



Human Rights &
Social Justice
Research Institute

THE UNIVERSITY *of York*

AMNESTY
INTERNATIONAL



Research Workshop on the Protection of Human Rights Defenders



15 – 17 May 2013

BACKGROUND

The Centre for Applied Human Rights (CAHR) at the University of York, the Human Rights and Social Justice Research Institute (HRSJ) at London Metropolitan University, and Amnesty International issued a Call for Papers for a Special Issue on the Protection of Human Rights Defenders (HRDs) for publication in the Journal of Human Rights Practice (JHRP) in November 2013.¹

The aim of this Special Issue was to bring together a collection of articles and practice notes that explored and analysed institutional and individual responses to the protection of HRDs as well as bringing attention to the challenges involved in promoting and protecting the rights of HRDs.

The idea for a Special Issue emerged from a workshop organised by the Centre for Applied Human Rights in York entitled 'Developing an Academic Research Agenda on Human Rights Defenders' held in December 2011. At this workshop, 25 practitioners, scholars, and HRDs explored areas for research collaboration that would make a significant contribution to knowledge and practice concerning HRDs at risk.

In developing this Special Issue, CAHR, HRSJ and Amnesty International organised a 3-day Research Workshop in York in May 2013 with two aims:

- To provide feedback as a peer group to each author's draft paper for the Special Issue²
- To develop ideas for future research that can inform practice on protection of human rights defenders

A copy of the programme is provided in Appendix A.

This report has two sections:

Section one is a report of the main points raised during the presentation of papers and the discussions that followed³

Section two is a write-up of the second half of the research workshop where participants reflected collectively on key themes and issues in HRD protection and identified potential new research initiatives and approaches to building knowledge and sharing learning⁴

¹ The call for papers is available on <http://www.york.ac.uk/cahr/research/journal/cfp-hrds/>, accessed 25 June 2013.

² Some authors who submitted papers for the Special Issue were unable to attend the Workshop and as such, their papers were not discussed.

³ This section of the report was prepared with the assistance of Ms. Irina Ichim and Mr. Matthew Evans, PhD candidates at CAHR.

⁴ This section of the report was prepared by Clare Bracey of Amnesty International who along with co-trainer Barbara Lodge, delivered this part of the workshop.

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OPENING PLENARY

The key themes highlighted were:

- The collaborative ethos of the workshop, bringing together practitioners and academics for collective critical analyses and reflection
- The need to identify gaps in existing research on HRDs through analysing themes across the papers presented
- The need to develop academic work on HRDs with a view to finding feasible solutions to the practical problems identified

During a warm-up exercise, groups of participants were asked to identify why HRD protection is important to them and what their expectations were of the workshop. Participants expressed a desire for:



SESSION 1: Definition of HRDs

Presenters:

Luis Enrique Eguren Fernández: Towards an Ethical Framework for Developing the Concept of *Human Rights Defender*: An Approach from the Perspective of Critical Theories.

Raghad Jaraisy: Protesting for Human Rights in the Occupied Palestinian Territories: Assessing the Challenges and Revising the HRDs Framework

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- There are practical challenges related to the definition and use of the term 'HRD'. This term is used broadly to refer to different types of actors. There are pros and cons to this. For example, practitioners engaged in protection interventions can use it to refer to a broad range of individuals involved in different work in very different contexts. However, aggressors have also started to appropriate this term – similar to the way that the term 'humanitarian' has been appropriated.
- The term 'HRD' is sometimes used for some actors and not others, without clear explanation. This can lead to divisions amongst actors within the milieu. Who should be included in this label, and who should be left out?
- There is insufficient guidance on how the term should be used and deployed. For example, to what extent does a HRD need to demonstrate 'non-violence'? This is particularly problematic in the context of an occupation or in times of conflict. To what extent should a HRD be expected to demonstrate knowledge of and respect for the universality of human rights? What criteria and process should be adopted?
- Taking a normative perspective on HRDs is a possible approach, rather than focusing on the (potentially irresolvable) complexities of the definition. This would focus on the actions of HRDs and their methods of achieving their goals. To this end, the concept of the "ethics of care" might be an approach worth exploring. This may help prevent abuse of the system by non-defenders.
- Being labelled a 'HRD' is not always advantageous. In some cases, it increases the vulnerability of individuals. More research would help us to understand when the use of this term is useful and when it can be damaging.
- Self-identification as an HRD is different from being 'named' a HRD by an international NGO or others. The latter should occur with the informed consent of local actors.
- It is not necessarily the practice of labelling someone a 'HRD' that is harmful – in some cases, it is the fact that an INGO is advocating for (and drawing attention to) specific individuals. Some local actors prefer to try to negotiate local solutions by themselves first, before escalating their case through international attention.
- There are material benefits and reasons for using the term 'HRD'. Some funds are specifically allocated for work concerning HRDs, and NGOs who want to access these funds need to use the term 'HRD' in their proposals and carry out activities for 'HRDs'. The definition of a 'HRD' and the use of this term, therefore, is not just a matter of semantics.

SESSION 2: Protection mechanisms

Presenters:

Par Engstrom: The Inter-American Commission on Human Rights and Protection of Human Rights Defenders in Latin America

Martin Jones: Ending the Two Solitudes: Bringing Human Rights Defenders at Risk into the International Refugee Regime

Daniel Joloy: Protecting Human Rights Defenders and Journalists in Mexico: A Pending Challenge

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- It is important, but challenging, to evaluate the use and effectiveness of protection mechanisms for the protection of HRDs.
- The capacity of HRDs to access protection mechanisms such as those developed by the Inter-American Commission on Human Rights (IACHR) is uneven and dependent on factors such as their social connections, levels of expertise, etc. It is important to consider if protection mechanisms 'remarginalise the marginalised' – for example, if there is great inequality in the capacity of HRDs to access these mechanisms. If so, what needs to be done about this?
- To what extent are IACHR's precautionary measures used? To what effect? How do we measure their effectiveness? Should we evaluate them alone, or along with other strategies, measures and tools? A number of different indicators interpreted together might be a useful way forward.
- Although precautionary measures are granted immediately, but they may never be implemented, thus rendering them ineffective. How do they relate to the provisional measures issued by the Court? Do such measures translate into national legislation or directives to protect HRDs?
- Protection mechanisms are based on the fact that states have primary responsibility for the protection of HRDs. However, state agents also violate the rights of HRDs. This complicates the effectiveness of protection mechanisms. How do we take into account impunity by states?
- Nevertheless, HRDs have demonstrated a great deal of creativity in their use of protection mechanisms such as those provided within the Inter-American System. Although states may not respond to precautionary measures *per se*, organisations have also used them as an advocacy tool to enhance the protection of specific individuals.
- The HRD protection regime and the refugee regime, usually conceptualised and analysed as separate regimes, interact with each other in potentially positive and negative ways. The refugee regime has resources that might be useful for HRDs at risk, in particular safety through asylum. However, there is a stigma associated with refugee status and HRDs often struggle with and prefer not to rely on long-term exile.
- States, in particular those who have not signed the 1951 Convention Relating to the Status of Refugees, may prefer the temporary nature of relocation initiatives offered to HRDs over asylum; the latter requires a longer-term commitment to an individual.

- The strong protection needs of HRDs can also provide legitimacy for the institution of asylum, which is under threat from the construction of asylum seekers as ‘bogus’ claimants.
- The act of claiming asylum may reinforce the notion of the HRD as a political actor, when he/she may prefer to portray him/herself as being non-political in their human rights work.
- HRDs need to have more access to information about relocation alternatives, both temporary and permanent. It would be useful to examine how HRDs experience asylum and how this implicates the continuity and effectiveness of their human rights work.
- The HRD protection regime has its shortcomings. However, rather than finding solutions to these shortcomings in older regimes such as the refugee regime, the question for us is how we ‘evolve’ the HRD regime, learning from other regimes where there are complementarities.
- There are limited opportunities for HRDs globally, e.g. in terms of the number of temporary and permanent relocation initiatives. How can we avoid privileging some defenders over others in relation to such opportunities? This is an ethical question for practitioners.
- Temporary relocation initiatives for HRDs are mainly based in Europe. Relocation programmes in regions (e.g. in Africa and Latin America) may provide greater opportunities for HRDs to remain engaged in their work at the national level.
- In terms of national protection mechanisms, one of the advantages of having HRD protection embedded in law rather than just through an administrative mechanism is that the former remains regardless of who holds power.
- There are distinct advantages in the current Mexican law that sets out the mechanism for the protection of HRDs and journalists. The law clearly outlines the body ultimately responsible for the protection of HRDs (the Ministry of Interior); it specifies the time for urgent measures (up to 12 hours); it recognises the importance of collaboration and coordination between different state authorities; it specifies an annual budget for the protection of HRDs; and it focuses on prevention measures, addressing structural causes that enable threats and aggression against HRDs. The participation of civil society in drafting the law and their involvement in the implementation of the mechanism – in terms of decision-making and the provision of advice – has been unique.
- However, the implementation of this (relatively new) law is still an issue. Immediate challenges relate to the operationalization of the mechanism: the full complement of staff members has not been hired; staff need to be trained and sensitised to issues; the annual budget has been impeded by bureaucracy; risk assessments have not been done according to best practice and in line with international standards; local authorities still need to cooperate meaningfully; and the Prevention unit has not yet been implemented. There are also two challenges that need to be addressed in the longer-term: impunity, and the lack of general awareness amongst HRDs of the existence of the mechanism and how to access them.
- There is a need to have nuanced thinking about the role of states in protection. States are not homogenous entities. Some state agencies may provide protection even as others are engaged in repression.
- Protections mechanisms introduced at the federal level do not necessarily have buy-in from local authorities. While ultimate responsibility may lie at the federal level, effective measures depend on local implementation, and as such, involve local authorities.

- States may have the capacity but not the willingness to protect HRDs, and vice versa. Having realistic commitments in law which reflect local realities and constraints may be better than having idealistic performance targets which are impossible to meet. States may also lack the capacity to implement such legislation in cities/locations that are effectively under the control of non-state actors.
- There are also lessons to be learnt from national mechanisms in other countries, such as Guatemala, Colombia and Nepal. In Mexico, it is also possible to draw lessons from the failure of a previous mechanism to protect journalists.
- The case of Mexico raises a number of questions. Why has civil society participation been possible in this context? Has there been any thinking on the different protection needs of HRDs working on different issues and located in different geographical areas? How can the national mechanism respond to the criminalisation and stigmatisation of HRDs? Would raising the profile of specific HRDs (in order to build legitimacy) be useful? How can international actors, such as INGOs and donors, play a role in helping state authorities and local actors in terms of monitoring, implementation and the measurement of impact?

SESSION 3: Criminalisation

Presenters:

Charles Anthony Tate: Using a Transparency Law to Stifle Civil Society Voices, a Case Study from Burundi

Elisa Nesossi: The Legal Mechanisms For Repression Of Human Rights Practice: The Case Of The People's Republic Of China

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- Governments are using a range of laws to clamp down on HRDs. Their ability to do so is related to the non-independence of the judiciary.
- Criminalisation can also be thought of as the 'legalisation of repression', which is emerging in parallel with the legalisation of human rights. The legalisation of repression can be harder to challenge because it buys into the donor rhetoric on the rule of law. It is important to distinguish between the 'rule of law' and 'rule by law', the latter referring to the use of law in the self-interest of those in power.
- It would be useful to understand why a government in a country chooses to use one particular law to clamp down on a HRD rather than another. Why use a law on corruption, for example, instead of laws on criminal defamation, civil defamation, or libel? How do these different pieces of legislation work differently?
- The fact that there are real cases of corruption amongst NGOs makes accusations of corruption convincing. In order to address the criminalisation of HRDs through corruption laws, therefore, it is important for donors and international NGOs to ensure that real corruption doesn't occur. Local NGOs may need capacity building so that they are able to account for money. It is important to be able to distinguish between fake allegations and real cases of corruption.
- Governments are responding to international influences (such as donors) to produce and revise laws. However, some of these laws are drafted vaguely, enabling them to be used as a tool for repression. However, HRDs and lawyers can also use the vagueness in laws to their advantage, using the courts as an avenue for activism.
- It would be useful to analyse why governments feel compelled to modernise their tools for repression.
- The use of laws to repress HRDs not only delegitimises HRDs, it keeps them occupied in fighting court cases and less able to engage in human rights work.
- Although governments use legal means to repress HRDs, they are still resorting to extra-legal means, which suggests that legal means are still insufficient in themselves. It would be useful to analyse why and when governments use different tools to clamp down on HRDs.

