

# ANNUAL REPORT 2022



# Contents

1. Foreword
  2. Important recognition for work in a country the world has turned its back on
  3. Human rights defenders (HRDs) under attack
  4. Women human rights defenders on the frontline
  5. HRDs holding companies accountable
  6. Ocean Platform for human rights
  7. Regional collaboration on human rights
  8. Insightful and moving stories
  9. Volunteering during the year
  10. Communication
  11. Nature of activities
  12. Organisation
  13. Our partners
  14. Health, safety and the environment
  15. Operations
- Annual financial statements
- Income statement
- Balance sheet
- Notes

## 1

# Foreword

2022 was a dramatic year for human rights and democracy. The brutal Russian invasion of Ukraine would not have been possible without several years of persecution of civil society and the free media in Russia. Similar authoritarian trends can be observed in several places throughout the world. In addition, 2022 has provided a timely reminder that defending human rights and democracy is an ongoing task that demands commitment and courage. This gives everyone at the Rafto Foundation hope that many of the people we work with will continue their brave fight. The 2022 Rafto Prize recognised the courageous campaign of Charbonnel Nodjigoto, through Association Jeunesse pour la Paix et la Non-Violence (AJPNV), to abolish torture in Chad and help victims rebuild their lives.

In Chad, killings, arbitrary arrests, imprisonment, torture and extortion have become more widespread, generally with impunity. The Rafto Prize shone a spotlight on the decisive role civil society plays in standing up to torture and promoting human rights and the rule of law. Some principles must be defended at all costs.

This makes it inspiring to see our Rafto Prize Laureates, under growing pressure, continuing their work to defend human rights and democracy in countries such as Egypt, Lebanon, Kashmir, Uganda and Bahrain. We have found that women human rights defenders are challenging not only authoritarian regimes but also attitudes towards women's participation in society in general.

Businesses' responsibility to respect human rights, including workers' rights, is being enshrined in law in a growing number of countries. The Transparency Act in Norway is one example of such legislation. This development makes it increasingly important that companies, as part of their due diligence processes, are able and willing to take the perspective of human rights defenders and rights holders who may be affected by the companies' operations.

The urgency of the green transition, to which we all have a duty to contribute, calls for special attention to safeguarding the human rights of workers, Indigenous peoples and local communities that may be adversely affected by the transition. Together with our international partners, the Rafto Foundation is helping promote human and workers' rights in the construction and maritime industries. The joint establishment of the Ocean and Human Rights Platform with the Institute for Human Rights and Business (IHRB) – through which we collaborate with partners in countries such as Colombia, Nigeria and India – is just one initiative we are taking in this area.

Human rights and democracy can only thrive with the support of active and critical citizens. Extremism, radicalisation, polarisation and conspiracy theories represent growing challenges in an algorithm-driven world, even in countries considered to be democracies. This is a vulnerability that authoritarian regimes have also been able to exploit.

Against this background, we are delighted that close to ten thousand students and teachers were able to participate in our education on democracy and human rights last year. We have also implemented projects designed to preserve historical narratives from the war, developed witness interviews around the acts of terror in Oslo and on Utøya on 22 July 2011 and, together with young people, explored what constitutes good education about racism. We have also co-organised a Nordic conference on freedom of expression.

The significant expansion in our educational services re-emphasises the importance of developing and upgrading the Rafto House. We look forward to continuing the preliminary expansion project we started in 2022 with support from the Ministry of Education and Science in 2023. As always, we are extremely grateful to all our public and private supporters, to our employees and our volunteers and everyone we are privileged to work with in Norway and abroad.

Jostein Hole Kobbeltvedt  
Executive Director







## Viktig Important recognition for work in a country the world has turned its back on

“The international community has started to look to Chad. We are no longer alone in the fight”, said the 2022 Rafto Prize Laureate in his acceptance speech at The National Stage in Bergen. Nodjigoto Charbonnel and his organisation, Association Jeunesse pour la Paix et la Non-Violence (AJPNV), received the Rafto Prize for their work combating torture in Chad.

Charbonnel described the award of the Rafto Prize as “a source of energy that will enable us to continue our fight”. Nodjigoto and the AJPNV help survivors of torture to rebuild their lives and speak up for the protection of human rights. The AJPNV also combats torture and sexual violence by offering education and workshops for young people and civil society. Because of his human rights work, Nodjigoto has been imprisoned several times, his family have been subjected to harassment and last year he was forced into exile.

The regime in Chad is a key strategic ally in the “global war on terror”. Criticism of the regime, which is responsible for brutal abuses and violations of human rights, from the international community has therefore been limited. Despite widespread opposition and repression, Charbonnel and the AJPNV are continuing to champion the rights of torture victims.

The Prize was announced during a press conference at the Rafto House on 22 September and was also broadcast digitally on our website and social media. Over 1,000 viewers watched the broadcast. The Prize received prominent and widespread coverage in Norway, in newspapers and on TV and radio as well as in international media considered important by the Prize Laureate. This year’s Laureate was also pleased with the extensive local coverage of the award.

Nodjigoto Charbonnel and his colleague from the AJPNV, Nebinon Edith, visited Bergen in November to accept the award and participate in meetings and other events. Before and during the visit, we produced a video portrait of this year’s Rafto Prize Laureate, as well as brief video clips to help spotlight this year’s prize on social media.





Charbonnel gave his keynote address during the 2022 Rafto Conference in the University Hall in Bergen and participated in the closing panel discussion together with other experts on initiatives to combat torture and promote the rights of survivors of torture. The conference was streamed to a digital audience and the recording is available on our website. Digitalisation has helped bring our physical Rafto Prize-related events to a wider international audience.



There was a full house at The National Stage to see Nodjigoto Charbonnel accept this year's Rafto Prize on Sunday 13 November. It meant a lot to this year's Prize Laureate to see how many people took part in the subsequent torchlight procession, to show support for the AJPNV's efforts to combat torture and rehabilitate survivors, and then to lead the procession together with the Mayor of Bergen and the County Mayor of Vestland.



In Oslo, productive meetings were held with Norwegian Foreign Minister, Anniken Huitfeldt, as well as representatives from the Standing Committee on Foreign Affairs and Defence. The visit to Norway ended with an event at the House of Literature in Oslo, where Nodjigoto Charbonnel and Nora Sveaass gave the audience an insight into the serious consequences of torture, both on an individual and societal level.

# Human rights defenders struggle on

In a time where democracies are in decline, wars are raging, authoritarian leaders are on the rise, and environmental changes are disproportionately felt by vulnerable groups, there are certain principles that are central to, and recurring in, our projects and in our support of Rafto Prize Laureates and human rights defenders (HRDs) globally. Freedom of speech, free courts, and labour rights set the tone for our work, as we believe they are key in facing the challenges that HRDs and civic society are confronted with. From Egyptian authorities' targeting of civil society and labour rights activists in Egypt to Polish authorities' attack on free courts, the Rafto Foundation supports our Laureates' efforts and HRDs in pivotal moments for democratic movements and mobilisation for human rights.

## Human rights defenders (HRDs) under attack

In 2022, in the midst of the pandemic, Rafto started mapping the situation of our Rafto Laureates. This fed into the production of a report which shed light on the situation for HRDs. The report "Human rights defenders under attack" was completed in early 2022 and was launched online on 19 May 2022.

