



---

# Social Responsibility Report



GLOBAL CAMPUS OF  
HUMAN RIGHTS (ENTE  
DEL TERZO SETTORE -  
ETS)

REPORTING PERIOD: 1  
JANUARY-31 DECEMBER 2025

---

# Quick Facts – Statement of Use



The Global Campus of Human Rights (Ente del Terzo Settore – ETS) has prepared this Social Responsibility Report in accordance to the Drafting Guidelines for the Bilancio Sociale of Third Sector Organisations in Italy (Ministerial Decree 4 July 2019) and with reference to the Global Reporting Initiative (GRI) Standards (2021) for the reporting period 1 January–31 December 2025.



The report has been prepared by GC-HQ for the Venice legal entity (ETS) and includes activities carried out directly by the headquarters as well as institutional relations with the Global Campus regional hubs.



Global Campus of Human Rights ETS  
Address: Monastero di San Nicolò, Venezia-Lido, Riviera San Nicolò, 26, 30126  
Fiscal code 94054110278  
VAT IT03493180271  
RUNTS (Registro Unico Nazionale del Terzo Settore) decree n.188 on 13/02/2024

---

# Who we are — at a Glance



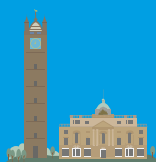
## OUR IDENTITY

The Global Campus of Human Rights was formally established in 2019 as the legal continuation of a long-standing academic cooperation initiative launched by the European Union in the late 1990s. Over more than two decades, this initiative evolved into a global network now involving over 100 universities and 8 Regional master's programmes in Africa, the Arab World, Asia-Pacific, Caucasus, Central Asia, Europe, Latin America & the Caribbean, and South East Europe.



## OUR MISSION

Its mission is to promote human dignity, democracy, and the rule of law through education, research, training, and advocacy. Its vision is a world in which universities, institutions, and civil society collaborate to advance the culture and practice of human rights.



## OUR IMPACT

From its headquarters at the Monastery of San Nicolò in Venice, the GC-HQ serves as a catalyst for global change. By connecting with regional hubs across the world, we multiply impact through inclusive and accessible education—offering master's programmes, short courses, e-learning, and research-driven advocacy. Our targeted capacity-development empowers educators, practitioners, and public servants to champion human rights and democratic values in their communities.

# Table of Contents

0	Foreword
1	Methodology and Reporting Standard
2	General Information: Geographical and operational areas, promotion of statutory values, connection to non-profit organisations, theory of change
3	Structure, Governance and Administration
4	Human Resources
5	Activities, Beneficiaries, Results, Stakeholder engagement
6	Financial and Economic background
7	Additional Information-GRI Index
8	Monitoring by the supervisory body



# Foreword

The year 2025 marked renewed momentum for the Global Campus of Human Rights ETS, both as an international academic network and as a Third Sector Association in Italy. Building on over twenty-five years of university cooperation, the Global Campus continued to advance its mission of promoting human rights, democracy, and sustainable development through education, research and civic engagement.

As an ETS, the Global Campus acts in the public interest by disseminating a culture of human rights and strengthening democratic participation. From its headquarters at the Monastery of San Nicolò in Venice, it coordinates the global network and implements a wide range of educational and community-oriented initiatives that benefit students, professionals, civil society and citizens in Italy and abroad.

In 2025, GC-HQ delivered key programmes including the European Master's in Human Rights and Democratisation (EMA), alongside short courses, summer schools, e-learning offers and professional trainings. The expansion of open-access online learning reaffirmed our commitment to accessible human rights education. Capacity Development initiatives further strengthened cooperation with partner universities in developing countries, emerging democracies and contexts under pressure, helping to create new learning opportunities and locally relevant curricula. The Global Campus also consolidated its role as a centre for research and policy dialogue through publications, conferences and projects on digital rights, climate justice, migration and the protection of human rights defenders. The annual Venice School for Human Rights Defenders once again connected academia with frontline activism.

Collaboration with Italian and European institutions—including the European Union, Right Livelihood, the Italian Ministry of Foreign Affairs and International Cooperation (MAECI) and regional partners—continued to expand, enabling new training activities, cultural events and outreach initiatives in Venice and beyond. Internally, the organisation strengthened its policies and practices on inclusion, equality and staff well-being, building on the first institutional Gender Equality Plan.

This Social Responsibility Report 2025, prepared “with reference to the GRI Standards (2021)”, reaffirms our commitment to transparency, accountability and continuous improvement. We remain grateful to our staff, students, alumni, university members, donors and partners whose dedication sustains our shared mission: advancing human rights through knowledge, collaboration and action.

**Manfred Nowak, GC Secretary General**

**Veronica Gomez, GC President**

---

# Methodology & Data Sources



Annual Social Responsibility Report prepared in line with DM 04/07/2019 and the GRI Standards (2021); approved by the GC Governing Bodies (GC Council and Assembly).



Data collection was coordinated internally using templates aligned with Italian guidelines and GRI Standards. Sources included departmental reports, project monitoring tools, partner agreements, financial and HR data, and stakeholder feedback.

Quantitative data were validated by department heads; qualitative content reviewed by management.



Material topics for the 2025 SRR were identified through a light assessment combining inputs from staff, students, regional hubs, donors, and partner universities. The analysis drew on internal evaluations, project reports, logframes, and feedback collected across activities. Topics were prioritised based on their relevance to the GC mission, stakeholder expectations, and their potential impact on education, inclusion, governance, and community engagement. These priorities were validated by senior management and form the basis of this report.

---

# Methodology & Data Sources



While quantitative coverage improved, some environmental metrics (e.g., energy use, travel emissions) remain estimates. GC is enhancing monitoring systems for greater accuracy and moving toward full GRI compliance to strengthen alignment with Environmental, Social and Governance (ESG) factors and comparability across reporting years.



Personal data are managed in full compliance with EU GDPR and the Global Campus Data Protection Policy, with restricted access to authorised personnel and regular security updates.

---

# Material Topics

## — ESG Focus



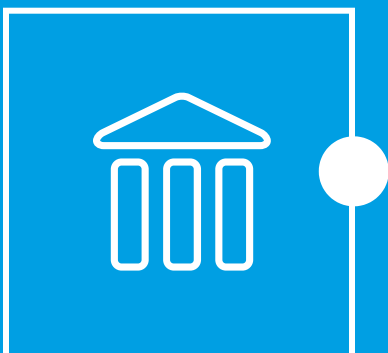
### **Education & Training (GRI 404) —**

High-quality postgraduate programmes, targeted short courses, and open e-learning to expand access, pedagogical innovation, and lifelong learning opportunities.



### **Community Engagement (GRI 413) —**

Outreach, policy dialogue, events, workshops, partnerships with institutions, international organisations and civil society to amplify impact.



### **Governance structures (GRI 2-9) —**

Decision-making, internal accountability, democratic management

### **Ethics & Transparency (GRI 2-26)—**

Feedback mechanisms, grievance channels, data protection policies

---

# Material Topics

## — ESG Focus

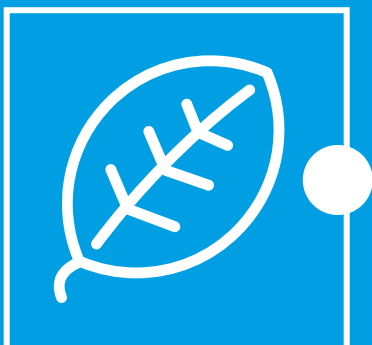


**Employment & Well-being (GRI 401) —**  
Ongoing staff development, gender equality measures, and inclusive well-being policies that foster a supportive and diverse workplace

**Inclusion, Diversity and Equal Opportunity (GRI 405) —** Diversity of employees (gender, age group other diversity); Ratio of basic salary and remuneration of women to men



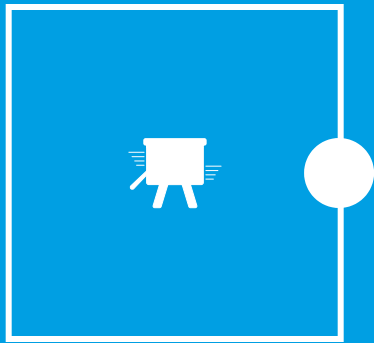
**Occupational health and Safety (GRI 413) —**  
Workers' participation, consultation, and communication on occupational health and safety; Workers' training on occupational health and safety



**Operational sustainability (GRI 302-305) —**  
Resource use in travel/events, online delivery, CO<sub>2</sub> footprint

---

# Improvements & Next Steps



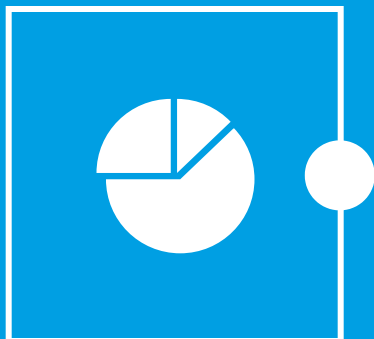
## **Strengthen environmental metrics —**

Refine monitoring of energy consumption and travel-related emissions; implement clearer data collection and estimation methods.



