



**OXFAM**  
Canada

**20  
25**

**OUR IMPACT  
BY THE NUMBERS**



# OUR IMPACT BY THE NUMBERS

Oxfam is a global organization working to end the injustice of poverty and inequality by focusing on women's rights. That's why at Oxfam Canada, we work in three critical areas:

## HUMANITARIAN RESPONSE

We provide emergency aid when disaster strikes or conflict breaks out.

Together with communities, we save and rebuild lives and support the needs of refugees around the world.

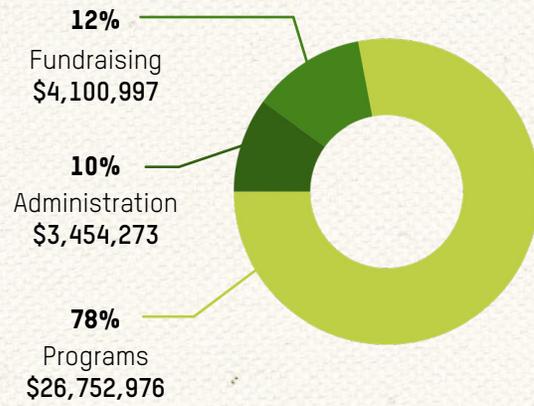
## LONG-TERM DEVELOPMENT

We support projects that help people assert their rights and build better lives for themselves and their communities.

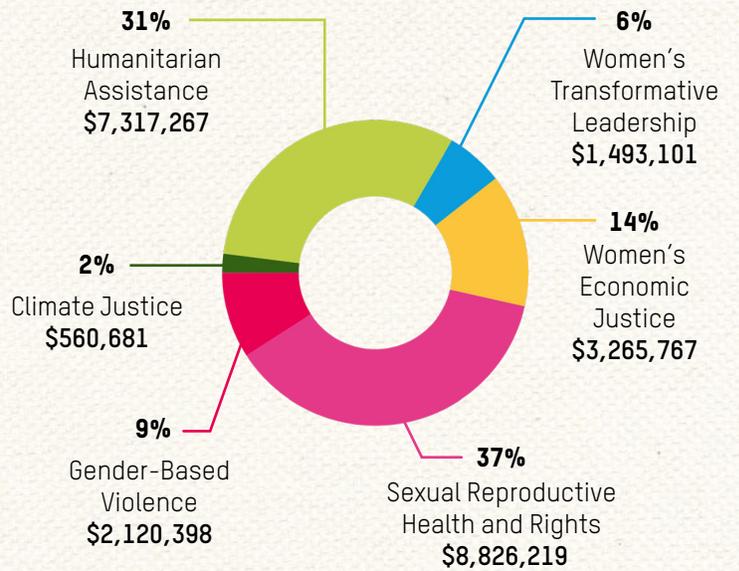
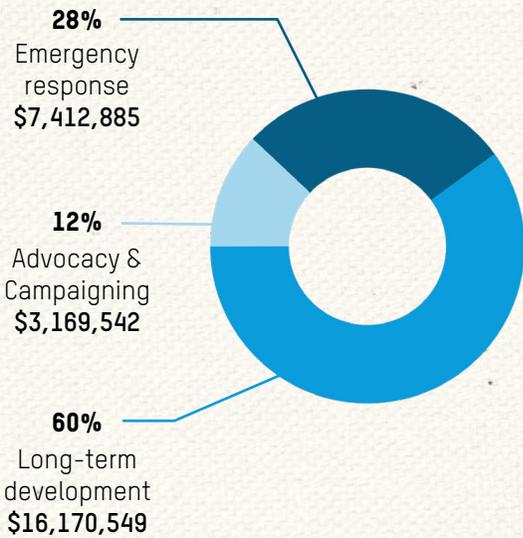
## ADVOCACY & CAMPAIGNING

We work to change the laws and practices that perpetuate inequality and keep people trapped in poverty. We harness the power of people to change systems for the better.

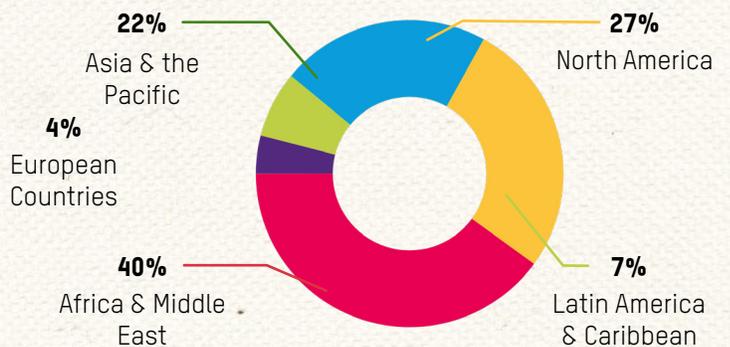
## HOW WE SPEND DONOR DOLLARS



## OUR PROGRAM SPENDING BREAKDOWN



## REGIONAL BREAKDOWN



A woman wearing a patterned headscarf is filling a yellow water container at a water point. The background shows a thatched roof and some dry branches.

# EMERGENCY RESPONSE

We provide emergency aid when natural and climate-induced disasters strike or conflict breaks out, then stay for the long-term and work with local organizations to rebuild lives and support the needs of people and communities.

# WHAT WE DID

## RESPONDED TO CLIMATE-INDUCED DISASTERS



We reached **64,077** people across 4 countries:

- Mexico
- Nepal
- Kenya
- Philippines

**27.6%** Women    **25.3%** Men  
**24.1%** Girls    **23%** Boys  
**1,308** persons with disabilities

### WASH RESULTS/ACTIVITIES

- 21,222 hygiene kits provided to crisis-affected communities
- 6,551 dignity/ menstruation/intimate hygiene kits provided
- 17,887 people reached through hygiene promotion and awareness sessions
- 7,530 water kits/vouchers provided
- 126 water points (latrines, handwashing stations, water pumps, boreholes, etc.) rehabilitated, repaired, installed and upgraded, serving over 36,277 people
- Trained Community Health Promoters on WASH and epidemic control to lead hygiene promotion and behavior change in their communities
- Trained community caretakers on water point maintenance, chlorine production, and hygiene support to reduce waterborne disease risks

### EMERGENCY FOOD & LIVELIHOODS

- Supported 736 micro, small & medium enterprises with small business grants and technical support, including local carpenters on proper repair, basic carpentry and orientation on Build Back Better principles of safe construction
- Provided 337 affected individuals with essential tools and supplies for proper waste management and rehabilitation of their livelihoods (rakes, spades, wheelbarrows, gloves, etc.)

### PROTECTION & GENDER IN EMERGENCIES

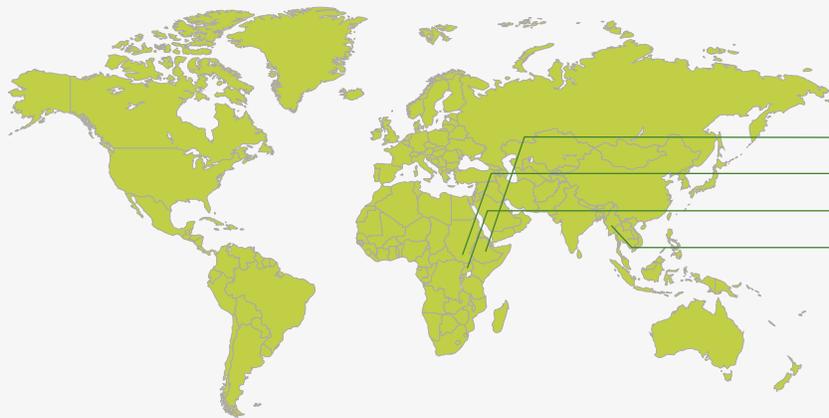
- Facilitated community-based protection training and awareness sessions for 20,719 people
- Supported 187 people in accessing sexual reproductive health services
- Provided 5,124 people with shelter kits, ranging from household essentials to construction materials
- Supported the creation of 10+ safe spaces for women and girls in affected communities
- Supported 1,620 individuals with referrals and consultations for protection services

### CASH PROGRAMMING

- Distributed multi-purpose cash assistance to 18,236 people
- Distributed cash to 916 sexual and gender-based violence survivors
- Disbursed cash for work assistance to 2,450 people
- Disbursed cash for food & water assistance to 1,664 people
- Trained local women community leaders and men on gender in emergencies



## PROVIDED LONGER-TERM PROGRAMMING IN FRAGILE OR CONFLICT-AFFECTED AREAS



We reached **113,242** people across 4 countries:

- Uganda
- South Sudan
- Ethiopia
- Myanmar

**34.8%** Women    **23.6%** Men  
**23.8%** Girls    **17.8%** Boys

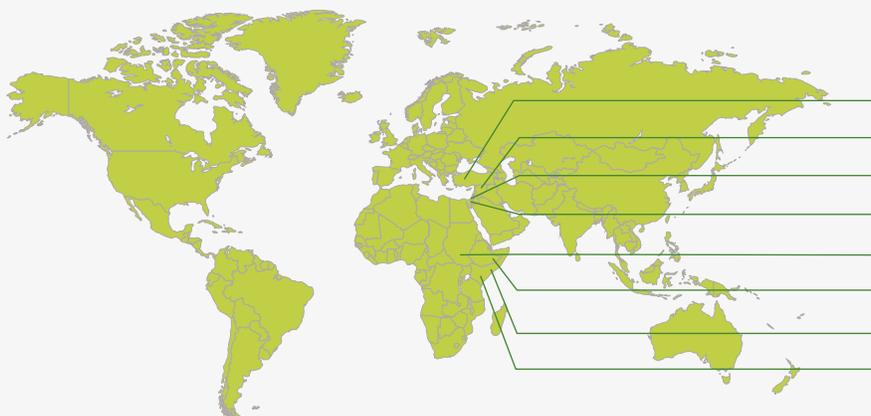
### WASH RESULTS/ACTIVITIES

- Distributed 31,196 dignity/menstrual health management/intimate hygiene kits
- Facilitated hygiene promotion and awareness sessions
- Established and trained 54 WASH Committees to sustain services, manage operations, and integrate action plans with environmental and awareness campaigns

### PROTECTION & GENDER IN EMERGENCIES

- Facilitated community-based protection training and awareness sessions for 29,641 people
- Trained 4,375 women leaders, men and adolescent boys to facilitate women’s participation in decision-making spaces within households and community structures
- Trained more than 2,495 women on gender in emergencies
- Trained 97 male champions and several demonstrated real-life shifts in behaviour – sharing domestic care responsibilities and publicly promoting women’s leadership in their communities

## PROVIDED HUMANITARIAN ASSISTANCE IN EMERGENCIES



We reached **1,152,085** people across 4 countries:

- Turkiye
- Syria
- Occupied Palestinian Territory
- Israel
- South Sudan
- Ethiopia
- Somalia
- Kenya

28.7% Women 27% Men 21.5% Girls 22.8% Boys

10,946 persons with disabilities

### WASH RESULTS/ACTIVITIES

- Provision of 45,843 hygiene kits to individuals, families and children
- Provision of more than 49,573 context-specific and culturally appropriate dignity/menstrual health management/intimate hygiene kits
- 38,094 people reached through hygiene promotion and awareness sessions and activities, many of which were specifically targeting cholera prevention
- Distribution of 67,400 water kits containing water treatment chemicals, aqua tabs, etc.
- Rehabilitation, repair, installment and upgrade of 737 water points, serving around 651,345 people in various vulnerable communities
- Trained 814+ individuals and supported WASH Committees with tools for maintaining water systems to ensure continuous clean water supply

### EMERGENCY FOOD & LIVELIHOODS

- Distribution of food assistance to 18,703 vulnerable individuals/households
- Food/agricultural inputs/garden/cooking kits including seedlings, farming tools, cooking tools, crops provided to 16,246 people
- 143 micro, small and medium enterprises received small business grants, essential specialized technical business support and sessions on improving knowledge on decent work standards
- Provided cash, technical support, and business training to 1,201 micro-business owners.
- Provided equipment to be used in livelihoods (for farmers, fisherfolk, carpenters, etc.) as well as assistive devices for individuals with differing needs to 10,240 people

### PROTECTION & GENDER IN EMERGENCIES

- Facilitated community-based protection and gender-sensitivity training and awareness sessions for over 100,871 people
- Supported 1,442 people in accessing SRH services
- Distributed 8,288+ shelter kits, including winterization kits for cold climates
- Constructed 42 safe spaces for women and girls in conflict-affected areas
- Supported 1,887 vulnerable individuals with referrals to specialized services (medical, psychosocial, legal, shelter)
- Trained women and community leaders on gender in emergencies

### CASH PROGRAMMING

- Distributed cash assistance to 1,023 SGBV survivors
- Distributed multi-purpose cash assistance to 64,872 people
- Disbursed cash for work and food & water assistance to 3,237 people



# PROGRAM RESULTS

## WOMEN LEADING DURABLE SOLUTIONS (2022 – 2027)

A project to promote equality by supporting women and girls in resisting damaging social norms and exclusion from decision-making spaces in Myanmar.

**People reached life of project to date:** 74,738 individuals (Women and girls: 47,423; Men and boys: 27,315)

### KEY ACHIEVEMENTS IN 2024-2025

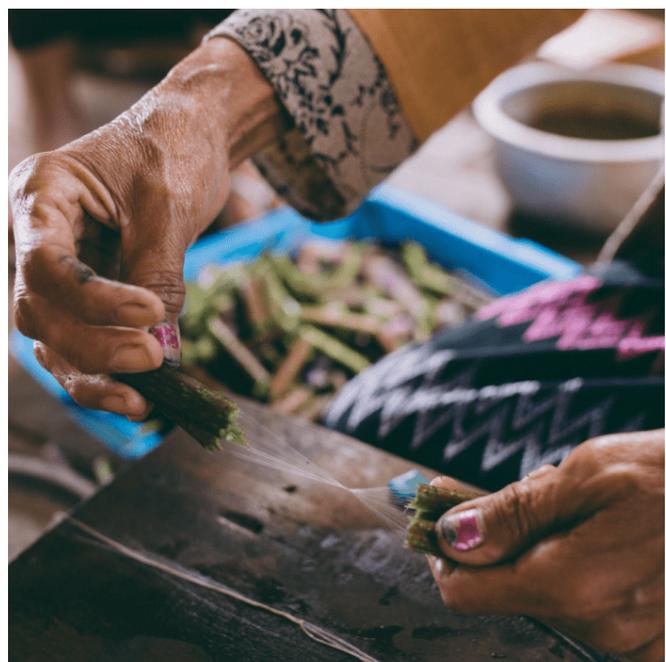
- **Deepening Women’s Leadership Through Gender Leadership Program (GLP):** 48 new women joined GLP sessions, while alumni reached 1,169 more through multiplier sessions. These built confidence and public speaking skills, enabling greater participation in community decision-making. One alumna even became a Camp Management Committee member—an unprecedented role for women in this context.
- **Dignity and Hygiene Support for Women in Crisis-Affected Communities:** 8,579 dignity kits were distributed

under difficult logistical conditions, addressing rising Water, Sanitation, and Hygiene (WASH) and protection needs. In post distribution monitoring, 100% of women reported the kits improved hygiene and dignity. Since the project began, 13,672 households have been reached.

- **Expanding Women’s Roles in WASH Leadership:** Women-led WASH groups operated in 36 communities, leading hygiene campaigns and infrastructure planning, including piloting household latrines to address safety concerns. The project is on track to meet or exceed its mid-line target of 13% women in service leadership roles.
- **Male Champion Network Reaches 1,800 Men with Gender Equality Messaging:** 97 men completed Male Champion training and co-facilitated dialogue sessions across 32 locations, reaching 1,800 men. Reflection sessions showed stronger understanding of gender equality and shifts in attitudes, with some men taking on more equitable household roles.

### WHAT’S NEXT

- Launch localized livelihoods programming for women, including technical training and grants, across 18 villages and camps.
- Construct gender-responsive WASH facilities, such as latrines and water systems, following environmental approvals.
- Expand community-based protection mechanisms, including Individual Protection Assistance and gender-based violence referral systems.
- Implement organizational development grants to strengthen local women’s rights organizations based on completed capacity assessments.
- Roll out dignity and hygiene support for women in crisis-affected communities.





## LEARNINGS/CHALLENGES

### Integration of Services Strengthens Gender Outcomes:

Linking WASH infrastructure with gender training proved to be an effective strategy to promote women’s leadership in male-dominated community structures. WASH groups became a gateway for broader acceptance of gender equality initiatives.

**High Attrition Rates Challenge Continuity:** Forced camp closures, migration, and military conscription reduced beneficiary continuity, particularly among youth. This has implications for reach and long-term impact tracking.

### Peacebuilding Requires Reframing in Conflict Settings:

In response to escalating conflict and civic space

restrictions, the project adapted its peacebuilding component to focus on informal leadership, social cohesion, and community dialogue, rather than formal governance engagement.

**Change Based on Results:** After noticing delays in women’s engagement in leadership activities in conservative communities, the project began using GLP alumni as visible role models and shifted community outreach strategies. As a result, more young women are participating in Year 4 GLP activities despite earlier resistance from family members.