At the launch we were joined by Mr Craig Mokhiber, Director OHCHR in New York, and Prize Laureates Mohamed Lotfy of the Egyptian Commission for Rights and Freedoms (ECRF), Yanar Mohammed of the Organization for Women's Freedom in Iraq (OWFI), Pavel Chikov of the International human rights organization Agora (Russia), Nimmo Bassey of Health of Mother Earth Foundation (Nigeria), and Dr Angana Chatterji of UC Berkeley representing the incarcerated Khurram Parvez of Jammu and Kashmir Coalition of Civil Society. The report documents increased pressure on human rights defenders in sixteen countries on four continents. The report looks at recent developments and challenges faced by HRDs, in the last couple of years, with special focus on the period of the Covid-19 pandemic.

The pressures experienced by HRDs include physical violence, harassment in traditional and social media, frivolous legal prosecutions and abuse of administrative measures – including those declared necessary to curb Covid-19. The pandemic and its economic consequences produced much hardship, partly making regular human rights work more difficult, partly forcing human rights organizations to prioritise the handling of the health emergency.

Two observations were especially troubling: The greatest relative deterioration of democracy and rule of law over the last five years has taken place in the most advantageously positioned states – such as Hungary, Poland and the USA. Simultaneously, authoritarian power has been consolidated in less advantageously positioned but highly influential states – including Russia, Turkey, India and China.

All Rafto Laureates managed to continue their work during the pandemic and some were even able to expand their scope of work. But we also witnessed signs of exhaustion after years of increasing pressure placed on human rights defenders. In an environment where space for civil society is closing, and in some places closed, we are finding that HRDs need networks for solidarity and support to continue their work.

Rafto provides arenas where Rafto Laureates can meet, share ideas and strategies on how to promote human rights. We have encouraged declarations of commitment to strengthen efforts and increase funding to promote human rights, made throughout 2021 by authorities at the UN and in the USA, UK, Germany, and the EU. We will continue to advocate for these commitments to be upheld.





# Rapport: Human Rights Defenders Under Attack

Erfaringer fra arbeidet til  
prismottakere i 15 land, i perioden  
2020-2022



**Top left:** Digital launch of the report Human Rights Defenders under attack in May.

**Top Right:** The report Human Rights Defenders under attack.

**Middle:** Conversation about the movie Judges under pressure

**Bottom left:** Panel discussion during Arendalsuka in Arendal, Norway on European democracies in crisis.





## Supporting Rafto Laureates and HRDs in their pivotal work for democracy and human rights

In 2022, we started spotlighting the work of Association Jeunesse pour la Paix et la Non-Violence (AJPNV) through the 2022 Rafto Prize, shedding light on the endemic practice of torture in Chad, a largely overlooked subject globally. The 2022 Rafto Laureate, Director Charbonnel Nodjigoto, gave testimony to the UN Committee against Torture (CAT) hearing on Chad in November 2022, an important intervention following the violent crackdown on non-violent democracy demonstrations in N'Djamena on 20 August, when more than 200 people were killed and around 2,000 imprisoned.

Upon receiving the award, Rafto Laureates enter into the Rafto Foundation's ongoing programme of support through tailored projects and collaborations. In 2022, Rafto strengthened its support for the Egyptian Commission for Rights and Freedom (ECRF) with a more thematic collaboration on advocacy and, with a special focus on the COP held in Sharm el-Sheikh in November 2022. International awareness about human rights violations in Egypt, with specific attention paid to political prisoners, freedom of association for the independent human rights groups in Egypt, and violations relating to business and human rights.

Leading up to the COP, Rafto joined forces with Norwegian civil society to inform Norwegian NGOs attending the COP about the general human rights situation in Egypt and, more specifically, about the situation for civil society and HRDs. ECRF finds found that this collaboration and support not only opened doors to new audiences – audiences that did not know about the human rights situation in Egypt – also encouraged them to establish several initiatives in the intersection between human rights and the environment.

We are witnessing a global trend where the rules of law and freedom of speech are increasingly targeted and constrained. Poland represents a particularly depressing example of this trend. The Rafto Foundation has been following the situation in Poland closely during recent years and has supported civil society actors and initiatives led by Rafto Laureate Adam Bodnar. In December 2022, the report “The authorities vs. the citizens”. In the crosshairs namely SLAPP Polish-style, by Polish OKO.press, was presented at the Stefan Batory Foundation, co-hosted by the Norwegian Embassy, in Warsaw.

The report focused on how the Polish state is using strategic litigation to silence critical citizens. At the World Expression Forum (WEXFO) in Lillehammer, Rafto Laureate Bodnar, explained how the incumbent regime in Poland has provided an object lesson on “How to hijack a democracy”. The documentary “Judges under Pressure”, which Rafto has co-funded, about the resistance of Polish judges to the complex efforts of the government to seize control of the courts in Poland, earned a lot of attention in 2022. The film has been presented at numerous festivals.

A broader presentation of the situation in Europe was made in August at Arendalsuka, where the Rafto Foundation arranged a panel together with the Norwegian Helsinki Committee, Amnesty Norway, Human Rights House Foundation and Frivillighet Norge. Amnesty International's Programme Director for Hungary, Aaron Demeter, leader of the All-Polish Women's Strike, Marta Lempart and Executive Director of the Romanian Foundation for the Development of Civil Society, Ionuț Sibian were part of the panel. They could testify to the increasing pressure on individuals and organisations engaging in critical speech in their home countries.



**WEBINAR**

## EMERGENCY IN MYANMAR: WHAT CAN NORWAY DO AT THE UN SECURITY COUNCIL?

**Thursday 20 January 2022**  
 10:00 AM (Bergen/Oslo/CET)  
 3:30 PM (Yangon)  
 4:00 PM (Bangkok/Jakarta)  
 5:00 PM (Kuala Lumpur/Manila)



**Susanna Hla Hla Soe**  
Minister of Women, Youth and Children Affairs, National Unity Government



**Yasmin Ullah**  
Rohingya feminist, poet, and social justice activist



**Chris Sidoti**  
Co-founder of the Special Advisory Council for Myanmar



• This article is more than 6 months old

## Uganda's suspension of LGBT charity a 'clear witch-hunt', say campaigners

Country's government says Sexual Minorities Uganda 'operating illegally' in east African nation



Frank Mugisha, director of Smug, said the suspension was 'a clear witch-hunt rooted in systematic homophobia'. Photograph: Katumba Badru Sultan/The Guardian

The Ugandan government has suspended the country's leading gay rights organisation, accusing it of operating illegally in the east African nation, in a move campaigners condemned as "a clear witch-hunt".

Throughout 2022, we have also supported other Rafto Laureates and their causes through different initiatives, such as co-organising a screening in Oslo with the Norwegian Uyghur Committee (NUK) of a documentary about the situation in Xinjiang, followed by a panel with Uyghur activists bearing witness to the situation and conditions of Uyghurs held in internment camps in Xinjiang, China. We have also supported NUK through other events and co-organised panels shedding light on the dire situation for Uyghurs and other ethnic minorities in Xinjiang.

The Rafto Foundation also supports Laureates with advocacy campaigns and engagement in UN processes. In September, we took part in the pre-sessions of UPR - Bahrain together with Bahrain Centre for Human Rights, where we put forward our joint statement.

As part of our long standing follow-up of Myanmar, the Rafto Foundation co-hosted with ASEAN Parliamentarians for Human Rights, Progressive Voice and ALTSEAN-Burma, focusing on the emergency in Myanmar and what Norway could do at the UN Security Council. One of the speakers was Ms. Susanna Hla Hla Soe, National Unity Government Minister for Women, Youth and Children Affairs. While the situation in Myanmar remains dire, we appreciated that a resolution on Myanmar eventually was adopted by the Security Council in December 2022.