SESSION 4: Strategies for protection 1

Presenters:

Neil Blazevic: East and Horn of Africa Human Rights Defenders Project: Practice Notes from 8 Years in the Field of HRD Protection

Maggie Beirne: Coalition-building in Defence of Human Rights and Human Rights Defenders: A Case-study

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- Networks are a way of protecting HRDs – so that they don't have to go into exile due to their human rights work. Networks engage in different types of activity, such as protection, advocacy, and (mutual) capacity building.
- Protection type interventions can be conceptualised as being a more reactive approach. Typically, they involve organisations/ networks responding to attacks on HRDs and taking action on their behalf. This is different from security management, a more preventative approach, which focuses on the way that HRDs understand security and risk. This involves training HRDs to understand their risks and to develop responses.
- Protection work involves receiving applications for support from HRDs (e.g. by phone, email, in person, or through references) and assessing applications in relation to the validity of the claims, the financial capability of the organisation to respond, and the potential impact of an intervention. Relevant criteria include: whether a person is a HRD (verifying their work); determining if the risk has arisen as a result of their work; determining if it is an emergency; and whether the organisation has the material resources to support the defender. Support might be in the form of the provision of one-off items (e.g. medical costs, installing security system, providing a security guard); financial assistance for 3-6 months; supporting evacuation to a second or third country; or supporting HRDs with their asylum claims.
- There are challenges and constraints in the choices around protection and advocacy. It is important to reflect on the risks involved in being defined as a HRD – whether this increases rather than decreases the risk to a person, and considering how we overcome these risks.
- Funding remains a challenge. How do we get funds for this kind of work? In fund-raising activities, we need to consider how we use HRD stories and images and how this affects our advocacy.
- Preventative protection involves education, advocacy, and societal sensitisation. For example, this could involve working with state officials to understand who HRDs are, why their work is legitimate, why they worthy of respect and protection, etc.
- It is important to bring in marginalised HRDs, such as LGBTI HRDs or sex worker HRDs, which 'mainstream' HRDs might struggle with. How are such division within HRD communities resolved?
- Trust building and informal networks that coalesce around formal network structures and key individuals are also significant. How do we build trust? What structures work? How do we control, manage and guide people and organisations? How can we best manage personality clashes and social relationships?

- What are the differences between building networks at the national, sub-regional and regional levels? What are the relative advantages of structures at different levels? To what extent is being a regional organisation an advantage or disadvantage? Does this make a difference in advocacy to governments?
- In spite of efforts to engage in preventative protection (e.g. through providing training, guidebooks, and so on to HRDs), problems happen. Sometimes, it is clear that HRDs don't implement what we train them to do. Why? What can we do to ensure implementation? Does the problem lie with the HRDs or with the materials provided (e.g. guidebooks)? How do we trace and follow-up on specific cases of HRDs to evaluate the effectiveness of our programmes?
- How can critical reflection and evaluation be a core part of our work, without it being too time-intensive? How can we measure the impact of protection interventions and assess 'successes', 'failures' and the impact of our work? It can be difficult to be reflective and self-critical in front of donors; how can we do this without over-exposing ourselves?
- Are we reflecting enough? Are we documenting evidence enough? Are we developing collective memory and learning lessons as a community? Who is doing what with what tools and to what ends? How can we address these issues creatively with self-incrimination? We need to collect evidence of successful approaches and to be more systematic in integrating evaluation.
- It is possible to embed self-learning and reflection in practice, both within organisations and with different partners, to adapt and change in response to learning. It is important to consider how we can open up spaces and opportunities for learning across different partners within a network.
- How are HRDs using technology to protect themselves? What types of threats do they face in relation to their use of technology? How can we track and share information on digital strategies and mechanisms that aggressors use to target HRDs?
- It is important to consider whether or not, and how, organisations and networks that provide support to HRDs are themselves at risk because of their work.
- Coalition building can be a strategy for protection. It is a way of defending the reputation and work of organisations. Coalition building includes internal activities (strategy sessions, membership engagement) and working out how to work with international NGOs, international bodies, local NGOs, and so on.
- The political environment affects coalition building – in certain contexts and climates it is not possible.
- Coalition building takes time, energy and resources. NGOs make mistakes and risk taking actions that are of the 'lowest common denominator' in order not to lose members along the way.
- Effective coalition work requires organisational modesty. This has an impact on membership arrangements, funding potential, engagement with the media, and public profile.
- However, working in an understated, 'low profile' way can be quite counter-intuitive for some organisations. There are expectations that organisations need to maximize publicity and broadcast their achievements. Nevertheless, we also need to check if these expectations are based on our own (mis)perceptions of what donors expect.
- Coalitions should not be forced from outside; this is probably the worst model for effective collaboration.

- Membership is an important issue. Should a coalition have a wide range of members that work on diverse topics? How should we think about membership? Having a small number of members allows you to have a more in-depth agenda, whereas having a large number of members likely requires a more limited shared agenda.
- Coalitions also need to think about how they position their issues. One strategy for minimising risk is to have other actors communicate the same messages as yourself, so that you don't 'stand alone'. This protects your reputation; it helps you to take your issues forward and also protects you as an organisation.
- An issue that coalitions and HRDs need to consider is whether they want to remain politically non-partisan. This has advantages but also opportunity costs.
- As coalitions mature, there are changes in the way that members behave with each other. As coalitions get older, they can get more bureaucratic and adopt a more 'institutionalised' way of working. It is important for coalition members to engage periodically in self-reflection on their *raison d'être*.

SESSION 5: Strategies for protection 2

Presenters:

Gwen Burnyeat: Community Peace Initiatives in Urabá, Colombia, and PBI protective accompaniment

Johannes Thoolen: Human Rights Awards: Protection with Quite a Bit of Self-Promotion

Masa Amir: An Ethnography of the Experience of Women Human Rights Defenders in Egypt's Governorates

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- Communities can be seen as 'collectives' of HRDs; they defend their own rights and the rights of others. They can create and use their own mechanisms for self-protection. Two examples are the development of 'peace communities' (an alternative way of living) and 'humanitarian zones'.
- How do these strategies relate to each other, and to the work of organisations that assist them (for example, through the provision of international accompaniment)? How do you coordinate between different strategies? What are the practicalities involved using these?
- Community responses differ, depend on the risks they face and their circumstances. Some communities decide to make their grievances public and to visibilize their issues; however, there are risks involved in this approach.
- 'Peace communities' have some level of autonomy from the state system. But how much are they part of the state system? Are they trying to coordinate in certain ways with the state (e.g. in relation to education), while rejecting certain aspects (e.g. in terms of capitalism)?
- Who polices members of a 'peace community'? What happens if they behave in a way that other members of a community do not agree with? In the case study examined, the peace communities were constructed with a view to permanent residence. They have their own rules for behaviour and reaffirm their principles periodically. They police themselves. If they don't adhere to the rules, they are required to leave the area.
- There have been an increasing number of awards created for HRDs. These have stated and unstated purposes which may include: increasing the recognition of HRDs, increasing their popularity, allowing HRDs to use the financial aspect of an award in order to 'buy protection' (e.g. buy equipment), and so on.
- There is need for guidance for HRDs and award givers on how to create the most useful impact through awards.
- Is there a reduction of effectiveness if there are more awards? Should we be more focused on increasing the visibility of current awards? How do we increase protection overall through awards?
- How do organisations choose which HRD to work with – e.g. which one to provide protective accompaniment to, which one to give an award to? What criteria do you use in this selection process?

- Increasingly, governments have been introducing greater restrictions on the use of foreign funding. How does this affect the way that awards (particularly those with a financial component) are structured? Should there be a 'Russian award' for a Russian HRD and so on?
- Fund-raising is an important issue. How much does it cost to raise the money required for awards?
- Awards can be a strategy for protecting reputation; it is a useful tactic that hasn't been paid much attention. The lack of visibility or awareness of the prestige of an award can have an impact on their effectiveness. Sometimes, HRDs also don't know the significance of an award, and thus may not capitalise on its benefits.
- Women HRDs face specific challenges when engaging in human rights activism. They can be perceived quite negatively when they engage in public protest, particularly in societies that expect women to stay in the 'private sphere'. They contend with cultural norms and can be stigmatised for their work.
- While families can be a source of safety for WHRDs, they may not be a source of support. WHRDs face pressures to cease their activities in order to become 'respectable women'.
- WHRDs in Egypt have developed tactics to reduce the risks they face, such as seeking safety in numbers, taking time off, engaging in self-care, and relying on personal support networks rather than reporting violations to state authorities such as the police.
- In light of the pressures they face and the resources they have, it may not be feasible for WHRDs to use security management tactics provided in standard protection manuals.
- Behind the scenes lobbying can be the most effective way to protect HRDs in some situations. Practitioners may make assumptions about the helpfulness of public campaigning and lobbying. Increasing visibility may not always be the best approach.

SESSION 6: Strategies for protection 3

Presenters:

Jamie Hitchen: Making the Transition: Engaging Communities with the United Nations Declaration on Human Rights Defenders in Uganda

Freek van der Vet and Laura Lyytikäinen: Violence and Human Rights in Russia: Human Rights Defenders' Tactics in the Face of Danger

These are some of the points raised during the presentation of the papers and in the discussion that followed:

- Community engagement is often neglected in the development and use of international instruments. This is particularly important when the instruments are aimed at the protection of communities. How do we engage with communities? One model is to simplify and translate documents like the Declaration on HRDs into local languages and involve community members in discussing the translation.
- The underlying assumption in translation activities in that language has a connection to identity, and that discussing translations equip community members with knowledge about their rights and promotes ownership over a tool that they can then use. This process can make the Declaration more accessible and can strengthen its 'protective' function. However, it isn't easy to measure if this process results in the outcomes we wish.
- The process of discussing translation can expose existing tensions within the community around language. In the case study presented, cultural elders and the youth argued with each other, saying that the other didn't understand the value of the words used. Women were also reluctant to voice their opinions unless prompted; the process was male dominated in spite of attempts by the NGO to promote gender equality in participation.
- How do we respond to these issues? There are tools in development practice that might be helpful in dealing with diversity within communities. For example, it might be useful to engage with different groups separately before bringing them together. Participatory arts practices might also be useful. It is important to consider how disputes are managed. Resorting to voting may not create an emotive response or a collective commitment to a final product.
- HRDs who are the most at risk can experiment the most with new tactics. They intentionally challenge the boundaries of state violence and creatively invent tactics to counter attacks and to respond to the political constraints on their work.
- There are tactics that resist the law and tactics that comply with them. In choosing the tactics they use, activists consider the legitimacy of actions as well as risk. Engaging in 'illegal' activities in a deliberate manner brings risks; activists need to consider if these risks are worthwhile.
- One of the tactics discussed was the way in which demonstrators in Russia demonstrate their own non-violence and reveal the violence of the police by engaging in actions that 'invite' their (brutal) arrest. Their goal is to visibilise state violence; they report on these arrests online.
- As researchers, we need to be careful about how we interpret and represent this sort of tactic in our writing, as there are different possible interpretations of such action.

- It is also important for researchers to consider how our writing has an impact on those those working under repressive regimes, in particular, if we reveal their tactics.
- Routinizing arrest is also a possible tactic for managing fear. Activists who are aware of their rights and who have legal literacy may engage in routinized protest. The repetition leads them to stop being fearful.

SESSION 7: Preparing manuscripts for publication

In this session, speakers described the process of preparing manuscripts for submission to JHRP in general and the Special Issue in particular.

In general, these are the main differences between an Article and a Practice Note:

ARTICLE	PRACTICE NOTE
<ul style="list-style-type: none"> • Longer than a Practice Note • Closer to a traditional article in an academic journal. It is embedded in a body of literature that is referenced and that furthers an ongoing discussion/debate (without 'over-referencing'). • It is a more 'settled', less tentative in tone. 	<ul style="list-style-type: none"> • Shorter than an Article • A more reflective, experiential piece of writing that analyses and puts forward key learning points from the experiences/work of policy-makers and practitioners. • It addresses a topical issue that is happening now; it can be somewhat tentative in tone (i.e. "this is what is happening, I am not quite sure what to make of it") as it might be too soon for deep analysis; it invites further discussion, debate and exploration.

For both Articles and Practice Notes – it is not enough to write a descriptive piece (i.e. we did this, and how great it was). It is important that both Articles and Practice Notes provide *argument* and *analysis*. In your writing, address the questions: What are the implications of your arguments/findings/experience for policy and practice? How does this speak to existing debates?

Additional notes to remember:

- Make it clear from the first few paragraphs why the reader should continue to read. Grab the reader with strong arguments and a framework. In your introduction, say what you are going to do in the manuscript.
- Use the Harvard author-date in-text reference style with the bibliography at the end.
- To assist our copy-editor – who checks *all* references – put live weblinks to all references (even if you intend to remove this later).
- If you use tables, graphs, figures, indicate where in the text it should go (e.g. stating "[Figure 1 about here]").
- If English is not your first language, it is helpful for the reviewers if you get your manuscript copy-edited.
- There may be the potential for second language translations of published manuscripts; JHRP editors will query this possibility with the publishers.

SECTION TWO

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Reflections on research and practice

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Appendices

- A: Research Workshop Programme
- Feedback on scenario testing

REFLECTIONS ON RESEARCH AND PRACTICE

Current trends in HRD Protection

We looked at key areas in HRD protection and identified whether these were Prevalent; Emerging; or Hidden.

