

THE DANISH
INSTITUTE FOR
HUMAN RIGHTS

FACTS 2011

ORGANISATION

FINANCIAL
STATEMENTS

ACTIVITIES

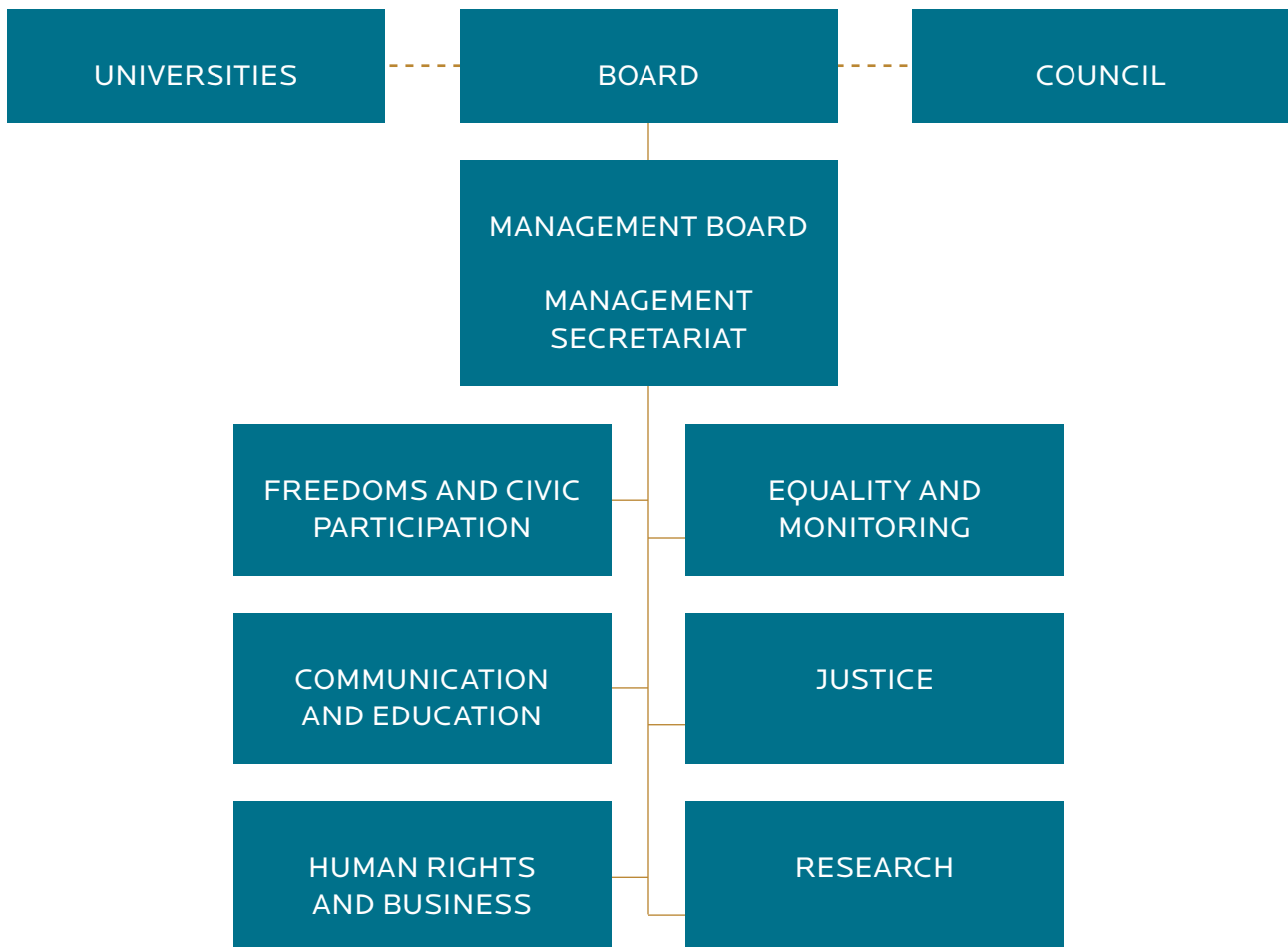
LEGISLATIVE BASIS



ORGANISATION AND MANAGEMENT

The Board is in charge of the overall management of the Institute. This includes DIHR's essential strategic planning and appointment of the Executive Director. The day-to-day management is performed by the Executive Director and the Management Board, whose current members are the Executive Director, the Deputy Director and the Head of the Management Secretariat.