We are also implementing more ad hoc support initiatives, tailored to Laureates' situations, where the aim is for HRDs to be able to continue their work in more secure conditions. In 2022, we also followed the growing pressure on the LGBTQ+ community in Uganda, and assisted Frank Mugisha following the Ugandan government's decision to close down Sexual Minorities Uganda (SMUG).

We have continued our cooperation with the University of California at Berkeley to secure documentation of the last thirty years of resistance to repressive Indian rule by the majority population in Kashmir. The Rafto Foundation and the Centre on Law and Social Transformation in Bergen hosted the prominent Kashmir scholar Dr. Angana P. Chatterji as Distinguished Fellow in the autumn of 2022, presenting overlooked violations of human rights in India at the Bergen Exchanges in August.





## Women human rights defenders on the frontline

While the shrinking of civic space affects all HRDs, WHRDs are disproportionately affected. This is often due to the very definition of their work, which is frequently seen by state and non-state actors as threatening the status quo and challenging traditional norms and patriarchal structures.

This in turn can lead to stigmatisation, exclusion, and ostracism, taking different forms such as sexual and digital violence, gender-specific threats, targeting of family and loved ones, defamation campaigns, under-recognition and underfunding, as well as barriers to enter decision-making arenas and platforms.

Our work to support WHRDs has taken several forms, where we tailor our programmes of support to different contexts. One of our main programmes, under the WHRD umbrella, is our support and coordination of the Intersectional Feminist Collective (IFC), a network of grassroots WHRDs from across the MENA and Southeast Asia region working on the frontline of the struggle to promote women's rights. We arranged our annual workshop in Malaysia in November 2022, where our focus was strategy, joint projects and campaigns.

Faced with the challenges mentioned above, and the reality of a shrinking – and in many countries non-existent – civic space, WHRDs need a safe space for solidarity and support. A space where they can share ideas and strategies on how to continue their struggles and promote women's rights, receive training and increase their capacity by using tools to meet and face these specific challenges. This includes training in digital security, identifying their own security risks, courses and support on well-being and resilience, etc. IFC offers this space to its network of WHRDs so they can feel supported and continue their work despite the challenges facing them.

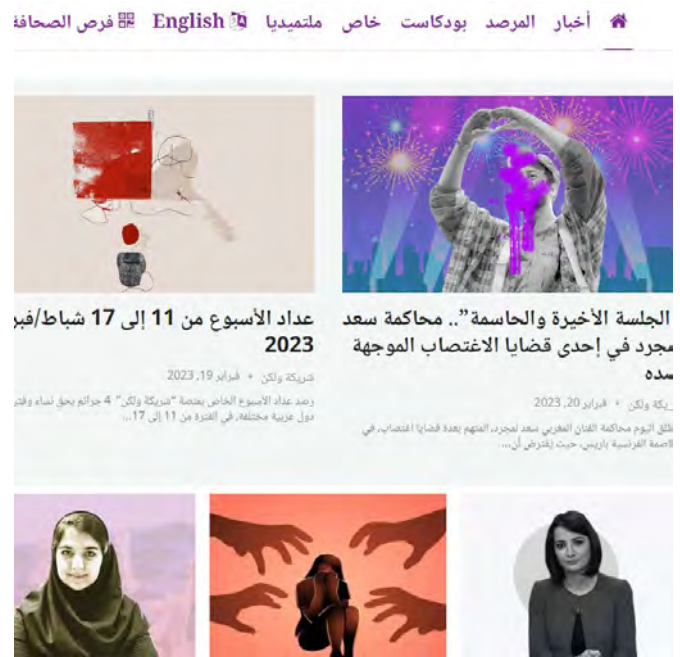
During the pandemic, IFC came up with new ways of reaching out to, and mobilising, WHRDs from across the region. IFC's participants started local initiatives tailored to their context with support from the Rafto Foundation. Through these local initiatives, IFC's members were able to reach an estimated 800 WHRDs.

One of these local initiatives involved the creation of an app and booklets (called HRYA) to translate Lebanese family law affecting women through arts and visuals into a language understandable and accessible for women from across Lebanon who do not usually have access to, or knowledge of, their rights. The participants who attended training on the app and booklets all reported that they actively used these materials during their own training of new communities. In addition, many of the participants have continued to use the booklets as a resource in their advocacy and awareness-raising efforts.



These advocacy campaigns have resulted in the president of Beirut Bar Association requesting the provision of training for lawyers on the content of the booklets and app framework in their legal defence. The aim is to promote human rights and women's rights and increase access to justice for those who have experienced gender-based violence and discrimination. The President of the Women's Affairs Committee at Beirut Bar Association also requested an educational course for trainers on the booklets in order to reach more women and young girls.

The Rafto Foundation's work to support WHRDs also means that we support and collaborate with local CSOs who are spearheading efforts to protect and advance women's rights, using pioneering tools to mobilise and reach out to women from different backgrounds.



The SWL team produced various innovative multimedia contents including TikTok, a series of animated stories, videos, photo stories, articles, and several info graphics voicing the needs of women, girls, refugees, migrant workers, LGBTIQ+ and disabled people.


With Rafto's support and funding, Fe-Male and SWL reached across borders to make contacts in the region and meet major players in the field, resulting in the development of independent, credible articles and tools that raised awareness of, and advocated for a variety of gender and human rights issues.

With Rafto's support, one of these partners, the Lebanese organisation Fe-Male, has continued its work on Sharika We Laken (SWL), a feminist, pioneering, online platform in the Middle East. SWL raises awareness of women's sexual and reproductive health and rights, shedding light on norms and taboos, and the socio-economic effect on women's bodies. Furthermore, SWL raises awareness of environmental and climate change issues through a feminist lens to highlight the effect of climate change on women and girls and the intersectionality of climate justice and the feminist movement.



RAFTO: Ingrid Breisteinslien Rosland jobber for menneskerettighetsorganisasjonen Rafto. Foto: Mathias Kleiveland / TV 2

**Rafto: – Internasjonalt press hjelper**



# 5

## HRDs holding companies accountable

Another group of HRDs that are often exposed to serious reprisals due to their work, are HRDs who play a critical role in holding companies to account. Defenders who challenge companies are often exposed to serious reprisals. Rather than seeing HRDs as a threat, companies should acknowledge their insights around local contexts, laws and power dynamics and consult with them to inform safe and equitable business practices.

Companies can play an important role in helping protect HRDs. In 2022, the Rafto Foundation worked with partners to offer capacity- building activities for HRDs and to convene multi-stakeholder dialogues with companies, local authorities and academia among others.

The theme of the 11th annual UN Forum on Business and Human Rights, held in November 2022 in Geneva, was “Rights Holders at the Centre”. The Rafto Foundation facilitated the participation of HRDs from Bahrain, India, Egypt, Western-Sahara and Nepal.

One of the participants stated that “the UN forum on business and human rights gave us an unprecedented opportunity to include key stakeholders in our advocacy plans and tailor our message to appeal to their audiences, who are not normally included in our advocacy strategy. In addition, being in the same place with businesses, UN agencies and financial institutions helped us understand their perspective and gave us the potential to explore ways in which we can influence these actors to ensure respect of fundamental human rights.”