<p>EMERGING</p> <p>(A growing area that we are beginning to understand BUT needs more research)</p>	<p>Protection</p> <ul style="list-style-type: none"> • how to build indicators • measurement of protection • protection mechanisms that respond to needs at different levels, for different actors • legal protection of HRDs and their work & questions of implementation • different circles of influence for protection <p>How we understand the status and usefulness of the standard</p> <p>Consequences of 'labeling' HRDs (positive and negative)</p> <p>Language and cultural context</p> <p>Gender and diversity</p> <ul style="list-style-type: none"> • lack of gender differentiation and analysis • gender and WHRDs - academic research needed <p>How do HRDs analyse/manage their own security?</p> <p>Duality of the law - advantages and disadvantages for HRDs</p> <p>'Localising' HRD discourse (conceptualising, culturally, language, making it relevant to the grassroots at local and national levels)</p> <p>Collaborative networks (for/by HRDs)</p> <p>Violations for economic reasons (multi-nationals etc as aggressors)</p> <p>Raising awareness/visibility/understanding of HRDs (inside and outside of human rights world)</p> <p>Awards</p>
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<p>HIDDEN</p> <p>(We are aware of this, but nobody is really looking at it in any detail)</p>	<p>Funding</p> <ul style="list-style-type: none"> • Discrepancy between donor interest and field needs • Scarcity • Competition instead of collaboration • Connections to international/regional/national <p>Self-care</p> <ul style="list-style-type: none"> • Lack of external support provided to HRDs • Potential biases <p>Comparing contexts – applicability</p> <p>Relevance of protection strategies - e.g. resource constraints</p> <p>Access to protection mechanisms and systems (issues of equality, inclusivity etc.)</p> <p>The benefits and costs of “HRDs” as a professional identity</p> <p>Dissemination of research</p> <p>How to make HR language accessible and relevant to everyone (or greatest amount possible)</p>
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<p>PREVALENT</p> <p>(A common issue, we know a lot about BUT there are still potential research gaps)</p>	<p>What works (to protect HRDs and why? why not?)</p> <p>Bringing HRD to international refugee regime</p> <p>Protection mechanisms/systems</p> <ul style="list-style-type: none"> • drawing learning on +ve or -ve aspects, between mechanisms • making protection tools that are useful and effective in massively different contexts • how can HRDs and their support networks achieve a balance in preventative vs responsive protection work • measuring impact of protection strategies (how to build indicators) <p>HRD Definition (this came up a lot)</p> <ul style="list-style-type: none"> • the definition is contested and political • who is defined • risk/impact of identification • who defines (self vs “authority”) • issues of flexibility • violence as exclusion clause • theory vs practice
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Challenges and Solutions

We looked at a selection of the key themes and discussed challenges and potential solutions

AREA	CHALLENGES/BARRIERS	SOLUTIONS
Raising awareness / visibility / understanding of HRDs (inside and outside of human rights world)	Indifference Fear Not wanting responsibility Stigma Lack of legitimacy/credibility HR language/discourse can create barriers locally <u>Consider diversity</u> Marginalised groups - more exposure may mean danger Remoteness, lack of info/access Taboos & lack of understanding Gender roles – preconceived	Use of personal stories / testimony (part of personalising) NOT guilt tripping (e.g. some agencies' use of children in adverts) Groups/individuals should be able to decide for themselves if they want to be labeled HRDs Giving voice to HRDs themselves (but confronting issue of informed consent) Education - raise general popular awareness through creative means (social media marketing, art, advertising - images not words) Information about their role in society (they are needed!)

<p>Measuring impact of protection strategies (how to build indicators)</p>	<p>Problem of data (access to information about decision-makers/perpetrators decisions)</p> <p>Absence of control group</p> <p>Problem of selection bias</p> <p>What is the baseline?</p>	<p>Need data collection knowledge</p> <p>Independent analysis</p> <p>Factor in resources needed for sustainability</p> <p>Forget quantitative analysis (stop bean-counting) Participatory qualitative assessment should be the focus</p> <p>Create a community of scholars and practitioners to brainstorm, test out in field, revise, use to improve practice</p> <p>Address issues of donors' demands (less & less restricted funding and asking for impact) - create group of independent experts (NGO community & scholars etc) to be external advisory committee to assist donors on understanding better the project they are funding</p> <p>Develop methodology - indicators (practitioners and academics together) to measure qualitative and quantitative (these two together but at moment mostly have qualitative)</p>
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<p>Funding</p> <ul style="list-style-type: none"> - Discrepancy between donor interest and field needs - Scarcity - Competition instead of collaboration - Connections to international / regional / national 	<p>Donor horizon of x no. of years and work that takes a generation or more</p> <p>Competition over funding</p> <p>Donors and information sharing - giving resources and support other than financial</p> <p>Barrier of the grant-application process may undercut HRDs if HR principles not utilised at all stages of the grant-making process</p> <p>Belief/perception donors want to hear particular stories/narratives</p> <p>Is it legitimate for donors to set the agenda? Who are they accountable to?</p> <p>Using funding as a means to criminalise by state / governments</p> <p>Harmonisation between donors to ensure work is complementary, not duplicating, reinforces each other</p>	<p>Agreed code of conduct between donors</p> <p>More transparency and research on donors understanding of their role</p> <p>Better linkages between donors and field (in-person, virtual etc)</p> <p>Better collaboration among organisations on funding resources (e.g. dialogue and joint applications)</p>
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<p>Gender and diversity</p>	<p>DOCUMENTATION - difficulty of [(W)HRDs] documenting / reporting violations against WHRDs in certain contexts - socio-cultural norms that proscribe women's roles</p> <p>POLITICAL/POWER CHALLENGE - doing such research in itself starts to challenge the discriminatory contexts [Keep doing this – it's a solution!]</p> <p>LACK OF UNDERSTANDING - about violators and structural environment giving rise to them</p> <p>LANGUAGE - can prevent researching/understanding others experiences</p>	<p>Mainstreaming gender and diversity into grant-making/support processes</p> <p>Training/awareness raising of the issue to build knowledge - that gender is about both male/female</p> <p>Share differential risk and protection analyses & have flexible approach to protection needs.</p> <p>Share ethnographies</p> <p>Empowering local groups/giving them agency & include their voices</p>
<p>Self-care</p> <ul style="list-style-type: none"> - Lack of external support provided to HRDs - Potential biases 	<p>Lack of self-consciousness & priorities</p> <p>Lack of resources internal / organizational / external funders</p> <p>Stigma</p> <p>Gender responses to vulnerability</p> <p>Isolation</p> <p>Lack of knowledge of existing tools</p> <p>"Missed" risk assessment</p> <p>Invisibility complex</p>	<p>Provide economic support / resources to facilitate engagement in research/respite opportunities</p> <p>Make funders more aware of problem and need for research & potential of impact it can have</p> <p>Coordinated (low cost, low tech) spaces for sharing and support</p> <p>Awareness-raising of the stress and trauma caused by HR work within the HR community</p> <p>More development of and access to tools for self-reflection, self-development and coping strategies e.g. the arts</p> <p>Respect your own security and it impacts others</p>

<p>Definitions of HRDs</p>	<p>Building consensus</p> <p>For whom & by whom (e.g. state, HR movement)</p> <p>Disagreement / contentious issues (e.g. violence / defending all rights etc)</p>	<p>Definition to be informed by those working within the HR community</p> <p>Shifting the focus from the defender to the action of defense of human rights (going back to articles of the Declaration of HRDs)</p> <p>Embrace & celebrate the uncertainty of the definition (don't give governments the role!)</p> <p>Individuals/groups should agree if they are to be labelled HRDs</p>
<p>Protection mechanisms</p>	<p>The response of the authorities</p> <ul style="list-style-type: none"> - lack of implementation & responsibility - hostility <p>Different groups of HRDs need different kinds of protection</p> <p>Making protection mechanisms a legal obligation</p> <p>Gaps between protection needs and existing mechanisms</p> <p>Speed of response</p>	<p>Research mapping needs and resources to identify overlaps and gaps</p> <p>To conduct a comparative study on best practices and share results</p> <p>Create HRD networks that look specifically at gaps between protection needs and use of mechanisms and conduct research to disseminate this knowledge</p> <p>Let's listen! Openness to changing needs of HRDs</p> <p>Evaluation/assessments of what currently exists</p> <p>Research on WHY need for protection</p>

<p>Awards</p>	<p>How to optimise HR awards process and especially the protection function?</p> <p>How to create “vetting” process for awards (who decides etc)</p> <p>How to create and maintain legitimacy of each award</p> <p>How to address potential risk involved?</p> <p>Are awards worth investment (cost vs benefit)</p>	<p>Optimise by ensuring recipients of award publicize their work and HR more generally</p> <p>Granting collective rather than individual awards (e. around themes e.g. “award for environmentalists and HR”)</p> <p>Peer review of award nominees</p> <p>Network for lesson learning among award givers</p> <p>Research that draws learning from HRD recipients themselves as to +ve/-ve aspects</p>
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<p>Criminalisation</p>	<p>Proving governments intent to criminalise legitimate exercise of rights (academically / legally)</p> <p>Addressing effects of criminalisation on activists / their families / communities / work places (impact on bigger human rights context)</p> <p>Protection mechanisms in contexts of criminalisation</p>	<p>Applying to international courts to challenge criminalisation laws/cases</p> <p>Provision of legal representation to “criminalised” defenders (in national courts)</p> <p>Central, specialised fund to support challenging criminalisation/defending cases</p> <p>Database of criminalisation trends</p> <p>Media education work/raising awareness of issues</p> <p>Mobilising international criticism (if useful) - diplomats role of questioning/taking a position on HRD criminalisation</p> <p>Psychological / respite support for the “criminalised”</p> <p>Educating HRDs about their rights</p>
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Identifying Gaps in Research and Practice

From the themes that emerged, and from our own areas of experience, we identified potential gaps in current research and practice that we felt it would be useful to explore further. We came up with the following 21 areas:

*the following questions in yellow are the ones we explored further

How can LGBTI defender groups become better involved with mainstream HRDs work at local and national level (learning lessons from country examples)

How do HRDs think about and manage their own risks and security?

Can you call someone a HRD if they use a certain level of violence to achieve their aim? E.g. opposition in a demonstration

What are the opportunities and risks for HRDs in using digital/social media tools?

What are the long-term impacts of the interventions that we do for HRDs?

How effective are respite programmes for HRDs? Where should we select and create respite programmes?

How can we simplify and harmonise grant-making processes so they are easier for HRDs to access and use? And how does the work of donors impact on the security of HRDs?

How can lessons from one area be adapted to different contexts?

Do the resources on offer meet the needs of HRDs?

How can protection mechanisms and interventions be more sensitive and responsive to the needs of HRDs of different genders?

How can we develop protection mechanisms for HRDs working on violations due to economic interests?

*the following questions in grey area areas we did not have time to follow-up

What are the impacts on the host organisation of placements of HRDs in temporary location initiatives?

To what extent is the use of technology gendered among HRDs?

What is the possible role for OHCHR and other formal international mechanisms in protecting HRDs?

How can we develop informal networks and make them more visible?

To what extent is technology enabling HRDs to challenge gender based violations?

Can a model of protection strategies be created? What are the steps to do this?

What are the ethical and practical issues around the state allowing armed and/or arming HRDs?

What is the impact of ongoing digital surveillance on the security of HRDs? How do you know if you are under surveillance?

Is the virtual environment a space for protest, repression, or containment?

What are the consequences of labeling individuals/groups HRDs? How can any risks be mitigated?

Prioritising Areas to Take Forward

In small groups we prioritised the gaps identified. Each group developed their own system for prioritisation.



HIGH PRIORITY

- Can you call someone a HRD if they use a certain level of violence?
- How does the work of donors impact on the security of HRDs?
- What are the opportunities and risks for HRDs in using digital/social media tools?
- How can LGBTI defender groups become better involved with mainstream HRDs work?
- What is the possible role for OHCHR and other formal mechanisms in protecting HRDs?
- Do the resources on offer to HRDs meet their needs?
- How can we simplify and harmonise grant-making processes?

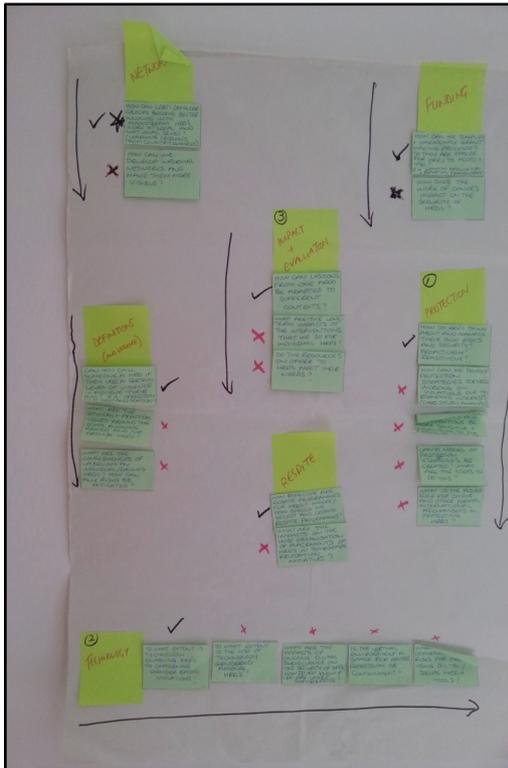
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REASONABLE

- Is the virtual environment a space for protest, repression or containment?
- What are the impacts of the host organisation of placements of HRDs in temporary relocation?
- How do HRDs think about and manage their own security?
- How can we develop protection strategies for HRDs, working on violations due to economic interests?
- What are the consequences of labeling individuals/groups HRDs? How can the risks be mitigated?
- How can protection mechanisms and interventions be more sensitive to the needs of different genders?
- What are the impacts of ongoing digital surveillance on the security of HRDs?
- What are the long-term impacts of the interventions we do for HRDs?