## **Expand stakeholder feedback —**

Deepen consultations with students, alumni, staff, partners, and beneficiaries to improve relevance and accountability.



Advance GRI alignment — progress toward fuller coverage and year-on-year comparability of ESG indicators.

---

# General Information

## Geographical and Operational Scope

The Global Campus of Human Rights (GC) operates as an international academic network coordinated from its headquarters in Venice, Italy. In 2025, its activities span Europe, Africa, the Arab World, Central Asia, the Caucasus, Latin America and the Caribbean, and the Asia–Pacific region, through eight regional Master's programmes and a wide range of training, research, capacity development and outreach initiatives.

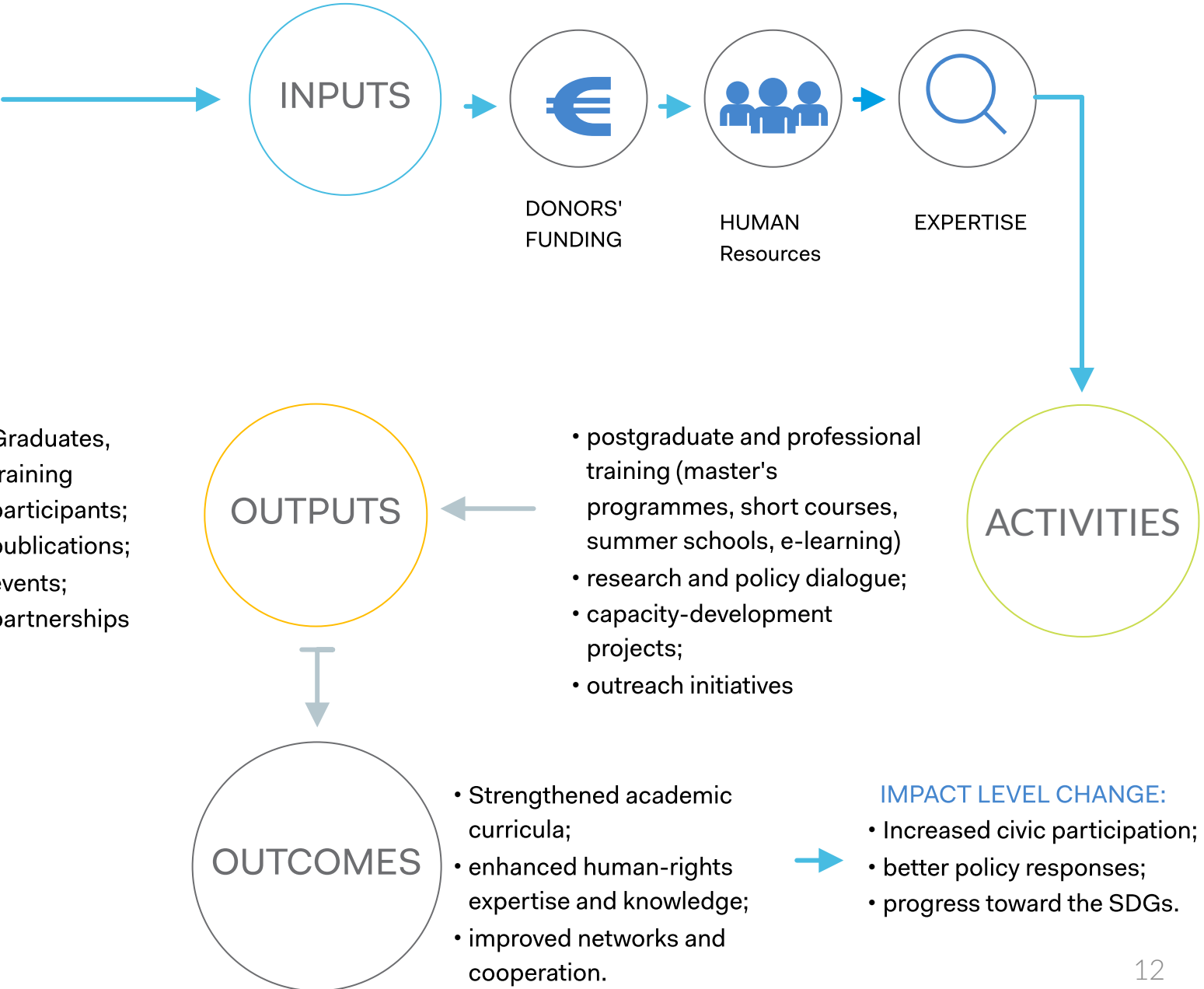
## Statutory Mission and Public-Interest Purpose

As an Ente del Terzo Settore (ETS), the Global Campus pursues civic, solidarity and public-benefit purposes, as defined in its Statute and the Italian Third Sector Code. Its core mission is to promote human rights, democracy and the rule of law through higher education, research, professional training, cultural initiatives and public engagement. All activities are non-profit in nature and are designed to generate social value, strengthen democratic participation, and contribute to sustainable development at local, regional and global levels.

## Connection to non-profit organisations

The Global Campus of Human Rights operates as an Ente del Terzo Settore in close connection with the non-profit and civil society ecosystem. It collaborates with foundations, NGOs, academic institutions and international organisations, including EU institutions, UN bodies to advance public-interest objectives related to human rights, democracy and sustainable development. All resources generated are fully reinvested in institutional activities, in line with the non-profit principle and the pursuit of public benefit.

# GC Theory of Change – creating social value



# Governance Framework



2-9 Governance



Assembly : Highest decision-making body  
(Rectors or delegates)  
Approves strategy, budget, SRR



Council: 17 members (8 regional reps + 9 elected). Oversees management, meets regularly



President Veronica F. Gómez  
(2019–2027)  
Legal representative and Chair  
of GC Governing Bodies



Secretary General Manfred Nowak  
(reappointed 2024)  
Executive management and  
coordination



Elisa Mormile Supervisory Body  
(Revisore Contabile)



Luca Andretta Surveillance Body  
Organismo di Vigilanza (OdV) ex  
D.Lgs. 231/2001

---

# Transparency, Accountability



2-14 — Role of governance in sustainability reporting | 2-27 — Compliance with laws and regulations | 418 — Customer/Stakeholder Privacy (for GDPR)

---

# Ethics, Risk Oversight



2-25 — Processes to remediate negative impacts| 2-26 — Mechanisms for seeking advice and reporting concerns (whistleblowing)| 205 — Anti-corruption

- Publication of financial statements, Annual Report and the SRR on its website.
- Internal and external audits of EU-funded and institutional financial activities.
- GDPR-compliant data protection protocols (policy updates, secure systems, restricted access).
- Clear procurement and contracting procedures, aligned with donor rules and ETS standards.
- Monitoring by the Supervisory Body and Surveillance Body, strengthening financial and ethical accountability
- Annual monitoring of gender-disaggregated data, recruitment and leadership balance, work-life policy review, and gender-sensitive research and teaching under a Gender Equality Plan.

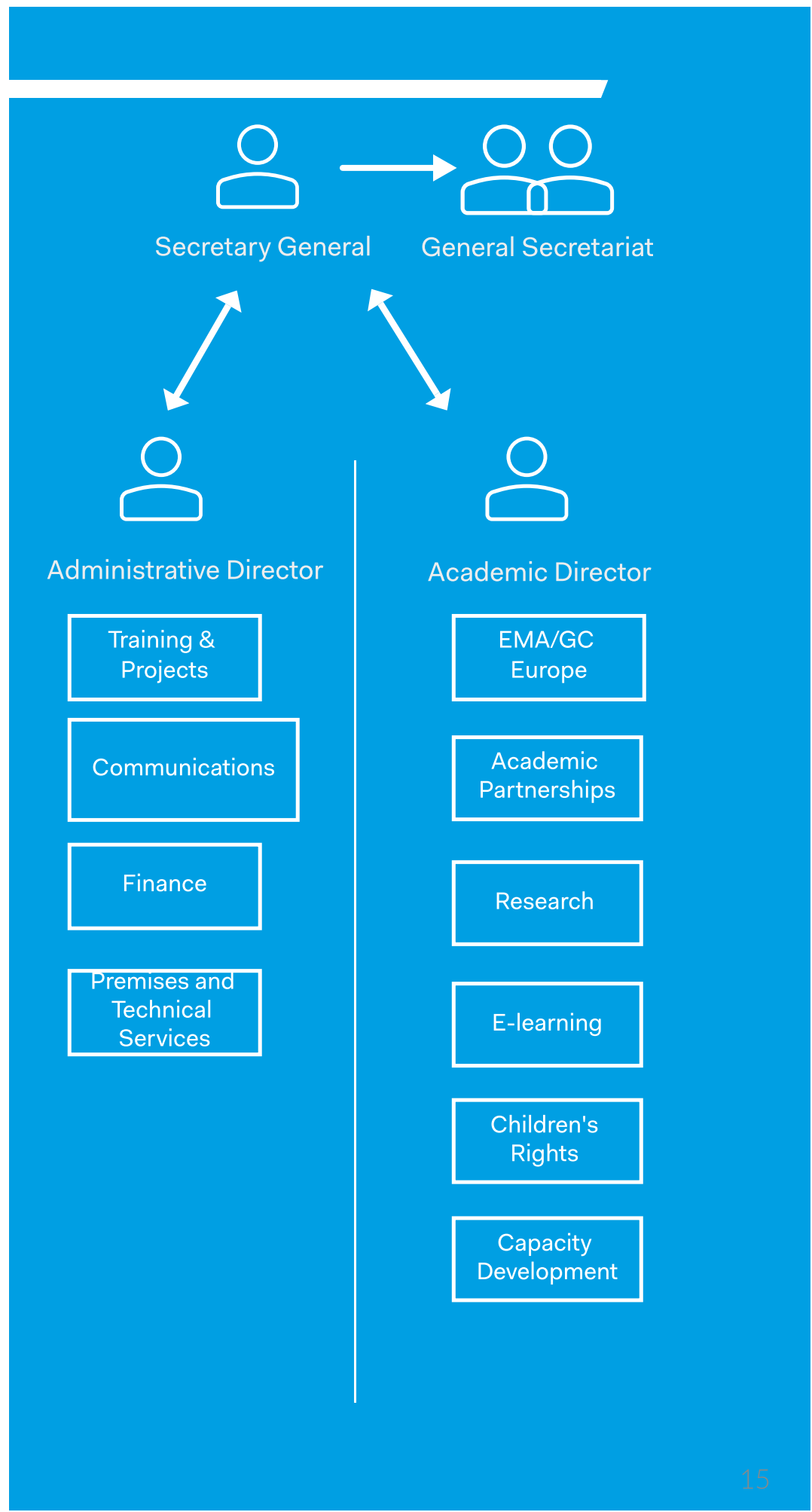
The Global Campus operates under:

