

## **KIOS – THE FINNISH NGO FOUNDATION FOR HUMAN RIGHTS**

### **ANNUAL REPORT 2014 – SUMMARY**

#### **1. INTRODUCTION**

The Finnish NGO Foundation for Human Rights - KIOS was established in September 1998 by eleven Finnish non-governmental organisations working with human rights and development issues. KIOS provides financial support for projects of local civil society organisations that work to promote or protect human rights in developing countries. The overall goal of KIOS is to promote human rights in developing countries as they are defined in the treaties and instruments of the United Nations, and in other equivalent regional human rights instruments.

According to the strategy for the years 2011–2015, the geographic focus areas of KIOS are Eastern Africa and South Asia. In Eastern Africa KIOS funding focuses on:

- Burundi
- Democratic Republic of the Congo (the Kivus)
- Ethiopia
- Kenya
- Rwanda and
- Uganda.

In South Asia the funding focuses on:

- Afghanistan
- Bangladesh
- Nepal
- Pakistan
- Sri Lanka and
- Tibet.

During years 2011-2013, country strategies were completed for each focus countries. The country strategies define the vulnerable groups and the key human rights issues in each country, aiming to further focus the strategy of KIOS.

In 2014, funding was granted to 31 projects during the year of which 17 (55%) were in focus countries in East Africa and 14 (45%) in South Asia (13 in focus countries and 1 regional project in Asia). In euros the funding to East African focus countries was 651 600 € and to South Asia 686 400 €. The funding for KIOS from the Ministry for Foreign Affairs of Finland was 1 800 000 €. The board of KIOS discussed 342 applications of which 33 was accepted. In the end of 2014, KIOS was funding 60 on-going projects. KIOS annual autumn seminar was arranged 23th-24<sup>th</sup> September in Helsinki, and it dealt with the UN Post-2015 Agenda and human rights.

## **2. STRATEGY WORK**

In April 2014, a strategy working group was formed, consisting of four board members and four staff members. The second strategy seminar (first one was held in 2013) was held in June 2014. In addition to the staff and Board members, Susan Villa consulted on matters regarding strategy and communications. The strategy of KIOS for 2016-2020 is to be completed during spring 2015.

In many countries, the environment for human rights defenders and civil society to operate has been severely shrinking, by state and non-state actors disempowering human rights work. The human rights situation has worsened during a couple recent years in many of the KIOS focus countries. Of global megatrends, the climate change will also effect developing countries significantly, and might result in increasing marginalisation for vulnerable groups.

In the strategy work during 2014, the possibility to apply for EU-funding to develop the funding sources and working methods of KIOS has been discussed. Also developing networking and the advocacy work of KIOS has been emphasized. As the working environment for human rights work has become more challenging, in future KIOS must support its partners also through advocacy work, build regional cooperation and build its partners' capacity to take into account security issues.

## **3. PROJECT FUNDING**

### **3.1 Appraisals and funding**

Through carefully looking over the appraisals of each application, KIOS wanted to ensure the success and effectiveness of the supported projects, as well as guarantee an equal and open appraisal for all applicants. KIOS put special emphasis on the reliability, expertise and previous experience of the applicant organisation.

Potential projects are also evaluated in terms of the strategy and country strategies. Projects are seen as a part of a wider strategy, which aims in promoting human rights. As the human rights contexts are different in each of the focus countries, the country strategies also vary. However, KIOS is aiming to authentic local ownerships of the partners to their projects, and therefore all the applications are considered thoroughly.

### **3.2 Approved projects**

KIOS registered altogether 249 applications (315 in 2013) in 2014. There were two open calls for applications during 2014, however, the second round was limited to Ethiopia, Afghanistan and Tibetan organizations, due to the large number of applications during the first round. The Executive Board of KIOS discussed 342 project applications, out of which 32 (30 in 2013) were approved. Around 10 % (15 % in 2013) of the applications were accepted.

The average amount of funding per project has varied in the past years, however compared to the early years of KIOS, the projects have grown. In 2014, the average amount of funding for a project was approximately 45 000 € (37 800 in 2013). Altogether, 1 383 200 € was allocated to project funding (1 188 900 in 2013), of which 1 323 036 was disbursed during 2014 (1 226 972 in 2013).

