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- Our Employees
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- Resilience and Nutrition Security
- Social Protection and Inclusion
- Education and Skills Development
- Sustainable Livelihoods and Environment
- Good Governance

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Photo on title page: The Ladies in White movement has long been peacefully working to achieve human rights objectives in Cuba. We have been active in the country since 1997, supporting independent civic organisations, journalists and dissidents, including, for example, the Ladies in White movement.
Photo: © Ueslei Marcelino / Reuters

Graphic design: Carton Clan

People in Need is a member of Alliance 2015



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In 2015 we provided support to volunteers and organisations offering material, psychosocial, and legal assistance to refugees on the Balkan Route. Photo: Tomáš Vlach, Idomeni, Greece

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Dear Friends,

Thank you for giving us some of your time. This Annual Report you are about to read provides information about the scope of our work over the past year. We continued our long-term activities to support the development of people, communities, and regions in a number of countries in Asia, Eastern Europe, and Africa. In addition, there was a huge increase in the aid we provided in dangerous and very needy areas in Eastern Ukraine and northern Syria, where the situations are complex.

Given the rising trend in many authoritarian countries to suppress basic human rights and to limit freedom, we helped our colleagues in many countries – active citizens who do not ignore minority rights, those who consider their country's decision-makers to be important and who value the ability to publicly express their opinions and to have uncensored access to information.

In the Czech Republic, we continued in our efforts to improve the situation of people suffering from social exclusion, the majority of whom are Roma, mainly through investing in children and youth in order to give them a chance to have a better life than their parents. We deepened our cooperation with local self-government and national administration authorities as regards ethnic minorities and people with special needs with the aim of strengthening openness and increasing inclusion in education.

We addressed thousands of teachers, tens of thousands of children, and hundreds of thousands of young people with our information programmes aimed at global education, societal relationships, important findings from the recent past, or climate change issues and migration. The One World Film Festival also plays an important role towards the general public.

The year 2015 continued to be plagued by conflicts in a number of countries and the world's regions. In addition, the year saw the highest number of refugees since the Second World War, people who were forced to leave their homes. The general chaos and the uncertainty in the democratic world regarding the future, combined with many other factors, introduced a level of tension within our society as well as increased pragmatism, almost bordering on cynicism. I am convinced that, particularly at a time like this, the right thing to do is to continue in our work and to not make any compromises in our visions and objectives, or in the values on which our work is based.

My thanks to all who support and assist us in our mission.

Yours faithfully,
Šimon Pánek

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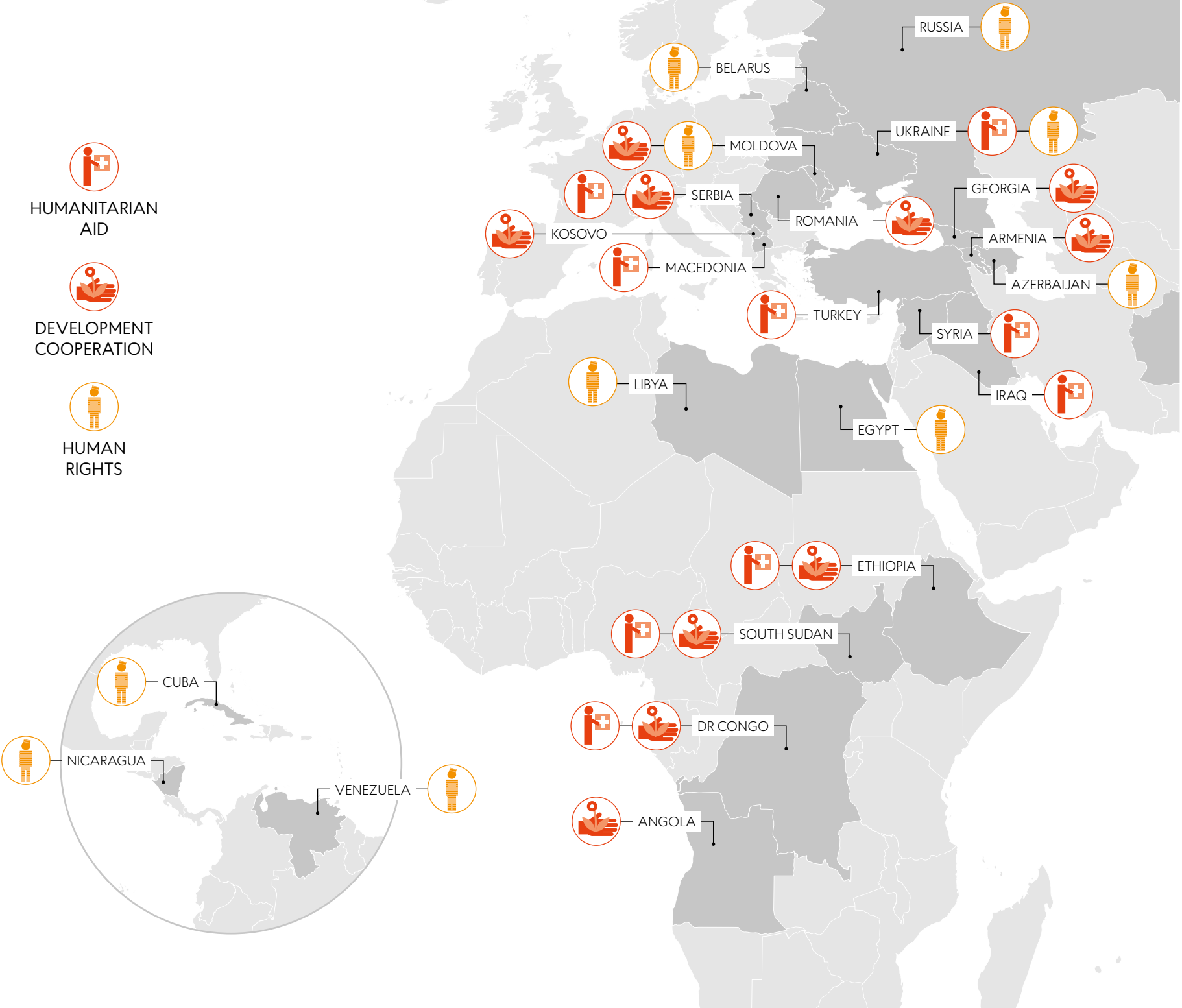
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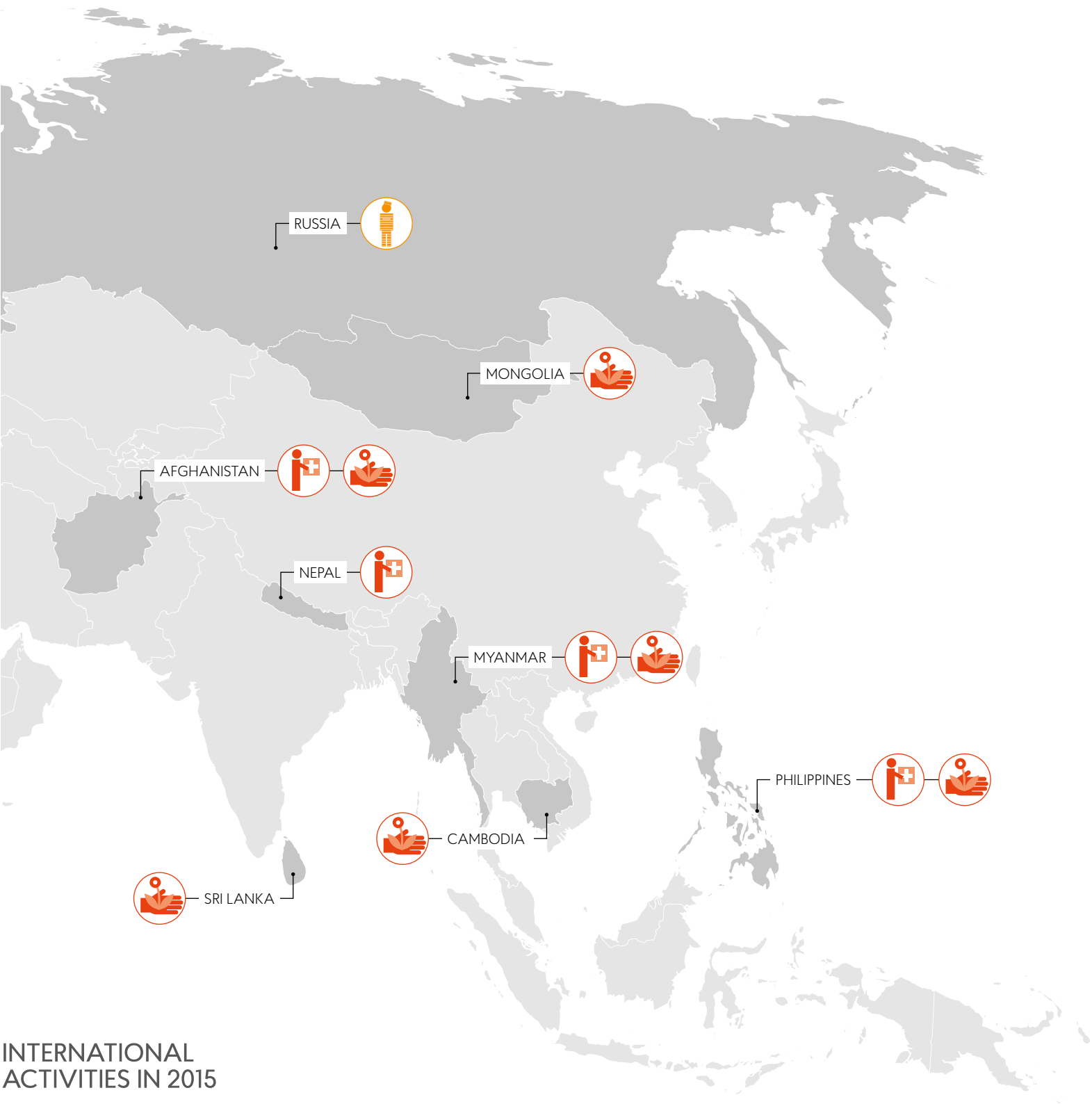
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Over two hundred of our employees are providing aid to more than a million of the most vulnerable people on both sides of the conflict in Ukraine. Photo: Iva Zímová

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PRIORITIES OF THE RELIEF AND DEVELOPMENT DEPARTMENT

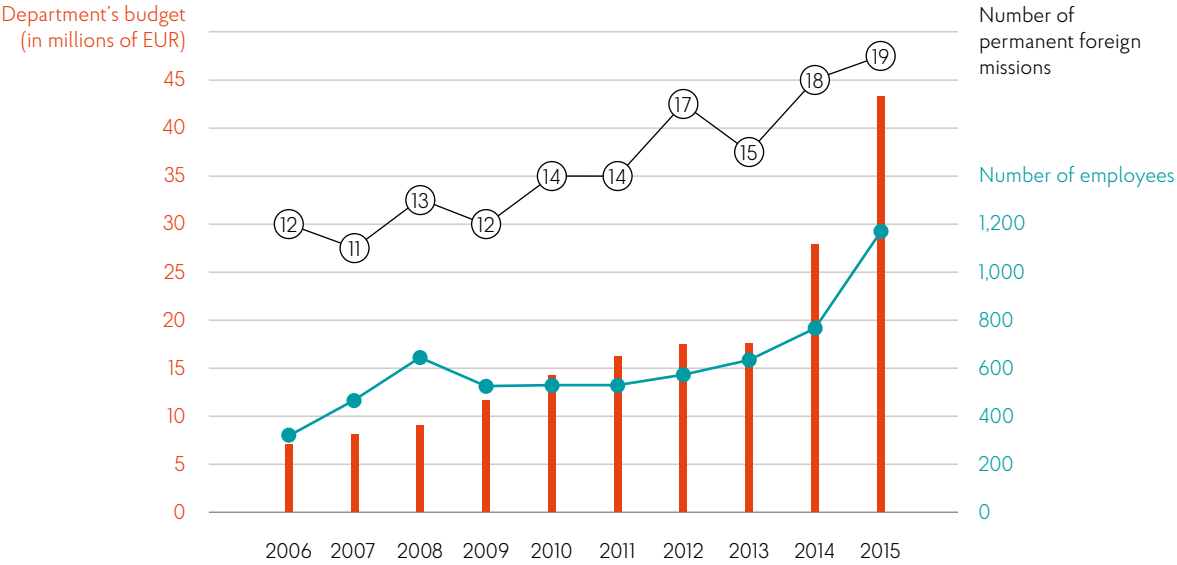
Last year, just as in the year prior to that, the Relief and Development Department more than doubled its budget. With an annual turnover of close to fifty million euros, we became a medium-sized organisation, which is respected mainly for its ability to act flexibly and effectively to achieve tangible results. Unfortunately, what would be an unambiguous indicator of success in the commercial sector is, in our case, a sign that suffering in the world is not on the decline. Quite to the contrary, military conflicts have started to have even more of an impact on our region.

People in Need became one of the main organisations providing aid to the victims of war in Syria and Ukraine, continued our work in Iraq, and supported volunteers and non-profit organisations providing aid to refugees in the Balkans. In addition, last year we managed to do even more and helped a greater number of people in countries and regions afflicted by long-term problems. Overall, sixteen of our nineteen foreign missions grew financially, reflecting the growing reputation of the work we carry out abroad.

Thanks not only to our teams, but also because of the system and processes we use, our organisation successfully handled this growth and we have maintained transparent and effective management and control at the financial, administrative, and project levels. We consider the continuously increasing confidence of our largest donors not only to be positive feedback, but also as a challenge to use this growth for further investments in quality, in order to ensure that our work has a greater effect and so that we can better measure its results and share our know-how with other stakeholders.

Another of our priorities is to exert a greater effort and to systematically invest more in our staff,

VOLUME OF FOREIGN AID SINCE 2006



strengthening their capabilities, and creating an environment that allows people to develop, learn, and take on more responsibilities. Over the past three years the number of our employees has doubled. The Relief and Development Department's 1,200 staff members require us to make a targeted investment in people, not only so that we can hire people, but also to allow us to guarantee that all of our employees receive adequate support, feedback, the conditions for personal growth, and, no less importantly, that their safety is ensured to the maximum degree possible. For this reason, human resource management was one of our main priorities in 2015 and will continue to be the central theme of our new strategy for the next five years.

Jan Mrkvička
Director, Relief and Development Department

Alliance 2015

In addition to People in Need, the Alliance 2015 strategic partnership includes the following organisations: the German Welthungerhilfe, the Irish Concern Worldwide, the Swiss HELVETAS, the Dutch Hivos, the French ACTED, and the Italian Cesvi. The members of Alliance 2015 work together in eighty-nine countries and their annual combined budget is approximately one billion euros.



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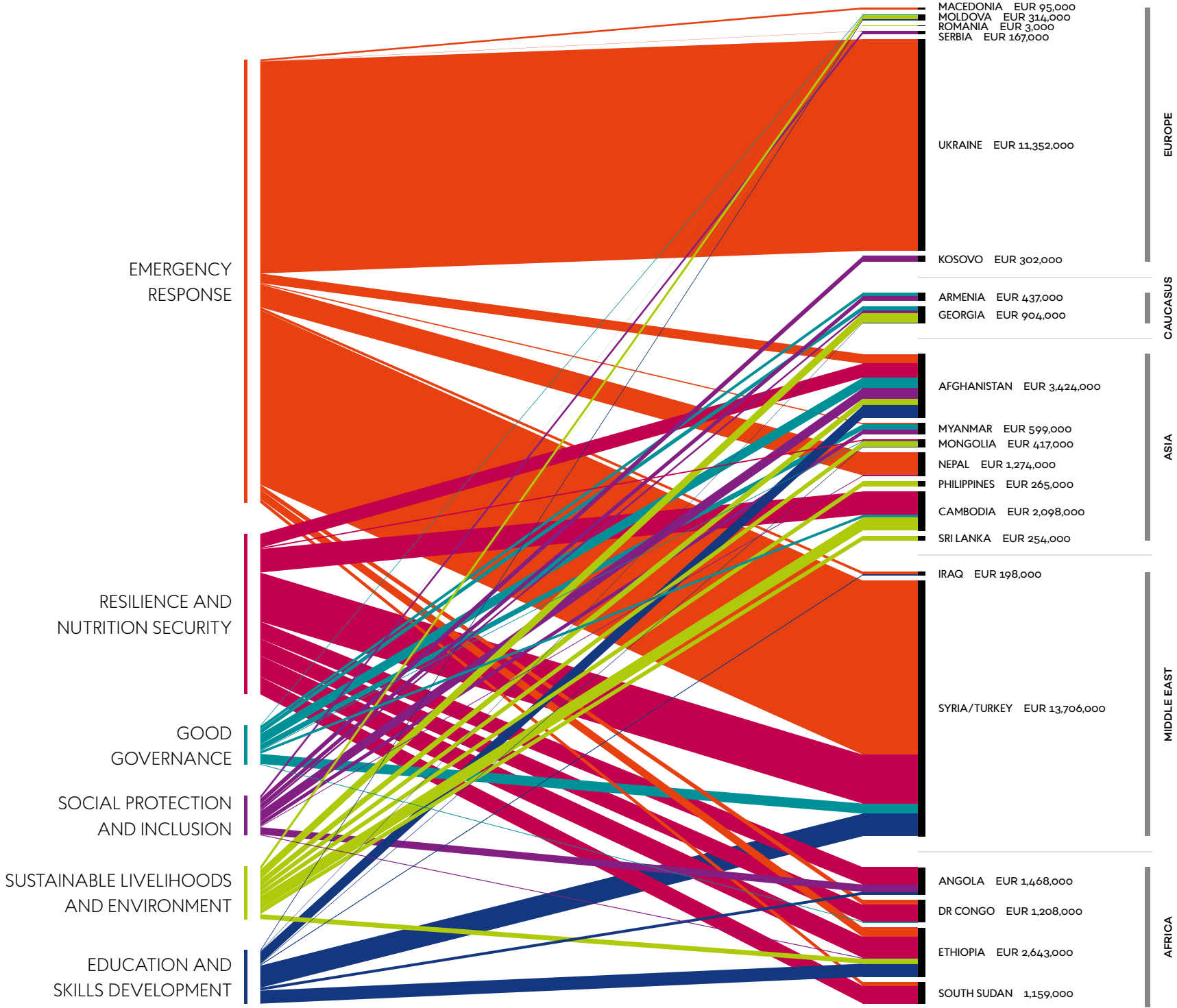
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OUR EMPLOYEES

Sara Worku

was born in the Ethiopian capital of Addis Ababa. She started working for People in Need more than six years ago on a project aimed at preventing and eliminating the trafficking of children. Today, Sara is Acting Director for PIN's Ethiopia mission. *'I am truly proud that our Ethiopian projects have such a positive impact in so many areas affecting the most vulnerable communities in Ethiopia. We have a strong team, which performs excellent work. In addition, I am personally grateful that I have this opportunity to participate in the fight against poverty and malnutrition in my country.'*



Denisa Bultasová

is PIN's Desk Officer for Nepal and Philippines. When the Philippines were hit by Typhoon Haiyan, she was in charge of managing the aid provided to families who had lost their means of subsistence. After the earthquake in Nepal, Denisa was a part of the team who set out for the location during the first days after the catastrophe. *'It is very diverse work, which continuously evolves and fills me with humility. I enjoy performing work that, for the most part, leads to positive changes in the lives of people who have limited possibilities for improving their situation without assistance. I also enjoy the rush of adrenalin as well as dealing with situations that one cannot entirely influence and to which one must submit.'*



Mohammed Chaar

is originally from Aleppo, Syria, from which he fled because of the war. In October 2013, he decided to leave his home because of the worsening security situation and the arrival of armed units. He currently works in the Turkish city of Gaziantep, as the Finance Assistant for PIN's Syrian mission. From here, he also participates in the provision of humanitarian aid in northern Syria, including in his hometown of Aleppo.

'The Syrian conflict is very complex. It is influenced by a number of local and foreign parties, all of whom serve to only worsen the situation. Until they cease supporting murderers, the war will not end. A part of my family still remains in Syria, but most of my friends have fled either to neighbouring countries or to Europe. I would like to return once everything is over in order to help rebuild our country. Currently I work for PIN and my job is fulfilling. I am able to help those who are suffering at home, in our country.'



James Mathiang

lives with his family in a brick house in the village of Nyamell in northern South Sudan, the world's youngest and poorest country. When he was fourteen, James was conscripted into the army and sent to fight in Ethiopia, 700 kilometres away from his home. He could barely carry his weapon, but was nevertheless forced to fight in a civil war side by side with his peers, aged seven to sixteen. *'When I left home, I was very small and it was difficult for me to bear. However, it was the only way to survive the war. We walked for three months. We were exhausted, undernourished, and sick.'* He spent five years in Ethiopia, then moved to a refugee camp in Kakuma, Kenya. He did not return home until twenty long years later.

'When I was in Kakuma, I often dreamt that one day I would work for the new South Sudanese government and help my people. They were truly suffering at the time.' Now James works as a Project Officer for PIN in South Sudan and really is helping these people.



TRAGEDY IN AFGHANISTAN

The greatest tragedy in the history of the People in Need organisation occurred in 2015. During an attack on the PIN office in Afghanistan, nine of our colleagues were brutally murdered. On the night of 1st/2nd June 2015, gunmen burst into our office in the remote Zari District in the Balkh Province in northern Afghanistan and shot nine of our employees. There was no advance warning of the attack, no threats or other warning signals to indicate an increasing level of danger. A PIN support team, including the organisation's director Šimon Pánek, left for Afghanistan the following day. We provided the victims' families with immediate aid and are providing long-term support for their children's education. This tragedy left a mark on the presence of People in Need in Afghanistan and on the way we carry out our work there. All of our offices in the southern Balkh Province where the attack occurred have been closed and stricter security measures have been implemented at all of our offices in other regions of the country. After thorough consideration and listening to the opinions of our Afghan colleagues, we made the decision not to abandon the country during this difficult period and to continue working in order to help the most vulnerable people.

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OVERSEAS AID PROGRAMMES

MOLDOVA
1 4 2 7



ROMANIA
1



SERBIA
2 2 1 2



ARMENIA
3 1



GEORGIA
3 14 11 7



KOSOVO
1 1 2 3



EUROPE AND
CAUCASUS
31 projects



expatriates

local employees

partner organisations
and institutions

DR CONGO
3 1 4 27 6



ANGOLA
7 3 30 79 9

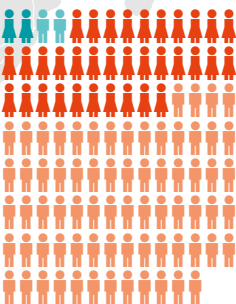


AFRICA
43 projects

SOUTH SUDAN
2 2 2 13 1



ETHIOPIA
2 2 34 72 11



UKRAINE
9 10 113 102 4



8 : 100
for every 8 of our expatriates,
there are 100 local employees

108
partner organisations
and institutions

MACEDONIA
3 8 2



IRAQ
2 1 5 1



HUMANITARIAN
AID
27 projects

1,159
employees in total

54
employees at our headquarters

MONGOLIA
1 7 3 5

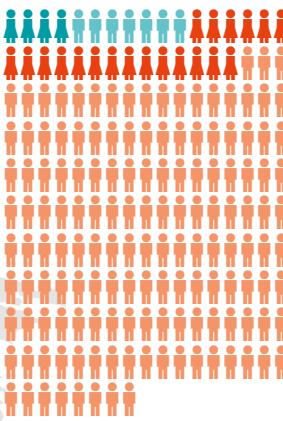


ASIA
67 projects

AFGHANISTAN
5 2 35 215



SYRIA/TURKEY
4 7 20 147 4



PHILIPPINES
1 8 11 12



CAMBODIA
4 3 18 25 21



MYANMAR
4 9 7 6



NEPAL
3 5 14 18 5



SRI LANKA
1 1 1 1



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UKRAINE:
AID ON BOTH SIDES
OF THE CONFLICT

People in Eastern Ukraine faced a second year of war in 2015, as well as another very harsh winter. The battles along the entire front line led to the loss of even more civilian lives and the infrastructure was heavily damaged. Mainly during the first half of the year a blockade in these areas led to a dramatic increase in the need for humanitarian aid.

Currently, about 3.1 million people are in need of aid, particularly in the separatist-occupied areas of Eastern Ukraine, where the basic mechanisms of social protection have completely ceased functioning. In February, the Second Minsk Peace Agreement entered into force, and, although the intensity of the battles did decrease to a certain degree, it did not bring the long-expected truce. The fighting has not stopped and the truce continues to be breached to this day.

Many remain entirely dependent on humanitarian aid

Thanks to our active involvement in providing aid during the first phase of the war, we are one of the very few organisations that have successfully established programmes on both sides of the front. In summer 2015, the separatists forced foreign humanitarian organisations to halt their activities in Eastern Ukraine. After registrations were renewed in October 2015, People in Need and the International Committee of the Red Cross are the only two organisations allowed to carry out their activities in the separatist-controlled areas.

We have permanent offices in Sloviansk, Donetsk, and Stakhanov, and over two hundred of our employees deliver assistance to more than a million of the most vulnerable people on both



The loss of their homes, food shortages, and damaged infrastructure continue to afflict millions of people in Eastern Ukraine. Photo: Roman Lunin

sides of the conflict. In 2015, we primarily focused on distributing food aid, providing household furnishings, helping to repair homes, supporting refugee collective centres, ensuring deliveries of drinking water, and providing psychosocial assistance.

Life on the front line

The small town of Avdiivka is considered to be one of the most dangerous locations. The sound of machine gun fire is unceasing and mines continue to explode at an uncomfortably close distance. The people have, however, become accustomed to the sounds of war. *'I would like to believe that things will go back to normal. But the situation continues to worsen. I cannot stop thinking that maybe we should not remain here, that it would*

be better to pack up and escape as quickly as possible,' says Irina, one of the local residents who receives food vouchers from People in Need.

Between January and August, Irina lived in the chemical plant where she worked. Then she went on maternity leave and had to move in with her mother. However, the situation is very bad and both women have problems supporting themselves. *'While I was still working at the plant, I kept on telling my mother not to ask for any humanitarian aid, as there were people who needed it more than us. But now we have no other choice,'* she adds. Irina does not want her future daughter Sophia, who will be born in three months, to experience this current situation. If the situation on the front line close to Avdiivka deteriorates even more, Irina is prepared to flee.

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SYRIA
AND THE MIDDLE EAST CRISIS

The conflict in the Middle East, which has already forced more than fourteen million people to flee from their homes, has resulted in the largest humanitarian disaster of the present day. The war in Syria is in its fifth year. It has claimed more than 470,000 lives, caused 4.8 million refugees to leave the country, and resulted in 6.6 million internally displaced persons. A peaceful solution does not seem to be anywhere in sight. The situation is similar in Iraq, where the conflict has driven 3.4 million people from their homes. At this time, 23.5 million people require humanitarian aid in both countries. The long-running conflicts and economic crisis have destabilised the entire Middle East and a direct consequence of this is the wave of migration to Europe.

Over the course of the year, the dynamics of the war in Syria changed dramatically after Russia entered the conflict on the side of the pro-government forces. There was an escalation in both air attacks as well as ground battles, leading to new hardship and a further loss of civilian lives. The systematic violation of human rights and international humanitarian law is a daily occurrence throughout the entire region.

Food aid and cooperation with local self-government

In 2015 we continued to provide humanitarian aid in northern Syria, particularly in Aleppo and Idlib, which are the two provinces with the highest number of internally displaced persons. In addition to distributing food and food vouchers, we try to provide more long-term forms of assistance, such as support for local markets, farmers, and agricultural production. We engage the local residents through cash for work projects and cooperate with the local governance bodies to ensure access to drinking water and basic



In war-torn Syria, we are focusing on rebuilding schools and providing support for the education of local children. Photo: PIN archives

public services. We also support the operations of twenty schools, where we pay the running costs, the teachers' salaries, and the cost of required reconstruction. We provide the teachers with psychosocial training, so that they are adequately prepared to work with children in a wartime context.

In Iraq, we provided aid to internally displaced persons mainly in the form of distributing material and financial assistance. We also continue to support the return of children to schools.

In 2015, we extended our assistance to include Turkey, where there are now officially more than 2.5 million refugees. In cooperation with our partners from Alliance 2015, we have prepared a programme for supporting the integration of Syrian refugees, which will be implemented over the coming years. We place special focus on the education of Syrian children.

Helping people on the run

At the start of 2015, a large number of refugees began travelling through the Western Balkans. Working together with Czech volunteers, we provided aid to refugees in Serbia, mainly at the Berkasovo/Bapska border crossing. We have temporarily taken on the task of coordinating the work of all the humanitarian aid providers in the town of Šid. With our support, volunteers distributed food, tea, and warm clothing, helped build and organise transit camps, and provided assistance during medical examinations. Since September, we have also been active in the transit centre located in the Macedonian town of Gevgelija. Working together with the local La Strada Opengate organisation, we provided aid mainly to families with children, mothers, and other vulnerable groups.

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NEPAL:
WE HELP PROTECT
THE MOST VULNERABLE

'When the earthquake hit, my younger sister and I were at home alone. We spent the first three days with others in a temporary shelter. We were terribly afraid. We didn't know what had happened to the rest of our family,' relates Sima Gurung from Kerauja. She lives not far from the epicentre of April 2015's earthquake in one of the more than twenty camps for internally displaced people in which we are active.

Here, part of our Nepali team focuses on protecting women and children from domestic violence, human trafficking, and child marriages. Many of these problems existed in Nepal prior to the earthquake, but were made worse when families lost their houses and livelihoods. While living in temporary shelters, women are more vulnerable to sexual violence and lack basic privacy. *'In the camp, we showered in a communal washroom. People in Need built new showers so that women can have privacy, and installed lights in the toilets where we were afraid to go in the dark,'* praises twenty-six-year-old Sharmila Ghale. Thanks to small cash contributions, women's groups can also identify and implement their own practical solutions to address the challenges they face after the earthquake. We also trained women and men in how they should intervene if vulnerable members of the community are under threat.

Women have also received support and training on small business activities: *'I learned how to knit clothes for my family. In the future, I would like to open a shop with knitted goods,'* says a smiling Sima. She also participated in a "cash for work" programme where villagers are employed to repair community infrastructure, earning money in the process to begin reconstructing their homes and lives. Because the earthquake caused damage to roads and many land-

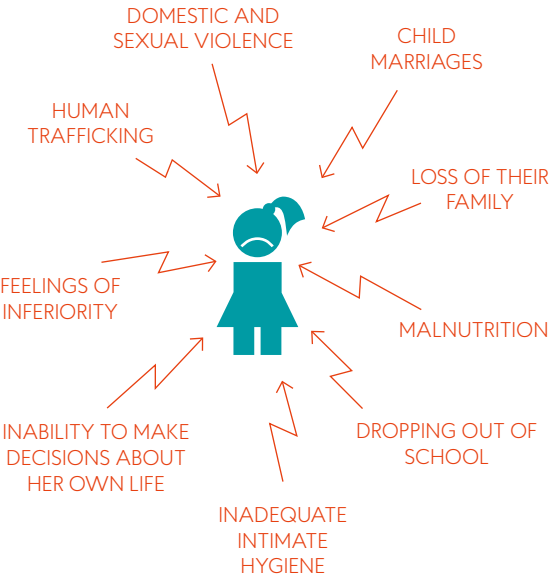


The first week after the earthquake, we organised the distribution of rope and tarpaulins in Nepal. Photo: Tereza Hronová

slides, emergency aid to these afflicted high-mountain areas was often only possible through the use of helicopters.

Nepal suffered its most destructive earthquake of the past eighty years in April 2015. The tremors reached a magnitude of 7.8, claiming 9,000 lives, injuring 22,000, and leaving over 300,000 families homeless. Thanks to the support of donors and through cooperation with our Alliance 2015 partners, our team was able to deliver emergency supplies to the most affected areas and help coordinate the humanitarian response within the first weeks following the quake. Many of the households People in Need supported were among the most remote and lived in high altitude mountainous areas where weather conditions are harsh. For this reason, most of the emergency aid consisted of shelter materials, tools, and winter items, such as mattresses and blankets.

WHAT DO NEPALESE WOMEN
AND GIRLS NEED TO BE
PROTECTED AGAINST?



