

A photograph of two Indigenous Australian women smiling. They are wearing purple shirts and headbands decorated with white and purple flowers. The woman on the right is also wearing glasses and has a white flower in her hair. A purple diagonal banner is overlaid on the image, containing the text 'GENDER JUSTICE AT OXFAM'.

# GENDER JUSTICE

AT OXFAM



**OXFAM**  
Australia

## ABOUT OXFAM

Oxfam is a leading non-profit global development and humanitarian organisation with more than 75 years of experience. In 2017–2018, the global Oxfam confederation worked with 3,663 local partners to deliver life-changing development and advocacy programs for more than 22.3 million people in 79 countries around the world. Of that number, Oxfam Australia directly reached more than 1.7 million people in 29 countries. In partnership with our Oxfam affiliates, we reached 13.1 million people affected by disaster or conflict worldwide. Oxfam Australia is a member of Oxfam International, a confederation of 20 organisations that works with partners and local communities to mobilise the power of people against poverty.

## OUR VISION

At Oxfam we believe all lives are equal and no-one should live in poverty. We join forces with people who share this belief, to empower communities to build better lives for themselves. That's why we are there on the ground, not only to save lives in times of crisis, but also to develop lasting solutions. Our work spans wide because there are many causes of poverty. That's why we're also in front of decision-makers, governments and corporations, and speak out on the big issues. Together we are tackling poverty by changing minds, systems and lives.

## CONTEXT

Statistically, you're more likely to be living in poverty if you're a woman. And if you're a woman, you're also likely to be doing most of the work. Compared to men, women have fewer resources, less power and less influence in decision-making. Discrimination, inequality and injustice are major causes of poverty worldwide, and women and girls bear the brunt of it in all aspects of their lives. Women and girls are also exposed to various forms of violence and exploitation and experience further inequality because of their ethnicity, age, race, class, marital status, sexual orientation and (dis)ability.

- Women are significantly underrepresented in political and leadership positions. As of 2016, only 22.8% of all national parliamentarians were women. (UN Women, 2017).
- One in three women have experienced sexual or physical violence in their lifetime. In some countries, 70% of women experience this kind of violence. (WHO, 2017)
- Worldwide, women are in the lowest-paid work. Globally, they earn 23% less than men — it will take 170 years to close the gap at the current rate of progress. (WEF, 2017)
- Despite near-universal commitments to end child marriage, one in three girls in developing countries (excluding China) will probably be married before they are 18. One out of nine girls will be married before they turn 15. (UNFPA, 2012)

## OUR GOAL

Our aim is to support women and girls to become economically independent, participate in decision-making, hold positions of leadership, and live free from violence.

## OUR APPROACH

Oxfam takes a rights-based approach, working with our partners, allies and local communities to empower people to defend and uphold their rights. Oxfam believes that transforming unequal power relations — and the structures, norms and values that underpin them — is critical to ending poverty and challenging inequality. We recognise that only by working at both individual and collective levels with formal and informal processes, institutions, beliefs and behaviours will we create truly transformative change in the lives of poor and marginalised women, men, girls and boys.

We work with people from the most poor and marginalised communities around the world, including people with disabilities, sexual and gender minority communities, Indigenous peoples, and young people, supporting vulnerable individuals to participate more equally in the world around them. We put gender justice at the heart of all we do, recognising that the advancement of women's rights is crucial for truly equitable and resilient development.

Oxfam believes that women gaining control and taking collective action are the most important drivers of sustained improvements in women's rights. The emancipation of women is a powerful force to end poverty — not only for women and girls, but for others too. We take a holistic view of women's lives, looking at the multidimensional changes that need to take place to achieve gender justice. Oxfam works across the four interdependent dimensions of women's personal, political, social and economic empowerment to create lasting change in the structures and institutions that limit women's enjoyment of their rights.

Oxfam works in partnership with local communities, civil society, private sector organisations and governments to deliver our development, advocacy and humanitarian programs. And we use this experience and evidence to influence global systems and structures that perpetuate and reinforce poverty, injustice and inequality. We work closely with women's rights organisations, networks and movements, as partners and allies, to support their catalytic role in promoting women's rights and gender equality.

