

ANNUAL REPORT 2020



**HUMAN
RIGHTS
LEAGUE**
LIGA ZA LUDSKÉ PRÁVA

PROLOGUE

2020 was an exceptionally challenging year for all. We have managed to achieve a lot in the first two months and during the summer. Throughout the rest of the months, we had to adapt our business as usual to measures preventing spreading of the unprecedented COVID-19 disease.

We transferred to an online space, which allowed us to target our educational activities to a wider range of people. In May, we pioneered the first online conference Forum on integration, arranging online simultaneous interpretation from two foreign languages to Slovak. Despite the impossibility of travel, technology and online transmission have introduced us to the modern ways of accessing interesting information or speakers at the other end of the world.

However, we were also sensitive to the fact that the precarious situation further accentuated the vulnerable position of foreigners in Slovakia, as well as beyond our borders. Due to the lack of communication of information in a language other than Slovak, foreigners often did not know the content of the valid measures, or where and how to ask for help from the state, when and under what conditions their children could go to school, etc.

Several families remained divided by borders and the impossibility of travelling, some families had not been able to reunite for few months. Detainees did not have sufficient protective equipment, neither did the police officers. Detention has been unnecessarily extended due to complications with execution of expulsion.

I value very much the efforts and input of all the HRL team members who have adapted very quickly to the new situation and have continued to pursue our mission. Lawyers communicated with clients on the phone, we held meetings with partners online, spoke with public authorities from our home offices. In summer we moved to new office spaces on Račianska 80, Nová Cvernovka, a cultural and creative space, where we became part of a multicultural community of artists, designers and NGOs.

Barbora Meššová
Director of the Human Rights League

LEGAL AID

WE HAVE PROVIDED INDIVIDUAL LEGAL AID TO

→ 21 clients in asylum procedure

In 2020 we have continued to represent clients from previous years pro bono, until Migration office finally granted them:

→ 7 asylums

→ 5 subsidiary protections

One of them was Yakub who received asylum.

More about the case in article of Dennik N in Slovak language: [Turecký študent získal po troch rokoch azyl: učí sa o Slovensku, o tureckých vpádoch aj Budínskom pašalíku.](#)

In order to contribute to development of the asylum law we have prepared an [overview of the jurisprudence in asylum matters for years 2017 –2019](#) which showcased examples of our most successful legal representation.

Our junior lawyer **Bára Olžbutová**, changed her working position and started working as a trainee in the law firm **Allen & Overy**, where she engages in their pro bono agenda.

In 2020 we have started cooperation with **Allen & Overy** law firm which brought one of our cases to the Constitutional court arguing **lack of access to justice and to effective remedy** in his **asylum procedure**, which has not finished since 2015.

In HRL, we have contemplated about the possibility of submitting a complaint to the Constitutional court in this asylum matter for some time already, as you can read in the blog prepared by our lawyer **Michaela Dojčinovičová** “(In)effective legal remedy in asylum matters.” The Constitutional court has accepted the complaint of **Allen & Overy** for further examination in its entirety.



WE HAVE PROVIDED INDIVIDUAL LEGAL AID TO

→ 81 clients in detention

We have provided legal aid for detainees mainly **with regards to their application for asylum**, focusing on the **most vulnerable people** including **women, children, traumatised people**, foreigners who alleged they were unaccompanied minors but still ended up in detention.

Legal representation to most vulnerable persons quite often requires extraordinary commitment and determination.

We have represented a case of a gay man who was fearing persecution or even death as a form of punishment for maintaining homosexual relationship in his country of origin. The case was extra challenging and required special sensitivity and discreet treatment. Client worried the other detainees or police officers will learn about him being gay and feared ill treatment or oral attacks. Another challenge was obtaining his documents necessary for asylum procedure and about reasons of his fear.

→ 34 clients regarding their family life

We have provided legal counselling to many people who needed advice regarding their family life with foreigners in Slovakia. We have represented several clients advocating in favour of their right to respect family life in procedures where public interests represented by the state, such as state security or public order, were considered overriding the individual right of the private and family life.

→ 6 clients regarding their employment rights and working conditions

In general, legal regulation creates the unbalanced relationship between employer and his employees in favour of an employer. Temporary residence of foreign employees is fully dependent on concrete employer. During pandemics, vulnerability of working foreigners towards arbitrary actions of their employer has even increased this lack of balance. We have represented few foreigners regarding unpaid wages or invalid termination of the working contract by an employer.