The Rafto Foundation works closely with IHRB to support HRDs in their efforts to build capacity to address business-related abuses. The Rafto Foundation’s annual Master’s course, held since 2017 in collaboration with the University of Bergen and attended by 50 participants globally, gave HRDs the opportunity both to learn and to present their concerns to a wider audience.

In December 2022, the Rafto Foundation and IHRB piloted a digital course for HRDs with world- leading experts Salil Tripathi and Anita Ramasastry as tutors. The keynote address was delivered by Mary Lawlor, Special Rapporteur on the situation of Human Rights Defenders. Participants from DRC, Chad, South-Sudan, Zimbabwe, Cameroon, India, and Libya took part. The pilot course provided important input for Rafto and IHRB to tailor training to the needs of HRDs.

The Colombian human rights organisation CREER (Centro Regional de Empresas y Emprendimientos Responsables), together with IHRB and the Rafto Foundation, has worked since October 2021 to promote human rights in the City of Cartagena, Colombia through the implementation of the Framework for Dignity in the Built Environment in urban planning processes. Bringing together a strong combination of community leaders, civil society, foundations, business associations, city and regional authorities and academia has led to a strong recognition of the value of integrating human rights approaches into city planning processes as well as of the need to break silos and overcome differences to move together towards a more equitable and climate-resilient city.



One milestone reached in 2022 was the formulation of due diligence guidelines, integrating the concerns and considerations of social leaders and human rights defenders in Cartagena regarding real estate development (including both housing and hotels), as well as the construction sector in general. These guidelines will be delivered to defenders and community leaders so that they have more tools for dialogue with the sector.

In addition, sensitisation sessions were held with public officials from the Cartagena Mayor's office regarding the responsibilities of the construction sector in terms of human rights, to be taken into account in the process of updating the Land Management Plan. Similarly, the "Dignity by Design" framework was disseminated to selected members of the construction sector in Cartagena along with the due diligence guidelines for the sector.



**Over:** Rafto Laureate Ahmed Abdallah (ECRF), Maren Nordgreen from The Rafto Foundation and Rafto Laureate Sidi Mohammed Daddach at the UN Business Forum in Geneva in December.

**Left:** CEO in Hydro Hilde Merete Aasheim during The Thorolf Rafto Challenge at NHH in October.

With support from Rafto, the Nepal-based organisation, CEMSOJ (Community Empowerment and Social Justice Network) enhanced its efforts in support of Indigenous communities adversely affected by hydropower projects. CEMSOJ's assistance led to better awareness, to community mobilisation as well as advocacy and lobbying. Furthermore, Rafto enabled CEMSOJ to undertake a research study on the impacts of hydropower development on Indigenous and local communities, focusing on displacement, compensation and human rights defenders.





Photo: Michel Wels, Istock

## Ocean Platform for human rights

On UN World Oceans Day, 8 June 2022, the Rafto Foundation and the Institute for Human Rights and Business (IHRB) went live with the Ocean and Human Rights Platform, a collaborative initiative to raise awareness of and mitigate human rights risks across ocean industries. The Ocean Platform strives, with international partners, to embed respect for human rights through more inclusive dialogue, advocacy for stronger policies and support for better practices across key aspects of the blue economy. Shipping, coastal renewables, and fisheries have been prioritised industries in 2022.

The Ocean Platform organized an inaugural event at the UN Ocean Conference in Lisbon on 28 June to explore the human rights risks and responsibilities of energy companies and financial institutions, with a particular focus on the impact of coastal wind projects on marginalised communities. The event marked the start of a series of dialogues between energy companies, investors and Indigenous community organisations to address these critical issues as the “green rush” for renewable energy projects and transition minerals gathers pace.

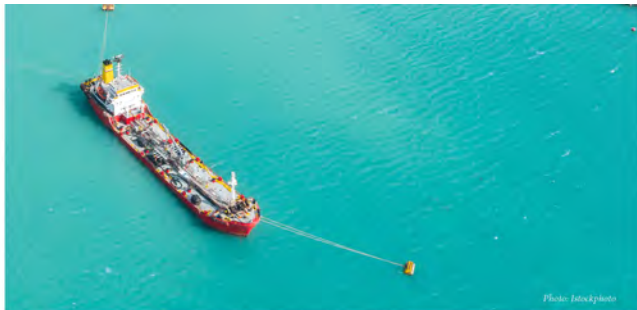
To mark the first anniversary of the publication of the Code of Conduct - Delivering on seafarers rights - the Ocean Platform and the Sustainable Shipping Initiative held a roundtable event in Singapore on 11 October 2022 that brought together over 60 charterers, seafarers and seafarers’ rights organisations, shipowners and others to focus on seafarers voices and discuss challenges and benefits when implementing the Code of Conduct. Figures from Rightship show that submissions cover over 6,000 vessels.

In 2022, the Ocean Platform established firm relationships with regional partners in Africa (Health of Mother Earth Foundation – HOMEF, Nigeria), Latin- America (Centro Regional de Empresas y Emprendimientos Responsables – CREER, Colombia) and Asia (National Campaign on Dalit Human Rights – NCDHR, India).

With the support of the Ocean Platform, HOMEF organised a series of meetings which brought together academics, media, community representatives, public health professional and government representatives to interact on issues surrounding ocean and human rights with a resolve to work together. One outcome of these discussions is that workers and communities are ready to stand up for their human rights rather than surrender to the forces denying them such rights.

Similarly, the Ocean Platform inspired CREER to initiate a dialogue with relevant ocean actors in Cartagena, a city bordering the Caribbean Sea where intense port, tourist, and fishing activities have a major impact on coastal communities' access to a clean environment and basic human rights.

By identifying and convening stakeholders such as workers and companies in the port sector, leaders and human rights defenders in coastal communities and local authorities, CREER has started a process to build awareness and joint capacities.



## Ocean and Human Rights Platform



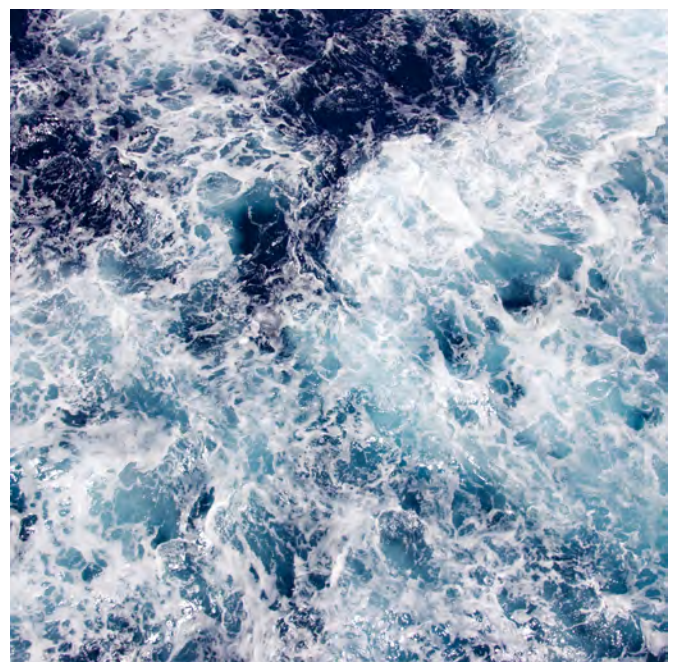
In 2022, NCDHR received support to initiate a study emphasising three major areas where ocean industries impact marginalised communities, including Dalits and Adivasis: Ocean mining, the dismantling of ships, and fisheries.