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HUMANITARIAN AID




UKRAINE

armed conflict and IDPs

 food aid (packages and vouchers) for an average of **21,000** people per month
3,640 monthly food rations for social institutions

 shelter ensured for a total of **39,500** people

 water mains repaired for **2.3 million** end consumers
water deliveries for **39,000** people
hygiene kits distributed to **37,245** people

 psychosocial assistance for **7,871** people
small community projects for **28,000** people


 direct financial assistance for **9,061** families for their housing needs in the average amount of USD **300**




SYRIA

armed conflict and IDPs

 food aid (packages and vouchers) for an average of **187,620** people per month
nutritional paste for **22,500** children
6,238 tons of flour distributed to bakeries for bread baking

 drinking water deliveries and waste removal for **81,050** families (**486,000** people)

 support for **20** schools (**8,094** students) – repairs, fittings and equipment, teacher training and salaries


 direct financial assistance for **6,000** individuals in the average amount of USD **90**
paid public works for **3,380** individuals for **3** months





NEPAL

earthquake and IDPs

 materials provided for provisional repairs to the homes of **14,320** families (**71,600** people)
non-food items for **18,030** families (**90,150** people)

 **9,191** individuals in villages and IDP camps, mainly women and children, are better protected against violence and abuse


 books and school supplies for final exams provided to **1,648** secondary school students

 small cash grants for covering the basic needs of **5,490** families in the amount of USD **75**
distribution of **54** large-capacity tents for schools, health posts, and administration centres

AFGHANISTAN


flooding, earthquake, armed conflict, and IDPs


 **70** houses built (for **445** people), material and hygiene kits for **542** families (**4,417** people)

 direct financial assistance for **1,426** families in the average amount of USD **200**

IRAQ

armed conflict and IDPs


 material assistance during the winter for **310** families (**1,860** people)

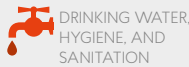
 **2,078** children attend **10** schools supported by PIN (the Back to School Campaign, distribution of textbooks and teaching aids – ‘school in a box’, therapeutic kit, supplementary teaching materials, benches, soap, and psychological assistance / school supplies for **3,351** students / **60** teachers supported (increasing their teaching capabilities, the concept of child-friendly schools, and basic psychological assistance)

SERBIA AND MACEDONIA

refugees

 clean up around the Gevgelije Transit Centre (Macedonia) – **10** people for **4** months

 support for Czech volunteers in the Berkasovo Transit Centre (Serbia) – coordination, distribution of clothing and hygiene products, and information services / direct assistance for **300** vulnerable individuals



2.5 million
MONTHLY FOOD RATIONS
SYRIA, UKRAINE, AND NEPAL

REPAIRS AND RECONSTRUCTION
OF
26,500
HOUSES AND FLATS
UKRAINE, NEPAL, AND AFGHANISTAN

DRINKING WATER AND WASTE
REMOVAL FOR
2.8 million
PEOPLE
UKRAINE AND SYRIA

PSYCHOSOCIAL SUPPORT AND
PROTECTION FOR
16,850
PEOPLE
NEPAL, UKRAINE, AND SERBIA

DIRECT FINANCIAL
ASSISTANCE FOR
26,050
FAMILIES

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STRENGTHENING PEOPLE'S
RESILIENCE IN DROUGHT-
AFFECTED AREAS IN
SOUTH ETHIOPIA

The world is facing the most dramatic global climate change in modern history. In Ethiopia it is reflected in repeated long periods of drought, as a result of which rivers and lakes are drying up. In a country where the vast majority of the population makes a living through farming, a lack of water has devastating effects. People lose their means of subsistence and cannot provide food for themselves and for their families. Neither local communities nor local institutions are able to help them. Strengthening their resilience and supporting their ability to face similar situations is therefore critical not only for the country's future development, but also to protect people's lives.

Improving the resilience of the population in developing countries requires a comprehensive approach involving a wide range of activities. Local people, communities, but also local officials and governments must all be actively involved in the process. Functional social protection mechanisms should be established to protect the most vulnerable groups. On a wider scale, local conditions must be considered a major factor affecting resilience, and efforts should be made to develop alternative means of subsistence to ensure that families are able to earn a basic income and access sufficient food. Also fundamental in the resilience building effort is developing quality healthcare with a stress on better informing local populations on safe hygiene. All of these points must also take into account the developing climate changes. When we cannot prevent a crisis, we should at least support the local population and help them become more



In Ethiopia we focus on increasing people's awareness about safe hygiene, infant nutrition, and we also try to diversify people's diet. Photo: Tereza Hronová

resilient to its consequences – this is what we are trying to accomplish in these countries.

Aster, a mother of seven, lives with her husband in a traditional house in southern Ethiopia. She earns her living growing local crops, such as teff, which is used to make injera, a local traditional flatbread. The success of the harvest is entirely dependent on the rainfall. When the rains come too late or not at all, people go hungry. *'When the drought was very bad, I had to send my children to fetch water from the river, which is a day's journey away. They had to stop going to school, but we had no other choice at the time,'* recalls Aster.

In Ethiopia our activities aim at improving the lives of the local population, strengthening their resilience and their ability to care for themselves and their families. In the south of the country,

in the community where Aster lives, we work in cooperation with other organisations to improve access to drinking water, teach safe hygiene practices, and mitigate the risk of illnesses and epidemics. We introduce new, more effective farming methods and provide support for animal husbandry, so that people can adopt new livelihoods and do not have to rely on external assistance. *'People in Need has built a new well, so now we have drinking water located only twenty minutes away from our house. We also learned how to follow proper hygiene practices, which we were not used to before. Our life has completely changed; our children are not sick so often, they do not suffer from diarrhoea and are stronger,'* says a smiling Aster.

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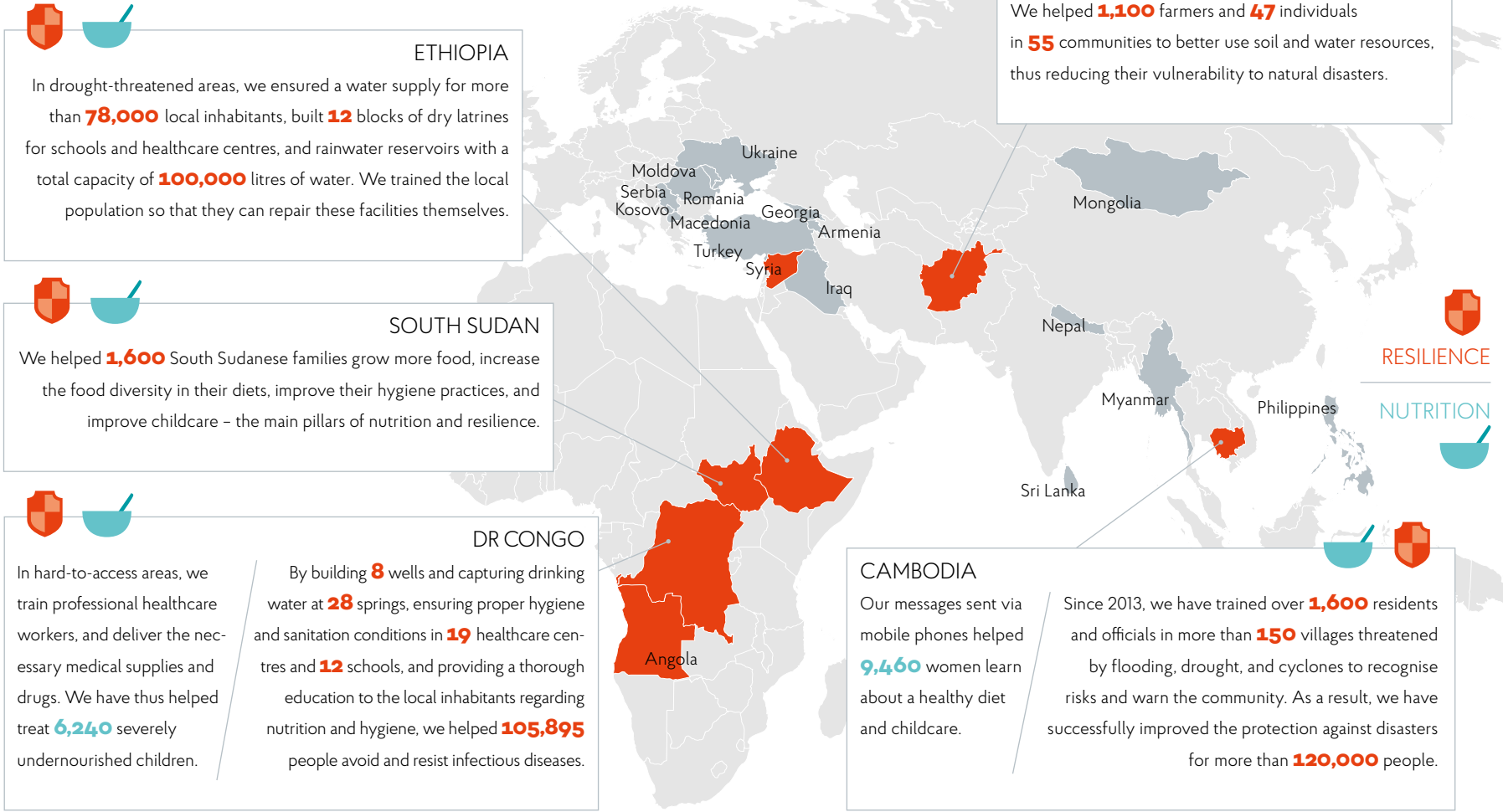
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HUMAN RESILIENCE AND NUTRITION



THE STORIES OF SOME OF THE PEOPLE WE HAVE HELPED:

‘I learned a lot from People in Need’s employees about how to prepare healthier meals for my children. I also make sure that my cooking space is clean and always wash my hands with soap.’

says **Mary Alual Kuol** (36), a mother of five, from **South Sudan**.



‘Thanks to People in Need I am able to feed my family and protect my house against flooding. I learned how to build terraces to limit erosion on my land, which, because it is located on a hill, posed a flood threat every year. During the rainy season I capture water that I can then use during the summer to water crops such as sesame, onions, and soybeans. I earn enough money to support my family and do not have to look for other work. And my neighbours have started to be interested in this technique as well.’

says **Ajab Khan** from the village of **Shorqul** in **Afghanistan’s Samangan Province**.

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FINALLY FREE AFTER
YEARS IN AN INSTITUTION:
TRANSFORMATION OF
SOCIAL SERVICES IN SERBIA

‘Was I good? I think so. I listened to everyone!’

This is one of the most common sentences you will hear in institutions for the intellectually disabled throughout Serbia. People live here for decades, completely cut off from society. They get up, they wash themselves, they drink coffee, they watch television, and they go to bed. Everything according to a precisely defined schedule, day after day, without the opportunity to make any choices. The majority of the clients were deprived of legal capacity once they were admitted to the institution, which, in practice, means that they cannot make decisions about anything and they cannot leave the institution. There are very few personnel and they do not have professional training; and an individualised approach is impossible. For this reason, we started to provide support to the institution in Veliki Popovac, which had decided to change current practices and show other institutions that the gradual closing down of these facilities and their transformation into social services in the community is possible. Thanks to the cooperation with our experts, the Serbian personnel learned how to work with such practical techniques as supporting their clients, developing their abilities, and respecting their wishes. Twenty clients have already moved away from the institution and live in sheltered housing, where after many years they are learning to live a normal life. They take care of their households, go shopping, go to work, meet with their neighbours, visit their families, and make plans for the future. They are aided by trained assistants – but only to the extent that each individual client actually needs. We plan on continuing to support the transformation of



Nebojša was completely dependent on institutional care. Thanks to our support, he has retained partial legal capacity and works in a restaurant. Photo: PIN archives

institutions and focus on enforcing the human rights of people with intellectual disabilities, starting with reinstating their legal competence.

He spent twenty-one years in an institution without any rights. Finally he can start working and living his life.

A person who has been deprived of their legal capacity has no say in their own life. They cannot decide where and with whom they will live, they cannot work, they cannot manage their own money, they cannot select a doctor, and they cannot raise children unless it is with the approval of their guardian. Nebojša was facing the threat of being declared legally incompetent. *‘I thought that if I was living in an institution I had no rights. I didn’t even know what legal capacity means,’* says Nebojša. Thanks to us, he has successfully retained

partial legal capacity. He was able to register with the local employment office and now works in a restaurant.

Illiterate her entire life, she started to learn how to read and write at the age of forty-six

She knew only the letters in her name. However, a year ago forty-six-year-old Andja moved from the institution to sheltered housing and everything changed. *‘At the institution, I didn’t have to know how to read; there were workers who did it for me. But now I live in my own household, so I have to learn how to do everything myself – and I like it much more this way!’* says Andja, who can now write a short sentence on her own and wants to improve to the point where she can write a letter to her children.

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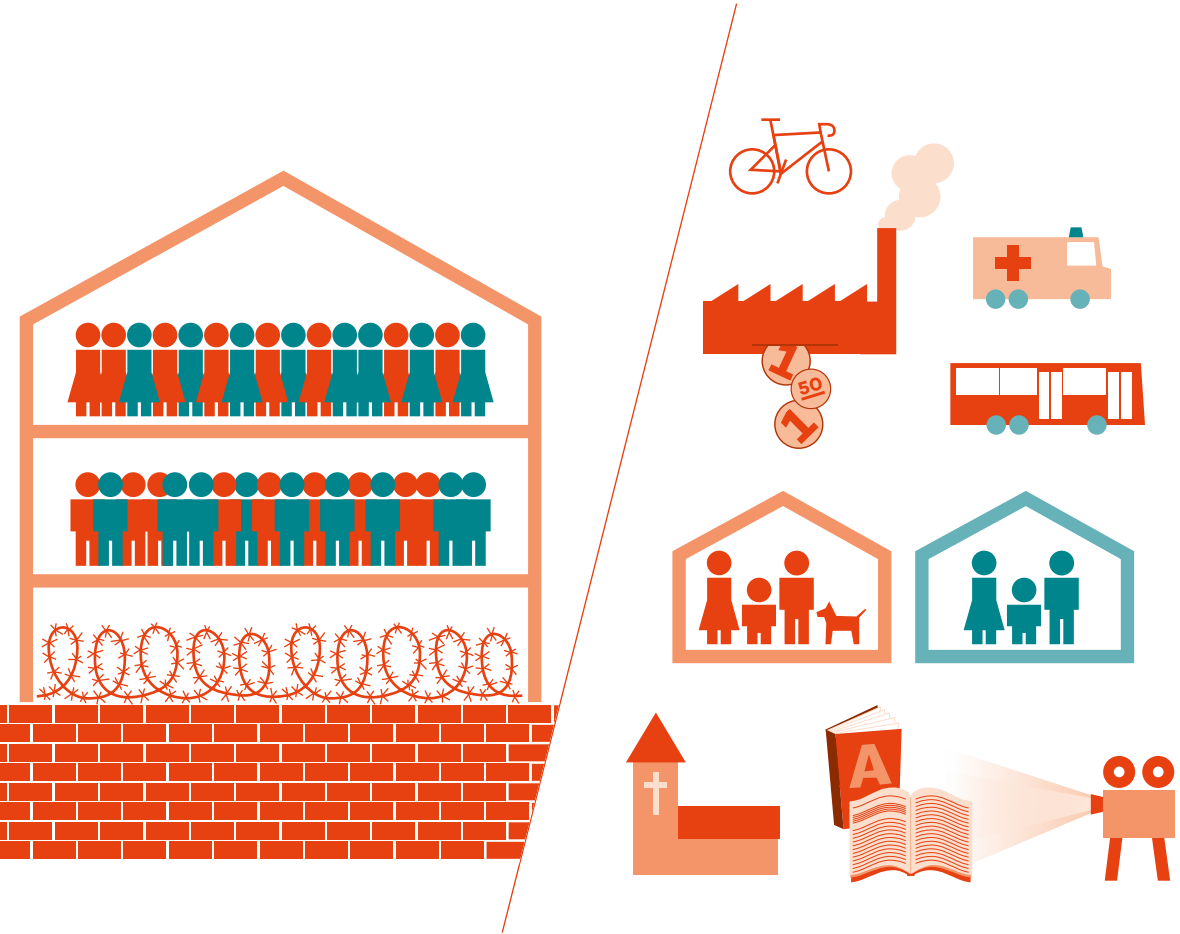
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ADVANTAGES OF SHELTERED HOUSING



INSTITUTION

- separated from society
- high number of resident clients
- needless protection of clients and responsibility on the part of employees – the ‘golden cage’ phenomenon
- individualised approach complicated by the institutional structure
- high number of ‘relationships for pay’ – the clients do not have any friends or other interpersonal relationships outside of the institution
- monotony, lack of privacy, impossibility of making independent choices

SHELTERED HOUSING

- standard housing, in the city centre, normal-looking building
- the disadvantaged person is responsible for their own life
- individualised support and assistance according to the client’s own needs and wishes
- workers come to the client’s home and respect their privacy
- the client’s life is comparable to that of his peers

OUR PROJECTS FOR SOCIAL PROTECTION AND INCLUSION

Kosovo – Employment of People with Disabilities

In cooperation with the Handikos organisation, we established the Supported Employment Agency, which helps people with disabilities find employment in the open labour market.

Armenia – Migration

We helped to establish counselling centres for Armenian migrants. Currently, they are independently operated by the state. They provide migrants with information about their rights abroad and provide grants and training opportunities to migrants who would like to return to Armenia.

Angola – Combating Domestic Violence

11 community groups received financial support that enabled them to implement awareness raising activities on domestic violence. At the same time, we supported income generation activities and thus the economic independence of female victims of domestic violence.

Myanmar – Child Protection

Mapping of community resources and awareness activities was conducted, leading to the set-up of community-based and school-based child protection mechanisms in 10 communities and monastic schools in Central Myanmar. This mechanism will enable communities and schools to identify and report child abuse cases.

Afghanistan – Urban Poverty

In 2015 we facilitated literacy courses and vocational training for 7,000 families living in poor urban areas, and access to small loans through support of saving groups. Using this approach we help to mitigate the consequences of poverty in three of Afghanistan’s five largest cities.

Cambodia – Protection Against Displacement

In Phnom Penh we organised multi-hazard mapping and participatory preparation of re-development plans for site upgrading of urban poor communities under threat of eviction.

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AFTER FLEEING FOR MONTHS,
IRAQI CHILDREN FINALLY
RETURN TO SCHOOL

The long-term instability in Iraq has led to the displacement of millions. A large part of the country has been occupied by the so-called Islamic State (ISIS) since the start of 2014. In a very few areas the situation has improved, such as the Zummar sub-district in the Nineveh Governorate in the north of the country. Armed groups have been pushed to the south and local families have been able to return to their homes after months of displacement. The situation in Zummar is now relatively safe, although there are still remnants of the war, such as unexploded ordnance, which has already injured several people, including some children.

‘We lived a normal, quiet life here. Until the arrival of the ISIS units, who chased us all the way to Dohuk,’ recalls Amer Talmus, a teacher in the village of Tal Mus in Zumar sub-district. ‘Three of my cousins were killed and their houses were blown up. There were things that happened that I will never forget. It was truly a difficult year,’ adds Amer, who has been able to return home after a long time away.

We have been helping the people returning to the Nineveh Governorate since the start of 2015. Our main focus is on rebuilding the education system and providing support to both students and teachers, enabling them to return to school. The local children have missed a substantial amount of schooling. In addition, they must overcome a wide range of traumatic experiences, as they were heavily affected by the violence, displacement, the loss of family members, and the ever-present chaos.

We have helped to reopen ten schools in the Zummar sub-district. We explain to the parents how beneficial the school attendance is for their children.



The return of children to school and the rebuilding of the education system are key steps towards renewing normal life in Nineveh. Photo: Veronika Jemelíková

Over 3,300 children have so far received the school supplies we distribute. During the holidays, we organise all sorts of leisure-time activities. These are meant not only to facilitate children’s return to school, but also their participation in games, creative activities, and sports in the company of their peers makes it easier for them to handle their complicated life situation.

Additionally, over a period of several months we trained sixty teachers in methods of psychosocial assistance for traumatised children, psychological first aid, and conflict resolution. The teachers are able to better communicate with the children during school hours and also organise extracurricular activities for them. The aim is to strengthen the children’s ability to get over trauma, and to promote values such as tolerance towards other groups and non-violent problem resolution.

‘Although the situation has changed and nothing is like it was before, we are trying to maintain continuity with our previous lives. All of Iraq is experiencing a great crisis. Even though it is now safe in Tal Mus, I can see how deeply the conflict has affected the lives and opinions of my students. Training teachers in psychosocial support methods is critical for us right now, in order to allow us to better understand our students and help them overcome problems. Everyone – teachers and students alike – must start living normally again,’ explains Amer Talmus, one of the participants in our training courses for teachers. The majority of the teachers have become fully immersed in their work, even though they often have to work under very difficult conditions, with inadequate material, and with minimal, or even no pay. Good teachers are essential for ensuring a functioning educational system and a better future for the local children.

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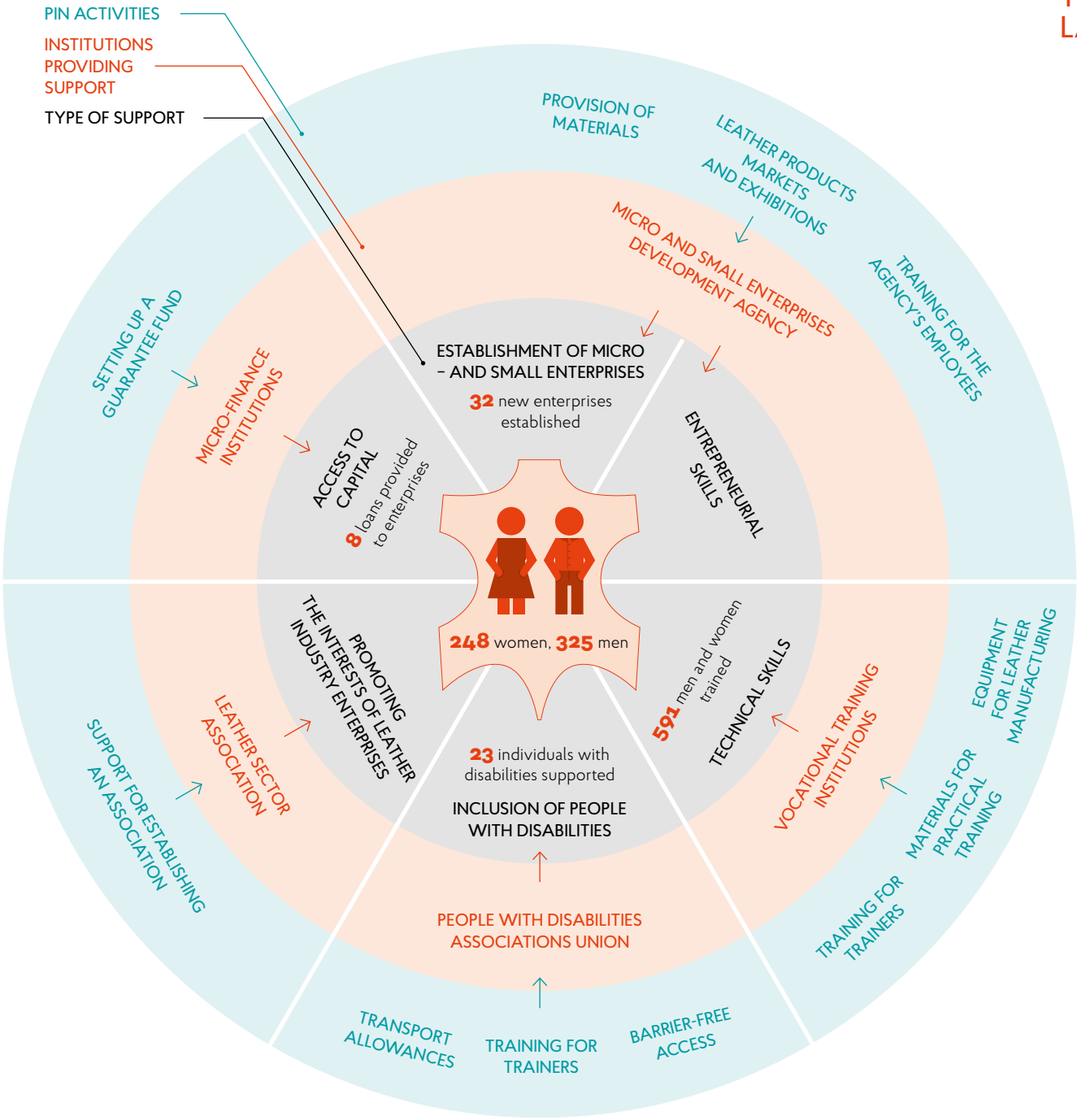
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SUPPORTING EMPLOYMENT IN ETHIOPIA'S LEATHER INDUSTRY



WE CREATE CONDITIONS
ALLOWING YOUTH
TO SUCCEED IN THE
LABOUR MARKET

In the lowest and middle income countries, our aim is make it easier for young people to find a job in the labour market or succeed in business. We achieve this through increasing the knowl- edge and technical, business and soft skills of young people. Just as important a part of the programme consists of creating an environment where youth are supported.

The key to long-term success is support and development of the existing education system and all its stakeholders. For this reason, we do not focus on providing direct support to individuals or to individual schools. One example of this comprehensive support is the programme for Ethiopia's leather industry (see the infographic).

Educational institutions and the local authorities are the two most logical partners as well as the main pillars of the system. Other stakeholders include entrepreneurs, cham- bers of commerce, professional associations, micro-financial institutions, and universities. We help the stakeholders connect with each other and create an environment that facilitates the structured sharing of information and plans, problem solving as well as defining quality standards. Our added value consists mainly in the information and experience we bring from the field. Another important role we play is that of 'watchdog', as we monitor the extent to which the authorities and the institutions fulfil their obligations towards their clients, students, and the public. No less important is the atten- tion we pay to developing the capacities of local institutions – technical, managerial, and, if needed, material resources.

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SUPPORTING NEW
FARMER LIVELIHOODS
IN THE PHILIPPINES

Even today, two years after the destruction caused by Typhoon Haiyan, which affected the lives of 15 million inhabitants, the people in the Eastern Samar Province in the Philippines are still dealing with the consequences of the disaster. The majority of families earn a significant part of their income from selling their coconut harvest. However, Typhoon Haiyan destroyed an estimated 42 million coconut palms and it will take five to eight years until the newly planted trees will start to produce fruits. For this reason, we focus mainly on helping small farmers through supporting alternative farming production.

'The typhoon literally swept our entire home away. It killed all of our animals and devastated all of our vegetables and coconut palms. Only ruins remained on the site where our house stood,' recalls Teresita L. Cabaguing, a mother of five, who lived with her family in a house with a small farm and shop in the village of Mayana in Eastern Samar. *'I was in shock. I was even more horrified when I saw what the entire surrounding area looked like,'* she adds.

During the first phase, we helped farmers and the most affected families secure their basic needs. Over the following seasons, our team focused on the longer-term development of farming communities through expanding and improving their options for ongoing subsistence. By ensuring new and more diverse sources of income, the impact of any similar disasters on the local inhabitants should be mitigated in the future.



These tomatoes and sweet peppers were successfully grown on a model field in the Bacayawan area. Joan Abuda presents his first harvest. Photo: PIN archives

Cooperation with farmers and businesses

In addition to technical agricultural training, we also supported the establishment of functioning links between poor communities and both local and more distant markets. We focused on cooperation with merchants, financial institutions, companies, relevant authorities, and other organisations.

Capable men and women were selected from among farmers and local merchants, who will coordinate the services and material delivery to other farmers in the long-term horizon, pass on their experience, and establish cooperation with consumers, suppliers, and the local authorities. One such example is Teresita, who, together with a group of other beneficiaries, joined our programme. She underwent intensive training in agribusiness, financial literacy, education, and organisational

skills. In addition to training farmers, we establish model fields, and demonstrate the differences between traditional and modern farming methods to the local inhabitants, such as the use of fertilisers, the effective selection of crops, and how to manage the sales.

Sustainability of the livelihoods and environment

In order to ensure sustainable development, whether in an urban or a rural environment, it is necessary to look at both sides of the coin. The first is economic development, which provides people with employment and ensures they have a sufficient income. The second is a stable and healthy environment. This is possible only when we carefully use our natural resources, whether this means soil, water, forests, or original crops and animals.