- Code of Ethics
- Safeguarding Policy
- Anti-Corruption Guidelines
- Organisational Model ex D.Lgs. 231/2001

Confidential reporting is available to staff, students, partners and external stakeholders through:

- Whistleblowing Procedure (protected email channel)
- Surveillance Body (OdV 231/2001)
- Direct reporting to the Secretary General for urgent cases

# Organisational structure



---

# Our values, principles, codes



## OUR CODES AND POLICY

Over time, GC-HQ has adopted tools, codes and policies aimed at reaffirming the principles of its action and guaranteeing equal opportunities . The documents available in 2025 are listed below:

- GC Statute
- Code of Ethics
- Code of Conduct
- Whistleblowing procedures
- Safeguarding and Integrity system
- Gender Equality Plan
- Environmental Policy



## OUR STRUCTURE

The GC-HQ is organised in two complementary pillars-one Academic and one Administrative - and 11 Departments. This two-pillar structure enables the GC-HQ to maintain a division of roles while fostering collaboration between academic and administrative teams. Regular coordination meetings, cross-departmental working groups, and internal communication mechanisms are designed to ensure coherence, efficiency, and transparency across GC-HQ operations.

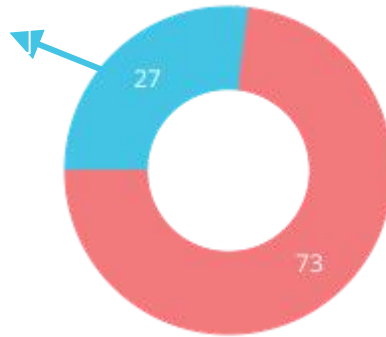
# Human Resources

The Global Campus relies on a highly qualified and multicultural staff to deliver its academic, research, training, and operational activities.

# 43

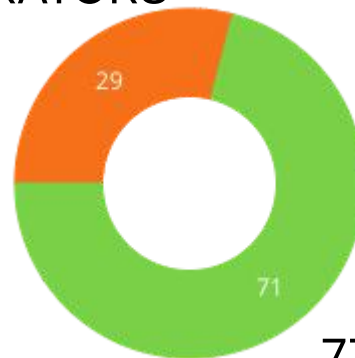
TOTAL NUMBER  
OF STAFF

26%  
MALE




74%  
FEMALE

23 %  
COLLABORATORS



77% EMPLOYEES

In 2025, no regular volunteers were engaged at GC-HQ; activities were carried out by employees, collaborators and short-term interns.



## Work-Life balance and safety

The Global Campus places strong emphasis on work-life balance, consistently investing in welfare measures. Key initiatives include:

- Smart working: Hybrid model requiring presence in the office two days per week.
- Post-parental flexibility: Option for fully remote work within one year after maternity or paternity leave.
- Extended parenting flexibility: Support for parenting activities beyond the child's first year.
- Short working week: Reduced weekly schedule to promote work-life balance.

The Global Campus ensures that all staff regularly participate in general workplace safety training, in compliance with legal requirements and best practices. These sessions aim to promote a safe and healthy working environment across all offices and activities.

GRI

401-2 – Work-Life balance measures | 405 Gender equality

# Overview of activities

- GC Regional programmes and EMA/GC Europe
- Project & Training
- E-learning
- Research
- Academic Partnerships and Alumni engagement
- Capacity Development
- Children's Rights activities
- Protection and Academic Solidarity Programmes
- Communications

# GC Regional programmes highlights



404 -Training & Education |  
401-Employment | 413 -  
Community Engagement | 2-  
29 Stakeholder Engagement



8 Regional programmes implemented by partner universities across Europe, Africa, Asia, the Middle East, the Caucasus, Central Asia, Latin America and South-East Europe.



181 graduates in 2024/25 ( 70% female; 30% male)



90% employment rate in the human rights sector



108 formal partner universities and students from all world regions



+100 internships



a total of 55 non-degree trainings for 1824 participants

# GC Regional programmes

The Global Campus of Human Rights operates through eight Regional Master's Programmes, implemented by partner universities across Europe, Africa, Asia, the Middle East, the Caucasus, Central Asia, Latin America and South-East Europe, and coordinated by the Global Campus Headquarters in Venice.

While this Social Responsibility Report focuses primarily on activities coordinated at GC-HQ including the EMA/GC Europe regional hub, all the Regional Programmes represent the core educational mission and scale of the Global Campus. During the 2024–2025 academic year, the network delivered postgraduate human rights education to over 200 enrolled students, graduated 181 students from the current cohort (plus 156 graduates from previous cohorts), and involved 108 formal partner universities worldwide.

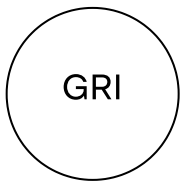
Each Regional Programme combines advanced academic coursework, supervised master's theses, and structured internship pathways with international organisations, public institutions and civil society actors.

The Regional Master's Programmes ensure that human rights education is locally grounded, academically rigorous and globally connected. They enable the Global Campus to deliver public-interest education at scale while respecting regional contexts and academic autonomy.



---

# EMA/GC Europe highlights



404 -Training & Education |  
401-Employment | 413 -  
Community Engagement | 2-  
29 Stakeholder Engagement



76 students enrolled (31 countries)



73 graduates in 2024/25 (plus 1 late graduate)



43 partner universities



91 admissions for 2025/2026



15 paid internships awarded to top graduates

# Executive Summary

The European Master's Programme in Human Rights and Democratisation (EMA) remained a cornerstone of the Global Campus in 2024/25, combining rigorous academic training with strong professional preparation across a network of 43 universities. Seventy-six students from 31 countries completed the first semester in Venice—taught by over 80 academics and practitioners—followed by supervised research and second semester placements across Europe, resulting in 73 graduates in September 2025.

A major milestone of the year was the successful re-accreditation of EMA without conditions under the European Approach for Joint Degrees, confirming its academic excellence, governance, and cross-regional structure. The programme also strengthened its research profile, with a GC Europe–UNIPD workshop, joint publications, and a new Doctoral Training Network proposal involving six EMA universities.

Visibility and outreach improved significantly with revised application timelines, social media campaigns, and three Open Days, contributing to 91 confirmed admissions for 2025/26. The internship programme awarded 15 fully funded placements with EU institutions, UN agencies and NGOs, reinforcing early career pathways for graduates.

The programme directly advances the GC's statutory mission by promoting high-quality human rights education, fostering European cooperation in higher education, and contributing to SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 16 (Peace, Justice & Strong Institutions) and many other SDGs.

Lessons learned highlight the need to expand financial support, strengthen early academic skills development, and address practical challenges faced by non-EU students, including visa barriers and relocation timelines.

