas: WHRDs at risk and digital security. FLD is keen to further engage with the Danish MFA on those issues. Some opportunities for increased partnership include:

- Engagement at an EU level: the Danish Government plays a key role in pushing forward the human rights defenders agenda at the EU. FLD can facilitate contacts with HRDs, share information and input on HRDs situation (e.g. country updates) ahead of relevant meetings and as part of key policy processes impacting on HRDs. FLD can also invite the Danish MFA to specific events, round-tables and meetings on HRD issues organised by FLD and partners. Similar engagement can also take place at the UN level. FLD is keen to explore further ways to strengthen support to HRDs at risk with Denmark and like-minded countries.
- Engagement on cases of HRDs at risk: FLD would welcome further engagement with Danish embassies in focus countries to support HRDs at risk. This includes invitations and involvement in country-specific events organised by FLD including EU guidelines workshops.
- Engagement with the Danish Tech Ambassador: FLD engages with social media companies and there is scope to discuss tech developments and their impact on human rights defenders with the Danish MFA as well as with the Danish Tech Ambassador.
- Engagement in Danish initiatives: FLD welcomes opportunities to provide inputs into initiatives relevant to human rights defenders led by the Danish Government, e.g. the Tech for Democracy Initiative.

Rationale vis-à-vis Danish policies, strategies, value-added and complementarity
This project complements Denmark's Development Cooperation Strategy, 'The World We Share'[5], as well as Denmark's recently published Foreign and Security Policy Strategy 2022[6]. FLD aims to support WHRDs most at risk which aligns well with Denmark's focus on women and girls, as laid out in 'The World We Share Strategy', which notes that "Women human rights defenders are particularly vulnerable and are often subject to harassment and violence because of their gender."

The Danish Government's support to HRDs is also reaffirmed in its international human rights policy, the Danish National Action Plan on the implementation of the UN Guidelines on Business and Human Rights as well as the Tech for Democracy initiative, and through its missions and presence in international fora. This project is in line with Denmark's focus on digital resilience for civil society and human rights defenders and support to emerging social movements.

FLD's ***value-added*** is:

- FLD has a ***unique first-hand knowledge and expertise on the situation facing HRDs*** based on a network of over 17,000 HRDs at risk in over 150 countries.

- ***Protection expertise***: FLD has been working on protection and security of HRDs for 20 years and has built extensive expertise in areas such as physical and digital protection, well-being and visibility for protection. FLD continuously innovates and develops its practices. FLD is recognised as a lead organisation in the protection of HRDs, as reaffirmed in 2018 by being awarded the UN Prize in the Field of Human Rights.

- ***Speed***: FLD recognises that the speed of response is a critical element to ensuring effective support. FLD has established a system to ensure we can respond to the needs of HRDs within 24 to 48 hours. FLD has a 24/7 emergency phone line for HRDs at risk available in five languages. FLD manages the emergency line for ProtectDefenders.eu, the EU Mechanism for the Protection of HRDs.

- With close relationships at grassroots and international levels, FLD acts as a ***bridge between grassroots HRDs and international institutions***, governments and other actors. This includes the Dublin Platform, bringing together over 100 HRDs with no or very limited international contacts, as well as our UN and ACHPR-based work, and our close connections with EU institutions and member states led by our Brussels office. Some examples include the organisation of online advocacy meetings in 2020 for Indian HRDs with EU Special

[5]https://um.dk/en/-/media/websites/umen/danida/strategies-and-priorities/udviklingsstrategi_uk_web.ashx
[6] https://um.dk/en/-/media/websites/umen/foreign-policy/uss-2022/uss-en-web-220215-1-final-a.ashx

Representative for Human Rights Eamon Gilmore, EEAS, MEPs, Member States, EC, and Council President cabinets. FLD obtained a public letter by the Chair of the European Parliament Human Rights Committee, to India's Home Affairs Minister about several HRD cases in India. As a result of the pressure, a pregnant and detained WHRD was released on bail.

Lessons learned from the previous project

Throughout the course of the previous project key learnings have been identified, which will be incorporated into the future programme.

These learnings include:

- Assessing risks from an intersectional approach is crucial to better understand the specific risks faced by HRDs as a result of their work and risks as individuals. This was particularly important for WHRDs. For example, understanding the specific needs of WHRDs relocating with families as well as WHRDs who had experienced gender-based violence.

- There was an increased need and value of providing well-being and psychosocial support to WHRDs. This area of support came to the forefront of FLD's support as the impact of COVID-19 took its toll on WHRDs, in addition, in some regions there has been a shift in WHRDs feeling more accepting of needing to ask for this support.

- Temporary relocation in another country is sometimes the most effective protection response in situations of severe or urgent risk. The year of 2020 demonstrated how quickly this measure can become impossible when borders are shut overnight. A shift of emphasis to more dependable alternatives is necessary.

- FLD's research uncovering NSO's Pegasus software being used by governments in Israel, Bahrain, Jordan and El Salvador to spy on HRDs and WHRDs has deepened FLD's understanding of the extent of the digital surveillance being carried out against HRDs, which has informed the digital support provided, such as the scanning of HRDs' devices to check for surveillance software.

FLD's analysis also highlighted a number of other important gender related trends. These included: the leadership role WHRDs assumed in protest movements during 2020 and the associated risks of this; the increased risks of gender based violence during COVID-19 restrictions; the increased threat of online defamation for WHRDs; the role of WHRDs as primary care-givers and the impact of COVID-19 lockdowns on their capacity to do their work.

2. Theory of Change

Outlined below is a summary of Front Line Defenders organisational **Theory of Change**.

- FLD believes that HRDs play a crucial role in protecting human rights and bringing about positive change for societies and communities.
- FLD believes that in order to achieve their aim HRDs need to be protected and enabled to carry out their work
- FLD believes that we can support and enable HRDs to continue their work by achieving the following outcomes:

1. Provide fast, flexible and effective 24-hour emergency response that responds to the protection needs of HRDs at immediate risk
2. Strengthen the resilience and capacity of HRDs to manage their security and protection
3. Enhance the visibility of HRDs and the positive impact of their work
4. Strengthen national, regional and international protection of HRDs at risk

- FLD's role in bringing about these goals is:

Providing resources
Building capacity
Consulting and advising
Facilitating, linking and convening

Networking and coalition building
Researching and analysing
Advocating and amplifying
Influencing

3. Protection Programme in Support of WHRDs

"Everyone is attacking us online, in the street and in the media – but Front Line is on our side. [FLD DPC], a figure we are proud of in our region and has contributed to strengthening protection for women in particular, thank you."
Egyptian women's organisation, recipient of digital protection support 2021

The overall objective of this programme is to ensure that women human rights defenders at local and national levels are recognised as essential actors in the struggle for human rights and enjoy the freedom and security to undertake their legitimate activities.

The project will enable approximately **2,340 WHRDs** at risk to safely continue their vital work to promote human rights in their societies, support sustainable development, and act as key agents for social justice. The key indicator for this objective will be ***95% of the WHRDs supported can continue or return to their work.*** The work of WHRDs who can continue their work will have a much broader impact on the societies and communities for whom they are working. More broadly, this project will promote democratic principles, including the promotion and protection of human rights through strengthening the capacity of civil society, enabling HRDs to push for inclusive and sustainable development and peaceful and just societies.

The project will focus on **four key outcomes:**

1. Provide fast, flexible and effective 24-hour emergency response that contributes to the protection of WHRDs at immediate risk;
2. Strengthen the resilience and capacity of WHRDs to manage their security and protection;
3. Enhance the visibility of WHRDs and the positive impact of their work;
4. Strengthen national, regional and international protection of WHRDs at risk.

Front Line Defenders has significant experience in providing protection support to WHRDs. This programme will build upon this experience from the previous project with the Danish Ministry of Foreign Affairs (2019-2021) and strengthen the organisation's holistic support to WHRDs. In the previous phase of this project, FLD supported the development of an EU Toolkit for WHRDs providing practical steps for the EU to better meet the needs of WHRDs, from a gendered, intersectional perspective. In this phase of the project, the toolkit for WHRDs will continue to be tested. FLD understands the implications of the digital agenda on the work of WHRDs. This project will seek to empower WHRDs to safely and securely use digital tools to advance their human rights work.

3.1 Outcome 1. Provide fast, flexible and effective 24-hour emergency response that contributes to the protection of WHRDs at immediate risk

"As a human rights defender, I am able to carry out my work with a peace of mind. My heart is at peace because I have relative security for my work, home and family." - WHRD who works on children's rights and has been targeted over the last years in Uganda.

Front Line Defenders will respond to the immediate protection needs of WHRDs on a global level. FLD will focus on rapid, practical support by being accessible, flexible and ready to act in emergency situations.

Key **indicators of success** will be:
- 95% of WHRDs reporting that their security and capacity is improved as a result of having received Protection Grants;
- 40% of case outcomes with a positive result for WHRDs (e.g. released from prison, threat ceases, perpetrator held to account).

To achieve this outcome Front Line Defenders will complete the following outputs:

Output 1.1 FLD will provide **515 protection grants** for practical security needs. Through this project, FLD will also provide grants for psychological and medical costs for WHRDs facing ongoing stress or burnout and grants to protect against gender-based violations. Protection grants are on average awarded for an amount of approximately 3,000 Euro (maximum 7,500 Euro) and in emergency situations can be provided within 48 hours. In recognition of the importance of holistic protection for ensuring HRDs are able to successfully and safely continue their work, FLD's grants can cover a range of needs including, but not limited to:

- improving physical security of an organisation or individual, digital security and communication security;
- supporting legal fees for HRDs who are being judicially harassed;
- paying for medical fees for HRDs who have been attacked or who have suffered a medical condition as a result of their peaceful human rights activities;
- providing family assistance for imprisoned HRDs or family members who are at risk because of a HRD's activities;
- providing psycho-social support to HRDs facing high level of stress/burnout.

Example of Protection Grant for an Algerian WHRD (2021): the WHRD leads an organisation supporting the Amazigh people. She noticed unknown men following her and due to the fact that other arrests of activists happened in the same area she was concerned for her safety. As a result, she needed immediate security support and the grant covered her relocation to a different city and a secure neighbourhood. Due to the stress she was under the grant also covered therapy sessions.

Output 1.2 FLD will take up the **cases of over 375 WHRDs at risk** and issue urgent appeals, alerts and other forms of advocacy, tailored to the specific context. As part of this project Front Line Defenders will advocate for national and international governments and institutions to take action on the cases of WHRDs.

3.2 Outcome 2 – Strengthen the resilience and capacity of WHRDs to manage their security and protection

Front Line Defenders will strengthen its approach to provide holistic protection to WHRDs at risk and expand its resources for capacity-building for WHRDs through workshops, courses, advice and support. This support will be provided by a team of field-based security experts in physical security, protection planning and digital security and involve additional specific expertise where required. Through this project, FLD will also strengthen the resilience of WHRDs to manage the risks that they face through facilitating cross-regional learning and tailored support for WHRDs who are at risk of defamation.

Key indicators for success will be:

- 99% of WHRDs reporting that they are implementing/have drafted security plans.

- 85% of WHRDs reporting increased well-being/motivation as a result of rest and respite and Dublin Platform.

To achieve this outcome Front Line Defenders will complete the following outputs:

Output 2.1 Front Line Defenders will provide **capacity building protection workshops** focused on different types of protection needs of WHRDs, such as Risk Assessment and Protection Planning (RAPP), Digital Protection and well-being for approximately **650 WHRDs** at risk. Workshops are typically 3 days and include 10-15 participants. RAPP training covers topics such as risk assessment; threat analysis; stress reduction; creating security plans for specific risks; and completing personal security plans, organisational or network security plans after returning. Digital Protection consultations include topics such as; digital security risk assessment; protecting computer from malware and hackers; how to protect sensitive data on computers; improving email privacy; improving security of social media use – Facebook and Twitter; mobile phone security. The workshops take place in the country or region of the participants. Well-being activities are led by the expressed needs of the WHRDs, but can include retreats for WHRD organisations, support from trained psychologists and participation in FLD's Rest & Respite programme. Training activities will be supported by FLD's Regional Capacity Builders in the Americas, Eurasia and MENA. This will ensure FLD can provide

follow up capacity support to the training participants and ensure that the strategies and activities are informed by the local contexts.

"I will be more than happy to participate in other similar retreats, will raise the opportunity of such spaces within the organisation; finally I brought self care back to my agenda, thanks to this space"

Feedback from a WHRD who participated in Eurasia well-being retreat (2021)

Example of well-being support: In 2021, one of the WHRDs who was supported was a Ukrainian LGTBQ rights activist who had been suffering from significant burnout following ongoing bullying and attacks from far-right groups. Given the ongoing stress and burnout, a programme centred on sustainable support was provided.

Risk Assessment and Protection Planning Consultation Latin America 2021: In September 2021, a group consultation was held with WHRDs from El Salvador, Honduras, Nicaragua, Costa Rica, Guatemala during which WHRDS discussed the importance of specific protection practices for WHRDs.

"RAPP support has helped me to be aware of the risks I face on a personal level, and to prepare myself to act and protect me and my family. By being aware that something can happen, we are more prepared to act when necessary."

Feedback from Colombian WHRD and RAPP Participant (2021)

In addition to the workshops, tailored support will be provided to approximately **500 WHRDs** and their organisations through **one-to-one consultations** with FLD's Digital Protection Experts and Security Advisor. Those consultations take place in person or remotely and WHRDs will benefit also from regular follow-up. Front Line Defenders works with a team of five digital protection experts based in each of the world regions as well as additional country-based experts in specific contexts (currently in Myanmar, Brazil and South Asia). The Digital Protection Experts carry out approximately 70 missions per year to meet with HRDs at risk and provide on-the ground advice on digital protection. The Security Advisor is a Front Line Defenders staff member with specific expertise in physical security who travels globally to meet with human rights defenders at particularly high risk, to provide on-the-ground physical security advice (e.g. security of homes and offices), which is adapted to the specific contexts in which human rights defenders are working.

Output 2.2 Front Line Defenders will support WHRDs to share cross-regional experiences, learn from each other and develop more effective strategies for their security and protection. Specifically, a session focused on sharing learning between WHRDs on the strategies and responses to risks they face will be organised at the Dublin Platform for Human Rights Defenders in October 2022 and 2024. 50 WHRDs will be supported to attend each of the Platforms which will provide a safe space for sharing cross-regional strategies for protection and provide a vital opportunity for lesser known and less connected WHRDs to gain recognition of the crucial importance of their human rights work among their peers and the international community and increase solidarity among WHRDs.

3.3 Outcome 3 – Enhance the visibility of WHRDs and the positive impact of their work

Front Line Defenders believes that in many cases increasing the profile of WHRDs and highlighting the important work they are doing can improve their security. Increased visibility can increase support for WHRDs among their own communities, policy makers and other stakeholders, and in some cases deter threats and attacks from perpetrators. It is also an important strategy to counter the negative narrative and defamation that is increasingly a risk faced by WHRDs.

Through this programme FLD will further develop our work on visibility for protection as a tool to counter defamation and the specific gendered dimensions of this threat and to build enabling environments for WHRDs in the contexts in which they work. In addition, we will continue to build international awareness of the crucial role of WHRDs, the changes they are bringing about, and the risks that they face as a result of their work.

Key indicators of success will include:

- 95% of WHRDs reporting a positive outcome as a result of visibility (including increased security, increased access to support, and increased access to policy makers).

To achieve this outcome Front Line Defenders will complete the following outputs:

Output 3.1 Visibility for Protection campaigns and research reports will be developed during the term of this project to support specific groups of WHRDs to increase their profile and enhance their visibility as tool to enhance their protection. These campaigns will likely focus on WHRDs working in particularly challenging conflict contexts. An example of a campaign is from March 2021 when FLD's Cypher Comics featured stories from WHRDs to mark International Women's Day.

"We are exposed to violence and discrimination by the state if we go out on the street and many avoid going out so I would like to continue supporting trans women who practice sex work with a bag of food, personal hygiene and medicine and because of the pandemic everything is closed and they haven't been able to work.

I encourage you to continue this work, I am super happy with the report that we presented as a group. A well as the news article about me. I loved it. Thank you for your work. Cry to read it remember that moment. Thank you for all that emotional support you have given me."

- **Barbara Delgado**, Transgender WHRD defending the rights of sex workers and transgender people in Panama.

Example of Digital Visibility Research: Research was conducted on Digital Surveillance and Defamation of Women and LGBTQI+ Defenders in Egypt and Morocco. The research explores the myriad of harmful online threats that these communities face, from onslaughts of digital hate speech on social media platforms, to pervasive surveillance by state and non-state actors. This report is being finalised and will be published at the start of 2022.

FLD will produce thematic analyses on the key threats relating to gender and digital rights; including impacts on specific WHRD groups; and existing strategies to counteract threats and/or responses by local and international actors. Examples of what these analysis papers may focus on include: impact of internet shut downs on HRDs, use of spyware and surveillance during protests, killings of HRDs (including WHRDs), threats to women journalists, and the impact of extractives on WHRDs and other gender identities. All analysis will be informed by a gender and inter-sectional lens. FLD will also carry out research on the implementation of the EU Guidelines on HRDs/WHRDs in selected countries, in order to support efforts to press for their meaningful implementation and it will research international funding for HRDs in order to inform donor discussions on funding effectiveness in this area.

Output 3.2 the Front Line Defenders Annual Award for Human Rights Defenders will provide an opportunity to highlight the important work of WHRDs at an international, regional and national level. The award is an opportunity to demonstrate the international recognition for their valued role and to exemplify their commitment. The Award also provides an opportunity to leverage media attention for the winners at both national and international levels. Front Line Defenders Awards are presented to one global winner and five regional winners.

"I am very happy, as this award tells me I have been working very hard. This shows that my work in defense of the landowners, in defense of women has been appreciated. This tells me that I am on the right path and I will continue to work to defend human rights for landowners and for women."

WHRD Aminata Fabba from Sierra Leone, regional Africa winner for the *FLD HRD Award 2021*

3.4 Outcome 4 – Strengthened national, regional and international protection of WHRDs at risk

Since its establishment, Front Line Defenders has played a unique role in supporting and strengthening international and regional protection mechanisms and building an active international constituency of support for WHRDs. FLD will continue to strengthen its work in this area as part of this project.

