

A JUST AND EQUAL FUTURE

OXFAM DENMARK
STRATEGY
2023-2027



OXFAM DANMARK



CONTENTS

INTRODUCTION: A JUST AND EQUAL FUTURE, UNDERPINNED BY A HUMAN ECONOMY	3
AN UNEQUAL WORLD	6
WHO WE ARE	8
Where we come from	9
Vision, mission and values	10
Our approaches	11
PEOPLE POWER	12
WHAT WE DO	14
GENDER JUSTICE AND DEMOCRATIC GOVERNANCE: ENABLING A JUST AND EQUAL FUTURE	16
Gender justice	16
Democratic governance	16
KEY INTERVENTION AREAS FOR A JUST AND EQUAL FUTURE	17
Economic justice	18
Climate justice	19
Transformative education	20
Humanitarian response and inclusive peacebuilding	21
ENGAGEMENT IN DENMARK	22
WHERE WE WORK	24
CHANGING OXFAM DENMARK	26
It starts with us	27
How do we finance our ambitions?	27

FRONTPAGEPhoto: **Hans Bach**

Samira is a single mother in Marrakech, Morocco. With the help of Oxfam, she has been trained in a kitchen and now works in a restaurant.

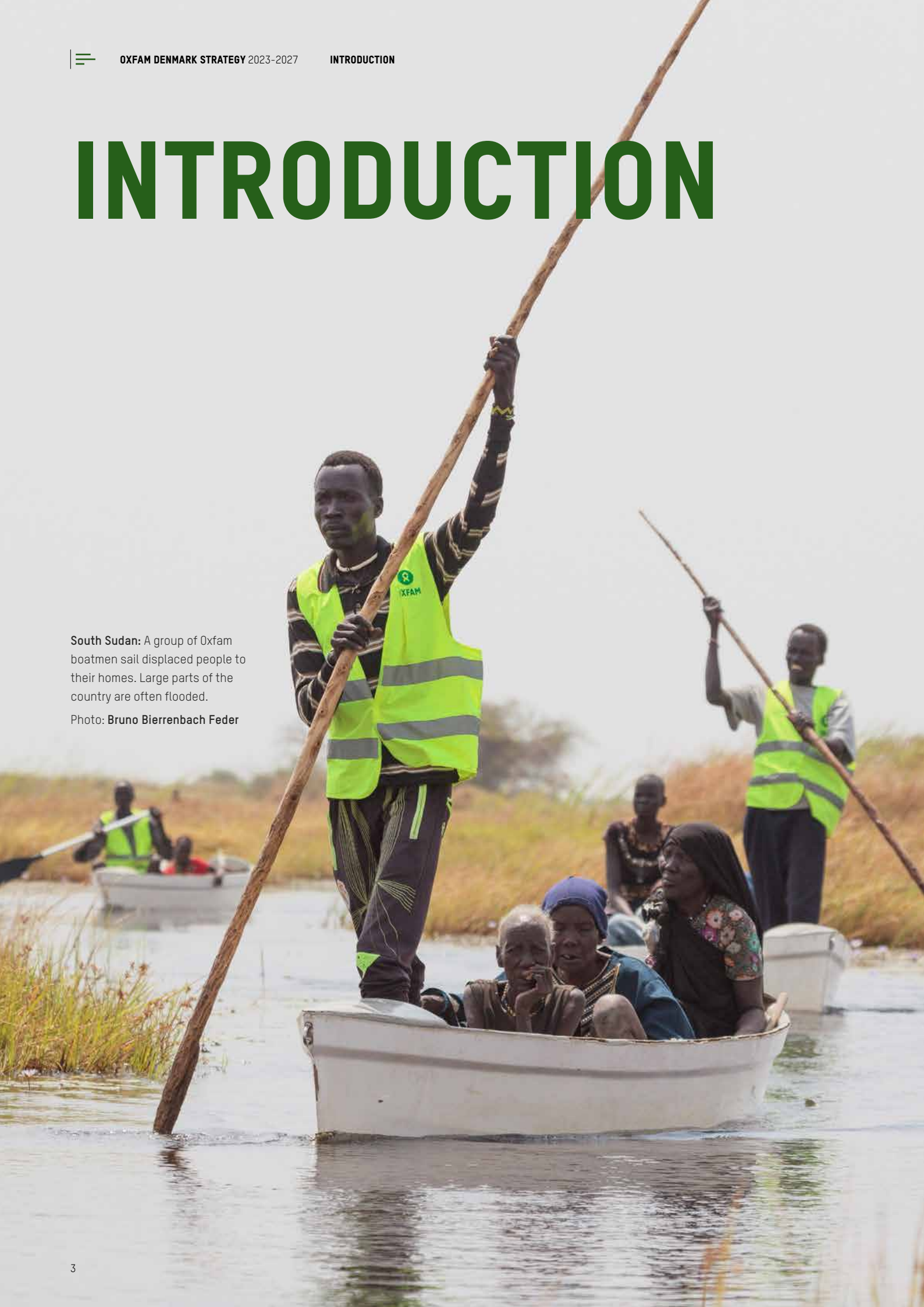
LAYOUT

Ane Tang Buddig

INTRODUCTION

South Sudan: A group of Oxfam boatmen sail displaced people to their homes. Large parts of the country are often flooded.

Photo: Bruno Bierrenbach Feder



A JUST AND EQUAL FUTURE, UNDERPINNED BY A HUMAN ECONOMY

Everyone has a right to a just and equal future. But we live in a world where billions of people are trapped in poverty, conflict, and are subject to great injustice and suffering.



Our economic and societal models have failed to build an equal world where everyone can live in peace and dignity. Instead, they have facilitated the concentration of extreme power, wealth and resources for an elite few, creating unacceptable inequality. They have put profit before people and planet. And they have brought us to the brink of social, economic and ecological disaster. We remain a long way from meeting the UN Sustainable Development Goals (SDGs) by 2030.