WE HAVE PROVIDED INDIVIDUAL LEGAL AID TO

→ 2 clients as victims in the criminal procedure

Since 2015 we have represented 2 Syrian refugees who had been robbed money during their interception and body search at the Slovak Hungarian border. A Slovak police officer was charged with abuse of authority and theft at the end of 2020 and in early 2021 we have seen him convicted by the court of first instance. He appealed the judgement, so the fight for fair compensation of our clients is not over yet.

→ 2 clients in front of the European Court for Human Rights

Asady and others versus Slovak Republic, no. 24917/15

Since 2014 we have followed up on the case of 19 Afghans who had been intercepted at the Slovak – Ukrainian border shortly after they were smuggled in irregularly. After interception the Slovak border police deported them to Ukraine; in some cases, their chain refoulement to Afghanistan followed. In 2015 we brought complaint to ECtHR in their name, arguing the breach of the ban of collective treatment during deportation.

At the border the foreigners were

interviewed for 10 minutes each. There was only one interpreter present for the whole group and times of the interviews overlapped. According to them they had no opportunity to express their fear from return to Ukraine or to Afghanistan. Despite their request for asylum, Slovak police did not take their statements into account and within several hours handed them over to the Ukrainian border guards.

In 2020, to our disappointment, the ECtHR did not rule in our favour; however, strong dissenting opinion of 3 out of 7 judges of the panel responsible for the case, encouraged us to request for Grand Chamber reconsideration.

Unfortunately, often in our work we had to get used to disappointments. This was also the case. Despite great efforts of so many people who participated in documenting, submitting and representing the case and following up and communicating with the Court and with clients who ended up travelling to all directions in the world since 2014, it has not been not sufficient to convince the court in Strasbourg about our argumentation. We are worried about the impact this judgement can have on the procedures with the persons arriving to our border with request for asylum.

Barbora Meššová in her blog “One interpreter for 32 individuals, 10 minutes interviews, overlapping time of the interviews” explains more details about the legal polemics in this case.

ADVOCACY

IN 2020 WE HAVE ADVOCATED FOR

→ proposals related to Covid-19 related legislative changes

The inability to travel out of the country and impossibility to obtain necessary documents from country of origin are directly linked to the ability of a foreigner to sustain the legal residence in Slovakia. With the goal to eliminate negative impact of the Covid-19 related situation on the residence and employment of foreigners staying on the territory of Slovakia, we have submitted **Covid-19 related proposals for amendments to relevant legislation**, our proposals were significantly translated to practice. More information about our pandemic interventions can be found here: The changes in the Act on residence of foreigners soon to be adopted and we have been there to help preparing them.

→ protection of small foreign entrepreneurs

The businesses affected by the pandemics survived very narrowly. In case of foreigners who as small entrepreneurs in Slovakia, the situation would have resulted in their inability to show the amount of taxed profit required by law, which would threaten their **ability to sustain residence and business in Slovakia**. We have prepared a proposal with the goal to mitigate the negative effect of this

provision of the Act on stay of foreigners through ruling out validity of the relevant provision for the time of the pandemics. Some of the Members of the Parliament with whom we have shared our proposals liked it and during 2nd reading in the Parliament they submitted it as their own proposal and persuade the rest of the Parliament to vote for it.

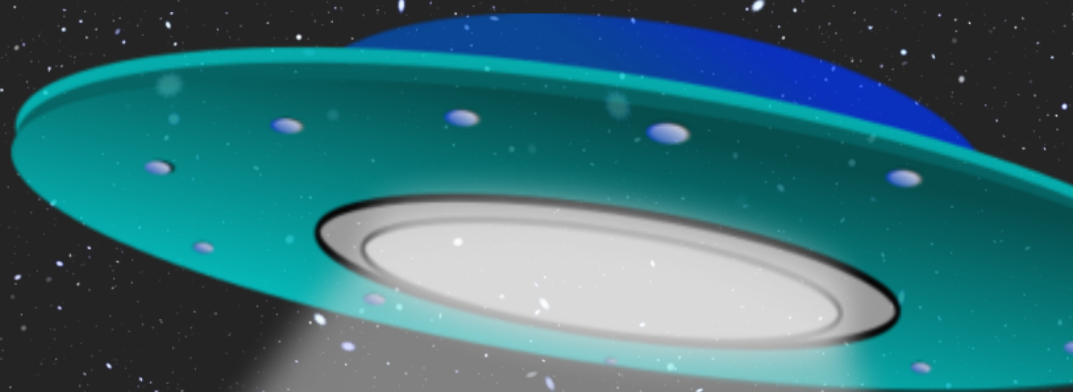
→ stopping detention of foreigners whose prospect of deportation from the Slovak Republic became impossible due to pandemics

Due to the closing of the borders and disruption of international travel during pandemics, the execution of the ordered deportations has also been disrupted. We have advocated the opinion that the **foreigners cannot be held in detention, if there is no real prospect that detention contributes to their deportation in near future**.