Key indicators of success:

- 40% of cases taken up by UN Special Rapporteur that result in a positive outcome for HRDs

- 46% of cases with a positive outcome for HRDs where the EU takes up cases raised by the FLD

To achieve this outcome Front Line Defenders will complete the following outputs:

Output 4.1 - Front Line Defenders will work to increase the number of cases of WHRDs taken up by the **UN Special Rapporteur for the Situation on HRDs** and will continue the support that it has provided for the office of the UN Special Rapporteur on HRDs since 2003. Front Line Defenders maintains two Frank Jennings Interns concurrently in Geneva and Dublin – each spending a three-months term in Dublin, followed by six months in Geneva, and a final three months in Dublin. This programme provides a link between Front Line Defenders and the office of the Special Rapporteur and affords the Special Rapporteur with increased capacity to provide assistance to urgent cases involving WHRDs at risk.

Output 4.2 - Front Line Defenders will continue to encourage the EU and the governments of EU Member States to engage in urgent assistance for WHRDs facing immediate or long-term threats. Front Line Defenders will also work to expand awareness and support of particularly vulnerable WHRDs. Through advocacy and field missions, Front Line Defenders will **promote awareness and best practice relating to the EU Guidelines on HRDs** among HRDs and officials, and will suggest practical steps towards their improved implementation, including steps to meet the needs of WHRDs from a gendered and intersectional perspective. Front Line Defenders will also continue to promote interaction between defenders and EU decision-makers though EU Guidelines Awareness workshops.

Output 4.3 – FLD will **input on key regional and international policy developments and processes** that will impact on WHRDs and where their voice is crucial. It will focus on the EU Mandatory Human Rights Due Diligence Directive, with a focus on the gendered nature of attacks against WHRDs and gender-responsive legislation, and the expected EU rules on end-to-end encryption. FLD will input into the Implementation Guidelines for the EU Action Plan on Human Rights and Democracy, the new global EU human rights sanctions regime and the European Parliament implementation report on the EU Guidelines on HRDs. It will input into reviews of environmental and social policies at Multilateral Development Banks (MDBs) where relevant and advocate for MDBs to better respond to and prevent reprisals against defenders, including WHRDs, as well as input into the OECD Guidelines for Multinational Enterprises review should it go ahead. FLD will seek to advocate for, and with, human rights defenders with social media companies regarding the violence and barriers to their work that they face online, including an emphasis on the gendered nature of this online violence. FLD will explore options to advocate for a regulatory framework for the surveillance technology industry which is impacting human rights defenders globally, including WHRDs who face particular risks when under surveillance.

In the US the new administration has committed to support HRDs at risk[7], and is re-engaging at the UN and other multilateral institutions. Building on strong partnerships with US-based organisations (including as part of the Lifeline Embattled CSOs Assistance Fund), there is an opportunity to engage the US to make the protection of HRDs a U.S. foreign policy priority and play a global leadership role on this issue. Front Line Defenders has recently appointed a US Representative, who will engage directly with the ***US government*** and ***US-based stakeholders*** on HRD cases, advocating with the US to further support HRDs, including by organising HRDs visits to Washington.

[7]US Department of State, Bureau of Democracy, Human Rights, and Labor, « U.S. Support for Human Rights Defenders », January 20th 2021 : https://www.state.gov/u-s-support-for-human-rights-defenders/

Example of Digital Rights Advocacy: FLD has successfully advocated for tech companies to create human rights positions to monitor the human rights impacts of digital spaces and advocates for the strengthening of HRDs' protection on online platforms, such as through FLD's membership on Twitter's Trust and Safety Council, where FLD engages on priority issues for HRDs.

Output 4.4 – FLD will continue test its new Toolkit for the EU on WHRDs in several countries to enable WHRDs networks to be better positioned to press for EU action. Under this activity, FLD will continue to connect WHRDs with EU diplomats in Brussels and globally. FLD also welcomes enhanced engagement with the Danish Ministry on selected issues of interest and on cases of HRDs at risk. The testing of the toolkit will take place in three countries with WHRDs and EU diplomats.

4. Monitoring and Evaluation

The attached Results Framework will be the key framework for the monitoring of this project.

The methodology for monitoring the project is outlined below.

Outcome 1 – Emergency Response
Protection Grants – Following receipt of a grant, Front Line Defenders requires that WHRDs provide an evaluation of the support within six weeks of receiving the grant. This evaluation assesses the impact of the grant on the WHRDs security, their capacity to return to work, and their capacity as a human rights defender. Front Line Defenders uses these evaluations to monitor the effectiveness of this activity and determine if further or additional support is needed for the WHRD. In addition, Front Line Defenders includes all results for grants in our organisational database and can run analysis reports on key areas such as the impact of grants for HRDs working in specific countries etc. This supports decision making and can determine the most effective support for WHRDs in specific contexts. FLD Protection Grants team also monitors developments and can adapt grant-making strategies to keep providing support to WHRDs at risk.

Urgent Advocacy - Front Line Defenders' HRD database includes information on all verified human rights defenders and cases that the organisation takes up. Front Line Defenders tracks all cases and determines the status of support as having had a 'negative', 'neutral' or 'positive' outcome for the human rights defender. These results are received on a quarterly basis along with analysis of trends such as the gender and the issues the WHRDs are working on. The tracking and monitoring of cases is carried out on an ongoing basis by regionally based Protection Coordinators, who are in direct contacts with WHRDs in their regions, and the regional fellows based in FLD head office. Corrective action such as increasing contact with authorities (and/or contacting new actors at the international, national or local level), increasing visibility of specific cases, adapting messaging or reaching out to groups of specific WHRDs are made based on this monitoring system.

Outcome 2 – Building capacity and resilience
Front Line Defenders has a thorough evaluation process following every capacity building activity that is implemented. For example, for Risk Assessment and Protection Planning workshops, at the end of each workshop an evaluation is completed by all participants. Key questions included at this evaluation stage are: Do you feel confident to create and implement your organisational/individual security plan? What are the top 3 measures you are going to implement to improve your security and/or your organisations security? On a scale of 1 – 5, if 1 = very low capacity to react to threats, and 5 = very high capacity to react to threats, what number do you think you were before the workshop, and what number afterwards? Six weeks later FLD sends out the second evaluation form. In addition, the local trainer follows up with trainees to support the evaluation process. The key areas covered at this evaluation stage include: -has an organisational (or an individual if the HRD is not part of an organisation) security plan been put in place to improve security? - any changes the HRDs has made to their lifestyle to deal with stress – attitude to security before and after the workshop. FLD Digital Protection Consultations capture impact through 'change stories' as a way to assess how the support has improved a HRD's safety and security.

The monitoring of this area of work enables Front Line Defenders to determine if changes are needed in both content and methodology of the workshops and if additional support is required by the human rights defender.

Outcome 3 - Visibility for Protection
Following visibility for protection support WHRDs are asked to evaluate the impact of the support and

determine if the visibility support has had a positive outcome on their security. Key outcomes can include areas such as improving WHRDs access to policy makers, increased awareness of their work within their local communities, increased access to support at a local, national or international level.

Outcome 4 – Strengthened national, regional and international protection

Similarly to Urgent Advocacy, Front Line Defenders tracks all cases raised with the EU institutions, and UN Special Rapporteur. All responses are recorded from key advocacy targets and positive action taken such as going to the trial, issuing statements etc. are all recorded. Front Line Defenders also monitors the impact that this action has on the security of the human rights defender. Based on this approach, Front Line Defenders can determine the effectiveness of its advocacy, which advocacy strategies are having the most impact in terms of action by the advocacy targets, and also which strategies have the greatest impact on the human rights defender. Based on this information, FLD can amend its activities (and advocacy targets) to ensure highest impact of EU advocacy for each specific case of HRDs at risk.

Evaluation

As FLD's multi-annual Strategic Plan is coming to an end in 2022, FLD has undergone an evaluation of the strategic plan, the findings of which have been shared with the MFA. FLD's new strategic plan for the period 2023-2025 will also be evaluated during the course of its implementation, which will overlap with the implementation of the Danish MFA project. The learnings from the mid-term evaluation of the strategic plan will be incorporated into the implementation of this project where appropriate. FLD has recently developed qualitative monitoring and evaluation tools, as part of FLD's commitment to internal knowledge-sharing and learning capacity. 'Change stories' will be used to capture the impact of the work effectively. Front Line Defenders believes that these in-depth case studies provide both useful samples of the impact of the project on individual cases and important learning for the organisation.

ANNEX 3: THEORY OF CHANGE, SCENARIOS AND RESULTS FRAMEWORK

Front Line Defenders **Theory of Change**.

Challenge the project seeks to address: The global context for Human Right Defenders is undoubtedly complex and challenging. There is a high level of targeted violence, surveillance, incarceration and legal persecution faced by human rights defenders globally. Authoritarianism is on the rise as repressive regimes crack down on civil society and as governments adopt *restrictive measures* designed to limit the ability of HRDs and civil society to function well and safely. In every region of the world, arrest and detention continue to be the most commonly reported violations used by states to undermine the work of HRDs. WHRDs in particular are subjected to additional gender-specific threats and attacks. They are more likely to experience sexual assault, harassment and intimidation of a sexualised nature. Their leading role in human rights struggles often fails to be recognised or is intentionally overlooked because of the challenge it presents to patriarchal gender norms and structures. *Online smear campaigns* directed at defenders have become prevalent and are very likely to increase. These campaigns are cheap, can be carried out anonymously and remain difficult to fight against. WHRDs, in particular, are more likely to be targeted by smear campaigns, which often contain gendered hate speech. Targeted surveillance has uniquely violent effects on WHRDs, as gendered, political power structures grant authorities opportunities to defame, blackmail, and dox WHRDs.

Overall Objective/Mission: As highlighted in the above context analysis (elaborated further upon in the main proposal document) HRDs carrying out their legitimate work are at increased risk of being killed, threatened, imprisoned and defamed. In the current context, human rights defenders are increasingly asserting their rights, holding powerful elites to account where space exists, and challenging repressive social norms. However, they do so at considerable cost; HRDs in the region carrying out their legitimate work are at increased risk of being killed, threatened, arbitrarily detained, tortured and defamed among other human rights violations. Front Line Defenders' mission is to provide practical support to human rights defenders at risk and to contribute to an enabling environment in which they can continue their legitimate work.

The long-term vision of this project is a world where Women Human rights defenders are recognised and supported as essential actors in defending and advancing human rights, and bringing about positive change in society.

Project impact objective: FLD believes that HRDs play a crucial role in protecting and promoting human rights and bringing about positive change for societies and communities.

IF Women Human Rights Defenders at risk are supported to continue their work safely through protection and advocacy.

BY

1. Providing fast, flexible and effective 24-hour emergency response that responds to the protection needs of WHRDs at immediate risk
    - If practical material and financial protection is tailored to the individual needs and different risks and threats that WHRDs face, such as legal, medical, security, relocation and well-being costs in response to risks including attacks from armed actors, raids, digital threats, arbitrary detention and criminalization, it will be more effective. Therefore, to ensure that protection support is appropriate, it needs to be based on requests articulated by WHRDs themselves (with guidance from FLD security experts when required) and provided in a fast and flexible manner.
    - FLD will seek the support of the Danish MFA, where appropriate, on advocacy on individual cases. FLD encourages Danish embassies to refer cases of HRDs to FLD for

support.

2. Strengthening the resilience and capacity of WHRDs to manage their security and protection
    - If WHRDs receive holistic protection and security training in the form of RAPP training and digital and physical security consultations and training, that is tailored to their needs and high risk contexts they will be better equipped to manage risks they face in the immediate and long-term. Risk analysis and protection planning training and digital and physical security workshops and consultations that are informed by the local context and delivered by regionally based/regional expert trainers will strengthen the practical security knowledge and skills of WHRDs and their organisations. Training that is based on robust analysis of the particular risks faced in conflict and insecure contexts by WHRDs will be more effective and will support WHRDs to manage the gendered, inter-sectional and conflict specific risks that they face. HRDs who receive well-being and psycho-social support directly through RAPP training or are able to access this support via protection grants will be more resilient, better able to manage the psychological toll and feel more supported to continue their work.
3. Enhancing the visibility of WHRDs and the positive impact of their work
    - The visibility of defenders can be both a source of vulnerability and security. Visibility has the potential to increase unwanted attention on WHRDs and in turn increase their risks. On the other hand, supporting WHRDs to be more visible to local communities, national and international media, and key institutions can aid with their protection. For WHRDs, being able to demonstrate that they are internationally and/or nationally recognised for their work can increase their legitimacy at local level and in turn increase the political costs of harming them. Supporting WHRDs to share their perspectives with local and national media on their work and on key human rights issues is important for strengthening the 'counter narrative' to HRDs being portrayed as opposition or dangerous, and increases the legitimacy and acceptability of their work.
4. Strengthening national, regional and international protection of WHRDs at risk:
    - Raising the profile of particular cases of WHRDs at risk through advocacy with EU and UN institutions as well as other key actors (including governments) can support WHRDs to be seen as valued actors and will provide solidarity and support for WHRDs continuing to work in high risk contexts. Sharing Urgent Appeals with the UN Special Rapporteur on the Situation of Human Rights Defenders will strengthen the analysis and visibility of threats against WHRDs. Publishing and advocating on urgent appeals will raise the profile of WHRDs and support them to be more visible to national and international media and key institutions that can aid with their protection.
    - If the political space for HRDs is not to be eroded further, it is imperative that those Governments that believe in the protection and promotion of human rights take up their responsibility and actively protect HRDs. Governments (western and non-western governments), UN and regional bodies need to be more consistently outspoken on the issue of HRDs at risk and repressive governments need to be held to account in the aftermath of killings and attacks on HRDs. International pressure at key moments such as in the immediate aftermath of an attack on a HRD, during political dialogue (e.g. trade negotiations, human rights dialogue, UPR etc.), and during high level political visits can serve to increase the political cost for repressive governments failing to protect human rights defenders.
    - International institutions and governments need to be held accountable for international standards and legal obligations to protect human rights defenders. In particular, where protection mechanisms and policies are in place, there needs to be increased pressure to implement them effectively.
    - The Danish MFA will play a role in contributing to strengthening international protection mechanisms, including through its role within the EU, where the Danish Government plays a key part in pushing forward the human rights defenders agenda.

THEN Woman Human Rights Defenders at local and national levels are recognised as essential actors in the struggle for human rights and enjoy the freedom and security to undertake their legitimate activities.

Assumptions: The security and protection of WHRDs is primarily determined by the political and security context of the country they are living. Significant and sustainable change will generally come primarily from within any country although international pressure can play a positive role. Unfortunately, the international political climate remains predominantly hostile to human rights. Countries in each world region continue to use arguments about security opportunistically in order to undermine human rights protections and repress those with independent or critical voices. International pressure for human rights protection has been severely undermined by the perceived hypocrisy and double standards of many Governments, which were historically active in promoting international human rights standards.

This project assumes that;

- Individuals are still willing to continue to act as HRDs despite challenges in the external context, including legal restrictions and escalating attacks and that HRDs at local level will continue to be able to engage with international support mechanisms and INGOs and continue to seek protection from FLD;
- Active WHRDs and a healthy civil society contribute to positive contextual changes and human rights developments;
- Some governments will continue to advocate for human rights defenders' protection and will take action on specific cases and that repressive governments will, to a certain extent, be responsive to international pressure.

Scenario Planning

1. <u>Policy impacting on the work and protection of HRDs is tabled in international forums:</u>

The **major stakeholders** are the relevant international organisations, governments and multilateral banks (including but not limited to EU and Member States, UN, DFIs, US, UK, Canada, Norway and Switzerland and non-Western governments currently supporting HRDs).

The **major risks** include:

- stakeholders being unwilling to meaningfully engage on HRD protection in policy planning;
- policy related to HRD protection being side-lined because of other crises which push protection of HRDs off the policy agenda;
- stakeholders with a weaker human rights record lobbying for the removal of/actively blocking HRD protection issues from policy agendas.

Driving forces:

- Geopolitical motivations of international organisations and governments.
  Scale: uncertain and important
- International crises reduce focus on protection of WHRDs, increase the risk for WHRDs significantly and impact the ability to conduct in-country support for WHRDs.
  Scale: uncertain and important

Extremes:

- All international organisations and governments lose interest in HRD protection issues.
- The security situation deteriorates significantly in many key countries of FLD's support

due to an international crisis leading to severe human rights violations and continuing to support HRDs in its current form in some countries becomes impossible.

Scenario 1

An international crisis, such as pandemic or a climate change event, diverts international focus of FLD's key partners away from HRDs, which leads to planned policies which intend to create positive change in the work of HRDs to drop off the political/policy agenda. This would have a negative impact on this project, particularly the advocacy work. In this scenario, FLD will ensure that the integral role that HRDs play in protecting human rights are centred within the new context. FLD will strategise to continue to fight for the recognition and relevance of HRDs and FLD will shift the narrative and continue to prioritise HRDs within the new framework.

Scenario 2

Geopolitical concerns see the focus move away from issues around HRDs' protection and towards other issues, such as elections in a key ally country bringing in a conservative government who does not prioritise human rights issues. This could lead to a loss of support from that key ally, as their focus moves elsewhere. FLD is open to advocating on policy issues affecting HRDs with all organisations and institutions where there is a valuable opening to do so. FLD's advocacy focus will have to pivot in this scenario, but FLD's advocacy team have strong links to many organisations, which will make this possible. Furthermore, FLD will continue to identify new allies, including non-western countries.

Scenario 3

The counter-terrorism agenda becomes so prevalent that it is weaponised to discredit and delegitimise HRDs, increasing the risks they face and preventing HRDs from accessing international support because the HRDs have been marked as terrorists by governments hostile to the human rights agenda. In this scenario, FLD will push alternative narratives on the key role HRDs play in pushing the rights of their communities, FLD will seek support from a range of allies who are willing to challenge the counter terrorism agenda and continue to recognise the key role of HRDs to protecting human rights.

2. Protection workshops for WHRDs

The **major stakeholders** are the WHRDs themselves, the communities in which they work, civil society actors in the countries where the participating WHRDs are from, and the local authorities and governments from the countries they are from.

The **major risks** are governments/local authorities target WHRDs for participating in FLD's activities and civil society actors do not recognise WHRDs as legitimate human rights actors in their communities.