DEFERRED

- How can we develop informal networks and make them more visible?
- To what extent is technology enabling HRDs to challenge gender-based violations?
- Can a model of protection strategies be created? What are the steps to do this?
- What are the ethical and practical issues around the state allowing armed/ or arming HRDs?
- To what extent is the use of technology gendered amongst HRDs?
- How can lessons from one area be adapted to different contexts?



This group categorised the gaps and selected one gap from each category:

NETWORKS

How can LGBTI defender groups become better involved with mainstream HRDs work?

FUNDING

How can we simplify and harmonise grant-making processes?

IMPACT & EVALUATION

How can lessons from one area be adapted to different contexts?

PROTECTION

How do HRDs think about and manage their own risks and security?

DEFINITIONS (and violence)

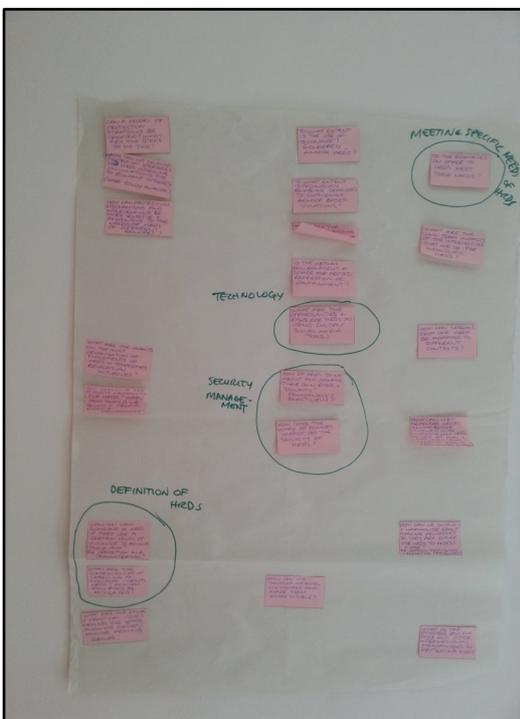
Can you call someone a HRD if they use a certain level of violence?

RESPITE

How effective are respite programmes for HRDs?

TECHNOLOGY

To what extent is technology enabling HRDs to challenging gender based violations?



This group also categorised the gaps and selected 6 as high priorities

MEETING SPECIFIC NEEDS

Do the resources on offer to HRDs meet their needs?

TECHNOLOGY

What are the opportunities and risks for HRDs in using digital/social media tools?

SECURITY MANAGEMENT

How do HRDs think about and manage their own risks and security?

How does the work of donors impact on the security of HRDs

DEFINITION OF HRDs

Can you call someone a HRD if they use a certain level of violence?

What are the consequences of labeling an

individual/group HRDs? How can any risks be mitigated?



These were gaps identified as priorities:

What are the impacts on the host organisation of placements of HRDs in temporary relocation?

How effective are respite programmes for HRDs?

Do the resources on offer to HRDs meet their needs?

Can you call someone a HRD if they use a certain level of violence?

How can we develop protection strategies for HRDs working on violations due to economic interests?

Can a model of protection strategies be created?
What are the steps to do this?

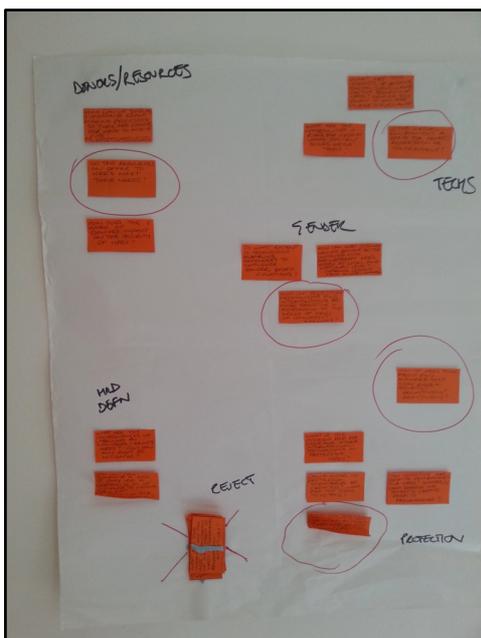
How can lessons from one area be adapted to different contexts?

How can protection mechanisms and interventions be more sensitive & responsive to the needs of HRDs of different genders

What are the opportunities and risks for HRDs in using digital/social media tools?

To what extent is technology enabling HRDs to challenge gender based violation?

What are the consequences of labeling and individual/group HRDs? How can any risks be mitigated?



This group categorised the gaps; rejected seven and selected five as high priorities:

PROTECTION

What are the long-term impacts of the interventions that we do for individual HRDs?

GENDER

How can protection mechanisms and interventions be more sensitive and responsive to the needs of HRDs of different genders?

TECHNOLOGY

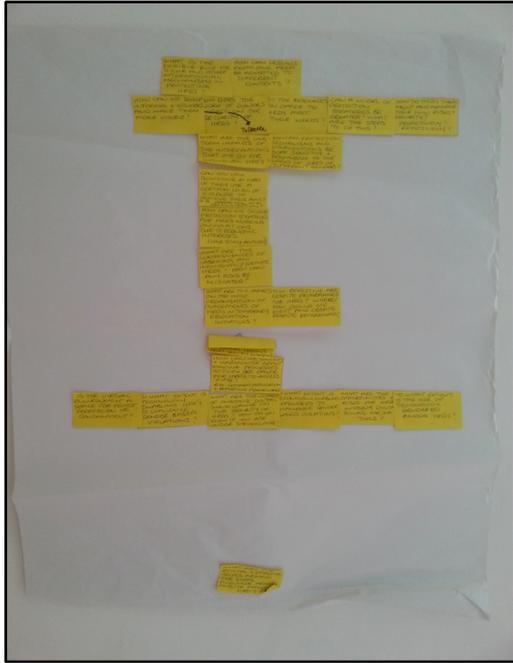
Is the virtual environment a space for protest, repression or containment?

DONORS/RESOURCES

Do the resources on offer to HRDs meet their needs?

SECURITY

How do HRDs think about and manage their own risks and security?



The top seven gaps selected by this group (in order) were:

What is the possible role for OHCHR and other international mechanisms in protecting HRDs

How can lessons from one area be adapted to different contexts?

How can we develop informal networks and make them more visible?

How does the work of donors impact on the security of HRDs?

Do the resources on offer to HRDs meet their needs?

Can a model of protection strategies be created?
What are the steps to do this?

How do HRDs think about and manage their own risks and security?

Feedback on Next Steps

We selected 11 areas to explore further

How can we develop protection strategies for HRDs working on violations due to economic interests?

What's the problem?

Increasing problematic (identified as especially vulnerable groups, projection to continue increasing)

Constraint - difficult to counteract or dissuade (advocacy to states not always helpful; non-state actors; diffuse chains of responsibility and difficult to exert accountability; difficult to generate political cost)

Areas of research needed/strategies to develop

Look at "the enemy": How do TNCs work? How does consumer operate and how can we involve them?; "infiltration strategies" - e.g. buy 1 share and go to the AGMs

Top down and bottom up approach:

Bottom-up: Toolkit for local lawyers/support from international lawyers on how to do case-building on local operations

Top-down: 1. Make Ruggie principles more accessible. 2. Make host-government responsible. 3. Make government where TNC is registered responsible

Toolkit on international mechanisms: UN Special Rapporteurs on indigenous; HRDs etc; ILO 169 Convention; UN Committee on DESC

Make thematic issue more visible
Regional mechanisms

More NGOs choose issue as strategic priority and lobby their targets on protection for this vulnerable group

Facilitate network-building among HRDs on this area - for preventative and protective support strategies

What are the long-term impacts of the interventions that we do for individual HRDs?

- Rethinking our assumptions and working norms about external interventions
- Working more vigorously on challenging donor norms and time-frames
- Do we focus on retrospective research or begin now?

Can you call someone a HRD if they use a certain level of violence to achieve their aim? E.g. opposition in a demonstration?

Problems

- What do we mean by violence?
- How important is intent/result/context?
- Where is the line between violence and self-defence? Pre-meditated or responsive?
- Inherent tension between international law (debate on resisting oppression) and HRD framework (non-violent emphasis)?
- Is the HRD framework even applicable/relevant for conflict zones because of context of violence?
- What is the distinction between an activist and a HRD?

What is the added value of being labeled a HRD in a conflict zone if you have the same protections in international law as an activist?

When prolonged occupation in international law then is international human rights law more useful than IHL?

Going forward

- Further research on this area, analysis/case studies of HRDs in conflict zone
- Supplementary guidance to HRD framework clarifying applicability in conflict zones
- Greater cooperation between UN bodies and international bodies working on this issue

How can lessons from one area be adapted to different contexts?

- Investigate potential to transfer and share protection tactics, strategies of HRDs in two different contexts
- Study each local context with the researcher mediating between the groups, with local researcher from other context
- Apply compiled research findings to the other context

Do the resources on offer meet the needs of HRDs?

Problems

Lack of resources or less than perfect allocation

Insufficient local knowledge and access to HRDs (in order to understand grassroots real needs)

INGOs, funders have own preferences (“cherries out of cake”)

Way forward

Real priorities can be addressed and gaps filled

- Impartial research by academics with cooperation from NGOs, funders and HRDs
- Funding for “top level” of research cooperation among international network of institutions
- Heads of research get together to agree on idea, plan and methodology

How do HRDs think about and manage their own risks and security?

Problems

Lack of data

Mismatch of protection/needs

Risks associated with research

Exposing the tactics that HRDs use

Engaging constructively with potential collaborators on tactics that work and don't work

Way forward

Improved security (better monitoring of protection initiatives with how HRDs manage their own security)

- Need resources in terms of people and money
- Approach potential partners and consult on research design (trainers/local partners/donors)
- Get funding approved
- Get ethics approved

How can protection mechanisms and interventions be more sensitive and responsive to the needs of HRDs of different genders?

Problems

Existing M+S is based on the concept of the traditional single male defender

- Women, women's partners/families
- Men with families/partners
- Disabilities

Constraints:

- Money
- Stereotypes and bias (discrimination / heteronormativity)
- This would involve a fundamental change in the way 'we' work
- How will we create mechanisms to really 'listen' to different understandings?
- Conceptualization of risk and vulnerability

Way forward

Gender assessment:

- Flexible responses are not an exception
- Integrated into all M+S (including UN, regional, INGO, NGO, national)

Useful collaborations:

- A focal point in as many possible M+S including UN, EU, G8, INGO, NGO
- Close work with women rights activists; feminists; individuals, groups and networks
- Partnership with women's rights research institutions
- Funders

Resources needed:

- Money
- Human resources - staff/women and men (broad representation)
- Understanding of technology
- Understanding of a critical and participatory approach

Next steps:

- Evaluation of existing M+S from a gendered perspective (*links to eval group?)
 - Geographically, contextually representative
 - Interviews/case studies/ethnographies
- Conference (?)
- Look at evaluation vs what exists
- What steps are needed to start making changes
- Pilot 'new' ways of working within specific M+S
 - Learning shared widely
 - More pilots/projects

What are the opportunities and risks for HRDs in using digital/social media tools?

HRDs
Privacy: Interlocutors

Education/practical training

RBA to regulation/advocacy

Access and control

- Understanding differential access (gender, rural/urban etc..)
- Circumvention of control (tools and understanding state control)

Impact/effectiveness

- Interaction with traditional HR activities and institutions
- Assumption that visibility will lead to change?

How can LGBTI defender groups become better involved with mainstream HRDs work at local and national level?

This was broadened to “How can we ensure greater acceptance of minority rights groups by other HRDs?”

Solution

Replicating a successful model from another country/area

Assumptions

What works in once place will work in another

Money

Problems

Cultural differences

Difficult to change mind sets

Money

How effective are respite programmes for HRDs? Where should we select and create respite programmes?

Problems

- Are mechanisms achieving their goals? - no data/analysis
- Are schemes sufficiently well-conceived and coordinated?
- Research/evaluation needed on who is accessing these schemes and who SHOULD access them
- Research and evaluation needed on how/where/should mechanisms be designed to meet goals

Application

- Developing guidelines/considerations based on evidence for host institutions/funders
- Considerations of dissemination mechanisms/process of applications and coordination/selection
- Design/location and running schemes
- Contextualizing respite schemes in wider protection strategies and well-being

Constraints

- Identifying less visible, formal schemes that should be included - possible constraints on application if not a clear community of practice
- Ability to get good feedback from HRDs
 - frank/critical
 - making time for this

Collaboration

- Existing respite programmes
- Funders
- Defender networks
- HRD scheme alumni
- Governments
- Referral agencies (other sectors)

What model?