### 2024-2025

### 2023-2024

#### People we worked with

50,741 people reached

21,027 people reached

#### Outputs

**42 community awareness workshops facilitated.** This dropped as conflict in Rakhine State began.

**1,866 individuals reached through community sensitization workshops** on Gender Equality and Women’s Rights.

**8,579 dignity kits distributed** to women and girls in 10 villages and camps

**31 latrines refurbished and repaired** across 5 target IDP camps as part of WASH service restoration efforts.

**59 community awareness workshops** facilitated for male champions across program locations.

**1,190 individuals reached through community sensitization workshops** on Gender Equality and Women’s Rights.

**Latrine cleaning kits provided** in 7 targeted areas as part of WASH service restoration efforts.

**62 latrines repaired or maintained** across 3 IDP camps using a needs-based approach.

#### Outcomes

**Over 1,800 women, men, adolescent girls, and boys** engaged through community-based workshops, stakeholder dialogues, and training for youth influencers on rights and leadership

**1,196 GLP trained women** reported significant increases in self-confidence, leadership skills, and public participation, and some women **gained rare positions in community governance** (e.g. WASH committees, camp management)

**Male engagement and sensitization activities** saw male Champions reporting changes in gender role attitudes including in their own household and in the community

**Community WASH services reached 37,499 women and girls** since project start, with women playing leadership roles in WASH groups, a major shift in traditional gender norms

**At least 300 women, men, adolescent girls, and boys** engaged through community-based workshops, stakeholder dialogues, and training for youth influencers on rights and leadership

**GLP-trained women** are actively sharing knowledge through peer sessions, strengthening community-level leadership and contributing to gender norm change

**Male engagement and sensitization activities have led to initial positive shifts in community attitudes** toward gender equality and reduction of harmful social norms

**Communities have reported improved access to gender-sensitive WASH services**, with women beginning to take lead roles in decision-making within WASH structures



# GEARED FOR SUCCESS 2022 – 2027

A project to champion education for refugees, internally displaced people, and host community children in South Sudan and Uganda.

**People reached life of project to date:** To date, Oxfam has reached 889 people (345 women and 544 men). This includes 268 women and 387 men in South Sudan, and 77 women and 157 men in Uganda.

## KEY ACHIEVEMENTS IN 2024-2025

- 4 out of 6 Community Based Organizations (CBO)s achieved their organizational goals outlined in their Capacity Strengthening Action Plans

### Uganda

- One CBO developed a national strategic plan, secured major donor funding, and hired a Gender and Inclusion Officer
- A second CBO updated key policies, established a resource mobilization unit, and strengthened donor engagement

## WHAT'S NEXT

- 4 out of 6 Community Based Organizations (CBO)s achieved their organizational goals outlined in their Capacity Strengthening Action Plans

### Uganda

- CBOs will update action plans to strengthen Strategic Gender Justice Partnerships, Gender-Responsive Education, and Safeguarding
- Research and analysis, including a feminist study on social norms and a Peace and Conflict Analysis, will inform future programming and training

### Uganda

- Training and capacity building will include a Training of Trainers for 60 community leaders, youth, and influencers on peacebuilding, mediation, dispute resolution, and risk reduction

- A third CBO hired Gender and Resource Mobilization Officers to advance gender mainstreaming and donor relations

- Oxfam supported three CBOs/Refugee led organizations to adapt physical spaces with beds, sanitary supplies, and private areas, improving staff morale and effectiveness, particularly for women

### South Sudan

- Oxfam co-developed training modules, supported partners to update safeguarding policies, and delivered refresher trainings

- Partners received training on gender-responsive budgeting, HR systems, policy monitoring, gender justice, and child protection

- Oxfam facilitated workshops on challenging gender stereotypes and promoting positive masculinities, building skills in empathy, non-violence, and inclusive leadership



## LEARNINGS

Women’s leadership confidence has improved through training and the appointment of gender focal points, though structural and cultural barriers remain. To address this, the GFS project continues to provide leadership training, gender sensitization, and institutional support within CBOs.

Expanding mentorship opportunities and engaging male allies is key to shifting organizational and social norms.



### 2024-2025

### 2023-2024

#### People we worked with

447 people reached

442 people reached

#### Outputs

Six CBOs in Uganda and South Sudan received tailored capacity-strengthening support, including training modules, technical assistance, and follow-up on action plans

6 CBOs in Uganda and South Sudan completing CAT assessments and developing their own capacity strengthening action plans.

88 CBO staff (43 male, 45 female) in South Sudan participated in gender equality and leadership sessions to promote inclusive and gender-equitable organizational practices

6 CBOs engaged in capacity strengthening training modules based on their action plans

One participatory research report on barriers to women’s leadership in CBOs was produced and disseminated in Uganda

2 Research reports produced and disseminated in Uganda and South Sudan (Formative participatory research)

Three CBOs in Uganda received funding to implement gender-responsive education initiatives and strengthen their organizational capacity. Note: At the time of reporting, three additional CBOs in South Sudan were experiencing programmatic delays but are expected to receive funding for organizational capacity strengthening in the next reporting period.

1 sensitization session held with 15 males in one CBO in South Sudan to enable adoption of organizational policies and practices that promote women’s leadership

1 sensitization session held with 15 women in one CBO in South Sudan on effective leadership, gender equality, human rights, self-confidence, gender leadership.

6 CBOs received funding for organizational strengthening and gender-responsive education aligned with their action plans

**Outcomes**

67% of women feel confident in their ability to play leadership roles in the CBOS they work in

60% of CBOS reported knowledge and ability to advocate for implementation of gender-responsive education

65% of CBOS reported effectiveness of their platforms, networks and alliances at the local and national levels

102,288 people in Canada have been reached/engaged through campaigns around support for gender-responsive education

In the first full year of implementation, the project does not yet expect or measure outcome results.



A woman wearing a teal headscarf is focused on weaving a basket. She is holding a blue thread and a wooden loom. The background is a blurred, warm-toned setting, possibly a traditional structure. The text "LONG-TERM DEVELOPMENT" is overlaid in large, white, bold letters, flanked by two horizontal lines.

# LONG-TERM DEVELOPMENT

We supported projects in 25 countries that help people assert their rights and build better lives for themselves and their communities. We work with local partners to develop long-lasting, far-reaching solutions that enable people in poverty, especially women and girls, to provide for themselves, their families and their communities in a sustainable way. Because food security, safety, education and earning a decent living are rights, not privileges.



# WHAT WE DID

We worked to :

- End violence against women and girls
- Assert sexual and reproductive health and rights
- Advance women’s economic justice
- Support women at the frontlines of climate justice
- Provide women with access to transformative leadership opportunities

## WE TALK (2022 – 2027)



A project to advance gender equality by preventing gender-based violence in Jamaica.

People reached life of project to date: 949 people (817 women, 118 men, 14 unknown)

### KEY ACHIEVEMENTS IN 2024-2025

- Significant progress was made in targeted training: Woman’s Media Watch (WMW) rolled out 44 workshops training women and youth on their rights to live free from gender-based violence (GBV) and access support services, reaching **553 participants**.
- The Violence Prevention Alliance (VPA), which joined the project in September 2024, identified and built a pool of community influencers for GBV awareness, including community peer educators, sports coaches, fisher folk, community police and case managers working with vulnerable youths.
- Partners launched **2 overarching campaigns**:
  - WMW’S WE-Talk FACTSS - Fostering A Culture Toward Safety and Support, media campaign, comprising five mini- campaigns aligned with commemorative dates.
  - VPA’s “Big Man Ting!” media campaign which generated over 100,000 impressions on social media.
- Both partners have completed the Capacity Assessment Tool for Gender-Just Organizations, developing organizational capacity strengthening plans.

### LEARNINGS

It was difficult for participants to commit to 5 anti-GBV workshops so the methodology was reviewed and adjusted, and the number of workshops was reduced to 3 to make the training more accessible

For schools, a single cohort was not always providing the participant numbers needed. Workshops in schools were re-organized to ensure optimum numbers: instead of one cohort attending 5 sessions, 5 cohorts attended 2 sessions

The curriculum was very dense and compact, sessions either went overtime, or participants seemed overwhelmed by the volume of information. The curriculum was revised so it was more accessible to participants

Towards the end of the cycle of workshops, it became obvious that some women were prepared to disclose experiences of violence and would require counselling, which had not originally been included in the planning. Referral services were identified to support women who were disclosing situations of violence

### WHAT’S NEXT

- Gender-transformative and GBV prevention awareness-raising and/or innovative behavioral communications change campaigns with different target groups
- Trainings and workshops with men and boys and with women (including students in schools, teen mothers, seniors and local women’s organizations)
- Implementation of capacity strengthening campaigns

	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	604	345	71
<b>Outputs</b>	<p>2 campaigns to increase awareness among women, men adolescent girls and boys of harmful norms and practices.</p> <p>VPA planned and prepared methodology for school-based workshops</p> <p>44 workshops with women and youth influencers on their rights to live free from GBV and to access services</p> <p>49 alliance building activities</p>	<p>3 pilot workshops</p> <p>14 community focus group sessions</p> <p>44 alliance building activities</p>	<p>3 sessions which introduced attendees to the WE-Talk project, reviewed key baseline study findings, discussed key social norms driving GBV in Jamaica, reflected on potential participation barriers including care needs, and introduced feminist and participatory approaches.</p> <p>9 alliance building activities</p>
<b>Outcomes</b>	<p>2 project partners underwent capacity self-assessments and developed action plans</p> <p>69% of women and girls participating in the project report exercising agency to make decisions about their own well-being</p> <p>79% of people participating in the project say they are willing to report an experience of intimate partner violence to the local police/authorities</p>	Results for all outcomes are to be measured in 2024-2025.	In the first year of implementation, the project does not yet expect or measure outcome results.