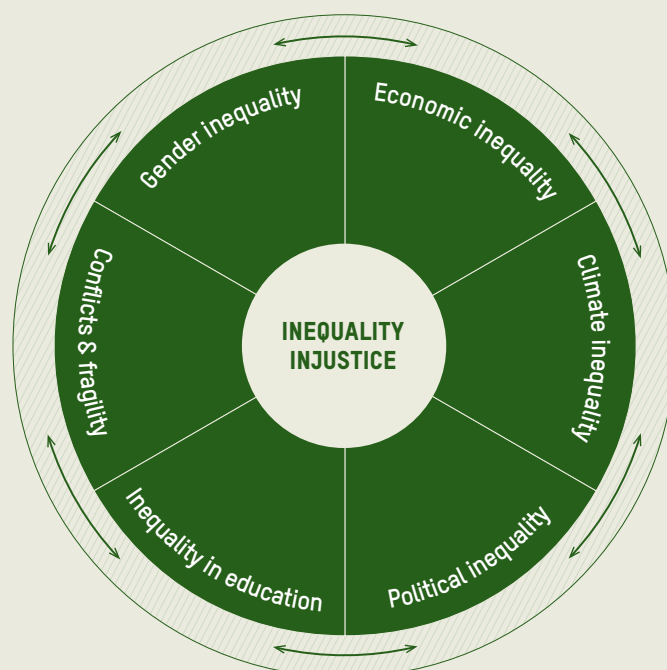
The drivers of injustice and inequalities are interconnected, and they mutually reinforce each other. For example, economic inequality and poverty are exacerbated by conflicts and the climate crisis and vice versa. Gender inequality is made worse by current economic and social models that deprive women and girls of their right to have livelihoods, education and a voice in society. The political

capture by the elite is facilitated by extreme economic inequality, and it also deepens both vertical and horizontal inequalities further by undermining rights, eroding democracy, drives conflict, and promoting authoritarianism and cronyism. The rights of poor and crisis-affected people, women and girls, and marginalized groups, are worst affected, leaving them without the opportunity to influence their futures. Super-rich individuals and wealthy countries bear the primary responsibility for today's climate crisis, but it is hitting the people and fragile countries who have done the least to cause it the hardest.

But inequality, conflict and poverty are not inevitable. They are the result of deliberate political choices, and this means we can also choose to do things differently. The SDGs have already established clear goals to end extreme inequality and poverty and, with the right political will and progressive policies, achieving them is within our reach. We do not have to leave no-one behind.