Plans for 2026 include:

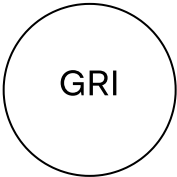
- refreshing key curricular components (AI governance, climate justice, contemporary conflicts);
- consolidating the research platform through annual workshops and joint publications;
- expanding career-development offers and professional internships;
- improving student support systems (pre-arrival guidance, scholarships, inclusion measures);
- enhancing cooperation with other GC departments and regional hubs.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Selection & Admissions	263 applications; 76 enrolments	Diverse cohort; improved visibility through revised Calls and Open Days	76 (57F; 16M, 3 prefer not to say)
First Semester Programme	80 faculty; 5 thematic streams; cluster modules; Kosovo field trip; skills workshops	Strong grounding in theory & practice; improved research and soft skills	76 (57F; 16M, 3 prefer not to say)
Second Semester Mobility	35 universities hosting students	Strong academic supervision across European network	73
Thesis Supervision & Graduation	73 master's theses defended	Demonstrated academic excellence; new research lines on AI, climate justice, gender	73
Internship Programme	15 paid internships (11F/4M) across EU institutions, UN agencies, NGOs	Improved employability; strong field experience and EU visibility	15
Research Development	1 research workshop (10 universities); special issue accepted;	Reinforced research identity; enhanced cross-university cooperation	17
Skills & Career Support	"In Conversation With..." series + skills workshops	Strengthened professional orientation; early exposure to HR careers	76

# Project & Training highlights



404 -Training & Education |  
401-Employment | 413 –  
Community Engagement | 2-  
29 Stakeholder Engagement



5 training courses



164 total trainees from 61 countries



16 partner institutions



20 tuition waivers

# Executive Summary

In 2024/25–2025, the Training & Projects Department advanced GC-HQ's mission by delivering high-quality, practice-oriented human rights training for diverse professional audiences. The portfolio combined in-person and online formats to (i) deepen substantive expertise (ECHR; electoral observation; cinema, human rights & advocacy) and (ii) strengthen practical skills (advocacy, digital storytelling, documentation, strategic litigation).

The Department consolidated its dual model of fee-based and scholarship-supported training, ensuring inclusivity while maintaining financial balance. Cohorts were international with strong inclusion measures (20 Right Livelihood tuition waivers), and course content aligned to current needs (ECHR case law; election observation; advocacy with film/digital media; HRD resilience). Lessons from the year will inform new initiatives for 2026, including the development of a Business and Human Rights stream and expanded hybrid learning opportunities.

The programme directly advances the GC's statutory mission by promoting high-quality human rights education, fostering European cooperation in higher education, and contributing to SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 16 (Peace, Justice & Strong Institutions) and many other SDGs.

In 2024–2025, the Training & Projects Department strengthened its role as key access point for high-quality human rights education worldwide, including for defenders in conflict-affected and under-resourced regions. Scholarship support from partners ensured that financial barriers did not exclude qualified participants, while strengthened outreach expanded the pool of self-funded learners and improved programme sustainability.

New collaborations—particularly with the Capacity Development Unit—are creating promising opportunities for joint initiatives. Looking ahead, the planned launch of a Business & Human Rights training aligned with the EU CSDDD demonstrates the department's commitment to responding to emerging global needs.

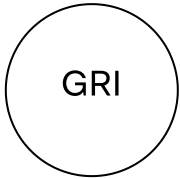


# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Summer School on Cinema and Human Rights 26 August-4 September 2024	29 participants (19 self-funded; 10 RL waivers); 6 faculty; 3 meetings film directors	deeper understanding of advocacy through film/digital media;	29 (25F/4M)
Online International Electoral Observation 7-11 Oct 2024	5 live sessions; 16 async modules; 27 participants (23 self-funded; 4 RL)	Improved readiness for election missions; clearer entry pathways (STO/LTO);	27 (13F/14M)
Advanced Seminar on ECHR 8-10 Nov 2024	25 participants; 2 ECtHR judges	consolidation of jurisprudence updates; better application of ECHR principles	25 (8F/17M)
Training on ECHR 3-6 Apr 2025	general + advanced courses; 59 participants; 4 ECtHR judges (incl. Vice-President)	improved litigation strategies	59 (22F/37M)
Venice School for HRDs 15-21 Jun 2025	25 participants (6 self-funded; 6 RL waivers; 13 Sakharov fellows); 7 faculty; 1 keynote	Empowerment of HRDs; community & solidarity; follow-on collaborations;	25 (14F/9M/2 other)

---

# E-learning highlights



404 -Training & Education |  
401-Employment | 413 –  
Community Engagement | 2-  
29 Stakeholder Engagement|  
Environmental co-benefits of  
online delivery: 302 Energy ·  
305 Emissions



10 online programmes and digital learning tools including MOOCs, online courses, microlearning and podcasts



2,932 participants from all regions



20% certificate rate across open courses (reaching almost all world regions)



new partnerships established with Eurocities and ETUCE

# Executive Summary

The E-Learning Department provides accessible, practice-oriented human rights education designed for real-world application and comparative learning. In 2024–2025, its portfolio expanded across MOOCs, a fee-based online course, microlearning, workshops, podcasts, and digital tools, engaging postgraduate learners and professionals from NGOs, public institutions, media, business, tech, and academia.

Collaborations with partners such as Right Livelihood, RTE, EUROCIITIES, and ETUCE broadened reach, while Open Online Days enhanced visibility for MAHRS, EMA, ArMA, and CES. Participation spanned all regions, with strong engagement from Europe (47%), Africa (18%), and Asia-Pacific (14%).

Looking ahead, the Department aims to consolidate microlearning, scale client-tailored MOOCs, and strengthen impact analytics while maintaining equitable access for learners worldwide.

The programme is fully aligned with the GC Strategic Plan Objective 2 (digitalisation) and contributes to SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 11 (Sustainable Cities—EUROCIITIES), SDG 13 (Climate Action—YouCARE/HRBA to AI), and SDG 16 (Peace, Justice & Strong Institutions).

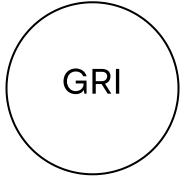
Lessons from 2025 confirm that short, practice-based formats, strong partnerships, and targeted outreach drive engagement and sustainable results. Building on this momentum, the Department will refine its promotion strategies, deepen partnership-based funding opportunities, and relaunch high-performing courses to meet sustained global demand.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
MOOC – Women at the Forefront of Democratic Change	1 MOOC; 176 certificates (≈17%); 1 digital report	knowledge enhancement; strong empowerment/advocacy testimonies	1,009 registrants · 85% F · 12% M · 2 non-binary
Online Course – Authoring Justice (fee-based)	9 webinars (6 guests + lead); 2 scholarships (climate/youth); 9 certificates (60%); 13 Capstones (6 published)	skills applied to narrative non-fiction & advocacy	15 selected · 87% F · 13% M
Microlearning – Human Dignity & Human Rights	1 microlearning; 80 certificates	Practical frameworks applied in UNDP/governance work; strengthened commitment to equality/justice	399 so far · 67% F · 27% M · 3% non-binary · 3% no answer
Open Online Days (EMA/ArMA/MAHRS/CES)	7 webinars	14% of registered and 32% of attendees applied	Reg.: EMA 716 · ArMA 88 · MAHRS 75 · CES 26
MOOC – A Human Rights-Based Approach to AI	1 MOOC; 309 certificates (≈20%); 1 digital report	applicability to privacy, accountability, discrimination	1,491 participants · 70% F · 27% M · 1% non-binary · 1% no answer
YouCARE Lab (with RTE & GC Children's Rights)	4 online workshops; 12 certificates (67%)	applicability to climate-education advocacy locally; plans for photo exhibit, monitoring guide, community campaign	18 participants · 78% F · 22% M
EUROCITIES – Co-designing Migrant Integration	Ad-hoc platform; MOOC; 13 certificates (10%)	Knowledge enhancement; better “plan with, not for” practice	137 registrations · 72% F · 28% M
ETUCE – Education Trade Unions for Refugees & Migrants	Ad-hoc platform; MOOC; 6 certs (10%)	Knowledge enhancement	59 registrations · 60% F · 33% M · 7% no answer

# Research highlights



404 -Training & Education |  
203 Indirect Economic  
Impacts | 413 – Community  
Engagement | 2-29  
Stakeholder Engagement|



2 journal issues published – GCHRJ Vol. 8.1 & 8.2 (16 articles; 17 authors: 9F/8M)



50 HR Preparedness Blog posts (incl. 7-post curated series on mental health) + 16 posts by trained regional correspondents



Repository: 82 EMA theses ('23-'24); 13 “awarded theses” (8 GC + 5 EMA) published; platform & metadata upgraded



AI4HR Research (Year 1): 185 survey responses (126 valid); 18 interviews; 1 workshop; 1 mapping



Library services: 78 loans; ~150 research requests; 22 e-journal subs + HeinOnline; 22 new books



1 visiting researcher hosted



Frontex Consultative Forum member; UN-OHCHR Library & African Universities Hub cooperation

# Executive Summary

The Research Department leads the Global Campus' research, publications, and knowledge management, promoting a culture of open, practice-oriented inquiry across the network. From its base in Venice, it coordinates research initiatives and digital platforms that connect the eight regional hubs, students, academics, and practitioners worldwide. Its activities combine scholarly excellence with applied impact through the Global Campus Human Rights Journal (GCHRJ), the Human Rights Preparedness Blog, the Policy Observatory, the AI4HR research project, and the GC Open Knowledge Repository and Library, which serve as the core of the institution's open-access ecosystem. Activities are anchored in Venice with contributions and readership from all GC regions (Africa, Arab World, Asia-Pacific, Caucasus, Central Asia, Europe, Latin America, South-East Europe) and engagement with European/international stakeholders (e.g., FCF, UN-OHCHR).