Cover photo: Port Vila, Vanuatu: Following an Oxfam-supported Influencing Forum for Women and the National Conference of the Vanuatu National Council of Women, attendees celebrate the launch of the Leleon Vanua Democratic Party — the region's first all-female political party. Photo: Sarah Doyle/OxfamAUS.



# TECHNICAL EXPERTISE

## Women's participation and transformative leadership

Oxfam strengthens women's individual and collective power to end poverty and challenge inequalities, as well as promote an enabling environment for women's participation, leadership and decision-making.

**Project:** She Can Lead: Women's Political Emancipation in Pakistan

**Project date:** 2017–2020

**Project value:** AUD \$2.2 million

**Funded by:** Australian Government through Australian NGO Cooperation Program (ANCP)

Oxfam supports the strengthening of democracy in Pakistan, focusing on gender responsiveness in electoral processes and promoting women's political emancipation and leadership. We collaborate with Election Commission of Pakistan, National Database and Registration Authority, and Women Leaders Groups to promote women's participation and decision-making in political processes, and to influence a more inclusive policy environment.



"When I first entered the Sindh Assembly, I kissed the ground. My parents couldn't have dreamed of entering this place and here I was."

— Rana Ansar

Pakistan: Since taking part in Oxfam's leadership initiative, Rana Ansar has newfound confidence to claim her rightful place at the decision-making table. The day she was elected as a Member of the Provincial Assembly of Sindh was the proudest moment of her life. Photo: Sara Farid/Oxfam.



"Since I got to the program, I have found changes ... I feel safe now that I am in the program, like never before."

— Miriam, Solomon Islands

Malaita district, Solomon Islands: Miriam feels safer and more confident since taking part in Oxfam's Safe Families initiative. Photo: Alice Plate/OxfamAUS.

## Violence against women and girls

Oxfam transforms individual and collective social norms, beliefs, attitudes and behaviours, which cause and sustain violence against women and girls. We also work to change laws and policies related to violence against women and girls.

**Project:** Let's Make Our Families Safe in Solomon Islands

**Project date:** 2014–2017

**Project value:** AUD \$4.5 million

**Funded by:** Australian Aid

Oxfam is implementing the first long-term, locally developed program to end violence against women and girls in Solomon Islands. We are mobilising communities to understand the root causes of family and sexual violence, and to take individual and collective action to address these causes. Together with partners, we're working to challenge and change harmful social norms, behaviours and beliefs, and increase women's access to support services and resources.

In 2017, Oxfam, Monash University and the Equality Institute were awarded the Development Marketplace Award from the World Bank Group and the Sexual Violence Research Initiative, for the Safe Families program to undertake innovative research on gender-based violence in the Pacific.

## Women's economic empowerment

Oxfam promotes economic opportunities for women, such as decent work and greater power in markets, along with the social and political changes women require to claim their economic rights and improve their overall wellbeing.

**Project:** Sustaining and Nurturing Rural Agro-Industrial Social Enterprises (SUNRISE) in Sri Lanka

**Project date:** 2015–2019

**Project value:** AUD \$4 million

**Funded by:** Australian Government through Australian NGO Cooperation Program (ANCP)

Using a market systems development approach, Oxfam is promoting women's economic empowerment in Sri Lanka by strengthening opportunities for women to earn an income from value chains, including spices, fruits and vegetables, and hand looms. We have improved the quality and production capacity of more than 200 micro, small and medium enterprises (MSMEs), resulting in a 20% increase in monthly revenue. Oxfam also supports MSMEs to create and supply new products to fashion and handicraft companies in Sri Lanka, including Barefoot and ODEL. Oxfam's Rapid Care Assessment has been used to recognise, redistribute and reduce the amount of unpaid care work performed by women.



Mankulam, Sri Lanka: Women attend a meeting hosted by Oxfam's partner Yugashakthi, a women's federation group that promotes female empowerment and leadership, and aims to end violence against women and girls. Photo: Pavithra Jovan de Mello/OxfamAUS.



Northern Gaza, Occupied Palestinian Territory: Workers make marmalade at the Bent Alreef co-operative. The co-op is run by our partner Balah Palestine, an agro-business enterprise that gives women the chance to earn a living and take a lead in important decision-making processes. Funded by Australian Aid, this initiative has increased women's economic participation, improved their working environment and enhanced employee health. Photo: Rushdi Alsaraj/OxfamAUS.