Driving forces:

- Governments are hostile to WHRDs who want to prevent the human rights movements in their country from being supported.
  Scale: important and less uncertain
- Human rights groups, broader civil society groups and communities where WHRDs are from, perpetuate existing gender discrimination and do not welcome or support WHRDs in participating in relevant human rights networks. As a result, WHRDs are isolated and discriminated against because of their work, which undermines their security and their ability to carry out their work.
  Scale: important and more certain

Extremes:

- Increase of strong human rights violations against HRDs, including killings and targeted attacks, which makes supporting WHRDs through protection workshops to manage their own risks impossible, as WHRDs are being specifically targeted with threats to life.
- Civil Society Organisations that are led by men refuse to include WHRDs in consultations set up by FLD in a given country, despite FLD's pressing for the inclusion of WHRDs in outreach meetings.

Scenario 1

WHRDs face serious risks to their safety from State actors because of their involvement in FLD's project. This would have major implications for WHRDs' security. FLD conducts risks assessments for individual WHRDs to ensure their participation in a project activity will not enhance the risk that a WHRD is already facing. Furthermore, FLD's Protection Coordinators have strong contextual knowledge of the human rights context within each country in which FLD implements activities and, therefore, the attitude of States to human rights is known and the risk measured prior to planning any activity. In this scenario where WHRDs cannot be supported because of risk, FLD will explore other options, such as temporary relocation if the risk faced by a WHRD is extreme, or conducting training outside of the country or remotely to ensure that WHRDs safety is ensured.

Scenario 2
FLD is unable to be connected to new WHRDs through traditional civil society actors in a country where FLD is less well connected because the civil society actors refuse to recognise the role of WHRDs in the human rights movement and/or because the work of WHRDs is perceived as less worthy. This will make FLD's outreach more challenging, as traditional civil society actors refuse to make introductions to WHRD groups. FLD has already developed a large portfolio of WHRD contacts to facilitate connections to new WHRDs and will conduct outreach field missions to remote locations to meet WHRDs not yet in our network and has experience in creating safe spaces for WHRDs in these contexts. This ensures that FLD can support WHRDs outside of the traditional scope of civil society networks.

3. FLD's provision of emergency support:

The **major stakeholders** are the WHRDs themselves, their families and communities, and civil society actors in the countries where the WHRDs are from.

The **major risk** is that FLD is not able to transfer protection grants in sufficient time because there are banking system issues, foreign funding restrictions and difficulties in verifying applications or security concerns.

Driving Forces:

- Conflict, security situations and increased authoritarian practices in a given country have an impact on the stability of international banking systems, or the ability of HRDs to receive foreign funding or impact FLD's ability to collect information to verify emergency grant applications.
  Scale: important and uncertain
- As FLD expands outreach to remote and less well supported WHRDs, the networks usually used for case verification are no longer sufficient as WHRDs are not known in the networks.
  Scale: less important and less uncertain

Extremes:

- Banking system and other money transfers agents completely stop sending money into a given country and emergency grant funding cannot be transferred to a HRD who is at risk and urgently requires support.
- FLD receives a case of an individual HRD where no validating information can be researched.

Scenario 1

A WHRD urgently requires an emergency grant but is living in a country where no financial support can be provided because the banking system has collapsed and no money transfer agents are operating. FLD has experience in finding alternative transfer options, including transferring to family networks of a HRD outside the country, and the funding being channelled via family members to the HRD in question. FLD is exceptionally experienced in adjusting programmes and delivery modalities, informed by HRDs' advice, to ensure support to HRDs in the most challenging contexts can still take place. For instance, FLD still safely delivered significant grant support to WHRDs at risk in Afghanistan, Nicaragua and Myanmar in 2021, despite difficulties with the banking systems. In this scenario FLD will explore all possible options to ensure funding can reach the WHRDs.

Scenario 2

FLD receives a case and/or grant application for a WHRD and FLD cannot verify any information on the case. This would have an impact on the speed with which FLD can deliver support. FLD has an extensive network of WHRD civil society groups and organisations who can support validation cases when no information is known by FLD on a specific case. FLD continues to grow and strengthen that network of trusted contracts and its presence in various world regions. This ensures that new WHRDs unknown to FLD can receive support.

Project title	Protection Support for Women Human Rights Defenders
Project objective Impact Indicator Baseline Target	Woman Human Rights Defenders at local and national levels are recognised as essential actors in the struggle for human rights and enjoy the freedom and security to undertake their legitimate activities. % of WHRDs have continued to work in country following the receipt of FLD assistance over the programme 2020 – 93% 2024 – 95%

Project Title 1		Protection Support for Women Human Rights Defenders	
Outcome 1		Provide fast, flexible and effective 24 hour emergency response that contributes to the protection of WHRDs at immediate risk	
Outcome indicator		% of WHRDs reporting that their security and capacity is improved as a result of having received Protection Grants.	
Baseline	Year	2020	93%
Target	Year	2024	95[1]%

Outcome 2	Strengthen the resiliency and capacity of WHRDs to manage their

1 The unprecedented risks faced by defenders in the last years mean that maintaining the results for 2020 of 100% is unlikely. Therefore, FLD have lowered the % target for this indicator.

		security and protection	
Outcome indicator 2.1		% of WHRDs who have received FLD training or support and are implementing security strategies and/or drafting personal security plans.	
Baseline	Year	2020	97%
Target	Year	2024	95%[2]
Outcome indicator 2.2		% of WHRDs who report increased well-being and/ or motivation to continue their work as a result of Dublin Platform.	
Baseline	Year	2019	78%
Target	Year	2024	85%

Outcome 3		Enhance the visibility of WHRDs and the positive impact of their work	
Outcome indicator		% of HRDs reporting a positive outcome as a result of visibility support (including increased security, increased access to support support).	
Baseline	Year	2020	95%
Target	Year	2024	95%

Outcome 4		Strengthened national, regional and international protection of WHRDs at risk	
Outcome 4.1		% of documented cases indicating a positive outcome for HRDs where Special Rapporteur takes up cases.	
Baseline	Year	2020	33% of documented cases indicating a positive outcome for HRDs where the Special Rapporteur takes up cases
Target	Year	2024	40% of documented cases indicating a positive outcome for HRDs where the Special Rapporteur takes up cases
Outcome indicator 4.2		% of documented cases indicating a positive outcome for HRDs where EU takes up cases.	
Baseline	Year	2020	41% of documented cases indicating a positive outcome for HRDs where EU takes up cases.
Target	Year	2024	46% of documented cases indicating a positive outcome for HRDs where EU takes up cases.

Output 1.1.		Protection grants for practical security needs	
Output indicator		515 grants provided	
Annual target	Year 1	2022	165 protection grants
	Year 2	2023	175 protection grants
Annual target	Year 3	2024	175 protection grants
Output 1.2		Cases of WHRD in terms of issuing appeals, alerts and other forms of advocacy	
Output indicator		375 cases	
Annual target	Year 1	2022	100 cases brought up
Target	Year 2	2023	150 cases brought up
Target	Year 3	2024	125 cases brought up

2 Due to the increased risks and challenges faced by WHRDs, the 2024 target of 95% will be 2% lower than the 2020 baseline of 97%. This is in recognition of the unprecedented risks faced by WHRDs.

Output 2.1		Number of WHRDs receiving training & consultancy support.	
Output indicator		1150 WHRDs receive support	
Annual target	Year 1	2022	380
Target	Year 2	2023	380
Target	Year 3	2024	390
Output 2.2		Number of WHRDs participating in Biannual Dublin Platform	
Output indicator		100 WHRDs attend Dublin Platform	
Annual target	Year 1	2022	50 WHRDs
Target	Year 3	2024	50 WHRDs
Output 3.1		FLD campaign and/or research paper related to topics affecting WHRDs	
Output indicator		2 papers on topics relating to WHRDs	
Annual target	Year 1	2022	1 Report/research paper
Target	Year 3	2024	1 Report/research paper
Output 3.2		Front Line Defenders Award held on an Annual Basis	
Output indicator		3 WHRDs participating in the award each year	
Annual target	Year 1	2022	3 WHRDs receive an award
Target	Year 2	2023	3 WHRDs receive an award
Target	Year 3	2024	3 WHRDs receive an award

Output 4.1.		FLD will work to maintain the number cases of WHRDs taken up by the UN Special Rapporteur for the Situation on HRDs	
Output indicator		200 cases of WHRDs taken up by the UNSR on HRDs per year	
Annual target	Year 1	2022	200 cases raised to the UNSR
Target	Year 2	2023	200 cases raised to the UNSR
Target	Year 3	2024	200 cases raised to the UNSR
Output 4.2		225 of cases raised by the EU Office on behalf of WHRDs	
Annual target	Year 1	2022	75 cases raised by FLD EU Office
Target	Year 2	2023	75 cases raised by FLD EU Office
Target	Year 3	2024	75 cases raised by FLD EU Office
Output 4.3		Evidence of FLD's policy input on policies related to WHRDs, including language on WHRDs reflected in negotiations and adopted policies at UN, EU and IFIs levels, with a specific focus on policies that relate to the key threat areas	
Output indicator		Targets will be set after the finalisation of FLD's advocacy strategy in Q1 2022.	
Annual target	Year 1	TBC	

Target	Year 2	TBC	
Target	Year 3	TBC	
Output 4.4		FLD to conducts trainings on toolkit on WHRDs and the EU Guidelines for HRDs	
Output indicator		6 toolkit trainings held across the project for WHRDs	
Annual target	Year 1	2022	2 toolkit trainings held per year for WHRDs
Target	Year 2	2023	2 toolkit trainings held per year for WHRDs
Target	Year 3	2024	2 toolkit trainings held per year for WHRDs

Prepared by	Patricia Stephenson, Institutional Grants Manager
Exchange rate (DKK/other currency)	7,44

	Unit	Unit Cost EUR	Quantity	Budget	MFA contribution (Euro)	MFA share	MFA contribution (DKK)
Total Output 1-4				**2.990.508**			
Output 1 Provide fast, flexible and effective 24 hour emergency response that contributes to the protection of WHRDs at immediate risk							
Security Grants (1.1)	Per grant	2.714	515	1.397.710	339.000	**24%**	2.522.160
Protection Grants Coordinator (100%) (1.1)	Per year	35.000	3	105.000	49.536	**47%**	368.544
Total direct cost output 1				**1.502.710**	**388.536**	**26%**	**2.890.704**
Share indirect cost output 1				48.910	21.737	**44%**	161.726
Total budget output 1				**1.551.620**	**410.273**	**26%**	**3.052.430**
Output 2 Strengthen the resilience and capacity of WHRDs to manage their security and protection							
Protection Workshops (2.1)	Per workshop	7.500	24	180.000	72.000	**40%**	535.680
Security Advisor missions (2.1)	Per Mission	2.500	15	37.500	20.000	**53%**	148.800
Dublin Platform (2.2)	Per WHRD	2.691	50	134.550	110.000	**82%**	818.400
Rest & Respite/other well-being activities (2.1)	Per WHRD	3.000	15	45.000	40.000	**89%**	297.600
Capacity Builders (3 staff at 25%) (2.1)	Per month	794	108	85.698	65.000	**76%**	483.600
Digital Protection Coordinator 1 (50%) (2.1)	Per month	1.298	36	46.728	30.000	**64%**	223.200
Digital Protection Coordinator 2 (50%) (2.1)	Per month	1.730	36	62.280	30.000	**48%**	223.200
Visibility Coordinator (20%) (2.1)	Per month	704	36	25.351	25.351	**100%**	188.611
Travel cost	Per Mission	2.500	50	125.000	90.000	**72%**	669.600
Total direct cost output 2				**742.107**	**482.351**	**65%**	**3.588.691**
Share indirect cost output 2				48.910	21.737	**44%**	161.726
Total budget output 2				**791.017**	**504.088**	**64%**	**3.750.418**
Output 3							
FLD Award (HRD Prizes and Ceremony) (3.1)	Award	22.000	3	66.000	-	**0%**	-
Communications, Visibility, Analysis and Media support (3.2)	Per year	20.000	3	60.000	50.000	**83%**	372.000
Research & Visibility Coordinator (20%) (3.1)	Per month	3.083	7,2	22.200	20.000	**90%**	148.800
Travel cost	Per trip	3.000	15	45.000	24.850	**55%**	184.884
Total direct cost output 3				**193.200**	**94.850**	**49%**	**705.684**
Share indirect cost output 3				48.910	21.737	**44%**	161.726
Total budget output 3				**242.110**	**116.587**	**48%**	**867.410**
Output 4							
Capacity Support for UNSR on Human Rights Defenders (4.1)	Per year	19.700	3	59.100	49.400	**84%**	367.536
EU Advocacy and Promoting the implementation of the EU Guidelines on HRDs (4.2)	Per year	45.250	3	135.750	100.000	**74%**	744.000
EU Guidelines Trainings and Toolkit testing (4.4)	Per training	10.000	6	60.000	45.000	**75%**	334.800
Business & Human Rights Advocate (50%) (4.3)	Per year	20.000	3	60.000	55.000	**92%**	409.200
US Representative (1month/year) (4.3)	Per month	6.500	3	19.500	15.000	**77%**	111.600
Travel cost	trip	2.500	9	22.500	12.000	**53%**	89.280
Total direct cost output 4				**356.850**	**276.400**	**77%**	**2.056.416**
Share indirect cost output 4				48.910	21.737	**44%**	161.726
Total budget output 4				**405.760**	**298.137**	**73%**	**2.218.142**
Contingency							
Contingency (max 10% of total direct cost excluding contingency)							
Total direct cost				**2.794.867**	**1.242.137**	**44%**	**9.241.496**
Indirect cost							
Administrative costs (max. 7% of direct cost)				195.641	86.950	**44%**	646.905
Audit	item	5.000	3	15.000	15.000	**100%**	111.600
Total indirect cost				**210.641**	**101.950**	**48%**	**758.505**
Total budget				**3.005.508**	**1.344.086**	**45%**	**10.000.000**

2022 (Q3-Q4)	2023 (Q1-Q2)	2023 (Q3-Q4)	2024 (Q1-Q2)	2024 (Q3-Q4)	2025 (Q1-Q2)	DKK	
540.285	465.310	498.010	465.310	489.010	532.585	22.249.379	
232.952	232.952	232.952	232.952	232.952	232.952	10.398.962	
17.500	17.500	17.500	17.500	17.500	17.500	781.200	
250.452	250.452	250.452	250.452	250.452	250.452	11.180.162	
8.152	8.152	8.152	8.152	8.152	8.152	363.892	
258.603	258.603	258.603	258.603	258.603	258.603	11.544.054	-
30.000	30.000	30.000	30.000	30.000	30.000	1.339.200	
6.250	6.250	6.250	6.250	6.250	6.250	279.000	
67.275		-	-		67.275	1.001.052	
15.000		15.000		15.000		334.800	
14.283	14.283	14.283	14.283	14.283	14.283	637.593	
7.788	7.788	7.788	7.788	7.788	7.788	347.656	
10.380	10.380	10.380	10.380	10.380	10.380	463.363	
4.225	4.225	4.225	4.225	4.225	4.225	188.613	
-	25.000	25.000	25.000	25.000	25.000	930.000	
155.201	97.926	112.926	97.926	112.926	165.201	5.521.278	
8.152	8.152	8.152	8.152	8.152	8.152	363.892	
163.353	106.078	121.078	106.078	121.078	173.353	5.885.169	-
	22.000	-	22.000		22.000	491.040	
20.000	-	20.000	-	20.000	-	446.400	
3.700	3.700	3.700	3.700	3.700	3.700	165.168	
9.000	9.000	9.000	9.000		9.000	334.800	
32.700	34.700	32.700	34.700	23.700	34.700	1.437.408	
8.152	8.152	8.152	8.152	8.152	8.152	363.892	
40.852	42.852	40.852	42.852	31.852	42.852	1.801.300	-
19.700	-	19.700	-	19.700	-	439.704	
22.625	22.625	22.625	22.625	22.625	22.625	1.009.980	
10.000	10.000	10.000	10.000	10.000	10.000	446.400	
10.000	10.000	10.000	10.000	10.000	10.000	446.400	
3.250	3.250	3.250	3.250	3.250	3.250	145.080	
3.750	3.750	3.750	3.750	3.750	3.750	167.400	
69.325	49.625	69.325	49.625		49.625	2.654.964	
8.152	8.152	8.152	8.152	8.152	8.152	363.892	
77.477	57.777	77.477	57.777	77.477	57.777	3.018.856	-
						-	
438.353	383.078	396.078	383.078	387.078	450.353	20.793.812	
32.607	32.607	32.607	32.607	32.607	32.607	1.455.567	
	5.000		5.000		5.000	111.600	
32.607	**37.607**	**32.607**	**37.607**	**32.607**	**37.607**	**1.567.167**	
470.960	420.685	428.685	420.685	419.685	487.960	22.360.979	

DRAFT Template budget monitoring report

Identifying information - grant and partner	
Engagement	name of project/programme/engagement
Partner	name of partner
File no.	MFA file no.
Engagement period	dd.mm.yyyy - dd.mm.yyyy (total budget period)
Budget currency	DKK (or other currency)
Original outcome (total budget/grant)	10.000.000
Reporting period	
Date	
Prepared by	

