

Andrey Sotnikov, Moscow, Stockholm

Civil Rights Defenders

“Best practices of cooperation between LGBT-community and trade union organization” (Лучшие практики сотрудничества между ЛГБТ и профсоюзными организациями), February-April 2016

REPORT



I would like to begin my report with the words of gratitude to the board of Sverker Åström Foundation and personally to Disa Håstad for this unforgettable opportunity to plunge into Swedish life that allowed me to extend my skills as a Human Rights activist and feel as a part of this amazing Scandinavian country. I got both professional and cultural experience Professional part of report divided on two parts: one of them dedicated obtained skills in Human rights and organizational works, two of it about knowledge's in sphere of practice of interactions between LGBT and trade union organizations.

1. My Swedish activity as Intern in organization “Civil Rights Defenders”.

Why I addressed to Civil Rights Defenders for Internship and what I brought for myself from it?

As earlier was written in the individual plan of Internship , that by results of Internship I was going to organize a round table between LGBT and trade union organizations, but now I managed to find financial support for the organization conference between LGBT and trade union organizations. It gives me opportunity

to increase positive impact in situation of equality on the working place for LGBT people in Moscow.

In this case, paying attention to, that the conference is a bigger event than round-table and preparation for doing it will be held during 6 month, from May till September 2016, I recognized that I need to obtain knowledge of project management, and methods of risk awareness and mitigation it and also skills of results based projects management. Having this kind of needs, I appeal to CRD for Internship.

During my Internship in CRD, I had next round of duty:

- Conducting an Internship at CRD included following tasks: 1. Drafting and writing articles on regional human rights for the web-site (I gained experience in writing human rights reports about situation with human rights in post soviet countries (Tajikistan and Kyrgyzstan), it is took me more practice in analyzing situation and writing this kind of work in English)
- Preparing reports and other analytical materials on the diverse topics within the human rights developments in some regions.
- Providing translation from English into Russian and from Russian in English
- Assisting with organizational events the Post-soviet department in CRD and organization is organizing.
- Participating in external and internal events.

Useful skills obtained from Internship in CRD:

Using “Result Assessment framework” table developed by specialists in CRD, I evaluated institutional capacity of my organization (Rainbow Association). After several consulting meetings with the managers of CRD, I identified priority areas for organizational development of my organization, in the following areas:



Internal Governance, Project implementation and monitoring, administration and funding, risk awareness, relation and credibility.



I gained the practical skill to handle with new Planning, Monitoring and Evaluation (PME) system. This system is based upon the methodology of Results Based Management (RBM) and to some extent Outcome Mapping (OM). These methodologies put the focus on changes in behavior, relationship, activities or actions of the people, groups and organizations with which a project works directly. This methodology will be useful for me in time of organizing a conference between

LGBT and trade union organizations.



In addition, after my Internship I have gained skills and knowledge about systematic and objective assessment of ongoing or completed projects, their design, implementation, and results.

I obtained the information about how to appreciate Outcomes, Indicators, Baselines, Targets groups for project and to make sustainable changes in Society after date of project expired. These knowledges will help me not just for one project, but would be used in other projects and programs in my future activist's work.

I received knowledges about such methods of project management as Result Based Management (RBM), Results Chain Model, Result Assessment Framework Matrix (RAF), Risk Assessment Matrix, this skill will serve me for collecting and analyzing information in order to measure progress towards achieving goals, and continuation of improvements and changes situation in frames of project.

The study of these techniques included following: reading specific literature, consultative meetings with

the staff of CRD, during which I had the opportunity to receive comments and advice about practical application these techniques, practical exercises and subsequent verification of training tasks in order to fixing in practice learned material. Also I familiarized with best examples of project proposals from the CRD archive.

Of course, I was not only interested to get an answer questions regarding the contemporary methods of implementation and project management, but also using the opportunity to internships, learn more about strategic planning and the planning of international work in the human rights organization. I have studied such documents as: "Strategy for CRD", "CRD with history into the future Strategy planning for whole organization (our future)", "Regional Strategy for



Eastern Europe and Central Asia 2013-2017”, regional Strategy for “Eastern Europe and Central Asia Programme”, “Regional annual action-plans in different Post-Soviet countries.”