## STAND UP FOR SRHR (2021 – 2028)



A project championing sexual and reproductive health and rights in Mozambique, Uganda and Canada

**People reached life of project to date:** The project has directly reached 86,420 adolescent girls and boys and young women and men – 59,906 (69%) of them adolescent girls and young women; 26,514 (31%) adolescent boys and young men.

### KEY ACHIEVEMENTS IN 2024-2025

- Effective peer education and in-school sexuality education in Uganda (17,648 educated)
- Change agent community mobilization in Mozambique, with 105 change agents identified, trained, and mobilized in their communities, reaching a total of 6,220 peers.

- 461 referrals in Mozambique of lesbian adolescent girls and young women to sexual and reproductive health services
- Oxfam Youth Summit held in Ottawa bringing together 23 young, diverse SRHR activists across Canada to strengthen their SRHR advocacy capacity and their awareness of international SRHR issues

### WHAT'S NEXT

- Launch of in-school comprehensive sexuality education in Mozambique
- Ramping up of SRHR advocacy activities in Uganda and Mozambique
- Inviting youth from Uganda and Mozambique to the Oxfam Canada Youth Summit in Ottawa



### LEARNINGS

In Uganda, government restrictions on comprehensive sexuality education persist regarding the content of comprehensive SRHR information available in schools and to out-of-school adolescents under 18.

In Mozambique, government authorities and the national and provincial levels are reluctant to

incorporate LGBTQI+ topics in comprehensive sexuality education in schools.

Mobile brigades are highly effective in reaching underserved populations and are often the first point of contact for adolescents seeking SRH services.

	2024-2025	2022-2023	2021-2022
<b>People we worked with</b>	50,184	17,324	18,912
<b>Outputs</b>	245 health service providers trained 105 peer educators trained	165 health service providers trained 428 peer educators trained	249 health service providers trained 249 peer educators trained
<b>Outcomes</b>	352,427 adolescent girls and young women reached through SRH services  100% of health facilities (44) supported by Stand Up provided gender-responsive SRHR information and services  Out of 1,192 interviewed adolescent girls and young women receiving sexual and reproductive health services in health facilities, 46% were willing to recommend these services to their community.  Out of 44 Stand Up-supported health facilities, 85% (37) adopted protocols for the clinical management of SGBV services.	352,183 adolescent girls and young women reached through SRH services  48% of health facilities supported by Stand Up provided gender-responsive SRHR information and services.  69% of adolescent girls and young women receiving sexual and reproductive health services in health facilities were willing to recommend these services to their community.  39% of health facilities supported by Stand Up adopted protocols for the clinical management of SGBV services.	262,866 adolescent girls and young women reached through SRH services  43% of health facilities supported by Stand Up provided gender-responsive SRHR information and services.  18% of adolescent girls and young women receiving sexual and reproductive health services in health facilities were willing to recommend these services to their community.  64% of health facilities supported by Stand Up adopted protocols for the clinical management of SGBV services.





## SEXUAL HEALTH AND EMPOWERMENT – SHE (2018 – 2025)



A project to change negative attitudes on sexual and reproductive health and advocate for women’s bodily autonomy and rights in the Philippines.

**People reached life of project to date:** Over the seven-year project period, SHE partners reached 89,505 individuals, (48% women, 22% girls, 16% men, 13% boys)

### KEY ACHIEVEMENTS IN 2024-2025

- 399 women and girls provided with technical assistance on women’s participation in community structures, specifically by equipping them with the capacity and skills to identify gender issues in their community
- 12 sensitization and mobilization activities conducted together with influencers, municipal officials, local government unit officials, community-based organization leaders, and religious leaders
- 137 community advocates and people from support groups trained on legal frameworks, social accountability, lobbying, and advocacy for local budgets
- Four advocacy activities implemented, including technical assistance provided on the Prevention of Adolescent Pregnancy Bill, activities in support of the 16 Days of Activism Against Gender-Based Violence, and the publication of the Pasya Advocazine, which focused on the intersections of SRHR with key issues such as climate justice, comprehensive sexuality education, and the experiences of Indigenous women

### WHAT’S NEXT

- The SHE project concluded all project activities in November 2024, focusing on sustainability and continued policy advocacy and community engagement.

### KEY ACHIEVEMENTS OF THE SHE PROJECT 2018-2024

The project hired external evaluators to determine the project achievements since inception. Results include:

- The unmet need for family planning declined from 32.2% to 22% among women and from 13.3% to 4% among girls, surpassing project targets
- The teenage pregnancy rate decreased from 7.4% to 2.9%, exceeding the target of 3.2%
- The project saw 24,787 new users of family planning services, surpassing the target of 13,270
- 65,994 individuals access quality and gender-sensitive sexual and reproductive health services, exceeding the target of 62,342
- A total of 13,349 peer educators, facilitators, and barangay health workers were trained on gender equality, reproductive rights, and GBV prevention
- SRHR information sessions were conducted in schools, barangays, and health centers, reaching over 67,000 community members and ensuring that essential knowledge on reproductive health was made accessible
- 34 inter-agency collaborations between women’s rights organizations, civil society organizations, and government agencies promoting SRHR and preventing GBV

### LEARNINGS

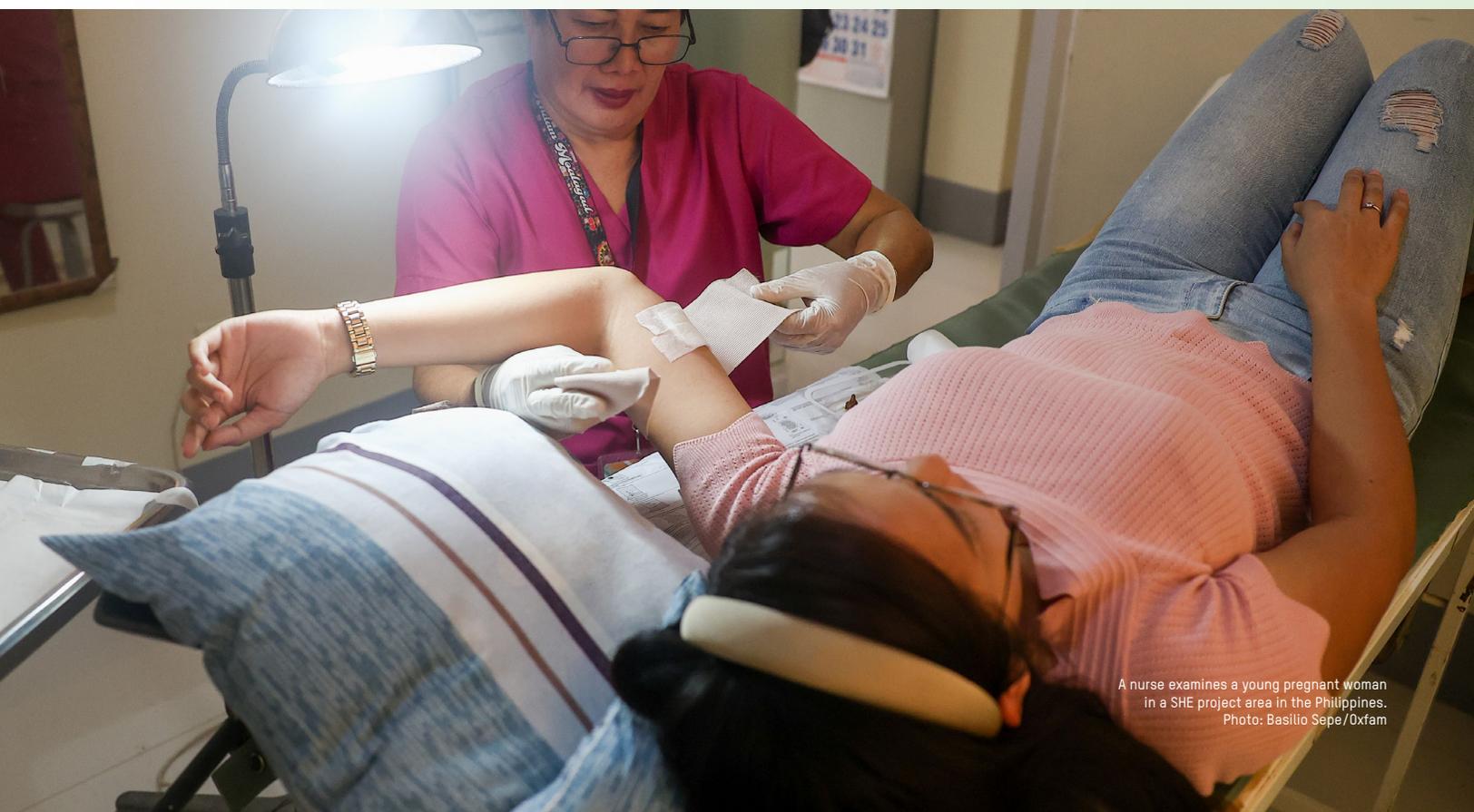
The SHE project demonstrated that involving Indigenous and Muslim religious leaders in training sessions and symposiums is essential in SRHR and GBV prevention programs, as they hold significant influence in their communities. Their participation ensures that programs respect and reflect the unique customs and values of these groups.