- Consultant-led
- Project group
- CAHR - AI led
- Commissioning HRD network/org

Resources

Staff time: workshop/publication/regional training

- Mapping and gathering evidence
- Organising data
- Meeting: analysis/discussion
- Dissemination/application

Next steps

Project design to be taken forward by AIUK/CAHR

How can we simplify and harmonise grant-making processes so they are easier for HRDs to access and use? And how does the work of donors impact on the security of HRDs?

Problems

- Location (donors and grantees – North / South)
- Access
 - Who will fund this work?
 - How to apply
 - Framing the issue
 - What info available/how to grantees?
- Impact (possible and useful) of getting foreign funding
- Breaking through 'monopolies' of access
- Language/cultural/political barriers
- Programme vs care costs
- Difficult reporting timetables and formats
- Competing demands - grantees/funders
- Can funding process become a 'divide and rule' scenario

Future application

- Easier for HRDs to access the funds needed
- Easier for funders to tailor their work to the needs on the ground
- Less time on fundraising/admin, more time for programmes
- More coordination amongst funders and grantees

Constraints

- Resources (publicising existence of grants) and improving access
- Granters status/expectations/requirements/history
- Harmonising could mean narrowing of agendas

Collaborations

- Between funders
- Grantees - to share knowledge; where to agree collaboration on programme
- Local - national - international

Next steps

- Research into current funding collaborations (IHRFGP in US) including HRD working group; ARIADNE
- Learning to date which would involve funders and grantees (to be compiled)
- Propose creation of small working group amongst donors (drawing on grantee experiences)
- Journal sends copies to all funders of HRDs with targeted recommendations to funders and proposal for them to create working group to discuss harmonised grant-making processes
- Include reference to impact of donors and funding of work of HRDs (reference criminalisation)

GATHERING AND SHARING KNOWLEDGE, INFORMATION AND RESOURCES

Recommended Websites

We wanted to identify places where we can build knowledge, share learning, resources and spaces to collaborate.

Participants suggested useful websites – listed below

<p>www.newtactics.org</p>	<p>A global community of human rights defenders. The website enables you to learn new ways to reach your human rights goals; Connect with other human rights defenders; Learn about strategy; Read about New Tactics in Human Rights.</p>
<p>www.awid.org</p>	<p>Offers the latest news, in-depth analysis, practical tools, announcements and jobs on women's rights and gender and development from around the world.</p>
<p>www.frontlinedefenders.org</p>	<p>International Foundation for the Protection of Human Rights Defenders. They provide rapid and practical support to at-risk human rights defenders, including through:</p> <ul style="list-style-type: none"> • international advocacy on behalf of human rights defenders at immediate risk; • grants to pay for the practical security needs of human rights defenders; • training and resource materials on security and protection, including digital security; • rest and respite, including the Front Line Fellowship; • an emergency 24 hour phone line for human rights defenders operating in Arabic, English, French, Spanish and Russian. <p>In emergency situations Front Line Defenders can facilitate temporary relocation of human rights defenders.</p>
<p>www.york.ac.uk/cahr</p>	<p>York University Centre for Applied Human Rights (CAHR) is an interdisciplinary research and teaching Centre. It is a friendly community of scholars and visiting practitioners who have a shared focus on the real world challenges of putting human rights into practice and protecting human rights defenders at risk.</p>

<p>www.amnesty.org http://www.amnesty.org/en/human-rights-defenders</p>	<p>Amnesty International is a global movement of more than 3 million supporters, members and activists in over 150 countries and territories who campaign to end grave abuses of human rights.</p> <p>The website has a library where you can search for reports, press releases and actions and a specific section on HRDs and associated links, resources etc.: http://www.amnesty.org/en/human-rights-defenders</p>
<p>www.gaps-uk.org</p>	<p>Gender Action for Peace and Security works to build on UNSCR 1325 and, through collective action, promote, facilitate and monitor the meaningful inclusion of gender perspectives in all aspects of UK policy and practice on peace and security</p> <p>They carry out collaborative research and advocacy around key policy instruments such as UN Security Resolution 1325 on Women, Peace and Security and the UK National Action Plan on women, peace and security.</p> <p>They have extensive contacts in conflict-affected regions and at different national and international policy levels, including the United Nations.</p> <p>They currently focus their research and advocacy on the conflict affected regions of Afghanistan, Democratic Republic of Congo, Nepal, Northern Ireland, Sierra Leone and Sri Lanka.</p>
<p>www.corporate-responsibility.org</p>	<p>CORE is an authoritative and influential network of NGOs, academics, trade unions and legal experts which brings together the widest range of experience and expertise on UK corporate accountability in relation to international development, the environment and human rights.</p> <p>Their aim is to reduce business-related human rights and environmental abuses by making sure companies can be held to account for their impacts both at home and abroad, and to guarantee access to justice for people adversely affected by corporate activity</p>
<p>www.ihrfg.org</p>	<p>International Human Rights Funders Group</p> <p>A global network of donors and grant makers committed to advancing human rights around the world through effective philanthropy</p>

<p>www.peacebrigades.org.uk</p>	<p>Peace Brigades International provides protection, support and recognition to local human rights defenders who work in areas of repression and conflict and have requested support.</p> <p>They advocate at all levels – from the soldier at a local check point to national governments and international bodies like the UN – for international human rights accountability.</p> <p>They also have an ‘alliance for lawyers at risk’ program which draws on the expertise and resources of the British legal profession to link with lawyers at risk abroad, helping to protect them and promote their work</p>
<p>www.securityinabox.org</p>	<p>Security in-a-box is a collaborative effort of the Tactical Technology Collective and Front Line. It was created to meet the digital security and privacy needs of advocates and human rights defenders.</p> <p>Security in-a-box includes a How-to Booklet, which addresses a number of important digital security issues. It also provides a collection of Hands-on Guides, each of which includes a particular freeware or open source software tool, as well as instructions on how you can use that tool to secure your computer, protect your information or maintain the privacy of your Internet communication.</p>
<p>www.protectioninternational.org</p>	<p>Provides tools and strategies to people who defend human rights, in order to protect themselves. They support individuals, organisations, networks and communities whose right to defend human rights is being violated through threats, judicial harassment, stigmatisation or other forms of repression</p>
<p>www.tacticaltech.org</p>	<p>Tactical Technology Collective is an organisation dedicated to the use of information in activism.</p> <p>They focus on the use of data, design and technology in campaigning through their Evidence & Action programme and on helping activists understand and manage their digital security and privacy risks through their Privacy & Expression programme.</p> <p>They also provide services through their creative agency for advocacy, Tactical Studios.</p>
<p>www.defendingwomen-defendingrights.org</p>	<p>The online home of the Women Human Rights Defenders Coalition (WHRD)</p> <p>The coalition has 28 members and is a resource and advocacy network for the protection and support of women human rights defenders</p>

www.benetechnology.org	Benetechnology's Human Rights program takes tens of thousands of stories — most of them anecdotal evidence of individual and community suffering — and systematically turns them into analysis that strengthens the arguments made by human rights defenders. Also created Martus, a secure online data storage system used by HRDs (see below).
www.trueheroesfilms.org	The True Heroes Foundation protects human rights defenders (HRDs) worldwide through the production and distribution of film images.
www.icnl.org	The International Centre for Not-for-profit Law. A resource that empowers individuals to improve their everyday lives. They work towards a legal environment that strengthens civil society, advances the freedoms of association and assembly, fosters philanthropy, and enables public participation around the world. Tracks developments in charity / non-profit sector law e.g. around criminalisation.
www.icj-cji.org	International Court of Justice – the primary judicial branch of the United Nations.
www.humanrights-defenders.org	A website gathering all relevant public information on the activities of the different human rights defenders' protection mandate-holders. Includes documentation produced by the mechanisms – press releases, studies, reports, statements, etc., as well as of their actions (country visits, institutional events, trials observed).
www.urgentactionfund.org	<p>Urgent Action Fund for Women's Human Rights is a global women's fund that protects, strengthens and sustains women's human rights activists at critical moments. They intervene quickly when activists are poised to make great gains or face serious threats to their lives and work.</p> <p>Urgent Action Fund operates two programs:</p> <ul style="list-style-type: none"> • Rapid Response Grantmaking: Activists apply for grants of up to \$5,000 USD in any language on any day of the year and are guaranteed a response within 72 hours • Advocacy & Alliance-Building: Leveraging the power they have as a funder to advocate for women's human rights activists.

<p>www.fidh.org</p>	<p>FIDH created the Observatory for the Protection of Human Rights Defenders (OBS) in 1997, in partnership with the World Organisation Against Torture (OMCT –see below). The objective of this programme is to intervene to prevent or remedy to situations of repression against human rights defenders. The action of this programme is based on the conviction that the strengthening of cooperation and solidarity in favour of human rights defenders and their organisations contribute to breaking their isolation and to reinforcing their protection and security.</p> <p>The Observatory:</p> <ul style="list-style-type: none"> - provides emergency protection to human rights defenders in the field (urgent interventions, international missions, material assistance), - cooperates with national, regional and international intergovernmental protection mechanisms, and - mobilises the international community and the media as protection agents for defenders. <p>Every year, the Observatory publishes a Report, based on its interventions throughout the world, highlighting the most serious obstacles and threats against defenders in each country.</p>
<p>www.omct.org</p>	<p>World Organisation Against Torture (OMCT) is a coalition of international non-governmental organisations fighting against torture, summary executions, enforced disappearances and all other cruel, inhuman or degrading treatment. It has 311 affiliated organisations in its SOS-Torture Network and many tens of thousands correspondents in every country. Jointly founded and runs (with FIDH) the Observatory for the Protection of HRDs (see above).</p>
<p>www.cifca.org</p>	<p>CIFCA is a European based network composed of thirty-five non-governmental organizations for development and human rights, solidarity committees, independent research, individuals (as academics or consultants) institutes and networks of public advocacy</p>
<p>www.ariadne.ac.uk</p>	<p>A Web magazine for information professionals in Higher Education based in the UK and worldwide</p>
<p>www.oidhaco.org</p>	<p>The International Office on Human Rights - Action Colombia. (OIDHACO) represents a network of more than 30 European organisations. From its headquarters in Brussels, Oidhaco accompanies Colombian civil society initiatives which work towards the full respect of human rights and international humanitarian law, and a negotiated solution to the internal armed conflict.</p>

<p>www.huridocs.org</p>	<p>HURIDOCS is an international NGO helping human rights organisations use information technologies and documentation methods to maximise the impact of their advocacy work.</p> <p>They develop tools and techniques, and provide advocates with customised training and support.</p> <p>HURIDOCS is also an informal, open and decentralised network of human rights organisations who wish to put together their experiences and creativity to develop common standards and tools for information management. Membership is open to all.</p>
<p>www.hrcug.org</p>	<p>The Human Rights Centre Uganda is a non-profit organisation with the sole aim of contributing to the protection and promotion of the rights of human rights defenders in Uganda.</p>
<p>www.echr.coe.int/ECHR/EN/hudoc</p>	<p>The HUDOC database provides access to the case-law of the European Court of Human Rights (Grand Chamber, Chamber and Committee judgments, decisions, communicated cases, advisory opinions and legal summaries from the Case-Law Information Note), the European Commission of Human Rights (decisions and reports) and the Committee of Ministers (resolutions).</p>
<p>www.acri.org</p>	<p>The Association for Civil Rights in Israel is Israel's oldest and largest human rights organization and the only one dealing with the entire spectrum of rights and civil liberties issues in Israel and the Occupied Territories. An independent and non-partisan organization, ACRI's mandate is to ensure Israel's accountability and respect for human rights, by addressing violations committed by the Israeli authorities in Israel, the Occupied Territories, or elsewhere.</p>
<p>www.martus.org</p>	<p>Martus is a secure information management tool that allows you to create a searchable and encrypted database and back this data up remotely to your choice of publicly available servers. The Martus software is used by organizations around the world to protect sensitive information and shield the identity of victims or witnesses who provide testimony on human rights abuses. Martus is the Greek word for witness.</p>

<p>www.transitional-justice.org</p>	<p>The Transitional Justice Network is a New York Law School blog created and managed by students, functioning both as a networking forum for Transitional Justice communities and institutions around the world as well as a central place for practitioners and scholars of Transitional Justice to come together. The website features blogs, videos, and articles composed by students along with pieces written by established professionals in the field of Transitional Justice - the aim is to facilitate conversation while providing a platform for researchers, practitioners, and decision-makers to better understand and develop concepts of transitional justice.</p>
<p>www.martinennalsaward.org</p>	<p>The Martin Ennals Award for Human Rights Defenders (MEA) is granted annually to someone who has demonstrated an exceptional record of combating human rights violations by courageous and innovative means. The award aims at encouraging Human Rights Defenders (HRDs) who are at risk and therefore in need of immediate protection. This protective publicity requires media attention, particularly in the country of origin of the laureate. The prize money of at least 20'000 Swiss Francs is to be used for further work in the field of human rights.</p>
<p>www.commonwealth.sas.ac.uk/</p>	<p>The Institute of Commonwealth Studies is the only postgraduate academic institution in the United Kingdom devoted to the study of the Commonwealth. It is also home to the longest-running interdisciplinary and practice-oriented human rights MA programme in the UK.</p>
<p>www.salzburgglobal.org</p>	<p>The Salzburg Global Seminar is an independent, non-governmental organization which seeks to challenge present and future leaders to solve issues of global concern.</p> <p>It convenes imaginative thinkers from different cultures and institutions, organises problem-focused initiatives, supports leadership development, and engages opinion-makers through active communication networks, all in partnership with leading institutions from around the world and across different sectors of society.</p>

Feedback on Scenario Testing

We then looked at how information and skills could be shared more widely and inclusively, and discussed 6 different scenarios:

- Restrictions on freedom of association
- Government restricting research
- Communication in a conflict zone
- Defending women's rights in a religious society
- Internet restrictions on academic publishing
- Barriers to documentation and communication

We asked participants to come up with suggestions to overcome the problems, thinking creatively about what can be practically developed as well as already proven solutions

Restrictions on freedom of association

An internet activist in Azerbaijan is unable to access any support networks. There are restrictions on freedom of association which prevent gatherings of more than 5 people in a public place. They are not allowed to leave the country. There is widespread monitoring of civil society and academia. The government monitors blogs and websites closely, detaining individuals it suspects of collaborating with international bodies.