Oxfam Denmark has a vision of a world with more just, equal and peaceful societies, where the economic model serves people and the planet, not the other way round. We

CIRCLE OF INEQUALITY



know it is possible to build a human economy that respects planetary boundaries and renews and regenerates human and natural resources rather than degrading and depleting them. This would put people and planet before profit and the illusion of unlimited growth. We can promote democratically governed companies, regulate markets, and ensure a fairer distribution of power and resources. And we can put feminist principles at the heart of the economy.

We will fight inequality. We will advocate for a human economy that is inclusive, promotes equality, protects the planet and ends poverty.

Oxfam Denmark believes in the power of people; when communities mobilize and people stand together, they can trigger lasting change. That is why we will support women, young people, local communities, indigenous people, grassroots groups, civil society organizations and other changemakers. They are key to save and rebuild lives, winning the fight against inequality, and to building a just and equal future.

We will offer support to those in urgent need. But we will also tackle the root causes of poverty, fragility and suffering, and promote necessary systemic changes to break the cycle of inequality and build fairer and more sustainable systems for people and planet.

We know that the inequalities driving poverty and injustice are complex and interconnected. That is why, together with the wider Oxfam family, we will take a multidimensional approach to making change happen.

As Oxfam Denmark we will focus on building capacity and knowledge, and influencing policy and practice in the following four areas:

- **economic justice**
- **climate justice**
- **transformative education**
- **humanitarian response**

But progress in these four areas can only succeed if we also prioritize gender justice, democratic governance and a human rights-based approach. Therefore, these crosscutting elements will also be central to our activities to enable the change we want.

This is our commitment. Together, we can build a more just and equal future!

HUMAN ECONOMY

A human economy (or well-being economy) is one that serves people and communities, and meets the needs of both people and planet. It asks what sort of economic activity is needed, and for whom. It respects planetary boundaries, and renews and regenerates natural and human resources. It also builds on gender justice.

In a human economy the government is responsible for ensuring that everyone's rights and needs are met. It also manages markets in the public interest and drives and measures progress in a way that reflects and prioritizes these aims over GDP growth. This requires an effective, accountable and democratic government and institutions that act in the interests of the many rather than on behalf of a small powerful elite. A human economy also includes a vibrant and successful business sector, where companies are structured and incentivized to benefit society as whole, not just wealthy shareholders.



AN UNEQUAL WORLD



Jakarta, Indonesia.

Photo: Tiara Audina



Today's prevailing economic model has failed the world. Wealth and power are increasingly concentrated in the hands of a small elite, while hundreds of millions of people live in extreme poverty, and around one in eight people go to bed hungry. Worse, conflict, the COVID-19 pandemic and subsequent political and economic shocks have been driving up poverty, inequality and humanitarian needs even further.

Fragility is on the rise and the majority of extreme poor people lives in fragile contexts. Fragility is incentivizing violent conflicts and other forms of political violence. A record number of people are being forcibly displaced by conflict and climate change and millions go hungry to bed every day.

Many countries are on the brink of economic collapse and are in, or close to, debt default. Austerity policies are weakening investment in public education and health, social protection and climate action, all of which serves to undermine the ambitions of the 2030 Agenda for Sustainable Development.

These economic and social instabilities are exacerbated by the climate crisis, which is also a crisis of inequality in itself. Caused by rich individuals and wealthy countries, it affects the world's poorest people the most, with droughts, floods and loss of lives and livelihoods. Women, girls and marginalized groups are also routinely excluded, undervalued and exploited. Their rights are denied, along with opportunities to realize their full potential. Gender disparity is evident across all other inequalities and social justice issues. Women and girls are disproportionately disadvantaged when it comes to education, economic opportunities, having a democratic voice and being impacted by climate change.

Free quality education is a great equalizer in society; it has the power to dramatically reduce economic and social inequalities. However, in many countries, access to education

is a privilege for the few rather than a right for all, and girls are still less likely to go to school than boys. Also, too often the education available is of poor quality, builds on harmful social norms and fails to empower students to become active citizens.

In many countries where we work, authoritarian leaders have assumed power. Such regimes pose a threat to democratic principles, and basic rights and freedoms, as well as multi-lateral cooperation and internationally-agreed conventions. It is no coincidence that civic space is shrinking dramatically across many countries. When civil society speaks out, assembles and seeks to influence decision-making it can come at a high cost; human rights and environmental advocates and activists are threatened, coerced and killed. Often women and marginalized groups are targeted first and hit hardest. This constitutes a fundamental challenge to our change strategy, which is built on supporting civil society, movements and communities to claim their rights.