Autonomy and freedom from GBV cannot be achieved without economic empowerment. Many survivors of GBV remain with their perpetrators, who are often their husbands, due to financial dependence. Further

SRHR and GBV prevention programs should strongly consider integrating economic empowerment.

The engagement of men and boys is crucial to challenging social norms and power dynamics within the home and in the community. Efforts should be made to ensure that future programs anchor key messages on SRHR and GBV in the context of gender and power relations, as it was shown to be an effective strategy for engaging male participants in the SHE project.

	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	2,246	14,562	19,360
<b>Outputs</b>	<p>12 community sensitization initiatives</p> <p>17 LGU (local government units) with referral mechanisms in place for SRHR services</p> <p>Note: Project activities concluded in Nov 2024, with project closeout occurring Dec 2024-Feb 2025. Therefore, most numbers are low or significantly lower than previous years.</p>	<p>162 community sensitization initiatives</p> <p>17 LGU (local government units) with referral mechanisms in place for SRHR services</p>	<p>156 community sensitization initiatives</p> <p>16 LGU (local government units) with referral mechanisms in place for SRHR services</p>
<b>Outcomes</b>	<p>36 public declarations and actions by influencers to support SRHR, and in support of women's rights and leadership</p> <p>Note: Most final outcomes were measured in the previous year</p>	<p>65,994 women of reproductive age accessed quality and gender sensitive reproductive health services including modern contraception</p> <p>15 public declarations and actions by influencers to support SRHR, and in support of women's rights and leadership</p>	<p>49,034 women of reproductive age accessed quality and gender sensitive reproductive health services including modern contraception</p> <p>75 public declarations and actions by influencers to support SRHR, and in support of women's rights and leadership</p>



A nurse examines a young pregnant woman in a SHE project area in the Philippines. Photo: Basilio Sepe/Oxfam



# HER FUTURE HER CHOICE (2019 – 2025)



A project to empower women and girls in sub-Saharan Africa to access more choices toward a brighter future

**People reached life of project to date:** By project close in February 2025, HFHC reached 353,111 people directly, of which 79% were women and girls, throughout Ethiopia, Mozambique, Malawi, Zambia

## KEY ACHIEVEMENTS IN 2024-2025

- 134 healthcare providers trained on comprehensive SRHR services
- 4,002 women and girls referred to SRH services
- 2,372 men and boys participated in workshops and groups discussions focused on promoting respectful relationships, consent and shared responsibility in family planning

## KEY ACHIEVEMENTS OF THE HFHC PROJECT 2019-2024

The project hired external evaluators to determine the project achievements since inception. Results include:

- Across all countries, an increase was reported in adolescent girls and young women independently or jointly deciding to use contraception:
  - From 13% to 38% among adolescent girls
  - From 18% to 60% among young women
- HFHC strengthened SRH services by training 3,949 health service providers (exceeding the target), and addressing supply chain, budget, and policy challenges. Training improved provider capacity and attitudes, contributing to more youth-friendly, rights-based care.
- Major progress included expanded access to safe abortion and post-abortion care, with a total of 10,327 services provided.
- HFHC strengthened capacity of local women’s and youth led organizations and supported advocacy at local and national levels. In Malawi and Zambia, new/updated bylaws now protect adolescent girls and young women from child, early and forced marriage, harmful aspects of initiation ceremonies, as well as early/unplanned pregnancy, school dropout, and sexual violence. At the national levels, Oxfam in Malawi and partners’ advocacy resulted in a 13% increase in budget allocation for SRH commodities (2023–2024) and an increase in the national health budget from 8.5% to 12.2% (2024–2025).

## WHAT’S NEXT

- HFHC concluded all project activities focusing on sustainability and continued policy advocacy and community engagement.

## LEARNINGS

Values Clarification and Attitude Transformation exercises initially focused on abortion stigma, proved adaptable to broader SRHR themes (adolescent sexuality, LGBTQI+ rights), showing the tool’s potential as a replicable methodology across contexts.

Participation in youth groups waned at times; integrating savings and loan activities into SRHR programming made groups more attractive, increasing retention and sustainability of the approach.



Alexandra Wilson/Oxfam Canada

	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	35,892	68,650	84,587
<b>Outputs</b>	180 facilitators and peer educators trained	553 facilitators and peer educators trained	532 facilitators and peer educators trained
	286 teachers trained	725 teachers trained	34 teachers trained
	200 workshops with men and boys	440 workshops with men and boys	
<b>Outcomes</b>	56,612 young women and girls provided with access to sexual and reproductive health services	110,854 young women and girls provided with access to sexual and reproductive health services	89,060 young women and girls provided with access to sexual and reproductive health services
	26 health care providers who demonstrate an increase in knowledge or skill in delivering comprehensive SRH services	847 health care providers who demonstrate an increase in knowledge or skill in delivering comprehensive SRH services	615 health care providers who demonstrate an increase in knowledge or skill in delivering comprehensive SRH services





A project promoting the economic empowerment of Indigenous women and youth in Alta Verapaz, Guatemala.

**People reached life of project to date:** By the end of the project, Camino Verde reached an estimated 200,807 people, of which 53% of them were women

### KEY ACHIEVEMENTS IN 2024-2025

- 61 small-scale enterprises (38 women-led and 23 youth-led) supported by the project formalized their businesses
- 36 cases of gender-based violence (GBV) were referred to local authorities by women as a result of training on women’s rights and GBV prevention provided by the project
- 6 municipalities included in the project incorporated women’s rights and environmental sustainability into their municipal development plans

### WHAT’S NEXT

- The project wrapped up in October 2024.

### LEARNINGS

Promoting women’s economic empowerment in northern Guatemala is difficult given the high rates of poverty and women’s limited access to productive resources. Scaling initiatives required strong community engagement, training, awareness-raising, and outreach to remote areas.

Supporting youth in Alta Verapaz is challenging due to social norms that hasten the transition into adult roles. It was essential to create safe spaces for youth to voice their concerns and develop their own vision. Targeted strategies for young women included training on sexual and reproductive health, psychosocial support, and counseling to address issues such as early marriage and forced motherhood.

Diversifying economic activities reduces reliance on a single product or market and strengthens resilience. Investing in diversified agriculture and complementary activities helps ensure stable year-round income.

### KEY ACHIEVEMENTS OF THE CAMINO VERDE PROJECT 2019-2024

The project hired external evaluators to determine the project achievements since inception. Results include:

- An estimated 45,167 Indigenous people (22,569 women, 8,695 young women, 4,007 young men and 9,896 men) were reached with climate adaptation actions supported by the project.
- The project’s efforts to support sustainable, clean business practices for Indigenous women and youth led to the establishment of 70 active economic initiatives. Among these, 100% of women-led businesses and 91% of youth-led businesses adopted environmentally sustainable practices, exceeding the initial targets of 85%. 100% of women expressed control over their resources, surpassing the target 85%, due to successful strategies by project partners and having initiatives exclusively run by women.
- 97% women and 44% of young women participating in economic activities (initiatives and campesino schools, contests, fairs, and markets) perceive changes in the economic participation of Indigenous women and youth, surpassing the target of 40%.
- There has been a significant increase in the perception of positive attitudes promoting women’s economic empowerment: 71% for adult women, 70% for young women, 83% for young men, and 67% for adult men. These results far exceed the end-of-project targets, which were set at 16% for adult women, 20% for young women, 40% for young men, and 53% for adult men.
- An unexpected result is that, despite the short duration of the project compared to the time typically required for economic initiatives to recover investments and generate revenue, an estimated 81% of the economic initiatives were generating income by the project’s end, allowing them to pay wages to their members. The endline study also identified that approximately 58% of the initiatives have potential for sustainability. The initiatives with the greatest economic potential are those that succeeded in expanding their markets beyond those they had at the start of the project.
- The project also contributed to the construction and establishment of a women’s shelter in Alta Verapaz to support survivors of violence, ensuring this critical resource continues beyond the project’s end.

	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	20,799 66% of whom are Indigenous women	9,708 71% of whom are Indigenous Women	9,738 81% of whom are Indigenous Women
<b>Outputs</b>	2,462 local authorities and economic stakeholders sensitized and trained on the economic rights of Indigenous women and youth and environmental sustainability  194 Indigenous women and youth sensitized on clean technologies and innovations for their economic undertakings	2,246 Indigenous women and youth trained in environmentally sustainable and climate resistant production practices  194 Indigenous women and youth sensitized on clean technologies and innovations for their economic undertakings	3,221 Indigenous women and youth trained in environmentally sustainable and climate resistant production practices  369 Indigenous women and youth sensitized on clean technologies and innovations for their economic undertakings
<b>Outcomes</b>	26 women-led and 19 youth-led enterprises have formalized their small-scale businesses  944 entrepreneurs, farmers and small-holders provided with financial or business development	1 women-led and 2 youth-led enterprises have formalized their small-scale businesses  194 entrepreneurs, farmers and small-holders provided with financial or business development	11 women-led and 2 youth-led enterprises have formalized their small-scale businesses  5288 entrepreneurs, farmers and small-holders provided with financial or business development





## SECURING RIGHTS FOR DOMESTIC WORKERS IN BANGLADESH



A project empowering women domestic workers in Bangladesh with information, skills and confidence to negotiate and secure labour protections.