In 2025, the Department published two new issues of the GCHRJ, curated over 50 blog contributions, started preparing the new edition of the Policy Observatory, and hosted a visiting researcher from KU Leuven. The Library and Repository were upgraded to improve usability and metadata interoperability, enabling the integration of over 100 master's theses and numerous institutional publications. Under the Right Livelihood partnership, the Department advanced the AI4HR project on artificial intelligence and human rights literacy and contributed to the mainstreaming of children's rights in EMA teaching and research.

Research activities engaged partners across Europe and globally, from UN-OHCHR and Frontex to universities in Africa and the Americas. They reflect the Global Campus's statutory aims to advance education, research, and policy dialogue, contributing to EU priorities on democracy and human rights and to SDGs 4, 5, 16, and 17.

Lessons from 2025 highlight the value of linking research, training, and open-access dissemination to multiply reach and societal impact. Building on this integrated model, 2026 will focus on scaling the Policy Observatory, deepening cooperation with international research libraries and hubs, consolidating AI4HR outputs.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
GCHRJ Vol. 8.1 & 8.2	16 articles (peer-reviewed e-journal)	Multidisciplinary dialogue; open access citations & teaching use	17 authors (9F/8M) + readers
HR Preparedness Blog	50 posts; curated series on MH of HR professionals	Regular, practice-oriented analysis for global audience	26 authors (23F/3M) + readers
Regional Correspondents trainings	16 correspondent posts	Skill-building; cross-regional voice in blog	8 authors (7F/1M)
Visiting Research Scheme	1 PhD (KU Leuven hosted)	Thesis completion/quality gains	1 F
Library services & upgrades	78 loans; ~150 queries; 22 e-journals + Hein Online; 22 books; discovery tool upgrade	Improved access & usability for EMA and external users	77 EMA (58F/17M/3 PNS); 10 staff; 10 external
Repository & metadata upgrades	Software + schema upgrade; 13 awarded theses; 82 EMA theses; dept reports & GC Mag uploads; ARMA/MAHRS trainings	Preservation, global discoverability; SBN/Polovea integration	Students, faculty, wider public
AI4HR (Layer 2) – RL	185 survey responses (126 valid); 18 interviews; workshop; curriculum	Baseline for pedagogy, integrity & literacy on AI & HR	Project team (3F/2M); student/alumni/lecturer participants

---

# Academic partnerships and Alumni engagement highlights



9 Academic Affairs Committee meetings



4 faculty exchanges across Regional hubs



5 Career workshops and Mentorship scheme for Alumni plus employment survey



7 Global campus internship placements



5 cross-regional alumni-led projects



New GCA website launched, 7 GCA newsletter

GRI

404 -Training & Education |  
203 Indirect Economic  
Impacts |413 – Community  
Engagement | 2-29  
Stakeholder Engagement|

# Executive Summary

The Academic Partnerships Department connects the eight regional Master's programmes and over 5,000 alumni of the Global Campus, fostering academic cooperation and lifelong engagement. Its two complementary dimensions — the Academic Affairs Committee (AAC) and the Global Campus Alumni (GCA) network — strengthen both academic quality and community identity across regions.

Through the AAC, the Department coordinates cross-regional dialogue on emerging academic and operational priorities. In 2025, the new dual structure—comprising the Regional Programmes AAC and the Collective Agenda AAC—enabled more focused and inclusive participation from regional coordinators, Council members, and HQ staff. Discussions addressed academic freedom, AI and integrity, pedagogy, and student well-being, while advancing preparations for the 2025–26 Global Classroom on Business and Human Rights.

Through the GCA, the Department enhanced alumni employability and networking with a Careers Programme, Mentoring Scheme, and the Global Internship Programme, while five alumni-led projects advanced human rights action on issues from climate justice to digital rights. The redesigned GCA website and newsletter further reinforced visibility and connection. Alumni now span 92 nationalities and 124 cities, reflecting the truly global scope of GC's impact.

Lessons from 2025 highlight that participatory coordination and alumni-led initiatives deepen ownership and effectiveness. In 2026, efforts will focus on scaling mentoring and internships and strengthening cross-regional collaboration within the AAC framework.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
AAC (two configurations)	9 meetings	cross-regional coordination on academic issues	10 participants/meeting (directors/coordinators + HQ/Council)
In-person faculty exchanges	4 exchanges across hubs (e.g., environmental rights, transitology, pedagogy, research standards)	Pedagogical alignment; exposure to comparative practice	~50 students reached
GCA Careers Programme	5 workshops;	Clearer career pathways; stronger applications/interview skills;	50 alumni (35F/15M)
GCA Mentoring Programme	50+ mentor/mentee meetings; 38 alumni (27F/11M)	Motivation, leadership, and peer support; transversal skills	38 (27 F; 11 M)
Employment Survey 2025	232/634 responses (35%); report	89.7% employment;	Alumni of last 3 cohorts
Global Internship Programme (7 of 8 MAs)	7 internships placements	Hands-on experience; strong supervisor feedback; entry paths into HR careers	7(4F/3M)
Alumni-led cross-regional projects	region)	Leadership & project-management skills; local community impact; cross-hub collaboration	27 leaders/co-leaders (16F/11M); 13+ outputs
New GCA website & comms	New site; 7 newsletters;	Stronger visibility; consistent touchpoints	community-wide

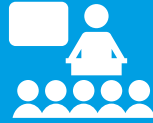
# Capacity Development highlights

GRI

404 -Training & Education |  
413 – Community  
Engagement | 2-29  
Stakeholder Engagement



4 Partner Countries: Moldova · Timor-Leste · Belize · Pakistan



5 in-person training initiatives (Cross-Regional Spring School, JUSRIS Lab, Regional HR Intensive, CSO training, Pakistan mobility pilot)



84 direct beneficiaries (70% women, 30% men)



4 new institutional partnerships – EU Delegations, UNDP, Italian MoFA, University of Belize



1 permanent university lab established – JUSRIS Lab on Human Rights & Sustainability (Moldova)

# Executive Summary

The Capacity Development Department is a growing pillar of the Global Campus of Human Rights, dedicated to strengthening human rights education and research in developing countries, countries in transition, and democracies under pressure. It promotes locally driven, globally connected partnerships that enhance teaching and institutional capacity in contexts where access to quality human rights education remains limited.

In 2025, the programme focused on four regional partnerships linked to GC hubs in the Asia-Pacific, Eastern Partnership, and Latin America.

In Moldova, the Cross-Regional Spring School on Climate Justice held its second edition, while the JURIS Lab on Human Rights and Sustainability was formally established at the State University, embedding a multidisciplinary approach to human rights education.

In Timor-Leste, a regional Human Rights Intensive Course co-organised with the National University brought together ASEAN scholars and defenders ahead of the country's ASEAN accession.

In Belize, collaboration with the University of Belize—formalised under an EU Delegation partnership—launched a joint training programme for students and CSO representatives.

In Pakistan, cooperation with UNDP and four local universities initiated a human rights mobility scheme, marking GC's first engagement under a UNDP grant.

These activities operationalise GC Vision 2024–2028 Objectives 2 (Digitalisation), 4 (Enlargement), and 6 (Empowerment of Women and Youth) and align with EU external action priorities and SDGs 4, 5, and 16.

Lessons from 2025 confirm that long-term capacity building relies on context-sensitive partnerships and joint ownership between local and regional actors. In 2026, the Department will consolidate existing collaborations, expand to new regions—particularly Africa and Central Asia—and integrate systematic impact monitoring.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Moldova – Cross-Regional Spring School on Climate Justice	Second edition delivered as an accredited 3-ECTS course	Institutionalised as annual academic offer; strengthened student engagement on climate & rights	20 (15F / 5M)
Moldova – JURIS Lab “Human Rights & Sustainability”	Permanent platform established at State University	Enhanced institutional capacity for HR education & research; 15 affiliated lecturers	15 (14F / 1M)
Timor-Leste – Regional HR Intensive Course	Jointly organised training with National University; 10 ASEAN experts	Improved HRD knowledge & mobility; strengthened academic diplomacy	45 (30F / 15M)
Pakistan – Human Rights Education Cooperation (UNDP)	Formal partnership with 4 universities; pilot mobility scheme launched	Foundations for joint curriculum development; first cohort of 4 students	4 (2F / 2M)
Belize – University of Belize Partnership	MoU signed; CSO & student training initiated	Local expertise and teaching capacity on human rights strengthened	programme ongoing

# Children's Rights highlights



404 -Training & Education |  
412-Human Rights  
Assessment-| 413 –  
Community Engagement  
| 2-29 Stakeholder  
Engagement|



92 Child Leadership Team members (31 boys / 61 girls) active across 8 regions



33+ RL-funded projects launched in 2024–2025



8 regional focal points meeting monthly for coordination



1 Global Child Rights Meeting (Venice, Mar 2025) ; 1 Child Rights Week (Bishkek)



3 global coalitions strengthened – CREAN, CFJ-EN (new member 2025), World Congress on Justice with Children

# Executive Summary

The Children's Rights Department serves as the coordination hub for all child-rights activities across the Global Campus network, established through a 20-year partnership with Right Livelihood.