Today's prevailing economic model has failed the world. Wealth and power are increasingly concentrated in the hands of a small elite

Despite this difficult and worsening context, civil society organizations, students, women's movements, unions, communities, grassroots groups and activists continue fighting every day for a more just and equal world. Such 'people power' has been fundamental to every victory for the rights for the many across human history.

Oxfam Denmark will do everything in its power to support communities to fight for a more just and equal world. We will focus on tackling the systemic causes of poverty and inequality. And in this way, we will work in solidarity with others towards a human economy and a just and equal future for all.

INEQUALITY

Inequality refers to the uneven distribution of power, resources and opportunities among people and groups, based on divides such as class, caste, age, disability, race, ethnicity, religion, education, geography, gender and sexual orientation. It means abundance for the few, and injustice for the many. Inequality keeps poor people poor and powerless, and denies millions their rights. An inequality lens acknowledges the interconnection between the many dimensions of inequality, and consistently asks who does and does not have access to power, resources and opportunities, and why.



WHO WE ARE



Uganda: Rose Ropani, 19, is a refugee in northern Uganda. She has had to drop out of school. With the help of Oxfam, she wants to change her life and get an education.

Photo: Hans Bach



WHERE WE COME FROM

This strategy marks the change of our name from Oxfam IBIS to Oxfam Denmark.

Oxfam Denmark was established in 1966 as part of the global student organisation World University Services and in 1991 rebranded to IBIS. From the beginning the focus has been on working in solidarity with the anti-apartheid movement in Africa and the liberalization movements in Latin America. Since the inception we have fought for justice, and against inequality and poverty, alongside our partners. We have always maintained a strong focus on the root causes of poverty and injustice.

In 2016 we joined Oxfam, rebranded as Oxfam IBIS, and expanded our activities into the Middle East. Oxfam has celebrated 80 years fighting for justice and an end to human suffering. Today, it is a global network of more than 20 independent affiliates (with new affiliates increasingly from the global South). It is active in more than 90 countries around the world, and its affiliates work together to end inequality and injustice.

Oxfam is internationally recognized as one of the most influential humanitarian organizations, consistently challenging injustice, and building strong partnerships and alliances from the local to international level. Changing our name to Oxfam Denmark underscores our commitment to the global Oxfam family and its broader alliances. We can only drive substantial and systemic change through mobilizing and working together.

VISION, MISSION AND VALUES



Ghana: Bilengban from Kitulanboni in northern Ghana fetches water with his family.

Photo: Hans Bach



VALUES

- **Equality:** Everyone has the right to be treated fairly and to have the same rights and opportunities.
- **Empowerment:** We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.
- **Solidarity:** We join hands, support and collaborate across boundaries and regions to work towards a just and sustainable world.
- **Inclusiveness:** We embrace diversity and difference, and value the perspectives and contributions of all people and communities in the fight against poverty and injustice.
- **Accountability:** We take responsibility for our actions and inaction, and we hold ourselves accountable to the people we work with and for.
- **Courage:** We speak truth to power and act with conviction in the pursuit of our goals.

OUR APPROACHES

WE ARE RIGHTS-BASED

Our work is grounded in our commitment to the universality of human rights. We uphold and advocate for the implementation of international human rights instruments.

WE ARE FEMINIST

We recognize that there is no economic, social or environmental justice without gender justice. Feminist principles guide all our action and interaction.

WE FIGHT INEQUALITY

We stand against poverty and injustice everywhere, working with people, communities, partners and allies for just and sustainable solutions.



WE ARE BOTH LOCAL AND GLOBAL

We believe in local leadership, as well as in advocating for global changes. **We build connections between the local and the global** aiming at changing the structures that hinders justice and equality at local levels and believing that local struggles can create global change.

WE ARE HUMANITARIAN

We work with communities before, during and after crises, to build resilience, save lives and address the root causes of conflict and disaster together.

WE ARE SPECIFIC AND SYSTEMIC

We deliver specific responses when needed, and always address the root causes of poverty and injustice, pushing for the systemic changes needed to build a human economy.

WE ARE A KNOWLEDGE ORGANIZATION

We consistently seek to generate new insights that can provide solutions to complex problems. Our advocacy and campaigning objectives are based on evidence, research and experience on the ground.