All these areas have harmful consequences and the industries activities have increased rapidly in the past few years, posing a major threat to the environment and human rights. The study identifies caste-based discrimination and other adverse impacts faced by workers and communities and will inform further work to understand and mitigate impacts.



**Over:** People in Binh Thuan, Vietnam. Photo: Istock / Huy Thoai.

**Left:** On UN World Oceans Day, 8 June 2022, the Rafto Foundation and the Institute for Human Rights and Business (IHRB) went live with the Ocean and Human Rights Platform, a collaborative initiative to raise awareness of and mitigate human rights risks across ocean industries.







## Regional collaboration on human rights

At the start of 2022, FUTURE-PROOF, the Bergen Chamber of Commerce and Industry and the Rafto Foundation for Human Rights's cooperation platform for business and human rights, launched its membership initiative, the FUTURE-PROOF poster.

The purpose of the poster is to connect and highlight organisations that want to take a lead in discussions and cooperation on common challenges relating to human rights in business. By signing the poster, the organisations pledge to work continuously with the UN's Guiding Principles on Business and Human Rights and to participate actively in the network.

Since the first member signed in March 2022, the network has grown to include 32 businesses in the Bergen region. The members, which span organisations of all sizes, represent a wide range of industries including shipping, seafood, textiles, construction and finance.

As members of the network, businesses are given the opportunity to learn from and with fellow members. Through the exchange of experiences and continuing competency development, FUTURE-PROOF facilitates an arena where businesses can work together to strengthen compliance with human rights responsibilities.

FUTURE-PROOF has invited national and international experts to events in Bergen to address various aspects of human rights work. The network members have engaged in discussions about a variety of topics, such as the role of business in conflict zones, implementation of the Transparency Act and potential dilemmas that businesses could have to deal with.

The cooperation platform's work would not be possible without important support from Agenda Vestlandet, the Sparebanken Vest foundation, which focuses on the green transition and sustainability in Western Norway.

FUTURE-PROOF

## Insightful and moving stories

Despite strikes in the education sector, the Rafto Foundation has reached the same number of students as in previous years. The Rafto Foundation has been on tour, co-organised a national conference on freedom of expression, established a Master's network for students who write about democracy and human rights education, produced an animated film and documented stories about racism in Bergen.

In addition, the Rafto Foundation has worked with the well-established school projects Dembra (Democratic preparedness against racism and anti-Semitism) and a Democracy Workshops on the island of Utøya. In 2022, the Rafto Foundation also decided to offer schools witness interviews from the acts of terror in 2011 and started to develop our 22 July courses in cooperation with the 22 July Centre.

The Rafto Foundation provides educational courses for just under 10,000 students and teachers each year. This figure has remained stable since 2019, with the exception of the pandemic-hit year of 2020. In 2022, 9,706 people attended our courses, 20% of whom were reached via tours throughout Western Norway.

### Preserving important stories

Since 2011, the Rafto Foundation has partnered with cartoonist Ingebjørg Jensen, who has illustrated the stories of former pupils at Holen school in Laksevåg, which was bombed in October 1944. The stories have been taboo because the bombings, which led to the death of 61 school children, were carried out by Norway's allies. The surviving children were naturally traumatised by the loss of their security, schoolmates and school.

The Rafto Foundation has linked these stories with experiences of the ongoing war in Congo. In 2022, the Foundation received funding from the Fritt Ord Foundation and the Bergesen Foundation to animate the story. This will preserve the story in a suitable format for further use in education and allow it to be disseminated to a wider circle of students.





**Top left:** Students at the Rafto House listening to testimonies about Utøya 2011.

**Top right:** Masud Gharakhani, President of the Storting, visiting the Rafto House.

**Middle:** Movie Premiere at Holen School.

**Bottom left:** Conversations about Utøya 2011 at the Rafto House.

**Bottom right:** Students on their way to Utøya.





Movie Premiere at Holen school.  
Photo: Ingvild Festervoll Melien

### Tales of racism in Bergen

Education about racism in Norwegian schools is often linked to historical events, other continents and/or extremism. For example, racism becomes an issue when teaching about the civil rights struggle during the 60ies in the USA. Consequently, such topics are not extensively associated with everyday life, her and now, in Norway or our own experiences, actions and attitudes.

Through our project “What constitutes quality education about racism?”, the Rafto Foundation’s Education Department collected stories of racism in Bergen through two people dialogues, and 15 young people tried out and evaluated 7 different courses on racism.

The evaluations were carried out through interviews – and the result? Yes, racism education must provide an insight into how racism is experienced and the different concepts covered by the term “racism”. In addition, the methodology must allow room for reflection and the exchange of different points of view.

We must be sensitive when we include examples of racism in education and embrace both groups – both those who have experienced racism and those who have not. The project has provided the Rafto Foundation with new knowledge that can be used both to improve our own teaching and to disseminate experiences to schools and teachers. The project has been sponsored by the Norwegian Directorate for Children, Youth and Family Affairs.



# 9



Volunteers at the Rafto Conference  
Photo: Ingvild Festervoll Melien

## Volunteering during the year

2022 provided an opportunity to celebrate volunteering and highlight the work of our talented volunteers. The Rafto Foundation wishes to establish closer ties between our various volunteer groups and a new annual meeting forum for all the Foundation's volunteers.

Through their unstinting commitment and efforts our volunteers make a particularly important contribution to the work of the Rafto Foundation, in particular regarding the Rafto Prize. The Rafto Foundation's Prize Committee consists of nine members and is responsible for evaluating nominations and proposing a candidate for the year's Rafto Prize.

The student group that contributed to the organisation of the Rafto Prize events, and the information work connected to it this year, consisted of 16 people. In addition, an extra group of 15 volunteers were engaged in carrying out practical tasks during Rafto Week in November.

At the end of the year, the Oslo group had eight active members, who arranged a number of events including an event in Oslo concerning the year's Rafto Prize that was open to the public.

Rafto X at the Norwegian School of Economics, which had around 20 members in 2022, works to increase NHH students' knowledge of topics relating to business and human rights through podcasts, articles and events. A lunch meeting for NHH students about this year's Rafto Prize was one of the events organised by the group in 2022. The Rafto Foundation's Alumni network for former volunteers has expanded both its activities and membership since its foundation last year.

One new development this year was collaboration with a subgroup of European Law Students' Association (ELSA) in Bergen. The Association is the world's largest independent organisation for law students. ELSA Bergen Human Rights works to spotlight both national and international human rights violations for students at the Faculty of Law, at the University of Bergen. The Collaboration group of the Rafto Foundation has written articles for the student newspaper and organised an afternoon meeting on the thematic structure for this year's Rafto Prize.

The group Raftostiftelsens Venner arranged a panel discussion 15 September at Amalies Hage about soccer and Human Rights with Lise Klaveness, the President in the Norwegian Football Federation.

AR Å NGE!

SYNG FOR DEI SOM IGJEN OG IGJEN  
SET ORD PÅ ALT DET IKKE FINST ORD FOR!

SNAKK!  
SKRIK!  
ROP!  
SYNG!

DET ER ALT VI HAR!



Photo: Ingvild Festervoll Melien

10

## Communication

The Communications Department regularly informs Norwegian editors about matters relating to the circumstances of the Rafto Laureates, human rights defenders and our various courses.

In 2022, the Rafto Foundation was a prominent contributor to the debate on sportswashing and whether to boycott the Football World Cup in Qatar. Together with our partners, we have highlighted the plight of human rights defenders throughout the world. The Rafto Foundation was clear in our criticism of the government's cuts in support for human rights in the proposed revised national budget. The proposal was subsequently reversed by the Storting.