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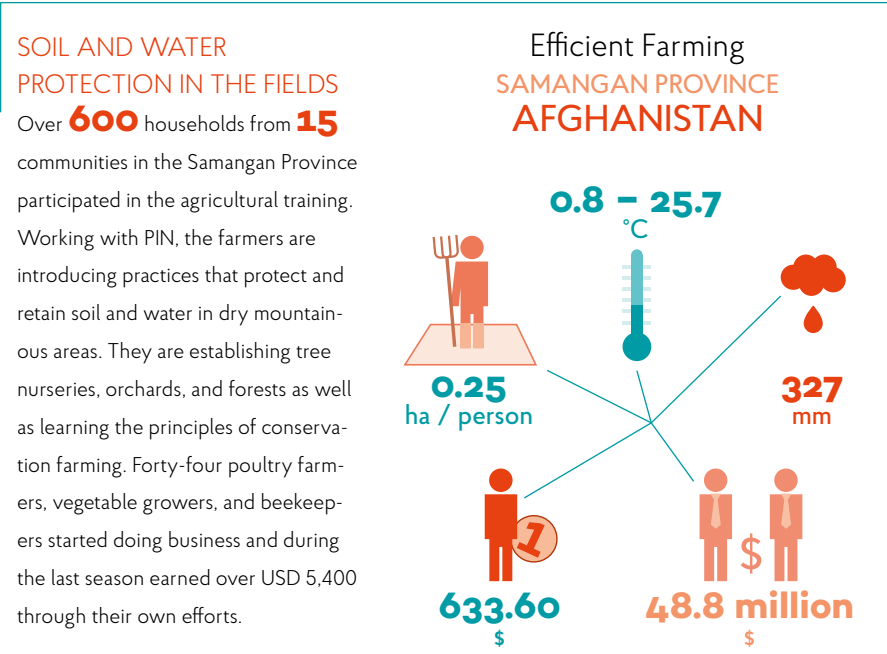
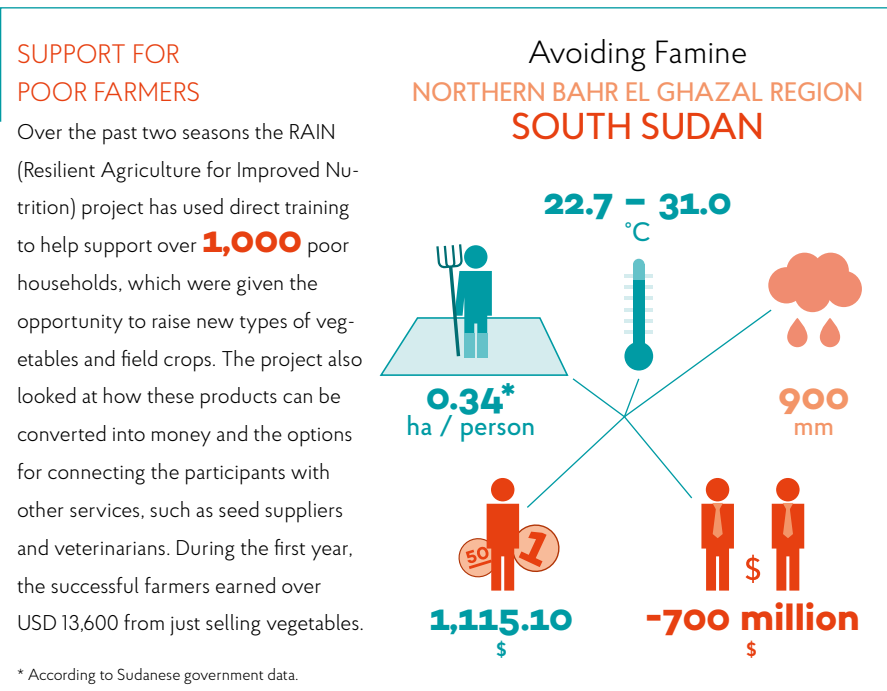
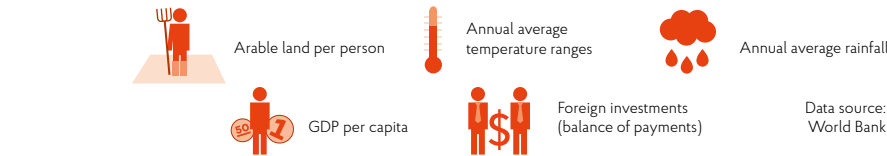
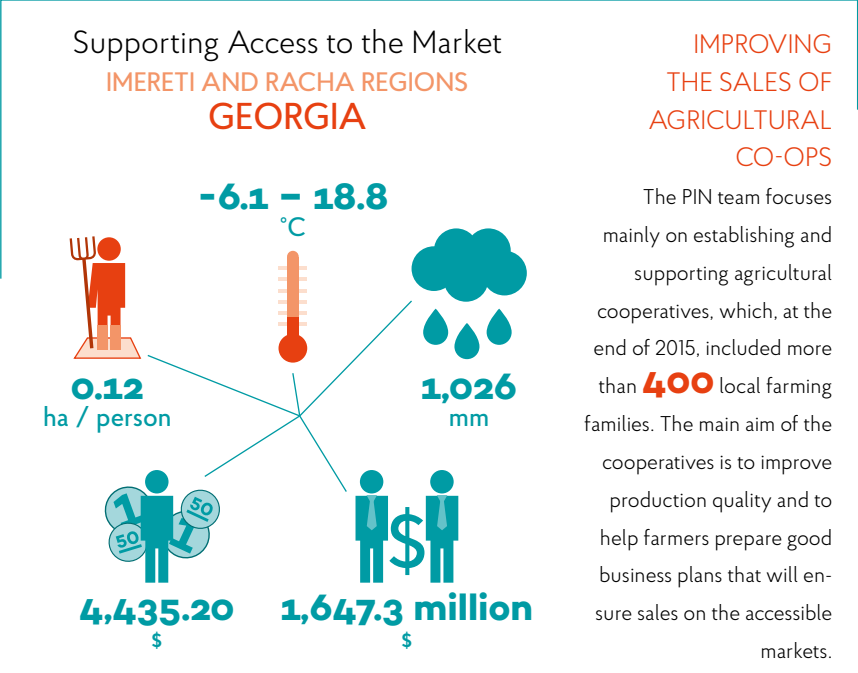
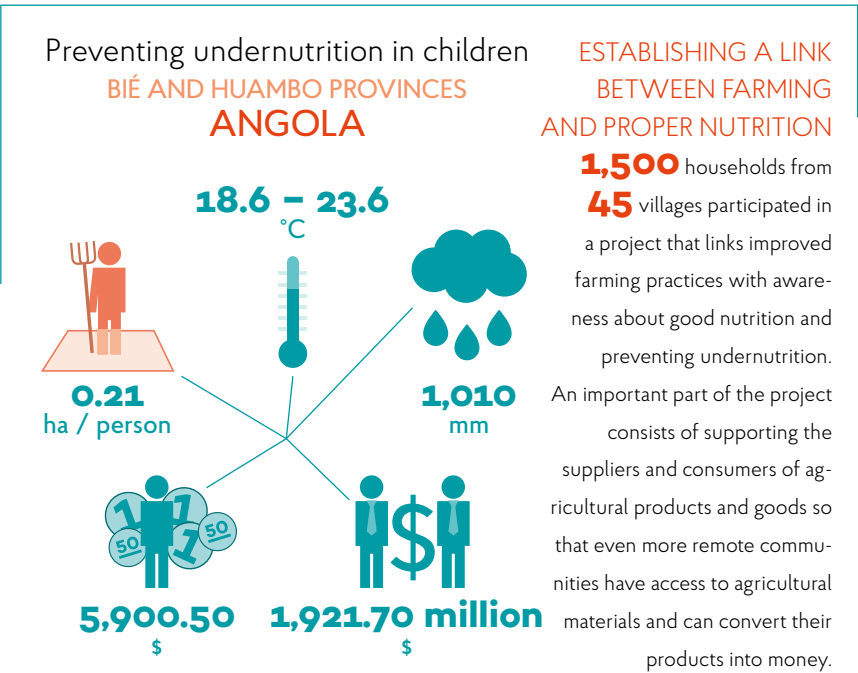
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NATURAL AND MARKET CONDITIONS
VARY FROM COUNTRY TO COUNTRY



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HELPING TO FORM BETTER
LOCAL DEVELOPMENT
POLICIES

In many countries we function as a bridge between people and national administrative authorities. So that we do not have to be involved in problem resolution in the future, we try to support the local administrative authorities in a way that enables them to better understand people's needs, and we teach the people how to better communicate their interests and needs to the authorities. We specifically focus on countries that are undergoing a transformation and those that have been affected by war.

Supporting good governance in stable countries

In countries undergoing a political and social transformation, such as Myanmar, we pay attention to strengthening responsible, transparent, and effective governance at both the local as well as the national level. Civic organisations in these countries are pressuring for system reforms and, at the same time, are raising awareness about human rights and democratic processes amongst the general public. The state administrative organs have yet to learn how to listen to the public, as, in many countries, they have not done so for decades.

Democratic elections in Myanmar and fulfilled expectations

Last year, critical parliamentary elections were held in Myanmar, which were positively affected by an active and engaged civil society. 'People started to arrive while it was still dark, long before the polling stations were opened. They sat down and waited. No one wanted to miss this opportunity,' says PIN's Theingi Khine. In connection with these elections,



Courses in civic education and journalism for representatives of local organisations. Photo: Daniel Calderon Gonzalez, Myanmar

we focused primarily on developing civic journalism and civic education for the representatives of local groups. This resulted in 106 trained representatives and 41 involved civic organisations. Intensive cooperation also initiated long-term relationships with the media, and a number of civic journalists decided to start their careers as independent news writers.

Involvement of young people and non-profits in Georgia

We have been focusing on youth initiative groups and fledgling non-profit organisations in Georgia over the long-term. The aim is to increase the participation of citizens in the decision-making processes at the local level. Selected representatives of local self-government, from the civil sector as well as from the communities, form advisory

committees that resolve local development issues. In 2015, more than 3,000 people were involved in making local policy decisions within the context of nine new action plans. 'Even though these advisory committees are something new for us, we can already see how beneficial mutual cooperation can be,' says Koba Dzidziguri, a member of the local government.

Particularly the presence of young people is considered to be of great value. 'Thanks to this project, our state representatives have re-evaluated the role young people and non-profit organisations play in decisions about local planning. It helps us to cooperate better and to obtain valuable feedback, which we can subsequently present to our government,' explains Zaza Gochelashvili of the Tkibuli District Development Fund.

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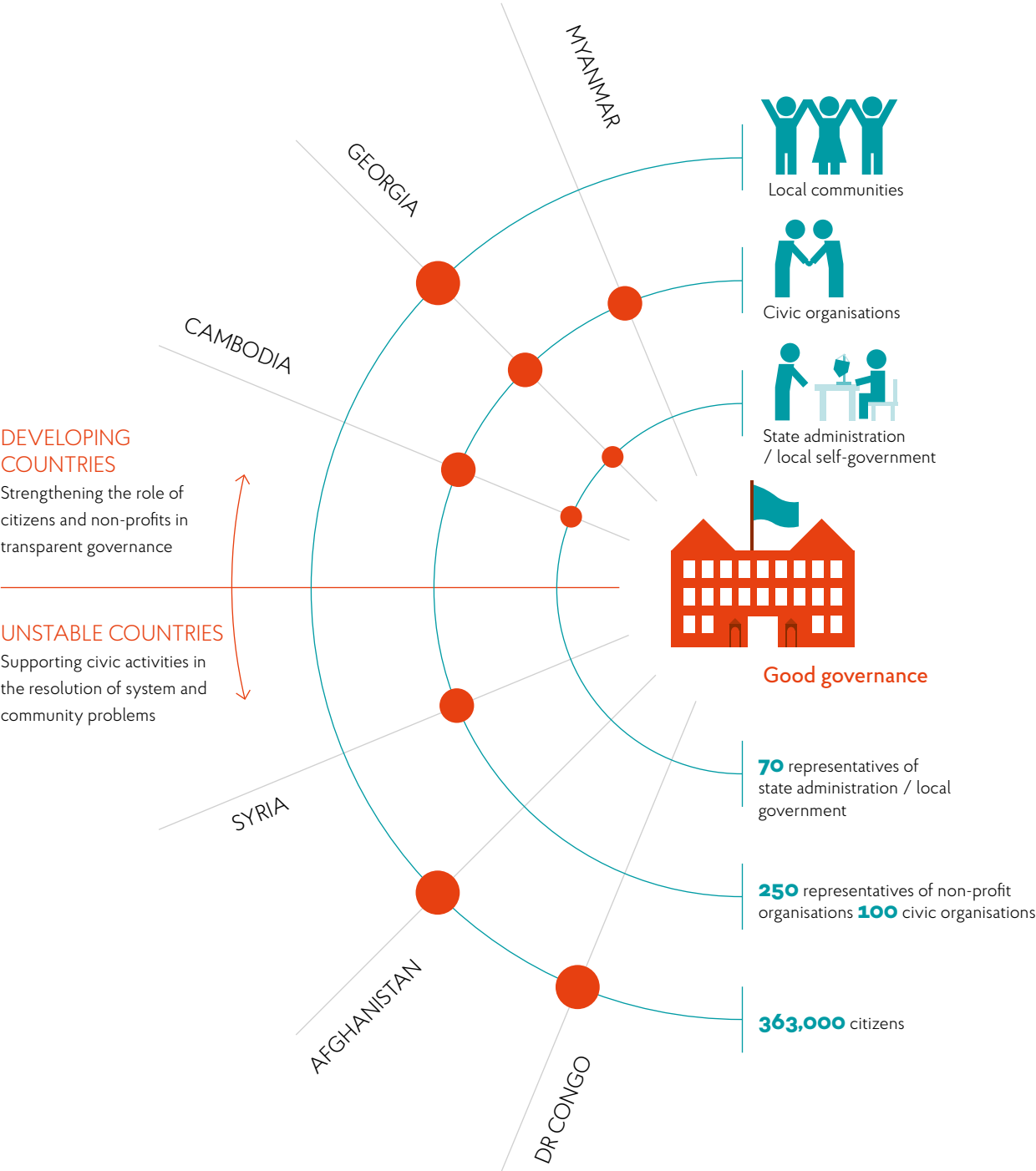
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GOOD GOVERNANCE IN OUR PROJECTS



CRISIS OF UNSTABLE COUNTRIES

Unstable countries are those where the government does not have the needed authority or does not have control over a part of its country. This leads to humanitarian crises and the violation of human rights. In places such as Afghanistan, the Democratic Republic of Congo, and Syria, we strive to reach a point where local government serves the people and not vice versa.

Community development in Afghanistan in the hands of citizens

Within the framework of the National Solidarity Programme in Afghanistan, we help communities establish Local Development Councils, which work with the village elders to decide on community priorities. *'I am proud that my village elected me as a member of the Local Development Council. We determined our greatest need to be the construction of a healthcare centre,'* says Abdul Rahim, an inhabitant in one of the villages.

DR Congo and justice within reach

Political instability and poor security have a negative impact on the country's development. People must deal with corruption and have poor access to the courts due to high fees. According to our research in 2015, only 3.6% of the local population are aware of their rights and court procedures. We have therefore focused on increasing awareness about human rights and the functioning of the courts amongst fifty thousand people in the eastern part of the Democratic Republic of Congo.

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The wave of repression against civil society in Azerbaijan continued in 2015. Photo: Aziz Karimov, Azerbaijan.

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SUPPORTING DEMOCRACY
AND HUMAN RIGHTS IS EVEN
MORE IMPORTANT TODAY

Last year continued to be marked by turbulent events. The long-standing unresolved conflict in Syria and the associated refugee crisis awakened Europe, which had thus far shut its eyes to the problem. The world of a comfortable and safe Europe was suddenly brought closer to the world of war and a lack of freedom, leading to many emotionally charged and passionate debates in the European region about how to resolve the situation.

Within this atmosphere, the topic of supporting human rights and democracy has taken on more importance, in regards to countries with repressive regimes, as well as in countries with functioning democracies. In some of the Central European countries, nationalist voices have started to gain strength, and populists are taking advantage of the refugee crisis, and the related concerns of their citizens, for their own political purposes. The opinions promoted by these politicians are often moving beyond the boundaries of democratic principles. Even in the Czech Republic, we see an alarming trend of veering away from support for human rights and democracy in the world. The country's political representatives either do not express any interest in the topic, or openly reject it and on the contrary place their support with the country's business interests – which incidentally is built upon a mistaken premise. As a result, the Czech Republic's reputation as a long-term and active supporter of pro-democratic dissent in authoritarian countries has been slowly fading.

In spite of this situation – or maybe even because of it – last year we started placing a more



We present the Homo Homini Award to individuals who stand up for human rights. In 2015, the award was aimed at Cuba. Photo: Michaela Čejková, Prague, 2016

intensive focus on increasing awareness of human rights and democracy and supporting these principles in the Czech environment. We supported a dialogue that took place in the Chamber of Deputies about the importance of human rights and

In the Czech Republic we are monitoring the disturbing trend of moving away from supporting human rights and democracy in the world.

democratic values with regard to Czech foreign policy. We have continued to organise meetings between human rights defenders from various countries and Czech politicians and journalists, and also held various events for the public.

The ongoing repression of civil society

In 2015 we witnessed the continuation of a trend in the post-Soviet states that restricts human rights and freedoms, and systematically spies on and persecutes independent non-governmental organisations and individual activists, including targeted propaganda that defames their activities and the values of democracy, freedom, and human rights. As in the past, these methods were used against citizens by the governments in Russia, Azerbaijan, the Central Asian countries, and even in the South Caucasus country of Armenia. In these and other countries in Eastern Europe, People in Need has been supporting the development of a civil society and activities aimed at complying with human rights and democratic principles for a long time.

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In addition to continuing our direct assistance to human rights defenders, organising workshops and seminars about various topics, and providing small grants to non-governmental organisations, last year we worked in cooperation with partners from Poland and Norway to establish the Prague Civil Society Centre, which has the objective of providing long-term support for civil society in the post-Soviet countries.

Within the immensely complex context of Egypt, where activists are tortured in prison and the government applies restrictive laws criminalising the activities of non-profit organisations, we have supported legal groups that provide pro bono services to activists (often students and journalists), who are being persecuted for their criticism of President Sisi.

Cuba reached a great milestone in 2015 in the form of warmer relations with the United States. In reality, life for the island’s ordinary citizens has not changed much, as the Cuban government wants to retain its power whilst at the same time enjoying the economic benefits from opening up the island’s borders. In regards to this aspect, it will be important for strong governments to exert pressure for the democratisation of the country.

People in Need is continuing in its effort to strengthen the capacities of activists and civil society, not only in Cuba, but also in Nicaragua and Venezuela. For next year, we are planning to open an office in Central America – a regional hub that will facilitate the better and more flexible implementation of projects that support democracy and human rights in the target countries in this region.

Homo Homini 2015

Every year People in Need presents the Homo Homini Award for personal courage and making

an important contribution towards spreading democracy, defending human rights, attempting to resolve conflicts peacefully, and standing up for justice and human dignity.

In 2015, the award was given to eleven Cuban dissidents and former political prisoners for their perseverance, fearlessness, and moral consistency in promoting human rights in Cuba.

In spite of the pressure exerted on them by the government to force them to emigrate, they remain on the island and have continued in their non-violent struggle for freedom. *‘It was clear to me that I must remain in Cuba and continue the struggle for democracy. I knew that it would not be simple and that there was no way back, but I have*

The eleven recipients are:

- Óscar Elías Biscet González, Eduardo Díaz Fleitas, José Daniel Ferrer García, Iván Hernández Carrillo, Librado Ricardo Linares García, Héctor Maseda Gutiérrez, Ángel Juan Moya Acosta, Jorge Olivera Castillo, Arnaldo Ramos Lauzurique, Félix Navarro Rodríguez, Martha Beatriz Roque Cabello

never regretted my decision nor will I regret it in the future,’ says Jorge Olivera, a writer and journalist, and one of the dissidents receiving the award. *‘This award represents a great obligation and is a new, strong motivation to continue our work to instil democracy in Cuba.’* Olivera adds.

The final decision about who will receive the award is made by the Executive Board of People in Need. This year marked the twentieth time the award has been presented.

PRAGUE CIVIL SOCIETY CENTRE

Working in cooperation with its partners – the Norwegian organisation Human Rights House Foundation and the Polish think tank the Institute of Public Affairs – in 2015 People in Need established the Prague Civil Society Centre endowment fund.

The new organisation focuses on supporting civil society in the member countries of the Eastern Partnership (Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine), Russia, and the countries of Central Asia. The Centre supports not only traditional non-profit organisations, but also informal civic initiatives and projects (including internet projects) as well as creative individuals, including bloggers, filmmakers, artists, and independent researchers. For these particular groups the Centre has gradually started to organise seminars and workshops, offer internships and study trips, and to develop grant programmes.

In addition to the representatives of the three founding organisations (Šimon Pánek, Maria Dahle, and Jacek Kucharczyk), the Centre’s seven-member Executive Board includes the acclaimed historian Timothy Snyder, the Programme Director of the Moscow office of the Human Rights Watch organisation Tanya Lokshina, the Chairman of the European Stability Initiative think tank Gerald Knaus, and the co-founder and Director of Innovation of the non-profit Sourcefabric organisation Douglas Arellanes.

Two private organisations (the C. S. Mott Foundation and the Oak Foundation) as well as the governments of the Czech Republic, USA, and Sweden provided the finances for launching the Centre’s operations.

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HELPING VICTIMS OF
OPPRESSION IN THE
NORTH CAUCASUS

No other region of Russia has as high a recorded number of cases of human rights violations and restricted human freedoms as does the North Caucasus. If there were a title for ranking the use of repressive methods in national governance, it would undoubtedly go to Chechnya under the regime of Ramzan Kadyrov. Human rights defenders, independent journalists, and any citizens who dare to criticise the country's president face threats and persecution by the Chechen security authorities. The public punishment of the regime's critics has become standard practice, and they are shamed in front of their fellow citizens in public spaces and in the media, such as on the local state television station. However, kidnappings, torture, and even murder are not unheard of. In 2015, there was also a physical attack against the employees of one of the local human rights organisations and their office was destroyed.

Grozny Blues

The documentary film *Grozny Blues*, which was screened at the One World Film Festival, presents the activities of Chechen activists and human rights defenders who are trying to help Chechen families find their missing family members, who have been kidnapped, imprisoned, or possibly even murdered. Immediately after a short excerpt from the film was published on the internet, its main protagonists were detained and physically punished by the oppressive local repressive state agencies. However, due to their fear of exposing their families to danger, they refused to inform the media of this or even to file a complaint against the police actions.



Many women in Chechnya have missing relatives. We help those who do not fear oppression and seek justice. Photo: Oksana Yushko, Grozny: Nine Cities

Not a single one of the cases mentioned above is being investigated, and not even one has resulted in public criticism from the federal Russian government. In many cases, journalists who write about

We offer our partners in the Caucasus opportunities for temporary relocation, psychological rehabilitation, and medical treatment.

similar cases and people who provide information to independent media are forced to flee the country because of serious threats.

International organisations are often the last hope for those who do not want to accept the current situation in their country. However, cooperating with international organisations is very dangerous nowadays in Chechnya as it is in all of Russia.

Anyone who does so faces the risk of persecution. Nevertheless, there are still enough people who have no intention of giving up and are willing to take these risks.

People in Need has been supporting human rights defenders, activists, and independent journalists in the North Caucasus for a long time. In 2015, we offered our partners opportunities for temporary relocation, psychological rehabilitation, and medical treatment. We organised several workshops about physical and IT security, as well as seminars for lawyers, and also assisted small local projects. In addition, human rights organisations were provided with technical equipment to help them ensure the safety of their employees and offices. People in Need provides similar forms of assistance as needed in other countries and regions with oppressive and authoritarian regimes.

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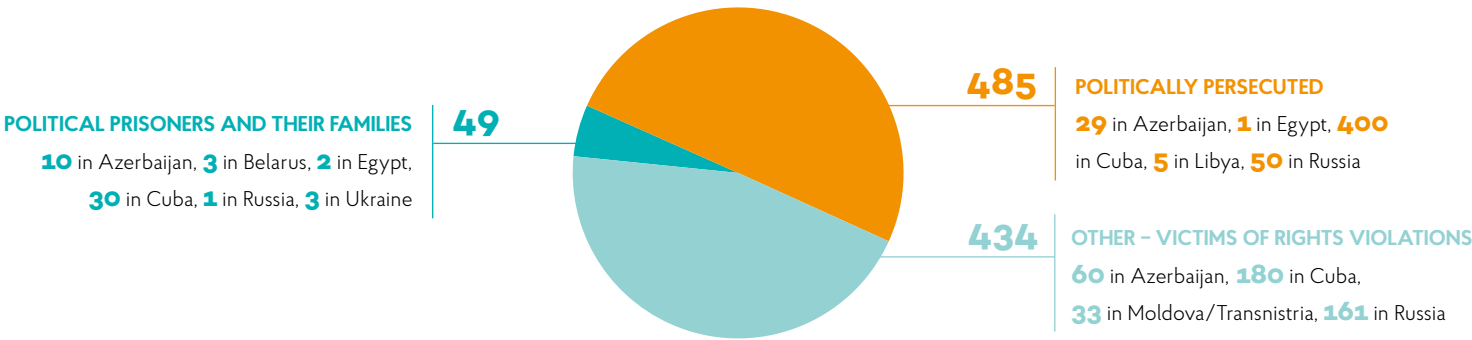
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DIRECT AID TO THE PERSECUTED

WE PROVIDED AID TO A TOTAL OF 968 INDIVIDUALS

Lawyers, independent critical journalists, bloggers, students, and activists who care about the fate of their country, who believe in basic human values, and who, as a result, are persecuted in their country, as well as standard citizens whose rights are violated due to the lack of a functioning legal state or the despotism of the local authorities.



WE PROVIDE THE FOLLOWING TYPES OF SUPPORT:



LEGAL AID

We ensure that people who are persecuted or arrested in their country for political reasons receive highly competent legal assistance.



CRITICAL MEDICAL TREATMENT

Political prisoners are often denied medical care and access to medicine. We therefore send them medicines and, once they are released, ensure that they receive a thorough medical examination. We provide comparable help to people who have been injured during an interrogation or a demonstration.



PSYCHOLOGICAL COUNSELLING

Human rights defenders are under constant psychological pressure being exerted by authoritarian institutions. Professional support makes it easier for them to deal with the stress.



MATERIAL AID

Human rights defenders and their families often lose their jobs as a result of their civic engagement. We provide material assistance to those who find themselves in a difficult financial situation.

EYE ON CUBA: WE MONITOR HUMAN RIGHTS IN CUBA

Through the EYE on CUBA network, we systematically monitor human rights violations in Cuba and help their victims. Politically motivated **persecution**, arbitrary **detainment**, and **bullying** are experienced by our local colleagues and members of networks that provide affected individuals with legal, psychological, and material assistance. The EYE on CUBA network has been active since **2012**.

Since that time, it has recorded **3,652** cases of rights violations on the island. For example: **2,143** arbitrary detentions, **1,040** violations of mobility rights, and **964** restrictions of the freedom of assembly. In 2015 we helped **430** politically persecuted individuals in Cuba.

www.eyeoncuba.org

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MICROGRANTS TO SUPPORT
CIVIL SOCIETY AND
CRITICAL THINKING

When Hugo Chávez came to power in 1999, he started to influence the daily operations of the Venezuelan media quite significantly. The government made it difficult for independent newspapers to obtain paper, it did not extend the licences of some radio and television stations, and a number of media outlets changed owners. Today, the vast majority of the media serve as part of the government's propaganda apparatus.

Critical reading in Venezuela

Sixteen-year-old Julia lives with her parents in San Agustín, one of the poor neighbourhoods in Caracas, where she also attends a state secondary school. On the advice of a friend, she joined a critical reading group. Participating in discussions about newspaper articles and thinking about whether the contents are true or if they are misleading is an entirely new experience for her. She meets with others several times a week to analyse articles about similar topics from various magazines and newspapers and verify the information being given against other sources. She personally compares the news directly associated with her community with reality. Within the context of workshop activities, she visits individual newsrooms and meets some of the journalists in person.

Our partner organisation, which we support through microgrants, runs a project that initiates many similar groups in a number of poor neighbourhoods in Venezuelan cities where the inhabitants are most easily subjected to manipulation. The course is led by sociologists from the Central University of Venezuela and provides young peo-



We use microgrants to support our partners' activities. This helped young people to learn how to critically evaluate information. Photo: PIN, Venezuela, 2015

ple with information that supports critical thinking and independent thought.

Women's theatre in Nicaragua

Gender inequality and machismo are a very deeply ingrained major problem in Nicaragua. In 2015 alone, fifty-three women were killed by their partners. For this reason, we decided to support local organisations that systematically focus on strengthening women's rights. One of our microgrants helped to support a project in the Nicaraguan city of Matagalpa, which uses theatre to draw attention to the problem. More than eighty women dared to speak out about the violence they have suffered, and they staged theatrical scenes based on their actual experiences. Thanks to seeing such performances, over 800 other women became aware of

the critical nature of this problem, and the need to talk about it and find a solution.

Every year, we use microgrants to support several dozen civic organisations in Venezuela, Nicaragua, Transnistria (Moldova), Russia, Belarus, Cuba, Ukraine, and Azerbaijan. The reason for this support is to strengthen the very limited civil society, which can barely obtain funding for its activities, and whose members are often the target of oppression by the local governments. We help mainly those civic organisations that focus on increasing civic engagement and supporting critical thinking. Other projects that we supported in 2015 included independent libraries, IT training and leisure time youth clubs in Cuba; documentary film screenings and legal counselling centres in Venezuela; a film festival in Nicaragua; and many other activities in the countries where we are active.

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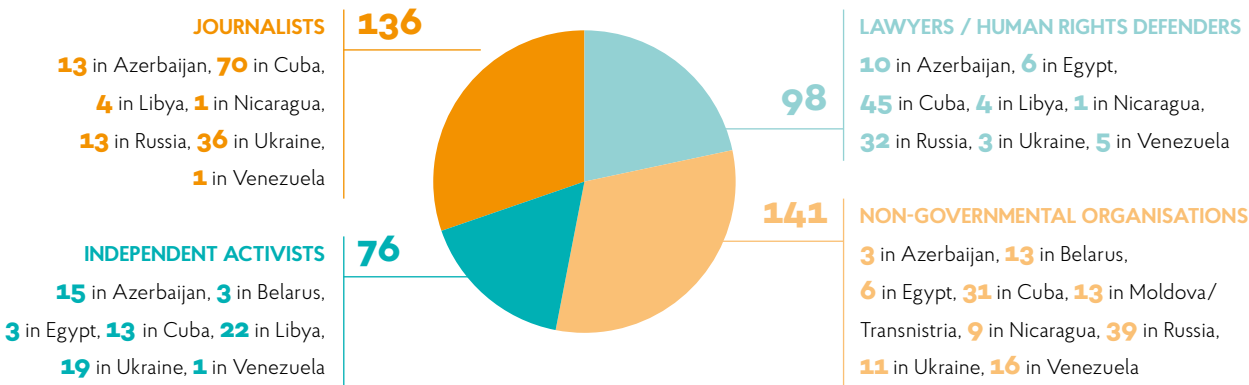
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INCREASING CAPACITY AND SUPPORTING
THE ACTIVITIES OF CIVIL SOCIETY

WE WORKED TOGETHER WITH **462**
REPRESENTATIVES OF CIVIL SOCIETY



WE ARE PREPARING THE FOLLOWING FOR OUR PARTNERS

STUDY VISITS AND INTERNSHIPS

53 participants



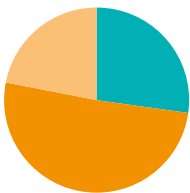
7 journalists
39 activists

7 lawyers / human rights defenders

The objective of study visits and internships is to support the professional development of participating partners, to allow them to make comparisons with the experiences in other countries, and to help establish ties to new partners.

SEMINARS AND TRAINING

318 participants



69 journalists
162 activists

87 lawyers / human rights defenders

The aim is to improve the work of our partners. The topics are defined based on their needs, focusing primarily on digital security, legal counselling, monitoring human rights violations, managing campaigns, the use of videos, and project methodologies.

MICRO-GRANTS

we have distributed **116** micro-grants



12 journalists
89 activists and non-profit organisations
15 lawyers and human rights defenders

The microgrants support specific activities of our partners. They make it possible for them to utilise the knowledge obtained through training and internships in practice and may serve as an incentive for implementing larger projects.

WHAT LAWYERS IN EGYPT
DO NOT LEARN AT SCHOOL

How can one defend cases involving human rights violations and effectively argue using national and international legislation, even before military courts, where there is no chance to appeal? How should one respond to the efforts of judges to manipulate the judicial process, when they expel critical lawyers from the courtroom? How can one defend a client when there is no opportunity to even become familiar with the accusation prior to the trial?

Through providing training, courtroom simulations, and supplemental schooling about international human rights legislation, we have helped our partner organisations prepare young lawyers for the daily reality of legal practice in Egypt.

Over the past two years there has been an increasing demand for new defenders. Since 2011, decisions about the lives of more than 20,000 civilians have been made by the military courts. More than 40,000 people are in Egyptian prisons for political reasons, including many journalists, students, lawyers, and activists, some of whom have been waiting for months, or even years, for their trial, and are quite often tortured.

Although there is no lack of registered lawyers in Egypt, not all of them are willing to take on the defence of these individuals and many do not have the required skills. At the same time, the ability of legal organisations to develop is limited by the pressure placed by the local government on independent civic initiatives.

The prospect of an improvement in the current legal crisis is poor, and much needs to be done in order for it to do so. As a result, we also support reform efforts. Through internships for lawyers, we motivated the participants to formulate possible scenarios for court reform.

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STRIVING TO ACHIEVE
THE RELEASE OF
POLITICAL PRISONERS

In 2015, we continued to focus intensively on assisting political prisoners in Azerbaijan, and worked with others by participating in international advocacy activities to achieve their release, or at least an improvement in the conditions of their imprisonment.

One of the almost a hundred unjustly persecuted human rights defenders at whom our support was aimed was the prominent lawyer Intigam Aliyev, who received our Homo Homini Award in 2012. We also initiated a number of meetings with MEPs, and representatives of the Council of Europe and the UN, with the objective of obtaining support for the campaign for Aliyev's release.

Although these activities bore fruit slowly, it was possible to at least ensure better conditions for Aliyev. The international attention drawn to Aliyev's case, partially thanks to our activities, played a major role in his release and the release of another fifteen political prisoners in March 2016.

People in Need was also an active member in the international Sport for Rights coalition, which unites dozens of organisations who promote compliance with human rights in Azerbaijan and who call for the release of political prisoners. The ideological founder of this coalition is the human rights defender Rasul Jafarov, who was arrested and sentenced to prison for his activities in 2014.

In June 2015, the first European Games were held in Baku, which the Azerbaijani regime wanted to use to present itself in the best possible light (not only in the sports world), thus using sports and athletes to legitimise its authoritarian and repressive practices. The Sport for Rights coalition took advantage of this opportunity to launch



Our happening drew attention to the fact that Olympic ideals have no chance of winning in a country where there is no freedom. Photo: Martin Ilgner, Prague 2015.

a worldwide campaign drawing attention to the actual situation in this South Caucasus country. People in Need joined this campaign in the form of several activities. Together with five other Czech

We initiated a number of get-togethers with the aim of obtaining support for release of political prisoners.

organisations, we sent an open letter to the Czech Olympic Committee, various sports associations, and athletes, in which we informed them of the situation in the country and, at the same time, asked them to stand on the side of the political prisoners and voice their disagreement with political persecution in Azerbaijan. On the eve prior to the start of the games, we organised a public happening that used a sports theme to demonstrate to passers-by

that Olympic ideals and fair play have no chance of winning in an unfree country. This street event also marked the public opening of the exhibition *Doubling Down on Repression: Stories from Azerbaijan's Political Prisoners*, which presents the stories of nine individuals who, because of their criticism of the regime, have spent many long years behind bars. The exhibition was subsequently presented in Prague, Geneva, Brussels, Strasbourg, Lodz, Warsaw, and Budapest.

Between the end of 2015 and the start of 2016, eighteen political prisoners were gradually released. This was made possible partly thanks to the concentrated international pressure exerted on the Azerbaijani regime. However, it is not yet possible to speak of a happy ending, as there are still dozens of unjustly sentenced people in Azerbaijan's jails.