**People reached life of project to date:** The project has reached a total of 29,018 vs target of 16,000 (85% women and girls) people. The project also engaged 672 employers.

### KEY ACHIEVEMENTS IN 2024-2025

- Supported 84 domestic workers (47 women, 37 men) to have an increased understanding of the burden of unpaid care through 5 rapid care analysis workshops
- Digitalization of life skills and occupational training content, which included the development of 60 video modules, on a dedicated Learning Management System accessible via a skills portal promoting self-paced, location-independent learning for domestic workers, extending training access beyond the project’s duration
- Introduction of the Skills Passport—a formal, portable record of certified competencies—enhanced the employability of 4,000 DWs and provided a standardized way to verify their skills
- Relocation of the Domestic Work Lab in Badda to a more secure and accredited facility

### WHAT’S NEXT

The project is nearing its end and thus is focusing on sustainability of its initiatives.

Since the August 2024 government overthrow, the interim authorities created the Women’s and the Labour Reform Commissions to address gender equality and labor rights. Oxfam, the SRDW project, the Domestic Workers National Forum Bangladesh, and partners are engaging with both commissions to promote public participation, build support, and ensure the voices of vulnerable women and workers shape inclusive and effective reforms.

### LEARNINGS

Abuse from employers—especially female employers—remains an issue. 66% (272/412) of DWs surveyed during the third-party final evaluation reported some form of abuse, primarily verbal (72%, 196/272), followed by psychological (47%, 128/272) and sexual harassment (28%, 76/272). Only 18% (49/272) of these workers sought help, most turning to family and friends (62%, 30/49) rather than institutions, reflecting a lack of trust in formal support systems.

While employers’ awareness of relevant laws has improved, a gap remains between surface-level knowledge and deep comprehension, which reinforces the need for ongoing employer engagement and community sensitization.



	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	4,468	797	7,095
<b>Outputs</b>	<p>96 occupational skills trainings conducted</p> <p>262 life skills workshops conducted</p>	<p>165 occupational skills trainings conducted</p> <p>193 life skills workshops conducted</p>	<p>206 skills occupational trainings conducted</p> <p>153 life skills workshops conducted</p>
<b>Outcomes</b>	<p>650 trained women domestic workers linked for employment placement against a target of 660</p> <p>86% of domestic workers (354/412) satisfied with trainings</p>	<p>360 trained women domestic workers linked for employment placement</p> <p>98% of domestic workers satisfied with trainings received.</p> <p>Note: Results are lower for this year because the project was winding down for close out. However, an extension was granted late in the year.</p>	<p>450 trained women domestic workers linked for employment placement</p> <p>96% of domestic workers are satisfied with trainings received</p>





# WOMEN'S VOICE AND LEADERSHIP – GUATEMALA (2019 – 2027)



A project to combat the marginalization of Indigenous women in Guatemala by building on the strength and leadership of grassroots Indigenous women's organizations.

**People reached life of project to date:** 70 Indigenous Women's Rights Organizations (IWRO) and at least 3672 people (92% women)

## KEY ACHIEVEMENTS IN 2024-2025

- After the project initially closed in June 2024, it was granted an extension starting on Jan, 1 2025. Start-up activities such as work planning and hiring of staff took place in quarter one.
- At the end of March 2025, Tz'ununija', in coordination with the Presidential Commission against Discrimination and Racism (CODISRA), held a forum to mark the 30th

## WHAT'S NEXT

- The capacity strengthening plans for Tz'ununija and four IWRO from the first phase of the project will be updated; two new IWROs will do the self-assessment and define their plans.
- Technical and leadership training will take place with the technical team, the Minor Council, the Political Council and leaders of the selected local IRW0s
- A training methodology for young people will be developed and piloted
- Workshops and exchanges will be held with community and/or ancestral authorities on various issues that result in discrimination against Indigenous women and impede their access to justice

anniversary of the Peace Accords. The event concluded with an agreement between CODISRA and Tz'ununija' to collaborate on combating racism.

- Tz'ununija' gathered information on the current reality of Mayan, Garifuno and Xinca women and assess whether the Government of Guatemala is meeting its commitments to eliminate racial discrimination under the Convention for the Elimination of All Forms of Racial Discrimination.
- A diploma course will be implemented with young people to shift negative attitudes, norms, and behaviours that perpetuate racism and violence against Indigenous women
- 10 healing workshops will be held with selected IWRO
- Legal and psychosocial counselling and accompaniment will be provided in cases of violence against Indigenous women and girls
- A responsive funding mechanism for women's rights defenders will be implemented
- A report for the Convention for the Elimination of All Forms of Racial Discrimination will be presented at the 116th period of sessions in Geneva in August 2025 when Guatemala will be evaluated

## LEARNINGS

None yet at this early stage of the project extension.



Women's Voice and Leadership – Guatemala participants and partners. Photo: René Guerra/Oxfam



	2024-2025	2023-2024	2022-2023
<b>People we worked with</b>	251 Implementation only occurred during the last 3 months of 2024-2025, thus the number reached is lower than previous years.	3659	1643
<b>Outputs</b>	<p>During the first 3 months of the extension project, no structures, nor advocacy and influencing strategies were designed. However, other outputs during the first 3 months of the extension include:</p> <p>1 self-care workshop implemented for the Political and Minor Councils and the Technical Team in order to strengthen their individual and collective mental, physical, emotional and spiritual health</p> <p>1 general national assembly carried out with a total of 70 local IWROs linked to Tz'ununija'</p>	<p>31 structures/systems implemented</p> <p>2 advocacy/influencing strategy designed and implemented</p>	<p>17 structures/systems implemented</p> <p>6 advocacy/influencing strategies designed and implemented</p>
<b>Outcomes</b>	Not measured as second phase of project was just beginning	17 Tz'ununija' member WROs participate in decision-making spaces	17 Tz'ununija' member WROs participate in decision-making spaces



## TIME TO CARE (2023 – 2029)



A project to advance gender equality by improving Kenya's paid and unpaid care work conditions

People reached life of project to date: 1,965 people (1,452 women, 513 men)

### KEY ACHIEVEMENTS IN 2024–2025:

- The project expanded to four more counties.
- The State Department of Gender validated the Women's Economic Empowerment Policy with Oxfam support. A national male engagement strategy was developed in November, and KUDHEIHA helped amend the Labour Relations Act.
- Feminist formative research began with data collection and CSO mapping. A care economy policy brief is underway. The project team shared research on gender-based violence in domestic work, and a social audit tool and time- and labour-saving infrastructure survey were deployed.

- Seven public campaigns, including Labour Day and International Domestic Workers Day, reached 851,796 people through social media and other platforms.
- Oxfam joined the Ministry of Labour and ILO committee drafting regulations for the Migrant Workers Welfare Fund. With KUDHEIHA, it also joined the 112th International Labour Conference in Geneva, serving on the Care Economy Committee. KUDHEIHA used the platform to push for Kenya's ratification of ILO Convention 189 on domestic work.
- Oxfam and KUDHEIHA contributed to reviewing Kenya's draft National Care Policy. KUDHEIHA also supported validation of a cost-benefit and gap analysis on Conventions 189 and 190.

### WHAT'S NEXT

- Formation of an Employers Community of Practice to promote decent work for domestic workers
- Establishment of a Technical Working Group to develop a care economy policy brief and plan joint interventions
- Working with the House Manager Agencies Association to engage accredited domestic worker bureaus, helping to professionalize and structure the sector
- Continued partnerships with state agencies for the development of policy briefs and for influencing the implementation of care-related policies

### LEARNINGS

Diversifying communication methods—such as the use of X-marathons and social media influencers—has proven effective in reaching younger audiences and expanding outreach to broader segments of the population.

The development of the indicator reference sheet enabled a clearer understanding of the project's approach, as well as precise definitions of key audience segments.

Partnering with local organizations fostered a stronger sense of ownership over advocacy initiatives within the counties.

Safeguarding capacity strengthening among the partnership members needs to happen continuously.

**2024-2025**

**2023-2024**

**People we worked with**

1,965

727

**Outputs**

2 capacity strengthening sessions with paid care worker groups were held

2 capacity strengthening sessions with paid care worker groups were held

89 care workers trained on life skills and competencies related to decent work and the right to live free from violence

39 trained trainers and care workers trained on life skills and competencies related to decent work and the right to live free from violence

135 employers reached through a Community of Practice on responding to the rights and needs of paid care workers

**Outcomes**

Outcomes will be measured later in the project





## GO-RICE (2025-2030)



A project to help rice farmers—especially women and ethnic minorities—live better lives by growing rice in ways that are smart for the climate and fair for everyone.