24 February 2022 was a momentous day in history. When the war in Ukraine broke out, the Rafto Foundation started a campaign to draw attention to the important work of civil society in Ukraine, Russia and Belarus. Fundraising activities have raised NOK 75,900, which has been donated to the Human Rights House, Chernihiv.

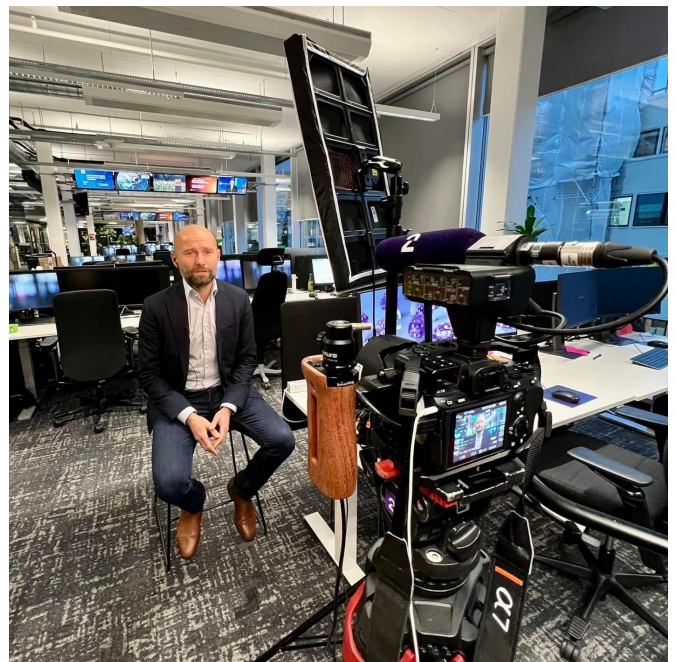
During Arendal Week 2022, the Rafto Foundation co-organised several events, together with the peace and human rights centres, to highlight the work that unites us. The events in the Human Rights Tent spotlighted issues such as European democracies in crisis, opportunities for women Afghan human rights defenders to continue their work in Norway following the Taliban's takeover of their country, democratic dilemmas and what we can learn from history.

In the past year, the Rafto Foundation has published several statements and debate contributions, both on our own website and in various newspapers. The posts have covered several different topics, ranging from the attack on the trade union movement in Belarus to Holocaust education in schools.

We publish appeals and letters to authorities on our website, [rafto.no](https://rafto.no), and through our monthly newsletters. In 2022, we updated our website, focusing on increased user-friendliness for teachers who book educational courses.

Social media is an important channel for creating engagement and highlighting the work we perform in connection with the Rafto Prize, human rights defenders, volunteering and education. The Rafto Foundation endeavours to share relevant and engaging messages up to several times a week in order to reach our target groups.





Top left: Article in Dagbladet published in March about womens rights in Afghanistan

Middle: Event during Arendalsuka.

Bottom left: Media coverage of this years Rafto Prize at NRK.

Bottom right: Article in VG 12 May 2022 about support for Human Rights Defenders.



## Statement of purpose for the Rafto Foundation:

The foundational purpose of the Rafto Foundation, is to promote human rights, with special emphasis on the protection of intellectual, political and economic freedom, in the spirit of Thorolf Rafto. The work of the foundation shall be guided by the tradition of humanism, without geographic constraint, to promote and respect human dignity. The Rafto Foundation shall award the Thorolf Rafto Memorial Prize (the Rafto Prize). The Rafto Foundation's work shall provide assistance to the Rafto Laureates, offer human rights education, and encourage respect for human rights in other ways.

## Strategic goals for the core activities

1. Awarding the Rafto Prize
2. Support of human rights defenders and hold authorities and businesses accountable
3. Education

## The core activities are organised around three main areas:

1. Awarding of the Rafto Prize
2. Support of human rights defenders and work to hold authorities and the business community accountable for protection of human rights
3. Democracy and human rights education

## The support functions are organised under three areas:

1. Organisation and voluntary work
2. Communication
3. Financing and other practical prerequisites



### Board of Directors 2022

Styreleder Chair Frode Elgesem  
 Deputy Chair Anders Skjævestad  
 Siri Pettersen Strandenæs  
 Anders Waage Nilsen  
 Laila Bokhari  
 Lovise Aalen  
 Line Alice Ytrehus  
 Anne Lise Fimreite  
 Iver Ørstavik (employee representative)  
 Observer: Henriette Munthe-Kaas (Chair of the Friends of the Rafto Foundation)  
 The Board held six meetings in 2022.

### Administration 2022

Employees in 100% positions:

Jostein Hole Kobbeltvedt, Executive Director, Rafto Foundation  
 Stig Rasmussen, Head of Administration (until 1 December)  
 Julie Ane Ødegaard Borge, Advisor Education (until 21 November)  
 Therese Jebsen, Senior Advisor  
 Iver Ørstavik, Senior Advisor  
 Ingrid B. Rosland, Project Manager, Women's Network  
 Bjørnar Østerhus Dahle, Advisor Education (until 1 September)  
 Marita Nygård, Advisor Education  
 Liv Unni Stuhau, Project Coordinator  
 June Naustdal, Administration Assistant  
 Kristine Gabrielsen, Advisor Communication  
 Solveig Moldrheim, Senior Advisor Education  
 Leonardo Faba, Advisor Education (from 4 August)  
 Anita Sadeghizadeh, Advisor Education (from 14 February)  
 Malene Sighaug Bigseth, Project Coordinator (until 1 September)  
 Maren Fluge Nordgreen, Project Coordinator (from 1 August)

The Rafto Foundation employed six people on project contracts and six people on an hourly basis during 2022:

Lene Mortensen, Vilde Mørch Hobæk, Vegard Waagbø, Shayan Hussein, Viola Gunvaldsen Breuing and Theresa Aarhus (full-time in January).

### Intern scheme

In 2010, the Rafto Foundation established an intern scheme under which volunteers work two days a week, normally for a year, in our administration department. The programme has since established wider learning objectives and more formalised follow-up by the Foundation. In 2021, the scheme was adjusted so that positions were paid a stipend of NOK 5,900 per month and attracted employment benefits in line with other employees.

### Interns in 2022

Vegard Waagbø, Education  
 Natalie Andersen, Education  
 Siver Myksvoll-Rannestad, Education  
 Ylva Helene Schwenke, Education  
 Andreas Hartwig, Rafto Prize  
 Shayan Hussein, Education

## The Rafto Prize Committee 2022

Chair Line Alice Ytrehus  
Deputy Chair Ingrid Hoem Sjørusen  
Johannes Servan  
Helge Haugland  
Håkon Tveit  
Bheki Dlamini  
Kjersti G. Berg  
Kariane Therese Gärtner Westrheim  
Maria Lie Jordheim



**Over:** Chair of the Rafto Prize Committee 2022 Line Alice Ytrehus.

**Middle:** Volunteers helping out during the Rafto we

### Volunteers

The Rafto Foundation is a non-profit organisation, whose work is extensively based on voluntary input. Around 70 people perform various tasks on the Board of Directors, Prize Committee, the Friends Organisation, the Student Group, Oslo Group, NHHS X Rafto and other groups.

In 2022, the Rafto Foundation formalised its collaboration with both the Norwegian School of Economics (NHH) and the University of Bergen through dedicated strategic collaboration agreements.