The organisational structure in 2011 is shown in the following organigram, but the structure will probably be revised as a consequence of the new bill that is expected to be enacted in 2012.



BOARD DIHR

Ole Hartling (Chair), Medical Consultant

Aarhus University

Professor Jens Vedsted-Hansen, LL.D.

University of Copenhagen

Professor Jens Elo Rytter, Ph.D.

University of Copenhagen

Professor Kirsten Hastrup, Dr.sc.soc.

Aarhus University

Professor Jens Hartig Danielsen, LL.D.

Danish Rectors' Conference (Rektorkollegiet)

Ewa Chylinski, Deputy Director

Danish Rectors' Conference

Professor Jesper Ryberg, D.Phil.

Council for Human Rights (Documentation and Advisory Centre on Racial Discrimination (Dokumentations- og Rådgivningscentret om Racediskrimination))

Fakhra Mohammad, Youth Education Adviser of Copenhagen Local Authority

Council for Human Rights (Amnesty International)

Carsten Fenger, self-employed

DIHR employees

Erik André Andersen, Senior Research Fellow

Council for Human Rights (ActionAid Denmark (Mellempfolkeligt Samvirke))

Merete Lyngs, Head of Section of the Danish Defence

Council for Human Rights

(Women's Council in Denmark (Kvinderådet))

Ingrid Stage, Chair of the Danish Association of Masters and PhDs (Dansk Magisterforening)

Council for Ethnic Minorities (Rådet for Etniske Minoriteter)

Cecilia Soque

(Substitute)

Council for Human Rights (Society of Justice Politics (Retspolitisk Forening))

Leif Hermann

COUNCIL FOR HUMAN RIGHTS

The Council for Human Rights discusses general guidelines for the operation of the Institute in accordance with internationally recognised principles and ensures that the activities of the Institute are in accordance with the Act on the Establishment of the Danish Centre of International Studies and Human Rights. The Council may propose new activities to the Board and assess the impact of its previous activities.

The Council for Human Rights is composed to reflect the views prevalent among interested NGOs, affected public authorities, interested researchers and other particularly interested individuals and groups of persons.

Chair of the Council: Holger Kallehauge, Chairman of the Danish Society of Polio and Accident Victims (PTU)

Deputy Chair: Therese Rytter, Programme Manager of the Danish Rehabilitation and Research Centre for Torture Victims (RCT) (Rehabiliterings- og forskningscentret for Torturofre)

At 1 January 2012 the Council had 82 members.

FTE EMPLOYEES AT DIHR	MALE	FEMALE	TOTAL
Employees	29.65	60.54	90.18
Students	1.73	5.68	7.41
Volunteers with a workplace	4.66	1.50	6.16
Trainees	1.06	4.59	5.65
Total	37.09	72.31	109.40

FINANCIAL STATEMENTS 2011

	Income and expenditure account for the year ended 31/12/2010	2011 budget approved by DCISM Board	Income and expenditure account for the year ended 31/12/2011	% of budget
	DKK '000	DKK '000	DKK '000	
INCOME				
OA Total core grant	11,541	11,720	11,652	99%
Total appropriation for equal treatment	6,000	16,600	16,600	100%
Other income	81		406	
SRCA Total commercial activities	6,465	8,269	6,751	82%
Total subsidised research	-	-	229	
OSA Total Framework Agreement with Ministry of Foreign Affairs		29,200	29,200	100%
Total other subsidised activities	77,562	53,920	48,576	90%
Total income of DIHR	101,065	119,709	113,605	95%