		Budget vs. actual period					
	Total budget *(year 1-3)*	Budget period *(year 1 Q3-Q4)*	Actual spent period *(year 1 Q3-Q4)*	Budget variance	Budget variance %	Comments budget variance	Accumulated actual spent *(year 1)*
Outcome (total budget)	**3.005.508**	470.960	-	**470.960**	100%		
Output 1							
Security Grants (1.1)	1.397.710	232.952		232.952	100%		-
Protection Grants Coordinator (100%) (1.1)	105.000	17.500		17.500	100%		-
Total direct cost output 1	**1.502.710**	250.452	-	**250.452**	100%		-
Share indirect cost output 1	48.910	8.152		8.152	100%		-
Total budget output 1	**1.551.620**	**258.603**	**-**	**242.300**	94%	-	-
Output 2							
Protection Workshops (2.1)	180.000	30.000		30.000	100%		-
Security Advisor missions (2.1)	37.500	6.250		6.250	100%		-
Dublin Platform (2.2)	134.550	67.275		67.275	100%		-
Rest & Respite/other well-being activities (2	45.000	15.000		15.000	100%		-
Capacity Builders (3 staff at 25%) (2.1)	85.698	14.283		14.283	100%		-
Digital Protection Coordinator 1 (50%) (2.1)	46.728	7.788		7.788	100%		-
Digital Protection Coordinator 2 (50%) (2.1)	62.280	10.380		10.380	100%		-
Visibility Coordinator (20%) (2.1)	25.351	4.225		4.225	100%		-
Travel cost	125.000	-					
Total direct cost output 2	**742.107**	155.201	-	**155.201**	100%		-
Share indirect cost output 2	48.910	8.152	-	8.152	100%		-
Total budget output 2	**791.017**	**163.353**	**-**	**163.353**	100%		-
Output 3							
FLD Award (HRD Prizes and Ceremony) (3.1	66.000	22.000		22.000	100%		-
Communications, Visibility, Analysis and Me	60.000	-		-			-
Research & Visibility Coordinator (20%) (3.1	22.200	3.700		3.700	100%		-
Travel cost	[illegible]	[illegible]		[illegible]	[illegible]		
Total direct cost output 3	**193.200**	34.700	-	**34.700**	100%		-
Share indirect cost output 3	**48.910**	8.152	-	-	-		8.152
Total budget output 3	**242.110**	**42.852**	**-**	**42.852**	100%		8.152
Output 4							
Capacity Support for UNSR on Human Rights Defenders (4.1)	19.700	19.700		19.700	100%		-
EU Advocacy and Promoting the implementation of the EU Guidelines on HRDs (4.2)	45.250	22.625		22.625	100%		
EU Guidelines Trainings and Toolkit testing (4.4)	10.000	10.000		10.000	100%		
Business & Human Rights Advocate (50%) (	20.000	10.000		10.000	100%		
US Representative (1month/year) (4.3)	6.500	3.250		3.250	100%		-
Travel cost	2.500	3.750		3.750	100%		-
Total direct cost output 4	**356.850**	69.325	-	**69.325**	100%		-
Share indirect cost output 4	**48.910**	8.152	-	-	0%		3.250
Total indirect cost	**405.760**	**77.477**		**77.477**	100%		**3.250**
Contingency							
Contingency (max 10% of total direct cost excluding contingency)	-	-	-	-	0%		
Contingency activated (upon approval)	-	-	-	-	0%		
Indirect cost							
Administrative costs (max. 7% of direct cost	195.641	32.607	-	32.607	100%		-
Audit	15.000	-	-	-	0%		-
Total indirect cost	**210.641**	**32.607**	-	**32.607**	100%		-

Budget utilisation		
Balance available to date	Grant utilised to date %	Forecast *(year 2-3)*
3.005.508	0%	-
1.397.710	0%	
105.000	0%	
1.502.710	0%	-
48.910	0%	
1.551.620	0%	-
180.000	0%	
37.500	0%	
134.550	0%	
45.000	0%	
85.698	0%	
46.728	0%	
62.280	0%	
25.351	0%	
617.107	0%	-
48.910	0%	
666.017	0%	-
66.000	0%	
60.000	0%	
22.200	0%	
193.200	0%	
40.758	0%	
233.958	3%	
19.700	0%	
6.500	0%	
2.500	0%	
28.700	0%	
45.660	0%	
103.060	1%	
195.641	0%	
15.000	0%	
210.641	0%	

DRAFT Template budget monitoring report

Identifying information - grant and partner	
Engagement	name of project/programme/engagement
Partner	name of partner
File no.	MFA file no.
Engagement period	dd.mm.yyyy - dd.mm.yyyy (total budget period)
Budget currency	DKK (or other currency)
Original outcome (total budget/grant)	10.000.000,00
Reporting period	
Date	
Prepared by	

		Budget vs. actual period					Budget utilis	
	Total budget *(year 1-3)*	Budget period *(year 1 Q1-Q2)*	Actual spent period *(year 1 Q1-Q2)*	Budget variance	Budget variance %	Comments budget variance	Accumulated actual spent *(year 1)*	Balance available to date
Outcome (total budget)	**3.005.508**	470.960	-	**470.960**	100%			3.005.508
Output 1								
Security Grants (1.1)	1.397.710	232.952		232.952	100%		-	1.397.710
Protection Grants Coordinator (100%) (1.1)	105.000	17.500		17.500	100%		-	105.000
Total direct cost output 1	**1.502.710**	250.452	-	**250.452**	100%		-	1.502.710
Share indirect cost output 1	48.910	8.152		8.152	100%		-	48.910
Total budget output 1	**1.551.620**	**258.603**	**-**	**242.300**	94%	-	-	1.551.620
Output 2								
Protection Workshops (2.1)	180.000	30.000		30.000	100%		-	180.000
Security Advisor missions (2.1)	37.500	6.250		6.250	100%		-	37.500
Dublin Platform (2.2)	134.550	67.275		67.275	100%		-	134.550
Rest & Respite/other well-being activities (2	45.000	15.000		15.000	100%		-	45.000
Capacity Builders (3 staff at 25%) (2.1)	85.698	14.283		14.283	100%		-	85.698
Digital Protection Coordinator 1 (50%) (2.1)	46.728	7.788		7.788	100%		-	46.728
Digital Protection Coordinator 2 (50%) (2.1)	62.280	10.380		10.380	100%		-	62.280
Visibility Coordinator (20%) (2.1)	25.351	4.225		4.225	100%		-	25.351
Travel cost	125.000	-						
Total direct cost output 2	**742.107**	155.201	-	**155.201**	100%		-	617.107
Share indirect cost output 2	48.910	8.152	-	8.152	100%		-	48.910
Total budget output 2	**791.017**	**163.353**	**-**	**163.353**	100%		-	666.017
Output 3								
FLD Award (HRD Prizes and Ceremony) (3.1	66.000	22.000		22.000	100%		-	66.000
Communications, Visibility, Analysis and Me	60.000	-		-			-	60.000
Research & Visibility Coordinator (20%) (3.1	22.200	3.700		3.700	100%		-	22.200
Travel cost	45.000	9.000		9.000	100%		-	45.000
Total direct cost output 3	**193.200**	34.700	-	**34.700**	100%		-	193.200
Share indirect cost output 3	**48.910**	8.152	-	-	-		8.152	40.758
Total budget output 3	**242.110**	**42.852**	**-**	**42.852**	100%		8.152	233.958
Output 4								
Capacity Support for UNSR on Human Rights Defenders (4.1)	19.700	19.700		19.700	100%		-	19.700
EU Advocacy and Promoting the implementation of the EU Guidelines on HRDs (4.2)	45.250	22.625		22.625	100%			
EU Guidelines Trainings and Toolkit testing (4.4)	10.000	10.000		10.000	100%			
Business & Human Rights Advocate (50%) (	20.000	10.000		10.000	100%			
US Representative (1month/year) (4.3)	6.500	3.250		3.250	100%		-	6.500
Travel cost	2.500	3.750		3.750	100%		-	2.500
Total direct cost output 4	**356.850**	69.325	-	**69.325**	100%		-	28.700
Share indirect cost output 4	**48.910**	8.152	-	-	-		3.250	45.660
Total budget output 4	**405.760**	**77.477**	**-**	**77.477**	100%		3.250	74.360
Contingency								
Contingency (max 10% of total direct cost excluding contingency)	-	-	-	-	0%			
Contingency activated (upon approval)	-	-	-	-	0%			
Indirect cost								
Administrative costs (max. 7% of direct cost	195.641	32.607	-	32.607	100%		-	195.641
Audit	15.000	-	-	-	0%		-	15.000
Total indirect cost	**210.641**	**32.607**	**-**	**32.607**	100%		-	210.641

ation	
Grant utilised to date %	Forecast *(year 2-3)*
0%	-
0%	
0%	
0%	-
0%	
0%	-
0%	
0%	
0%	
0%	
0%	
0%	
0%	
0%	-
0%	
0%	-
0%	
0%	
0%	
0%	
0%	
0%	
3%	
0%	
0%	
0%	
0%	
0%	
1%	
0%	
0%	
0%	

Annex 4 - Guidelines for financial and narrative reporting in connection to agreement between Front Line Defenders and Ministry of Foreign Affairs of Denmark

Reporting schedule:

Front Line Defenders shall submit reports to the Danish MoFA according to the following schedule:

Report	**Timeline**
Budget monitoring report	Annually
Audited financial statement	Annually, 6 months after the end of financial year closure
Final audited financial statement	Annually, 6 months after the end of financial year closure
Technical/narrative annual reporting	Annually, 6 months after the end of financial year closure
Final technical/narrative report	Annually, 6 months after the end of financial year closure

Type of annual audited financial statement:

The audited financial statement shall be in the form of

- 'Appendix statement'
  or
- 'Stand-alone statement'.

Refer to Financial management guideline[1] for further definition/details.

Project budget revision:

Budget changes exceeding 10 % of main budget lines will be presented to Danish MoFA for agreement and approval.

[1] https://amg.um.dk/bilateral-cooperation/financial-management

Annex 9 - Quality Assurance checklist for appraisal of programmes and projects

File number/F2 reference: **2022 - 17484**

Programme/Project name: **Protection Support for Women Human Rights Defenders**

Programme/Project period: **1 July 2022 – 30 June 2025**

Budget: **10 million DKK**

Presentation of quality assurance process:
The documentation from the partner has been subject to scrutiny by the desk officer. Further, the Project Document and all annexes have been subject to quality assurance internally in HCE.

☒ The design of the programme/project has been appraised by someone independent who has not been involved in the development of the programme/project.
Comments: This project has been subject to quality assurance in HCE by the desk officer, the team leader and the financial management specialist.

☒ The recommendations of the appraisal has been reflected upon in the final design of the programme/project.
Comments: This programme has been subject to quality assurance in HCE by the team leader and the financial management specialist.

☒ The programme/project complies with Danida policies and Aid Management Guidelines, including the fundamental principles of Doing Development Differently.
Comments: This programme complies with Danida's policies and guidelines. There is a clear reference to the new Development Cooperation Strategy, The World We Share, as well as existing AMG.

☒ The programme/project addresses relevant challenges and provides adequate responses.
Comments: The project is very relevant and in line with Denmark's policy on human rights and Denmark's efforts on gender equality.

☒ Issues related to HRBA, LNOB, Gender, Youth, Climate Change, Green Growth and Environment have been addressed sufficiently in relation to content of the project/programme.
Comments: The project aims to protect and promote women human rights defenders, and addresses therefore an important gender-aspect.

☐ Comments from the Danida Programme Committee have been addressed (if applicable).
Comments: N.A.

☒ The programme/project outcome(s) are found to be sustainable and is in line with the partner's development policies and strategies. Implementation modalities are well described and justified.
Comments: The project is precise and clear.

☒ The results framework, indicators and monitoring framework of the programme/project provide an adequate basis for monitoring results and outcome.
Comments: Results are specific, measurable and tangible.

☒ The programme/project is found sound budget-wise.
Comments: The budget is realistic and connects well to the targeted outcomes.

☒ The programme/project is found realistic in its time-schedule.
Comments: It is a 3-year project with very specific goals.

☒ Other donors involved in the same programme/project have been consulted, and possible harmonised common procedures for funding and monitoring have been explored.
Comments: Support to this project is part of HCE's ongoing dialogue with international and national partners addressing the issue of closing civic space.

☒ Key programme/project stakeholders have been identified, the choice of partner has been justified and criteria for selection have been documented.
Comments: Front Line Defenders is a capable and professional organisation that has a unique capability in helping front line defenders.

☒ The implementing partner(s) is/are found to have the capacity to properly manage, implement and report on the funds for the programme/project and lines of management responsibility are clear.
Comments: Front Line Defenders has a proven track-record of implementing similar projects. Proven capacity through previous similar project financed by the MFA (2019-2021)

☒ Implementing partner(s) has/have been informed about Denmark's zero-tolerance policies towards (i) Anti-corruption; (ii) Child labour; (iii) Sexual exploitation, abuse and harassment (SEAH); and, (iv) Anti-terrorism.
Comments: Yes.

☒ Risks involved have been considered and risk management integrated in the programme/project document.
Comments: Risk management is elaborated in project documentation.

☒ In conclusion, the programme/project can be recommended for approval: **YES**

Date and signature of desk officer: 23/6-2022 _____

Date and signature of management: 24/6-2022 _____

FRONT LINE DEFENDERS

INDEPENDENT EVALUATION OF THE 2019 – 2022 STRATEGIC PLAN

Clare Doube and Corlett Letlojane **December 2021**

BACKGROUND AND METHODOLOGY

Front Line Defenders (FLD) operates on the basis of a four year Strategic Plan. Towards the end of each strategic plan period, FLD commissions an external evaluation of performance against that plan, with recommendations for the future. This is a key input into the development of the next strategic plan. In September 2021 FLD contracted Clare Doube[1] (lead) and Corlett Letlojane to conduct the evaluation, which was completed in December 2021. The primary audience for the evaluation is internal, however a summary of the evaluation will also be made available publicly.

The evaluation is a high-level strategic review of the organisation's work under the Strategic Plan, with particular emphasis on the organization's core work - its impact on the security and protection of human rights defenders at risk. It also highlights potential trends and considerations for the next Strategic Plan.

Considering that the evaluation is being conducted in the third year of a four year Strategic Plan, it is not possible to provide a comprehensive picture of the achievements of the organisation against the Strategic Plan. As a review at the strategic level, it is not structured by the goals in the Strategic Plan, but rather by:

- looking back at the last 3 years – achievements (page 3) and areas for improvement (page 6);
- looking forward – reflections on the external environment (page 8);
- looking forward – possible implications for FLD, building on these two first sections (page 9);
- recommendations (page 17); and
- two appendices (summary from the surveys – page 18; summary of interviewees - page 27).

Methodology

The following principles guided the evaluation:

- Human rights based – including respecting confidentiality and risk.
- Rigorous – comprehensive and systematic, with findings backed up by evidence.
- Simple and inclusive – aiming to be as inclusive as possible within available resources, and simple for all users.
- Practical – oriented towards what will be most useful for Front Line Defenders and their key stakeholders.

Due to COVID-19, the evaluation was conducted remotely, with no field visits.

A mixed methods approach was used, drawing on qualitative and quantitative data, collected from a range of sources and analysed. This approach enabled triangulation of data collected in relation to key areas. The following was used as key data sources:

Document review

A range of documents were reviewed including FLD strategies, internal reports such as annual results framework reporting and mid-term review, reports to donors, gender audit and related documents, financial reports, program and country specific evaluations (internal and external) and

[1] Clare Doube is an independent human rights consultant based in Australia who works mostly on strategy and evaluations. She can be contacted at doube.clare@gmail.com Corlett Letlojane is a human rights defender based in South Africa.

the previous strategic plan evaluation. Public documents from other organisations were also reviewed in relation to the wider context and trends.

Surveys

Three surveys were shared by secure email with human rights defenders (HRDs), staff and other organisations. 207 responses were received from HRDs, 14 from other organisations and 26 from staff. Responses were encrypted, anonymous and seen only by the consultant. More information about the surveys is available in the appendix at page 18. Please note seven responses from HRDs were received after the data analysis had been completed and so are not included in compilation graphs, however the open text responses were considered for the report.

Interviews

Interviews by voice or videocall were conducted with 54 stakeholders:

- HRDs – select group of human rights defenders, with spread of regions, issues, gender and kind of support
- Management and staff – range of managers and protection coordinators
- Board – chair of the board and members of the program sub-committee and representative of the US board
- Donors and partners – sample of donors and other organisations that FLD works with
- Other – special rapporteurs, members of the International Advisory Council and government representatives

A small number of human rights defenders and organisations who had not had contact or very limited contact with FLD were also interviewed.

Interviews were conducted on a non-attributable basis and therefore some detail is not included in the report where an individual may be able to be identified. For two interviews where alternative interpreters were not available, FLD fellows provided interpretation. Further information on those interviewed is at the appendix at page 27.

Case study

Making the most of one of the consultant's deep knowledge of the Africa region, a case study was developed that looked in more detail at FLD's engagement in Africa, perspectives of those on the ground and considerations for support going forward. Findings from the case study have been incorporated into this evaluation report.

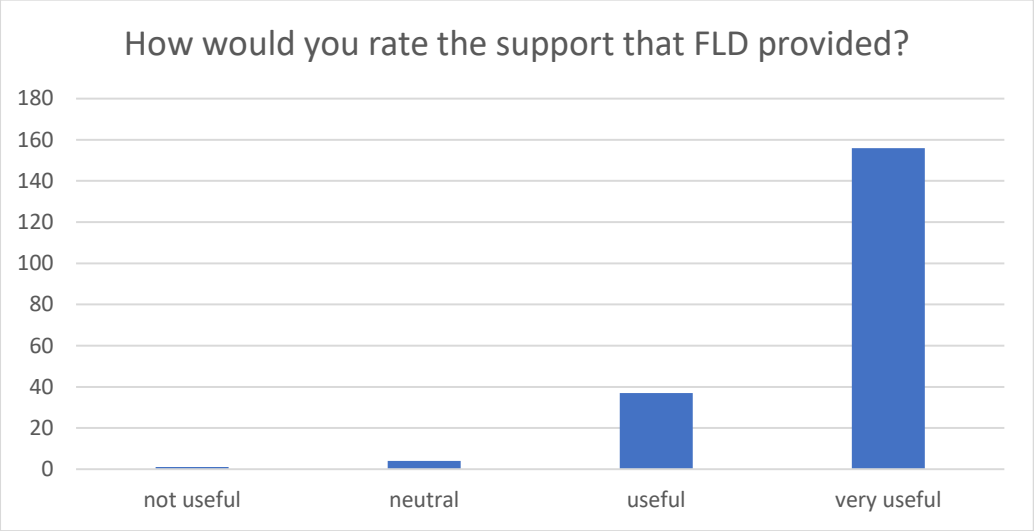
ACHIEVEMENTS AGAINST THE STRATEGIC PLAN

As noted above, the Strategic Plan period is not yet complete and as such it is not possible to assess the overall achievement of the five goals within the Plan. However, it is clear that considerable achievements have been made across each goal, although the focus and extent of this may be different from what had originally been envisaged considering that almost two thirds of the Strategic Plan period to date has been during a pandemic.

The impact of COVID should not be underestimated – it has of course affected the work that defenders do and how they go about it, leading to some changes in the nature of the threats they face. It has also caused fundamental changes to how an organisation like FLD can work with and support them and in fact how it itself operates. Considering the huge changes required to FLD's model of operation, the organisation adapted well – only 7% of surveyed defenders felt that FLD had

not adapted quickly and effectively to COVID, with women more positive than men (74% of women HRDs surveyed agreed or strongly agreed that the organisation had adapted quickly and effectively compared to 53% of men). Staff as well broadly felt that FLD had responded quickly to the situation and adapted approaches to be able to continue work. These new ways of working appear to have had a toll on the organisation, however, which is explored further in a later section.