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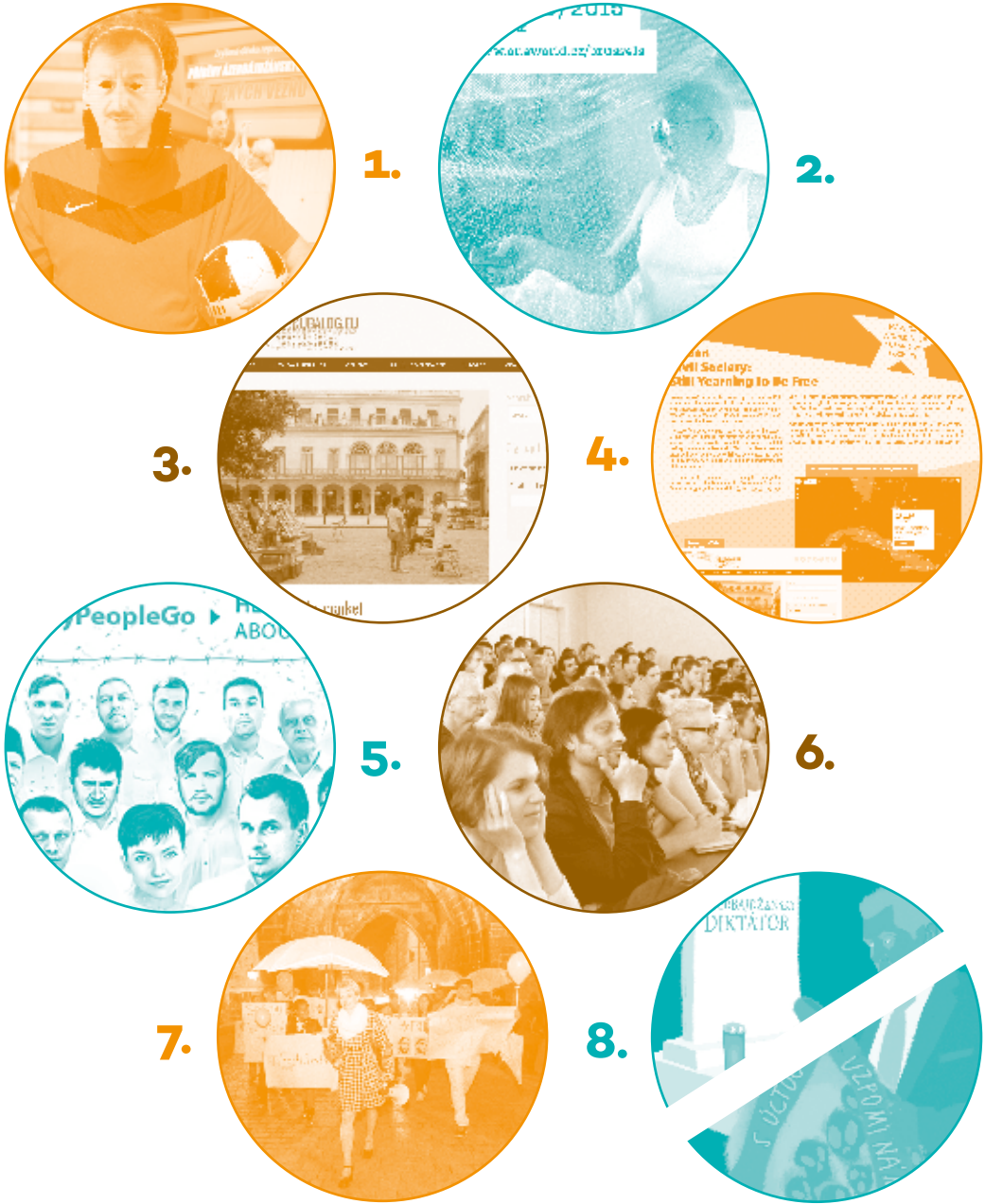
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ADVOCACY ACTIVITIES IN SUPPORT OF HUMAN RIGHTS:

We carry out various activities aimed at drawing attention to human rights violations in the world, and at obtaining broader public and political support for protecting these rights.

EXAMPLES OF THESE ACTIVITIES INCLUDE:



1. On a Wave of Repression

This campaign focuses on the increasing political repression in Azerbaijan. We prepared the exhibition Doubling Down on Repression: Stories from Azerbaijan's Political Prisoners as well as organising advocacy meetings at the international level. We also joined the Sport for Rights coalition, and, when the first European Games were about to start in Baku, we organised a happening in Prague to draw attention to the situation in Azerbaijan.

2. One World in Brussels

This human rights documentary film festival takes place every year in Prague and Brussels. Regular guests include individuals from the countries where we are active, and they speak about their experiences with repressive regimes.

3. Cubalog.com

A news server that presents uncensored articles and videos by independent Cuban journalists and activists. A printed version is published twice a year.

4. How Can the World Help Cuban Civil Society?

Six informational panels, including photographs, present ways in which it is possible to help Cuban society achieve basic freedoms and gain the necessary confidence within the context of more open relations between Cuba and the democratic world.

5. # LETMYPEOPLEGRO

We joined an international campaign focusing on Ukrainian citizens unjustly jailed in Russia. We also provided legal assistance to one of the prisoners, who was ultimately released.

6. Russian Propaganda

Peter Pomerantsev, a Russian media expert, accepted our invitation to come to Prague and participate in a debate about Russian propaganda. Working with other partners, we organised a discussion on this topic in the European Parliament and subsequently published a document about propaganda.

7. Day for Cuba

The event included a march and conference to support the Ladies in White movement in Cuba, which advocates the release of political prisoners.

8. Don't Pander to Dictators!

This is the appeal to Czech politicians asking them to show an active interest in the state of human rights in countries with repressive regimes that they visit or whose representatives visit the Czech Republic. www.nediktatorum.cz

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Renovation of the Community Centre in Plavecký Štvrtok, completed with the help of the Architects in the Settlement initiative and the children. Photo: Nina Mikušková

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HELPING CHILDREN IN
PLAVECKÝ ŠTVRTOK
IMPROVE AT SCHOOL

People in Need has been active in the West Slovakian municipality of Plavecký Štvrtok since 2014. As a part of our programme to support education, we operate a pre-school club located in the primary school, provide individual tutoring to older children and teenagers, and also offer careers guidance and a scholarship programme.

'To date, twenty-one children have visited the pre-school club. Some of the children who 'graduated' from the club during the 2014/15 school year have already started primary school, and they are not having any significant problems,' says Zuzana Balážová, a social worker and teacher at the pre-school club, in assessing the success.

'When working with the children at the club, we use the educational programme for nursery schools, enhanced by the Grunnlaget Method and some aspects of Montessori education. We have also started using phonemic awareness training, which establishes the prerequisites for easily learning to read and write in first grade,' she adds.

The aim of the programme to support education is to increase the success of children from socially excluded communities, thus expanding the options they have for choosing their own life path and defining their future position in society. In addition to providing support to children and their families during the educational path, we also use the programme to remove barriers in the education system. People in Need organised several educational seminars and excursions in 2015, in which more than sixty current and future teachers participated.



For the community centre in Spišské Podhradie, 2015 was marked by artistic creation and expanding the horizons of the young people who visit it. Photo: Nina Mikušková

From pre-school club to community centre

In 2015 the programme operating in Plavecký Štvrtok was developed into a community centre. *'The centre provides comprehensive services and programmes, which we defined using the needs*

Some of the children are already in primary school and are managing without any significant difficulties.

mapping performed in the community as well as our experience in Eastern Slovakia,' explains Miroslava Hapalová, the coordinator for our Slovak branch's social integration programme.

Our activities to support education were supplemented with a low-threshold programme

for children and youth, and offer field social work services to adult clients. The community centre also supports the networking of all relevant local stakeholders as well as integration programmes and policies at the local government level. *'One of our first successes is the inclusion of the long-term unemployed into 'civil watches', which, under the supervision of the municipality, make sure the community remains clean after the removal of illegal waste dumps,' adds Hapalová.*

In 2015, the community centre had three employees and eighteen volunteers, and 129 clients used its services. The centre carried out its activities in close cooperation with the Plavecký Štvrtok Primary School, as well as with the municipality, the Francesco Civic Association, and other partners.

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SOCIAL WORK

Since we first started our activities we have been providing **FIELD SOCIAL WORK AND COMMUNITY SERVICES** in municipalities with socially excluded Roma communities. At the moment we operate six community centres on a daily basis in the Prešov and Bratislava regions – in **Roškovce, Petrovany, Sveržov, Spišské Podhradie, Kojatice, and Plavecký Štvrtok**.

In 2015, we shut down the community centre in **Prešov – Stará Tehelňa** after two years of operation.

Last year we provided services to a total of **728** clients.

We provide **CAREERS GUIDANCE** in **Plavecký Štvrtok, Petrovany, Sveržov, and Spišské Podhradie**. In 2015 we provided individualised careers guidance to **80** clients, and **76** clients participated in the PROFÍ programme.

We operate **LOW-THRESHOLD DAY CENTRES FOR CHILDREN AND YOUTH** in all of our community centres. In 2015, **488** clients used these services. In the centres in **Plavecký Štvrtok** and **Svežov**, we also offer special-interest clubs, which were visited by **32** clients last year.

We offer **SOCIAL AND LEGAL COUNSELLING** in **Plavecký Štvrtok, Spišské Podhradie, and Kojatice**. In 2015, **130** clients used these services.

We operate a **PRE-SCHOOL CLUB** in **Plavecký Štvrtok**, located in the primary school building, and in **Sveržov**. A total of **28** children visited the pre-school club in 2015.

HOUSING PROGRAMME

The arrangements for the land located below the Roma settlement in **Kojatice** have been finalised, and the pilot project is under evaluation. The local mayors and families living in socially excluded Roma communities all have enormous interest in ensuring their own housing through self-help with the use of microloans.

In 2015 People in Need joined forces with the Association for a Better Life and initiated a joint housing programme, which is currently being transformed into the non-profit organisation Projekt DOM.ov (Project Home).

We are planning to start a microloan fund in cooperation with Slovakia's largest banking institution. More than **80** families from **10** communities have started saving on a regular basis for their housing.

SUPPORT FOR HUMAN RIGHTS

The Human Rights Programme was established in 2011 and over the next almost four years has developed in two main directions: **EDUCATION AND ACTIVE CITIZENSHIP** and **MIGRATION**.

Our accomplishments in 2015 include:

- Our research has led us to new locations, primarily in Eastern Slovakia.
- We focused on researching the issue of child trafficking.
- We continued to provide training for professional groups.
- We supported the community and media activities of youth groups and initiated intensive cooperation with schools.

EDUCATION

In 2015 we continued our cooperation with active young people within the context of projects aimed at developing their media skills and active participation in local community life, supporting compliance with human rights, and reducing the tension between various groups.

HUMAN TRAFFICKING

Since 2006 our Slovak branch has been actively focusing on human trafficking and labour migration. We continued to expand these themes in 2015, and, in addition to research and advocacy activities, started to actively address the direct prevention of human trafficking and providing professional training in this area. Our activities at the European level also continued, specifically through the EU Civil Society Platform Against Trafficking in Human Beings, which unites non-governmental organisations addressing this issue and facilitates their cooperation.

MIGRATION

In 2015, we started to pay more intensive attention to the topic of the integration of third-country nationals and, working together with other non-profits, we performed research and organised a nationwide seminar.

INTERNATIONAL COOPERATION

In 2015 we expanded our activities beyond Slovakia's borders.

- In **Moldova** we want to introduce new methods of working with students in the schools, using short documentaries followed by discussions and activities.
- We established contact and cooperation with organisations in **Albania** and **Kosovo**, where we would like to initiate joint projects for experience transfer and sharing good practices.

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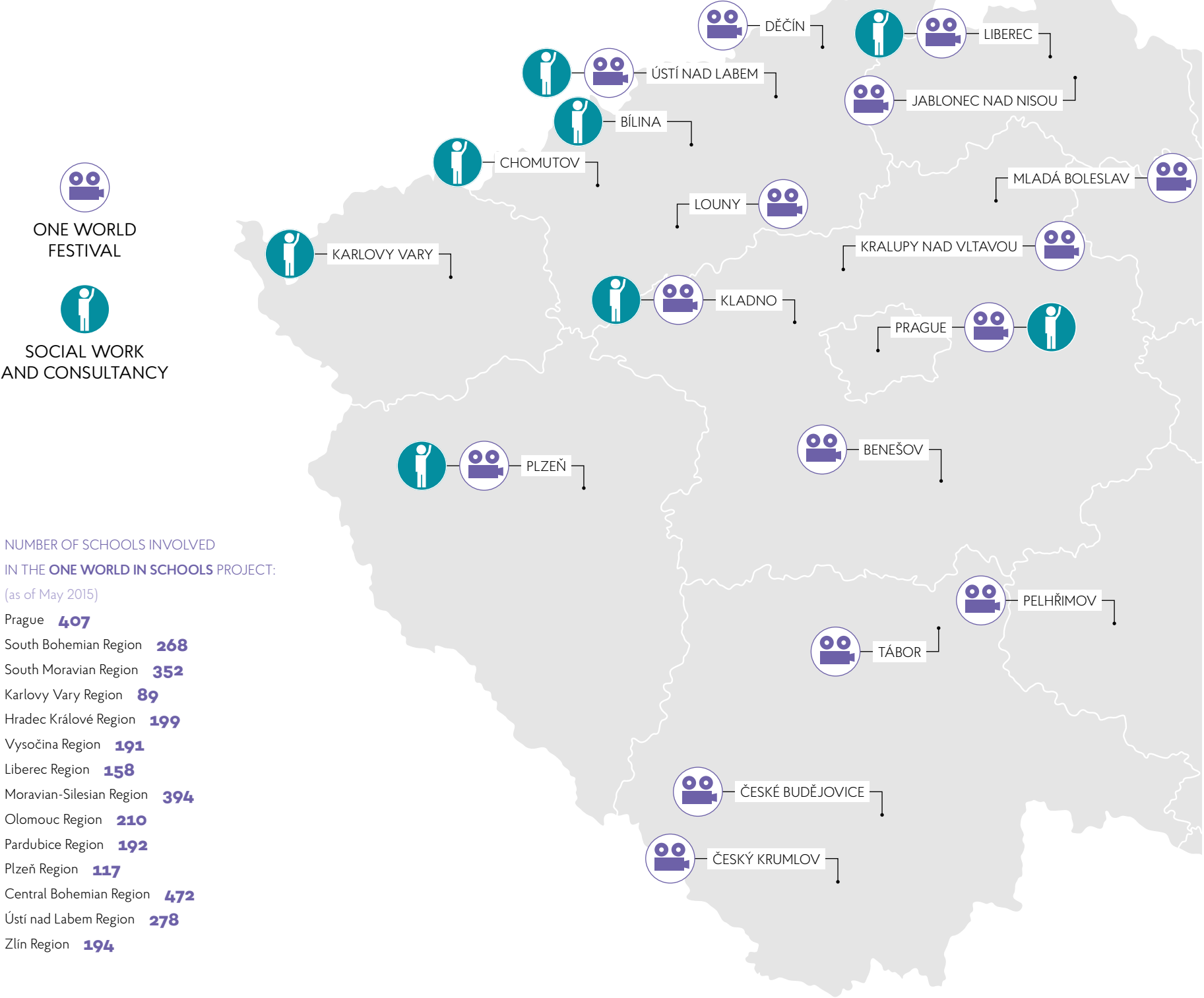
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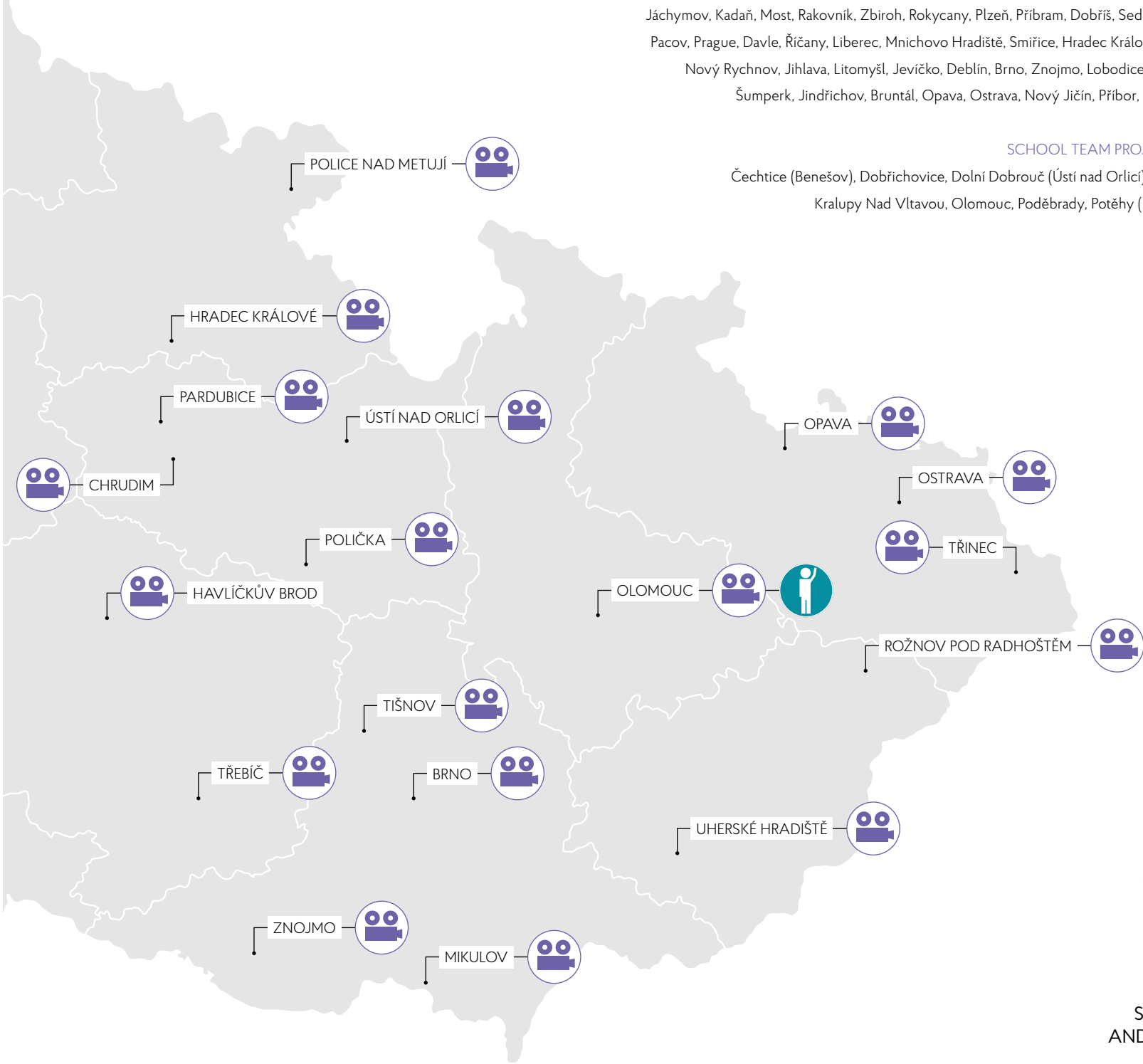
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GLOBAL ACTION SCHOOL

Jáchymov, Kadaň, Most, Rakovník, Zbiroh, Rokycany, Plzeň, Příbram, Dobříš, Sedlčany, Volyně, Tábor, Pacov, Prague, Davle, Říčany, Liberec, Mnichovo Hradiště, Smiřice, Hradec Králové, Maleč, Chotěboř, Nový Rychnov, Jihlava, Litomyšl, Jevíčko, Deblín, Brno, Znojmo, Lobodice, Olomouc, Slatinice, Šumperk, Jindřichov, Bruntál, Opava, Ostrava, Nový Jičín, Příbor, Havířov, Český Těšín

SCHOOL TEAM PROJECTS 'WHO ELSE?'

Čechtice (Benešov), Dobřichovice, Dolní Dobrouč (Ústí nad Orlicí), Kladno, Kopřivnice, Kralupy Nad Vltavou, Olomouc, Poděbrady, Potěhy (Kutná Hora), Znojmo



ONE WORLD
FESTIVAL



SOCIAL WORK
AND COUNSELLING

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We are the only Czech organisation that uses the Persona Dolls teaching method for pre-school children. Photo: Tomáš Princ

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WE BELIEVE IN AN
INDIVIDUAL APPROACH.
EVERYONE IS UNIQUE

Good schooling is not just a competition for 'straight As'. Every child should enjoy success at school, feel confident and that they belong. In order to successfully work with a diverse classroom, including students with learning and attention disorders, hyperactivity, or some other sort of disadvantage, a teacher needs to master a broad range of competencies and skills. Teachers must know how to motivate each child, how to capture their attention, how to calm them down or spur them into action as required, and how to develop their strengths. They must have natural authority and keep order in the classroom without threats, fear, or punishment. Good communication with important school partners, meaning the parents, is a must; they must be drawn into the school activities and their children's education. No less important is a teacher's ability to use an assistant teacher or the services of a school psychologist.

Teacher as a child's guide

This requirement is incorporated in the new educational concept and the principle of a common education for all children, with and without disadvantages, which has been in effect in the Czech Republic for eleven years. However, the teaching skills courses at the faculties of education do not cover these areas on a regular basis. For this reason, we offer many further education courses for teachers, which are focused on working with emotions, and on the principles of respectful and non-violent partner communication – both between teacher and student as well as between school and parent.

'We found out a lot of interesting things about the brain – in relation to our emotions and our behaviour. This helps us to better evaluate the students' behaviour in the classroom. We learned how to react properly when dealing with a hysterical, aggressive, abusive, or angry child. During the next part of the seminar, Dr. Matula gave us advice about the communication techniques to use when speaking with parents in order to ensure the discussion takes place in a calm and amicable atmosphere,' says Silvie Nerudová from the Moravský Beroun Primary School, describing the benefits of the course A School's Communication With Parents.

Prevention of bullying and a better
atmosphere in the classroom – even
these subjects are covered in our courses.

David Čáp, a school psychologist involved in the Variants Educational Programme, explains important aspects of a functioning relationship between the family and the school: *'On the one hand, it is a willingness to listen to others; on the other, is teamwork and loyalty. If the members of a team are not loyal to each other, a situation may arise in which each of them defines the rules a bit differently. This leads to a polarised perception of the teacher in the eyes of the students and their parents. Very soon afterwards, some teachers start to be considered 'nice' and others 'mean'. This may lead to tension, even to the point of contempt, and, in extreme cases, behaviour that is described as bullying of the teacher.'*

The participants in our courses also learn how to work with children from socially excluded communities and those who speak a different language. We offer courses and training modules for teaching assistants, who are becoming a more standard and necessary part of a school. We also provide training

in the Persona Dolls and Grunnlaget teaching methods, which help teachers to work with a diverse classroom, particularly at the pre-school level.

System changes

As the main partner of the Palacký University in Olomouc, within the project Systemic Support for Inclusive Education, we worked for two years preparing methodological tools to support students with special educational needs (such as the Catalogue of Supportive Measures, and A Methodology for Teaching Assistants). In connection with the amendment of the Education Act, we prepared proposed changes associated with, for example, financing, the work of teaching assistants, and educational diagnostics for children requiring support for non-health reasons. When preparing and evaluating the materials, we worked with a range of institutions, but mainly in cooperation with schools throughout the Czech Republic, and most intensively in the Central Bohemian, Ústí nad Labem, Olomouc, and Moravian-Silesian Regions for verifying the methodological management of teaching assistants.

Direct activities

Educational services are one of the main pillars of our fieldwork. For the youngest group of children, we operate pre-school clubs, which offer an alternative to traditional nursery schools. Children who need extra help once they start primary school are able to receive tutoring help from our volunteers. Careers advisors are available for older children. Another important part of our services consists of low-threshold clubs for children and youth. More information about our educational services is provided on page 60.

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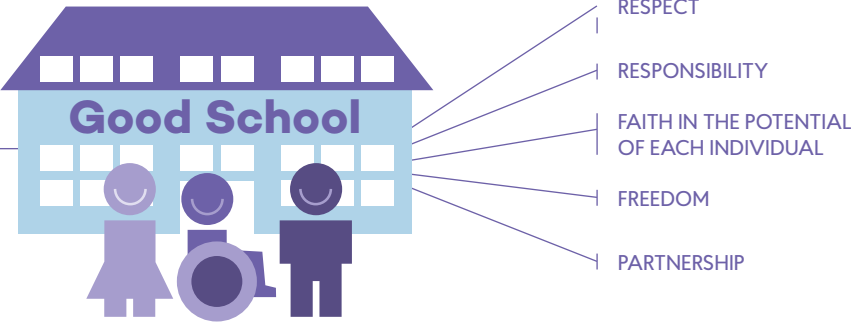
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WE WANT BETTER SCHOOLS FOR ALL CHILDREN

A good school is not afraid of difference – it is open to all children and educates independent, thinking individuals. It is actively interested in its surroundings, complies with the principles of sustainable life, and strives to be an important centre of activity in the local community.



WE SUPPORT TEACHERS AND THEIR WORK.

- We provide training and methodological support for teachers.
- We use the unique Persona Dolls method for teaching in the Czech Republic, which makes it easier for children to talk about complicated feelings and problems.
- The Grunnlaget Method is also designed for nursery school children; it mainly helps with teaching children from a socially disadvantaged environment.
- We operate pre-school clubs in the Czech Republic's poorest regions; our volunteers tutor children from socially disadvantaged families.

WE PARTICIPATED IN THE IMPLEMENTATION OF:

- **4** conferences and professional workshop series
- a series of educational events for teachers and Czech School Inspectorate employees
- **5** user-needs research studies conducted amongst representatives of schools, educational consultancy facilities, the regions, and municipalities.

As the main partner of the Palacký University in Olomouc,

we participated in **FINALISING THE MATERIALS FOR STUDENTS WHO NEED SPECIAL ASSISTANCE DURING THEIR EDUCATION BECAUSE OF THEIR SOCIALLY DISADVANTAGED BACKGROUND**. These included, e.g.:

- a part of the Catalogue of Supportive Measures, and the related Methodology for Working With the Catalogue
- a Methodology for Teaching Assistants at Nursery, Primary, and Secondary Schools
- Standards for Teaching Assistants
- **18** new courses for teachers, and **3** courses for teaching assistants
- a set of worksheets for working with the class and an informative publication about the system of supportive measures and amendments to the Education Act
- a proposal for the methodological management and financing of students with special educational needs
- a proposal for financing teaching assistants
- a cost analysis for the education of children with slight intellectual disabilities at primary practical schools
- an analysis of the relationship between social exclusion and slight intellectual disabilities

We shared in **PREPARING SYSTEM CHANGES ASSOCIATED WITH THE PREPARATION OF THE AMENDMENT OF THE EDUCATION ACT**. Within the project Systemic Support

for Inclusive Education and in cooperation with the Palacký University in Olomouc, the Association of Special Education Centre Employees, and the Czech Professional Association for Inclusive Education, we created a set of methodological materials, training courses, and proposals for system changes; verified in practice the methodological support for teaching assistants; and collected and analysed a broad range of data concerning the issues of joint education and the implementation of a system of supportive measures. For the collection of the data and the presentation of the findings, we worked with the Czech Ministry of Youth, Education, and Sports, the Czech School Inspectorate, the regions, professional associations, schools, and non-governmental organisations. We cooperated with more than a hundred schools to verify the developed materials in practice.

All of the materials mentioned above are available on the project's website: www.inkluze.upol.cz/portal/vystupy (in Czech only).

56

TRAINING COURSES
AND SEMINARS WERE
ORGANISED

1,048

EDUCATIONAL EMPLOYEES
COMPLETED OUR COURSES

12

NEW COURSES ABOUT JOINT EDUCATION WERE DESIGNED FOR
THE FURTHER EDUCATION OF EDUCATIONAL EMPLOYEES

30

TEACHERS UNDERWENT
TRAINING IN THE PERSONA
DOLLS METHOD

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PROVIDING INFORMATION
AT SCHOOLS AND TO
THE GENERAL PUBLIC

Extreme drought or devastating floods; millions suffering from undernutrition on one side, a growing epidemic of obesity on the other; freedom of speech vs. propaganda – these are only some examples of global issues and their opposites. The world finds solutions in concepts of responsible consumption, reducing the volume of greenhouse gases, and sustainable development. We try to ensure that teachers communicate the full breadth of these complex topics to their students without strengthening negative stereotypes.

Teachers find out what students think about these and other global development topics using the Quality or Quantity? method. *‘Teachers often use this method to find the boundary between a desirable influence for changing a student’s opinion and manipulation. They also want to know how to speak with students who have different opinions, how to resolve any conflicts, and how to handle prejudices that influence thinking about an issue,’* explains Blanka Zemanová, one of the lecturers from the Variants Educational Programme.

Connecting with the region

The Global Action School project is founded on three essential steps: Study – Investigate – Act. For example, the Primary and Secondary School in Maleč u Chotěboře connected the topic of children’s rights in the world with the situation of students from children’s homes. The school established contact with the Nová Ves Children’s Home. The students performed a survey in the community and, at a final meeting held with parents, they successfully overturned some existing prejudices about children from children’s homes. *‘I particularly value the connection with the region. I can see how the students have ‘grown’ over the*

European Year for Development – The year 2015 was the last year to meet the Millennium Development Goals (MDGs) as well as the year during which important decisions had to be made regarding the new goals for the entire world. Within the context of the European Year for Development, Czech non-profit organisations agreed that we all bear a part of the responsibility for the current global world and for our future. Under the auspices of People in Need, they led the campaign *Měj se k světu* (Be a World Player).

course of the project. They were able to prepare for a meeting with partners, ask questions, and draw independent conclusions,’ says teacher Jitka Rutschová, describing the benefits for the students.

To date, fifty-six schools have received the prestigious Global Action School Certificate. Another twelve schools from the Moravian-Silesian Region joined the three-year Global Schools project, which works on a similar basis.

Thanks to projects like these, students learn to think coherently, form their own opinions and the art of negotiation. They learn how to listen to others, and are able to bring things to a conclusion. However, this type of schooling places greater demands on teachers. It is important for them to discover these new approaches when they are preparing for their future profession.

We support future teachers

One World in Schools organises seminars and workshops for university students – future teachers. They show students how to use documentaries for teaching various social topics, including global development education. The courses focus on practical uses. The students try out for themselves how to work with film, thinking methods, and various teaching activities that are available to them on the *jsns.cz* web portal in the form of audiovisual lectures. In this way, they have comprehensive scripts for using documentaries in their teaching. *‘On academic soil a taste of the One World in Schools teaching methodology was like a breath of fresh air amidst the flood of*

traditional monologue lectures,’ says Petra Doležalová, a student of special education and psychology at Charles University, in her evaluation of the course. *‘It respects the principles of experiential pedagogical practice, and the documentary film element introduces a very beneficial dimension,’* she adds. In 2015, we organised seminars at six universities. In cooperation with five faculties at three universities, we verified in practice five subjects for future teachers, all focused on global development education. Two conferences entitled Teachers: Agents of Change covered the same areas.

Information: the foundation for change

In addition to working with schools, we try to ensure that the general public also understands the issues of development cooperation and global problems. For this reason, in 2015 our awareness and advocacy department published two supplements for national newspapers in addition to a number of articles published on *www.rozvojevka.cz* and in other media. Thanks to us, four journalists could write stories directly from the field, not just from their desks – they published media outcomes from Myanmar, Nigeria, South Sudan, Serbia, and Kosovo. Six photo exhibitions toured throughout the Czech Republic. We have attended several summer festivals with our informational stand. Thanks to social media campaigns, our unique development awareness website as well as public debates, people are able to learn about the role of the Czech development cooperation, development countries and global problems.