EXPENDITURE	DKK '000	DKK '000	DKK '000	
Staff salaries	-46,873	-54,650	-47,868	82%
Operating expenses	-36,805	-39,171	-41,461	102%
Indirect costs	-15,782	-23,893	-23,371	98%
Total expenditure of DIHR	-99,461	-117,714	-112,700	92%

Surplus for the year	1,605	1,995	906
Deficit brought forward from previous year	-3,954	-2,350	-1,477
Accumulated deficit	-2,350	-355	-571

GLOSSARY

OA = Ordinary activities

CA = Commercial activities

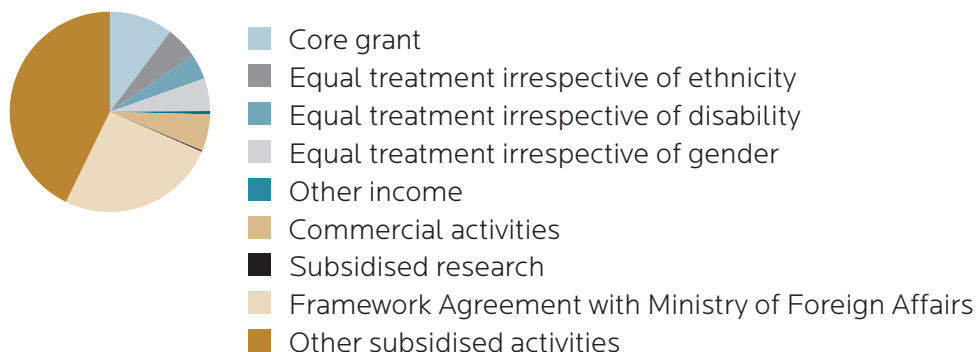
SR = Subsidised research

OSA = Other subsidised activities

2011 INCOME OF DIHR BROKEN DOWN BY SEGMENT

DKK '000	BUDGET TOTAL	TOTAL INCOME	% OF TOTAL INCOME
DONOR	2011	2011	2011
Core grant	11,720	11,652	10.2%
Equal treatment irrespective of ethnicity	6,000	6,000	5.3%
Equal treatment irrespective of disability	4,600	4,600	4.0%
Equal treatment irrespective of gender	6,000	6,000	5.3%
Other income		597	
Commercial activities	8,269	6,751	5.9%
Subsidised research		229	0.2%
Framework Agreement with Ministry of Foreign Affairs	29,200	29,200	25.7%
Other subsidised activities	53,920	48,576	42.8%
Total	119,709	113,605	100.0%

TOTAL INCOME 2011



The 2011 income of DIHR breaks down into a Finance Act appropriation of DKK 28m (core grant and appropriations for equal treatment irrespective of ethnicity, disability or gender), DKK 29m under the Framework Agreement with the Danish Ministry of Foreign Affairs, DKK 49m for other subsidised activities and DKK 7m from commercial activities. DKK 16.6m of the Finance Act appropriation is for promoting equal treatment irrespective of gender, ethnicity or disability. The item of other subsidised activities totalling DKK 49m includes project grants from the Ministry of Foreign Affairs of a total of DKK 25m. Income increased by DKK 12.5m in 2011 on 2010.

2011 EXPENDITURE OF DIHR BROKEN DOWN BY SEGMENT

DKK '000	BUDGET TOTAL		TOTAL EXPENDITURE	% OF TOTAL EXPENDITURE
	2011	2011	2011	2011
DONOR				
Ordinary activities	28,320	23,323,727		21.6%
Commercial activities	8,269	6,756,693		6.3%
Subsidised research		228,562		0.2%
Other subsidised activities	83,120	77,769,613		72.0%
Total	119,709	108,078		100.0%

TOTAL EXPENDITURE 2011



2011 EXPENDITURE OF DIHR FOR ORDINARY ACTIVITIES

	TOTAL EXPENDITURE	
	DONOR	2011
Core grant		5,473,351
Equal treatment irrespective of ethnicity		4,034,864
Equal treatment irrespective of disability		3,075,119
Equal treatment irrespective of gender		4,690,790
Joint functions		7,059,329
Operation of departments		325,621
Contribution, joint expenses of DCISM		16,311,819
Provision		1,671,156
Consultancy income		-19,318,322
Total		23,323,727