- Software to hide your IP - so you can blog anonymously/send encrypted email
- Small group meetings as part of wider coalitions/flash mobs/identify 'safe' spaces
- Linking them to international networks to minimise risk of detention
- Use 'TOR' to develop websites, which only they can access
- Using twitter in a smart way - President is a twitter user so target his account
- Monitoring state media to identify where HRDs have been targeted and made an example of
- Hack the government's monitoring mechanisms?! - but must be strategic
- Occupy public spaces e.g. families, friends, colleagues, to highlight the ridiculousness of the law/rule and raise awareness of the problem (but must be part of a wider strategy)
- More research on governments use of monitoring/technologies/physical surveillance
- Build coalitions/networks (old-fashioned way)
- Influence/lobby Council of Europe
- International solidarity for HRDs
- Alternative means of communication and association (e.g. using 2 phones)

Government restricting research

An academic researcher contracted by an NGO in Egypt faces restrictions on what they can research.

A new law has put NGOs under government control – they need permission from the authorities to conduct human rights research. Specifically, the law prohibits “field research”, “opinion polls” and “projects in the field” without prior government approval.

In addition there are restrictions on whether they may receive funding from abroad and whether that funding can be used for research purposes.

If trying to secure government approval

- Consider pros/cons of government ‘approval’ - If looking for it, then....
- Re-package the research as something more acceptable to government
- Get support letters from respected international institutions that encourages the research
- Check with government that research is/is not viable (develop contacts/relationships in government to help understanding of your work, influence, acceptability)

If not trying to secure government approval

- If traveling to the field, develop different discourses about validity, legality of work, authority of your institution and its backers (different discourses for different scenarios - role play/test these as part of preparation)
- Prepare for security of data by using encryption-based methodological and behavioral safe practices and tools e.g. MARTUS
- Prepare personal security plans - for self, for risk to subjects (e.g. contacts/check-ins/alibis)
- Consider issues in choice of researcher (e.g. gender affecting scope to meet, how conspicuous)

Publishing research without approval

- Anonymise sources (keep real encrypted elsewhere)
- Re-package research and publish in other (external) places
- Use another partner organisation to carry info/publish
- Select less sensitive aspects and publish that, keeping wider data for NGOs own purposes
- Use ‘underground publishing’ approach through closed networks

Funding restrictions

- Use cash!
- Spread/divide up parcels of funding to bring in within threshold
- Assign funding to non-research areas but use for research e.g. admin, office costs, subsistence, travel etc..
- Use multiple bank accounts
- Bring in other items that can be sold to generate cash
- Provide material support

Communication in a conflict zone

A researcher working in an area of armed conflict in Sudan is reliant on unofficial channels to get information out of the country, which makes communication ad-hoc. The security environment and systemic monitoring and targeting of human rights researchers by the government prevents the researcher from using email or even meeting others freely.

- Use of encrypted software and gmail
- Conducting risk-assessment studies
- Communicating sensitive information through MARTUS software
- Sharing responsibility of the research between local and foreign researchers
- Sharing info with a partner organisation outside the country
- Using community/religious leaders to disseminate info about violations

Defending women's rights in a religious society

A female human rights defender working in a remote area of Afghanistan is trying to support and educate women who are victims of domestic violence. The area is predominantly governed by religious leaders and tribal elders and traditional attitudes that prescribe and constrain women's roles in society prevail.

The women have little access to information, literacy rates are low and they can't meet to overtly discuss human rights issues affecting them.

Create networks but do not call them human rights networks

Ways to support these networks

- (a) framing issues in a less confrontational way (girls education rather than domestic violence)
- (b) Identify existing spaces where women congregate to educate and support
- (c) Try to get relevant local actors on board - tribal leaders and civil society actors
- (d) Try to get men and the media on board
- (e) Use creative events that support these networks publicly but framing issues in a non-confrontational way

Internet restrictions on academic publishing

An academic in South Korea is limited in what they can publish online. Restrictive laws are creating a chilling effect on academic research, constraining the exercise of freedom of opinion and expression.

In order to control material being published on the internet – as well as those publishing it – a law has been enacted which means internet users have to fill out a form with their name and national ID number. The government has also made it a criminal offence to ‘insult on cyberspace’. Any writing anywhere on the internet that defames someone’s honour or reputation can result in a criminal penalty for the author.

- Publish anonymously
- Have a strategy for increasing the political cost of the government coming after you
- Joint publications with a famous person/institution - affiliation with a famous institution
- Explore technical solutions such as using proxy servers, encryption etc.

Barriers to documentation and communication

An indigenous rights activist in Brazil, whose land is under threat from an international mining corporation, has limited ability to document violations and access to communicate with the wider world.

They speak a minority language and some Portuguese. They have a mobile phone with intermittent signal and have to travel two days to the nearest town to access a computer.

The indigenous activist has had no training in documentation. Academic and INGO researchers from outside the region need authorization to travel to the area which is rarely granted.

- SMS contact with local activist - strategic questions and initiate contact
- Bring activist for information sharing and training - advocacy strategy
- Make contact with local NGOs - link to NHRI computing processes; language, training, travel
 - Sustainable local contact/support
 - Access to well-developed NGO network
- Convene delegation to attempt field visit
- Prepare network for urgent actions
 - UN Special Rapporteur
 - Embassies
 - INGOs
- ICTs - satellite phone, video camera, computer for data collection
- Satellite imagery to document land use change

Appendix A: Research Workshop Programme

DAY 1 - Wednesday, May 15 th (12:30 – 17:00)		
12:30 – 13:30	Lunch	
13:30 – 15:00	Plenary – Welcome and Overview of the Programme (Room: LMB/002)	
15:00 – 15:30	Break (Room: LMB/144)	
15:30 – 17:00	<p>Definition of HRDs (Room: LMB/002)</p> <p><i>Presenters:</i> Luis Enrique Eguren Fernández (and Eloísa González Hidalgo)</p> <p>Raghad Jaraisy (and Tamar Feldman)</p> <p><i>Additional Discussants:</i> Paul Gready (CAHR) Mahmoud Abu Rahma (HRD)</p> <p><i>Chair:</i> James Savage</p>	<p>Strategies for Protection I (Room: LMB/037X)</p> <p><i>Presenters:</i> Neil Blazevic et al. Maggie Beirne</p> <p><i>Additional Discussants:</i> Champa Patel (AIUK) Brian Phillips (JHRP Co-Editor)</p> <p><i>Chair:</i> Karen Bennett (HRSJ)</p>
DAY 2 - Thursday, May 16 th (09:00 – 17:30)		
09:00 – 10.30	<p>Protection Mechanisms (Room: LMB/002)</p> <p><i>Presenters:</i> Par Engstrom Martin Jones Daniel Joloy</p> <p><i>Additional Discussants:</i> Karen Bennett Susi Bascon (PBI) Mazen Alssa (HRD)</p> <p><i>Chair:</i> Alice Nah</p>	<p>Strategies for Protection II (Room: LMB/037X)</p> <p><i>Presenters:</i> Gwen Burnyeat Johannes Thoolen Masa Amir</p> <p><i>Additional Discussants:</i> Andrew Anderson (Front Line Defenders) Catherine Townsend (WellSpring) Nagi Khairelseed (HRD)</p> <p><i>Chair:</i> Danna Ingleton</p>
10:30 – 11:00	Break (Room: LMB/144)	

11:00 – 12:30	<p>Criminalisation (Room: LMB/002)</p> <p><i>Presenters:</i> Charles Anthony Tate Elisa Nesossi</p> <p><i>Additional Discussants:</i> Lars Waldorf (CAHR) Borislav Petranov (OSI) El Aralshu (HRD)</p> <p><i>Chair:</i> James Savage</p>	<p>Strategies for Protection III (Room: LMB/037X)</p> <p><i>Presenters:</i> Jamie Hitchen (and Jacqueline Kasoma) Freek van der Vet (and Laura Lyytikäinen)</p> <p><i>Additional Discussants:</i> Jon Ensor (CAHR) Irina Ichim (CAHR) Juliana Mensah (CAHR)</p> <p><i>Chair:</i> Danna Ingleton</p>
12:30 – 13:00	Preparing Manuscripts for Publication (Room: LMB/002)	
13:00 – 14:00	Lunch (Room: LMB/144)	
14:00 – 15:30	<p>Reflections on Research and Practice (Room: LMB/037X)</p> <ul style="list-style-type: none"> • Collective reflection on key areas / broad issues in HRD protection noted in articles and practice notes discussed • Identification of challenges in addressing these areas / issues and potential solutions / opportunities 	
15:30 – 15:45	Break (Room: LMB/144)	
16:00 – 17:30	<p>Reflections on Research and Practice (Room: LMB/037X)</p> <ul style="list-style-type: none"> • Identification of gaps in research and practice related to HRD protection • Mapping exercise re: experiences / skills, tactics / methods, contacts / networks, accessing information 	
Day 3 - Friday, May 17th (09:00 – 14:00)		
09:00 – 10:30	<p>Ways Forward in Collaboration (Room: LMB/037X)</p> <ul style="list-style-type: none"> • Sharing knowledge and resources • Scenario testing 	
10:30 – 10:45	Break (Room: LMB/144)	
10:45 – 13:10	<p>Ways Forward in Collaboration (Room: LMB/037X)</p> <ul style="list-style-type: none"> • Selecting research areas to collaborate on 	
13:15 – 14:15	LUNCH (Room: LMB/144) and End of the Programme	

Appendix B: Participants at the Workshop			
No	Family Name	First Name	Biographies
1	Abu Rahma	Mahmoud	Mahmoud Abu Rahma is the Director of Communications of the Gaza-based organisation Al Mezan Centre for Human Rights (http://www.mezan.org/en/), where he has been working since 2001. Mr Abu Rahma also sits on the Executive Committee of the Euro-Mediterranean Human Rights Network. He is currently on the Protective Fellowship Scheme at the Centre for Applied Human Rights.
2	Alssa	Mazen	Mazen Alssa is a medical doctor and human rights defender from Syria. Mazen was active on a range of matters involving human rights, including public health issues; the environment; the rights of displaced people; and, finally, the need for political change in Syria. He is currently on the Protective Fellowship Scheme at the Centre for Applied Human Rights.
3	Amir	Masa	Masa Amir is an alumnus of the American University of Sharjah, where she received a BA in International Relations; and the American University in Cairo, from which she received an MA in International Human Rights Law, writing a dissertation on the feminization of poverty in Egypt and its connection to violations of the right to social security and insurance. She is currently working at Nazra for Feminist Studies, as the Women Human Rights Defenders Program researcher.
4	Anderson	Andrew	<p>Andrew Anderson has been the Deputy Director of Front Line Defenders since March 2003 where he contributes to the overall management of the organization including a focus on strengthening practical support to human rights defenders at risk. Previously he worked for thirteen years at the International Secretariat of Amnesty International where he was Director of the Campaigning and Crisis Response Program and then Director of the Africa Program.</p> <p>He holds an MA (Hons) in Politics and Modern History from the University of Edinburgh and a Postgraduate Diploma in Voluntary Sector Management from the City University Business School (London).</p> <p>Andrew Anderson is a member of the Board of Trustees of the Tactical Technology Collective (www.tacticaltech.org) and of the Sudan Social Development Organization UK (www.sudouk.org). He is a member of the Advisory Board of the Centre for Applied Human Rights at the University of York.</p>