## Partners

22 July Centre, Aalto University Business School, Afghan Women's Network, Ahead for Business and Human Rights, Amnesty International, Arkivet Peace and Human Rights Centre, Askøy Municipality (Dembra), Sustainable Life, Bergen Global, Bergen International Film Festival (BIFF), Bergen Chamber of Commerce, City Architect in Bergen, CEMS Global Alliance in Management Education, Centre of Law and Social Transformation, Christian Michelsens Institute, Centro Regional de Empresas y Emprendimientos Responsables, Danish Institute for Human Rights, Norwegian Helsinki Committee, Norwegian Uyghur Committee, Norwegian Human Rights Fund, DNB, DOF ASA, Initiative for Ethical Trade Norway, ELSA Bergen, European Association of Judges., European Stability Initiative, Equinor, Falstad Centre, Norwegian Council for Africa, Fe-Male, United Nations Association of Norway, Future in Our Hands, Grieg Star Shipping, Norwegian Center for Holocaust and Minority Studies, Western Norway University College, Health of Mother Earth Foundation, Human Rights House Foundation, Human Rights Watch, Norwegian Humanist Association, Impact HUB Bergen, Institute for Human Rights and Business, International Commission of Jurists Geneva, Norway Inventura Judges' Association Iustitia, Church City Mission, Lollipop Films, LSE London School of Economics, Nansen Environmental and Remote Sensing Center, Foundation Narvik Center, NLA University College, NHH Norwegian School of Economics, Norwegian College of Fishery Sciences – University of Tromsø, Norwegian Institute for Human Rights, National Contact Point for Responsible Business Norway, Norwegian Climate Fund, One Ocean Expedition, OKO.press, Papillion Bergen, PEN Norway, Picture Doc Foundation, PRIO Peace Research Institute Oslo, Raoul Wallenberg Institute, Rainforest Foundation Norway, RVTS West, Norwegian Seafood Federation, SOAS University of London, UN Special Rapporteur on the situation of Human Rights Defenders, Lenken Foundation, Western Sahara Support Committee, Support not protect, Sustainable Shipping Initiative, The European Wergeland Center, Themis Judges Association, UN Global Compact, UN Office of the High Commissioner for Human Rights, University Museum of Bergen, University of California at Berkeley, Political Conflict, Gender and People's Right Initiative

Center for Race and Gender, University of Oslo, Urgent Action Fund, Utøya AS, Bergen Science Center, UN Voluntary Fund for Victims of Torture, World Organization Against Torture, NED National Endowment of Democracy, International Rehabilitation Council for Torture Victims, University of Oslo, Judges under Stress Research Program, Stefan Batory Foundation, WEXFO World Expression Forum, Frivillighet Norge, Norwegian Embassy in Warsaw Strajk Kobiet/All-Poland Women's Strike, Civil Society Foundation Romania, Amnesty Hungary, SWPS University of Social Sciences and Humanities, Poland, Ron Popper/Global Business Initiative, Norwegian Consumer Authority, National Campaign on Dalit Human Rights, KPMG, Norwegian Business Association Singapore, Community Empowerment and Social Justice Network, Foundation 3,14, Odfjell SE, Norwegian Embassy in Singapore, 10 August foundation, Norwegian Students' and Academics' International Assistance Fund

**Public supporters:** City of Bergen, Vestland County Authority, the Norwegian Ministry of Education and Research, the Norwegian Ministry of Foreign Affairs, Møhlenpris sports team, Vestland Immigration Council, Batteriet, Tusenårsstaden Gulating.

**Other supporters:** Formuesforvaltning, Fritt Ord Foundation, Kavli Trust, Kygo, Sparebanken Vest, Bergesen Foundation, Netlife, Printer Norge, Norwegian Directorate for Children, Youth and Family Affairs, Agenda Vestlandet, The Rafto House – Egil Rafto House Foundation (SERH), The Rafto Foundation's Prize Fund (The Rafto Fund), Friends of the Rafto Foundation, Human Rights Network. .

**Rafto Prize contributors:** Fana Sparebank, Den Nationale Scene(DNS), Photographer Hans Jørgen Brun, Godt Brød, Bergen Live, the Student Union and the University Aula (University of Bergen), Jæger Automobil, Sørlandschips AS, Grans Bryggeri, Norwegian School of Economics, Fjaak Sjokolade, Ulriksbanen, Nordnes Cola, Kiwi Allehelgensgate.

## 14 Health, safety and the environment

The Executive Director has primary responsibility for the Rafto Foundation's HSE work. The Safety Representative is Marita Nygård. The follow-up of HSE matters is delegated to the administrative supervisor. HSE matters are discussed regularly at staff meetings. The Rafto House is an old building in need of regular repair to maintain a good physical working environment. In 2022, the Rafto Foundation received funding from the Ministry of Education for preparatory work for a potential extension of the building and improvement of our current universal design solution. Following a tender competition, Erstad og Lekven AS were awarded the contract for project management and 3RW Architects were commissioned to design the preliminary project of a new extension to the Rafto House, where the extension of teaching areas and universal design were the most important project measures.

The Board strives to achieve equal gender distribution among its members. In 2022, there were five women and four men on the Board of Directors. The Prize Committee comprised five women and four men and the Foundation employed ten women and five men in full-time positions. There were no injuries or accidents in connection with operations in 2022. In autumn 2022, the Rafto Foundation's staff attended a full-day course in first aid and fire protection organised by the Norwegian Red Cross.

Total sickness absence accounted for 4.79 per cent of total working hours in 2022.

The majority of employees are members of the Norwegian Civil Service Union (NTL), and the Rafto Foundation is a member of the Enterprise Federation of Norway (Virke). The parties are bound by Section 27 of the National Collective Agreement for Industry. The Rafto Foundation does not pollute the external environment any more than other comparable businesses.

## 15 Operations

In the opinion of the Board, the income statement and balance sheet for the 2022 accounting year present a true and fair view of the Foundation's position and results of operations.

Operating revenues for 2022 totalled NOK 22,956,125, compared with NOK 19,693,988 in 2021.

Total operating costs amounted to NOK 22,366,498, compared with NOK 21,830,580 in 2021.

The Foundation's financial statements show an operating profit of NOK 589,627, compared with an operating loss of NOK 2,136,592 in 2021.

Net finance closed on NOK 88,588, compared with NOK 114,377 in 2021.

In 2022, the Foundation therefore reported a profit for the year of NOK 678,215, compared with a loss for the year of NOK 2,022,214 in 2021.

At the reporting date, total liabilities amounted to NOK 11,447,367, compared with NOK 2,775,825 in 2021. Total assets stood at NOK 18,349,510, compared with NOK 8,999,754 in 2021.

The Foundation's basic capital is NOK 300,000. At the reporting date, the Foundation had total equity of NOK 6,902,143, compared with NOK 6,223,929 in 2021.