2011 EXPENDITURE OF DIHR FOR OTHER SUBSIDISED ACTIVITIES

	TOTAL EXPENDITURE	
	DONOR	2011
Framework Agreement with Ministry of Foreign Affairs		29,427,529
Other expenses, Ministry of Foreign Affairs		24,532,203
Other public authorities		3,684,344
Foreign institutions		17,297,380
Private enterprises		2,657,877
Other donors		170,280
Total		77,769,613

ACTIVITIES OF DIHR

SUMMARY OF SELECTED ACTIVITIES IN 2011

Total activities

RESEARCH AND DEVELOPMENT ANALYSES, CONSULTATION RESPONSES

Advise on, promote and defend human rights in general in Denmark and within the mandated areas: equal treatment irrespective of disability, gender and race/ethnicity.

Research and development analyses, statements and reviews	12
Consultation requests, memoranda and consultation responses	72

PROJECT AND PROGRAMME ACTIVITIES

Build capacity to promote human rights nationally and internationally.

Current partnership projects and programmes	60
Evaluations/reviews of partnership programmes published	4
Successful project applications	30
Conclusion of strategic cooperation agreements	10
Ongoing consultancy projects and specific assignments	64
Other ongoing externally funded projects	25

RESEARCH AND PUBLISHING ACTIVITIES

Perform and communicate high-quality research, nationally and internationally, and contribute to the public debate about essential human rights issues.

Scientific articles	18
Scientific books published	10
Popular science articles and publications	17

MEMBERSHIP OF EXPERT FORA AND NETWORKS

Make available its expertise in human rights through the membership of expert networks and boards.

Membership of international delegations, working groups and networks/committees	24
Membership of national delegations, working groups and networks/committees	22
National board positions	6
International board positions	6

EDUCATION AND COURSES

Provide education and information about human rights to the wide public, authorities and civil society organisations promoting human rights.

Conferences and seminars hosted – Danish	50
Conferences and seminars hosted – international	25
Lectures and speeches, external/Danish	66
Lectures and speeches, external/international	32
Courses and workshops hosted – Danish	32
Participants at courses and workshops – Danish	2,607
Courses and workshops hosted – international	19
Participants at courses and workshops – Danish	285

COMMUNICATION ACTIVITIES

Ensure targeted and timely sharing of expert knowledge

Media coverage, television and radio	114
Media coverage, written press	2,518
Publications sold	97
Visits to the DIHR website	219,903

Act Governing the Establishment of the Danish Centre for International Studies and Human Rights
WE, MARGRETHE THE SECOND, by the Grace of God Queen of Denmark, do make known that:
The Danish Folketing has passed the following Act, which has received the Royal Assent:

CHAPTER 1

Establishment and objective

Section 1. (1) For the purpose of strengthening research, analysis and information activities in Denmark relating to international matters, these being understood as the areas of foreign affairs, security and development policy, conflict, holocaust, genocide and politically motivated mass killings, as well as human rights at home and abroad, a Danish Centre for International Studies and Human Rights is established.

(2) The Centre comprises the following independent units:

- i) The Institute for International Studies, including the activities so far incumbent upon the Danish Institute of International Affairs, the Centre for Development Research and the Copenhagen Peace Research Institute. The previous activities of the Danish Centre for Holocaust and Genocide Studies comprise a special section in the Institute.
- ii) The Danish Institute for Human Rights, including the activities of the Danish Centre for Human Rights to date.

Section 2. (1) The Institute for International Studies works for the achievement of its objective by the following:

- i) To undertake, promote and coordinate independent research on international affairs.
- ii) To conduct analyses and statements upon request from Parliament, the government or on its own initiative, as well as to follow international development with a view to assessing the foreign and security policy situation in a broad political and economic context, including the position of Denmark in relation to development policy issues. Unless otherwise decided in each individual case, the aforementioned analyses and statements fall within the sphere of responsibility of the Board of the Institute.