A great number of the projects receiving a positive funding decision aimed at prevention of human rights violations through awareness raising, training and lobbying, or provided legal aid for victims of human rights violations. In addition, the institutional capacity building of some organizations was supported. More emphasis was drawn also to the challenges of human rights work, such as security threats. Of the new approved projects, one was a regional seminar for Asian KIOS partners. The seminar was organized in Kathmandu in November. A corresponding seminar for African partners will be organized in Kampala in 2015. Two regional projects (implementing partners based in Uganda and India) were also approved during 2014.

### **3.3 On-going projects at the end of 2014**

At the end of 2014 KIOS had 60 on-going projects in 13 countries. The countries with the largest number of on-going projects were Kenya (11 projects), Uganda (9), Nepal (7) and Bangladesh (6).

### **3.4 Monitoring**

In addition to formal reporting periods, KIOS stays in close contact with the organisations throughout the project period and gives them, for example, information and training. Monitoring visits are also a crucial part of monitoring the projects and evaluating new applicants. In 2014, KIOS staff made monitoring visits to Burundi, Ethiopia, Rwanda, Kenya, Nepal and to Dharamsala, India (Tibetan projects).

During 2014, KIOS faced challenges with inadequate financial administration or misuse of funds in the implementation phase of four projects, which is exceptionally many. A special audit was executed in two projects, in which a misuse of funds was suspected to have occurred. In this process the misuses were verified. In one project, a special audit and an abortion of the project was realized due to a severe interference among the partner organization by state actors. Lastly, one project was aborted as the context of the partner turned exceptionally challenging and the partner could not implement the project as planned.

As can be learnt, inadequate financial administration is sometimes due to challenging contexts of human rights work, where NGOs have difficulties to maintain or develop their administration due to harassment or sensitive political contexts. However, also misuse of funds are possible. KIOS revised the project management guide for its partners in autumn 2014.

### **3.5 Partnership programmes and regional projects**

Adequate resources, networking and impact of partner organisations are part of the vision of KIOS. The first *KIOS – Youth Alive! Kenya Partnership Programme* started in Kenya in 2008. The core idea of the programme was to offer capacity building for the small organizations through enabling wider networking, aiming at ultimately strengthening the Kenyan human rights movement. In 2014, the third phase of this project continued.

The partnership programme, started in 2011, with ACODEV is also based on the idea of building the capacity of small NGOs. The programme was granted additional funding in 2012 and the project was completed in 2013, while a continuation project was decided on in December 2013. Also the partnership programme with Odhikar, focusing on women human rights defenders was continued.

At KIOS, developing regional cooperation is seen as a crucial way of developing the work of human rights defenders. Therefore, KIOS has supported projects of SLIC and PWESCR in South Asia and SIHA and EHAHRDP in East Africa.

### **3.6 Cooperation project with Helsinki Media Upper Secondary School of and INSEC**

During 2013, KIOS also prepared a project for 2015-2016 in coordination with Helsinki Media Upper Secondary School. The pupils of the school will donate their Operation Day's Work (Taksvärkki in Finnish) earnings to the project. The funds are channelled to Nepal and channelled to schools. The Nepalese partner of the project, INSEC, is running human rights projects in Nepalese schools. The aim is to foster dialogue between Finnish and Nepalese pupils as well.

## **4. HUMAN RIGHTS WORK AND ITS CHALLENGES IN KIOS FOCUS COUNTRIES**

The work of human rights defenders is challenging and even risky in all the focus countries of KIOS. When human rights actors have been threatened, KIOS has sought to support them also through advocacy work. KIOS has also sought to support regional human rights dialogue through regional cooperation and projects.

This overview highlights developments in the situation of human rights in the focus countries in 2014. It does not aim to be comprehensive, but to illustrate some of the main trends as emerged from the work of KIOS.

### **Afghanistan**

The security situation in Afghanistan kept deteriorating during 2014 in anticipation of retrieval of the international forces, directly affecting the human rights and humanitarian situation, particularly in the Southern and South Eastern parts of the country, as well as the capital. ISAF retrieval was completed in the end of the year and the security responsibility shifted over to ANSF. Presidential elections were held in two phases, resulting in severe disagreement between the supporters of the candidates. Finally, Ashraf Ghani was inaugurated as president and his rival Abdullah as chief executive officer in the end of September. The situation concerning Afghan women has not made significant progress despite the fact that it has been a major target of international efforts and despite its central place in the country's development strategy.

KIOS funding in Afghanistan is focused on advancing women's rights by means of awareness raising and legal aid. It was channelled to two organisations: Shuhada in Bamyan and Justice for All (JFAO) in Badakshan. Monitoring visits require significant security measures which is a challenge for KIOS. No visits to Afghanistan were carried out in 2014.