WE ARE DRIVEN BY DIVERSITY

Within Oxfam, and in our work with others, we are inspired by people of different sociocultural backgrounds, genders, ages and abilities.

WE ARE SHIFTING POWER

We will be purposeful and persistent in working to decolonize decision making, economic systems and mindsets, including inside our own organisation.



WE TAKE A NEXUS APPROACH

In fragile countries and situations **we create synergies and common goals across humanitarian response and longer-term social change processes**, as well as enhancing opportunities for peace.



PEOPLE POWER



Nigeria: Fatumata collects water at Muna garage refugee camp where 40,000 people have sought refuge from Boko Haram

Photo: Hans Bach

Change comes from local leadership in communities, and people working together to demand justice. We believe in the transformative power of people collaborating from the local to global level to demand change.

Millions are already mobilizing. Even in situations of crisis and poverty, people have demonstrated they have the courage to hold those in power to account and demand justice.

Oxfam Denmark strongly supports locally-led and inclusive movements and initiatives. We work in partnership and solidarity with a diverse range of changemakers. This includes everyone from civil society actors, such as young people, women and indigenous peoples' organizations, to movements, community-based organizations, cooperatives, refugee-led organizations and non-formalized groups. We also work with journalists, the media, advocacy NGOs and research organizations. We will stand with all these partners to fight for increased civic space, and for the rights of activists and organizations to hold those with power to account.

Local organizations, communities and civil society are often the first to respond when a crisis or emergency hits, and they are on the front line in the fight against inequality. They are the real changemakers; the ones who will put an end to poverty and injustice. We can and will support their efforts and together will fight for a more just and equal future.

Women's organizations and movements are on the front line in advocating for systemic change, and partnering with them is a key strategic priority for Oxfam Denmark. We will not achieve economic or climate justice, or true democracies and the fulfillment of human rights, without gender justice.

We partner with youth organizations and movements representing a significant force for change as active citizens and through their contribution to socioeconomic innovation and development.

Change happens when we come together to work for common causes in large alliances, often across countries in the global North and South. The climate justice movement, MeToo, the Tax Justice movement and the Stop Privatization of Education movement have shown what is possible when people come together and take action.

We believe in the transformative power of people collaborating from the local to global level to demand change.

Oxfam Denmark actively facilitates the creation of strong alliances between different types of civil society partners and allies. We help to link action, voice and influence from local to international level, and advocate for concrete changes in people's lives, as well as systemic and transformative policy changes. To help unlock change, we actively engage in dialogue with governments, the private sector and institutions. We also work with partners to raise local concerns at national and international level, and take relevant global issues to the local level.

Oxfam Denmark will engage strategically with the private sector; this means seeking partnerships with private actors where there is potential to work together to achieve positive change. We will also challenge corporate power at national and international level where it creates or worsens poverty, injustice, environmental degradation or the violation of human rights.

Democratic and accountable governments are necessary to structure a more just and equal future. This means delivering free, public, quality services and social safety nets and implementing progressive tax and spending policies. It also means regulating and incentivizing the private sector to ensure it acts in the public interest, and protecting the rights and freedoms necessary for an active civil society. We work with governments at all levels to drive change. We engage in strengthening multilateral cooperation to address global challenges, foster global solidarity and push for progress to meet the SDGs. We also support partners in influencing decision-making and holding governments to account. And finally, but crucially, we demand the space and liberty for everyone to speak truth to power and have their voice heard.



WHAT WE DO



Ghana: Two school children in northern Ghana.

Photo: Hans Bach



We are an organization with multiple mandates. But across all our interventions we focus on activities that contribute to reducing inequalities, to build a human economy and a more just and equal future.

We support **people power**, by strengthening and empowering women, youth, civil society organizations, movements and communities.

Gender justice and **democratic governance** are central goals in themselves, but are also necessary to enable and achieve other justice-based goals. We promote gender justice and democratic governance through all our areas of intervention.

Our humanitarian mandate to **save, protect and support lives, and build peace**, is fundamental to safeguarding everyone’s right to live in safety. **Economic justice** and **climate justice**, both within countries and internationally, are crucial to transform unjust systems and **reduce inequalities**. **Transformative education** reduces inequality in itself, and is also key to empowering people to overcome inequalities and build a fairer future.