Building on the legacy of the UN Global Study on Children Deprived of Liberty, the department connects eight regional hubs to advance children's rights through research, training, and advocacy.

In 2024–2025, the first year of the second GC–RL cycle, more than 30 projects were launched on AI and children's rights, climate justice, and children deprived of liberty, guided by cross-cutting principles of child participation, future generations, and global equity. Highlights include the Child Rights Meeting in Venice, the expansion of the Child Leadership Teams to 92 young members, a Child Rights Week in Bishkek, and active involvement in the 5th World Congress on Justice with Children.

These initiatives strengthen youth participation, cross-regional learning, and practical action, aligning with SDGs 4, 10, 13, and 16 and the EU's human rights and democracy priorities. Lessons from 2025 emphasise the value of child-led approaches and peer learning, which will guide future efforts to consolidate the programme, enhance monitoring, and expand visibility and partnerships in 2026.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Child Rights Meeting – Venice (Mar 2025)	Mentorship, support, safeguarding; project presentations	Empowered children to lead rights-based initiatives; stronger advocacy & networks	92 (31B/61G) across all hubs
Child Leadership Teams (CLT)	4-day course for MA students; regional experts	Increased student knowledge; child rights integrated into hub curriculum	15 (14F / 1M)
Monthly Child Rights Coordination Meetings	12 meetings held with 8 hubs	Sustained collaboration, peer learning, reduced duplication	13 focal points (10F/3M)
External Coalitions	membership of CREAN, CFJ-EN World Congress on Justice with Children	Expanded visibility, academic-practice collaboration, youth inclusion	Multi-stakeholder

# Protection and Academic Solidarity Programmes



404 -Training & Education|  
413 - Community  
Engagement | 2-29  
Stakeholder Engagement|



2 Afghanistani scholars supported in final programme year



38 total beneficiaries (2021–2025) hosted across 8 GC universities



8 human rights Fellows supported under Reconceptualising Exile



9 online Speaker Series sessions on Afghanistan (incl. International Women’s Day special) and 3 online skills workshops on resilience and career development



14 partner institutions & host organisations engaged worldwide



3 research and advocacy outputs in development (report, documentary, edited volume)

# Executive Summary

In response to mounting risks faced by scholars and human rights defenders, the Global Campus (General Secretariat) implemented two complementary solidarity initiatives: the Afghanistan Scholarship Programme (2021/22–2024/25) and Reconceptualising Exile (2022/23–2025/26). Both aim to safeguard academic freedom, ensure continuity of human rights work in exile, and foster transnational networks of support.

The Afghanistan Scholarship Programme provided 38 at-risk Afghanistani students and scholars with placements, supervision, and financial assistance through GC universities and partners. In its final year (2024/25), two scholars received bridging support while a monthly Speaker Series on Afghanistan kept attention on the country's human-rights crisis and maintained an active network of experts and alumni.

The Reconceptualising Exile Programme, implemented with Right Livelihood, supported eight Fellows with stipends and host placements, convened in-person meetings in Brussels (resilience and advocacy) and Berlin (research), and introduced online skills training and micro-grants. These activities strengthened participants' professional capacities, advocacy networks, and collective resilience while advancing research on human rights work in exile.

Both programmes directly contribute to GC Strategic Plan objectives on protection, inclusion, academic freedom, and human-rights education, and align with SDGs 4, 10 and 16 and GRI 404 / 413.

Lessons learned and way forward include

Emergency academic protection requires adaptable procedures, trauma-sensitive support, and long-term mentoring. Building on these insights, GC will continue the Afghanistan Speaker Series, complete the Reconceptualising Exile research outputs in 2025/26, and develop a transferable solidarity toolkit to guide future rapid-response initiatives.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Scholarships (2)	Monthly financial support; academic supervision via hosts	2 (1F/1M); indirect 3 (family)	2 (1F/1M); indirect 3 (family)
Monthly Speaker Series	9 sessions (1.5h each) incl. IWD panel; experts + Q&A; promoted via GC channels	Speakers: 12 (9F/3M). Participant data not collected for safety	Speakers: 12 (9F/3M). Participant data not collected for safety
Fellowships	8 fellows with stipends & hosts; 6 additional experts engaged	Continued HR work in safer settings; stability; peer community formed	Fellows 8 (4F/4M) + 6 without stipend (4F/2M)
Brussels Workshop (Nov 2024)	Closed resilience sessions; advocacy meetings (EU/NGOs)	Enhanced resilience strategies; stakeholder links	Fellows 8 (5F/3M)
Berlin Workshop (Apr 2025)	Research kick-off; question mapping; initial data collection	Project research stream initiated; collaboration widened	Fellows 8 (4F/4M) + 4 others (2F/2M)
Online Skills Training	3 sessions (careers/CV/interviews)	Improved employability and transition readiness	Fellows 8 (5F/3M)
Monthly Online Meetings	Cohort community calls	Ongoing mutual support; planning/coordination	Fellows (variable attendance: 8F/6M overall)

# Communications highlights



413 – Community Engagement | 2-29 Stakeholder Engagement

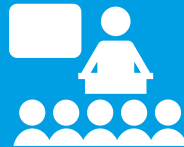
Add a



150 000 + followers across institutional social media



4 publications (Annual Report + 3 Magazines)



2 major public events (online & in-person)



+15 cultural and media partners



website ecosystem renovated

# Executive Summary

The Communications Department strengthened the visibility and public profile of the Global Campus of Human Rights throughout 2024–2025. Through integrated media outreach, dynamic digital campaigns, and strategic publications, GC reached audiences in more than 70 countries.

Key highlights include the 8th edition of Global Campus Conversations, new Arts & Sports for Human Rights events at the Home of The Human Safety Net, and a concert by activist-singer Kai Mata. The Department also produced the Annual Report 2024, the 16th GC Magazine, and led the full redesign of the institutional website, now a more accessible and coherent digital ecosystem.

Campaigns such as #ART4HUMANRIGHTS and #SPORT4HUMANRIGHTS expanded GC's cultural partnerships and global outreach. Press visibility grew through the Prowly database (over one million contacts), while internal cohesion was reinforced through monthly staff newsletters.

Lessons from 2025 are that Merging the Web Unit strengthened brand consistency but increased communication costs, underscoring the need for more data-driven campaign planning. Beyond visibility, measuring engagement and conversion is essential for demonstrating impact.

Plans for 2026 include:

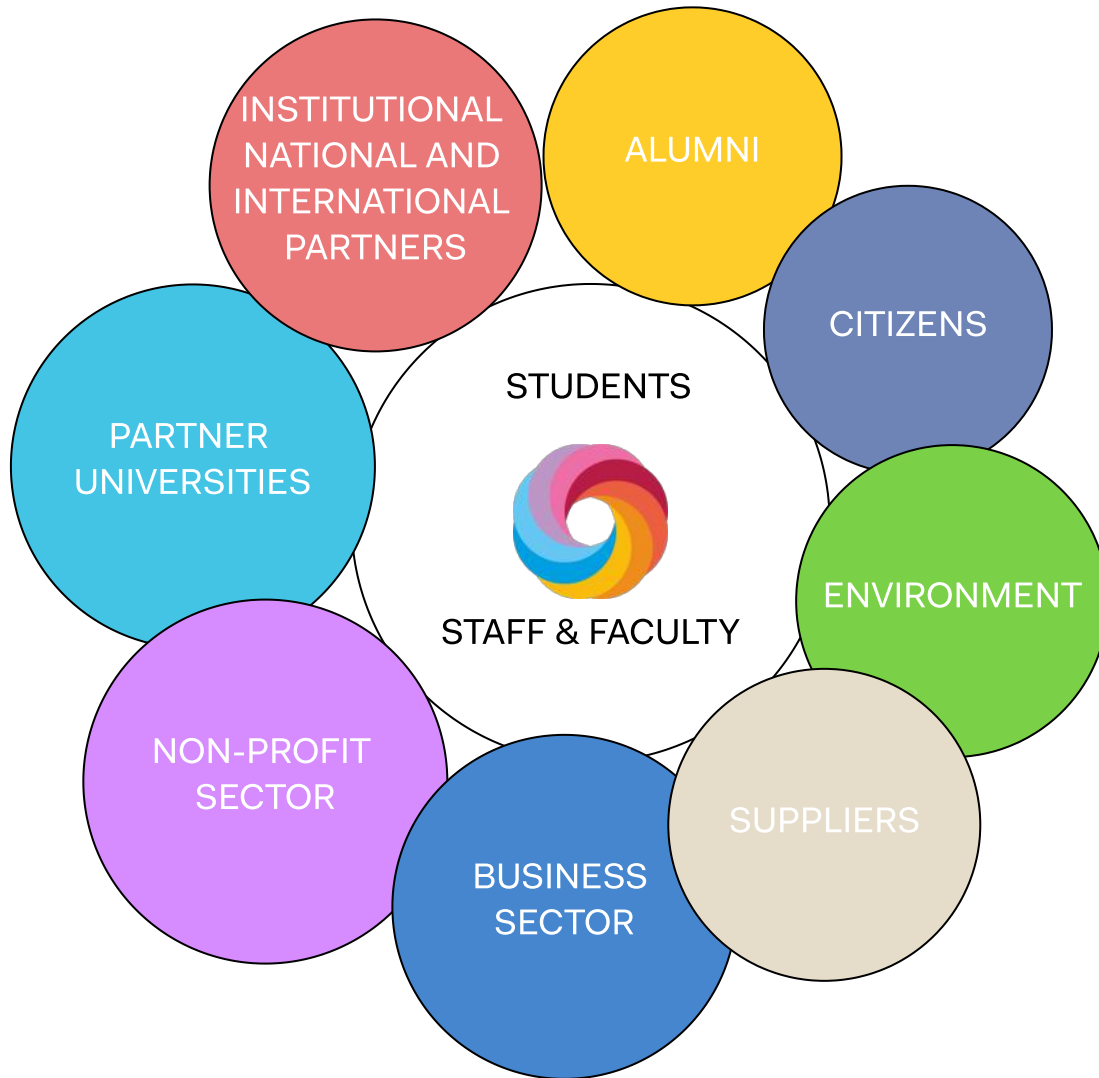
- Launch digital ROI dashboards.
- Apply accessibility-by-design across all channels.
- Finalise the GC digital ecosystem rollout.
- Grow global arts and sports partnerships to amplify human rights messaging.