## **Bangladesh**

The human rights record of Bangladesh has worsened during the couple of recent years. In 2014, parliamentary elections took place. However, violent riots and clashes between the opposition and the supporters of the regime preceded the elections, and opposition boycotted the elections. The ruling party Awami League stayed in power. Various international actors have condemned that the elections were not fair.

The freedom of expression and assembly have been limited significantly. In addition, illegal arrests and abuse of the human rights defenders, trade union activists are common. Enforced disappearances and extrajudicial killings are severe issues. There are many problems in the field of women's rights and rights of minorities and other vulnerable groups. However, the rights of Dalit and Hijra people also saw some improvements during 2014 as the cooperation of Dalit organizations advanced and the rights of transgender people were improved.

KIOS has worked closely with a well-known local human rights organisation, Odhikar. During 2014, Odhikar was prevented to receive its international funding, including the funding from KIOS by the government of Bangladesh. The support of KIOS focused on human rights defenders and women's, Dalits' and Hijras' rights, as well as to work against trafficking.

## **Nepal**

Nepal is a post-conflict society that is aiming to build peace and democracy through building a new constitution for the country. The process has faced various political deadlocks and was not completed in 2014. A new deadline was set at January 2015. As the process has faced its challenges, human rights organizations are worried that the future constitution will not ensure rights as well as the interim constitution, drafted in 2008. Despite the political deadlocks, Nepal is developing its democracy and part of the current national legislation conforms international human rights norms.

However, the implementation of the legislation in poor, multicultural emerging democracy is challenging. Ethnic minorities, indigenous people, sexual minorities, people with disabilities and other minorities are often marginalized.

KIOS arranged a regional seminar in Kathmandu in November in cooperation with INSEC which is one of the KIOS partners in Nepal. Almost all the South Asian partners of KIOS participated in the seminar. The focus of KIOS funding in Nepal was on human rights defenders and women's rights, rights of disabled and awareness raising on economic, social and cultural rights.

## **Pakistan**

The year 2014 was another instable year in Pakistan. Weak state, political turbulence, radicalization, intolerance and lack of security are reflected directly on the human rights situation in the country, and particularly on the situation of human rights defenders. Many human rights organizations, especially in Khyber Pakhtunkwa have been forced to modify or end their activities. During 2014 suicide attacks and attacks against civilians continued culminating in an especially horrendous Taliban attack on a school in Peshawar, killing 145 people, mostly children.

In July 2014, the parliament passed a wide anti-terrorism bill (Protection of Pakistan Bill) which in many respects contradicts Pakistan's international human rights obligations. In addition, religious violence and violence against minorities and women remain serious human rights challenges.

KIOS support was focused on women's rights, child rights, democratic rights, and defenders' rights in partnership with AGHS Legal Cell, Blue Veins and Democratic Commission for Human Development.

### **Sri Lanka**

In Sri Lanka, the authoritarian rule continued also in 2014. Human rights defenders experienced severe harassment from the authorities and the judicial system is not independent. Targeting civil society through threats, surveillance, and clampdowns on activities and free speech was continued. The presence of the security forces especially in the eastern and northern parts of the country is still strong.

In March 2014, the UN Human Rights Committee approved a resolution: *Promoting reconciliation, accountability and human rights in Sri Lanka*, which demands UN to investigate potential human rights violations during 2002-2011. Sri Lanka rejected the resolution. In addition, the violent and nationalist movement of militant Buddhists grew during 2014. The attacks targeted mostly Hindus and Muslims.

The support of KIOS focused on the rights of women, the rights of transgender people and the internally displaced persons, as well as on human rights monitoring.

### **Tibet**

Under the leadership of Xi Jinping China has continued to tighten its control over Tibet further restricting Tibetans' fundamental and human rights. During several years, international support to Tibet has been decreasing, as the Western countries and neighbouring countries have become more cautious to criticize or act against China. During 2014, independent media and human rights observers continued to be prohibited to enter Tibet. Demonstrations were dissolved violently and 11 cases of self-immolations reported. Torture and deaths in custody, collective punishments, violations of freedom of expression, assembly and religion are among the most severe civil and political rights issues, whereas forced evictions and resettlement of nomads as well as poor access to education and health care characterise the ESCR situation. As China has increased its pressure on neighbouring countries, the situation of Tibetans in Nepal has become increasingly difficult.