WHAT WE DO



GENDER JUSTICE AND DEMOCRATIC GOVERNANCE: enabling a just and equal future



GENDER JUSTICE

There is no justice without gender justice. Gender inequality cuts across and exacerbates all other forms of inequality, as is clearly highlighted in SDG #5. To achieve social, economic, climate and democratic justice, inequalities must be analyzed with a feminist lens. This means emphasizing how power relations, systems and identities intersect and interact to fuel inequalities. Therefore, across all activities and with all partners, we will have a strong focus on gender justice. We consider progress on gender justice to be a necessary precondition to enabling and achieving our wider goals.

We will promote the agency of women and girls, as well as opportunities and equality of access for them. We will channel this across all our interventions, but also engage in stand-alone activities on gender justice as opportunities arise.

WE WILL:

- Focus on the needs, capacities and agency of women in **disasters, and fragile and conflict situations**. We will aim to strengthen protection for women and girls, and build their resilience. We will put displaced women and girls, and those currently fleeing disasters and conflict, at the center of our work. We will also support their agency and capacity to adapt to and mitigate climate-induced challenges.
- Support the **economic autonomy of women and girls**; for example, women's capacity to generate income, and their access to and control of resources including income, land and assets.
- Support **women's right to education**, enabling them to raise their voices and promote **their right to political representation**. Across all our work, we will promote equal access, participation and women's leadership. We will advocate with them to promote policies, budgets and services that benefit women and girls.
- Work to **eliminate gender-based violence** and to apply a system-wide approach that mitigates and responds to all forms of violence, including by addressing oppressive norms.



DEMOCRATIC GOVERNANCE

It is essential to our change strategy that civil society has the right to fight injustice and inequality, and mobilize for a more just and equal future. It must also have the space to safely and freely claim this right. **Respecting and expanding human rights, democracy and civic space is crucial to achieving our mission.** In most countries however, civic space is shrinking, and human rights are threatened by rising authoritarianism and elite capture of political power.

Promoting democratic governance is therefore an important goal in itself, and also key to achieving all our goals. We will strengthen and amplify the voices of people who are excluded and unheard. We will support a growing movement of young people, local communities, women and civil society alliances that are mobilizing to hold policy makers and private corporations to account on human rights, LGBTQIA+ rights, press freedom, diversity and the rule of law. We will work with them to advocate for democratic governance and human rights within our key intervention areas and in stand alone activities as opportunities arise.

WE WILL:

- **Challenge all tendencies to shrink civic space, as well as political capture by elites.** We will promote democratic principles, human rights, and freedom of expression and assembly.
- **Advocate for full transparency and accountability of corporations and megaprojects.** This includes holding governments and the private sector accountable to the strongest principles for sustainable business practices, and the protection of **human rights and human rights defenders**.
- **Ensure a diverse civil society participation** in the formulation of public policies, legislation, and local and national development plans, as well as in the oversight of their implementation.
- **Promote digital rights, and equal access to information and digital solutions.** This is essential to strengthen inclusion, transparency and democratic decision making, to close the digital divide, fight inequality, and to tackle threats including surveillance, digital repression and online harassment.

KEY INTERVENTION AREAS FOR A JUST AND EQUAL FUTURE

Our intervention areas are interrelated. Progress in one area will support progress in others, in the same way that our cross-cutting work on gender justice and democratic governance will enable meaningful change on our other justice-based goals.



South Sudan: Amir Nasser, 12, young businessman, Jamam refugee camp. There is not room for all children in the camp's schools.

Photo: John Ferguson



ECONOMIC JUSTICE



Increasing economic inequality and a lack of fiscal justice undermines investment in public services and other inequality-leveling sectors and it stands in the way of achieving the SDGs. To tackle this, we will strengthen the voice and capacity of civil society to influence governments and international actors in favor of progressive tax policies and greater pro-poor and gender-sensitive public spending.

Together with partners and allies, **we will address the root causes of economic injustice.** We will promote alternatives to austerity, the debt crisis and illicit financial flows that undermine public budgets and weaken the link between progressive taxation and positive development outcomes.

we will address the root causes of economic injustice.

WE WILL:

- Promote **tax justice** at national and international level, by pushing for progressive and gender-transformative domestic resource mobilization, and by ending tax loopholes and illicit financial flows.
- Advocate for pro-poor and gender-transformative **public investment** in quality public education and healthcare, social protection and the green transition.
- **Engage with the private sector to push for responsible investments.** This includes improved and sustainable livelihoods and food systems, the creation of decent jobs and innovative solutions in the green transition in line with SDG #8 on 'Decent Work.'
- Push for stronger commitments to international **financing for development and debt cancellation.** We will also promote economic policies and democratically-owned business models that take important steps towards the redistribution of wealth and building a human economy.