# Activities, Outputs and Impact on Beneficiaries (2024/2025)

ACTIVITIES	OUTPUTS	OUTCOMES	BENEFICIARIES
Global Campus Conversations (Online)	Live webinar series + illustrations	Raised visibility on human-rights-based approach to sustainability	150 participants (→ 200 target 2026)
Arts & Sports for Human Rights Event (Venice)	Concert + award to Kai Mata	Linked arts and advocacy; LGBTQ+ rights awareness	100 participants + wide media coverage
GC Magazine & Annual Report 2024	4 issues (EN/IT) + 1 annual report	Enhanced brand coherence and donor transparency	10 000 readers estimated
Website renovation + EMA site launch	Unified identity and navigation	Improved user experience & access to content	6 000 monthly clicks
Digital Campaigns & Social Media Mgmt.	24 campaigns (#ART4HR #SPORT4HR)	Increased audience engagement (+12 %)	150 000 followers

# Who we engage with ( stakeholder map)



- The Global Campus engages with a broad range of internal and external stakeholders who contribute to the organisation's educational, research, and community-oriented mission. The diagram above outlines the main stakeholder groups with whom GC-HQ interacts on a regular basis. The Global Campus adopts a structured approach to stakeholder engagement, combining formal mechanisms with continuous dialogue. Engagement activities in 2025 included:
- **Students:** surveys, evaluation tools, course feedback, focus groups, EMA student forum.
- **Staff:** departmental meetings, all-staff assemblies, HR consultations, well-being initiatives.
- **Partner Universities:** Academic Affairs Committee (9 meetings), curriculum consultations, joint research initiatives.
- **Alumni:** newsletters, mentoring, career workshops, engagement survey.
- **Institutional partners (EU, UN, MoFA, donors):** project reviews, coordination meetings, audits, scoping workshops.
- **Civil society & HR defenders:** Venice School, policy dialogues, collaborative research.
- **Citizens & cultural partners:** public events, arts & sports initiatives, webinars.

---

# FUNDS

Financial resources support the implementation of academic programmes, capacity development, research, governance, and institutional operations.

Funding derives from institutional donors, project grants and fees. No public fundraising campaigns were conducted in 2025.

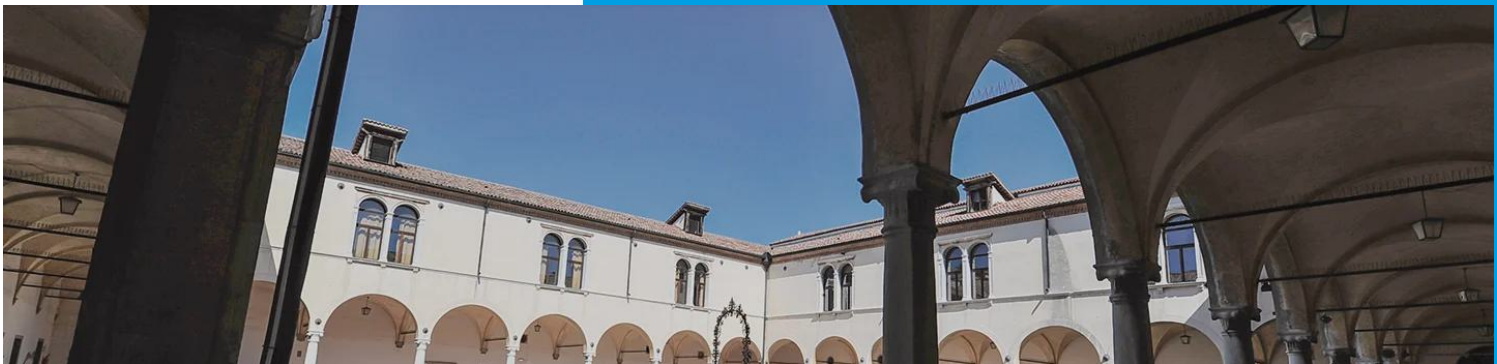
Main donors supporting the GC finances are the European Union and Right Livelihood. Since its establishment, the European Union has been the GC's primary institutional partner and funder, currently providing long-term support through the Global Europe – NDICI instrument. Cooperation also extends to the European External Action Service, EU Delegations, and the European Parliament.

In parallel, a long-term partnership with Right Livelihood, established in 2019 for a duration of 20 years, supports human rights education with a specific focus on children's rights.

Main funding sources during 2025 :

Public Funds: €5,164,353.87 (67%)

Private funds: €2,583,592.32 (33%)



---

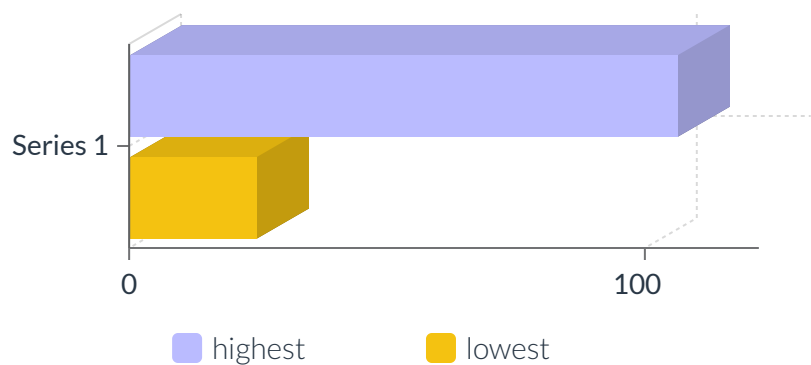
## Emoluments, remuneration and benefits awarded

compensations/remu nerations	amounts
Council members	6.420
Secretary General	123.297
General Manager	111.826
Supervisory Body	8.320
Auditors	17.324

---

## Remuneration structure

In 2025, the ratio between the highest annual gross salary among employees and the lowest full-time salary under CCNL Commercio (3° livello) was approximately 4:1.



---

# Financial and Economic background

As a summary of what is described in greater detail in the financial statement, it may be useful to briefly illustrate the main sources of funding for GC:

- The INTPA EU grant, to which around 70% of the headquarter's direct costs are linked, is financed with a grant covering about 85% of the direct costs incurred. Therefore, this type of project is not sustainable with EU funds alone;
- Right Livelihood activities, whose grant allows fixed costs to be covered while also ensuring partial coverage of indirect costs;
- Other institutional activities carried out by the Project and E-learning departments and the Capacity Building department provide an additional contribution to the sustainability of the organisation.

However, the current cost structure highlights a critical imbalance between costs and revenues, due to the fact that part of the costs—particularly personnel costs charged to the INTPA project—cannot be fully absorbed within the approved budgets. In addition, some projects that previously ensured cost coverage of other cost are now in the closing phase, resulting in a decrease in the total amount of grants received.