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TEACHERS AND FUTURE TEACHERS

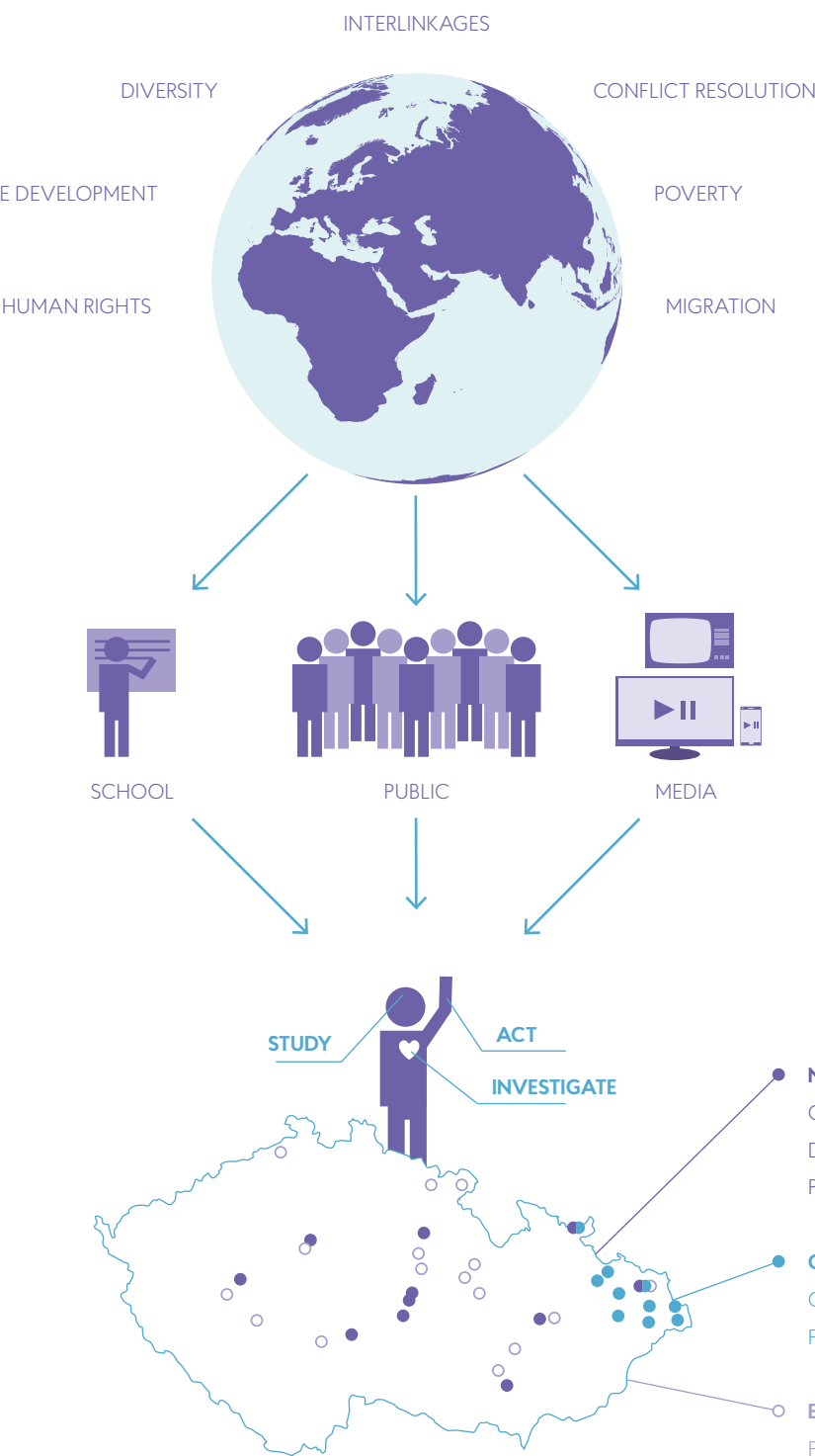
We educate teachers to know how to work well with current global topics, and to include them in their lesson plans using interactive methods.

- 571 participants in seminars and workshops about global topics and interactive methods
- 12 schools from the Moravian-Silesian Regions participated in the Global Schools project
- 11 schools, including one nursery school, received a Global Action School Certificate
- 174 participants in 3 professional conferences
- 45 seminars about options for using documentaries with GDE topics in teaching for 735 students in educational fields of study at 7 universities
- 40 activities for teachers, including 4 audiovisual lectures

PRIMARY AND SECONDARY SCHOOL
STUDENTS

We contribute towards educating young people who can find their way around in the modern world, view it in context, and actively participate in public affairs.

- 391 students participated in the comics competition Bohouš and Dáša Change the World: Don't Be an Eraser, Get Involved Too! on the topic of School for All.
- 703 students participated in workshops and other interactive educational events



RAISING AWARENESS

MEDIA SOURCES

We work with the media to ensure that the information they pass on about development cooperation is balanced and presented in the right context.

- 2 supplements in the Reportér and Týden magazines / 4 journalism trips (Aktualně.cz to Myanmar; Czech Radio to Nigeria and South Sudan; and Lidové noviny to Serbia and Kosovo) / 74 media messages on the radio, in print, on television, and on-line

PUBLIC

We inform the Czech public about developing countries and the importance of development cooperation

- 6 photography exhibitions at 24 locations in the Czech Republic / 11 public events (festivals, debates, and lectures)

STATE ADMINISTRATION

- 2 MPs saw at first-hand development projects in Cambodia / 4 issues, with 3,600 copies each, of the Rozvojovka magazine

NEW GLOBAL ACTION SCHOOLS

- Chotěboř, Hradec Králové, Jindřichov (Bruntál District), Maleč, Havlíčkův Brod, Ostrava, Pacov, Prague 9 – Čakovice, Slatinice, Újezd u Brna, Zbiroh

GLOBAL SCHOOLS

- Opava, Melč, Bílovec, Příbor, Ostrava, Nový Jičín, Frýdek-Místek, Čeladná, Třinec, Košaržiska, Jindřichov

EXHIBITIONS AND PUBLIC EVENTS

- Police nad Metují, Pardubice, Svitavy, Ostrava, Rokycany, Podomí, Ústí nad Orlicí, Březnice, Litomyšl, Děčín, Olomouc, Brno, Prague, Tábor, Trutnov, Chrudim

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I DON'T KNOW. ABOUT
HALF A MILLION?

In December 2015, we asked the secondary school students at one of our media and migration work-shops, 'How many asylum seekers do you think there are in the Czech Republic?' We were extremely surprised by the answers: '100,000', '400,000', 'Half a million'. We asked at other schools and in classrooms, and found out that migration, particularly from the Middle East and Africa, is a hot topic amongst students. They have no personal experience of it, as the Czech Republic is not on the migration routes from these regions, but get information from the media, the social networks, and information servers.

We support teachers

Teachers come to us with requests to help them sort out the confusing and contradictory information about the current migration situation. Their interest is in line with the questions they are asked by students.

In order to help teachers navigate the topic of migration, we prepared the course entitled *The Migration Labyrinth* as well as three seminars under the title of *Let's Talk About Migration*. At these, they had the opportunity to try out various methods of including this topic in their lessons. Another useful tool is the handbook *Bohouš and Dáša: Face to Face With Migration*, which presents migration in a worldwide historical context, including valuable information about migration in the Czech environment. In addition to short illustrated stories, the handbook contains classroom activities for students.

On the *jsns.cz* portal, teachers have access to nine audiovisual thematic lectures, including free films and instructions for using them. Without a doubt, the most popular film offered in 2015 was



The comic-format handbook *Bohouš and Dáša: Face to Face With Migration* presents migration in the worldwide historical context. Photo: PIN archives

Warriors from the North, about the radicalisation of young European Muslims.

We also prepared activities for those interested in the media coverage of migration. The schools involved in the *Media and Migration* project could

We keep the public in mind as well. We organised six public debates on migration topics.

participate in workshops led by a journalist and also visited the Czech Radio offices to find out something about news editing. We also created the online handbook *How to Understand Media Messages About Migration* to be used for classroom activities.

We involve students

Some of our programmes are designed specifically for students of all levels. One World in Schools leads student film clubs, whose members screen films for their classmates. In 2015, students organised screenings for twenty films about migration, including an associated discussion. Within the context of the *Who Else?* team projects, five groups of students decided to focus on migration. Some of them arranged informal meetings with experts and foreigners, others organised surveys and informative public mini-campaigns, and there was also an open house to introduce the home countries of some of their classmates.

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MIGRATION

9 audiovisual lectures about migration on the jsns.cz portal



Our handbook for primarily secondary school teachers, Bohouš and Dáša: Face to Face With Migration was published with a print run of 500 copies.



PARTICIPATION IN PUBLIC DEBATES 6 public debates / 314 participants



WORKSHOPS FOR STUDENTS ON THE TOPIC OF MIGRATION 6 workshops / 235 students



SEMINARS FOR TEACHERS AND OTHER EDUCATION PROFESSIONALS 7 seminars / 148 teachers and education professionals



SCHOOL TEAM PROJECTS ABOUT MINORITIES AND MIGRATION 10 schools / 100 students



MEDIA AND MIGRATION

Czech public opinion is greatly influenced by the media coverage of migration to Europe. In 2015 there was a noticeable increase in the number of hate messages on social media and other communication platforms in the Czech Republic, such as the discussions on news servers. A large number of these were aimed at migrants and refugees from Africa and the Middle East. In order to understand who is most responsible for spreading hate on the Czech Facebook, the most common topics of the hate messages, and the channels used to spread these messages on Czech internet we performed an analysis under the title of *Hate Messages Online and on Social Media*. The analysis describes the basic sociodemographics of the initiators and promoters of hate messages, the contents of the messages, and the mechanisms used to spread them between June and September 2015.

Our new Faktus project is helping to bring a fair societal discussion to the table. The core of this project consists of a large team of volunteers who monitor statements made by Czech politicians that have the potential to trigger hate. These statements then undergo a thorough fact-checking process and, if we find any inconsistencies, we send the politician an open letter. We also publish the politician's reply. We have expanded the www.faktus.info web portal to now include analyses and discussions about current topics.

We support journalists

Writing and providing high-quality information about migration is no easy task for journalists, whether because of insufficient time or a lack of contacts amongst migrants. For this reason, one of our activities is to connect journalists with migrants and migration experts.

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STORIES OF THOSE WHO
EXPERIENCED COMMUNIST
INJUSTICE

Their ages added together come to 134. They are connected through their respect for freedom – a value that is worth fighting for at all times. On 2 November 2015, the *Stories of Injustice* project brought them together in the full auditorium of the Lucerna Cinema in Prague.

During WW II, **Marie Chalupová** (born in 1925) and her family helped partisans and supplied them with food. She was also involved in the underground after the Communist coup in 1948, when she was a go-between for a group that helped people cross the border to West Germany. However, she was soon arrested by state security forces and included in the judicial process led against Milada Horáková. Chalupová was initially sentenced to death, but this was reduced to fifteen years, and she was released after eight and a half years.

In 2013-2014 **Jurij Jacenko** (born in 1990), was an active participant in the Euromaidan movement in Ukraine. He was arrested by the Russian security police, who forced him to confess that he travelled to Russia as a Ukrainian spy. He was tortured while in custody, and was not allowed to contact a lawyer or his family until after he had slit his wrists and cut his stomach. He spent a year in prison and was released in May 2015.



'I am not accepting this award just for myself, but on behalf of all of my fellow prisoners,' said Marie Chalupová. Photo: Josef Rabara, Prague, 2015

Anna Malinová (born in 1999) is a student at the Eliška Krásnohorská Grammar School in Prague. She is interested in modern Czechoslovak history mainly because of her grandfather, who was imprisoned during the 1950s. Anna was member of the student panel that selected the three laureates for the Stories of Injustice Award. We present this award every year to people who actively stood against the Communist regime in Czechoslovakia.

In 2015, Marie Chalupová received the Stories of Injustice Award, which was presented to her by Jurij Jacenko. During the ceremonial evening, we launched the 11th year of the Month of Film in Schools project. In November, documentary film screenings and get-togethers with contemporary witnesses took place in hundreds of schools, focusing on the occupation of Czechoslovakia in 1968 as well as the current situation in Ukraine. Teams of students investigated how the 1968 occupation was carried out in their own towns and regions.

21	597	25,000	298	www.
LAUREATES OF THE STORIES OF INJUSTICE AWARD SINCE 2009	SCHOOLS INVOLVED IN THE MONTH OF FILM IN SCHOOLS IN 2015	STUDENTS PARTICIPATED IN SCREENINGS AND DISCUSSIONS WITH CONTEMPORARY WITNESSES	LOCATIONS ON THE MAP FOR STORIES OF INJUSTICE	pribehybezpravi.cz

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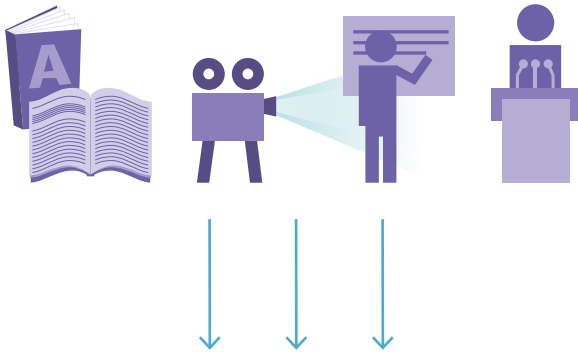
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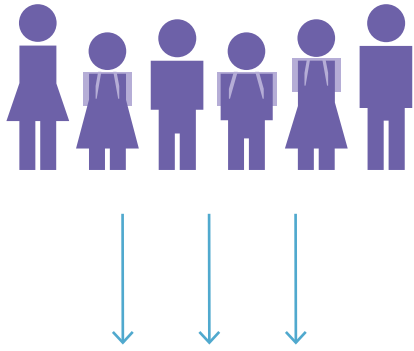
HOW WE SUPPORT
CIVIC ACTIVITIES

WE MOTIVATE YOUNG PEOPLE

- PROJECT METHODOLOGY
- FILM SCREENING
- WORKSHOPS AND MEETINGS
- DIALOGUES WITH POLITICAL REPRESENTATIVES



THEY CREATE THEIR OWN INITIATIVES



AND IMPROVE THEIR ENVIRONMENT

- RENEWING PUBLIC SPACES
- CARING FOR THE ENVIRONMENT
- WORKING WITH DISADVANTAGED GROUPS
- AWARENESS-RAISING ACTIVITIES



INSPIRING YOUNG PEOPLE TO
CHANGE THEIR ENVIRONMENT
FOR THE BETTER

Have you ever thought about what is lacking in your town or municipality? A number of young people are not only thinking about it, but even trying to change things. For example, in Potěhy u Čáslavi the primary school students discovered that there is no playground for local children and decided to raise the money to build one. They organised craft fairs, found sponsors, and convinced their classmates, teachers, parents, and the mayor that their mission is worthwhile. The students presented the 20,000 crowns they collected to the municipality as a contribution towards a new playground.

'We gained a lot of experience in money management, about teamwork, and how to communicate with adults. I'd really like others to try it out,' says Krystýna, one of the four-member team, describing their effort. *'The hardest part was convincing our principal. The children went to see him and found that it was not easy to convince him of the good purpose of the project. I think they will gain more for their future life than they would in a few hours of civics lessons,'* says their teacher, Martina Adamová Eicher. She supervised the project and included it in her lesson plans – for example, computer studies, where the students had to fill in Excel tables, and in maths, where they had to calculate profits.

The project was carried out as a part of the long-term *Who Else?* project, which motivates young people to take matters into their own hands and change their environment for the better. The *Active Citizens* programme works in a similar way, leading secondary school students to participate in the sustainable development of the areas where they live. For example, the student council

from the Gajdošova School in Brno-Židenice participated in beautifying the Stará Osada pedestrian underpass. We also train teachers in the *Active Citizens* methodology, enabling them to develop student activities both in and out of school.

The next step: local policy

The efforts of the students in Potěhy paid off. Not only did they raise money and gain recognition

Running one's own project gives students much more than hours spent at a school desk.

in their community, but they were also chosen by an independent panel to participate in the final round for the *Gratias Tibi Award*, which we present to young people for their efforts to improve their environment. This placed them amongst the five best projects in the primary schools category. An unbelievable 233 initiatives were nominated by the public for this award. The young people address a broad range of themes, from ecological activities to helping the disabled and senior citizens, including awareness-raising campaigns and cultural events.

Because active young people often find out that they could have a greater influence as local representatives, we decided to strengthen their knowledge and inspire them to enter local politics. With our new educational competition project *Looking for a Leader* we want to demonstrate that young people do have a place in politics and it is they who can refine the system. Our aim is to establish the foundations for their long-term activities and monitor their results in community politics and publicly beneficial projects.

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ONE WORLD BURST THROUGH
BUBBLES, ISSUING AN
INVITATION TO BECOME
AN ACTIVE CITIZEN

One World 2015 was organised at a time when the world was shaken by major events: the attack on the offices of the satirical Charlie Hebdo magazine in Paris, war in Ukraine, the expansion of the Islamic State, and various issues linking politics and business in the Czech Republic. The festival decided to draw attention to the fact that modern means of communication give us the ability to watch these events in real time, but that quite often we choose to shut ourselves in a protective bubble. We pretend that what is happening outside does not affect us. One World challenged its audiences to burst some of these bubbles, to be open to new opinions, and to take an active stand.

The opening film for the 17th edition of the festival was the documentary *Warriors From the North*, directed by Søren Steen Jespersen and Nasib Farah, which reveals the fate of the children of Somalian immigrants who go back to Africa to fight for the Al-Shabaab movement. Bubbles continued to be burst by other documentaries, such as director Laura Poitras's *Citizenfour*, which tells the story of Edward Snowden, the world's best-known whistle-blower. This film received an Oscar for Best Documentary in 2015 and just two weeks later the Czech public could see it with subtitles and with accompanying discussions.

The future of documentaries

One World strives to foster the relationship between the audience and documentary films. This is why the festival offered a series of discussions with directors, during which the films' creators



Prejudices, hearsay, and comfortable ignorance. These are the bubbles that the One World Festival challenged people to burst. Photo: Eva Kořínková, Prague 2015

– sometimes with the protagonists – explained their creative processes to the public. A total of 1,837 people came to listen to the filmmakers speak.

The Neustadt Cross-Kino provided a glimpse of the interactive documentaries of the future. It presented the most interesting documentary projects that exist on the boundary of film, computer games, and interactive applications. Seated in teepees, visitors could watch cross-media narratives and, thanks to interactive elements, easily become a part of them.

Record attendance rate at the regional festivals

One World 2015 welcomed a total of 124,215 participants. In Prague, 35,272 people came to the afternoon and evening screenings, and 13,903 to the morning screenings for schools. There was

a record increase of 6,328 in attendance at the regional festivals. In thirty-two Czech towns, 21,252 people attended the cinema in the afternoon or evening, and the morning screenings welcomed 40,188 students and teachers. The largest increases were recorded in Olomouc, Police nad Metují, and Ústí nad Orlicí.

Human rights award for Syrian activist

At the opening of the festival, the *Homo Homini Award* was presented to Souad Nawfal, a Syrian activist who fearlessly demonstrated against Assad's regime and later against ISIS. To accept the award, she travelled to Prague from Turkey, where she now lives after having to flee out of fear for her life.

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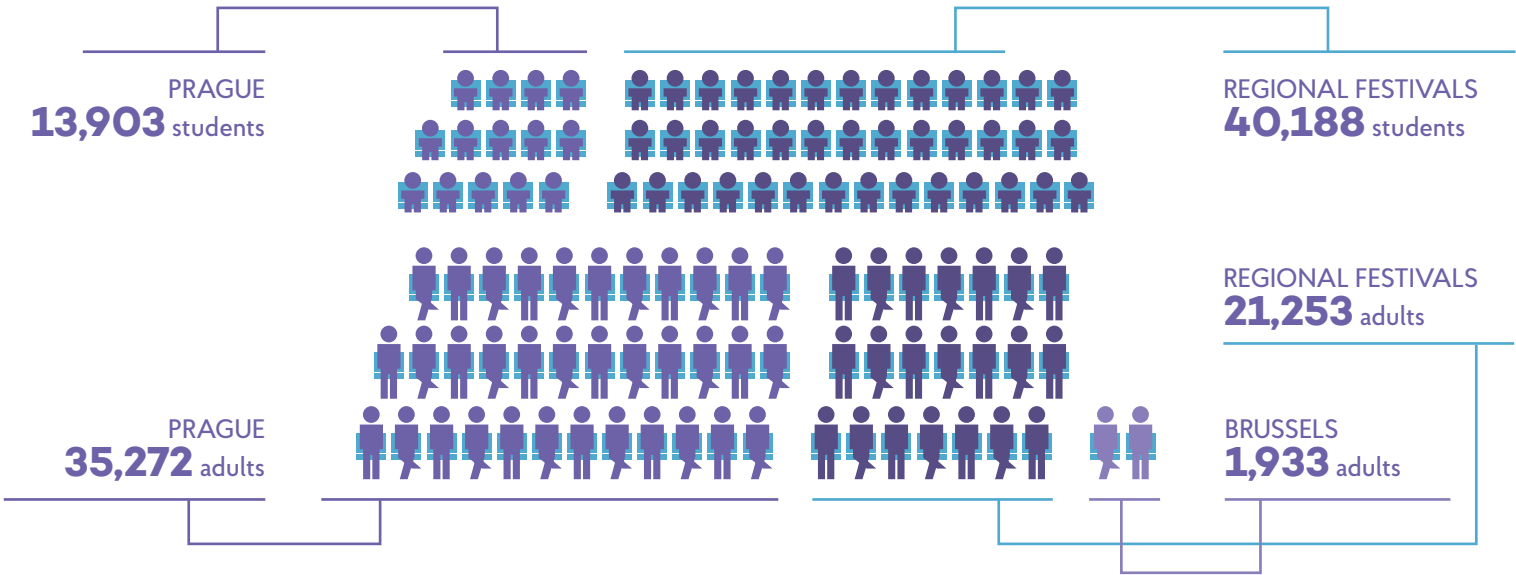
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ONE WORLD 2015



Prague, Benešov, Brno, České Budějovice, Český Krumlov, Děčín, Havlíčkův Brod, Hradec Králové, Chrudim, Jablonec nad Nisou, Kladno, Kralupy nad Vltavou, Liberec, Louny, Mikulov, Mladá Boleslav, Olomouc, Opava, Ostrava, Pardubice, Pelhřimov, Plzeň, Police nad Metují, Polička, Rožnov pod Radhoštěm, Tábor, Tišnov, Třebíč, Třinec, Uherské Hradiště, Ústí nad Labem, Ústí nad Orlicí, Znojmo



124,215
ATTENDEES

114
DOCUMENTARY FILMS

1,489
FILM SCREENINGS

533
VOLUNTEERS

234
FESTIVAL GUESTS

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We try to work with children from the earliest possible age.
They can join our pre-school clubs when they are three. Photo: Iva Zimová

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HELPING PEOPLE
SUCCESSFULLY RESTART
THEIR LIVES

People in Need started to address the issue of living in social exclusion in 1999. At that time, we launched Field Programmes with the aim of offering social counselling to people in impoverished locations. During the following years, the number of these locations slowly increased and there was a greater need for our services. In 2006, we added educational services to our portfolio of activities, leading to the rise of our Social Integration Programmes.

Currently, we operate nine regional branches and are active in about sixty towns and municipalities in the Czech Republic. In 2015, our team had 270 employees and 320 volunteers. During this period we worked with 6,200 people, and helped resolve over 10,000 requests. In addition to work in the field, we also perform analytical activities (particularly in the area of debt collection). We also organise seminars and workshops for teachers to pass on our experience with working with children with special educational needs.

Counselling for children

We focus a large part of our energy on working with children and providing services for them. Based on our experience from the field, we believe that a high-quality education is the driving force that will help a person move out of a socially excluded area in adulthood. We try to work with children of pre-school age and, if possible, remain with them along their entire educational path. We use an individualised approach, because we believe that every child has talents and abilities that need to be developed.



The people with whom we work often live in totally unsatisfactory conditions. Photo: Iva Zimová

Counselling for adults

We focus mainly on working with the whole family, where we put the emphasis on the interests of the children. When looking for solutions to what are often very complicated situations, we work with other non-profits, municipal authorities, job centres, schools, the police, and others. Our main objective is to ensure that the aid we provide leads to the acquisition of the required knowledge and skills, so that those who use our services become confident in their own abilities and are able to arrange things themselves in the future. Mutual cooperation naturally requires the active participation of the client in finding solutions to their problems.

Cooperation with public administration

Thanks to our work in the field, we are able to find solutions for the specific problems faced by specific people. However, if we want to achieve long-term change, we must change the entire environment as well. That's why we try to work with the public administration as much as possible. As advisors to the social sector we participate in the creation of regional plans, fight against gambling, and try to get the people with whom we work involved in the decision-making processes that affect them.

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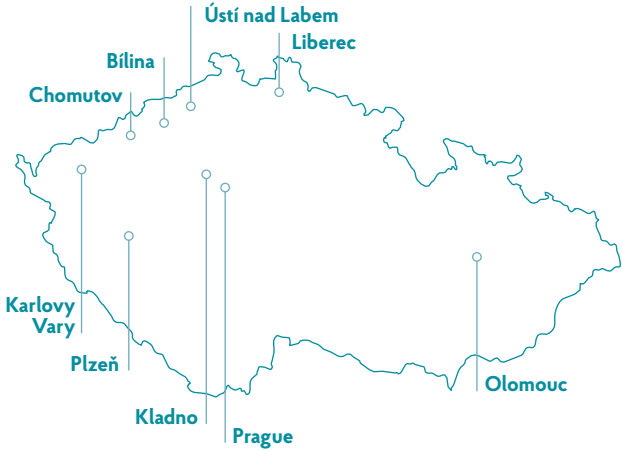
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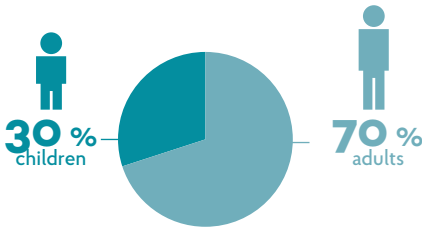
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9 branches are operated by us in the Czech Republic. You will find them in Bilina, Chomutov, Karlovy Vary, Kladno, Liberec, Olomouc, Plzeň, Prague, and Ústí nad Labem.

6,200 people with whom we worked in 2015



60 towns and municipalities where we offer services

7 of the Czech Republic's regions in which we are active: Karlovy Vary, Liberec, Olomouc, Plzeň, Central Bohemia, Ústí nad Labem, and the City of Prague

270 people worked in the Social Integration Programmes in 2015. More than half of them are field workers (field social workers, career and job advisers, staff at low-threshold clubs, and others). Over 60 people are involved in educational services, the remainder are coordinators, branch directors, methodologists, etc.

PROMOTING FAIR DEBT COLLECTION

Territoriality – the legal tenet according to which seizure is performed by the authority with appropriate geographical jurisdiction – is one of the key principles we promote. Our analyst Daniel Hůle explained why in an interview for aktualne.cz (abbreviated by the editor).

One of the arguments against territoriality says that its implementation would lead to chaos and a double-digit decrease in the collection rate.

According to you, should this not be expected?

It is possible; there could be a real decrease in the rate, but it would most likely only be short-term. If this did not happen, there would be no reason to implement territoriality. There are two strong arguments for its implementation. Without it, the ability to combine collection orders would not work. There continue to be multiple orders against the same debtor administered by different bailiffs, which leads to higher costs, increased debt, and a lower collection rate. It also applies that the seizure of personal property often puts psychological pressure on the debtor. In the case of debtors with no property, there is nothing to seize. If, however, the bailiffs employ coercion, a debtor, given the pressure of the situation and unaware of their rights, is willing and able to go and borrow money somewhere. In some cases, the bailiffs even offer this option: 'Give us five thousand now, and we'll leave you alone for a month.' The debtor goes to a moneylender and has some peace for a while. As a result, the collection rate goes up, but in reality the situation deteriorates.

How would territoriality guarantee that this will no longer happen?

It is simple. In the current competitive environment, the most aggressive bailiffs, meaning those that are able to collect money even from people who have nothing, come out on top. Of course, these are the bailiffs that creditors choose most often. However, it is no expression of justice or even of law that some bailiffs can claim items that cannot even be seized and thus collect more money for the creditor. If territoriality is implemented, the rate would go down in the case of collections made under pressure. However, at the same time, if multiple collection orders are combined with one bailiff, the associated costs will go down and the collection rate for the creditor will go up. I am therefore convinced that, over the longer term, the seizure rate will at least balance out.

Another argument says that territoriality would lead to a loss in competitive motivation amongst the bailiffs, leading to a lower success rate, and that creditors would turn to more violent forms of collection. According to you, would this not happen?

I think this would definitely not occur. The bailiffs will continue to be motivated to achieve as high a collection rate as possible through a remuneration system. The more they collect, the more they will earn. However, when defining the rules for territoriality, it must be kept in mind that there are some areas – the Moravian-Silesian, Ústí nad Labem, and Karlovy Vary Regions – where there is more poverty and debts are harder to collect. The bailiffs' offices in these regions will face quite a complicated situation and this must be taken into account. But the idea that there would be more debt collectors with baseball bats? Ridiculous. The state should not even allow such an argument to be made.



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SUPPORTING CHILDREN
THROUGHOUT THEIR
ENTIRE EDUCATION PATH

The Social Integration Programme's Educational Services are focused on children from socially excluded communities whose parents cannot provide them with adequate educational support. There are many reasons why, the most common being that they themselves have only a very low level of education (often only a special school). Particularly these children need the most help in nursery and other schools, as they are starting from an entirely different point than their peers.

Our activities include comprehensive services that support children throughout their entire

WHAT IS THE AIM OF THE PRE-SCHOOL CLUBS?

'For me, personally, it is a success when a child leaves us prepared. Prepared to learn, to discover the world, because they have already found out what a great joy it is. So, if we ever had a three-year-old child, who was abandoned by a drug-dependant mother and started out life in horrific conditions, but who is now in third grade and is getting Bs and Cs, has no problems with his peers, and is able to learn, I am more than satisfied,' says Martina Francuchová, a methodologist for the pre-school clubs.

education path. 'If it is possible, we work with them from pre-school age to the time they enter the labour market,' says Jan Černý, Director of the Social Integration Programme. For the youngest, there are twelve pre-school clubs that prepare them for regular nursery school. Ideally, a child remains in the club for one year, so that we are able to

prepare the child and their parents for mainstream education. We want the pre-school clubs to be an interim stopping point, where children come, catch up where it is necessary, and then go on.

So-called 'Adaptation Days', when children from the club regularly visit a traditional nursery school to see how things work, have proved to be very useful in the process of including children in mainstream education. It is ideal when the parents also participate. If it is not possible for a child to transfer to a nursery school, the club prepares them for starting primary school.

We have long been using the Grunnlaget method at our clubs, which, in simple terms, teaches children to learn. It is a method of conceptual teaching, which helps us to work with diverse groups of children. We teach them how to recognise things, how to use their long-term memory, and how to think analytically. We do not try to test children, or to 'trick' them with things they do not know; instead, we try to ensure that discovering things makes them happy.

Volunteers help with tutoring

Once the children start school, volunteers start working with them and provide tutoring. This is sometimes carried out in groups, but it is more common for the tutor to go to the family's home once a week. The purpose of this service is not just to improve the child's grades, as tutoring also has a number of other positive effects. The main one is that it leads to increased interest in school, reflected in, for example, fewer absences and more activity during class time. Why is this so? 'Mainly

HONZA HELPED WITH HOMEWORK

Martina completed only a special education school. When her son Kája started school, she studied with him regularly. He had almost all As with only a B now and then. But then came third grade, and with it English classes and more complex maths. Kája's grades became worse. Often his homework was not finished because neither he nor his mother understood it. Fortunately, they found a volunteer – Honza – who understood the assignments. Today, Kája is in the eighth grade. Thanks to the volunteer's help, his grades are average. He is looking forward to training as a cook and then gaining an advanced certificate.

because the regular preparation for school at home makes the child feel more secure, school stops being something to be feared, which brings only problems and worries,' explains Jan Černý.

Prior to starting to work with the child, we sign a document with the family that clearly explains the obligations of both the volunteer and the parents. The most important condition is the required presence of one of the parents during the tutoring. There are many reasons for this. For one, the home environment must be quiet for studying, particularly if there are siblings around. However, the main reason is that the parents should be drawn into everything associated with the tutoring and take an active part in it. It is ideal when they participate directly in the tutoring and slowly learn how to work with the child, how to check things, etc.