Mozambique; Tawab carries his two-year-old son Catado through the bodies of water after Cyclone Kenneth.

Photo: Tommy Trenchard



CLIMATE JUSTICE



Climate change and the degradation of nature are primarily caused by super-rich individuals, big corporations and wealthy countries, but hit poor countries and communities with least responsibility for the crisis the hardest. It is an inequality crisis for both people and planet.

In response to the accelerating impacts of the climate crisis, and to work towards meeting the Paris Agenda and the SDGs, we support a growing global movement which demands urgent action to address the climate emergency. Together we focus on drastically reducing the global carbon footprint of economic elites and the global North, and promoting a green and just transformation within planetary boundaries.

We do this by building the capacity and resources of civil society actors to deliver policy and advocacy work, including effective engagement in international negotiations and alliances. We also strengthen women's, youth and indigenous groups to amplify their voices in local decision making and promote solutions for climate-resilient development.

climate justice and social justice comes together.

WE WILL:

- Push for a drastic reduction of **greenhouse gas emissions** by governments, corporations and wealthy elites, particularly those from rich countries. We will specifically focus at reducing Denmark's global carbon footprint.
- Advocate for **climate finance** and innovative finance from green and progressive taxes. Financing must be adequate, predictable and accessible, and should support adaptation, mitigation and compensation for loss and damage, especially in the most vulnerable communities.
- **Promote climate justice and green transition.** We will build the capacity of civil society to hold governments accountable for planning and funding green initiatives that ensure a just transition, guaranteeing environmental and social safeguards for megaprojects, including in the extractive and renewable energy sectors.
- **Strengthen the climate resilience of vulnerable communities.** We will build the knowledge and agency of people affected by the climate crisis, including through climate education, and develop local expertise and solutions that ensure sustainable production and use of natural resources. This will enable communities to manage climate risks and restore their food and income security.

South Sudan:
St. Andrea Primary
School Lologo Juba.

Photo: William Vest-Lillesoe



TRANSFORMATIVE EDUCATION



Quality education, particularly for the most marginalized, including girls, is key to providing equal opportunities for all and enabling people to claim their rights. All of this is essential to reducing inequalities. SDG #4 on 'quality education' for all, especially for girls and women, is fundamental to meeting the other SDGs. It opens the door to decent jobs, entrepreneurship, prosperity, equal rights, active citizenship and democracy.

In response to the global education crisis, we fight for transformative education that gives students better opportunities and builds their capacity to help create a more equal society. We support the local, national and global education movement of civil society, teachers, students and other allies to demand equal access to education, equal completion and quality education for all. We work with and push for government delivery of quality education and work with other allies to hold policy-makers accountable from local and national to global levels. We also push for the involvement of representative civil society, as well as student and teacher voices, in all forums of power.

WE WILL:

- **Support and advocate for free, quality public education**, including technical and vocational training, where governments and other decision makers are held accountable for the provision and financing of SDG #4.
- **Strengthen and influence education systems to become more gender transformative**, including by challenging harmful gender norms and practices.
- **Support active citizenship and accountable governance** through young people's and women's empowerment and leadership, as well as through building capacity and increasing the voice and agency of civil society in education policy and practice.
- **Fight for adequate and equitable public financing** through both aid and domestic resources, to finance quality education at all levels. This includes primary, secondary, and technical and vocational education and training that improves job prospects. We also advocate for all public education funding to provide free quality public education for all, not commercial or for-profit education.

SDG #4 on 'quality education' for all, especially for girls and women, is fundamental to meeting the other SDGs.

Yemen: Badr Abdulla collects water from an Oxfam desalination plant.

Photo: Pablo Tosco



HUMANITARIAN RESPONSE AND INCLUSIVE PEACEBUILDING



Hunger, poverty and suffering are not natural or inevitable. They are unacceptable consequences of injustice and inequality, largely driven by policy choices that put the greed of an elite few above the needs of the many. This has been clearly acknowledged by the international community in SDG #1 and #2.