Remaining in detention in such highly uncertain situation presented a burden solely bore by detainees, which was unfair. We have communicated our concerns with the Ministry of Interior, Bureau of the Alien and Border Police, Ministry of Justice and the Members of the Parliament. Our proposal was dismissed, however, later in practice the Slovak police authorities argued they would never use pandemics as a sole reason for prolongation of detention of foreigners, if no real prospect of deportation exists.

The full legal polemics in this case is closely explained in the blog written by **Bára Olžbutová** “Is purposeless detention of foreigners in times of Covid-19 in accordance with the Constitution of the Slovak Republic?”

**IN 2020 WE HAVE
PUBLISHED**



COMPENSATION OR LEGAL UFO?

➔ **right for the compensation for unlawful detention of foreigners**

In 2020 we have submitted several more requests for compensation of our clients whose detention was found unlawful by the court. All of them were rejected by the Ministry of Interior, which mostly argued that detainees are themselves responsible for their unlawful detention because they arrived to the territory of the Slovak republic in an unlawful manner.

We have provided our legal opinion to the court deciding about a compensation claim of our former client. To support his case, we have presented our findings about the detention conditions in Slovakia

In order to reinforce our efforts in the area we have produced a written analysis “Compensation or Legal UFO?”. We have arrived to the conclusion that compensation of foreigners for unlawful detention has probably become a legal UFO, since in theory it should exist, but only scarce number of our clients have ever achieved any compensation after many years of legal proceedings.

Details about the legal analysis in Slovak can be found [here](#).



ANALYSIS OF THE SITUATION AND RECOMMENDATIONS IN RELATION TO THE SETTING UP OF ASYLUM, MIGRATION AND INTEGRATION POLICIES

We have strengthened our overall advocacy efforts by publishing a complex analysis of the current events, trends and relevant documents. We have evaluated regulating priorities, goals and implementation of the measures by the government. We have summarised our findings from dialogue with foreigners in Slovakia.

We have outlined our recommendations which inform public stakeholders about our goals in advocacy for better asylum, migration and integration policies.

Based on the recommendations contained in this analysis we have further advocated for:

➔ **for new progressive migration policy**

Migration policy should respond to new situation. Slovakia has become a destination country for many foreign workers. It is necessary to accelerate reception of people in professions with lack of Slovak working force, for example in health care and other sectors of services. We were able to improve the proposal of the Ministry of Interior with our comments.

➔ **for neutral communication about migration during elections campaign**

Before parliamentary elections in 2020 together with the Slovak Catholic Charity and other NGOs we have appealed publicly not to abuse migration as a topic to collect populist votes,

➔ **for centralised Immigration, Integration and Naturalisation office**

Unification of themes of migration and integration under one centralised office would allow the state to control migration, make residence procedure civil instead of police procedure and invest into integration. We have organised a press conference to promote this advocacy goal and lobbied with the relevant stakeholders.

➔ **for fair and more transparent access to Slovak citizenship for fully integrated foreigners**

Through our comments and negotiation with the Ministry of Interior regarding the amendment of the Act on State Citizenship we were able to eliminate some of the changes which would make the law even stricter.

IN 2020 WE HAVE ADVOCATED FOR

→ **better environment conducive to refugee employment in Slovakia**

In 2020 we have analysed the conditions for integration of refugees recognised in Slovakia at the labour market and the implementation in practice. We have conducted 51 interviews with refugees, NGOs, employers, personal agencies and state authorities. Analysis together with Position document outlining our advocacy recommendations in this area was introduced early in 2021.

In 2020 we have started our cooperation with IKEA and together developed a **programme for refugees Skills for Employment**, which helps them to find their place at the labour market. The programme was launched in 2021.



PHOTO: IKEA

→ **help to the most vulnerable refugees abroad through relocation to Slovakia**

We have formed a group of NGOs working with migrants around the initiative **Who will help children?** appealing to the relevant state authorities, politicians and representatives of major cities and regions, drawing their attention towards **the unbearable fate of the refugees** in Greek asylum centres facing overcrowding, fires, poor material conditions and systemic procedural gaps and great delays in asylum procedure.

We believe that the Slovak Republic as a confident country, reliable partner and responsible EU member state can contribute to the protection of the most vulnerable through its adequate share. In 2020 we have drafted recommendations on how Slovakia could relocate small number of children to Slovakia from their destitute situation in Greek camps. We have been able to identify important allies, for example UNHCR, IOM and professor Krčméry, as the dean of the St. Elisabeth University, as well as mayors of several major cities.