### WHAT OXFAM AIMS TO ACHIEVE:

- Equip farmers and rice enterprises to adopt sustainable, climate-smart practices that reduce emissions, protect the environment, and ensure women and ethnic minority farmers share equitably in the benefits of emerging carbon markets
- Support the uptake of circular approaches — such as the reuse of rice straw and husks — that reduce waste, lower costs, and create new income streams for farming households and enterprises
- Increase the voice, agency, and decision-making power of women and ethnic minority farmers in shaping how rice is produced, marketed, and governed — ensuring more inclusive and gender-just rice value chains

*Note: As the project only started in 2025, no results are available yet.*

## STRENGTHENED AND INCLUSIVE ACCESS TO TRAINING AND SKILLS (2025 – 2030)



### WHAT OXFAM AIMS TO ACHIEVE:

- Ensure ethnic minority and marginalized women can participate fully in training by addressing barriers such as distance, cost, language, and literacy, and by making TVET programs more flexible, relevant, and market driven
- Strengthen the skills, confidence, and decision-making power of ethnic minority and marginalized women so they can influence TVET systems, access decent and green economy work opportunities, and play leadership roles in their workplaces and communities

*Note: As the project only started in 2025, no results are available yet.*

## WOMEN'S VOICE AND LEADERSHIP - CENTRAL AMERICA (2025 – 2031)



A project combatting the various forms of marginalization of women in Central America by building on the strength and leadership of grassroots women's rights organizations.

### WHAT OXFAM AIMS TO ACHIEVE:

The Renewed Women's Voice and Leadership – Central America project is working to advance women's rights and gender equality in four countries—Guatemala, Honduras, El Salvador, and Costa Rica—by:

- Strengthening women's rights organizations, Indigenous women's organizations, feminist groups, and organizations led by LBTQI+ women and women with disabilities, so they can continue their vital work sustainably
- Supporting women leaders and organizations to expand their advocacy, services, and protection efforts, helping women and girls exercise their rights and live free from violence
- Building stronger networks and alliances at local, national, and regional levels, so women's movements can speak with a louder, united voice and influence laws, policies, and social change

*Note: As the project only started in 2025, no results are available yet.*

A project aiming to make technical and vocational education and training (TVET) more inclusive of ethnic minority and marginalized women in Vietnam so they can take on leadership roles in building a greener economy

## WOMEN POWER (2025 – 2029)



A project to improve community resilience through gender-transformative climate change adaptation for women and girls in the Pacific Island countries of Fiji, Vanuatu, Papua New Guinea, Kiribati, Tuvalu, and the Solomon Islands

### WHAT OXFAM AIMS TO ACHIEVE:

The Women POWER project will address the intersecting challenges of gender inequality and climate vulnerability in the Pacific region through the following:

- Enhancing the adoption of gender-transformative climate change adaptation practices by women and girls, leading to resilient and sustainable livelihoods in the Pacific
- Enhancing leadership and advocacy of women entrepreneurs, women’s rights organizations, and feminist climate justice movements, increasing participation in decision-making and promoting gender-transformative climate change adaptation policies and practices in the Pacific

*Note: As the project only started in 2025, no results are available yet.*

## CHOICE (2025 – 2032)



A project to increase bodily autonomy, agency, and enjoyment of sexual and reproductive health and rights among marginalized and vulnerable populations in Malawi, Zambia, and Zimbabwe.

### WHAT OXFAM AIMS TO ACHIEVE:

The CHOICE project will build resilient, integrated communities and health systems to better address women, girls and people of diverse sexual orientations, gender identities and expressions and sex characteristics’ (SOGIESC) needs, and ensure access to neglected areas of sexual and reproductive health and rights (SRHR).

This will be achieved through the following:

- Strengthening the agency of women, girls, adolescents, persons of diverse SOGIESC and other marginalized groups, in exercising their SRHR to adopt healthy behaviours and practices
- Increasing the capacity of health systems to provide comprehensive, resilient, gender-responsive, youth-centered SRH information and services
- Enhancing the capacity of civil society organizations to advocate for equal protection of SRHR with government and key stakeholders

*Note: As the project only started in 2025, no results are available yet.*



## CARE CONNECT (2024-2028)



A project empowering women paid care workers in Indonesia and the Philippines with information, skills and confidence to negotiate and secure labour protections to advance gender equality.

**People reached life of project to date:** By the end of its first year, Care Connect had directly reached 70 people (including 43 women)

### WHAT OXFAM AIMS TO ACHIEVE:

Care Connect is working to advance gender justice in care work in three important ways:

- Strengthening the voices and leadership of domestic and care workers so they can demand fair wages, safe working conditions, and better social protections

- Advocating for stronger laws and policies in the Philippines and Indonesia that recognize and value care work, including support for domestic workers' rights

- Supporting women's rights organizations and community groups to reduce the unequal burden of unpaid care work and promote shared responsibility between women, men, families, and governments.

### KEY ACHIEVEMENTS IN 2024-2025

Care Connect first year achievements include:

- January launch event in the Philippines with 80+ stakeholders - strengthening partnerships and government commitment to advancing care worker rights
- Project implementation expanded to 4 cities and 8 municipalities with strong community organizing by partners LEARN and PKKK
- Five major capacity-building programs delivered (e.g., Gender Sensitivity, Leadership, Campaign Management, Training of Trainers), engaging care workers and leaders in advocacy and feminist research
- Multiple research initiatives underway in the Philippines (baseline study, assessments of Batas Kasambahay,

Unpaid Care and Domestic Work case studies, surveys), with early evidence informing policy advocacy

- Development of a Social and Behavior Change Communication strategy to shift social norms and strengthen advocacy for better protections, wages, and conditions for care workers

- In Indonesia, completed Rapid Care Analysis with dissemination events in Nusa Tenggara Barat and Nusa Tenggara Timur, highlighting gendered divisions of care work and links to basic services

- Project partner SMERU completed two feminist research studies: one on positioning domestic workers in Indonesia's care economy, and another on social norms shaping men's participation in unpaid care work

### WHAT'S NEXT

- Scale up implementation in the Philippines and Indonesia, moving from planning to intensive advocacy, training, and policy engagement
- Training programs for domestic and care workers to strengthen leadership, advocacy, and demands for fair wages, social protections, and safer conditions
- Intensify advocacy efforts: push for passage of the Domestic Workers' Protection Bill in Indonesia and use Kasambahay Law research in the Philippines to inform stronger policy interventions

- Expand engagement with government and private sector actors to secure gender-transformative workplace policies and institutional commitments supporting care workers

- Launch the Innovation Fund to resource women's rights organizations in piloting and scaling solutions that reduce unpaid care work and boost women's economic participation

- Increase public awareness campaigns to drive social norm change and raise visibility of care work at national and community levels

## LEARNINGS

Evidence generation is foundational for advocacy: Both countries confirmed the need for strong research capacity—Philippines partners emphasized training for evidence-building, while Indonesia partners applied innovative methods like ethnographic diary studies to understand care work and social norms.

Creative and structured learning drives engagement: Approaches such as the “Carelympics” and Training of Trainers effectively supported adult learning, built community ownership, and amplified knowledge sharing.

Strategic participant selection strengthens leadership: Choosing participants based on

leadership potential and commitment improved training impact and ensured knowledge dissemination to wider networks.

Baseline and organizational assessments validate strategies: In the Philippines, the baseline confirmed gaps in domestic workers’ union awareness, while PKKK’s audits identified local women’s organizations’ needs, enabling more tailored interventions.

Safe programming is essential: Risk assessments safeguarded participants and staff, highlighting the importance of embedding safety and risk mitigation in project implementation.

### 2024-2025

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**People we worked with** 70

**Outputs** 18 paid care workers trained on advocacy, leadership and their right to decent work and living free from violence  
 23 key stakeholder trained to be champions of the care economy  
 47 CSOs (including WROs) receiving technical support on implementing gender transformative, environmentally sustainable care programs

**Outcomes** Too early to report on outcomes



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# ADVOCACY & CAMPAIGNING

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We work to change the laws and practices that perpetuate inequality and keep people trapped in poverty and we harness the power of people to change systems for the better. We do that by engaging governments and corporations to ensure policies are in place to ensure equity and fairness, and we mobilize the public and supporters in campaigns to put pressure on decision-makers.

## POLICY & ADVOCACY

**GAZA.** Mobilized 16,000+ supporters to urge Canada to end arms sales to Israel. Sent bi-weekly crisis updates to 200+ MPs and Senators, held Parliamentary briefings, and published a Canada–Gaza scorecard. Canada has since canceled arms deals and backed key UN resolutions.

**CORPORATE ACCOUNTABILITY.** Met with the Minister of Labour to press for mandatory human rights due diligence laws. Engaged fashion brands in our What She Makes campaign—some have adopted vendor codes of conduct, conducted human rights assessments, and joined fair wage initiatives.