5	Aralshu	EI	<p>EI Arashlu is an Iranian poet and a human right activist, working with Iranians and international individuals and groups to initiate a just society. She has worked as a writer, journalist and researcher with many published papers. She is currently on the Protective Fellowship Scheme at the Centre for Applied Human Rights.</p>
6	Bascon	Susi	<p>Susi Bascon is the Director of Peace Brigades International UK. Susi has been involved with PBI since 1997. She has worked in several capacities - as the assistant to the Colombia project coordinator, as a member of the PBI Mexico team in the year 2003, and as director of the UK section of PBI. She has also completed two MA degrees in the fields of Business Administration and Development Studies.</p>
7	Beirne	Maggie	<p>Maggie Beirne worked for Amnesty International at its International Secretariat in London from 1971 to 1988, initially on research issues and subsequently responsible for worldwide campaigning and membership. Her work involved extensive travel and close involvement in membership activities around the world. From 1993 - 2008, she moved to Belfast and worked with domestic human rights NGO (the Committee on the Administration of Justice, CAJ), a domestic cross community non-governmental organisation working on human rights in Northern Ireland. She worked with CAJ from the end of the 1980s until 2008 first as a volunteer, then as Research & Policy Officer, and then as Director. She was closely involved in CAJ's work in the lead-up and follow-up to the peace negotiations which placed human rights centre-stage in the eventual Good Friday/Belfast Agreement, and for which the organisation was awarded the Council of Europe Human Rights Prize.</p> <p>She has written extensively on human rights in Northern Ireland and, for example by serving on an official policing commission in Guyana, has consistently sought to share these experiences with other jurisdictions. Since returning to London in 2008, Ms Beirne has undertaken a number of short human rights projects for the International Commission of Jurists, the Council of Europe Human Rights Commissioner, Atlantic Philanthropies and others. She is a Visiting Fellow at the School of Law at the University of Bristol; a board member of the International Council on Human Rights Policy (Geneva) and the Irish Support and Advice Service (London); and she sits on the advisory boards of the Association for the Prevention of Torture (Geneva) and the Centre for Human Rights of People with Disabilities (Belfast) – the latter of which she chairs. Ms Beirne is a graduate of Balliol College, Oxford University, with a B.A. in Philosophy, Politics, and Economics and holds an MSc in Irish Politics from Queens University, Belfast.</p>

8	Bennett	Karen	<p>Karen Bennett is Senior Research Fellow in Human Rights at the Human Rights and Social Justice Research Institute (HRSJ) at London Metropolitan University. Karen carries out academic research, training, and international consultancy work in the field of human rights, and designs, delivers and evaluates human rights capacity building projects for human rights defenders internationally. She has led activities of the HRSJ Institute in support of human rights defenders at risk since 2006, with focus on supporting human rights defenders from Central Asia and the Darfur Sudan regions.</p> <p>Karen has 23 years of professional experience in the field of international human rights. Karen has extensive experience internationally as a human rights monitor and researcher, working for the Organisation of Security and Cooperation in Europe (OSCE), United Nations Office of the High Commissioner for Human Rights (UN OHCHR), United Nations Development Programme (UNDP), US State Department and international NGOs. In addition to human rights monitoring in Bosnia Herzegovina over six years (from 1997 - 2003), Karen headed the UN OHCHR field office in north-eastern Bosnia, where she designed a large scale research project for the UN in 2001/2002, the 'Municipal Assessment Programme' for Bosnia and Herzegovina, a human rights monitoring and benchmarking exercise that carried out over nine years in collaboration with the Bosnia and Herzegovina State Ministry of Human Rights and Refugees.</p> <p>Karen previously was Adjunct Professor in Human Rights at Webster University, where she was awarded a fellowship to strengthening academic focus on human rights practice, culminating in the design of the first Bachelor's Degree in Human Rights to be offered by a U.S. university. Karen holds an MA degree in International Relations from the American University School of International Service Washington DC.</p>
9	Blazevic	Neil	<p>Neil Blazevic holds the position of Research and Information Management Officer within the Pan-African Human Rights Defenders Network (PAHRD-Net), hosted by the East and Horn of Africa Human Rights Defenders Project (EHAHRDP). EHAHRDP works to protect and promote the rights of human rights defenders in the 11 countries of its sub-region. PAHRD-Net creates an platform for 5 sub-regional HRD protection networks in Africa to share best practices and enact collaborative efforts to improve the environment for HRDs in Africa.</p> <p>In his position Neil coordinates activities of Pan-African counterpart groups on Research and ICT. Neil also contributes to the development of an HRD database at EHAHRDP, a Pan-African HRD Index, and improved information management for HRDs in the East and Horn of Africa.</p>

10	Bracey	Clare	<p>Clare Bracey has worked at Amnesty International UK for over seventeen years. During this time she has been a Campaign Manager working on issues around the death penalty, LGBT rights and the arms trade. She previously sat on the UK government's death penalty expert group. Clare currently works part-time managing AIUK's Active Learning Programme which enables activists to share and gain knowledge, skills and enthusiasm in order to take action and bring about change. Clare has previously been a tutor for Cambridge University - Institute of Continuing Education, and occasionally takes on freelance facilitation/training work.</p>
11	Burnyeat	Gwen	<p>Gwen Burnyeat works at Peace Brigades International - Colombia Project, in the Urabá field team, providing international protective accompaniment to displaced communities and HRDs at risk in conflict zones. She has also worked for PBI UK as a researcher and advocacy officer, and for the International Centre for Transitional Justice in Bogotá, where she published her research project on reparations to conflict victims in the Javeriana University Magazine (Revista Javeriana). She grew up in London, and studied Literature at Leeds and Cambridge Universities, specialising in Postcolonial Studies. She has also worked in the Helen Bamber Foundation and Equipo Nizkor.</p>
12	Eguren	Luis Enrique	<p>Luis Enrique Eguren (Spain 1962), physician and expert in protection, holds a Master of Arts in Humanitarian Assistance and a Postgraduate Diploma in “Strategic, Security and Defence Studies”. He is the Director of the Policy, Research and Training Unit of Protection International in Brussels. He is also associate researcher and professor at the Human Rights Institute of the University of Deusto (Bilbao, Spain) and Co-Director of the Postgraduate Diploma on “Integral Protection for Human Rights Defenders and Social Activists” at the University Pablo de Olavide (Sevilla, Spain).</p> <p>Enrique has worked as staff, consultant and trainer with a number of NGO, several UN agencies, the DG ECHO of the European Commission, and the Humanitarian Office of the Spanish Foreign Affairs Ministry on topics like the protection of human rights defenders, international accompaniment, internally displaced people, humanitarian protection and others, in different countries throughout the world. He has published several articles and books about theory and practice on these same topics. He is currently engaged, among other projects, in a interdisciplinary research project to develop a middle range theory of protection of civil population and human rights defenders in conflict settings.</p>

13	Engstrom	Par	<p>Dr Par Engstrom (BA UCL, MSc London, DPhil Oxford) is Lecturer in Human Rights of the Americas at the Institute of the Americas, University College London. He is also co-chair of the London Transitional Justice Network. His current research interests and publications focus on regional human rights institutions with a particular reference to the Inter-American human rights system, transitional justice, and the international relations of the Americas. Prior to entering academia Dr Engstrom worked at the United Nations Office of the High Commissioner for Human Rights (OHCHR) in Geneva (http://parengstrom.wordpress.com / @pogeng).</p>
14	Ensor	Jon	<p>Jonathan Ensor is a lecturer at the Centre for Applied Human Rights at the University of York.</p> <p>Before joining the Centre, Jonathan worked for the international development NGO Practical Action, leading research into the relationship between climate change, food and development. As a practitioner, he worked on NGO policy, advocacy in national and international organisations, and community-based practice in Africa and South Asia. He has published two books on climate change adaptation and development summarising his research and practice.</p> <p>Jonathan has also led the Research Unit at the non-governmental Immigration Advisory Service, where his work concentrated on human rights violations in the country of origin of asylum claimants and on the operation of the UK asylum system. In 2007, he headed the Parliamentary Human Rights Group mission to Pakistan, producing a report that helped to substantiate claims of many Ahmadi asylum seekers in the UK. Throughout his career, Jonathan has been involved with the teaching and training of practitioners and students.</p>
15	Eriksson	Sanna	<p>Sanna Eriksson is the Centre Co-ordinator for the Centre for Applied Human Rights. She supervises the Protective Fellowship Scheme for human rights defenders at risk. Before joining CAHR, she worked at the Embassy of Finland in Beijing, China, and at EuropeAid in the European Commission. She has an MA in East Asian Studies (University of Helsinki) and an E.MA in Human Rights and Democratisation (European Inter-University Centre for Human Rights and Democratisation). She has also studied at Fudan University in Shanghai, China, and at SIM/Utrecht University in the Netherlands.</p>

16	Evans	Matthew	Matthew Evans has a Masters in Applied Human Rights from the University of York and is currently nearing completion of a PhD in Politics at York's Centre for Applied Human Rights (CAHR). With a view to promoting transformative justice (moving beyond the limited civil and political rights focus of most legal and quasi-legal transitional justice mechanisms) his PhD research explores the ways in which the protection and promotion of human rights might be improved through an analysis of the differing approaches of and varying degrees of engagement between NGOs, social movements and trade unions. Since 2010 Matthew has been a Graduate Teaching Assistant covering undergraduate and postgraduate lectures and seminars for students based in the Department of Politics, York Law School and CAHR.
17	Gready	Paul	Paul Gready is the Director of the Centre for Applied Human Rights (CAHR), University of York (UK), and co-editor of the Journal of Human Rights Practice. He has worked on transitional justice, development and human rights, and links between cultural forms and human rights practice. His most recent book – The Era of Transitional Justice: The Aftermath of the Truth and Reconciliation Commission in South Africa and Beyond – was published by Routledge in 2011. As a practitioner he has worked for Amnesty International and held consultancies with a number of other international NGOs.
18	Hitchen	Jamie	Jamie Hitchen holds an BA in History from the University of Edinburgh and a MSc in African Politics from the School of Oriental and African Studies (SOAS). He works as a research consultant focusing on issues of human rights, governance and peacebuilding in East Africa and has held short-term roles at Electoral Reform International Services, the Human Rights Centre Uganda and Refugee Law Project.
19	Ichim	Irina	Irina is a PhD student at the Centre for Applied Human Rights. Her research explores how the human rights defenders (HRDs) discourse affects local landscapes of activism, and what the implications are for the future development of norms concerning HRDs and protection mechanisms. Before coming at CAHR, Irina graduated from a Masters Degree in Understanding and Securing Human Rights at the Institute of Commonwealth Studies, University of London. Irina also worked for one year with Progressio, an international development organization partnering with local NGOs in the Global South, where she evaluated Progressio's gender policy and its implementation in the London office and in the country programmes (which included El Salvador, Honduras, Somaliland, Zimbabwe, Yemen and East Timor).

20	Ingleton	Danna	Danna Ingleton is the Research and Policy Advisor for the Individuals At Risk team at Amnesty International's International Secretariat. In this role Danna works on HRD protection issues and represents Amnesty International at the Women Human Rights Defenders International Coalition.
21	Jaraisy	Raghad	Raghad Jaraisy is a Palestinian Arab Citizen of Israel. From 2010 until now, Raghad is an Attorney in the Occupied Territories Department of the Association for Civil Rights in Israel (ACRI) and coordinator of ACRI's and B'Tselem's joint project on Human Rights Defenders and the Right to Protest in the West Bank. In her everyday work, Raghad deals with the various violations of basic human rights under occupation such as rights in the criminal legal procedure in military courts, rights of minors, planning and zoning issues and freedom of expression. Raghad received her LL.B and B.A in cognitive science from the Hebrew University of Jerusalem, and her L.L.M in public and international law from Tel-Aviv University and Northwestern University (Chicago). Raghad did her legal internship at the District Attorney's offices in Tel Aviv (Criminal Department) and passed the Bar exams in June 2010.
22	Joloy Amkie	Daniel	Daniel Joloy Amkie holds a B.A. on International Relations by the Universidad Iberoamericana and has a Master's Degree on Human Rights. He is currently the Director of the International Area at the Mexican Commission for the Defense and Promotion of Human Rights (CMDPDH). He has been as well a researcher at the Centro de Investigación y Docencia Económica (CIDE) and collaborated with Amnesty International as Lobbying Director. He was part of the group working together with Legislators for drafting the Law for the Protection of Human Rights Defenders and Journalists and is part of the Advisory Committee of the Protection Mechanism.
23	Jones	Martin	Martin Jones is a lecturer in international human rights law at the Centre for Applied Human Rights at the University of York. Martin has previously taught and served as a visiting researcher at Osgoode Hall Law School (Canada), Queen's University (Canada), the Centre for Refugee Studies (Canada), the University of East London (UK), Georgetown University (USA), the University of Michigan (USA), the American University in Cairo (Egypt) and, most recently, the University of Melbourne (Australia). Martin has been a member of the executive committee of the International Association for the Study of Forced Migration and was chair of its 11th biennial conference in Cairo.