Lukáš Novák, our intern at the time, our junior lawyer at the moment, have written about the threatening situation in Greek refugee camps in his blog “Europe - a land of the dreams or the hell on Earth?”

EDUCATION AND CAPACITY BUILDING

IN 2020 WE HAVE HELPED WITH EDUCATION AND CAPACITY BUILDING OF

→ **60** participants from
municipalities, cooperating
schools, institutions
and NGOs

In Bratislava, Košice, Banská Bystrica and Trnava, in cooperation with Marginal we have provided trainings on social and legal aspects of integration of foreigners in Slovakia,

→ **20** representatives of
municipalities

Neuropea PR agency contributed with their expertise developing a Manual for municipalities on how to communicate about migration and integration in regions and organised 3 media and communication trainings.

→ **50** foreigners

In Bratislava, Banská Bystrica and later also online we have informed foreigners about developments in the area of national and local integration policies and we have discussed their experience.

All these trainings and seminars were organised thanks to **KapaCITY project supporting municipalities in their efforts to integrate third country nationals at the local level.**

With professional help of **Seesame agency** the KapaCITY NGO consortium (HRL, Marginal, Centre for the research of Ethnicity and Culture and Milan Šimečka Foundation) has developed educational webpage for municipalities www.kapacity.sk.





IN 2020 WE HAVE HELPED WITH EDUCATION AND DEVELOPMENT OF SKILLS OF



→ 25 students of law

In long term we have cooperated with the **Law Faculties in University of Trnava and University of Pavol Jozef Šafárik in Košice**.

In addition to Asylum law clinics Trnava students can enrol into Migration law clinics as well since 2020. Both subjects are guaranteed by Miroslava Mittelmannova, an attorney at law and long term lecturer at the Faculty.

In Košice our lawyer Michaela Dojčinovičová supervised the practical engagement of students. Practical part of the clinical education takes part in HRL offices directly with our clients.

Students from Trnava won the second place and students from Košice the third place in the Annual Czech and Slovak Asylum Moot Court in Charles University in Prague.

Trnava student, Radoslav Kysela, was rewarded by the Dean of the Faculty for his outstanding diploma work on „Global framework for safe, managed and legal migration. “

→ 4 interns

In 2020 we have worked with interns who were students of law from **Trnava University, University of Pavol Jozef Šafárik in Košice, from Masaryk University in Brno and from University of Hong Kong**.

Interns have intensively engaged in activities of our team of lawyers, they received opportunity to develop their skills in legal analysis, research and drafting legal documents in live cases of our clients as well as helping with preparation of background materials for various legal analysis.

Lukáš Novák, who drafted an article about the situation of asylum seekers in Greek refugee camps on HRL blog, was later in 2021 recruited as our new junior lawyer.



IN 2020 WE HAVE ORGANISED EDUCATIONAL ACTIVITIES FOR

→ **191** members of security forces and students of Academy of the Police Force

In September 2020 the members of the Police Force in service, students of Academy of the Police Force, several employees of the Slovak Intelligence Service and other professionals have participated at our webinar **about investigation of the cases of trafficking in human beings and prevention of radicalisation** with experts from United Kingdom and Sweden,

→ **68** participants from state authorities, municipalities, NGOs, international organisations, foreigners, media

In May 2020 we have organised an online Forum on Integration 2020, introducing developments in area of integration of foreigners at the municipal level in Slovakia, and bringing inspirational practices from abroad.

OUR OWN INTERNAL DEVELOPMENT AND CAPACITY BUILDING

In 2020 we have organised a training with Will Gogerty from Breaking barriers, an NGO in United Kingdom helping refugees with their placement on labour market. We have learnt about useful strategies and tips on how to develop corporate partnerships with private businesses and companies.

We have also received a strategic workshop from **Jakub Krajčovič**, a private investor, who have helped us to analyse main barriers in further development of our organisation and we have discussed possible recipes on how to improve planning, fundraising and make our processes more effective.

In order to strengthen our efforts **raising awareness of youth in schools about fate of refugees**, in 2020 we have prepared a **methodological manual for teachers of elementary and secondary schools**.

This tool provides tips for activities aimed at increasing empathy and tolerance and promote better understanding of what refugees go through and hints on how to use our preceding publication of a comic book “Uletenci”.

Together with the manual we have released several videos with stories of refugees living in Slovakia.

The comic book together with the Manual for teachers are an extraordinary educational tool. As a teacher I am very thankful to the authors for not being afraid to walk inside of this wild river and in non-traditional manner bring the life of refugees (of “uletenci”) to our students as well to us teachers.”