**TAX FAIRNESS.** Convened a high-level roundtable with government, academia, and civil society on wealth taxes, windfall profits taxes, and a UN Tax Treaty. While progress on capital gains reform stalled, momentum for tax justice continues.

**FEMINIST SCORECARD.** Assessed Canada’s progress on 12 feminist policy areas. Gains were seen in childcare, gender-based violence, and SRHR, but major gaps remain in housing, affordability, Indigenous rights, and global action.

**GENDER IN EMERGENCIES.** Hosted an all-party Parliament Hill event showcasing African-led innovations advancing gender equality during crises.

## CAMPAIGNS AND PUBLIC ENGAGEMENT

**GAZA:** Co-organized a die-in on Parliament Hill. Our Executive Director visited Israel and Palestine, meeting partners and UN agencies. Shared findings in a public event and released a documentary.

**WORLD REFUGEE DAY:** Partnered with War Child Canada for Toronto’s Festival of Hope, celebrating refugee contributions and raising awareness of global displacement.

**FAIR FASHION:** Brought over 200 people together for the Fair Fashion Festival in Toronto, featuring sustainable fashion showcases, panel discussions, and a clothing swap.

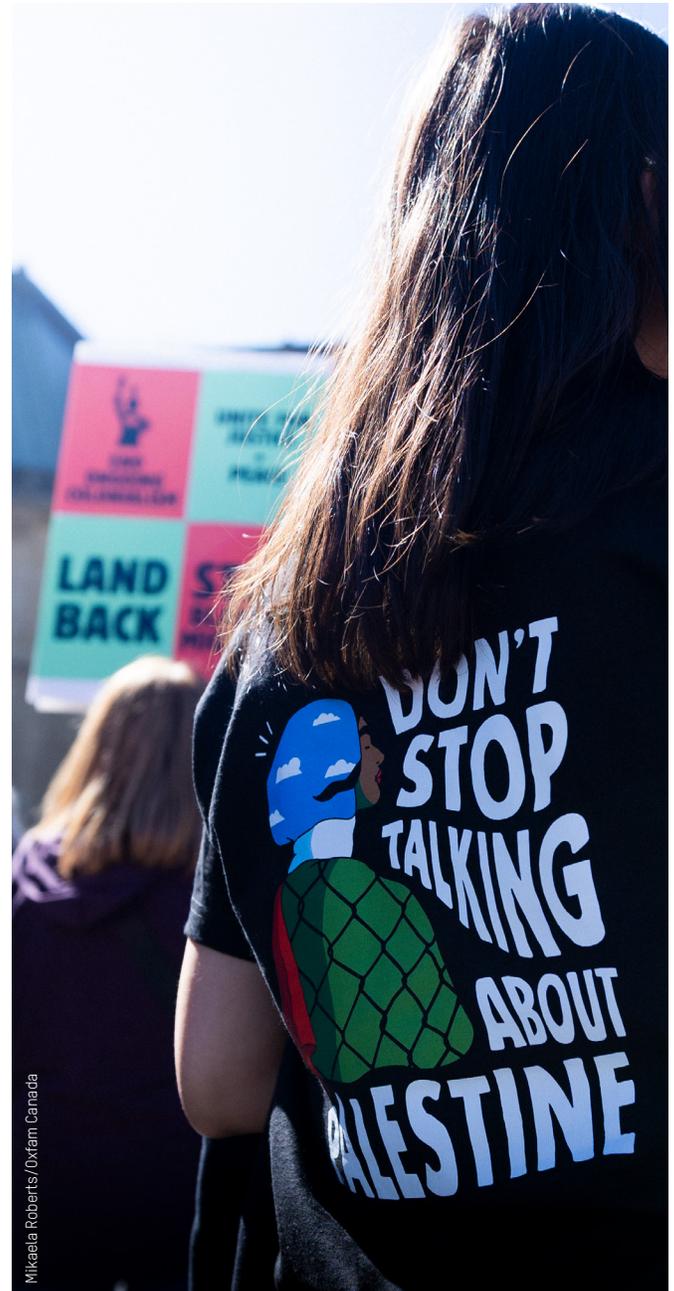
**CLIMATE JUSTICE:** Launched the Make Rich Polluters Pay campaign at the September Climate March, releasing an explainer video and mobilizing letters to the Finance Minister.

**INEQUALITY AWARENESS:** Released Takers Not Makers at Davos, highlighting billionaire wealth inequality. Hosted an Ottawa screening of Breaking Social on global injustice and activism.

## FOSTERING THE NEXT GENERATION OF ADVOCATES

Hosted a two-day Youth Summit for 22 young leaders on SRHR, featuring workshops, inspiring speakers, and advocacy skills training.

Provided small grants to three youth leaders and two community organizations to advance SRHR initiatives in their communities.



Mikaela Roberts/Oxfam Canada



## **INCLUSIVE CHILD CARE FOR ALL 2.0 (2024 – 2026)**



A project to advance underrepresented women’s leadership and participation in advocacy for an inclusive, universal early learning and child care system across Canada

**People reached life of project to date:** 53 women and girls (non-status, refugee or immigrants, individuals in Northern, remote or rural areas, racialized individuals) and 1 man/boy

### **WHAT OXFAM AIMS TO ACHIEVE:**

- Increase underrepresented women’s leadership and participation: Facilitate opportunities for underrepresented women to take on decision-making and advocacy roles in Early Learning and Child Care (ELCC).
- Strengthen advocacy capacity of organizations: Build the skills and share resources with not-for-profits serving underrepresented communities so they can effectively advocate for a universal ELCC system.

- Foster collaboration and networks: Connect existing advocacy networks and engage new organizations across multiple regions (Pacific, Prairies, Ontario, and Atlantic) to support inclusive policy discussions.
- Promote public awareness and policy change: Develop communication strategies to highlight the benefits of high-quality, accessible, affordable, and inclusive ELCC and identify policy options to advance it.

### **KEY ACHIEVEMENTS IN 2024-2025**

- Worked with stakeholders across the country to identify needs and co-create resources and strategies that ensure advocacy outreach and engagement are more inclusive and informed by the needs of equity-seeking groups
- Conducted regional conversations with advocacy chapters and affiliated organizations to better

understand the challenges around inclusive outreach and engagement and developed partnerships with grassroots equity-focused organizations

- Held 3 regional workshops with 53 participants on trauma-informed advocacy and developing advocacy strategies
- Contributed to the national Ten Days of Action Campaign, which reached 25,000 people on social media
- Developed easy-to-use advocacy tools

### **WHAT’S NEXT**

- Host the Child for All Summit, a convening of advocates from across Canada, with a strong focus on increasing representation and inclusion of underrepresented women and equity-deserving groups
- Continue developing and rolling out the “Stand on Guard for Child Care” digital campaign, including co-created multimedia content for partner organizations
- Facilitate participation of underrepresented women and

advocacy organizations in policy discussions at federal and provincial levels

- Expand and formalize the Community of Practice to encourage ongoing collaboration and peer learning across advocacy networks
- Conduct ongoing monitoring and evaluation to track impacts on stakeholders and adjust strategies based on feedback

## LEARNINGS

Mobilizing broad advocacy networks is feasible but highly sensitive to policy contexts and external constraints. These effects were particularly pronounced in provinces such as Alberta and Saskatchewan, where delays in signing the CWELCC extension agreements created uncertainty around funding and program stability. As a result, local advocates were heavily engaged in addressing these policy gaps, supporting their communities, and managing competing priorities, which limited their capacity to participate in workshops and engagement activities.

Practical supports such as honoraria, flexible scheduling, and interpretation services were critical

in enabling participation from equity-seeking groups, particularly volunteers and low-income participants.

A major positive learning from this period was the strong interest and commitment of advocacy networks to connect, learn new strategies, and implement practices to make their advocacy more inclusive.

The strategic use of social media and partnerships with influencers demonstrated measurable engagement and highlighted the potential of digital platforms to support inclusive public campaigns.

### 2024-2025

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#### People we worked with

Underrepresented women from equity-seeking groups (including racialized women, mothers, immigrants, educators, etc.)

Regional not-for-profit organizations and advocacy networks across Canada

Policy and decision-makers at federal and provincial levels

#### Outputs

Hosted 3 regional capacity-building workshops on trauma-informed advocacy with 53 participants.

Developed advocacy tools and resources, including campaign materials for the Ten Days of Action for \$10 a Day Child Care, sample letters, FAQs, and key messages.

Supported national public engagement campaigns, including the Ten Days of Action and digital advocacy initiatives with social media reach exceeding 25,000.

Strengthened collaboration among partners through bi-weekly coordination meetings and a project visioning session in Ottawa.

#### Outcomes

Increased knowledge and capacity of organizations to engage equity-deserving groups/ underrepresented women in ELCC advocacy.

Amplified voices of equity-seeking groups in national and regional child care campaigns, increasing public awareness of \$10 a Day Child Care and its impact on economic security.

Identified best practices for inclusive engagement and trauma-informed advocacy.



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