It is also clear that FLD is a deeply respected and valued organisation. One of the key measures for an NGO is surely how it is viewed by those who engage with and use its programs and in particular whether these programs have assisted them. The fact that over 96% of defenders view the support received from FLD as useful or very useful is a strong statement of the success of the organisation.



Most of the examples and feedback received on the reasons for these responses and the difference that FLD's support has made to defenders can be grouped into four areas:

- **Safety** – increased safety and security both directly for those affected and their families and colleagues; as well as better understanding and therefore being able to minimise risk

  "It was simply lifesaving"

- **Resilience and coping** – supporting resilience, reducing stress and being able to cope better

  "I felt a surge of strength"

- **Ability to continue work** – making it possible for human rights work to continue

  "I am alive today and working more than ever because of Front Line"

- **Solidarity** – feeling supported

  "I no longer feel alone"

Emergency protection for defenders

FLD's key strength is clearly around emergency protection. With a clear speciality, they have the experience, systems, expertise and contacts to quickly, flexibly and effectively respond to those at immediate risk. As one partner organisation put it: *"they have a niche and they do it very well".*

Crisis response, particularly in relation to Afghanistan, was regularly cited internally and externally as a key achievement in this period and an example of FLD at its best. While the unprecedented scale

of the crisis and that it happened so recently may influence how often it was mentioned, it is still undoubtedly true that this is an example of the considerable contribution that FLD can and does make to defenders' lives and safety.

While this evaluation did not go into adequate detail into this intervention (or any other intervention) to fully determine what made it such an achievement, feedback would suggest that is was a combination of: the fluid and flexible approach internally to lead and resource the response; the existing trusting relationships with defenders; the dedication and resilience of staff; the organisation's strategic contacts and that these contacts have faith in FLD's judgement in order to act. Many of these elements reflect not just the Afghanistan response but other areas in which FLD is excelling.

Relationship with defenders

The way that defenders described the nature of their relationship with FLD varied – of those surveyed, 33% described it as an ongoing partnership, 27% as one off support and 36% as occasional support when needed. Across these varied kinds of engagement is an ethos of being centred on defenders. This was noted as a key strength in relation to individual responses and that a sensitive, human and empathic approach and close personal relationships was key to the success of individual support (although it can also come at some cost, as explored later in relation to wellbeing). *"The value addition is Front Line's ability to work very closely with HRDs – it's an intimate relationship. They are never a client / applicant / case – they are a person" [donor]*

In the survey, 85% of defenders felt FLD listened and responded appropriately and 88% felt comfortable approaching FLD with any protection need (compared to 4% negative responses for each). For many externals, this connection on the ground gives credence to their analytical and advocacy work, noting that they are articulating the experience, views and perspectives of defenders. *"We need to keep this trust going. We need to cherish it and continue to make it our priority. It is the oxygen of our ability to do the work." [staff member]*

Reach

Reaching out to remote and marginalised defenders is clearly not just a statement in a plan, but something that is thought through and actioned, with a consciousness particularly about urban / rural divides; gender and sexuality; and Indigenous people. This came through from reporting and staff interviews, but also interviews with other organisations, who noted FLD's proactive efforts to think through who they might not be reaching and make efforts, particularly noting grassroots groups, LGBTI activists and environmental groups.

However, while the consciousness was clear, it was difficult to access adequate data to fully analyse reach and how that consciousness is reflected. The data on the 4,057 defenders supported in the almost three years to date of the Strategic Plan was incomplete, but showed that of those whose gender was identified (3,429 individuals) 54% were men, 44% were women, 1% gender queer and 1% trans women, with a very small number of trans men and intersex people. In terms of issues worked on, of the 3,753 where data was available 8% worked on women's rights, 1.9% worked on LGBTIQ+, 2.3% on Indigenous People's rights and 6.2% on Environmental rights.

While incomplete, this would indicate continued focus is needed on these, as well as some additional areas, as outlined further below.

Approach

Most commonly cited aspects relating to the approach include:

- speed and responsiveness – rapid response and offers of support were noted as valuable practically and in terms of morale, and a number of defenders and other organisations favourably noted the speed of turnaround compared to other organisations they engage with.
- flexibility – ability to flexibly provide support in varied situations, including those that are deemed to be difficult cases by other organisations who may refer to FLD.
- that the support was not limited to one area but rather, multi-faceted and holistic. From the information available it appears around 14% received multiple areas of support – perhaps an area to track more deliberately to determine the impact.

Reputation and credibility

FLD is generally well respected not only by defenders but also peers, donors and other commentators. Many noted that they are viewed as the leading organisation providing rapid support to defenders on the frontline: *"they are gold standard"* and *"best in class"*.

Information provided by FLD is viewed generally as reliable, credible and well-substantiated. Some noted that this had been enhanced through a greater regional presence in this period: *"The level of knowledge and consistency has increased since they've been in the field" [defender]* and *'They've got stronger in the regions recently and its helped – there's a greater sophistication in the relationship now" [other organisation]*.

Relationships with other organisations appear also to be positive overall, with Front Line Defenders described as collaborative, professional, ethical, trustworthy and constructive: *"They play a really vital and indispensable role, complementing other organisations' work and are collaborative" [other organisation].* While there were differences of perspective at times and sometimes communication not as clear as other organisations might like, overall feedback on reputation and relationships was positive.

Donors also spoke highly of the relationship, noting that they were kept informed of progress, believed the organisation to be well run and where there were areas that were important to improve (gender, collective support, internal systems such as human resources, and wellbeing needs of staff were all noted) that FLD was aware of these and taking action.

DEFENDER FEEDBACK ON AREAS FOR IMPROVEMENT

While feedback from others (staff, partners, donors and others) have informed later parts of the report on suggested way forward, the evaluators recognise that a process that engages directly and independently with defenders is a unique opportunity for FLD to hear from their most important stakeholders. In the survey, half of the respondents had no comments to make about areas to be improved, compared to almost all providing information on FLD's strengths. Feedback received from defenders (survey and interviews) about areas for improvement focused on the following areas:

Reach – while many noted that efforts were clearly made to reach out as widely as possible, a number of defenders questioned whether enough was being done to reach those with a disability, as well as those working at the grassroots, particularly in rural areas. Working with those in exile was also flagged, particularly in the context of widespread decimation of civil society in a country, such as Afghanistan and Belarus.

Speed and process – while many value the speed of response, others noted that faster response would have helped, even if it was a rejection of support as at least they would know where they stand. 36% of survey respondents noted that providing support more quickly or on time would

improve FLD's relationship with them. From the information available it was not possible to identify whether there are patterns relating to speed (differences between regions, kind of support etc) or it was just individual experiences.

Likewise with process, while the simplicity of processes was valued by many, others noted challenges and that language barriers exacerbated these, including some requests for wider translation, including Kiswahili. For others, reliance on internet access was identified as problematic - using a form embedded in the website for grant applications was challenging for those with unreliable or intermittent internet connection. While the website notes that this information can be posted or emailed, it was suggested that also having a downloadable form that could be filled in offline would be beneficial.

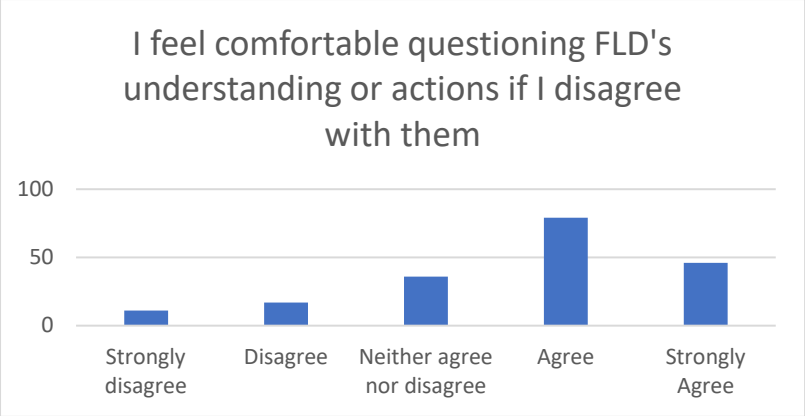
Communication – most noted that FLD communications were clear and they understood FLD's role and the support that could be provided. However, some feedback indicated confusion about what FLD can or cannot do (this was from 27 survey responses, compared to 153 who responded the communications were clear). Some defenders (again a minority but enough to warrant attention) also noted being unclear about how decisions are made, such as how cases from Afghanistan were prioritised, grant applications that are not successful or who FLD considers a human rights defender eligible for support. Challenges navigating the website was also flagged by some defenders (as well as some other organisations).

Scope / effectiveness of interventions – the most commonly cited suggestion related to expanding the available wellbeing support, particularly counselling but also requests to explore what else might be available. There were also a smaller number of comments about the hotline and concerns that it was not always answered, which was also mentioned by a small number of other organisations in relation to referrals they had made or feedback they had received from defenders. While the extent of this and accuracy of specific situations can't be commented on, the fact that FLD could only share incomplete information on this suggests this is something to be further systematised or thought through further.

Other suggestions from defenders about areas they would like FLD to consider include: greater financial support (increasing the size of the grant as well as scope of support); providing scholarships, job-based training and income-generation support; establishing safe houses to be run by defenders; providing legal advice; and providing biosafety kits. Kinds of threats that defenders expect to face in the future and as such may influence the kind of intervention are incorporated in the external environment section below, however a few additional points are: increased legal fees; theft of personal information; discrimination at work due to their human rights activities outside of employment; and potential impact of changes in global trade relations.

Staff composition and location – the stronger regional presence in recent years was noted positively by many defenders, with a number hoping that it could be further enhanced. This was for a variety of reasons – for some it was about ease of access; for others it was perceived as leading to a more diverse team with highly relevant backgrounds *"we want more people like us"*; and for others, the linked issue of understanding local context best, which was cited by many as being highly important.

Relationship and accountability – while the close relationship that many defenders have with FLD is a clear strength, some feedback explicitly or implicitly noted the power differential in the relationship. From the survey, while the vast majority (64%) expressed that they felt comfortable questioning FLD's understanding or actions if they disagree with them, there was 14% who did not and a further group who neither agreed nor disagreed with the statement (18%).



Other examples were provided in interviews, including one defender who raised concerns about a situation where they disagreed with a decision that FLD made that had implications for another defender's safety. This was only one example and due to confidentiality reasons it was not possible to delve into the details and hear possible different perspectives on the situation. However combined feedback does indicate some (although limited) concerns from defenders in this area. A related area is that some defenders felt that their contribution in collaborative efforts was inadequately acknowledged.

LOOKING TO THE FUTURE – THE EXTERNAL ENVIRONMENT

Most commentators would agree that the situation for human rights defenders overall is worsening. The fact that they are an increasingly recognised group in many places is positive and the dire situation is by no means universal – it is of course more meaningful to be assessing the situation in certain countries or for certain groups and at that level, the situation is mixed. However, the overall trend would suggest in this next period that threats are more likely to increase rather than decrease.

Human rights continue to come under attack and those who stand up for these rights are not surprisingly attacked themselves. While there may be pockets of hope, there is nothing to suggest that in this next period that it is likely to dramatically change for the better. In fact, the complexity of the context and the severity of threats is broadly increasing.

The decline of democracy and the rule of law in too many places, along with continuing rise of authoritarianism and repression and all that comes with it – demand for control, stifling of dissent, securitisation and increasing surveillance to name a few – are the enemy of defenders, their work and their safety. Corruption is a common thread across many, with whistleblowers at risk when drawing attention to it.

Criminalisation is expected to continue to be a common threat with a range of laws used to target defenders and wider civil society. Likewise, misinformation if anything is becoming more widespread and/or brazen. Digital threats are of even greater concern in a COVID-era as ways of working change and many more people operate more extensively online than previously. The extent of the deployment of surveillance technologies and their limited regulation and new forms of securitisation boosted by COVID are also of considerable concern.

> *"The government seeks to drown us in every way to prevent the work from being done and to prevent us from seeking justice. They [FLD] are there to stand with us against this repression" [defender]*

In some contexts, this repression has become the almost complete eradication of civil society working on human rights. Places like Afghanistan, Belarus and Myanmar, where such space existed

or was emerging and in this period has been virtually wiped out. Crises in these countries mean that an entire sector is affected and may need support, rather than particular individuals, and many may end up in exile. These levels of crisis potentially change the nature and scale of the response and have implications for an organisation like FLD.

The impact of COVID is also likely to continue to be felt sometime into the future. This is partly the widespread health crisis which plays out so unevenly – and the way that this is used as justification by certain governments for further draconian restrictions on their population. But it is also the economic impacts and that the general context has deteriorated rather than a specific threat. Such changes are not caused only by COVID of course, but the pandemic and its after-effects may continue to have implications for FLD's support.

Shifting power also plays out at the international level, with multilateralism being eroded and key institutional protection mechanisms weakened. Groupings that may have previously been relied on to stand up for human rights broadly, including the role and protection of defenders, are considerably weakened when some members are pursuing nationalistic directions. The influence of spoiler states in the EU will likely have particular significance for FLD considering its strong positioning and focus within the EU. More widely as well, for a variety of reasons (instability, stresses from climate change, impact of mass migration and so on) a number of traditionally supportive governments are becoming less responsive.

Overall, human rights issues and needs remain relatively static – many of the topics defenders are striving for today were also a key issue when FLD was first established. However, there are ongoing changes in human rights issues being worked on along with associated changes to approaches and actions, leading to changed vulnerabilities and threats. Anger at climate change and lack of action, for instance, is likely to increase and spread more widely as the effects of climate change are further felt. With this may come more direct action and protests, involving younger people, more in the global north / west, and those who are unlikely to identify as defenders and may be involved in more ad hoc ways. Such changing shape of activism and associated threats and protection needs and the political implication of these will continue.

Likewise, a number of the groups identified in the current Strategic Plan as being particularly at risk or having particular needs – such as women human rights defenders, LGBTQI defenders and particularly trans individuals – will continue to need particular attention.

LOOKING TO THE FUTURE – REFLECTIONS ON EXTERNAL WORK

Based therefore on reflections on the last three years and thoughts on the wider external environment, this part of the report aims to draw out some of the areas where FLD may wish to pay particular attention. Reflections on gender, which needs to cross both internal and external work, is discussed in the following section so as to avoid repetition.

The following word cloud represents how staff would like the organisation to be in the next five years:

Framing / narrative

In every organisation there are questions of scope and focus – how narrowly or widely to orient the work within a particular area. There are also questions of how to best frame the situation in order to build a powerful narrative and/or counteract destructive narratives. Some particular areas to reflect upon at this juncture are outlined below.

With FLD's focus on the grave threats and risks faced by defenders, and a focus on profiling individuals there is a danger of glamorisation of these risks. This can lead to a narrative about heroism and that a "true" HRD is someone who risks their life and that such sacrifices are needed for legitimacy. There is also the possibility that focusing on detention, arrests and attacks can de-sensitise people to these atrocities and normalise them as something that inevitably occur in human rights work. An association can be created between human rights defenders and death or attacks or torture, rather than an association between human rights defenders and equality or sustainable development or inclusion.

> *"We can be HRDs because of your effort to create space for our identity and recognition. We can be proud of our work" [defender]*

It is of course a fine line as all these things do occur and must be highlighted (and that is the core of what FLD does and should continue to do), but the framing of this work may evolve. This leads to questions around the balance of support between individuals and groups (a number of respondents spoke about their perception of FLD's theory of change as focusing on individuals), which is explored further below. It also leads to questions about the balance of focus on the individual person rather than the issues they are working on; and reactive risk reduction rather than more proactive systemic work and empowerment.

Highlighting these points here does not suggest that these issues are not already considered within FLD – they have clearly influenced aspects of the current Strategic Plan – but rather to note that at a moment such as this, when coming out of a global pandemic and when looking to the next Strategic Plan, it is worthy of revisiting and prioritising them.

In a sense this is a discussion about vision and mission. While FLD is operating very well in achieving its mission ("to protect and support human rights defenders who are at risk as a result of their human rights work"), perhaps it is less so on its vision ("human rights defenders are recognised and supported as essential actors in defending and advancing human rights, and bringing about positive

change in society"). With finite resources, every organisation needs to focus where they are best able to contribute and this evaluation is not recommending a wholescale shift or wide expansion of work – one of FLD's strengths is clearly around its continued focus on a very important niche. However, there may be value in revisiting the framing so that work on the mission contributes more strongly to the vision.

Influencing targets

This leads to a reflection on influencing and who FLD is targeting. Relationships and reputation with the EU and the human rights bodies of the UN are strong, but it may be time to revisit that level of prioritisation, particularly considering recent directions in some member states in the EU and that so many of the key UN discussions in this space are also occurring in New York (it is good to note the new US representative in this context).

This may mean looking more to other spaces such as the G7, OECD or GRULAC and the various intergovernmental ministerial meetings and informal spaces, when states have worked out ways to limit civil society influence in the more traditional advocacy spaces. This may include engagement regionally - and support for the Special Rapporteur on Human Rights Defenders at the African Commission on Human and People's Rights was valued in this context.

It also may require a different level of political intelligence to know which individual countries outside the 'usual suspects' may be open on particular issues. Likewise, deeper consideration of targets outside the government and multilateral space, which is likely to become ever more important as the role of the private sector continues to expand - having dedicated business and human rights capacity will be helpful in this regard.

> *"They're great, but they need to show up in different places. It's not all about Geneva and the EU anymore." [external commentator]*

Range of interventions

FLD is delivering a range of programs and supports that is highly valued by defenders. The two areas that may warrant further development are around well-being and collective protection.

Well-being support was the suggestion made most frequently by defenders themselves in terms of areas that FLD may want to consider expanding. Not only is it important in terms of being responsive (particularly in a COVID / post COVID era) and of value to individuals and the sustainability of the work, for an organisation like FLD to priortise it also makes an important statement about the legitimacy of such efforts.

Exploring **collective or community protection** approaches is part of the current Strategic Plan but doesn't appear to have developed as planned, likely to a large extent due to COVID. As in-person working becomes more possible, it is worth further exploring and testing this to:

- be able to offer another possibility within the suite of protection
- engage more deeply with those living and working more collectively, likely leading to a deeper engagement with Indigenous communities and WHRDs among others
- contribute to points raised above regarding framing as it becomes less about an individual and reducing their harm and more about empowering a community to continue their work safely.