Teacher **Zuzana Brišáková**, Elementary School with Nursery School of Ján Vojtaššák, Zákamenné

ULETENCI V ŠKOLE



ILLUSTRATION: DANIELA KRAJČOVÁ

Podcast

Migračný kompas



Európska únia
Európsky sociálny fond

**HUMAN
RIGHTS
LEAGUE**
LIGA ZA ĽUDSKÉ PRÁVA

COMMUNICATION

ĽUDIA MEDZI RIADKAMI. ROLA MÉDIÍ V MIGRAČNEJ TÉME

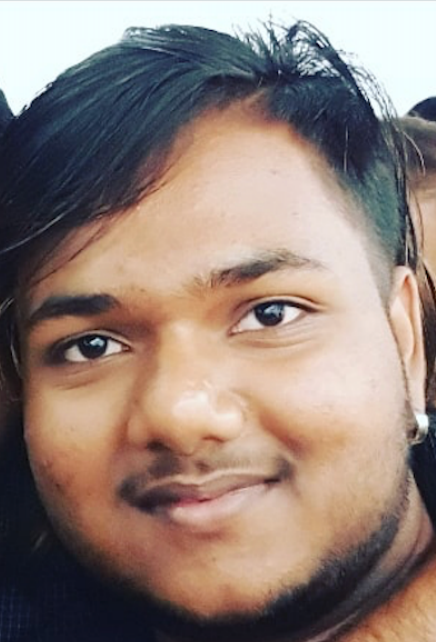
21

Host: Pavlína Chalupková, členka mediálnej iniciatívy Svet medzi riadkami

In 2020 we have continued with preparation and publication of podcast Migration Compass in cooperation with online edition of the weekly magazine .Weekly. Cooperation with them enabled us to reach out to 5.000 to 7.000 listeners on average.

We interviewed experts about specific topics related to migration and integration as well as interesting foreigners living in Slovakia.





COMMUNICATION

In 2020 we have published **10 articles on HRL blog on sme.sk** informing about legal developments or legal disputes which we have been engaged in, explaining their nature in less legalistic understandable manner.

We have been able to acquire about 350 new followers for our **Facebook** page, maintained our communication on **Instagram** and established our presence and communication on **LinkedIn**.

We have prepared personal stories of foreigners. You can read about how pandemics impacted migration, how to preserve humour vis-a-vis integration challenges, how to raise children in multilingual environment, why their migration journey ended up in Slovakia, how they were able to orientate themselves here, what surprised them about Slovakia. Some of the also speak about their experience working as a cultural mediator in our project KapaCITY.



Barbora Meššová

Migračný kompas
Liga za ľudské práva

WE HAVE COMMUNICATED ABOUT

FOTKA: JÁN GOMBALA (VIDEOART) I

→ How asylum seekers in Slovakia are provided with food in asylum camps: The price for provision of food got extremely high in one of the camps in procurement implemented by the Ministry of Interior. We have informed the Foundation Stop Corruption about it. The Foundation examined the case and wrote an article about it.

→ “How the proverb “Love knows no Borders” have crashed against the external borders of the EU in times of pandemics”: Even though love recognises no borders, law often prevents people from life together especially during pandemics.

→ Updated statistics about migration and asylum in Slovakia

→ We have prepared new information materials for our foreign clients. We have regularly updated especially so called Covid information about measures and assistance adopted by the government during Covid-19 pandemics in Slovak, English, Russian and later also in Serbian.

→ Our director Barbora Meššová appealed for the need of civic and political participation of foreigners in adoption of policies at national and local level in a videospeech at the event of the Plenipotentiary for Civil Society in the Slovak Republic during the Week of Open Governance.