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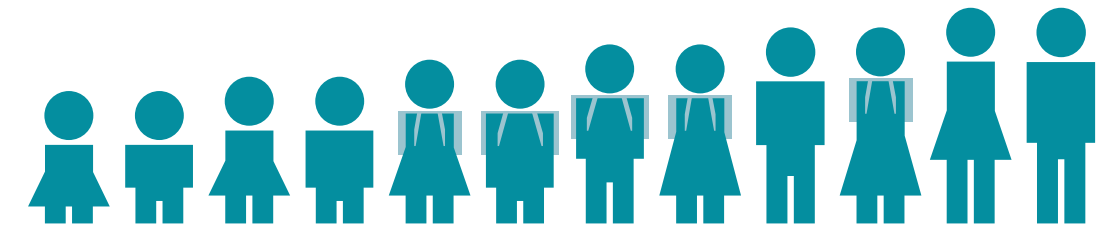
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SUPPORTING CHILDREN THROUGHOUT
THEIR ENTIRE EDUCATION PATH



Ages 3 to 7 → **Ages 7 to 15** → **Ages 15 and over**
PRE-SCHOOL CLUBS TUTORING CAREERS GUIDANCE

In 2015, **260** visited our clubs and are preparing to transfer to either a nursery school or register for primary school.

In 2015, **520** children used our tutoring service, mostly from primary schools, but also from secondary schools.

In 2015, approximately **50** young people used this service to prepare for their secondary education.



Ages 5 to 26

LOW-THRESHOLD CLUBS FOR CHILDREN AND YOUNG PEOPLE

In 2015, **930** children and young people visited our low-threshold clubs. The clubs offer them a meaningful way of spending their free time.

30	12	7	320
PERCENT OF THE PEOPLE WE SUPPORT ARE CHILDREN AND YOUNG PEOPLE.	PRE-SCHOOL CLUBS WERE OPERATED BY PEOPLE IN NEED IN 2015. THEY ARE LOCATED IN BÍLINA, CHODOV, CHOMUTOV, KLDNO, LIBREC, PLOUŽNICE, PRAGUE, PŘEROV, ROKYCANY, SOKOLOV, ÚSTÍ NAD LABEM – PŘEDLICE, AND ÚSTÍ NAD LABEM – MOJŽÍŘI.	LOW-THRESHOLD CLUBS FOR CHILDREN AND YOUNG PEOPLE OFFERED SERVICES IN 2015. THERE ARE 2 IN BÍLINA, 2 IN ÚSTÍ NAD LABEM, AND 1 EACH IN KLDNO, KRSLICE, AND LIBREC.	VOLUNTEER TUTORS HELPED CHILDREN IN 2015. WITHOUT THEIR TIME AND ENERGY, THIS TYPE OF SUPPORT WOULD NOT BE POSSIBLE.

CAREERS GUIDANCE AND
LOW-THRESHOLD CLUBS

The time when a child completes their compulsory education and is making a decision about what to do next is critical. Even at this point, families find it difficult to navigate through the possibilities, and sometimes they cannot handle the administrative issues. For this reason, there are careers advisers who will go through all the requirements with the parents and the child, show them the existing options, and help them fill out applications and complete other formalities.

WHAT PURPOSE DO LOW-THRESHOLD CLUBS SERVE?

‘We want to ensure that children who live in socially excluded communities have a meaningful way to spend their free time. It is definitely not possible to say that the environment where they grew up is favourable and inspiring. On the contrary, these teenagers are very vulnerable to various pathological phenomena, such as drugs, crime, and gambling. It is more than easy to fall into the “wrong company”,’ says Petra Lelovičová, a social services methodologist.

We also do not forget the time when children are out of school. At our low-threshold clubs not only do they find ways to spend their free time meaningfully, but also a place where they can study in peace and have access to computers, the internet, and other study aids they do not have at home.

‘We consider a high-quality education to be the main foundation for a successful life. We believe that education is the path that will allow children to lead a useful life. In the long run, we all benefit from this. It is in all of our interests to ensure that the young people leaving Czech schools are able to find a place not only in the labour market, but in society overall,’ concludes Jan Černý.

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HELPING FAMILIES
RESOLVE LIFE ISSUES

We first met Jana and her family in the summer of 2015. Both she and her partner are deaf, they do not understand the written word very well, and communicate using sign language. They have two children – a six-year-old son and a three-year-old daughter with Down's syndrome. Before the family started to use our services, they depended solely on the help of their friends and family. However, these people often had problems of their own and could not always help effectively. It was particularly difficult for the couple to communicate with the authorities and institutions, apply for the required social support and disability pension, find a doctor, and register their son for school. As a result, they often found themselves in a situation they could not resolve on their own.

The greatest obstacle was the physical disability of the two parents. For this reason, we first contacted organisations providing services to the hearing impaired. We soon found a free interpreter, who helps the family during important meetings with the authorities, at the doctor's office, and in school. If they need to, they can also use online interpreting services. As a result, the family members can now take care of such things as making arrangements over the phone and cancelling appointments.

We lead people towards independence

In addition to helping the parents, we also focus on the children. It needs to be kept in mind that for a hearing child it is very difficult to grow up in a family with deaf parents. The child cannot learn their first words from them, and, unless the child is in frequent contact with the outside world, this has



The topics most often encountered in our field work are associated with debt, housing, and employment. Photo: Iva Zimová

a great impact on speech development. For Jana's children, we made arrangements for early childcare, occupational therapy, physiotherapy, and speech therapy. Currently, we are looking for volunteers

It took only two months, and now Jana can pay everything on time without an interpreter or social worker.

to visit the family, who will talk with the daughter to help her speech development.

Thanks to all of this, the family's life looks more hopeful. All of its members try to overcome the daily obstacles they encounter and we support their efforts. Even something that seems minor helps, such as a recently created colourful graphic calendar, which helps the family know when it is

time to pay for school meals and clubs. This was an unresolvable problem before. But it took only two months, and now Jana can handle everything on time without an interpreter or social worker.

We will remain in regular contact with Jana and her family in the future. Their situation is one of the more complex ones, mainly because of their physical disabilities. It is clear that there will continue to be many things that neither Jana nor her partner can handle on their own, but thanks to the support of all those involved, their number will gradually decrease. This is mainly because they will both learn how to do things independently.

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THE MOST COMMON
ISSUES? DEBT, HOUSING,
UNEMPLOYMENT...

One of the basic services we perform within the context of our field work is debt counselling. Our counsellors help people contact their creditors, negotiate repayment schedules, prepare insolvency applications, or find other solutions that will gradually free them from the debt trap. Debt is one of the most common factors preventing a successful restart in life.

Many families with whom we work live in places that can hardly be described as acceptable. They shuttle between lodging houses whose quality definitely does not reflect the price of the rent, and uninspected buildings that are a part of socially excluded communities with a bad reputation. Large families are crowded into small rooms, often with no heating or hot water. Our staff therefore make every effort to find solutions that would improve the quality of their housing.

Debt is one of the most common factors preventing a successful restart in life.

Another problem is unemployment. The people with whom we work are poorly educated; often with only a primary education. In addition, they live in places where people with far greater qualifications have trouble finding work. In cases where the labour market does not offer them anything, we look for alternatives in the form of part-time jobs.

Debt

Mr. H found out from his employer that a collection order had been issued against him. The reason was a loan that he had allegedly taken out six years earlier. However, Mr. H knew nothing about it and, at the time the contract was signed, he had been in hospital. He turned the matter over to the police, but they deferred the case as it was not possible to prove the signature had been forged. At this point, Mr. H came to our branch in Plzeň. Our staff first confirmed that he had been hospitalised and that at the time the contract was signed he was not able to manage documents. A petition contesting the invalid arbitration clause and requesting a stay on the seizure order followed. The entire collection process was halted on this basis. The next step was to lodge pre-trial notices against the bailiff’s office and the creditor. Both entities subsequently reimbursed Mr. H the money due to him.

Housing

Mr. S was paying the lodging house owner CZK 5,100 each month for a 1-bedroom unit (with shared toilet and bathroom). It was, however, possible to find a comparable flat in the area for at least CZK 500 less. Mrs. M, who lived in the same lodging house with her children, paid CZK 11,500 every month. She later started subletting a 2-bedroom unit for CZK 7,700 – almost CZK 4,000 less. A three-member family, who are paying

CZK 10,500 a month at the lodging house, could actually afford to rent two flats, allowing their adult child to live independently. Our experience speaks for itself – the price paid at a lodging house is generally higher than that paid for a rental unit even though the quality of the housing is worse. Nevertheless, the number of lodging houses is not decreasing. There are many reasons for this, the most typical being the initial deposit for rental housing that is an insurmountable obstacle for many families. Discrimination and complicated paperwork also play a role.

Employment

Anna has been retired for two years. She is repaying a loan that she originally took out with her husband, who passed away a few years ago. After paying her rent and the bank from her small pension, she has barely anything left. Anna worked most of her adult life, mostly as a cleaner or a labourer. At her request, we started looking for similar part-time work. Our field worker meets with her weekly and they go through job offers together. It would be difficult to count how many she has applied for. Some people were unpleasant even over the phone, others were willing and arranged a personal meeting. However, she has so far not been successful. Anna is not giving up and is continuing to look with our help.

4,300

ADULTS USED OUR SERVICES

7,100

MATTERS WERE RESOLVED
WITH OUR CLIENTS

30

PER CENT CONSISTED OF
DEBT COUNSELLING

520

MATTERS WERE HANDLED
THROUGH EMPLOYMENT
COUNSELLING

1,150

CASES INVOLVED RESOLVING
INADEQUATE HOUSING
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In Ethiopia we help local farmers plant better quality wheat cultivars, thus improving their ability to support themselves. Photo: PIN archives

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OUR DONORS HELP US
TO CREATE A BETTER WORLD

We appreciate the generosity of our Czech donors now more than ever before. We are happy that the number of people who support us on a regular basis continues to grow. More than 14,000 of our supporters send regular contributions to the **People in Need Club of Friends**. Donations gradually collected by the Club of Friends allow us to help victims of natural disasters and wars, as well as people suffering under non-democratic regimes, as quickly as possible.

After an earthquake, for instance, we do not waste valuable time collecting money, but can respond immediately at a time when speed can mean more lives saved. This was clearly proved last April, when Nepal was struck by an earthquake. Our coordinator was on-site within forty-eight hours and was able to immediately start planning and providing aid to the most afflicted families, who were given tarpaulins for temporary shelter, blankets, mattresses, and other aid.

Thanks to the contributors in our Club of Friends, we were able to provide aid in an additional sixteen countries. For example, in Congo, which is suffering from instability and rebel attacks, we successfully fought the malnutrition of small children. We were able to support five schools in Syria. In Northern Iraq, 3,000 refugees fleeing from the terror of the Islamic State received small stoves, blankets, and medication. The most significant operations financed through the Club's contributions includes the aid provided to farmers in South Sudan, where people are dealing with failed crops and armed conflict. In several countries we are helping human rights defenders develop a civil society.

The 6,500 regular donors to our **Real Aid** fundraising campaign also make it possible for us



At the birthing centres we support in Cambodia, the maternal mortality rate has decreased by 75%. Photo: PIN archives

to implement our development aid programmes. Thanks to them, we are able to build schools in developing African countries, teach local farmers more effective methods allowing them to better support their families, and help to prevent malnutrition.

More than 8,700 people gave their loved ones a **Real Gift** last year. A total of 26,237 gift cards were purchased. As in the past, animal gifts were the most popular. However, in addition to goats and chickens, a number of other useful items were also purchased – ranging from water canisters to latrines, from notebooks to school blackboards.

Czechs also do not ignore unexpected crises and disasters. This can plainly be seen in the solidarity that arises to support each of our SOS fundraising campaigns (last year, SOS Nepal, SOS Syria and Iraq, and SOS Ukraine).

People in Need has been implementing educational projects in the Czech Republic for a number of years through, for example, providing tutoring for children from socially weaker families, and working with teachers and students in more than half of all Czech schools. To support these projects, we started the **Better Schools for All** campaign, which collected approximately 370 thousand EUR during the year. This is proof that Czechs are truly interested in helping everywhere that it is needed.

Our newest campaign in 2015 was **Share the Party**, which allows people to combine their birthday, anniversary, and wedding celebrations with a good cause and contribute to People in Need's projects.

Huge thanks are due to the AVAST Foundation, which has long been supporting our projects and is our most important donor.

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TOGETHER WE HELP AROUND THE WORLD

CLUB OF FRIENDS

over **14,000** regular donors

Donations are used for humanitarian assistance, promoting human rights, fundraising, and organisational development. **Aid is provided in 17 countries.**

For more info, see www.peopleinneed.cz/club



REAL GIFT

During 2015, **26,237** gift card were purchased.

Charity e-shop.

100% of income goes to the Real Aid collection.

Aid is provided in 10 countries.

For more info, see www.real-gift.org



REAL AID

6,500 regular donors

Donations are used for supporting development projects abroad.

Aid is provided in 10 countries.

For more info, see www.skutecnepomoc.cz



BETTER SCHOOLS FOR ALL

Czech donors gave almost

EUR 370,000 during the campaign

www.lepsiskolaprovsechny.cz/en.

The money will be used for educational programmes in the Czech Republic.



SHARE THE PARTY

A new way in which your celebration can help the needy at home and abroad

– visit www.sharetheparty.cz

LET'S BUILD A SCHOOL IN AFRICA

Additional schools were built in the Ethiopian villages Meje and Sorge

with the help of Czech donors to the www.skolavafrice.cz/about fund.



SOS FUNDRAISING CAMPAIGNS

SOS NEPAL

Thanks to **EUR 1.2 million** sent from the Czech Republic, thousands of families received emergency aid after the earthquake.

SOS UKRAINE

EUR 123,000 was collected to help war victims in Eastern Ukraine.

SOS SYRIA AND IRAQ

Czech donors gave more than **EUR 277,000** to provide aid to war-devastated Syria.

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ORGANISATIONAL STRUCTURE



EXECUTIVE BOARD

Kristina **Taberyová**
PRESIDENT

Jan **Pergler**

Petr **Jančárek**



EXECUTIVE COUNCIL

Šimon Pánek MANAGING DIRECTOR	Jan Kamenický FINANCIAL DIRECTOR
Jan Mrkvička RELIEF AND DEVELOPMENT DEPARTMENT	Jan Černý SOCIAL INTEGRATION PROGRAMMES
Šimon Pánek / Sylva Horáková CENTRE FOR DEMOCRACY AND HUMAN RIGHTS	Petra Skalická * VARIANTS
Karel Strachota ONE WORLD IN SCHOOLS	Hana Kulhánková ONE WORLD
Tomáš Urban MEDIA DEPARTMENT	Tomáš Vyhnálek FUNDRAISING
Marek Vozka OPERATIONS AND SUPPORT DEPARTMENT	David Valouch LEGAL SERVICE



SUPERVISORY BOARD

Vlasta **Lajčaková**
PRESIDENT

Jan **Urban**

Václav **Mazánek**

* As of 1 January 2016, **Tomáš Habart** is the Director of the Variants Programme.

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A BIG THANK YOU TO THE ENTIRE PEOPLE IN NEED TEAM, ALL OF OUR VOLUNTEERS,
OUR PARTNERS, OUR DONORS, AND EVERYONE ELSE WHO SUPPORTED US IN 2015!

SPECIAL THANKS TO:

- Josef Ježek, tax advisor
- Květoslava Vyleťalová, auditor
- Pavel Uhl, attorney
- Alice Rychlá, attorney
- David Valouch, attorney
- Petra Lomozová, attorney
- Alena Tulachová, attorney
- Kristýna Kabelová, attorney
- Libuše Škopková and Obchodní kancelář – ekonomika, s.r.o.
- Aleš Neumann & Nebrat, s.r.o., computers, networks
- AutoCont CZ, a. s., supplier of the Microsoft Dynamics NAV economic system
- ELO Digital Office ČR s.r.o., support for ELOenterprise DMS system
- MT Legal s.r.o., legal offices

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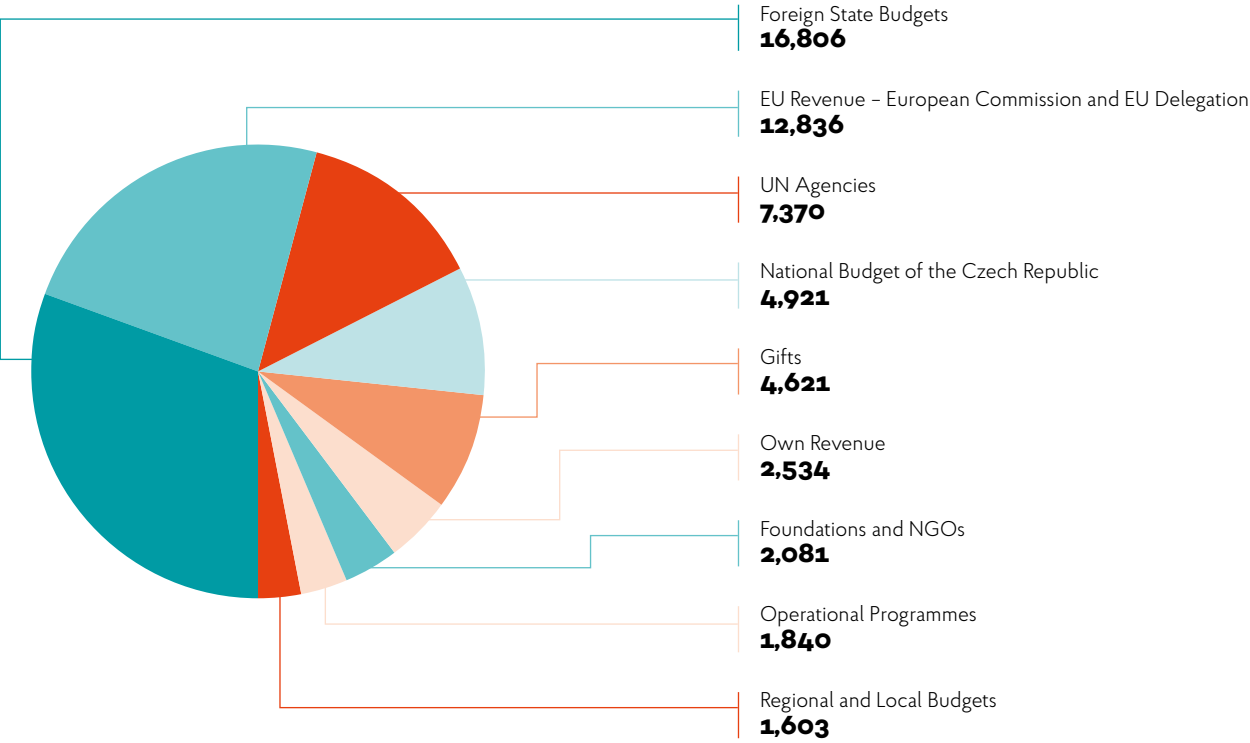
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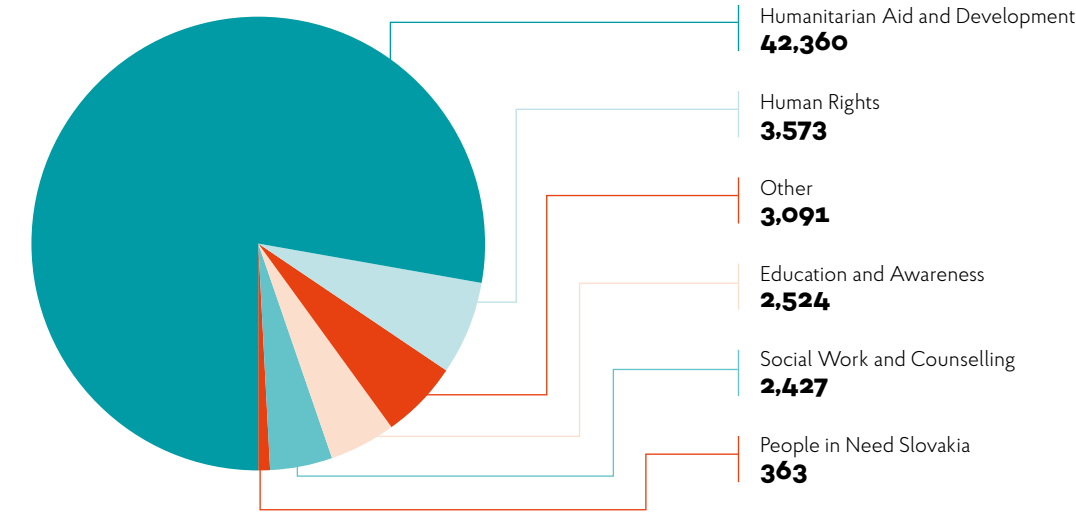
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REVENUE
in thousands of EUR
Total
54,612



EXPENSES
in thousands of EUR
Total
54,338



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REVENUES

This table shows company revenues for 2015. For grants, subsidies and gifts, these are funds that were used in the respective year. The company People in Need keeps accounts in accordance with the binding methodology, i.e. by Funds, which means that the received funds are first accounted for by Funds, and then they are invoiced into revenues at the moment they are used (drawn) in the respective year. The funds, left in the Fund for next year, are not shown in the revenues for the current year. On the other hand, there are funds shown in the table that were acquired in the past years but that were only drawn in the current year. For conversions to euro we used the exchange rate published by the Czech National Bank on 31 December 2015 (CZK 27.025 per euro). Statements from the Balance Sheet are presented in Czech crowns.

source	thousands of EUR
Foreign state funds	16,806
Angola	552
via African Innovation Foundation	552
Denmark	11
Danish Refugee Council (DRC)	11
Finland	25
Embassy of Finland in Bucharest	25
Cambodia	13
National Biodigester Programme Cambodia	13
Germany	2,348
German Consulate General in Mazar-e-Sharif, Afghan	56
GIZ – Deutsche Gesellschaft für Internationale Zusammenarbeit	31
via Deutsche Welthungerhilfe e.V.	2,261
Netherlands	237

Ministry of Foreign Affairs in the Netherlands	221
Embassy of Netherlands in the Czech Republic	4
via The Organic Village	12
Norway	114
via Amnesty International Slovakia	4
via Nadácie otvorenej spoločnosti	41
via Nadácie pre deti Slovenska	19
via Nadácie Socia	4
via NROS	46
New Zealand	133
Ministry of Foreign Affairs and Trade New Zealand via Save the Children International in Cambodia	133
Slovakia	14
Ministry of Interior Slovakia	4
Slovenská agentúra pre rozvojovú spoluprácu	10
World Bank	659
via MRRD Afghanistan	512
direct grants	147
Spain	62
via Rescate	62
Sweden	170
Ministry of Foreign Affairs Sweden	170
Switzerland	1,644
Swiss Federal Department of Foreign Affairs	1,631
via Nadácie Ekopolis	13
USA	5,356
Bureau of Population, Refugees, and Migration	12
NED – National Endowment for Democracy	427
USAID	3,493
USAID via Development Alternatives, Inc.	41
US Embassy in the Czech Republic	15
Other US funding	1,368
Great Britain	5,468
Department for International Development	5,181
Department for International Development via ACTED	14
Department for International Development via	

Danish Refugee Council	142
Department for International Development via GOAL	131
EU revenue – European Commission and EU delegation	12,836
DG DEVCO (DCI)	3,455
direct grants	3,285
via World Education Berkshire LBG	38
via Autonomous Province of Trento	28
via CESVI	24
via MTÜ Mondo	78
other sources via DCI	2
DG DEVCO (EIDHR)	509
DG DEVCO (ENPI)	653
direct grants	643
via ACTED	10
DG Education and Culture	32
via Erasmus+	5
via IUVENTA	27
other sources via DG Education and Culture	0
DG ECHO	7,351
direct grants	5,383
via ActionAid	405
via Concern Worldwide	396
via Danish Refugee Council	475
via Deutsche Welthungerhilfe e.V.	681
via Solidarites International	11
DG Enlargement (IPA)	184
DG Justice and Consumers	72
ENPARD	471
EACEA	84
direct grants	71
via Concern Worldwide	13
Other EC resources	25
via Centre for the Study of Democracy – Censis – Ludwig	25

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UN agencies	7,370
FAO	147
IOM	96
UNDP	881
UNFPA	28
UNHCR	550
UNICEF	759
UNOCHA	312
WFP	4,532
WHO	65
via Czech Embassy in Mongolia	65
State budget	4,921
Czech Science Foundation	5
via Charles University in Prague	5
Ministry of Culture	183
Department of Media and Audiovision	183
Ministry of Labour and Social Affairs	20
Ministry of Justice	12
Department of prison systems and criminal justice	12
Ministry of Education, Youth and Sports	38
Ministry of Interior	9
via Pilsen Region	6
Other sources	3
Ministry of Foreign Affairs	4,540
Czech Development Agency	3,388
Czech Development Agency via IRCON	6
Czech Development Agency via CMHCD	5
Department of Human Rights and Transformation policy	560
Department of Development Cooperation and Humanitary Aid	336
Department of Public Diplomacy	11
via Czech Embassy in Cambodia	234

Ministry of Health	6
State Fund of the CR supporting the development of Czech cinematography	72
The Office of the Government of the Czech Republic	35
via Inter-ministerial Commission for Roma Community Affairs	35
other sources	1
Private and corporate donations	4,621
Club of Friends	1,188
Direct gifts	638
Advokátní kancelář Pokorný, Wagner & partneři, s.r.o.	37
Anna, Jana and Antonín Švehla	58
Art Team	10
AVEKO Servomotory, s. r. o.	4
Božena Vichová	4
Clifford Chance, Customer Service Division	6
Hana Dvořáková	58
Holík International, s.r.o.	4
Jan Tajovský	4
Jarmila Steklá	11
Jaroslav Beran, Ing. + Miluše Číhalová, DiS.	64
KOVOTEX s.r.o.	7
Lego Production s.r.o.	12
Letiště Praha, a.s.	7
Libor Malý	19
PentaGen, s.r.o.	6
Radim Pavlů	19
SEKNE spol. s r.o.	4
Škoda Auto a.s.	13
VIG RE zajišťovna, a.s.	5
Vysoká škola zdravotnictva a sociálnej práce sv. Alžbety	5
Zeelandia spol. s r.o.	4
other gifts	277
Public Collections	2,728
Better School to Everyone	203
Let's Build a School in Africa	133
Real Aid	1,307

SOS Philippines	19
SOS Nepal	642
SOS Floods, the Czech Republic	82
SOS Syria	171
SOS Ukraine	169
other public collections	2
Donated minor equipment and material	67
Aerosol-service a. s.	4
The Salvation Army in the Czech Republic	6
Cembrit a.s., Šumperk	13
PENAM, a.s	22
other donated minor equipment and material	22
Own activities and other income	2,534
Reserve Fund	14
foreign exchange gains	1,686
sale of tickets and promotions at FF	214
sale of products, inventory and assets	40
reception desk services	5
penalty and interests	89
compensation for depreciation of assets acquired from the grant	316
revenue from the Langhans Centre	42
revenue from the Koněvova house	40
revenue from the Slavkov u Brna house	6
revenue from securities	11
other services	47
other rental revenues	19
other revenues	5
Foundations and NGOs	2,081
Alliance 2015	57

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Catholic Relief Services (CRS)	75
Czech-German Fund for the Future	11
People in Peril, Association Slovakia	42
Fondation Ensemble	52
Charles Stewart Mott Foundation	52
Karpatska Foundation	11
Tereza Maxova Foundation	4
O2 Foundation	7
The Bakala Foundation	11
Pontis Foundation	24
Children of Slovakia Foundation	4
Slovenska sporitelna Foundation	5
Endowment fund AVAST	150
Endowment fund of the Czech Banking Association for education support	30
Endowment fund of Český rozhlas	183
OAK Foundation	891
Open Society Foundations	65
direct grants	49
via The Frontline Club Charitable Trust	13
other sources OSF	3
Sigrid Rausing Trust	155
Swiss Solidarity	214
via HELVETAS Swiss Intercooperation	214
Porticus Vienna	12
The Taiwan Foundation for Democracy	8
other sources Foundations and NGOs	18

Operational Programmes	1,840
OPLZZ – Operational Programme Human Resources and Employment	652
direct grants of Ministry of Labour and Social Affairs	124
via Karlovy Vary Region	117
via the town of Bilina	82
via Olomouc Region	84
via Pilsen Region	187
via Labour Office	54
other sources via OPLZZ	4
OPPA – Operational Programme Prague – Adaptability	31
OPVK – Operational Programme Education for Competitiveness	1,072
direct grants from Ministry of Education, Youth and Sports	678
via the town of Ostrov	20
via Pilsen Region	22
via the town of Sokolov	11
via partner – Palacký University in Olomouc	341
ZaSI – Operational Programme Employment and Social Inclusion	85
Regional and Local Budgets	1,603
Capital City of Prague	129
Karlovy Vary Region	299
Liberec Region	123
Olomouc Region	348
Pilsen Region	128
Statutory City Karlovy Vary	11
Statutory City Liberec	17
Statutory City Olomouc	17
Statutory City Pardubice	4
Statutory City Pilsen	26
Statutory City Prerov	5

Statutory City Usti nad Labem	26
Central Bohemia Region	107
Usti nad Labem Region	341
other sources Regional and Local Budgets	22
Total Revenues	54,612

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EXPENDITURES

Activity	thousands of EUR
INTERNATIONAL ACTIVITIES 2015	46,296
HUMANITARIAN AND DEVELOPMENT AID	42,360
Emergency Response	23,806
Resilience and Nutrition Security	8,613
Social Protection and Inclusion	2,121
Education and Skills Development	2,873
Sustainable Livelihoods & Environment	2,839
Good Governance	2,108
HUMAN RIGHTS	3,573
Help for the Persecuted	350
Civil Society Capacity Building	2,202
Advocacy activities to promote human rights	1,021
PEOPLE IN NEED in Slovakia	363
ACTIVITIES IN THE CZECH REPUBLIC 2015	4,951
EDUCATION AND AWARENESS	2,524
Inclusive Education	1,062
Global Development Education and Awareness	544
Migration	19
Modern Czechoslovak History	157
Active Citizenship	134
One World festival	608
SOCIAL WORK AND COUNSELLING	2,427
Cooperation with Public Administration	207
Counselling for Children and Youth	347
Counselling for Adults	1,873
OTHER	3,091
Fundraising and Donor Care	280
Project Supporting, Central Administration and Real Estate Management	2,811
TOTAL	54,338

IN KIND

In 2015 the company People in Need mediated further help in the amount of EUR 33,270,309. These funds do not represent expenses or revenues for the company and therefore they are not included in the financial statements.

Food and material assistance, in the total amount of EUR 22,385,082, were provided by donors. During the provision of help, the company People in Need has participated in the role of a distributor to final beneficiaries. Values of distributed aid for each country and for each donor are figured out in the following table.

Furthermore, funds, in the amount of EUR 10,885,227 were provided by the World Bank to Afghan rural development councils via the Ministry of Rural Rehabilitation and Development Afghanistan. During the provision of help, the company People in Need participated in the role of a facilitator and project technical advisor.

Country / Donor	EUR
Afghanistan / MRRD	10,885
DR Congo / Caritas Uvira	4
DR Congo / UNICEF	7
Iraq / UNICEF	141
Iraq / UNFPA	55
Nepal / Ama Foundation	1
Nepal / Caritas Nepal "CN"	213
Nepal / Goal	182
Nepal / Humanitarian Aid	636
Nepal / IOM	144
Nepal / Nepal Share	36
Nepal / Polish humanitarian action	20
Nepal / Underside band	29
Nepal / UNFPA	2
Nepal / Welthungerhilfe	14
Syria / WFP	10,982

Syria / FAO	382
Ukraine / EU	22
Ukraine / Save the Children (ECHO)	82
Ukraine / UNHCR	715
Ukraine / UNDP	124
Ukraine / UNICEF	327
Ukraine / WFP	8,267

TOTAL	33,270
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WE THANK EVERYONE FOR THEIR SUPPORT IN 2015

AUDITOR'S REPORT ON
FINANCIAL STATEMENTS

AUDIT SERVIS, spol.s r.o. – Licence of the Chamber of Auditors of the Czech no. 10
Registered in Commercial Register: Commercial Court Prague 1, Section C, Insert 1617,
Date of Registration: 17.4.1991 – Registered office: Nádražní 61/116, 150 00 Prague 5
Tel: +420 257 318 993, Fax: +420 257 326 165, E-mail: vyletalova@auditservis.cz



INDEPENDENT AUDITOR'S REPORT

**Recipient: Executive Board and founders of the Člověk v tísní, o.p.s.
(PEOPLE IN NEED)**

We have audited the accompanying financial statements of Company Člověk v tísní, o.p.s. (PEOPLE IN NEED), which comprise the balance sheet as at 31 December 2015, the profit and loss account for the year ended on 31 December 2015 and cash flow statement for the year ended on 31 December 2015, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information. Information about Company Člověk v tísní, o.p.s. is disclosed in Note 1.1. to the financial statements.