> *"When you take an individual out of that community does that help the cause? What message does it send? What interventions might be proposed that protects the leaders and also helps the community feel more empowered? [other organisation]"*

Individual and collective protection are often interlinked and complementary and the needs in each situation are unique. Of survey respondents almost half were supported as an individual, while some others were supported both as an individual and an organisation, community or group of defenders. Suggesting that collective protection be explored further is not implying that it should replace protection of an individual but rather to further explore expanding this area to strengthen that aspect of FLD's work in a complementary way.

Economic and livelihood support was also suggested by some defenders and while there is clearly need, especially in a COVID era, any further support beyond the limited amount already provided would appear to be a considerable expansion of the organisation's mandate and would come with a number of organisational risks. An additional area that may naturally develop from a deeper regional presence is greater regional networking and exchange, supporting the capacity of local networks – a suggestion from Africa, for instance, was for regular regional meetings, particularly for WHRDs.

Reach

As noted above, effort is clearly made to reach out to defenders at most risk and existing consciousness around particular groups should continue and deepen. Areas that may need to also be elevated include:

- **disability** – considering the number of people with a disability, the activism of the disability sector and particular vulnerabilities, it is surprising that the level of consciousness and effort around disability is not higher.

- **child HRDs and youth** – exploring how to ensure that young people (who tend to organise in more fluid and less structured ways) are aware of FLD and that the support is accessible to them, especially considering the changing nature of activism in some parts of the world around climate change. This may or may not include working with child HRDs, but the organisation would be advised to be ready to respond to requests for support from someone under 18 should that occur.

- **defenders in exile / diaspora defenders** – traditionally FLD's focus has been work in-country rather than supporting defenders in exile, although it has taken up cases of some HRDs who continue to be at risk because of their work in exile. Defenders may be operating outside of their country as a result of threats making in-country work extraordinarily difficult and risky, or diaspora defenders involved through a geographically diverse spread of national identity and through generational change with younger defenders engaged and active from afar. Those in exile sometimes face significant threats, ranging from misuse of INTERPOL red notices through to attacks.

  There were a number of suggestions from defenders, donors and other organisations for FLD to consider expanding work with those in exile. On the one hand this is a resource intensive area of work where FLD may not have specific expertise; on the other hand there is likely to be a depth of understanding and emotional engagement with HRDs that the organisation has worked with over many years. This is a challenging issue FLD should discuss further, particularly in terms of specific needs, resources, expertise and value-add as well as the potential psycho-social impact on staff.

- **geographic spread** – while FLD has supported defenders from all regions, the spread is varied. This is partially unsurprising and valid as levels of threat vary, however there are some sub-regions that may warrant further attention. While FLD is well known in many parts of Africa for instance, francophone West Africa may be less so. The Pacific is another that came up in this evaluation. There was not adequate time and information to do a more

detailed analysis, but this would be worth doing to determine if there are other sub-regions that would warrant increased effort in getting FLD known.

National capacity

As local and regional / sub-regional protection initiatives led by civil society continue to develop, FLD's role may shift in those places. Those spoken to for the review valued FLD's ongoing support, noting that collaborative efforts were needed and valued (with appropriate acknowledgement of contributions made), and events hosted by FLD that bring together groups such as WHRDs from across a region. Funding was flagged as a challenge for these initiatives.

As each context is different, there may be value in explicitly looking at each region or sub-region where there are existing or emerging protection networks to assess specific capacity needs and the role of FLD (the case study on Africa developed as part of this evaluation would be helpful in this regard). This could help the sustainability of efforts to sustain movements.

Accountability to defenders

As touched on above, FLD has deep and valued relationships with defenders and much of what it does is firmly centred around the expressed needs of defenders. However, it would be worth exploring in more depth issues around power and what approaches or mechanisms might be required to ensure the next level of accountability. There is a complaints mechanism in place, which is positive; however there have been few complaints made which may in fact mean that the complaints process is not as known or accessible as it should be.

Accountability is a complex area and this evaluation does not adequately delve into the detail to provide specific recommendations, however would suggest exploring further internally, perhaps guided by tools from accountability organisations to better understand where gaps may be and ensure these are considered in the next strategic plan.

Scenario mapping

Having recently experienced the impact of a pandemic, a number of respondents wondered somewhat rhetorically what the next thing would be and whether FLD (and the wider sector) are ready for it. Perhaps there could be value in a collaborative effort with like-minded organisations to workshop possible scenarios – the next pandemic, a total global internet shutdown etc – to help prepare. Scenario mapping at a national level on potential crisis points for defenders would also be useful.

LOOKING TO THE FUTURE – REFLECTIONS INTERNALLY

For any organisation to be effective externally and to deliver in the long-term at the high level that Front Line Defenders is operating at, requires a strong and effective organisational structure, culture, systems and processes. There are some areas that warrant particular attention.

Management

Internally, the organisation has changed considerably in the last few years. There has been phenomenal growth and with an expanded staff team comes new structures, relationships and ways of working. Likewise, the greater regional presence means many more locations where staff are based which again changed the dynamics and ways of engaging internally. That much of this occurred just before or during a pandemic with limited travel for more than 18 months means that usual ways of bedding down these new relationships and ways of working – by spending time together in person – have not been possible.

This is likely context for questions around management culture and decision-making. Without spending time in the organisation it is hard to fully assess many of the points that emerged such as:

- does the management team need support to function more effectively as a team?
- how centralised is power? In Dublin? With the Executive Director? What might collaborative and/or dispersed decision-making look like?
- Is further regionalisation warranted? If so, what might be the organisational impact and how could that be best managed?
- Is the management culture conflict averse and things are not dealt with?
- Have management processes and ways of working caught up with the size and spread of the organisation ensuring efficiency and streamlined communication without losing its informality and flexibility?

Gender and inclusivity

While reflections are captured in this 'internal' section of the evaluation report, these cover both internal and external elements, as these are interlinked and to avoid repetition.

The Strategic Plan is surprisingly brief on commitments related to gender, which are predominantly in the organisational goal, such as the development of a gender strategy and building staff capacity. At that basic level there have been achievements against the Strategic Plan with a gender audit completed and development of a Gender Action Plan. However, these are of course far too simplistic measures to be meaningful. In terms of external work in this period there have been significant pieces of work such as the report on sex worker rights defenders at risk. Feedback from defenders about gender sensitivity was positive – in the survey for instance 86% of women and 75% of men agreed or strongly agreed that FLD is sensitive to gender, sexuality and disability and adapts its approach.

Staff and some other organisations noted how far the organisation has come but that it still has some way to go – out of the 26 survey responses from staff, only 6 agree or strongly agree that consideration of gender and intersectionality has been integrated throughout the organisation and all of its work, compared with 11 who neither agree nor disagree and 9 who disagree or strongly disagree. In a sense this is positive – that there is recognition that the organisation is on a journey and there is more to be done, with comments such as:

> *"I thought we were gender sensitive, but now realise that we weren't. Or maybe aren't" [staff member]*

From both the survey responses and interviews, male staff were more likely to believe that gender and intersectionality had been integrated than female staff.

There appear to be genuine efforts to make improvements to support WHRDs and gender diverse communities more effectively, with proactive efforts to engage with trans defenders most at risk. Building on these efforts it may be time to go beyond the quantitative of the gender balance in programs or events to a more nuanced consideration of how gender impacts all aspects of the work. The safeguarding mechanism introduced during this period relating to exploitation within the HRD community is a valuable step. Embedding a gender lens in the development of the next strategic plan – including reviewing progress on the current Gender Action Plan - will be important to build on the initial steps taken and make further tangible progress, some of which may have already been progressed if not for COVID.

This reflection on gender is also linked to other aspects, for instance around management, culture, decision-making and power. Building on work to date it may therefore be the moment to widen the efforts towards inclusion more broadly, thinking through other elements such as race, class,

disability and other factors and how they play out within the organisation and its work. A number of staff (and a more limited number of externals) noted that they felt the organisation's programming was more advanced on this than internal ways of working and that greater alignment was needed in relation to thinking through power and ways of working.

> *"It's a northern organisation led by cis white men. That's increasingly an issue."[other organisation]*

There were a number of similar comments made, although it is also valid to note that during this Strategic Plan period a female Deputy Director joined and the management team is currently just over half women. That said, it is clear that the efforts related to diversity and inclusion need to be a priority and having specialist expertise is essential in order to drive this change. With the current gender lead leaving the organisation, there is an opportunity to consider the role(s), position in the organisation and resourcing based on where the organisation is now at, how it can build on the progress to date and shape and lead an agenda integrated in the next strategic plan. As a strategic level review, this evaluation does not advise on the details of these other than to note that resourcing needs to be adequate for the considerable work to be done, senior enough to be able to champion change and should consider whether issues of intersectionality are a particular priority, to build on what has already been achieved.

Wellbeing

The wellbeing of staff is another – and partially linked – area where progress has clearly been made but needs to be a priority going forward, as much internally as externally. Incredible work on the frontline and close relationships with defenders often comes at a cost. This can be particularly felt by those who come from the community they are working with, and so cannot separate personal and work lives and may be more likely to experience 'survivor's guilt' or similar responses. These backgrounds are of huge value to the organisation and work, but with it comes even greater responsibility to protect people.

A challenge for the organisation is how to balance the incredible importance of being accessible to defenders who need assistance and being able to respond quickly – while not developing unhealthy, unrealistic and unsustainable expectations of staff. As well as being about resourcing, structures and processes, it is about culture and how to reorient a "superman" culture. Like all cultural change, the role played by management is key, from the big picture around prioritising, resourcing and messaging, through to "smaller" behaviours such as reflecting on what message is sent by responding to signal messages at all hours of the night or while on holidays. While such commitment can be seen as admirable, it can also reflect certain privileges and can have a cost for others in terms of the perceived expectations and culture it perpetuates.

> *"There's burn-out. But worse are the ones that won't acknowledge it" [staff]*

The impact of the pandemic is immense, both in terms of worsening the situation for many people when it comes to wellbeing (loss and grief for some, as well as stress, change and uncertainty more widely) but also limiting actions that can be taken that could assist. In particular, COVID has meant not having the normal opportunities to meet and support each other in person, especially for those who have joined in this period and as such do not have the depth of existing relationships to build on. COVID has also brought to the fore issues around flexible working which are clearly deeply felt by many staff.

The fact that very genuine concern was expressed at senior levels – senior management and board as well as externally by donors – is positive in that exhaustion, burn out, vicarious trauma and

mental health issues are recognised. Grappling with this while still working within a pandemic and setting things up well for the next strategy period may be challenging but is crucial for individuals and the organisation.

Board

That the organisation has made sound strategic choices and has remained stable and healthy suggests that the Board must be operating at the appropriate level, covering the key areas that it is required to do. That said, there were reflections shared from different perspectives (internal and external, although not from defenders) about:

- whether the composition of the board appropriately reflects the organisation, including its international nature
- whether the board prioritises certain aspects of its role such as its fiduciary responsibilities over political or strategic discussions, including how best to ensure program subcommittee discussions influence wider discussion.

These are definitely worth reflecting on further, however may not necessarily mean major changes to the board if it is operating professionally and effectively – there may for instance be other ways to consider these concerns at a governance level such as potentially related to a reinvigorated International Advisory Council.

Growth

Among the small sample of 12 donors, FLD is well regarded for its informed perspectives and professional operations. This – combined with increasing need – has no doubt contributed to the substantial growth over the past few years. While extremely positive in terms of ability to support a greater number of people in need, this comes with risks, both in terms of sustainability and also in terms of culture and systems.

> *"We can't take on more new people, especially in a pandemic. I don't even know who half these people are now" [staff member]*

It may be timely to have a period of consolidation with slower growth, especially considering the challenges of the pandemic, and/or more effort to ensure that support is in place for smooth expansion, such as a sound induction program. Many of these challenges are also likely to naturally reduce when more time can be spent face-to-face – however, the pandemic is far from over and regular in-person meetings may still not be possible for some time, and with an expanded staff team costs increase and such meetings may be held less often than before. Ford's BUILD grant is likely to be important in consolidating and strengthening the organisation's capacity.

Systems

Many operational systems appear to have not yet caught up with changes in the organisation, notably human resources (while efforts are being made, this remains a work in progress), IT and communications and data. As the organisation grows and is more dispersed the impact of this is felt more. While noting above the challenges around increasing staff numbers, it is also noted that strengthening these support systems often also requires more people.

Analysis and Learning

With the depth and breadth of work that FLD is involved in there must be a wealth of data that could support more informed decision making, mostly in the organisation but also potentially in the sector more widely. While data is used for the Global Analysis report, internal programming data does not seem to be available or regularly used to track trends and inform approaches. Ensuring the database is fit for purpose and data is available (such as through tagging particular aspects to track) and then systematically analysed could be of real benefit. Such data could inform future work and supplement use of storytelling and creative ways to explore impact. This is valuable both for learning and to tell

powerful stories externally. The organisation has increased its monitoring, evaluation and learning capacity in this period with a new role, but continuing to invest and strengthen this area will be important in order to make further progress.

RECOMMENDATIONS

There is an incredible amount for Front Line Defenders to be proud of – the capacity and dedication of staff, the relationships they build and maintain with defenders, the organisation's flexible and responsive approach, the way it is valued and appreciated most importantly by defenders but also others and the clear difference it makes in people's lives. That it has maintained so many of these strengths during the unprecedented effects of the pandemic is worth noting, as well as acknowledging the impact that COVID-19 has inevitably had on many aspects of the work outlined in the Strategic Plan.

"Thank you Front Line for being you. Thank you for standing through the pandemic" [defender]

There are of course also areas where improvements can be made and this evaluation recommends the following areas as warranting particular attention. Some would be part of the next strategic thinking process; others also have operational elements that may be grappled with earlier.

- **Framing and narrative** – re-look at the framing of threats and the work of human rights defenders and the narrative that is created, aiming to balance the risk-based individual focus with narrative around the positive change that defenders bring about in society as legitimate and essential actors, as well as strategizing from the perspective of civil society in specific contexts in addition to individual defenders and groups.

- **Engagement – with which defenders, with which targets and how** – continue to foster a consciousness of the need to creatively reach out to marginalised communities and individuals, including some regions where FLD is little known and certain groups such as people with disability. Likewise, revisit power analysis and consider who it is seeking to influence and how.

- **Organisational culture / ways of working** – acknowledge that the past few years have been a period of considerable change, with incredible growth and more dispersed staff, and that the pandemic has meant it is harder to bed down newer ways of working. Prioritise efforts to proactively address this, aiming to maintain the positive elements of the culture of a smaller organisation while making sure systems, processes and relationships work in an expanded organisational structure. In particular:
    - Management – reflect on current management practices and roles, ensuring managers and senior managers are equipped to fully fulfil their roles in a collaborate manner
    - Wellbeing – prioritise care for staff.

- **Gender and inclusion** – build on the efforts started and continue this journey, deeply supporting and resourcing nuanced consideration of how gender impacts all aspects of the work as well as expand efforts towards wider inclusion.

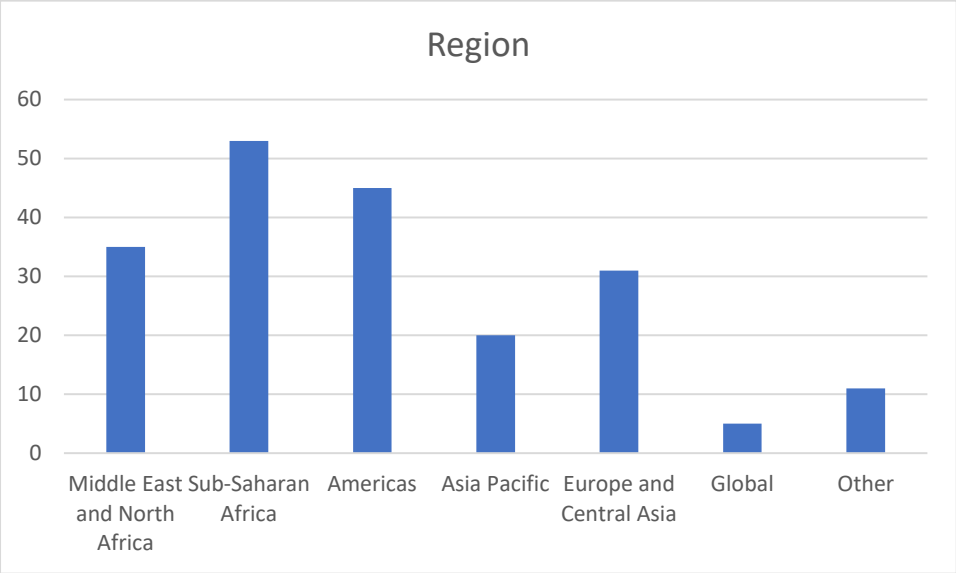
- **Accountability to defenders** – build on the strong relationships with defenders to explore whether there are additional ways to ensure strong accountability to defenders, acknowledging the power differential in the relationships.