PERCENTAGE OF FOREIGNERS IN POPULATION OF SLOVAKIA

HUMAN
RIGHTS
LEAGUE
LIGA ZA LUDSKÉ PRÁVA

TOTAL

150 012 (2,75 %)*

PROJECTS/ SOURCES OF FUNDING

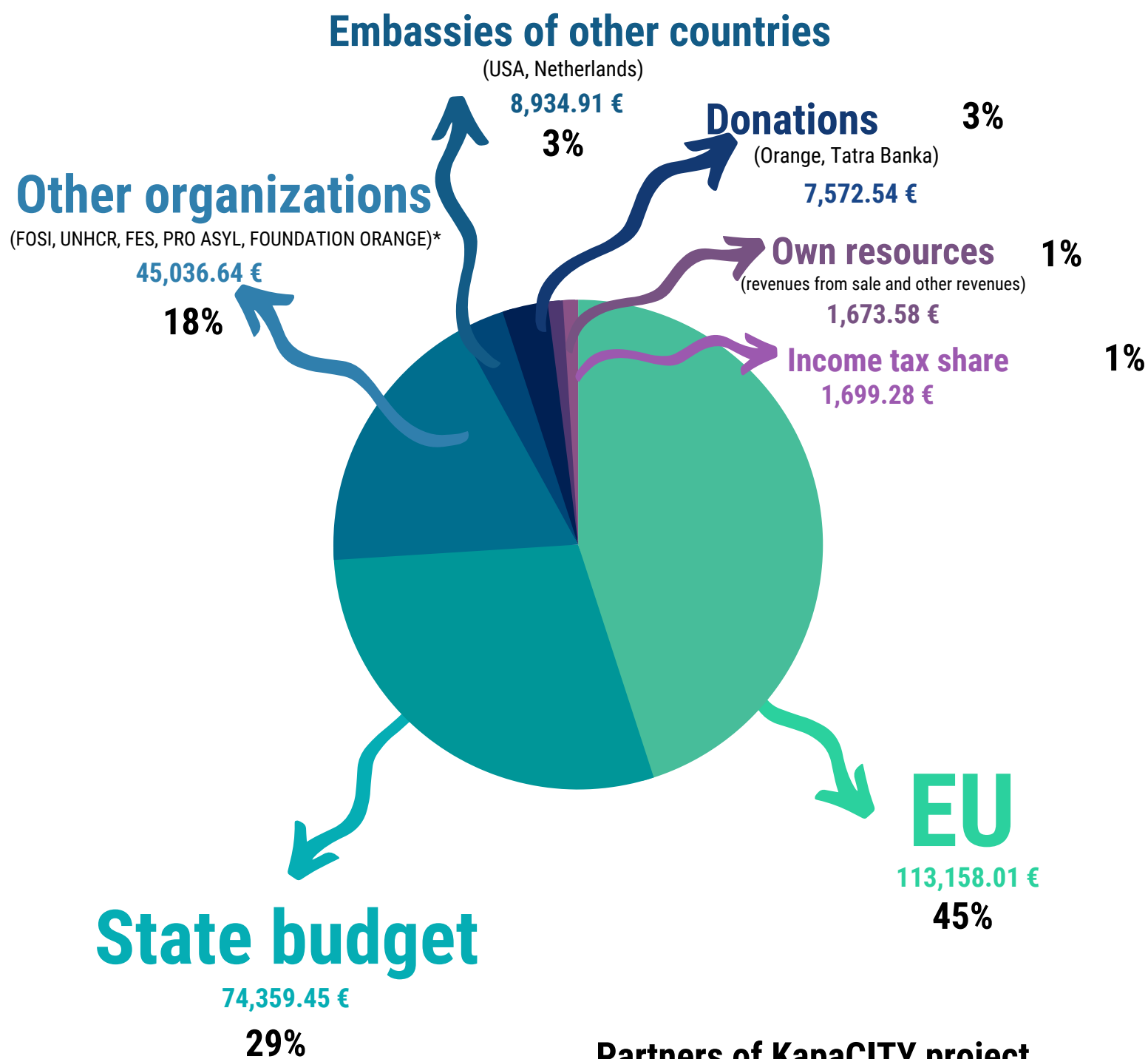
NAME OF THE PROJECT AND SOURCE OF FUNDING	PRICE/INCOME
PROJECT KAPACITY - SUPPORT OF INTEGRATION OF MIGRANTS AT LOCAL LEVEL ASYLUM, MIGRATION ANED INTEGRATION FUND (EU+STATE BUDGET)	207 115,55 € thereof project partners: 106 702,35 € without partners: 100 413,20 €
PROJECT MIGRATION COMPASS EUROPEAN SOCIAL FUND (OPERATIONAL PROGRAMME EFFECTIVE PUBLIC ADMINISTRATION) + STATE BUDGET	31 168,42 €
INSTITUTIONAL GRANT OPEN SOCIETY INSTITUTE	35 345,21 €
PROJECT LET'S GIVE REFUGEES A CHANCE IV. MINISTRY OF JUSTICE OF THE SLOVAK REPUBLIC SUBSIDY FOR THE PROMOTION, SUPPORT AND PROTECTION OF HUMAN RIGHTS AND FREEDOMS AND FOR THE PREVENTION OF ALL FORMS OF DISCRIMINATION, RACISM, XENOPHOBIA, ANTI-SEMITISM AND OTHER MANIFESTATIONS OF INTOLERANCE	34 492,03 €
PROJECT REPORTING EFFECTIVELY ON DEVELOPMENT, MINORITIES AND MIGRATION EUROPEAN COMMISSION - DEVELOPMENT, EDUCATION AND AWARENESS RAISING PROGRAMME	21 443,81 €
PROJECT SUPPORT OF REFUGEES IN THEIR INTEGRATION AT THE LABOUR MARKET VEL'VYSLANECTVO SPOJENÝCH ŠTÁTOV AMERICKÝCH JULIA TRUST FUND	7 035,68 €
PROJECT ASSISTANCE AND SUPPORT FOR TEACHERS, MIGRANTS AND UNACCOMPANIED CHILDREN DURING CORONA CRISIS ORANGE FOUNDATION - ASISTANCE FUND	2 600,00 €
PROJEKT ACCESS TO JUSTICE AT IMPLEMENTATION OF THE RIGHT OF MIGRANTS FOR FAMILY AND PRIVATE LIFE, INCLUDING LGBTI MIGRANTS EMBASSY OF THE KINGDOM OF THE NETHERLANDS	1 899,23 €