## Gender mainstreaming

We cannot effectively tackle poverty if the needs and rights of the women in the communities where we work are overlooked or understated. So Oxfam is committed to ensuring that gender considerations are integrated into all our programs.

**Project:** Connecting Palestinian Farmers to Markets

**Project date:** 2016–2021

**Project value:** AUD \$5.1 million

**Funded by:** Australian Aid

Adopting a market systems development approach, Oxfam is connecting small-scale Palestinian farmers, especially women and young people, to agricultural value chains to boost their income. Together with our local Palestinian partner PARC, we established a packing house in Halhul, an area in the southern West Bank, where 80% of grape production is concentrated. We are using a range of strategies to mainstream gender across the project, such as helping female farmers to develop skills, incubate businesses and become market ready; training local partners to address women's unique needs or concerns; and supporting women to become shareholders in the packing house.



## Enough: a global campaign to end violence against women and girls

Enough is Oxfam's global campaign to make violence against women a public concern. It is undoing the shame and stigma attached to talking about violence, and activating a desire in ordinary people to change harmful attitudes that perpetuate inequality, discrimination and violence against women.

Enough is firmly rooted in local contexts. The campaign has been co-created by Oxfam country offices, and tailored to address the most pressing local issues — be it family violence, intimate partner violence, child marriage, sorcery-related violence or female genital mutilation. The Enough campaign has a local identity in each country, for example Inap Nau in Papua New Guinea and Side by Side in Solomon Islands. Enough does not prescribe actions on how change must happen, but instead offers people an idea: the notion that violence against women is not normal, not acceptable and must end. For women and men trapped in a vicious cycle of violence, this can be a transformative idea.



Port Moresby, Papua New Guinea: Angela Apa speaks at the launch of the Inap Nau campaign, joining forces with local women to say "Enough Now" to violence against women and girls. Photo: Patrick Moran/OxfamAUS.

## INNOVATION AT OXFAM

Poverty is a complex challenge that demands creative solutions and outside-the-box thinking. If we want to change the world around us, we need truly game-changing ideas — ideas that raise the bar on best practice. That's why we constantly search for better, more effective ways of working, and we refuse to settle for the status quo. Year after year, we continue to push boundaries, collaborating with engineers, designers and businesses to find the most practical, efficient and sustainable ways to empower poor and marginalised communities and help people overcome poverty.



"I am so happy that I am able to serve my community and give information ... I feel so proud."

— Meghna, Bangladesh

Rangpur, Bangladesh: Since we gave Meghna her new phone, she can pass on weather forecasts and emergency warnings to help her farming community prepare for the annual monsoon. Photo: GMB Akash/Panos/OxfamAUS.

### Addressing unpaid care

Oxfam's work on unpaid care seeks to increase the recognition of care, reduce the burden of care work, and redistribute responsibility for care more equitably between women and men, and between households and employers to ensure women's rights.

**Project:** Rural Resilience through Economic Empowerment, Climate Adaption, Leadership and Learning (REE-CALL) in Bangladesh

**Project date:** 2010–2021

**Project value:** AUD \$11 million

**Funded by:** Australian Government through Australian NGO Cooperation Program (ANCP)

In Bangladesh, our REE-CALL project is using frameworks including We-Care (Women's Economic Empowerment and Care) and Rapid Care Analysis to recognise, reduce and redistribute unpaid care work, and promote women's economic empowerment. Together with local partners, we're assessing the extent to which domestic duties impact on women's time, health and mobility, and we're engaging with the community to find practical ways to lift and shift the burden.





“We have about three women who come in each week. Because of the space and budget we have, we can go up to maybe seven or eight women at a time. At the moment, three of them have children that are under five years old and two of them are pregnant.”

— Christine, Papua New Guinea

Port Moresby, Papua New Guinea: Christine is a matron and case worker at Lifeline Meri Safe House for women who have fled family violence. Photo: Patrick Moran/OxfamAUS.



Viti Levu, Fiji: Local women and men proudly show the fruits of their vanilla-farming efforts in Abaca village, where opportunities to earn an income are limited. Vanilla vines were strategically planted along the trails in this community's eco-tourism park, so they can care for their vines as they conduct regular trail maintenance. In the off-season, when tourism slows down, the community can still make money from vanilla farming. Photo: Janet Lotawa/Rise Beyond The Reef.