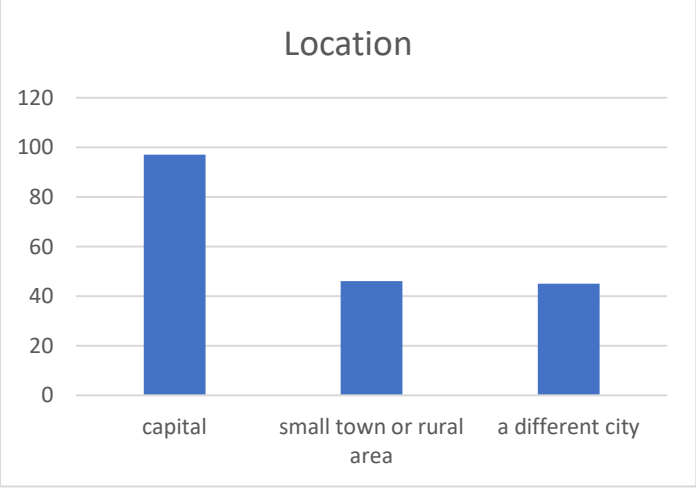
Appendix 1 – summary from the surveys

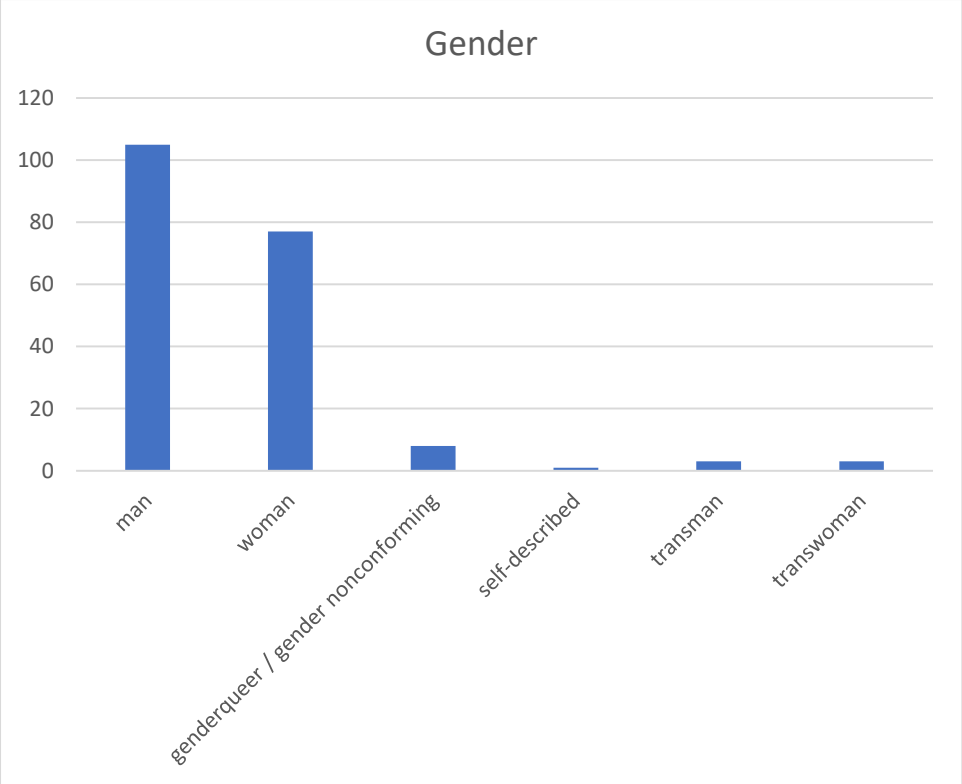
Three online surveys were used to collect data – one for human rights defenders, one for staff and one for donors / partner organisations. All were hosted on Jotform, with end-to-end encryption. Responses were anonymous and were only seen by the consultant and this was explained in the email introduction to all three surveys.

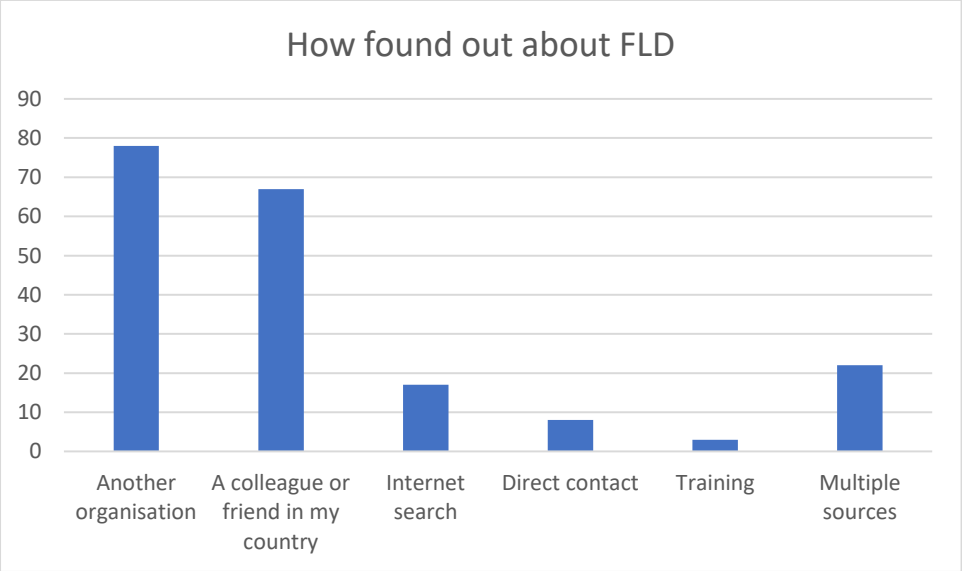
HRD SURVEY

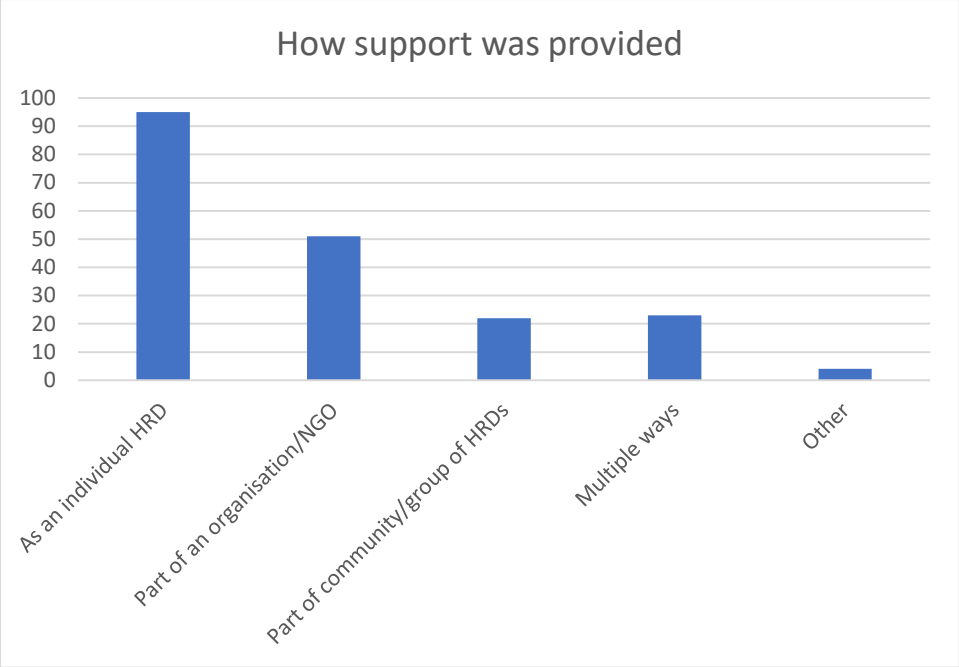
This survey was available in English, French, Spanish, Portuguese, Russian and Arabic. A sample was selected from the FLD database, ensuring an appropriate mix by region, gender identity, location, and services they had engaged with. A number of countries were excluded for security reasons (Afghanistan, Vietnam, China, Belarus, Ukraine, Myanmar). Protection Coordinators also had the opportunity to identify anyone within the sample that it would be inappropriate to send the survey to due to their personal circumstances. The survey was then sent by FLD to the 852 in the sample and 207 responses were received (24%). Seven responses were after the deadline and not included in the summary graphs below, however their text responses were considered in the analysis.

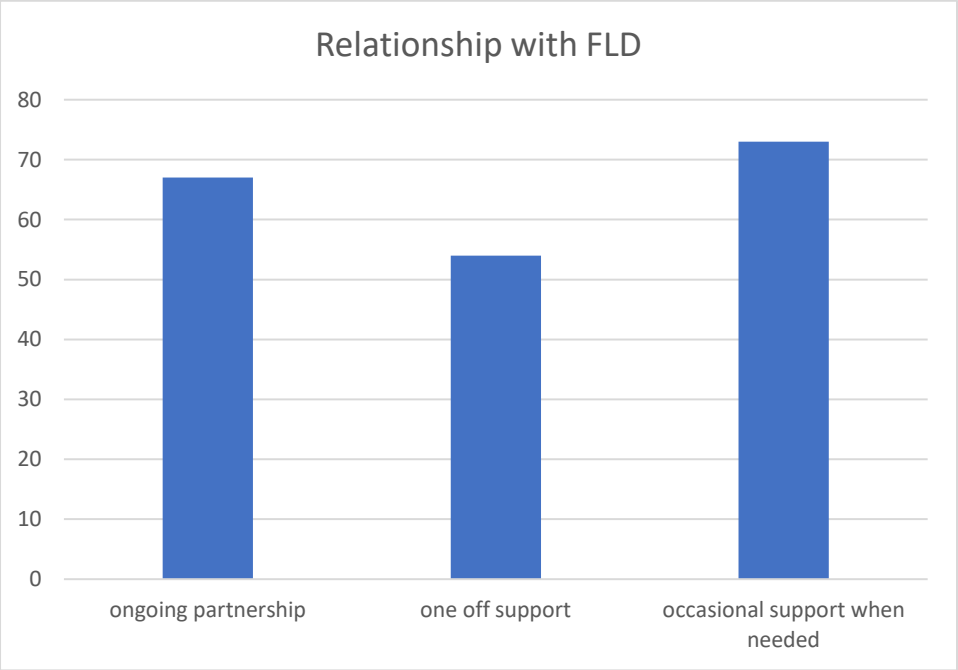


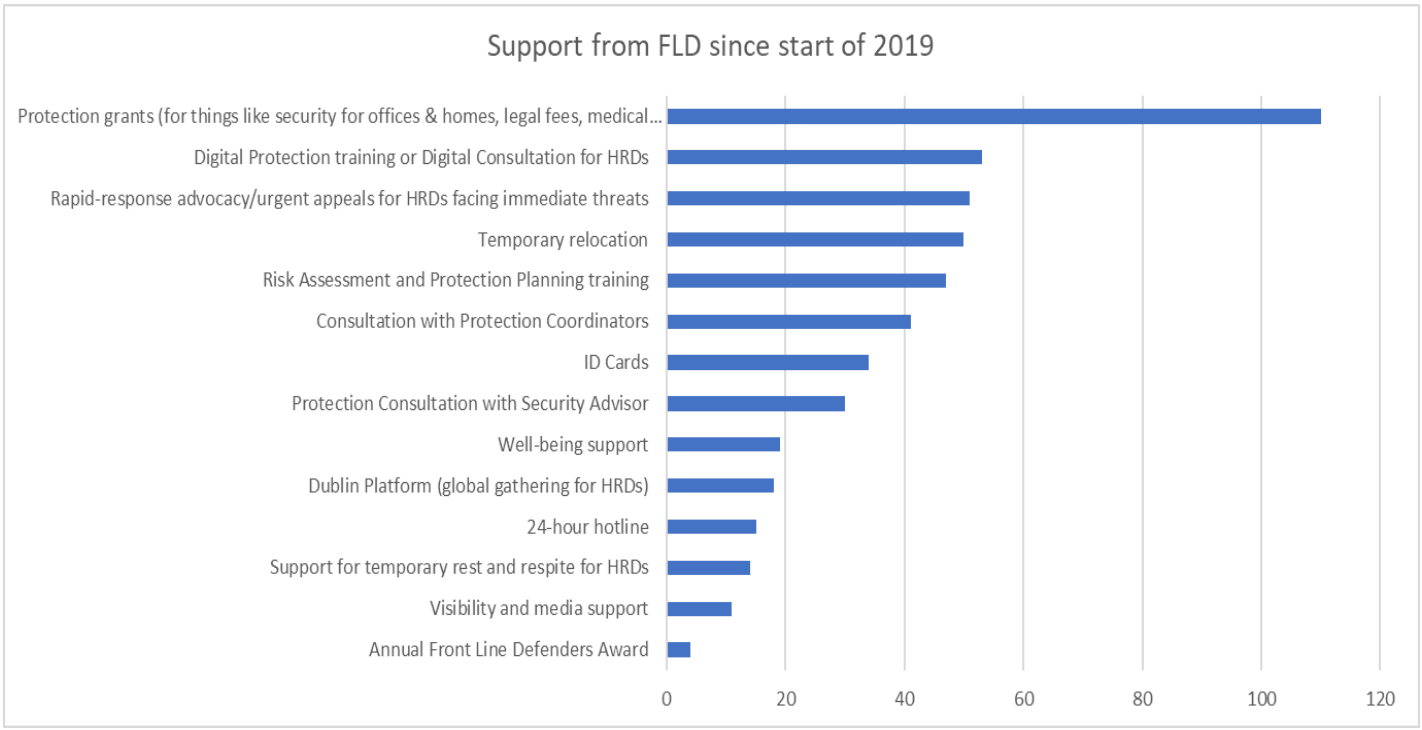


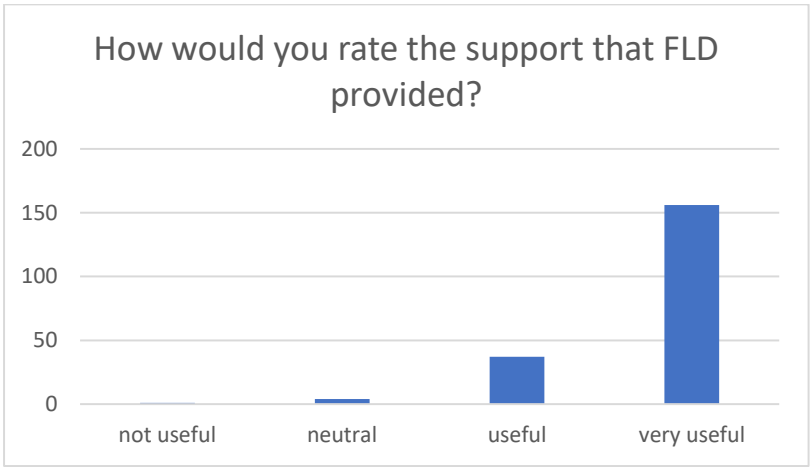

Gender
120
100
80
60
40
20
0
man
woman
genderqueer / gender nonconforming
self-described
transman
transwoman

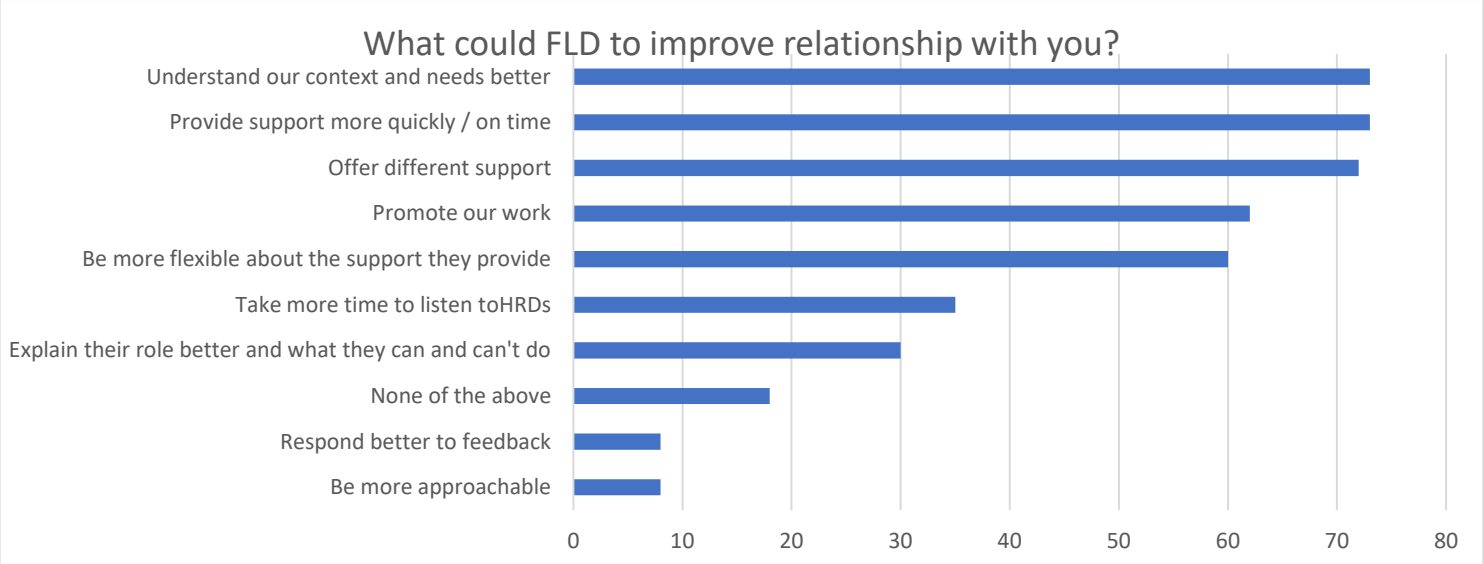

How found out about FLD
90
80
70
60
50
40
30
20
10
0
Another organisation
A colleague or friend in my country
Internet search
Direct contact
Training
Multiple sources

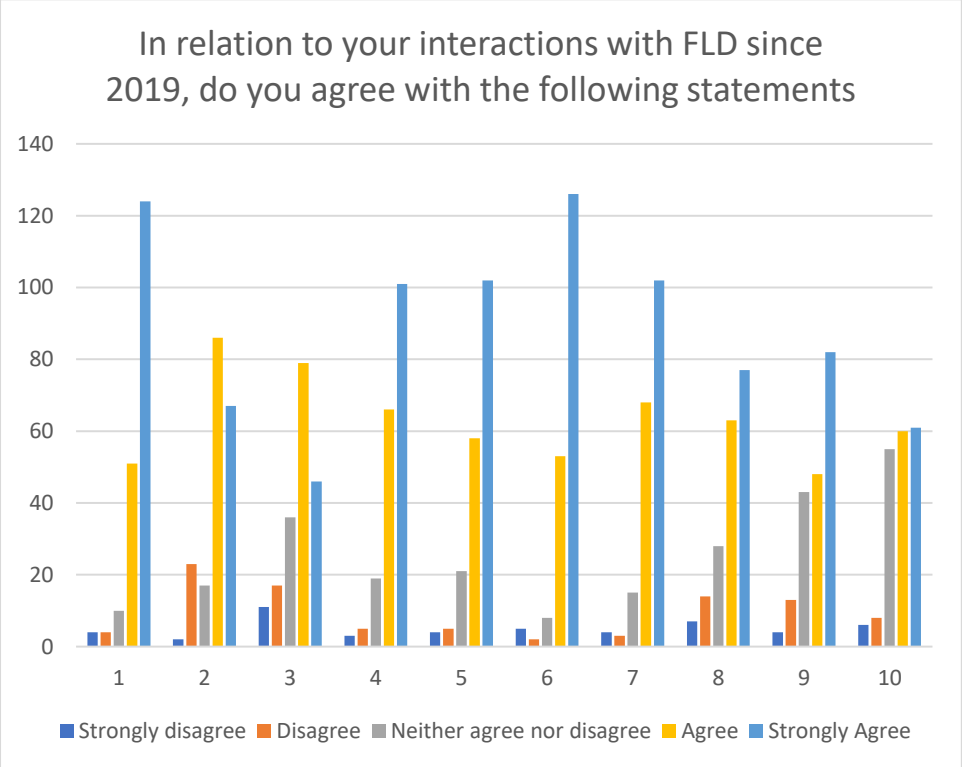

How support was provided
100
90
80
70
60
50
40
30
20
10
0
As an individual HRD
Part of an organisation/NGO
Part of community/group of HRDs
Multiple ways
Other