In March 2014, responding to the UPR in the UN Human Rights Council China rejected most of recommendations concerning Tibet. It is worth noting, though, that it accepted the recommendation to facilitate the visits of the UN High Commissioner for Human Rights and special rapporteurs, to Tibet.

KIOS has been funding exiled Tibetan organisations with a focus on human rights education and improving the rights of women among the refugee communities. A monitoring visit to Dharamsala in Northern India was realized in spring 2014.

## Burundi

In 2014, the harassment of opposition, civil society actors, journalists and human rights defenders by the regime has intensified significantly - just under the 2015 elections. The freedom of expression has diminished, and arbitrary arrests, disappearances, torture and political violence has increased. The youth wing of the ruling party, Imbonerakure, is involved in the violence. Nearly hundreds of opposition members have been arrested during 2014, among them, Pierre Claver Mponimba, a leading human rights defender.

Already during 2013, Burundi introduced various law bills, such as the amendment to the constitution, media bill, NGO bill and the law bill concerning the right to free assembly, that pose significant threats to human rights. In 2014, the UN special rapporteur condemned the harassment of civil society and human rights defenders taking place in Burundi.

In 2014, the focus of KIOS support has been on the rights of prisoners and women. In addition, KIOS supported a project of East and Horn of Africa Human Rights Defenders Project, aiming at strengthening the human rights coalition in Burundi. A monitoring visit to Burundi was made in November 2014.

## Ethiopia

Ethiopia is considered an influential country in the region as its role in the African Union is central. Economic growth has been rapid in recent years, and the country has achieved some of the Millennium Development Goals. As a working environment for KIOS, Ethiopia has been secure and stable. However, the achievements are shadowed by a very poor record in human rights. Ethiopian organisations are not able to work for political and civil rights, because the government has prevented their activities in various ways. The terrorism law is continuously applied to suppress opposition and journalists.

Among the developments in 2014, were the strengthening of the nationalist sentiment of the Oromia region, student demonstrations spreading to Addis Ababa, and the accusations and the imprisonment of the *Zone 9* bloggers, in addition to the death penalty judgement of the opposition leader Andargachew Tsige. Human rights organizations are often harassed and the 2009 law bill restricting foreign funding has affected the human rights field tremendously.

KIOS has had to concentrate on funding NGOs that can receive foreign funding under the current legislation, and therefore the support has focused on economic and social rights, and rights of women (work against early marriages and FGM). A monitoring visit was made in September 2014.

## Kenya

Despite the quite advanced new constitution (approved in 2010), Kenya continues to face serious challenges with implementing judicial and policy reforms. The corruption and impunity of the police forces has continued as Kenya tightens its battle against terrorism. Extrajudicial killings and torture, and during 2014, tightening control over Somali population have been widespread. The civil society has been harassed increasingly by the government and it has suggested reforms to the legislation that

would limit the right to expression and assembly. The security issues have worsened especially in the coast and northeast part of the country.

KIOS has supported over ten organizations in Kenya and the projects have focused on women's, children's and LGBTI's rights and on economic, social and cultural rights in general. Various projects involve activities aiming at increasing awareness about the constitution of Kenya. One of the KIOS supported projects has focused on legal aid, and awareness raising on human rights issues in Garissa. The area has a long history of human rights violations. New projects, started in 2014, focus on rights of Samburu-women, rights of sex workers, and on the work against sexual violence. A monitoring visit was made in March 2014.

### **The Kivus (Democratic Republic of the Congo)**

The security and human rights situation in the Kivus is still very fragile in 2014. The national security forces and over 30 non-state groups are responsible for serious human rights violations such as illegal arrests, summary executions, rapes, and child soldier recruitment. In addition, harassment of journalists, opposition and human rights defenders is common. After dissolving the M23 rebels, the UN and the government has concentrated in battling the FDLR and ADF-Nalu. In February 2014, Mai Mai rebels were responsible for killing over 70 civilians in North-Kivus.

War crime perpetrators have been, however, also brought to court during recent years. In 2014, a militant leader Germain Katanga was convicted in ICC for war crimes and crimes against humanity. Also, two soldiers of the Congolese army were convicted of rape during 2014.

As many funders concentrate on work against sexual violence, KIOS has funded projects focusing on human rights violations monitoring, supporting the rights of indigenous Batwas, and promoting the rights of children born due to sexual violence. KIOS has also supported a project focusing on the rights of the Pygmy people. The project has done wide human rights monitoring and documentation and prevention of violence and potential genocide. KIOS was unable to visit the Kivus also in 2014, due to the security situation.