I would like to say the words of gratitude to Joanna Kurosz, Cecilia Rosing, Inna Bukshtynovich, and other representatives of CRD, provided me consulting assistance and always helped me to find answer for every questions, which

I interested. I increased my knowledges in the above areas, created a plan of conference preparation, which I began to do after my returning to Russia.

From 2 till 7-th of April I took part at the 4-th annual conference “Defenders Days”, organized by Civil Rights Defenders.

This year conference welcomed 160 human rights defenders from 35 countries, alongside leading human rights experts from all over the world. The conference included both inspirational sessions and social events, giving all the participants the opportunity to acquire new knowledge and skills as well as to broaden their network of colleagues. On the 7th of April awarded the prominent human rights lawyer, Intigam Aliyev, with the Civil Rights Defender of the Year Award.

I attended following seminars: "The basics of digital security for civil activists", "conducting informal talks and behavior during interrogation", "fighting against discrimination: theory, best advocacy and lobbying practices," "psychosocial aspects of personal security", "software and technical devices using for ensuring the safety of human rights work".

On the base of knowledges obtained at the Defenders days will be created the map of risks and threats, which could appear in activists work. And will be described scenarios of mitigation risks and policies of avoiding it. Together with that will also implemented a policy of risk review, in organization in regular times every six month will be held strategic session about security in organization.

During Defenders days Conference, I was engaged into two discussion groups of exchanging experience and networking in regional and thematic meetings. First of them named “LGBT-networking in Hostile Environment”. This event was dedicated challenges and struggles of human rights defenders working with LGBT issues. Second of them was working meeting for LGBT-activists from different part of Russia.

2. My Swedish activity as Intern (knowledges in sphere of interaction between LGBT and trade-union organizations).



I have visited some trade-union and Human Rights organizations working with Russian organizations in partnership on human rights issues, among them, it is worth noting especially fruitful visits to Union to Union, LO, SAKO, Olof Palme International Center, Ostgruppen, and other. Contacts received during the meetings will be used for engaging in dialogue (through the participation in the conference) of representatives of Russian professional associations, partners of the aforementioned Swedish organizations.

During Internship, I got some knowledge about history of Sweden trade-union movement, Swedish anti-discrimination legislation.

In addition, I have visited some LGBT organization and have read special literature about situation on the working place for LGBT-community. Among this kind of literature, I would like to mark some booklets: Bisexual People in the workplace (practical advice for employers, “Global working” (supporting lesbian, gay and bisexual staff on overseas assignments”, straight allies (how they help to create gay-friendly workplaces).

18 th of March I participated in strategy meeting, regarding diversity and discrimination in employment organized by International Lesbian, gay Association (ILGA-Europe) in Brussels.

This meeting was dedicated such matters as raising awareness, improving the legislative protection against discrimination in the workplace and identifying good practices to increase workplace diversity, both on European Union as well as on national level. In this event, took part some representatives from different European LGBT organization, to discuss activities and important next steps for the network, opportunities and challenges.

More specifically, in the agenda of the meeting included some matters: what are ongoing barriers in accessing employment? What is the daily reality of lesbian, gay, bisexual, transgender and intersex people in different workplaces (public employers, private sector (from small business to large multinationals).

I paid attention to acquaint with Swedish culture too. During my Internship, I have seen 11 museums, it was Vasa museum (Vasamuseet), King Palace (Kungliga Slotet), Museum of Middle Ages (Medeltids Museet), Skansen park, Nordiska Museet, Museum of fortress “Three Crowns” (Tre-Kronor Museet), Army Museum (Armémuseem), Nobel Museum (Nobel Museet), Museum of Natural history (Naturhistoriska Riksmuseet), Museum of Alcolgol (Spritmuseet), Navy Museum.

I have visited Uppsala, Sigtuna, fortress and museum Gripsholm, I have seen the panorama of Stockholm from the height of Kaknes tower and enjoyed a classical music concerts in the concert hall of Concert Husset.