NAME OF THE PROJECT AND SOURCE OF FUNDING	PRICE/INCOME
CONTRIBUTIONS FROM OTHER ORGANISATIONS	7 091,43 €
(UNHCR, FRIEDRICH EBERT STIFTUNG, FOUNDATION PRO ASYL)	
2% OF TAX ASSIGNATION	1 699,28 €
FROM 2019 AND 2020 TAXES	
DONATIONS FROM NATURAL AND LEGAL PERSONS	5 297,12 €
DONATIONS FROM NATURAL PERSONS VIA DONOR PORTALS	2 275,42 €
OWN AND OTHER RESOURCES	1 673,58 €
(REVENUES FROM THE SALE OF GOODS AND SERVICES, OTHER REVENUES)	
TOTAL INCOME	359 136,76 €
TOTAL INCOME WITHOUT PARTNERS	252 434,41 €

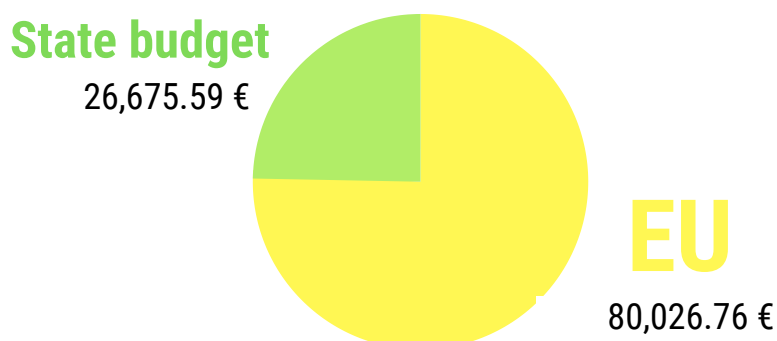


In 2020 the **contributions from the amount of personal income tax (2% of personal income tax)** were used primarily to co-finance Migration Compass project, record several episodes of the podcast, organize the Forum on Integration. Thanks to these resources we have hosted a first time ever ECRE regional meeting of NGOs working with migrants in Central and Eastern Europe in Košice, which resulted in press conference and the public statement requesting that the state authorities which protect borders should primarily protect international norms and rule of law.