The table below shows the source of economic funds with a separate indication of those of public funds

Public funds
5,164,353.87
67%
Private funds
2,583,592.32
33%
7,747,946.19

---

# Financial and Economic background

In order to assess the foreseeable evolution of activities and the forecasts to maintain the economic and financial balance of the Global Campus, it is useful to highlight the following:

1. Human rights and democracy, founding values of the European Union (EU), are a cornerstone of EU's external action. In the "Multi-Annual Indicative Programming for the NDICI-Global Europe Thematic Programme on Human Rights and Democracy 2021-2027" Global Campus was indicated as the beneficiary of overall 35.000.000,00 euros for the time period 2022-2027;
2. Within the framework referred to in point 1 above the Global Campus has signed with EU the contract "NDICI HR INTPA/2024/458-756 – Support to the Global Campus of Human Rights 2024-2" with an overall grant of 10.599.975,00 euros.
3. Based on preliminary contacts with the Commission, it is reasonable to expect a renewal of the INTPA contract for the 2026–2029 triennium under the same conditions currently in place.
4. The Association has signed a multiyear cooperation agreement with Right Livelihood, a Swedish Charity. The agreement was signed in August 2019. In July 2024 the first five-year period ended, and was renewed for the second five-year period, scheduled to expire in 2029. This agreement provides the Global Campus a grant of at least 1.300,000.00 euros per year;
5. Global Campus has signed a multiyear cooperation agreement with Right Livelihood for support human rights defenders in exile for four years (2022-2026) with a total budget of 2,4000,000.00 euros to be shared between RL and Global Campus. The project will end in 2026, negatively affecting the coverage of personnel costs;
6. Global Campus has submitted several grant proposals in particular: responded to a UNDP call for activities in Pakistan, a proposal to the Italian Ministry of Foreign Affairs for a project in Timor Leste, two proposals in European calls;
7. We expect that the activities carried out by the Projects, E-Learning, and Capacity Building departments will continue to provide a further contribution in terms of revenue in line with the trend of previous years.

Based on the current cost structure of the Global Campus, some of the critical issues highlighted in this year's financial statement are, at least in part, also expected to apply to future financial years. For this reason, an internal process to define a Recovery Plan—proposed by the Secretary-General and aimed at restoring a balanced structure during the 2026/27 cycle—is now being started.

---

# Monitoring of the Supervisory Body

## REPORTING ON THE MONITORING ACTIVITY AND ITS OUTCOMES

Pursuant to Article 30, para. 7, of the Third Sector Code, the Supervisory Body Auditor carried out monitoring activities during the year 2024/2025 on the observance of civic, solidarity and socially useful purposes by the Global Campus of Human Rights ETS, with particular regard to the provisions of Articles 5, 6, 7 and 8 of the Third Sector Code.

This monitoring, focused in particular on the following:

- the verification of the exclusive or principal exercise of the activities of general interest referred to in Article 5, para. 1, for civic, solidarity and socially useful purposes, in accordance with the particular rules governing their exercise, as well as, possibly other activities, than those indicated in Article 5, paragraph 1, of the Third Sector Code, provided that they are within the limits of the provisions of the articles of the statute and in accordance with the criteria of secondary and instrumental nature established by Ministerial Decree no. 107 of 19 May 2021;
- the pursuit of non-profit purposes, through the allocation of the assets, including all its components (revenue, income, revenues, income however denominated) for the performance of the statutory activity; compliance with the prohibition of distribution, even indirectly, of profits, operating surpluses, funds and reserves to founders, associates, workers and collaborators, directors and other members of the corporate bodies, taking into account the indexes referred to in Article 8, paragraph 3, letters a) to e), of the Third Sector Code.

### **Certification of compliance of the social responsibility report with the Guidelines set out in the Decree of 4 July 2019 of the Ministry of Labour and Social Policies.**

Pursuant to Article 30, paragraph 7, of the Third Sector Code, during 2024/2025 the Supervisory Body Auditor carried out the activity of verifying the compliance of the social responsibility report, prepared by the Global Campus of Human Rights ETS with the Guidelines for the Preparation of the social responsibility report of Third Sector Entities, issued by the Ministry of Labour and Social Policies with Ministerial Decree 4.7.2019, in accordance with Article 14 of the Third Sector Code.

---

# Monitoring of the Supervisory Body

The Global Campus of Human Rights ETS declared to prepare its social responsibility report for the financial year 2024/2025 in accordance with the above-mentioned Guidelines.

Without prejudice to the responsibilities of the governing body for preparing the social responsibility report in accordance with the methods and timeframes provided for in the rules governing its preparation, the supervisory body auditor is responsible for certifying, as provided for by the regulations, that the social responsibility report complies with the Guidelines of the Ministry of Labour and Social Policies.

The supervisory body auditor is also responsible for detecting whether the content of the social responsibility report is manifestly inconsistent with the data reported in the financial statements and/or with the information and data in its possession.

To this end, the supervisory body auditor verified that the information contained in the social responsibility report faithfully represents the activity carried out by the organisation and is consistent with the information requirements set out in the reference Ministerial Guidelines.

The conduct followed by the supervisory body auditor in this monitoring was in line with the provisions on the subject set out in the Rules of Conduct for the Supervisory Body Auditor of Third Sector Entities, currently applicable.

In this respect, the supervisory body auditor also checked the following aspects:

- conformity of the structure of the social responsibility report with respect to the articulation by sections as per paragraph 6 of the Guidelines;
- presence in the social responsibility report of the information referred to in the specific subsections explicitly provided for in paragraph 6 of the Guidelines, except for adequate explanation of the reasons that led to the non-disclosure of specific information
- compliance with the principles for the preparation of the social responsibility report set forth in paragraph 5 of the Guidelines, including the principles of materiality and completeness, which may entail the need to supplement the information explicitly required by the Guidelines.

On the basis of the work carried out, the supervisory body auditor certifies that the social report of Global Campus ETS has been drawn up, in all significant aspects, in compliance with the provisions of the Guidelines as per Ministerial Decree 4.7.2019.

Padova,  
Supervisory Body Auditor  
Dott.ssa Elisa Mormile

# GRI Index

The following index shows the list of indicators provided by the GRI Standards and their location in the report. More information on the Global Reporting Initiative (GRI) can be found at [www.globalreporting.org](http://www.globalreporting.org)

## **GRI 1: Fundamental Principles 2021**

GRI 2 – General Disclosures GRI 2-1 | Organisational details

→ Section 2 – General Information

GRI 2-2 | Entities included in the report

→ Section 2– General Information

GRI 2-3 | Reporting period, frequency, contact point

→ Section 1– Methodology and Reporting Standards

GRI 2-4 | Restatements of information

→ Section 1– Methodology and Reporting Standards

GRI 2-5 | External assurance

→ Section 8– Monitoring by the Supervisory Body

GRI 2-6 | Activities, value chain & partnerships

→ Section 4 – Activities, beneficiaries, Results, Stakeholder engagement

GRI 2-7 | Employees

→ Section 4 – Human Resources

GRI 2-9 | Governance structure and composition

→ Section 3 – Structure, Governance and Administration

GRI 2-11 | Chair of the highest governance body

→ Section 3 – Structure, Governance and Administration

GRI 2-12 | Role of the highest governance body in oversight

→ Section 3 – Structure, Governance and Administration

GRI 2-14 | Role in sustainability reporting

→ Section 1– Methodology and Reporting Standards

GRI 2-16 | Communication with stakeholders

→ Section 5 – Activities, beneficiaries, Results, Stakeholder engagement

GRI 2-23 | Policy commitments (ethics, integrity)

→ Section 3 – Structure, Governance and Administration

GRI 2-26 | Grievance mechanisms

→ Section 3 – Structure, Governance and Administration (safeguarding policy and Whistleblowing mechanisms)

GRI 2-27 | Compliance with laws and regulations

→ Section 3 – Structure, Governance and Administration

GRI 2-29 | Stakeholder engagement

→ Section 5 – Activities, beneficiaries, Results, Stakeholder engagement

# GRI Index

## GRI 3 – Material Topics

GRI 3-1 | Process to determine material topics

→ Section 1– Methodology and Reporting Standards

GRI 3-2 | List of material topics

→ Section 1– Methodology and Reporting Standards (Visual Chart)

Topic-Specific Disclosures GRI 404 | Training & Education

→ Section 5A – EMA

→ Section 5B – Training & Projects

→ Section 5C – E-Learning

→ Section 5E – Capacity Development

GRI 405 | Diversity & Equal Opportunity

→ Section 3– Structure, Governance and Administration

→ Section 4 – Human Resources

GRI 406 | Non-Discrimination

→ Section – Structure, Governance and Administration

→ Section 5 – Activities, Beneficiaries, Results and Stakeholder Engagement

GRI 412 | Human Rights Assessment (academic freedom, protection)

→ Section 5J – Protection & Academic Solidarity Programmes

GRI 413 | Local Communities / Community Engagement

→ Section 5D – Communications

→ Section 5H – Civic & Cultural Initiatives

GRI 418 | Customer / Data Privacy

→ Section 3- Structure, Governance and Administration (Data Protection & GDPR Compliance)

GRI 2-23 | Policy commitments (ethics, integrity)

→ Section 3 – Structure, Governance and Administration (Transparency & Accountability)

→ Section 3 – Structure, Governance and Administration (Code of Ethics & Safeguarding)