Statutory Body's Responsibility for the Financial Statements

The Statutory Body of Company Člověk v tísní, o.p.s. is responsible for the preparation and true and fair presentation of these financial statements in accordance with accounting regulations applicable in the Czech Republic, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. Hereafter the statutory body is responsible for the selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Act on Auditors and International Standards on Auditing and the related application guidelines issued by the Chamber of Auditors of the Czech Republic. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of Company Člověk v tísni, o.p.s. as at 31 December 2015, and of its financial performance and its cash flows for the year ended on 31 December 2015 in accordance with accounting regulations applicable in the Czech Republic.

Other Information

The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon. The Statutory Body is responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of opinion thereon. However, in connection with our audit of the financial statements, our responsibility is to read the other information and consider whether the other information is not materially inconsistent with the financial statements or our knowledge obtained in the audit, the annual report has been prepared in accordance with the applicable legal requirements, or the other information does not otherwise appear to be materially misstated. If, based on the work we have performed, we conclude that the above is not true, we are required to report such facts.

Based on the work we have performed, we have nothing to report in this regard.

In Prague on 7 June 2016

Auditing firm: AUDIT SERVIS, spol. s r. o.
Licence of the Chamber of Auditors of the Czech Republic no. 10
Nádražní 61/116, 150 00 Praha 5



Auditor: Ing. Květoslava Vyleťalová
Licence of the Chamber of Auditors of the Czech Republic no. 256

Audited Financial Statements of the Company (i.e. Balance Sheet, Profit and Loss Account, Notes to Financial Statements incl. Cash Flow Statement) are enclosure to this report.

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FINANCIAL BALANCE SHEET AS OF 31 DECEMBER 2015

(Thousands of CZK)

		Line No.	As of 1.1.2015	As of 31.12.2015
	a	b	1	2
ASSETS				
A. Fixed Assets		01	43,898	48,182
line 02 + 10 + 21 + 29				
A. I. Intangible fixed assets		02	14,357	16,515
subtotal line 03 through 09				
1. Research and development	(012)	03	0	0
2. Software	(013)	04	12,228	14,961
3. Royalties	(014)	05	1,533	1,533
4. Small intangible fixed assets	(018)	06	21	21
5. Other intangible fixed assets	(019)	07	0	0
6. Acquisition of intangible fixed assets	(041)	08	0	0
7. Advance payments for intangible fixed assets	(051)	09	575	0
A. II. Tangible fixed assets		10	70,819	79,931
subtotal line 11 through 20				
1. Land	(031)	11	2,647	2,647
2. Fine art & collections	(032)	12	0	0
3. Buildings, halls and structures	(021)	13	26,308	28,995
4. Property, plant and equipment	(022)	14	36,812	44,795
5. Cultivated area	(025)	15	0	0
6. Livestock	(026)	16	0	0
7. Small tangible fixed assets	(028)	17	3,407	3,133
8. Other tangible fixed assets	(029)	18	0	0
9. Acquisition of tangible fixed assets (constructions)	(044)	19	1,203	361
10. Advance payments for tangible fixed assets	(052)	20	442	0
A. III. Long-term investments		21	4,457	4,374
subtotal line 22 through 28				
1. Investments in group undertakings	(061)	22	0	0
2. Investments in associated companies	(062)	23	0	0
3. Other long-term securities and ownership interests	(063)	24	4,457	4,374
4. Intercompany loans	(066)	25	0	0
5. Other long-term loans	(067)	26	0	0
6. Other long-term investments	(069)	27	0	0
7. Acquisition of financial investment	(043)	28	0	0
A. IV. Adjustments to fixed assets		29	-45,735	-52,638
subtotal line 30 through 40				
1. Adjustments to research and development	(072)	30	0	0

		Line No.	As of 1.1.2015	As of 31.12.2015
	a	b	1	2
2. Adjustments to software	(073)	31	-10,613	-12,113
3. Adjustments to royalties	(074)	32	-680	-1,076
4. Adjustments to small intangible fixed assets	(078)	33	-21	-21
5. Adjustments to other intangible fixed assets	(079)	34	0	0
6. Adjustments to buildings, halls and structures	(081)	35	-1,984	-3,949
7. Adjustments to property, plant and equipment	(082)	36	-29,030	-32,346
8. Adjustments to cultivated area	(085)	37	0	0
9. Adjustments to livestock	(086)	38	0	0
10. Adjustments to small tangible fixed assets	(088)	39	-3,407	-3,133
11. Adjustments to other tangible fixed assets	(089)	40	0	0
B.	Current assets	41	416,246	609,615
	line 42 + 52 + 72 + 81			
B.I.	Inventory	42	18,641	37,401
	subtotal line 43 through 51			
1. Inventories	(112)	43	16,058	25,832
2. Inventory in transit	(119)	44	0	0
3. Work-in-progress	(121)	45	0	0
4. Semi-finished own production	(122)	46	0	0
5. Finished goods	(123)	47	66	67
6. Livestock	(124)	48	0	0
7. Merchandise in stock	(132)	49	42	45
8. Merchandise in transit	(139)	50	0	0
9. Advance payments for inventory	(314)	51	2,475	11,457
B.II.	Receivables	52	106,288	114,507
	subtotal line 53 through 71			
1. Trade receivables	(311)	53	6,024	11,729
2. Receivables from bills of exchange	(312)	54	0	0
3. Receivables from discount securities	(313)	55	0	0
4. Advance payments for operational expenditures	(314 exc. the line 51)	56	38,771	26,665
5. Other receivables	(315)	57	382	1,194
6. Receivables from employees	(335)	58	2,249	1,947
7. Receivables from social security	(336)	59	0	0
8. Income tax	(341)	60	0	0
9. Other direct taxes	(342)	61	0	0
10. VAT	(343)	62	0	0
11. Other taxes & fees	(345)	63	0	0

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		Line No.	As of 1.1.2015	As of 31.12.2015
	a	b	1	2
12. State subsidies & other budgetary contributions	(346)	64	0	0
13. Local administration budgetary contributions	(348)	65	0	0
14. Intercompany accounts	(358)	66	0	0
15. Purchased options	(373)	67	0	6
16. Bonds issued	(375)	68	0	0
17. Other different receivables	(378)	69	18,511	12,548
18. Estimated receivables	(388)	70	40,351	60,418
19. Adjustment to receivables	(391)	71	0	0
B.III. Financial assets subtotal line 73 through 80		72	245,007	387,583
1. Cash	(211)	73	11,587	12,870
2. Valuables	(213)	74	60	55
3. Bank accounts	(221)	75	221,186	367,248
4. Equity shares	(251)	76	0	0
5. Bonds & Debentures	(253)	77	0	0
6. Other securities	(256)	78	6,376	7,076
7. Acquisition of financial assets	(259)	79	0	0
8. Cash in transit	(261)	80	5,798	334
B.IV. Other assets subtotal line 82 through 84		81	46,310	70,124
1. Prepaid expenses	(381)	82	4,360	5,012
2. Accrued revenue	(385)	83	39,329	63,919
3. Unrealised exchange rate losses	(386)	84	2,621	1,193
TOTAL ASSETS line 01 + 41		85	460,144	657,797

LIABILITIES AND EQUITY		Line No.	As of 1.1.2015	As of 31.12.2015
	a	b	1	2
A. Equity and Funds line 87 + 91		86	360,080	591,305
A.I. Funds subtotal line 88 through 90		87	354,845	583,895
1. Equity	(901)	88	38,580	42,537
2. Funds	(911)	89	316,122	541,427
3. Gains and losses from the revaluation of assets	(921)	90	143	-69
A.II. Operating results subtotal line 92 through 94		91	5,235	7,410
1. Profit & loss for account year	(+/- 963)	92	0	7,410
2. Profit/loss under approval	(+/- 931)	93	5,235	0
3. Retained earnings/losses from previous years	(+/- 932)	94	0	0
B. Liabilities line 96 + 98 + 106+ 130		95	100,064	66,492
B.I. Provisions line 97		96	0	0
1. Tax deductible provisions	(941)	97	0	0
B.II. Long-term liabilities subtotal line 99 through 105		98	0	0
1. Long-term bank loans	(951)	99	0	0
2. Bonds issued	(953)	100	0	0
3. Leasing payables	(954)	101	0	0
4. Long-term advances received	(955)	102	0	0
5. Long-term bills of exchange payable	(958)	103	0	0
6. Estimated payables	(389)	104	0	0
7. Other long-term liabilities	(959)	105	0	0
B.III. Short-term liabilities subtotal line 107 through 129		106	86,743	55,715
1. Trade payables	(321)	107	36,512	24,222
2. Payables of exchange	(322)	108	0	0
3. Prepayments received	(324)	109	2,396	1,560
4. Other payables	(325)	110	572	920
5. Payables to employees	(331)	111	12,411	10,782
6. Other payables to employees	(333)	112	985	1,493
7. Social security & health insurance institutions	(336)	113	4,593	4,018
8. Income tax	(341)	114	914	1,399
9. Other direct taxes	(342)	115	1,781	1,520
10. VAT	(343)	116	506	198
11. Other taxes and fees	(345)	117	2,528	776
12. State budget payables	(346)	118	1,169	517
13. Local administration budgets payables	(348)	119	0	0

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		Line No.	As of 1.1.2015	As of 31.12.2015
	a	b	1	2
14. Subscriptions & deposits payable	(367)	120	0	0
15. Payables to partners and consortium members	(368)	121	0	0
16. Financial derivates payables	(373)	122	0	0
17. Other payables	(379)	123	19,566	4,714
18. Short-term bank loans	(231)	124	0	0
19. Credits for discounted securities	(232)	125	0	0
20. Short-term bonds issued	(241)	126	0	0
21. Own bonds issued	(255)	127	0	0
22. Estimated payables	(389)	128	2,810	3,596
23. Other short-term borrowings	(249)	129	0	0
B.IV. Other liabilities subtotal line 131 through 133		130	13,321	10,777
1. Accrued expenses	(383)	131	10,223	1,708
2. Deferred revenues	(384)	132	728	7,405
3. Unrealised exchange rate gains	(387)	133	2,370	1,664
TOTAL LIABILITIES AND EQUITY line 86 + 95		134	460,144	657,797

PROFIT & LOSS ACCOUNT AS OF 31 DECEMBER 2015

(In thousands of CZK)					
Name of indicator		No.	Activity		
			Main	Supplem.	Total
A. Costs		01			
A.I. Consumption subtotal line 03 through 06		02	66,134	745	66,879
1. Material consumption	(501)	03	61,453	234	61,687
2. Energy consumption	(502)	04	4,681	31	4,712
3. Consumption of other not-for-stock materials	(503)	05	0	0	0
4. Costs of goods sold	(504)	06	0	480	480
A.II. Services subtotal line 08 through 11		07	373,046	1,890	374,936
5. Repair & maintenance	(511)	08	4,913	1,285	6,198
6. Travel expenses	(512)	09	40,317	4	40,321
7. Entertainment expenses	(513)	10	3,362	23	3,385
8. Other services	(518)	11	324,454	578	325,032
A.III. Personnel expenses subtotal line 13 through 17		12	278,826	1,422	280,248
9. Wages & salaries	(521)	13	228,481	1,147	229,628
10. Mandatory social security expenses	(524)	14	50,026	275	50,301
11. Other social security expenses	(525)	15	7	0	7
12. Mandatory social expenses	(527)	16	312	0	312
13. Other social expenses	(528)	17	0	0	0
A.IV. Taxes & fees subtotal line 19 through 21		18	2,270	6	2,276
14. Road tax	(531)	19	38	0	38
15. Real estate tax	(532)	20	0	6	6
16. Other fees and taxes	(538)	21	2,232	0	2,232
A.V. Other expenses subtotal line 23 through 30		22	728,462	335	728,797
17. Contractual penalties & late interest	(541)	23	48	0	48
18. Other fines & penalties	(542)	24	617	0	617
19. Write off bad receivables (tax deductible)	(543)	25	1,005	126	1,131
20. Interest	(544)	26	0	0	0
21. Currency exchange loss	(545)	27	40,059	1	40,060
22. Gifts	(546)	28	611,456	0	611,456
23. Deficits & damages	(548)	29	159	0	159
24. Other expenses	(549)	30	75,118	208	75,326
A.VI. Depreciation, assets sold, additions to provisions & adjustments line 32 through 37		31	12,397	21	12,418

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	Name of indicator		No.	Activity		Total
				Main	Supplem.	
25.	Depreciation of tang. & intang. fixed assets	(551)	32	11,916	21	11,937
26.	Net book value of disposed tang. & intang. fixed assets	(552)	33	161	0	161
27.	Net book value of securities & deposits sold	(553)	34	82	0	82
28.	Net book value of material sold	(554)	35	238	0	238
29.	Additions to mandatory provisions	(556)	36	0	0	0
30.	Additions to mandatory adjustments	(559)	37	0	0	0
A.VII.	Contributions subtotal line 39 through 40		38	917	0	917
31.	Intercompany contributions	(581)	39	0	0	0
32.	Membership contributions	(582)	40	917	0	917
A.VIII.	Income tax line 42		41	10	0	10
33.	Additional income tax	(595)	42	10	0	10
	TOTAL COSTS line 02+07+12+18+22+31+38+41		43	1,462,062	4,419	1,466,481
B.	Revenues		44			
B.I.	Revenues from production and goods sold subtotal line 46 through 48		45	85,149	4,837	89,986
1.	Sale of own products	(601)	46	1	0	1
2.	Sale of own services	(602)	47	85,148	3,883	89,031
3.	Sales of goods purchased for resale	(604)	48	0	954	954
B.II.	Change in inventory subtotal line 50 through 53		49	1	0	1
4.	Change in work-in-progress	(611)	50	0	0	0
5.	Change in semi-finished product inventory	(612)	51	0	0	0
6.	Change in finished product inventory	(613)	52	1	0	1
7.	Change in livestock	(614)	53	0	0	0
B.III.	Capitalization subtotal line 55 through 58		54	0	0	0
8.	Capitalization of material & merchandise	(621)	55	0	0	0
9.	Capitalization of intercompany services	(622)	56	0	0	0
10.	Capitalization of intangible fixed assets	(623)	57	0	0	0
11.	Capitalization of tangible fixed assets	(624)	58	0	0	0
B.IV.	Other revenues subtotal line 60 through 66		59	1,379,033	2	1,379,035

			Activity			
	Name of indicator	No.	Main	Supplem.	Total	
12.	Contractual penalties & late interest	(641)	60	2,417	0	2,417
13.	Other fines & penalties	(642)	61	0	0	0
14.	Payments for written-off receivables	(643)	62	9	0	9
15.	Interest	(644)	63	94	0	94
16.	Exchange rate gains	(645)	64	45,549	2	45,551
17.	Accounting for funds	(648)	65	1,208,775	0	1,208,775
18.	Other revenues	(649)	66	122,189	0	122,189
B.V.	Revenues from assets sold, accounting for provisions & adjustm. line 68 through 74	67	1,492	0	1,492	
19.	Sale of intang. & tang. fixed assets	(652)	68	97	0	97
20.	Revenues from securities sold	(653)	69	0	0	0
21.	Revenues from material sold	(654)	70	1,086	0	1,086
22.	Revenues from short-term financial assets	(655)	71	208	0	208
23.	Accounting for mandatory provisions	(656)	72	0	0	0
24.	Revenues from long-term financial assets	(657)	73	101	0	101
25.	Accounting for mandatory adjustments	(659)	74	0	0	0
B.VI.	Contributions received subtotal line 76 through 78	75	5,366	0	5,366	
26.	Intercompany contributions received	(681)	76	0	0	0
27.	Contributions received (gifts)	(682)	77	5,366	0	5,366
28.	Membership contributions received	(684)	78	0	0	0
B.VII.	Operating subsidy line 80	79	0	0	0	
29.	Operating subsidy	(691)	80	0	0	0
	TOTAL REVENUES line 45+49+54+59+67+75+79	81	1,471,041	4,839	1,475,880	
C.	Profit/loss before tax line 81 minus 43	82	8,979	420	9,399	
	Income tax (591)	83	1,900	89	1,989	
D.	Profit/loss after tax line 82 minus 83	84	7,079	331	7,410	

Signature of statutory representative:

Prepared by:

Simon Palumbo

Iliaimona 'A-

Date of creation — 7th June 2016

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NOTES TO FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2015

1. GENERAL DATA

1.1. Company headquarters – Czech Republic

- Accounting entity: Člověk v tísni, o.p.s. (PEOPLE IN NEED)
- Registered office: Šafaříkova 635/24, 120 00 Praha 2
- ID Number: 25755277
- Tax ID Number: CZ25755277
- Legal status: Public Benefit Organization
- Date of the foundation of the Benevolent Society: April 16, 1999
- Registration: The Organization has been entered in the Register of Public Benefit Organizations kept at the Municipal Court in Prague, Section O., insert 119

Statutory bodies of the Organization as of December 31, 2015 are:

- Executive Board: Kristina Taberyová – Chairwoman, Jan Pergler, Petr Jančárek
- Supervisory Board: Vlasta Lajčáková – Chairwoman, Václav Mazánek, Jan Urban
- Director of the Benevolent Society: Šimon Pánek
- Founders: Česká televize, Ing. Jaromír Štětina, Šimon Pánek

Benevolent services as of December 31, 2015:

- Organizing humanitarian and development aid both abroad and in the Czech Republic
- Providing assistance to politically, racially or otherwise persecuted persons both abroad and in the Czech Republic
- Providing assistance to young journalists and independent press both abroad and in the Czech Republic
- Providing assistance to local governments and other local organizations
- Organizing assistance for minorities both abroad and in the Czech Republic
- Social consultancy
- Public education
- Organization of workshops and training
- Organization of cultural and sports events
- Providing social services
- Community planning and organization
- Organization of education and leisure activities for children and youth
- Supporting and operation of work-therapeutic and re-socialization workshops including sales of products manufactured in these workshops both abroad and in the Czech Republic
- Publishing activities
- Providing consultancy and assistance in the field of protection against discrimination based on gender, racial or ethnic origin, religion, world view, handicap, age or sexual orientation

- Operations in the field of protection of rights and justified interests of consumers
- Operation of a multicultural centre
- Research activities.

Supplementary activities:

- Apart from the basic scope of activities specified in the previous section of this article, for the purpose of which the Organization was founded, the Organization also pursues additional activities that are provided on principle as a paid service. These supplementary activities include:
- Creation and distribution of audio-visual programs
 - Advertising activities
 - Brokerage in the field of advertising and promotions
 - Production, trade and services not listed in annexes 1-3 of the Trade Act
 - Rental of properties, apartments and commercial spaces
 - Catering services.

The Organization pursues these supplementary activities exclusively with the aim to make more efficient use of the property and at the same time these activities must not affect the quality, scope or availability of its benevolent services. Any profit made on these supplementary activities may be used only for the improvement and extension of benevolent services.

Members of the organization's corporate bodies, i.e. the executive and supervisory boards, have not been paid any remuneration for their activity in the corporate bodies. The organization neither has provided any advance payment or credit nor any guarantee for the liabilities of members of the statutory bodies. Family members of the members of statutory bodies do not have any employment or similar relationships with regard to the accounting entity. Neither members of the statutory bodies nor their family members are part of a legal entity with which the accounting entity concluded a business contract or other contractual relationships in the respective period and have no ownership interest in these subjects.

1.2 Organizational unit in another country of the EU

Under the decision of the Ministry of Internal Affairs of Slovakia of August 2, 2004, the organizational unit of the company was founded in Slovakia, which is entered in the Register of Public Benefit Organizations kept at the Municipal Court in Prešov.

- Name: Člověk v tísni, o.p.s.
- Registered office: Palešovo námestie 34, 053 04 Spišské Podhradie
- ID Number: 35562617
- Tax ID Number: 2021920923
- Statutory representative: Šimon Pánek

The sphere of business of the organization unit is identical to the activities of the company in the Czech Republic.

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1.3. Founding of an Endowment Fund

Based on the decision of the Municipal Court in Prague, the Endowment Fund was established as at June 25, 2015, of which the company Člověk v tísni, o.p.s. (PEOPLE IN NEED) is a co-founder. The Endowment fund has been entered in the Endowment Register under the file number N1251.

- Name: Prague Civil Society Centre, nadační fond (Endowment fund)
- Registered office: Šafaříkova 635/24, Vinohrady, 120 00 Praha 2
- ID Number: 04190815

The aim and purpose of the Endowment Fund is the support of civic society especially in the countries of the Soviet Union with the exception of countries of the EU (Estonia, Lithuania and Latvia).

2. BREAKDOWN OF PERSONNEL COSTS FOR THE ACCOUTING PERIOD 1/1 TO 31/12/2015

Number of employees, personnel costs:

	Average number of employees*	Gross wages, total in CZK	Average monthly gross wages in CZK	Social, health and other funds contributions, in CZK	Personnel costs, total in CZK
Afghanistan	230.08	30,964,779.57	11,215.08	0.00	30,964,779.57
Angola	36.42	5,254,758.57	12,023.52	375,460.19	5,630,218.76
Armenia	9.25	2,377,707.89	21,420.79	0.00	2,377,707.89
DR Congo	47.92	6,293,086.71	10,943.74	332,650.08	6,625,736.79
Ethiopia	99.75	10,700,934.16	8,939.79	910,397.12	11,611,331.28
Philippines	16.33	2,464,464.37	12,576.36	153,266.28	2,617,730.65
Georgia	19.50	5,160,070.40	22,051.58	0.00	5,160,070.40
South Sudan	19.33	3,668,465.17	15,815.08	353,244.89	4,021,710.06
Cambodia	42.17	7,928,518.90	15,667.77	6,639.37	7,935,158.27
Kosovo	3.17	823,068.49	21,636.92	47,870.34	870,938.83
Moldova	8.25	1,472,237.20	14,871.08	401,401.46	1,873,638.66
Mongolia	10.33	2,216,166.16	17,878.07	244,878.03	2,461,044.19
Slovenia	24.75	4,348,567.46	14,641.64	1,716,318.97	6,064,886.43
Serbia	3.00	709,066.85	19,696.30	126,923.02	835,989.87
Sri Lanka	2.00	602,912.66	25,121.36	90,436.89	693,349.55
Turkey	6.17	2,314,375.86	31,258.45	492,849.26	2,807,225.12
Ukraine	134.75	16,852,470.31	10,422.06	5,889,133.42	22,741,603.73
Missions total	713.17	104,151,650.73		11,141,469.32	115,293,120.05
The Czech Republic: Employments – including agreement on working activity	365.95	116,479,542.00	26,524.47	39,478,538.00	155,958,080.00
Of this executive	10.8	5,790,753.00	44,681.74	1,968,877.00	7,759,630.00
	Number of Contracts of services	Total amount paid for Contracts of services			
The Czech Republic – Contract of Services	2,398	8,997,042.00			
Personnel costs, total in CZK					280,248,242.05

The breakdown of the personnel costs and number of employees only reflects long-term working relationships concluded based on local legislation. In some countries, e.g. Syria, such an approach is not possible. The total amount of people who worked for the Company Člověk v tísni, o.p.s. (PEOPLE IN NEED) is stated in the info-graphic of the annual report.

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3. INFORMATION ON USED ACCOUNTING METHODS AND GENERAL ACCOUNTING PRINCIPLES

The company has been processing its accounting records using computer equipment with the utilization of the Microsoft Dynamics NAV 5.0 software with the required modifications for the company needs. The client’s modifications were made by AUTO-CONT a.s.

Accounting documents are archived in the form of hard copies in the archive at the registered office of the Organization, Šafaříkova 24, 120 00 Praha 2. At the missions abroad, where the local legislation requires archiving of accounting documents in the country of origin, these accounting documents are archived in local archives at the registered offices of foreign branches of the entity. Accounting records are also filed in electronic form on a separate server and simultaneously on an external storage medium deposited outside the Organization's business premises. DMS system ELO has been used for archiving documents since 2011.

The Company maintains its accounting according to Accounting Act no. 593/1991 Coll., as amended, and according to Regulation no. 504/2002 Coll. as amended (hereafter referred to as the “accounting principles”).

3.1. Tangible, intangible fixed assets and long-term investments

Tangible and intangible fixed assets are assets with a useable life exceeding one year and starting from the following valuation limit:

- Tangible fixed assets CZK 40,000
- Intangible fixed assets CZK 60,000
- Technical tangible fixed asset improvement CZK 40,000
- Technical intangible fixed asset improvement CZK 40,000
- Appreciable rights CZK 60,000
- Livestock and draught animals regardless of purchase price

Buildings are considered as tangible fixed assets regardless of purchase price and useable life.

Long-term financial assets are assets with a due period longer than one year regardless of evaluation.

Fixed assets are valued on the basis of the purchase cost, i.e. including secondary acquisition costs (cost of transport, installation, etc.), or replacement cost (assets acquired free of charge).

Depreciation of tangible and intangible fixed assets is regulated by the depreciation plan. The organization applies the method of depreciation evenly. Unless stipulated otherwise in individual cases, the period of depreciation of fixed assets is based on the table below:

Description of assets	Period of depreciation (months)
Software without time limitation	36
Intangible assets with time limitation	According to the validity of the license
Computers and other computer technology	36
Mobile phones and other telecommunication technology	24
Other tangible assets	36
Passenger cars and other motorized vehicles unless stated otherwise	48
Passenger cars and other motorized vehicles acquired used	Individually, usually 24 or 36 months
Passenger cars and other motorized vehicles Afghanistan	Individually, usually 24 or 36 months
Passenger cars Angola, Congo, South Sudan	24
Passenger cars Ethiopia	36
Motor bikes Angola, Ethiopia, South Sudan, Congo	24
Appreciable rights	18
Livestock and draught animals	36
Buildings	Individually (currently 360 months or for the expected duration of use)
Technical improvements of leased assets	for the duration of the lease agreement in force at the time of putting into use
Technical improvement of assets put into operation that have not been depreciated *	Remaining period of depreciation of assets with technical improvement
Technical improvement of assets put into operation that have been already depreciated	Intangible assets – 18 months Tangible assets – individually according to the type of assets

* in individual cases, the Company may decide that after the technical improvement the depreciation period is extended to the maximum amount which is valid for the purchase of new property.

Minor intangible and tangible fixed assets acquired by December 31, 2002 have been recorded in the Organization's assets and are valued at the purchase cost. These assets are registered in asset accounts until their retirement.

The assets acquired after January 1, 2003, that are below the above-given valuation limit or with a usable life less than 1 year are reflected in the Organization's expenses at the time of acquisition. However, these assets are registered during the whole period of use in the operational inventory records.

In case of bookkeeping of the depreciation of assets acquired from subsidies and grants or donated assets, the amount of equity will decrease after posting the depreciation against the depreciation reserves account by the depreciation amount, and at the same time the other revenues account will increase.

Since 2006, the organization has purchased securities, namely, obligations with and without coupons, and intends to hold them till their maturity. The company has also purchased realizable securities (allotment certificates of the bond unit trust). In the company bookkeeping, the following principles are applied:

- Purchased realizable securities are recorded within short-term financial assets.
- Realizable securities as of the balance sheet date are revaluated to the real value

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and the evaluation differences are debited or credited to account no. 921 under ČÚS (Czech Accounting Standard) no. 406, point 4.4.

- At the end of the balance sheet day bonds are valued at the purchase price increased or decreased by interest revenues or costs
- Current coupon yields and the dissolution of discounts with bonds which are not settled by the end of the year, are entered in books by the company annually.
- Upon the calculation of the accruing of discount with securities (bonds) held till maturity the company uses the actual number of days from the day of purchase to the maturity date from convention 30E/360 of the international standard,
- Upon maturity, the organization accounts for the sales of securities in the balance sheet; with securities registered in foreign currencies the exchange difference on the clearing day is accounted at the same time,
- Securities (bonds) in foreign currencies which are not settled by the end of the year are recounted by the rate of exchange applicable on December 31 of the respective year; these exchange rate differences are accounted to the accounts of group 38.
- The division of securities into short-term and long-term securities is made on the date of the financial statements depending on the total time of bond “holding” (i.e. from purchase to their maturity).

3.2. Inventory

The purchased inventory is valued at the purchase cost, which includes the cost of purchase of inventory and costs relating to the purchase.

Own products are valued at own costs (i.e. direct expenses and the part of indirect expenses related to the production).

Finished goods and goods purchased for resale are recorded in a separate module of SW Navision.

Inventory received free of charge and intended for humanitarian and development aid is registered in the operational records.

3.3. Cash and valuables

Cash and valuables are valued at their respective nominal values.

For funds received from collections and grants, separate bank accounts are opened in which these resources are filed and recorded.

3.4. Receivables

Receivables are valued at their initial nominal value. The Organization does not have receivables transferred from other entities.

3.5. Payables

Payables are valued at their initial nominal value. The Organization has not assumed any payables of other entities.

3.6. Use of foreign currency in accounting

3.6.1. Use of foreign currency in the course of the accounting

During the accounting period, receivables and payables registered in foreign currencies declared by ČNB (Czech National Bank) are converted into the Czech currency at the ČNB exchange rate declared on the first day of the calendar month after 2:30 p.m. On the first working day of the month till the declaration of the exchange rate at 2:30 p.m., the exchange rate of the previous month is used.

Receivables and payables in other currencies not declared by ČNB on a daily basis were converted to the Czech currency at the exchange rate declared by the ČNB as the exchange rates of other currencies except the following examples, when the actual exchange rate is as follows:

- Exchange rate of the Cuban Convertible Peso (CUC), which is determined by the rate of exchange to EUR declared by the European Commission (InforEuro) for the month and converted to CZK
- Exchange rate of the Cuban Peso (CUP), which is determined by the rate of exchange to EUR declared by the European Commission (InforEuro) for the month and converted to CZK
- Exchange rate of Transnistrian Ruble (PDR) to EUR, converted to CZK, declared by the Dniester Republican Bank as the first one in the month
- Exchange rate of the Myanmar Kyat (MMK), which is determined by the rate of exchange to EUR declared by the European Commission (InforEuro) for the month and converted to CZK
- Exchange rate of South Sudanese Pound (SSP) to USD, converted to CZK as follows:
 - a/ Calculated average of all exchanges from USD to SSP in previous calendar month
 - b/ Calculation of the exchange rate to convert to CZK: the numerator is exchange rate to USD announced by ČNB for the month, the denominator is the calculated average exchange rate SSP to USD for the previous month
- Exchange rate of Afghan Afghani (AFN) to EUR, converted to CZK as follows:
 - a/ Calculated average of the exchange rates announced by the Afghan National Bank to EUR on the first working day of the month
 - b/ Calculation of the exchange rate to convert to CZK: the numerator is exchange rate to EUR announced by ČNB for the month, the denominator is the calculated average of exchange rates AFN to EUR

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3.6.2. Use of foreign currency at the end of the balance sheet day

Exchange differences identified at the end of the balance sheet day or at another moment during the drawing up of the financial statements, with the exception of interim financial statements, are specified:

- a/ According to their nature in the Profit and Loss Account in item "A.V.21 Currency exchange losses" or "B.IV.16. Exchange rate gains", if these exchange differences relate to accounts of the groups of accounts 21, 22 and 26.
- b/ According to their nature in the Balance Sheet in assets under "B.IV.3. Unrealised exchange rate losses" or in liabilities item "B.IV.3. Unrealised exchange rate gains", if these exchange differences relate to accounts of the group of accounts 05, 06 and to the accounts of receivables, payables, loans and financial assistance.