Relationship with FLD
80
70
60
50
40
30
20
10
0
ongoing partnership
one off support
occasional support when needed


Support from FLD since start of 2019
Protection grants (for things like security for offices & homes, legal fees, medical...
Digital Protection training or Digital Consultation for HRDs
Rapid-response advocacy/urgent appeals for HRDs facing immediate threats
Temporary relocation
Risk Assessment and Protection Planning training
Consultation with Protection Coordinators
ID Cards
Protection Consultation with Security Advisor
Well-being support
Dublin Platform (global gathering for HRDs)
24-hour hotline
Support for temporary rest and respite for HRDs
Visibility and media support
Annual Front Line Defenders Award
0
20
40
60
80
100
120


How would you rate the support that FLD provided?
200
150
100
50
0
not useful
neutral
useful
very useful





1 = I feel comfortable approaching FLD to discuss any protection issues

2 = I had sufficient information about the support that FLD can provide

3 = I feel comfortable questioning FLD's understanding or actions if I disagree with them

4 = FLD was able to respond quickly and effectively to my specific needs

5 = FLD is sensitive to gender, sexuality and disability and adapts its approach appropriately

6 = FLD communicated clearly with me in a way that I could understand

7 = FLD listens and responds appropriately to questions and concerns

8 = There was sufficient follow-up from FLD after support was provided

9 = FLD treats all HRDs the same way

10 = FLD was able to adapt quickly and effectively to respond to the COVID-19 pandemic

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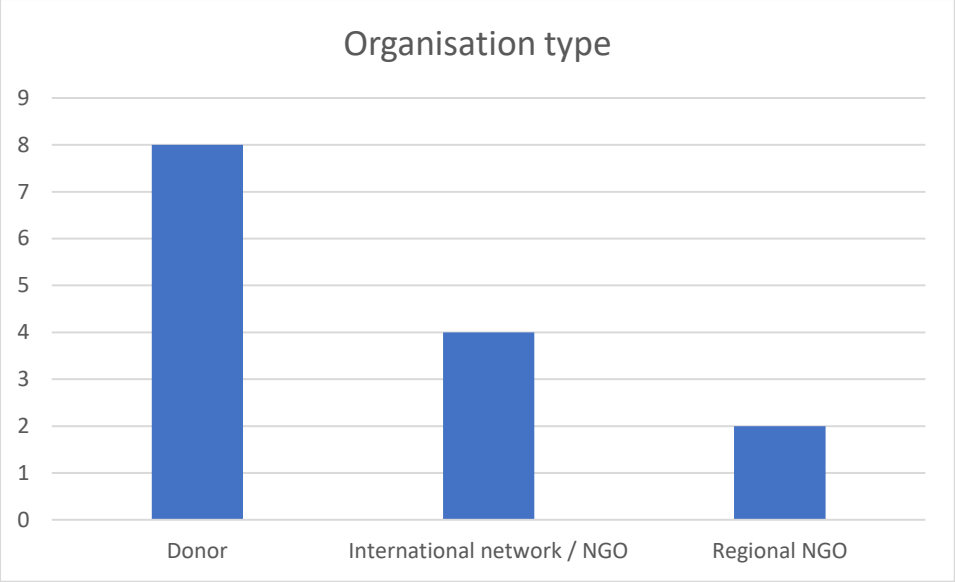
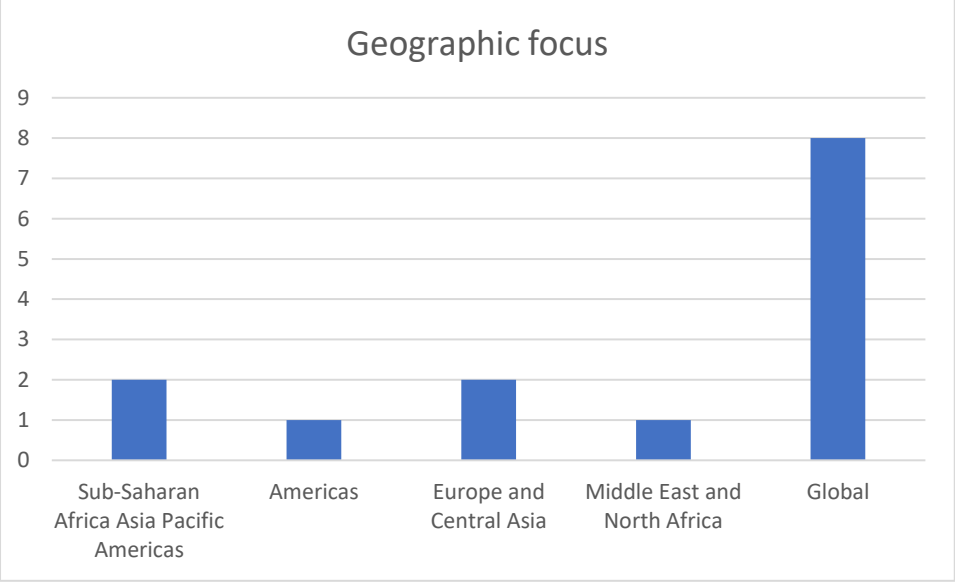
PARTNER ORGANISATIONS SURVEY

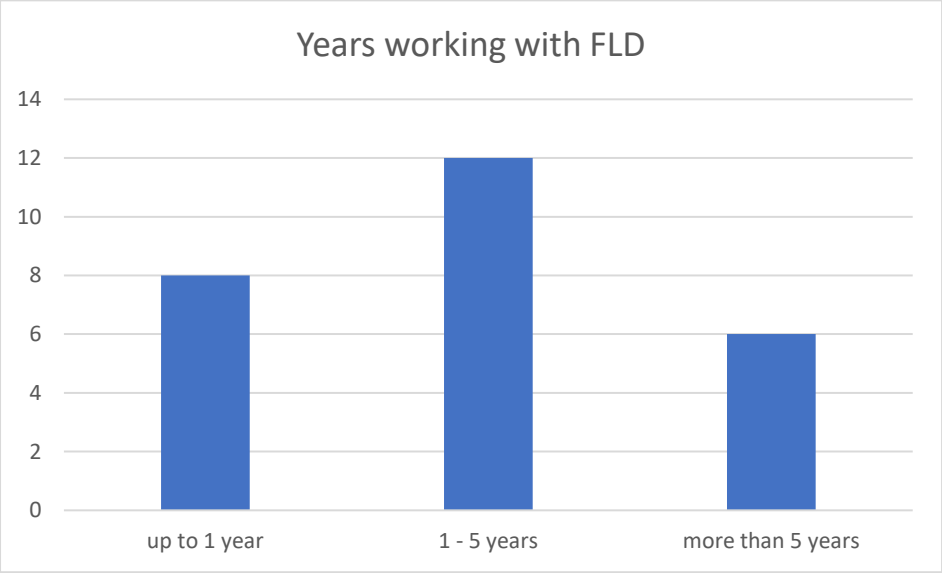
This survey was available in English. It was emailed by the consultant to 21 donors and 14 INGOs that FLD partners with through various networks and consortia. There were 14 responses (40% response rate).

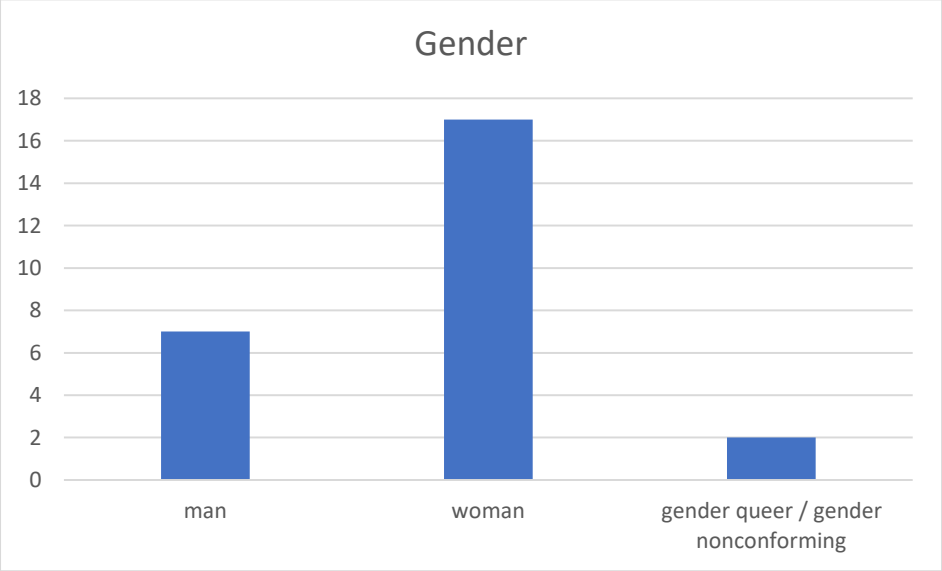


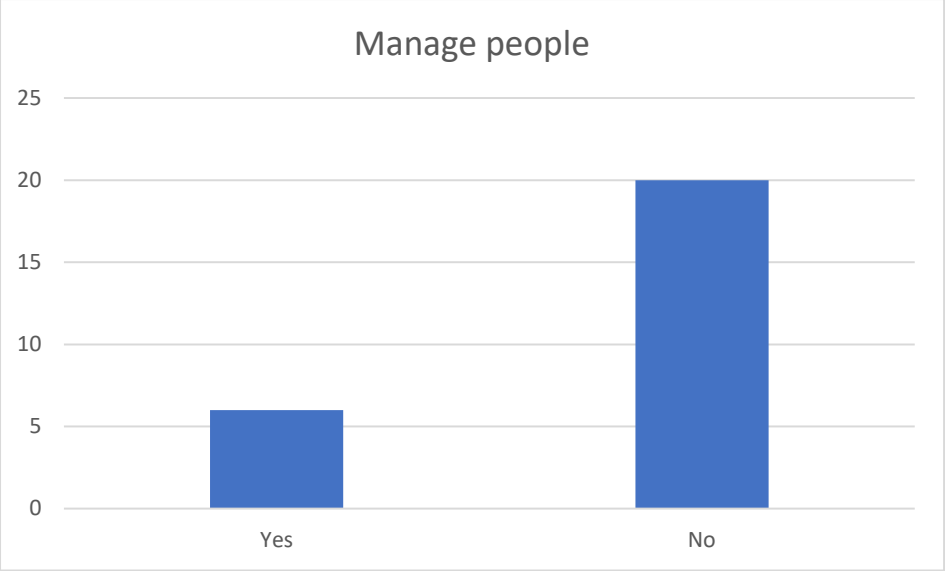


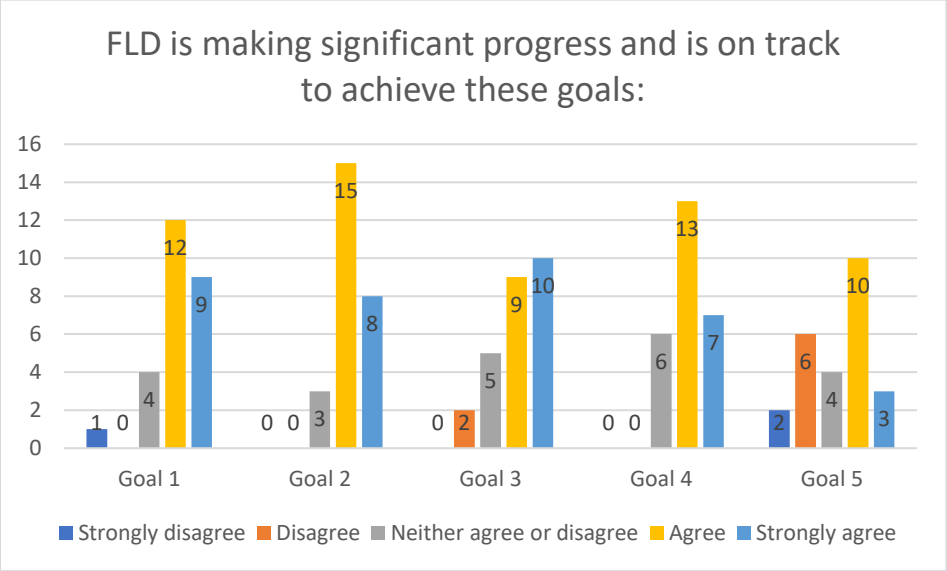
STAFF SURVEY

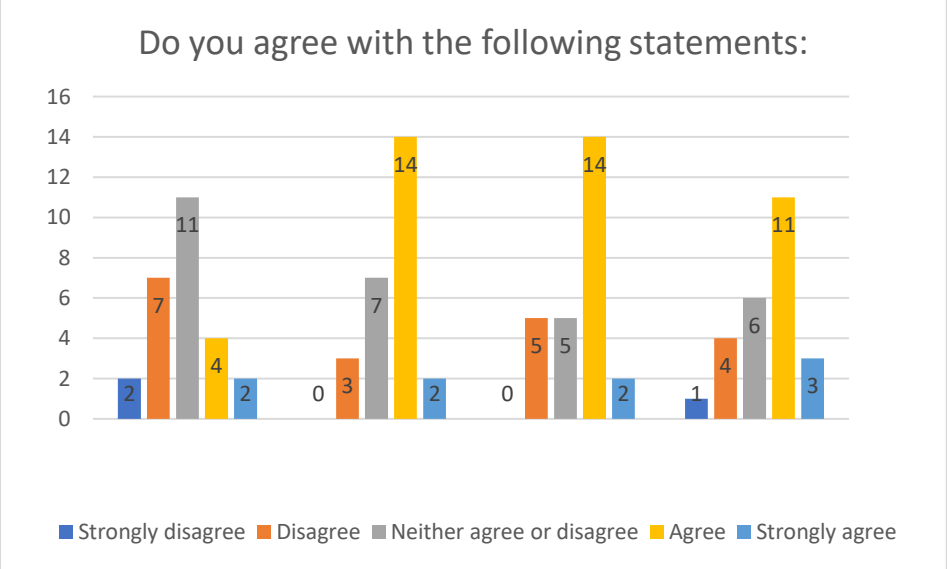
This survey was available in English, was emailed internally to 76 people, with 26 responses (34% response rate). An additional 14 staff were interviewed for the evaluation (data from these interviews is not included in the following graphs).









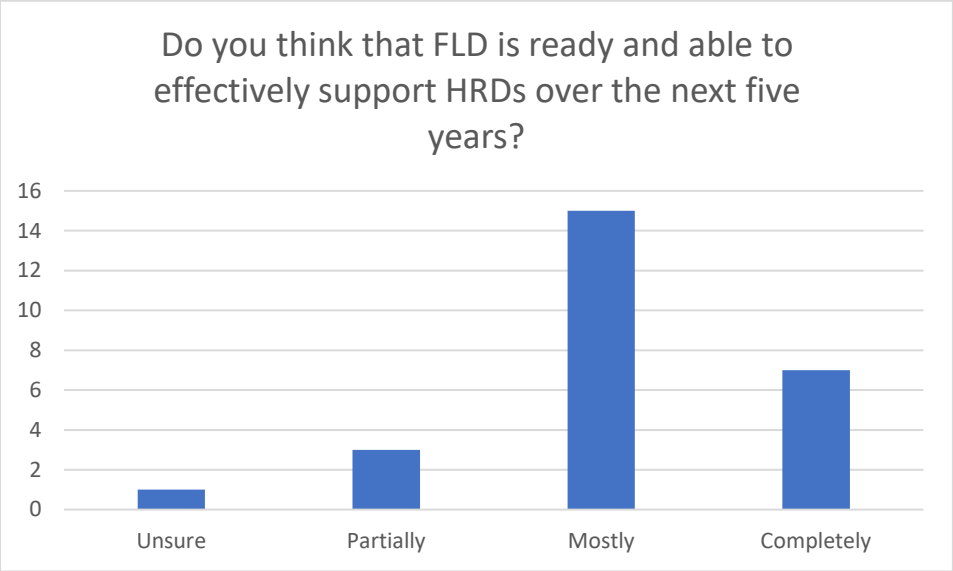


1 = FLD has truly integrated consideration of gender and intersectionality throughout the organisation and all of its work

2 = FLD is accessible to all HRDs who need its support, particularly those most at risk

3 = FLD is accountable to the HRDs it supports, with their experiences and needs informing everything FLD does

4 = FLD responded quickly to the COVID-19 pandemic and effectively adapted its support for HRDs



Appendix 2 – summary of interviewees

Below is a summary of the 54 people interviewed for the evaluation. Due to the importance of respecting confidentiality and the relatively small number of interviewees in some categories, names of individuals are not included. All were conducted remotely (voice or video call). In two cases where alternative interpreters were not available, FLD fellows provided interpretation.

Board:
Chair of the Board and the three members of the program sub-committee
Chair of Front Line Defenders USA Foundation

Staff:
Executive Director, Deputy Director and twelve other staff, including eight managers and at least one person from each team except finance.

Human rights defenders:
Seventeen defenders – thirteen had engaged with / been supported by FLD; four had not had direct contact. Particular care was taken to speak to at least one defender from:

- each region
- LGBTQI community
- WHRDs
- Small country
- National / regional protection networks

Donors:
Representatives of three donors (SIDA, Ford Foundation, Open Society Foundation)

Other organisations / individuals:
Fifteen people, who were a representative mix of individuals and organisations who could offer a range of perspectives, including:

- UN Special Rapporteurs – for HRDs and counter-terrorism
- Other organisations active in protection (Protect Defenders secretariat and another member (OMCT), Lifeline, UAF, ISHR)
- Two members of the International Advisory Council
- European Commission
- Irish Government