### **Rwanda**

The economic, social and cultural rights in Rwanda are realized better than in many of the neighbouring countries, but there are various significant issues related to civil and political rights. The government has continued to impose tight restrictions on freedom of expression and association, and torture is common. Various members of opposition are imprisoned. The UN special rapporteur Maina Kiai expressed concerns over limiting the operation of opposition, civil society and the freedom of expression. Many Western countries have cancelled their budget support for the Rwandan government. A Rwandan opposition figure Patrick Karegeya was found murdered in South Africa in January 2014.

As the human rights organizations are often not able to operate freely, many of them are service providers, implementing the development programmes of the government. Only few organizations dare to criticise the government. KIOS has, however, been able to fund human rights work in Rwanda, and



the projects have focused on labour rights, access to justice, rights of ethnic minority Batwas, and strengthening the mediation committees, Abunzis. A monitoring visit was done in November 2014.

## Uganda

Freedom of expression, assembly and association is limited increasingly in Uganda. The Public Order Management Act, approved in autumn 2013, is continuing this trend. Especially NGOs that have been vocal on land rights, oil resources, corruption and public expenditure or sexual minorities are often harassed. The long pending law bill, which would have criminalized homosexuality in a stricter way, was, however, discarded in 2014.

Even though, the legislation is to some extent progressive, the protection of economic, social and cultural rights are not adequately enforced. Especially maternal health is a significant issue in Uganda. In addition, sexual violence and impunity connected to it, and violence against children are serious human rights issues. KIOS supports projects focusing on advocacy on economic, social and cultural rights, as well as funding projects focusing on children's rights, women's rights, LGBTI-rights and capacity building of small organizations. The last monitoring visit was made in November 2013, and the next one will be made in April 2015, when a regional KIOS conference will be arranged for all the East African partners of KIOS in Kampala.

## 5. COMMUNICATIONS AND NETWORKING

The communications of KIOS focus on two areas: the organisations promoting human rights in the South and the Finnish civil society. In the South, the main target groups are potential applicants, current partners and other actors in the human rights field, especially in the focus countries. The aim was to make KIOS more known among the NGOs of focus countries, to contribute to finding new partners and to enhance networking. In reaching the target groups of KIOS, the website ([www.kios.fi](http://www.kios.fi)) is the primary channel. In the website, KIOS gives information in English, French, Spanish and Finnish. KIOS published news about approved projects, changes to application guides, and shared newsletters of partners, and communicated about the results of its work. KIOS also started using Twitter (@KIOSFinland) which is an effective tool for networking and communicating about the daily work of KIOS and its partners. The brochures and the seminar report from the KIOS seminar 2013 were distributed in meetings.

A communications coordinator started working in KIOS on April 2014. The tasks were arranging the annual KIOS seminar, participating in the strategy work of KIOS, executing and developing external communications of KIOS.

KIOS organized its annual international autumn seminar on 23-24.9.2014, titled: *Human Rights in the Era of Post-2015 Agenda – The Future Roles of Civil Society in Promoting Justice and Accountability*. Seminar speakers included Sima Samar, Priti Darooka, David Kabanda and Nimalka Fernando. On the second day, working groups applying the future workshop method were arranged. The workshops were aimed to strengthen the cooperation of civil society, regarding the Post-2015 Agenda and human rights work and, in addition, to develop the future workshop method. A seminar report was published in early 2015. The seminar report can be found online ([http://www.kios.fi/english/publications\\_and\\_reports/](http://www.kios.fi/english/publications_and_reports/)).

In May, KIOS presented its work at the World Village –festival. Ulla Anttila participated also in a panel discussion in April, organized by The Finnish Foundation for Media, Communication and Development and Kepa. The panel dealt with freedom of expression and the cooperation of journalists and human rights and development NGOs.

## **6 QUALITY MANAGEMENT AND DEVELOPMENT**

KIOS continues to develop its monitoring and evaluation methods. KIOS has also participated in the quality management working group aimed to NGOs that are receiving funding from the Ministry for Foreign Affairs of Finland.

Impact assessment is challenging in human rights work and focus should be targeted to results, and in addition, to how well the project is matching with strategic goals. The country strategies are aimed to increase contextual knowledge, aiming in more strategic work.