The value of financial means, payables and receivables reported as of December 31, 2015 and recorded in foreign currency declared by ČNB is converted by the ČNB exchange rate valid as of December 31, 2015. If the foreign currency is not declared by ČNB daily, the exchange rate declared by the ČNB as of December 31, 2015 as the exchange rate of other currencies with the exception of the below-mentioned examples, the exchange rate as of December 31, 2015 is used:

- The rate of exchange of the Cuban Convertible Peso (CUC), calculated for a given accounting period as of December 31, 2015
- The rate of exchange of the Cuban Peso (CUP), calculated for the given accounting period as of December 31, 2015
- The rate of exchange of the Transnistrian Ruble (PDR), calculated for a given accounting period as of December 31, 2015
- The rate of exchange of the Myanmar Kyat (MMK), calculated for a given accounting period as of December 31, 2015
- The rate of exchange of the South Sudanese Pound (SSP), calculated for a given accounting period as of December 31, 2015
- The rate of exchange of the Afghan Afghani (AFN), calculated for a given accounting period as of December 31, 2015

3.7. Funds and equity

In compliance with the valid accounting principles, the items are accounted for in the funds on public collections announced pursuant to Act no. 117/2001 Coll.; furthermore, funds received by the Organization from other persons and companies for the purpose of implementation of the Organization's main mission: subsidies, gifts, grants, reserve fund and operating reserve fund.

In the equity accounts the company accounts for assets acquired from grants, and donated assets and material. A part of the balance also are economic results to 2003.

A list of important donors is part of the company annual report.

The company divides funds to the bound and free:

- Bound funds are funds whose use is primarily in terms of the purpose of regulating the conditions of a service, or it is covered by other legislation.
- Free funds are funds whose use is in full charge of PIN and is not covered by any other legislation, eventually is covered only very generally.

The Company opened synthetic accounts 919 (funds – inventory in transit) in the account classification within the account group 91 (funds). In account 919 part of the financial resources of funds allocated for the coverage of purchased inventories and inventories in transit as of December 31, 2015 is reported. Drawdown (accounting) of funds reported in accounts 919 will be made in the next accounting period upon the physical handover of inventories in compliance with the respective contracts.

On September 20, 2012, the Board of Directors decided to establish a Fund of operating reserves. The fund will consist of net profit after tax based on the decision of the Board on accounting of the profit. Resources from the fund will be used for the co-financing of projects if their operating result is a loss that cannot be covered by the project resources, or stability, sustainability and development of the Company. The fund of operating reserves is recorded in account 917.

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ADDITIONAL INFORMATION TO DATA FROM THE COMPANY FINANCIAL STATEMENT

4. FIXED ASSETS (THOUSAND CZK)

All numeral values specified below are in thousands of CZK, unless specified otherwise in the text.

Fixed assets – purchase costs – assets A. I. to A. III.

	Status as of December 31, 2014	Decrease						Advance payment accounting/ sumsumtion	Status as of December 31, 2015
		Increase	Liquidation	Sale	Donation	Deficits/ damages	Revaluation of assets		
Intangible fixed assets	14,357	6,472	503	0	0	0	0	3,811	16,515
Of which:									
Software	12,228	3,236	503						14,961
Royalties	1,533	0							1,533
Minor intangible assets	21								21
Acquisition of intangible fixed assets	0	3,236						3,236	0
Provided advance for fixed intangible assets	575	0						575	0
Tangible fixed assets	70,819	29,939	262	877	3,411	444	0	15,833	79,931
Of which:									
Grounds	2,647								2,647
Buildings	26,308	2,687							28,995
Cars and motorcycles	26,298	12,120		851	2,897	126			34,544
Other tangible fixed assets (*)	10,514	583	254	26	514	52			10,251
Minor tangible fixed assets	3,407		8			266			3,133
Acquisition of tangible fixed assets (buildings)	0	0							0
Acquisition of tangible fixed assets (non-attached property)	1,203	14,549						15,391	361
Provided advances for fixed tangible assets	442	0						442	0
Long-term investments	4,457	2,188	0	2,216	0	0	55	0	4,374
Of which:									
Securities (**)	4,457	2,188		2,216			55		4,374
Shares in subsidiaries and controlled entities	0								0
Total	89,633	38,599	765	3,093	3,411	444	55	19,644	100,820

* line in other fixed assets – liquidation value is also included property that was used for spare parts;

** in the securities line, in the decrease-sales column also settlement values at the time of bond sheath or bond coupon maturity are reported.

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Fixed assets – depreciation reserves (adjustments to fixed assets) – assets A.IV.

	Status as of December 31, 2014	Increase	Decrease				Status as of December 31, 2015
			Liquidation	Sale	Donation	Deficits/ damages	
Intangible fixed assets	11,314	2,399	503	0	0	0	13,210
Of which:							
Software	10,613	2,003	503				12,113
Royalties	680	396					1,076
Minor intangible assets	21						21
Tangible fixed assets	34,421	10,001	262	877	3,411	444	39,428
Of which:							
Buildings	1,984	1,965					3,949
Cars and motorcycles	19,885	6,931		851	2,897	126	22,942
Other tangible fixed assets	9,145	1,105	254	26	514	52	9,404
Minor tangible fixed assets	3,407		8			266	3,133
Total	45,735	12,400	765	877	3,411	444	52,638

Fixed assets – depreciated price

	Status as of December 31, 2014	Status as of December 31, 2015
Intangible fixed assets	3,043	3,305
Of which:		
Software	1,615	2,849
Royalties	853	456
Minor intangible fixed assets	0	0
Acquisition of intangible fixed assets	0	0
Provided advances for fixed intangible assets	575	0
Tangible fixed assets	36,398	40,503
Of which:		
Grounds	2,647	2,647
Buildings	24,324	25,046
Cars and motorcycles	6,413	11,602
Other tangible fixed assets	1,369	847
Minor tangible fixed assets	0	0
Acquisition of tangible assets (construction)	0	0
Acquisition of tangible fixed assets (non-attached property)	1,203	361
Provided advance for fixed tangible assets	442	0
Long-term investments	4,457	4,374
Of which:		
Securities	4,457	4,374
Shares in subsidiaries and controlled entities	0	0
Total	43,898	48,182

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4.1. Detailed information on long-term investments – assets A. III. 3.

Number of bonds as of December 31, 2014	Value as of December 31, 2014 according to the financial statements (in thousands of CZK)	Number of bonds as of December 31, 2015	Value as of December 31, 2015 according to the financial statements (in thousands of CZK)
170	4,457	151	4,374
These are mainly government bonds issued by creditworthy banking institutions. The Company holds a maximum conservative investment strategy. Long-term securities are managed by ČSOB Asset Management, Inc., investiční společnost.			

5. CURRENT ASSETS

5.1. Inventory – assets B. I.

Inventory (thousand CZK)	As of December 31, 2014	As of December 31, 2015
Inventories	16,058	25,832
Inventories in transit	0	0
Finished goods	66	67
Animals	0	0
Merchandise in stock	42	45
Advance payments for inventory	2,475	11,457
Merchandise in transit	0	0
Total	18,641	37,401

Material in stock consist mainly of:

- Unsent supplies of humanitarian and development aid which will be donated in the next period
- Unsent supplies of human rights projects which will be donated in the next period
- Educational DVDs of One World in Schools, the publication “Normalizace”

Finished goods are stocks of the book “(Ne)bolí (Does (not) hurt)”

Merchandise in stock are goods in coffee Langhans

Advance payments for inventory are mainly advance payments for the purchase of inventory for humanitarian and development aid, especially in Ukraine.

5.2. Receivables (thousands of CZK) – assets B. II.

	Status as of December 31, 2014	Status as of December 31, 2015
<i>Matters in italics relate to the year 2015</i>		
Trade receivables total	45,177	39,588
Of which		
Receivables from customers	6,024	11,729
Receivables overdue more than 365 days	169	0
Receivables overdue 181 up to 364 days	45	61
Receivables overdue 91 up to 180 days	21	538

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Receivables overdue 0 up to 90 days	2,924	5,864
Receivables prior maturity	2,865	5,266
<i>The amount of outstanding receivables as of the date of drawing up of the financial statement: 3,388</i>		
Advance payments for operational expenditures	38,771	26,665
<i>The most important amounts are the advances to suppliers who implement part of the project mostly in Angola, Barma, Georgia, Cambodia, Kosovo, Ukraine and in the Czech Republic. Another part consists of advance payments for services (electricity, gas, rent) in the Czech Republic.</i>		
Other receivables	382	1,194
<i>The most important amounts are receivables from suppliers of services, for credited performance, unpaid refunds from accounted prepayments and overpay-ments.</i>		
Receivables from employees	2,249	1,947
<i>Advance payments for unfinished long-term business journeys; prepayments to employees charged in 2016</i>		
Receivables from the state budget	0	0
Other different receivables	18,511	12,554
<i>The most significant part are receivables from uninvoiced advance payments paid to the partners of particular common projects realized from grants of the European Commission and receivable to the Raiffeisenbank in the Ukraine that will paid financial gifts to the physical persons during the year 2016 from the received funds in the year 2015. Related received advance payments for common projects are recorded in the balance sheet on line no. 123 Other payables.</i>		
Estimated receivables	40,351	60,418
<i>These are estimated receivables on the outstanding revenue grants used by the company under a valid contract in 2015, but the donor funds had not been paid by the date of preparation of the reports. A major part of the estimated receivables is the performance of the project of humanitarian and development aid in Syria, Ethiopia and Afghanistan; these projects are financed from resources of the European Commission, Norwegian Funds, United Nations agency and resources of the German Government.</i>		
Total receivables	106,288	114,507

5.3. Short-term financial assets (thousands of CZK) – assets B. III.

Short-term financial assets

	As of December 31, 2014	As of December 31, 2015
Cash	11,587	12,870
Valuables	60	55
Bank accounts	221,186	367,248
Other securities	6,376	7,076
Cash in transit	5,798	334
Total	245,007	387,583

5.3.1. More detailed information on Other securities – assets B. III. 6.

Realizable securities (allotment certificates of investment funds)

Number of securities as of December 31, 2014	Value as of December 31, 2014 (in thousands of CZK)	Number of securities as of December 31, 2015	Value as of December 31, 2015 (in thousands of CZK)
26,015	6,376	32,478	7,076

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5.4. Other assets (thousands of CZK) – assets B. IV.

	Status as of December 31, 2014	Status as of December 31, 2015
Prepaid expenses	4,360	5,012
A significant part is made up of the expenses of the year 2016 paid in 2015 for insurance and air tickets. There, the accounting unit accounts for current expenses related to accrued expenses. Accounting for accrued expenses for the respective expenses account will be performed by the accounting unit in the accounting period to which the expenses are factually related.		
Accrued revenues	39,329	63,919
These are contractually assured and received incomes in the following accounting period for projects that were partially realized in 2015. The most significant part of revenues comes from the USA government through Department for International Development, and from the WFP – the OSN organization concerned with the food security, furthermore from the European Union, from the German government, IOM (International Organisation for Migration)		
Unrealised exchange rate losses	2,621	1,193
These are unrealised exchange rate differences which will be accounted for upon the payment of payables or collection of receivables and payables in the next accounting period in compliance with the regulations. The amount of unrealised exchange rate losses related to securities and included in the above-mentioned amount is noted in the chapter on financial assets.		
Total other assets	46,310	70,124

6. EQUITY

6.1. Equity (CZK) – liabilities and equity A. I. 1.

account 901 – Equity

	Equity from previous years	Assets from grants for own production	Material gifts	Total
Status as of January 1, 2015	8,176,418.90	30,401,899.37	1,502.00	38,579,820.27
Increase – acquisition of fixed assets and material gifts accepted		12,404,894.26	165,481.23	12,570,375.49
Decrease – disposal of fixed assets, depreciation, material gifts to other parties		-8,447,749.35	-165,483.23	-8,613,232.58
Status as of December 31, 2015	8,176,418.90	34,359,044.28	1,500.00	42,536,963.18

Major additions include: purchase of cars and motorcycles (CZK 9,831 thousand) and technical improvement of building (CZK 1,643 thousand) which was purchased in 2012 by the Company. Major decreases include: depreciation of assets from grants for own activities (CZK 8,448 thousand)

6.2. Funds – accounting group 91 (CZK) – liabilities and equity A. I. 2.

In compliance with the valid accounting principles, the following items are accounted for in the funds:

- Public collections announced pursuant to Act no. 117/2001 Coll.
- Funds received by the Organization from other persons for the purpose of implementation of the Organization's main mission: donations, subsidies and grants,
- Creation and utilization of the reserve fund
- Creation and utilization of the operating reserve fund

Bound funds are funds whose use is primarily in terms of the purpose of regulating the conditions of a service, or is covered by other legislation.

Free funds are funds whose use is in full charge of PIN and is not covered by any other legislation, eventually is covered only very generally.

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	Initial status as of January 1, 2015	Increase – donations accepted, gifts	Decrease – utilization, provision of gifts	Decrease – refunds of unused resources	Balance for utilization in 2016
FUNDS TOTAL	316,121,710.27	1,465,905,479.18	1,218,138,365.36	22,461,330.77	541,427,493.32

Of which:

6.2.1. Funds – bound

	Initial status as of January 1, 2015	Increase – donations accepted, gifts	Decrease – utilization, provision of gifts	Decrease – refunds of unused resources	Balance for utilization in 2016
Collections (number / name)					
S-MHMP/578034/2013 / Support for education in Africa	3,321,161.73	2,332,145.96	3,587,600.00	0.00	2,065,707.69
S-MHMP/352276/2013 / Banat (Romania)	11,757.74	49,486.00	47,079.11	0.00	14,164.63
SVS-OVS3-2014/024221 / SOS Ukraine	987.43	5,498.00	0.00	0.00	6,485.43
S-MHMP/334787/2012 / SOS Syria	4,124,690.29	505,380.96	4,629,636.39	0.00	434.86
Total collections	7,458,597.19	2,892,510.92	8,264,315.50	0.00	2,086,792.61
State and local administration budgetary contributions, budgetary contributions from EU and subsidies from other foreign governments					
State budget subsidies	12,829,447.46	113,124,863.40	116,895,383.27	3,722,826.26	5,336,101.33
Local administration subsidies	228,664.33	43,576,016.00	43,223,898.65	413,781.68	167,000.00
EU funds subsidies	97,473,332.85	391,572,401.66	302,538,949.59	22,054,880.05	164,451,904.87
Subsidies from operational programs	0.00	26,351,086.77	35,756,302.09	-10,127,637.09	722,421.77
Subsidies from funds of other foreign governments	19,266,800.89	485,690,040.72	404,193,475.62	542,747.44	100,220,618.55
Subsidies from UN Agencies	3,472,432.38	176,041,710.06	141,128,134.42	592,205.78	37,793,802.24
Total subsidies	133,270,677.91	1,236,356,118.61	1,043,736,143.64	17,198,804.12	308,691,848.76
Funds – bound gifts (grants)					
Bound gifts (grants) – NGO	26,876,920.54	83,698,684.81	54,737,785.04	5,119,347.24	50,718,473.07
Total funds (grants)	26,876,920.54	83,698,684.81	54,737,785.04	5,119,347.24	50,718,473.07
Other funds					
Other	13,136,078.85	13,520,647.97	11,745,056.70	143,101.41	14,768,568.71
Non-monetary gifts	148,956.69	1,939,190.89	1,722,493.26	0.00	365,654.32
Social fund Slovakia	16,965.76	22,411.05	25,107.07	0.00	14,269.74
Total Other funds	13,302,001.30	15,482,249.91	13,492,657.03	143,101.41	15,148,492.77
TOTAL BOUND FUNDS	180,908,196.94	1,338,429,564.25	1,120,230,901.21	22,461,252.77	376,645,607.21

6.2.2. Funds – free

	Initial status as of January 1, 2015	Increase – donations accepted, gifts	Decrease – utilization, provision of gifts	Decrease – refunds of unused resources	Balance for utilization in 2016
Collections (number / name)					
S-MHMP/166354/2008					
S-MHMP/204638/2011					
S-MHMP/284758/2014					
Long-term collection “Skutečná pomoc” (Real Help)	41,687,740.08	33,059,416.70	35,232,035.24	78.00	39,515,043.54
SVS-OVS3-2013/030868					
SVS-OVS3-2014/032224					
„Skutočný darček” (Real Gift)	30,620.13	17,801.07	38,772.48	0.00	9,648.72
S-MHMP/1230014/2012					
Long-term humanitarian collection:					
„Povodně” (Flood) in the Czech Republic	5,239,048.33	80,748.80	2,211,764.60	0.00	3,108,032.53

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Philippines – typhoon Haiyan	2,826,001.86	37,910.23	507,447.68	0.00	2,356,464.41
„Povodně“ (Floods) in Bosnia and Hercegovina and Serbia	58,956.76	1,513.50	479.79	0.00	59,990.47
Syria and Iraq	0.00	6,922,373.20	9,385.04	0.00	6,912,988.16
Nepal	0.00	33,332,199.47	17,383,320.09	0.00	15,948,879.38
Ukraine	4,894,202.04	3,627,122.63	4,562,074.58	0.00	3,959,250.09
S-MHMP/1551858/2014					
“Lepší škola pro všechny” (Better school for everyone)	3,981,967.25	5,090,002.25	5,487,923.48	0.00	3,584,046.02
Total collections	58,718,536.45	82,169,087.85	65,433,202.98	78.00	75,454,343.32
Other funds					
Fund created from resources of: Charles Stewart Mott Foundation, The Ford Foundation, Šimon Pánek – Prize Qudriga, Unilever prize – purchase of securities					
	9,259,433.02	0.00	0.00	0.00	9,259,433.02
Club of Friends	57,380,301.97	40,071,380.71	32,103,563.03	0.00	65,348,119.65
Reserve fund and operating reserve fund (created from profit from previous periods)	9,855,241.89	5,235,446.37	370,698.14	0.00	14,719,990.12
Total other funds	76,494,976.88	45,306,827.08	32,474,261.17	0.00	89,327,542.79
TOTAL FREE FUNDS	135,213,513.33	127,475,914.93	97,907,464.15	78.00	164,781,886.11

7. PROFIT/LOSS

7.1. Profit/Loss and tax calculation as of December 31,

The economic result of the Organization for 2015 is accounting profit in the amount of CZK 7,410 thousand (after tax).

The Income statement includes revenues and costs for:

- Implementation of activities which are in compliance with the company mission – in the main activity column
- Implementation of additional activities – supplementary activity column

In compliance with Act no. 248/1995 Coll. on Public Benefit Organizations, costs and revenues related to the administration of a public benefit organization are recorded in the bookkeeping of the company separately according to the centres.

Tax liability for the 2015 taxation period relating to corporate income tax is CZK 1,989 thousand. The Company has used the option of exemption pursuant to § 20, par. 7 of Income Tax Act no. 586/1992 Coll.

Tax calculation

Revenues total	1,475,880,863.51
Costs total (except 591)	1,466,481,681.20
Taxable income	9,399,182.31
Adjustment of the tax base	2,233,858.81
Total tax base	11,633,041.12
Deduction of the tax base under § 20 of the Income Tax Act	1,000,000.00
Adjusted tax base	10,633,041.12
Tax base after rounding	10,633,000.00
19% tax	2,020,270.00

Tax discount	30,960.00
19% tax after discount	1,989,310.00

In 2014, the deduction under § 20 within the income tax of corporate bodies in the amount of CZK 1.000.000 was applied. Resources acquired by the attained tax obligation saving under § 20 of Act no. 586/92 Coll. from previous years were used to cover costs related to activities, the incomes generated from which were not subject to tax in 2015.

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7.2. Approval of the financial statements for 2014

The Executive Board at its meeting in June 2015 approved the financial statements of the Organization for the 2014 accounting period, showing a profit in the amount of CZK 5,235,446,37 after tax that was in compliance with the decision of the Executive Board accounted on June 25, 2015 as an increase in the company operating reserve fund.

8. LIABILITIES

8.1. Liabilities (thousands of CZK) B. III.

	Status as of December 31, 2014	Status as of December 31, 2015
<i>Matters in italics relate to the year 2015</i>		
Liabilities (trade payables, prepayments received, other payables) – total	39,480	26,702
Of which		
Trade payables total	36,512	24,222
Payables overdue more than 365 days	0	98
Payables overdue 181 to 364 days	17,087	385
Payables overdue 91 to 180 days	4,667	4,206
Payables overdue 0 to 90 days	4,632	2,947
Payables prior to maturity	10,126	16,586
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 2,248</i>		
Prepayments received	2,396	1,560
<i>The most significant part are prepayments received from the company Food and Agriculture Organization for distribution of seeds in affected areas in Syria and Afghanistan.</i>		
Other payables	572	920
<i>This is essentially a restraint on purchase of construction works in Ethiopia and Cambodia</i>	392	788
<i>Other</i>	180	132
Payables to employees	13,396	12,275
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 667</i>		
Payables to social security institution (Czech Republic)	3,035	2,542
<i>As of the date of the drawing up of the financial statements, none of these liabilities was overdue</i>		
Payables to health insurance institutions (Czech Republic)	1,307	1,091
<i>As of the date of the drawing up of the financial statements, none of these liabilities was overdue</i>		
Payables to social and health insurance institutions	251	385
Angola, Ethiopia, Philippines, DR Congo, Cambodia, Kosovo, Slovakia, Serbia, Sri Lanka, Turkey, Ukraine		
<i>As of the date of the drawing up of the financial statements, none of these liabilities was overdue</i>		
State budget payables (Czech Republic)	3,766	2,982
<i>These are income tax of corporate bodies 2015, refunds of unutilized parts of subsidies from the state budget, employment tax for employees.</i>		
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 1,402</i>		
State budget payables	3,132	1,428
Afghanistan, Angola, Armenia, DR Congo, Ethiopia, Philippines, Georgia, South Sudan, Cambodia, Kosovo, Moldavia, Mongolia, Nepal, Slovenia, Serbia, Sri Lanka, Turkey, Ukraine		
<i>This is essentially a tax on employment and other taxes.</i>		
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: none of these liabilities was overdue</i>		

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Other payables	19,566	4,714
<i>The majority is formed by advance payments received from the European Commission that are intended for partners of common projects. These resources are transferred to partners of particular project by means of advance payments. After approval of the final financial report by the European Commission, advance payments received and advance payments paid are accounted for and settled. Related advance payments of partners are recorded in the balance sheet on line no. 69 other receivables.</i>		
Estimated payables (electricity, gas, warm supply, water and sewer rates)	2,810	3,596
<i>These are costs of the accounting period that have not been invoiced to the company yet.</i>		
TOTAL LIABILITIES	86,743	55,715

8.2. Other liabilities (thousands of CZK) – liabilities and equity B. IV.

	Status as of December 31, 2014	Status as of December 31, 2015
Accrued expenses	10,223	1,708
<i>Through this account, the company accounts for expenses which are related to the current accounting period but payments were made in the following period. These are mainly project costs of partners and travel expenses of employees.</i>		
Deferred revenues	728	7,405
<i>These are mainly resources received for support of civic cooperation, good governance and development of the rural area in Afghanistan.</i>		
Unrealised exchange rate gains	2,370	1,664
<i>These are unrealised exchange rate gains which will be accounted upon the payment of payables or collection of receivables in the next accounting period in compliance with regulations.</i>		
TOTAL OTHER LIABILITIES	13,321	10,777

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9. PROFIT AND LOSS ACCOUNT – COSTS

Item A.II.8 “Other services” has a value of CZK 325,032 thousand, and includes the costs of other purchased services, which consist primarily of costs of partners in the implementation of joint project through “implementation agreement”, the cost of renting and operating offices and the purchase of services in the provision of social services in the Czech Republic and abroad, focusing on the promotion of education and healthcare, social services, improving access to water and improving sanitary conditions, securing livelihoods, poverty reduction and environmental protection.

Item A.V.22 “Gifts” has a value of CZK 611,456 thousand, and mainly includes financial donations and inventories provided in the context of humanitarian and development aid mainly in Syria, Ukraine and Nepal. Financial donations and inventories were used for securing accommodation, food and wintering for inhabitant in war zones and refugees in Syria and Ukraine, for people affected by earthquake in Nepal.

Item A.V.24 “Other expenses” has a value of CZK 75,326 thousand, and mainly includes costs of partners in the implementation of joint projects through “partnership agreement”.

10. PROFIT AND LOSS ACCOUNT – REVENUES

Item B.I.2. “Sale of own services” has a value of CZK 89,031 thousand, and mainly includes sale of services connected with distribution of food and material in Syria and income from the brokerage infrastructural development of local communities in Afghanistan.

Item B.IV.17. “Accounting for funds” has a value of CZK 1,208,775 thousand, and includes revenues associated with the use of the funds reported under liabilities and equity item A.I.2. “Funds” on the main activities of the company.

Item B.IV.18. “Other revenues” has a value of CZK 122,189 thousand and relates to the main business of the company; it mainly includes revenue estimates for grants still outstanding when in 2015 the company benefited by a valid contract, but the funds from the donor were not paid by the date of the drawing up of the financial statements; There are also contracted and received incomes in the next financial year for projects that have already been partially implemented in 2015.


11. OTHER IMPORTANT FACTS

The Organization’s assets are not encumbered with any lien.
The Organization does not register any payables not included in the financial statements.

Between the balance sheet date and the date of drawing up the financial statements, a decision was made to reduce activities of the Slovakia organizational unit stated in the point 1.2. and to transfer projects and employees to the partner subject Člověk v ohrožení, n.o. that was entered in the register of non-profit organizations of the Slovak Republic as at January 5, 2016. This new subject was established by the organization Člověk v tísni, o.p.s.

Between the balance sheet date and the date of drawing up the financial statement, no important facts or unusual changes in the status of the assets and liabilities occurred which would significantly influence the values of assets and liabilities, the financial situation or economic result of the company stated in the financial statement as of December 31, 2015.

In Prague, June 7, 2016



Prepared by:
Anna Spružinová
Accountant



Šimon Pánek
Člověk v tísni, o.p.s., Director

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CASH FLOW STATEMENT

as of 31 December 2015 (In thousands of CZK)

	current period	prior period
P. Cash and cash equivalents, beginning of year	245,007	214,424
NET OPERATING CASH FLOW		
Z. accounting profit (loss) before taxation	9,399	6,304
A.1. Non-cash transactions	13,130	11,533
A.1.1. Depreciation of fixed assets	12,241	9,620
A.1.2. Change in provisions and other adjustments	0	0
A.1.3. Profit(-) Loss(+) on sale of fixed assets	64	-2
A.1.4. Expense and revenue interests accounted for	-94	-102
A.1.5. Other non-cash transactions	919	948
A.1.6. Gifts (buildings)	0	1,069
A.* Net operating cash flow before taxation, changes in working capital and extraordinary items	22,529	17,837
A.2. Current assets	-86,588	-8,938
A.2.1. Change in receivables and other temporary assets	-33,164	-43,689
A.2.2. Change in short-term liabilities and other temporary liabilities	-34,664	26,999
A.2.3. Change in inventory	-18,760	7,752
A.2.4. Change in short term financial assets	0	0
A.** Net operating cash flow before financial balances, taxation and extraordinary items	-64,059	8,899
A.3. Interest paid excluding amounts capitalised	0	0
A.4. Interest received	94	102
A.5. Income tax paid on ordinary income and income tax relating to prior periods	-1,514	-155
A.*** Net operating cash flow	-65,479	8,846
INVESTMENT ACTIVITY		
B.1. Acquisition of fixed assets	-18,453	-13,216
B.1.1. Acquisition of tangible fixed assets	-14,108	-10,954
B.1.2. Acquisition of intangible fixed assets	-2,661	-825
B.1.3. Acquisition of long-term investments	-1,684	-1,437
B.2.1. Proceeds from sales of fixed assets	97	2
B.2.2. Proceeds from sales of long-term investments	2,384	1,648
B.*** Net cash flow from investment activity	-15,972	-11,566
FINANCIAL ACTIVITY		
C.1. Change in long-term liabilities and bank loans	0	0
C.1.1. Increase and decrease in long-term loans	0	0

C.1.2. Increase and decrease in other long-term payables	0	0
C.2. Increase and decrease in equity	224,027	33,303
C.2.1. Change in own equity	-1,278	-3,823
C.2.2. Change in funds	225,305	37,126
C.*** Net cash flow from financial activity	224,027	33,303
F. Net increase or decrease in cash balance	142,576	30,583
R. Cash and cash equivalents, end of period	387,583	245,007

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COMPANIES AND PRIVATE DONORS
FOR THEIR SUPPORT IN 2015

SPECIAL
THANKS

Special thanks for their
long-term support go to
**ANNA, JANA and ANTONÍN
ŠVEHLA**



GIFTS OF CZK 5,000,000
AND MORE
(OVER EUR 180,000)



GIFTS OF CZK 1,000,000
AND MORE
(OVER 36,000 EUR)



ČÍHALOVÁ MILUŠE
and **BERAN JAROSLAV**

DVOŘÁKOVÁ HANA



GIFTS OF CZK 500,000
AND MORE
(OVER EUR 18,000)



MALÝ LIBOR



STEKLÁ JARMILA

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SURI SANJIV

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GIFTS OF CZK 100,000
AND MORE (OVER EUR 3,600)

- Armáda spásy v ČR
- Aveko Energie, s.r.o.
- AVEKO Servomotory, s.r.o.
- Bayer Pavel
- Candoris, s.r.o.
- Cembrit, a.s., výrobní závod Šumperk
- České sdružení Církve adventistů sedmého dne
- Česko-německý fond budoucnosti
- designblok
- Fryc Ondřej
- G5 Plus, s.r.o.
- Horak Silke
- Jahn Martin
- Klauz Marek
- Knapp Petr
- KOVO – NEREZ, s.r.o.
- KOVOTEX, s.r.o.
- KS – program, spol. s r.o.
- LEGO Production, s.r.o.
- LMC
- LOGIS, a.s.
- Petra a Adam Milatovi
- Mladá fronta, a.s.
- Nadační fond ČBA pro podporu vzdělávání
- Nadační fond rodiny Orlických
- Nečesal Karel
- Němcová Marcela, PhDr.
- OPTREAL, s.r.o.
- PentaGen, s.r.o.
- PRESSENTECHNIK, s.r.o.
- Řehák Břetislav
- Řízení letového provozu
- SEKNE, spol. s r.o.
- skupina Český aeroholding
- Skupina RWE v ČR
- Spoustová Olga
- Starcom Mediavest Group
- Šiška Ladislav
- Škoda Auto, a.s.
- technology-support, s.r.o.
- VIG RE zajišťovna, a.s.
- Walentynowicz Hubert
- manželé Waszniowských
- WEISS TECHNIK Praha, spol. s r.o.
- WOOD & Company Financial Services, a.s.
- Zeelandia, spol. s r.o.

GIFTS OF CZK 50,000
AND MORE (OVER EUR 1,800)

- | | |
|--|------------------------------------|
| 5DM.cz, s.r.o. | Jablonský Daniel |
| ALBI Česká republika, a.s. | Jelínek Jakub |
| Asko, a.s. | Kameník Stanislav |
| Austromar, spol. s r.o. | Klimak, s.r.o. |
| Benefit Management, s.r.o. | Krejčí Radek |
| BOKI Robotizované systémy, spol. s r.o. | Kubečka Jan |
| Borges David | Kubištová Míla |
| Bregant Michal a Zoubek Olbram | Kuchař Jaroslav |
| Buy Direct, s.r.o. | rodina Larsson Krausova |
| Cink Roman Filip | MEDAC, spol. s r.o. |
| Circon Circle Consulting, s.r.o. | Nadace dětem Terezy Maxové |
| Coufal Jan | Odvárko Jiří |
| Crha Ondřej | Pech Dalibor |
| Donath Business & Media, s.r.o. | Polášek Rostislav |
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THIS YEAR'S TOPICS

INTERNATIONAL ACTIVITIES IN 2015

HUMANITARIAN AID AND DEVELOPMENT

- Priorities of the Relief and Development Department
- Our Employees
- Emergency Response
- Resilience and Nutrition Security
- Social Protection and Inclusion
- Education and Skills Development
- Sustainable Livelihoods and Environment
- Good Governance

HUMAN RIGHTS

- Introduction
- Direct Aid to the Persecuted
- Support for Civil Society
- Advocacy Activities in Support of Human Rights

PEOPLE IN NEED SLOVAKIA

- People in Need Slovakia

ACTIVITIES IN THE CZECH REPUBLIC IN 2015

EDUCATION AND AWARENESS

- Joint Education
- Global Development Education
- Migration
- Modern Czechoslovak History
- Active Citizenship
- One World Festival

SOCIAL WORK AND COUNSELLING

- Working with Local Self-Government
- Support for Children
- Support for Families

OUR DONORS

- Fundraising

MANAGEMENT

WE THANK EVERYONE FOR THEIR SUPPORT IN 2015

FINANCIAL REPORT

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