## Working with sexual and gender minority communities

Oxfam works with people from diverse sexual and gender minority communities to support them to participate in leadership and decision-making, access economic opportunities, and live a life free from violence. Oxfam also undertakes advocacy to promote equality and place LGBTQI+ issues in the spotlight.

**Project:** Shifting Power, Shifting Voice

**Project date:** 2018–2021

**Project value:** AUD \$1.4 million

**Funded by:** Australian Government through Australian NGO Cooperation Program (ANCP)

In Fiji, our Shifting Power, Shifting Voice project empowers women, young people and members of diverse sexual and gender minority communities to acquire traditional weaving skills and earn a living by cultivating vanilla beans. Together with partners, Oxfam provides training and workshops to build skills, knowledge, confidence and financial independence.

## Working with men and boys

Oxfam works with men and boys to challenge and change harmful beliefs that perpetuate gender inequality and violence against women and girls, and create or reinforce barriers for women and girls to access economic opportunities.

**Project:** Ending Violence Against Women

**Project date:** 2012–2020

**Project value:** AUD \$6.3 million

**Funded by:** Australian Government through Australian NGO Cooperation Program (ANCP)

In Papua New Guinea, our Ending Violence Against Women project supports survivors of gender-based and sorcery-related violence. We work directly with men and boys to inspire positive changes in norms, attitudes and behaviours, and motivate them to champion gender equality in their communities.



## PROGRAM MANAGEMENT

Oxfam's programs are designed and implemented in collaboration with communities and civil society partners. Oxfam Australia partners with various donors to implement our programs, including the Department of Foreign Affairs and Trade (DFAT), European Union, World Bank, UN agencies, philanthropic trusts and foundations, and the Australian public. We are efficient and accountable stewards of donor resources. In 2017–18, we spent \$57.3 million on development, advocacy and humanitarian programs. Of this, 67% was spent on direct programming, 23% on promotion and fundraising, and 10% on administration.

All Oxfam programs are delivered in line with our Program Management Procedure. Oxfam Australia is a member of the Australian Council for International Development and is a DFAT-Accredited Australian non-government organisation.

## TECHNICAL ASSISTANCE

Oxfam's Gender Advisors provide technical assistance across all Oxfam programs, empowering Oxfam staff and partners with training, mentoring and support to mainstream gender and social inclusion considerations across all development and humanitarian programs.

Oxfam's significant in-house expertise provides technical assistance, leadership and innovation and knowledge management on relevant issues, including:

- gender and social inclusion;
- gender analysis and integration;
- transformative women's leadership and participation;
- ending violence against women and girls;
- women's economic empowerment;
- capacity building of women and young people;
- gender and power analysis and rapid care assessments; and
- advocacy and influencing for gender justice.


## LEARNING FROM OUR WORK

Ongoing monitoring, evaluation and learning are crucial for the continued success and improvement of our programs and projects. By weighing up what worked well — or not so well — and sharing those insights within the sector, we stay on the path to real progress and sustainable development.

Our monitoring, evaluation and learning (MEL) frameworks are underpinned by Oxfam's Common Approach to MEL and Social Accountability (CAMSA). We use gendered approaches to monitoring, evaluation and learning, which actively seek out women's and girls' own analyses of development and its impact on their lives.

At Oxfam, we are committed to transparency in our work and accountability to our key stakeholders — especially people living in poverty. We share information with people living in poverty, partner organisations, and the general public, and we are accountable to our staff, volunteers, supporters, donors, suppliers and partner governments. We are committed to fostering a safe and inclusive environment in our workplaces and programs, always striving to "do no harm" and working to prevent or limit any unintended negative impacts of our programs.

Oxfam contributes to *Gender & Development*, the only journal in the world to focus on international gender and development issues, exploring the connections between gender and development initiatives, and feminist perspectives. We have long-term partnerships with numerous academic institutions, including Monash University, and partner with various networks, including the ACFID Community of Practice on Gender Equity. We also facilitate global networks of Oxfam staff, partners and wider development practitioners at country, regional and global levels, working on gender justice to leverage knowledge and learning from across the global Oxfam confederation.



Port Vila, Vanuatu: Women celebrate the launch of the Lelelon Vanua Democratic Party, Vanuatu's first political party dedicated to increasing representation of women in the political sphere. Photo: Sarah Doyle/OxfamAUS.



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