## **7 NETWORKING AND ADVOCACY WORK**

### **7.1 Networks**

Networking with human rights and development actors is a part of the daily work of KIOS. Networking is also central in monitoring visits. During 2014, KIOS participated in the HRBA-working group of the CSO-partnership, in cooperation with Kepa.

A central event regarding networking with the KIOS partners was the regional seminar with South Asian KIOS partners, arranged in cooperation with INSEC in Kathmandu 25.-26.11.2014. The seminar dealt with the Post-2015 Agenda and the situation of human rights defenders in South Asia. Approximately 30 representatives from the South Asian KIOS partners attended the seminar.

In December 2014, a meeting was arranged in Stockholm where KIOS, the Norwegian Human Rights Fund, the Swedish Amnesty Fund and the Swedish Civil Rights Defenders attended. KIOS staff was also represented in Tallinn in an international seminar by the Estonian Human Rights Institute.

### **7.2 Work in Finland and advocacy work**

The work of KIOS in Finland concentrated on communications and networking, aiming at informing the civil society actors and wider audience about the work of KIOS and the human rights situation in developing countries. The main target groups in Finland were the founder organisations of KIOS, authorities and other professionals of the development cooperation field. Since 2012, representatives of KIOS have also participated in the Advisory Board on International Human Rights, set by the Foreign Ministry of Finland. The advisory board is a central forum for the advocacy work of KIOS. During 2014, the advisory board had working groups on human rights defenders and civil society, as well as, vulnerable groups and communications.

In January, KIOS arranged a morning seminar titled *Climate Change and Human Rights*. Jukka Uosukainen, Director of UN Climate Technology Centre and Network, held a keynote talk. KIOS also

participated in petitions regarding human rights issues in Russia and West-Sahara, drafted by Amnesty International's Finnish Section and the Finnish Peace Committee. KIOS also drafted its statements to Foreign Ministry of Finland regarding the Post-2015 Agenda and the ministry's human rights report.

### 7.3 Cooperation between the foundations

KIOS collaborated closely with its two sister foundations working on development cooperation: Abilis Foundation, which supports projects empowering disabled persons in developing countries, and Siemenpuu Foundation, which supports environmental projects in developing countries. All three foundations benefited from the cooperation in terms of developing common practices of administration, participating in happenings and meetings together, as well as sharing office spaces together with Finnish Disabled People's International Development Association. During 2014, trainings on first aid and sign language were arranged for the staff together.

## 8 ADMINISTRATION AND STAFF

Each founder organisation of KIOS appoints one representative to the Executive Board. In 2014, the Executive Board held 6 meetings and, in addition, 1 e-mail meeting was arranged. In June, the board held a seminar focusing on the forthcoming strategy for the period 2016-2020.

The Annual Meeting was held on the 14th of April. The Chairperson of the Executive Board was Mr. Timo Lappalainen from Kepa and as the Vice Chairperson acted Mr. Tuomas Laine from Amnesty International Finnish Section.

### The Executive Board of KIOS in 2014

Founder Organization	Member	Deputy Member
Amnesty International, Finnish Section	Tuomas Laine (vicechair)	Frank Johansson
Finnish League for Human Rights	Reetta Toivanen	Päivi Mattila
Kepa	Timo Lappalainen	Outi Hannula
Finn Church Aid	Eva-Marita Rinne-Koistinen	Piritta Rikkonen
Finnish Refugee Council	Juha Klemola	Kim Remitz
Finnish Peace Committee	Teemu Matinpuro	Karim Maiche
Committee of 100 in Finland	Timo Mielonen	Eekku Aromaa
The Finnish UN Association	Heikki Pietilä	Helena Laukko
UNICEF Finland	Annika Launiala	Anton Hausen, Inka Hetemäki
UN Women Finland	Henna Hakkarainen	Hanna Kemppainen
Finnish Disabled People's International Development Association	Timo Kuoppala	Anja Malm

In 2014, KIOS had a permanent staff of six: an executive director and four coordinators and an administrative secretary. In addition, a communications coordinator was hired for the term 1.4.2014-31.12.2015 and an assistant coordinator beginning from 1.8.2014. Also four interns worked in KIOS during 2014.

## 9 FINANCES

According to the agreement between the Ministry for Foreign Affairs of Finland and KIOS, the new funding received for the year 2014 was 1 800 000 €. In addition 145 409 € was transferred from the previous year. KIOS made new allocations of 1 323 063 € for human rights projects. Project administration costs in 2014 were 385 536 € (21,42 % of the budget) and the general administration costs 129 618 € (7,2 % of the budget).