- iii) To communicate research results, analyses and knowledge and to carry out documentation and information activities, including library, on international affairs.

- iv) To participate in research education in collaboration with other research institutions, including the enhancement of research capacity in developing countries as well as to undertake supplementary education for the users of the Institute.

- v) To function as a link between Danish and international research environments within the sphere of work of the Institute.

(2). The Danish Institute for Human Rights shall in the execution of its activities take its outset in the human rights recognised at any given time by the international society, including in particular those laid down in the United Nations Universal Declaration, conventions adopted by the United Nations and the Council of Europe, and the civil rights contained in the Danish Constitution. The Institute shall work to strengthen research and information relating to human rights in times of peace and under armed conflict, in particular:

- i) To carry out an independent and autonomous Danish research effort in the area of human rights.
- ii) To advise Parliament and the government on Denmark's obligations in the area of human rights.
- iii) To conduct and promote education at all levels in relation to human rights, including public information.

- iv) To promote equal treatment of all persons without discrimination on the basis of race or ethnic origin, including the provision of assistance to victims of discrimination to have their complaints dealt with, with due regard for the rights of the victims, the associations, the organisations and other legal entities, to initiate independent analyses on discrimination and to publish reports and to make recommendations on issues relating to discrimination.

- v) To provide information on human rights to volunteer organisations, researchers, public authorities and the interested public.

- vi) To ensure modern publicly accessible library and documentation facilities relating to human rights.

- vii) To support volunteer organisations and others in collecting human rights documentation.
- viii) To promote the coordination between and assisting the volunteer organisations' work in the area of human rights.
- ix) To support and strengthen Nordic and other international cooperation in the area of human rights.
- x) To contribute to the implementation of human rights domestically as well as internationally.

Section 3. (1) The Centre is an independent self-governing institution

(2). The state contributes annually to covering the costs relating to the running of the Centre.

Section 4. (1) In accordance with its objective the Centre may receive funding from funds, donations and other sources, and may carry out income generating activities, subsidised research and other activities financed by subvention, including consultancies and counselling, to the extent that it is compatible with the performance of the Centre's other obligations.

(2) In accordance with its objective the Centre can enter into perennial agreements with public authorities for the execution of concrete assignments.

CHAPTER 2

The management of the Centre and the institutes

Section 5. (1) The Danish Centre for International Studies and Human Rights is governed by a Centre Board, deciding on all essential matters relating to the administration and finance of the Centre.

(2) The Institute for International Studies and the Danish Institute for Human rights are each led by an Institute Board, which is responsible for all matters relating to substance and professional issues, including research strategy and tasks falling within the area specified for each Institute, see section 2.

(3) The Centre Board comprises a chairman, to be appointed by the Minister of Foreign Affairs, the Chair of the Board of the Institute for International Studies, the Chair of the Board of the Danish Institute for Human Rights, two members appointed by the Board of the Institute for International Studies, two members appointed by the Board of the Danish Institute for Human Rights and two members selected by the Centre staff.

Section 6. (1) The Board of the Institute for International Studies consists of 11 members appointed in their personal capacity:

- i) One member appointed by the Social Science Research Council
- ii) One member appointed by the Humanities Research Council
- iii) One member appointed by the Board of Danida
- iv) Four members appointed by the Danish Rectors' Conference
- v) One member appointed by the Prime Minister
- vi) One member appointed by the Minister of Foreign Affairs
- vii) One member appointed by the Minister of Defence
- viii) One member selected by the staff of the Institute.

(2) The Board selects a Chair among its members

Section 7. (1) The Board of the Danish Institute for Human Rights consists of 13 members, serving in their personal capacity:

- i) Six members appointed by the Council for Human Rights, see subsection 5
- ii) Two members appointed by the Rector of Copenhagen University
- iii) Two members appointed by the Rector of Aarhus University
- iv) Two members appointed by the Danish Rectors' Conference
- v) One member selected by the staff of the Institute

(2) Among the members appointed by the Council for Human Rights, at least two must have association with the ethnic minorities or a humanitarian organisation operating in areas of significance for ethnic minorities.