24	Khairelseed	Nagi	<p>Nagi Musa is a human rights defender from Sudan. He started his activism as a school student and in 2009 cofounded a nonviolence direct action movement called Girifna which means the 'Fed Up' movement. Nagi was arrested many times by the Sudanese police and security, and couldn't finish his university education in Sudan as he was always under risk.</p> <p>Nagi relocated to Egypt and is registered in the Social Science Department in the University of Cairo. He is working as volunteer with an organization called Al-karama Foundation for Human Rights. It is based in Geneva with an office in Cairo. He is currently on the Protective Fellowship Scheme at the Centre for Applied Human Rights.</p>
25	Lodge	Barbara	<p>As a long-standing member of Amnesty International UK, Barbara has developed various interests: she is a trainer with AIUK groups and for many years with developing AI sections in Africa, Europe and former Soviet Union countries. She is part of the AIUK Europe & Turkey team of country coordinators which in liaison with Amnesty International Secretariat researchers organises the AIUK activists' work for Europe & Turkey. She occasionally monitor trials in Turkey on behalf of the International Secretariat Turkey team. She is a member of the local AIUK group in York.</p> <p>Professionally, Barbara started out as a linguist but spent most of her working life in the family courts as an independent representative of children in care proceedings (hearings as a result of neglect, physical and sexual abuse). Now retired from court work, she tutors York University social work students in their practice placements.</p>
26	Lyytikäinen	Laura	<p>Laura Lyytikäinen is finishing her PhD dissertation in Sociology in the University of Helsinki. Her ethnographic research explores Russian political culture and oppositional activism from the point of view of oppositional youth movement activists. Her research includes 6 months of fieldwork (interviews and participant observations) in Moscow and St Petersburg during 2009-2012. Her recent publications include a forthcoming article in The Sociological Review and articles in Finnish peer-reviewed journals.</p>

27	Mensah	Juliana	<p>Juliana Mensah is Leverhulme Artist in Residence at the Centre for Applied Human Rights. Juliana is an arts professional with several years experience of developing, managing and delivering cross art-form creative projects for communities that are marginalised or underrepresented within the arts.</p> <p>Juliana's project management roles have included Arts Development Officer for the local authority in South East Northumberland, and Senior Project Manager at Helix Arts. Projects she has managed have included community cinemas; theatre festivals; a literary festival; a youth theatre; filmmaking and animation projects; a fashion and textile traineeship for young people from poor socio-economic areas.</p> <p>Juliana has held strategic roles within arts and culture organisations; she was a member of the board of directors for the Angelou Centre in Newcastle from 2006 – 2008 and the Oval House Theatre Company in London from 2008 – 2011.</p> <p>Juliana has delivered participatory arts and creative writing workshops for organisations in the North East including the Angelou Centre, Intercultural Arts, Freedom from Torture, Journeys in Movement, Newcastle University and Northumbria University. In 2012 she was writer in residence at the Newcastle Centre for Life's ScienceFest and at the Lit and Phil Library. Juliana is currently completing her first novel as part of a creative practice PhD in the English Department at Newcastle University.</p>
28	Nah	Alice	<p>Alice Nah is a Research and Teaching Fellow at the Centre for Applied Human Rights at the University of York. At CAHR, Alice is in charge of developing online distance learning modules for human rights defenders, aimed at strengthening the impact of their work and increasing their protection. Alice is also facilitating research on human rights defenders, focusing on four key areas: legal and administrative mechanisms of repression; fostering enabling environments for the defence of human rights; ethnographies of risk and protection; and assessing the effectiveness of protection mechanisms. Alice is actively involved in a number of transnational civil society networks. She is the Vice President of the International Detention Coalition, a Co-coordinator of the Migration Working Group of Malaysia, and a member of the Steering Committee of the Asia Pacific Refugee Rights Network (serving as its previous Chair). Alice gained her PhD from the Department of Sociology at the National University in Singapore (NUS). She also holds an M.Soc.Sci. (Sociology) from NUS, a PGCert in Occupational Psychology from the British Psychological Society, and BA (Hons) in Management Studies and Psychology from the University of Leeds.</p>

29	Nessosi	Elisa	<p>Elisa is a post-doctoral fellow at the Australian National University (ANU). Her scholarship focuses on the relationship between law, human rights and legal reform in China and involves the study of human rights-related areas such as detention practices and abuses of power in the criminal justice system. In 2010, she obtained her PhD in Law from SOAS with a dissertation, entitled 'Criminal Justice, Human Rights and Legal Reforms in Contemporary China: The discourses and practice of pre-trial detention', which examines the process of localization of international human rights standards and discourses in the context of Chinese criminal justice, considering pre-trial detention as a case study. Before moving to the ANU in September 2011, she was Research and Training Manager at The Rights Practice HQ, an international NGO working to advance respect for and protection of human rights in China.</p>
30	Patel	Champa	<p>Champa Patel is the Head of Casework and Activism for Amnesty International UK. In this role, she manages a team responsible for Amnesty UK's Human Rights Defenders, Individuals at Risk, Trade Union mobilization and Activism programs. Prior to joining Amnesty, she was involved in the public health/sexual health sector for nearly ten years. Dr. Patel served as a Health Promotion Specialist for the Nottingham City National Health Service. In this capacity she worked specifically with refugees and asylum seekers, children at risk of, or experiencing, sexual exploitation and trafficked individuals. She also served as an Outreach Manager for sexual and reproductive health clinics based in community and youth settings and an HIV/AIDS worker for black and minority communities. In a voluntary capacity, she has served on the boards of differing charities and was most recently the Director of Tenteleni, an informal education charity that places students in placements in Southern and East Africa. Dr. Patel received a B.A. in English and History from Nottingham Trent University and a Ph.D. focusing on US interventions in the Democratic Republic of Congo, from the University of Nottingham.</p>
31	Petranov	Borislav	<p>Borislav Petranov is Senior Advisor at the Human Rights Initiative of the Open Society Foundations, working on grant-making in the fields of criminal justice, transitional justice and international human rights advocacy. Originally a Bulgarian international lawyer, Mr Petranov holds an LL.M in International Human Rights Law from Essex University (1992) and in 1993-1997 was a Junior Research Fellow at Wolfson College at Oxford. In 1996-2003 Mr. Petranov managed the work in Eastern Europe at INTERIGHTS, a strategic litigation NGO based in London, following which he worked on human rights and justice in the Moscow office of the Ford Foundation (2003-2008), on civil and political rights at the Sigrid Rausing Trust (2008-2010) and on protection systems of human rights defenders as a consultant to the Ford Foundation (2011).</p>

32	Phillips	Brian	<p>Brian Phillips is the co-editor of the Journal of Human Rights Practice, and an independent human rights consultant based in Toronto. From 1989-2001, he worked for Amnesty International in London, and was chair of the MA course in Humanitarian and Development Practice and Senior Lecturer in Human Rights Practice at Oxford Brookes University from 2003 - 2006.</p>
33	Piché	Nicole	<p>Ms. Nicole Piché, Co-ordinator and Legal Advisor, All-Party Parliamentary Human Rights Group ("PHRG"), Houses of Parliament, UK. Nicole Piché has been the Co-ordinator and Legal Advisor of the PHRG since 2000. The PHRG is a group of backbench Parliamentarians from across the political spectrum which works to raise greater awareness of international human rights issues in the UK Parliament, with Governments and more widely, and to end serious and systematic violations. To that end, it prepares human rights briefings for UK Parliamentarians; organises meetings, events and conferences; sends out fact-finding missions and publishes mission reports; and liaises regularly with Government missions and officials, intergovernmental organisations, NGOs and human rights defenders. After completing a BSc(Econ) in International Relations at the London School of Economics, Nicole trained as a solicitor. She then did an LLM in International Law at the University of London. She has also worked for the legal publishers, Kluwer Law International, and took a 9 month sabbatical in 2011 to work as a Management and Advocacy Coach for an organisation in Rwanda which focused on the rights of people with disabilities (arranged by VSO).</p>
34	Savage	James	<p>James Savage is the Human Rights Defenders Programme Manager at Amnesty International UK. James joined AIUK in 1999. The Human Rights Defenders Programme conducts research, policy and advocacy work, campaigning and direct protection interventions on behalf of HRDs at risk and in helping to foster enabling environments for HRDs.</p> <p>Prior to this (2003 – 2012) James led the organisation's work for and with individuals at risk, including human rights defenders. He has also worked in a variety of human rights campaigning and activism roles with AI including building youth, student and trade union activism.</p> <p>James has been involved in human rights issues and activism since the early 1990s following travels in Latin America where he first encountered human rights abuses in Chile, Mexico and Guatemala. He returned and completed a Master's Degree in Latin American studies and then, in 1994, became involved in human rights activism with Peace Brigades International. His involvement in PBI has continued, taking a variety of roles working in PBI's UK national group and International Office, and from 2002 – 2003 as a field accompaniment volunteer for PBI in Colombia, which involved accompanying and supporting human rights defender who are at risk from harassment or attack.</p>

35	Tate	Tony	<p>Tony Tate is a program officer at the Fund for Global Human Rights. He oversees the Fund's grant making programs in Burundi, the Democratic Republic of the Congo and Uganda. Before joining the Fund, Tony worked at Unbound Philanthropy, responsible for the development of the organization's international programs. Prior to his work at Unbound Philanthropy, Tony worked for seven years as a researcher at Human Rights Watch, first as their in-country researcher in Burundi, later as the Africa researcher in the Children's Rights Division. At Human Rights Watch, he investigated and published reports on human rights violations in numerous countries in central, eastern and southern Africa. In the 1990s, Tony worked as a case manager at the United Nations International Criminal Tribunal for Rwanda and as a Peace Corps volunteer in the Comoros Islands. He has a J.D. from the City University of New York School of Law, an M.A. in international affairs and African studies from Columbia University, and a B.A. from the George Washington University. Tony is a member of the advisory committee of the Children's Rights Division of Human Rights Watch and is fluent in French and conversant in Swahili.</p>
36	Thoolen	Johannes	<p>Johannes Thoolen was a Lecturer at Leiden Law School from 1973-1977. He was also the Executive Secretary of the International Commission of Jurists (1977-82), the first Director of the Netherlands Institute of Human Rights (1982-86) and spent 15 years in the UN, mostly in the High Commissioner for Refugees in various positions and countries (1986-2001). Johannes is a (co-)founder of NGOs such as Dutch Lawyers Committee for Human Rights, HURIDOCS, International Alert, True Heroes Foundation and the Martin Ennals Foundation. He resides in Crete; lectures occasionally; keeps a blog on HRDs: http://thoolen.wordpress.com/ and wrote in 2011: "The international human rights movement: not perfect, but a lot better than many governments think" (in Yuwen Li, NGOs in China and Europe).</p>
37	Townsend	Catherine	<p>Catherine Hyde Townsend is a Program Officer for the International Human Rights Program at Wellspring Advisors. Wellspring Advisors coordinates grantmaking programs that advance the realization of human rights and social and economic justice for all people. With over a decade of experience in the philanthropy, Catherine manages Wellspring's human rights defenders and disability rights grantmaking. She actively participates in funder networks to increase the understanding of the defender and disability fields and share best practices. In 2007, Catherine played a lead role in launching the Disability Rights Fund (DRF), a collaborative between donors and activists, where she currently serves as Board Co-chair. From 2004-2008, she coordinated programs for the International Human Rights Funders Group. Before joining Wellspring in 2006, Catherine supported the launch of a U.S. Human Rights program at the Mertz Gilmore Foundation and grantmaking for a related family trust. From 1995-1999, Catherine began her career at JP Morgan as a management consultant in several offices around the world and then later as a Chief Administrative Officer within investment banking. In 2001, Catherine earned an MA in human rights and law from Yale University as a University Fellow and a BA in international relations from Hamilton College in 1995.</p>

38	van der Vet	Freek	<p>Freek van der Vet is a PhD Candidate working at the Aleksanteri Institute (Centre for Russian and East European Studies), University of Helsinki, Finland. In his study he analyzes the strategic litigation of several Russian human rights NGOs before the European Court of Human Rights. In particular, his study examines how the practitioners working for these NGOs provide legal aid to, and seek redress for, victims of grave atrocities (torture, disappearances, and indiscriminate bombings) in Chechnya. His publications include: "Seeking Life, Finding Justice: Russian NGO Litigation and Chechen Disappearances before the European Court of Human Rights" in <i>Human Rights Review</i> 13 (3) 303-325, and "Human Rights in Russia: Going Beyond the Perils of Activism" (feature article) in <i>Baltic Worlds</i> 5 (3-4): 54-59</p>
39	Waldorf	Lars	<p>Lars Waldorf is Senior Lecturer at the Centre for Applied Human Rights, University of York (UK). He ran Human Rights Watch's field office in Rwanda from 2002-2004 and reported on genocide trials at the International Criminal Tribunal for Rwanda in 2001. He is the author of numerous book chapters, journal articles, and reports on both transitional justice and Rwanda. He has co-edited three books: <i>Remaking Rwanda: State Building and Human Rights after Mass Violence</i> (University of Wisconsin Press, 2011); <i>Localizing Transitional Justice: Interventions and Priorities after Mass Violence</i> (Stanford University Press, 2010) and <i>Disarming the Past: Transitional Justice and Ex-Combatants</i> (SSRC, 2010).</p>