BUDGET 2020



Partners of KapaCITY project



* FOSI - Foundation of the Open Society Institute
FES - Fridrich Ebert Stiftung

COST STRUCTURE 2020

COSTS	SUM
OFFICE SUPPLIES	348,09 €
OTHER SUPPLIES	375,24 €
HYGIENIC AND CLEANING SUPPLIES	18,28 €
PROTECTIVE TOOLS AND RESPIRATORS	403,04 €
SMALL ASSETS UP TO 1 700 EUR	549,00 €
CONSUMED PURCHASES	1 693,65 €
REPAIRS & MAINTENANCE	211,33 €
TRAVEL COSTS AND ACCOMMODATION- TEAM MEMBERS	1 952,73 €
RENTAL AND RELATED SERVICES - OFFICE PREMISES	11 168,89 €
RENTAL - OTHER PREMISES (CONFERENCE, WORKSHOPS, SEMINARS, EDUCATIONAL ACTIVITIES)	1 137,00 €
ECONOMIC SERVICES	6 955,00 €
TRANSLATION AND INTERPRETATION	1 993,32 €
PRINTING MATERIALS	68,00 €
IT SERVICES	195,00 €
MEMBERSHIP FEES	350,00 €
COMMUNICATION COSTS - PHONE	0,94 €
COMMUNICATION COSTS - INTERNET	129,60 €
POSTAL COSTS	252,60 €
WEB PORTAL SERVICES (DOMAINS, WEBHOSTING)	137,12 €
FACEBOOK ADVERTISEMENT	11,42 €
ONLINE COMMUNICATION AND WEBINAR PLATFORM SERVICES	250,77 €
LICENSE AND PROGRAMS FEES	188,66 €
HONORARIA - PUBLIC AND EXPERT EVENTS, EDUCATIONAL ACTIVITIES (LECTURES AT SCHOOLS, WORKSHOPS, ETC.)	1 708,00 €
HONORARIA - PODCASTS, INTERVIEWS, ARTICLES	1 190,00 €
HONORARIA - EDUCATIONAL MATERIALS FOR SCHOOLS (MANUAL FOR TEACHERS)	600,00 €
GRAPHIC SERVICES	800,00 €
POSTPRODUCTION OF VIDEOS AND RECORDINGS	1 782,00 €
TECHNICAL SUPPORT OF ONLINE EVENTS	600,00 €
PR SERVICES AND COMMUNICATION CAMPAIGN	6 780,00 €
DEVELOPMENT OF WEBPAGE WWW.KAPACITY.SK	4 104,00 €
TEXT PROOFREADING AND EDITING	1 132,00 €
MOVING SERVICES	938,69 €
CLEANING SERVICES	107,00 €
EDUCATIONAL COURSES	240,00 €
SERVICES - PROJECT MRG (EXTERNAL MANAGEMENT, EXPERT SERVICES, TUTORING OF AN ONLINE COURSE ON MEDIA, MINORITIES AND MIGRATION)	16 185,08 €
OTHER SERVICES	290,53 €
SERVICES	61 459,68 €
SALARY COSTS	122 193,44 €
STATUTORY SOCIAL INSURANCE COSTS	42 699,42 €
STATUTORY SOCIAL COSTS	3 181,49 €
PERSONNEL COSTS	168 074,35 €

COST STRUCTURE 2020

COSTS	SUM
WRITTEN OFF RECEIVABLES	34,37 €
INTERESTS	7,60 €
EXCHANGE RATE LOSSES	1,82 €
SETTLING ACCOUNTS WITH PARTNERS OF KAPACITY PROJECT	106 702,35 €
REFRESHMENTS FOR PARTICIPANTS OF EXPERT AND PUBLIC ROUNDTABLES (CONFERENCES, WORKSHOPS, SEMINARS, ROUNDTABLES AND OTHER PUBLIC EVENTS)	2 187,03 €
BANK FEES	159,42 €
INSURANCE OF PROPERTY AND SERVICES	217,53 €
OTHER EXPENSES - CLIENTS AND OTHER COSTS	118,01 €
OTHER COSTS	109 428,13 €
CONTRIBUTIONS PROVIDED TO OTHER ENTITIES (OSF - JOURNALISM AWARD)	2,000.00 €
DONATIONS PROVIDED TO INDIVIDUALS (CLIENTS/TARGET GROUP)	122,54 €
CONTRIBUTIONS	2 122,54 €
TAXES AND FEES (ADMINISTRATIVE FEES, NOTARY SERVICES, OTHER TAXES AND FEES)	149,98 €
TOTAL COSTS WITH PARTNERS	342 928,33 €
TOTAL COSTS WITHOUT PARTNERS	236,225.98 €



CONTACT INFORMATION



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PEOPLE IN HRL 2020

Lawyers



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member of the
board of
directors



Barbora Olžbutová



Michaela Dojčinovičová



Sabína Zetková

PR



Monika Chaloupková



Miroslava Molnár Lachká

Management



Barbora Meššová
director



Zuzana Kažimírová,
financial director

Financial Coordination



Lucia Vlasáková

THE BOARD OF DIRECTORS



Miroslava Mittelmannová
president of the board



Miroslava Stará



Helena Tužinská



Zuzana Številová
honorary member of the board

PEOPLE IN HRL 2020

Project coordinators



Peter Ivanič



Martina Krajčovič

Cultural Mediators



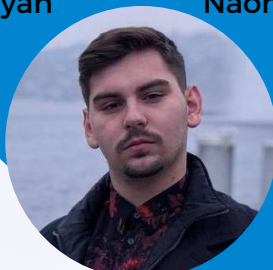
Yaroslav Lysenko
Banská Bystrica



Anna Barseghyan
Bratislava



Naomi Hužovičová
Trnava



Gleb Fishchenko
Banská Bystrica

Interns



Lukáš Novák
LAW FAULTY OF MASARYK
UNIVERSITY IN BRNO



Alexandra Waksmanská
LAW FAULTY OF
P.J.ŠAFÁRIK UNIVERSITY IN
KOŠICE



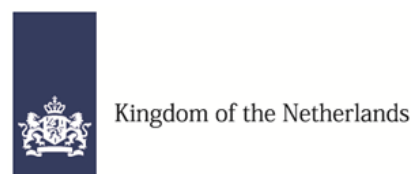
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