(3) Among those members appointed by the Rectors of Copenhagen and Aarhus universities, at least two must be related to the legal profession.

(4) The Board selects a Chair among its members.

(5) A Council for Human Rights is established, composed in a manner reflecting the points of view of interested volunteer organisations, public authorities particularly affected, researchers with an interest and other individuals and groups particularly interested, including ethnic minorities.

(6) The Council for Human Rights discusses the overall principles guiding the activities of the Institute in accordance with internationally recognised principles and ensures that the activities

of the Institute are in accordance with its objective as laid down by this law. The Council can make recommendations to the Board for new activities and assess the running of activities so far.

Section 8. (1) The members of the Centre Board and of the Boards of the Institutes are appointed for a period of four years and may be re-appointed for one additional period. Following this they may only be elected or appointed again after the lapse of a period of at least four years.

(2) Election of staff representatives follows the Companies Act.

(3) As soon as possible after the entry into force of this law, the Centre Board, the Boards of the Institutes and the Council for Human Rights lay down their bylaws. In the bylaws for the Council for Human Rights are laid down rules for membership of the Council in accordance with internationally recognized principles governing national human rights institutions.

(4) The Institute Boards may convene special committees, including those concerning matters relating to research and advisory bodies.

(5) Further rules relating to the activities of the Centre are formulated in a Statute by the Centre Board after submission from the Institute Boards.

Section 9. (1) The daily management of finance and administration is carried out by a Centre Director, to be appointed by the Centre Board following public summons for the post.

(2) Each of the Institute Boards appoint, following public summons for the post, an Institute Director to be responsible for the daily management of the Institute in substantial and professional matters.

CHAPTER 3

Auditing, closure, entry into force

Section 10. (1) The fiscal year of the Centre is the financial year. At the end of this an annual financial statement is drawn up. The financial statement must be signed by the Centre Board and the Centre Director.

(2) The Minister of Foreign Affairs lays down the rules of procedure for the drawing up of the Centre's budget and for accounting.

(3) The National Auditors undertake the auditing of the Centre, see section 2 of the act governing the auditing of state accounts, etc.

Section 11. (1) The Centre may only be closed down by law.

(2) In the event of closure of the Centre as a self-governing institution, its buildings, fittings, property and other assets are surrendered to the state.

Section 12. (1) The Act enters into force on 1 January 2003, however the Minister of Foreign Affairs determines the date of entry into force of section 2(2)(iv).

(2) At the same time as the Act enters into force, the following acts and provisions are derogated:

i) Act no. 442 of 14 June 1995 on the Danish Foreign Policy Institute

ii) Act no. 477 of 31 May 2000 on the Danish Centre for Holocaust and Genocide Studies

iii) Act no. 408 of 10 June 1997 on the Board of Ethnic Equality

iv) Section 12 (3 and 4) in the act governing international development cooperation, cf. Act no. 541 of 10 July 1998.

(3) The Centre inherits through the Institutes all of the rights and obligations held by the Danish Institute of International Affairs, the Centre for Development Research, the Danish Centre for Holocaust and Genocide studies, the Copenhagen Peace Research Institute and the Danish Centre for Human Rights at the time when the Act enters into force. At the same time the property of the institutions is taken over by the Centre.

(4) The present members of the Board of the Danish Centre for Human Rights step in as members of the Board of the Danish Institute for Human Rights for the duration of the period for which they have been appointed.

Section 13. This Act shall not apply to the Faroe Islands nor to Greenland but may be applicable by Royal order to these parts of the country with such modifications as are required by the special Faroese and Greenlandic conditions.

Given at Christiansborg Castle, this sixth day of June, 2002

Under Our Royal Hand and Seal Margrethe R.
/Per Stig Møller

DIHR In-house translation

FACTS 2011

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