# 2022 Annual financial statements The Rafto Foundation

Income Statement  
Balance Sheet  
Notes

# Income statement

	Note	2022	2021
Other operatin revenues	2	22 956 125	19 693 988
<b>Operation revenues</b>		<b>22 956 125</b>	<b>19 693 988</b>
Costs of goods sold		6 937 289	8 056 826
Payroll costs	3	11 821 722	10 748 740
Depreciation and amortisation	4	173 664	178 979
Other operating costs	2	3 433 823	2 846 035
<b>Total operating costs</b>		<b>22 366 498</b>	<b>21 830 580</b>
<b>Operating profit</b>		<b>589 627</b>	<b>-2 136 592</b>
<b>Financial income and expenses</b>			
Other financial income		115 434	157 099
Other financial expenses		26 846	42 721
<b>Net financial items</b>		<b>88 588</b>	<b>114 378</b>
<b>Net profit for the year</b>		<b>678 215</b>	<b>-2 022 214</b>
<b>Transfers</b>			
Transfers other equity	5	678 215	-2 022 214
<b>Net transfers</b>		<b>678 215</b>	<b>-2 022 214</b>



# Balance sheet

Non-current assets	Note	2022	2021
<b>Property, plant and equipment</b>			
Land, buildings and other property	2, 4	884 347	590 420
Operating equipment, fixtures, tools, office machinery	4	215 664	129 440
<b>Total property, plant and equipment</b>		1 100 011	719 860
<b>Total non-current assets</b>		1 100 011	719 860
<b>Current assets</b>			
<b>Receivables</b>			
Trade receivables		1 281 066	467 885
Other receivables		351 839	101 362
<b>Total receivables</b>		1 632 904	569 247
<b>Bank deposits, cash, etc.</b>	6	15 616 595	7 710 647
<b>Total assets</b>		17 249 499	8 279 894
<b>Total current assets</b>		18 349 510	8 999 754

	Note	2022	2021
<b>Paid-in equity</b>			
Basic capital	5	300 000	300 000
<b>Total paid-in equity</b>		300 000	300 000
<b>Retained earnings</b>			
Other equity	5	6 602 143	5 923 929
<b>Total retained earnings</b>		6 602 143	5 923 929
<b>Total equity</b>		6 902 143	6 223 929
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade payables		1 787 566	1 001 113
Public duties payable	6	738 068	754 087
Other current liabilities	2, 7	8 921 732	1 020 625
<b>Total current liabilities</b>		11 447 367	2 775 825
<b>Total liabilities</b>		11 447 367	2 775 825
<b>Total equity and liabilities</b>		18 349 510	8 999 754

Bergen, 13.03.2023  
Styret i Raftostiftelsen

 Frøde Elgesem Styrets leder	 Anders Skjævestad Nestleder	 Siri Pettersen Strandenes Styremedlem
 Anders Waage Nilsen Styremedlem	 Laila Bokhari Styremedlem	 Lovise Aalen Styremedlem
 Iver Ørstavik Styremedlem	 Anne Lise Fimreite Styremedlem	 Ingrid Hoem Sjursen Styremedlem
	 Jostein Hole Kobbeltvedt Daglig leder	



# Notes

## Note 1 Accounting policies

The annual financial statements have been prepared in accordance with the provisions of the Norwegian Accounting Act and generally accepted accounting principles for small businesses.

### Revenues

Revenues consist of grants, donations, associate memberships and rental income. Operating grants and donations are recognised in step with the consumption of the funds. Investment grants are recognised in step with the depreciation of the investment. Rental income is recognised in income in the period to which the income relates.

### Taxes

The Foundation does not conduct taxable business activities.

### Classification and measurement of balance sheet items

Current assets and current liabilities consist of items that fall due within one year of the balance sheet date and items relating to the goods circulation. Other items are classified as non-current assets/non-current liabilities.

Current assets are valued at the lower of cost and fair value. Current liabilities are recognised in the balance sheet at nominal value on the date they are incurred. Non-current assets are valued at cost, but are written down to fair value where impairments in value are not expected to be of a temporary nature.

Non-current assets with a limited useful economic life are depreciated or amortised. Non-current liabilities are recognised in the balance sheet at nominal value on the date they are incurred.

## Note 2 Government grants

	2022	2021
Ministry of Education and Research	7 292 000	5 742 000
Ministry of Foreign Affairs	9 000 000	9 000 000
Directorate for Education and Training	1 450 106	879 180
Bergen Municipality	1 080 300	1 253 000
Vestland County Authority	459 000	450 000
Sum	19 281 406	17 324 180

The Foundation's grants comprise operating subsidies from various organisations, both public and private. Of the government grants, the Foundation receives grants from the Ministry of Education and Research, the Ministry of Foreign Affairs, the Directorate for Education and Training, Vestland County Authority and the City of Bergen

# Notes

## Note 3 Payroll costs, number of employees, loans to employees and auditor's fees

Payroll costs		2022	2021
Salaries		9 122 862	8 496 573
Employers national insurance contributions	33	1 392 187	1 300 522
Pension costs		672 001	511 201
Other benefits		634 673	440 444
<b>Total</b>		<b>11 821 722</b>	<b>10 748 740</b>

The company employed a total of 17 full-time equivalents during the accounting year. Executive Directors Salary: 825 000 kr.

## Note 4 Property, plant and equipment

	Land, buildings and other property	Chattels, equipment, tools etc	Total
Costs 1 Jan.	1 704 369	497 825	2 202 194
Access to purchased fixed assets	51 748	126 000	177 748
Avgang anlegg under utførelse	-98 497	0	-98 497
Facilities in progress	474 565	0	474 565
<b>Cost 31 Dec.</b>	<b>2 132 185</b>	<b>623 825</b>	<b>2 756 010</b>
Depreciations and amortizations as of 01.01.	1 113 948	368 385	1 482 333
Ordinary depreciation of the year	133 889	39 776	173 664
<b>Acc. depreciation 31 Dec.</b>	<b>1 247 837</b>	<b>408 161</b>	<b>1 655 997</b>
Book value 1 Jan.	590 420	129 440	719 860
Access this year including facilities in progress	427 816	126 000	553 816
This years depreciations and amortization	133 889	39 776	173 664
<b>Book value 31 Dec.</b>	<b>884 347</b>	<b>215 664</b>	<b>1 100 011</b>
Depreciation schedule	Straight-line 3 to 10 years	Straight-line 3 to 5 years	

## Note 5 Equity

	Basic capital	Other equity	Total equity
As of 31.12.2021	300 000	5 923 929	6 223 929
This years result		678 215	678 215
<b>As of 31.12.2022</b>	<b>300 000</b>	<b>6 602 143</b>	<b>6 902 143</b>

The board considers that the prerequisite for continued operation is present, and the accounts have been drawn up under this assumption.



# Notes

## Note 6 Bank deposits

Restricted tax withholding funds in 2022 amounted to NOK 365 084.

The balance on the tax deduction account is sufficient to cover tax deductions payable as of 31 December.

## Note 7 Other current liabilities

	2022	2021
Accrued grants	7 070 459	0
Salaries and holiday pay payable	1 133 954	888 480
Accrued costs	717 319	132 146
<b>Total</b>	<b>8 921 732</b>	<b>1 020 625</b>

## Note 8 Covid-19

Operations were also affected by the Covid-19 pandemic in 2022. Especially at the beginning of the year, plans were affected by the uncertainty caused by the pandemic, and it was difficult to predict whether the projects could be carried out as planned. Fortunately, things turned around during the year so that the Rafto Foundation could carry out activities and projects around the world.





RAFTOSTIFTELSEN  
FOR MENNESKERETTIGHETER

Raftostiftelsen er en dansk organisation som arbejder  
for at fremme menneskerettigheder og demokrati.  
Vores menneskerettigheder er blandede og Raftostiftelsen  
gjør det muligt at menneskerettighederne  
arbejder for at anerkende menneskerettigheder og mennesker,  
og undervise i demokrati og menneskerettigheder.