Today more than 100 million people are displaced due to conflict, climate change, inequality and injustice. Protracted crises, which erode resilience and the social fabric in and between communities, are increasingly common. The extreme and growing inequality we see in the world is both a cause and a consequence of such crises.

We place crisis-affected people at the heart of all our interventions. We support those at risk of conflict and disaster before, during and after a crisis. We implement SDG #16 by supporting people within crises, as well as by helping to build resilience and peace at the local level. We always try to address the root causes of crises and conflicts

The increasing frequency, intensity and length of crises demands changes to the humanitarian system itself, including reforms that shift power towards local and national actors. Defending civic space in fragile and humanitarian situations is an essential part of enabling locally-led solutions. Creating sustainable peace

involves addressing the causes of conflict, developing effective mechanisms to deal with it, and creating the capacities and mechanisms to help societies prevent the escalation of violence and polarization.

WE WILL:

- Provide **life-saving humanitarian assistance** to meet immediate needs and rights, and ensure everyone can live safe and dignified lives. We take a holistic approach, including measures to address food security, WASH (water, sanitation and hygiene) and social protection, with cash transfers being our preferred option.
- Contribute to increasing the **resilience of crisis-affected populations** living in protracted crises. This means supporting sustainable livelihoods and dignified work, skills development, building social cohesion and strengthening disaster preparedness.
- Contribute to **peacebuilding** by supporting local processes and initiatives for inclusive conflict resolution, transformation and prevention, especially those that are women-led and youth-led.
- Strengthen the **role of local and national organizations and actors** including women's rights organizations, youth and refugee-led groups in leading humanitarian and peacebuilding actions, as well as participating in decision making from national to international level. This includes supporting the Women, Peace and Security Agenda, adequate quality humanitarian assistance, and local leadership.



ENGAGEMENT IN DENMARK



Denmark: Emil Nielsen and Sofie Wasenius Mikkelsen play table football at The Youth People's Meeting.

Photo: Hans Bach

As a Danish civil society organization, Oxfam Denmark is an influential, credible and evidence-based national voice on inequality, and we promote a vision of a just and equal future for people and planet. We will offer our supporters and allies opportunities to engage, contribute and take action in the fight for a more just and equal future for people around the world, including in Denmark.

The struggle for a more just and equal future connects us directly with partners and allies across the world. Inequality, conflict, climate change, the oppression of women, and elite economic and political capture know no borders. We are in different contexts, but we are in the same fight against systems that drive injustice, conflict and inequality. We share the same ambitions and act in solidarity.

Therefore, to achieve the systemic changes outlined in this strategy, we will raise awareness, mobilize, engage people and advocate progressive policies in Denmark, Europe and internationally.

Our communication, campaigning, mobilization and fundraising will reflect our commitment to gender equality and equitable partnerships. It will share and highlight voice, action and impact from local organizations and communities, with young people, women and girls, and other partners playing an active role as changemakers.

WE WILL:

- **Raise awareness** in Denmark about the challenges and struggles of our partners and the people that we work with in the global South, the inequalities that hold them back, and the systemic solutions we are fighting for together.
- Educate and raise awareness among children and young people contributing to **global citizenship education**.
- **Mobilize and engage people to take action**.
- Advocate for strong **Danish development, foreign and climate policies** focusing on justice and equality.
- **Engage with the Danish government and private sector actors** on climate action, economic inequality, human rights and gender justice. This includes engaging with the cooperatively and democratically-owned sector in Denmark to promote decent work and a better distribution of the proceeds from production and investments.
- Have an **evidence-based approach**, building on knowledge and experience from our programs and partners, and the collection and use of strong data and evidence.
- Explore and create **opportunities for activities in Denmark** that appeals to volunteers and new members and contribute to making Denmark a more just and equal society.

We will offer our supporters and allies opportunities to engage, contribute and take action in the fight for a more just and equal future



WHERE WE WORK



Guatemala: Local farmer Lucas Aldana shows how drought has affected his crops.

Photo: Pablo Tosco



Oxfam Denmark engages in countries based on an assessment of need, where we have added value, and where we can mobilize funding for activities. Currently we have a deeper long-term engagement in a number of priority countries in Africa, Latin America and the Middle East. These include **Mali, Burkina Faso, Niger, Ghana, Kenya, Uganda, South Sudan, Syria, Lebanon, Palestine, Yemen, Colombia and Guatemala.**

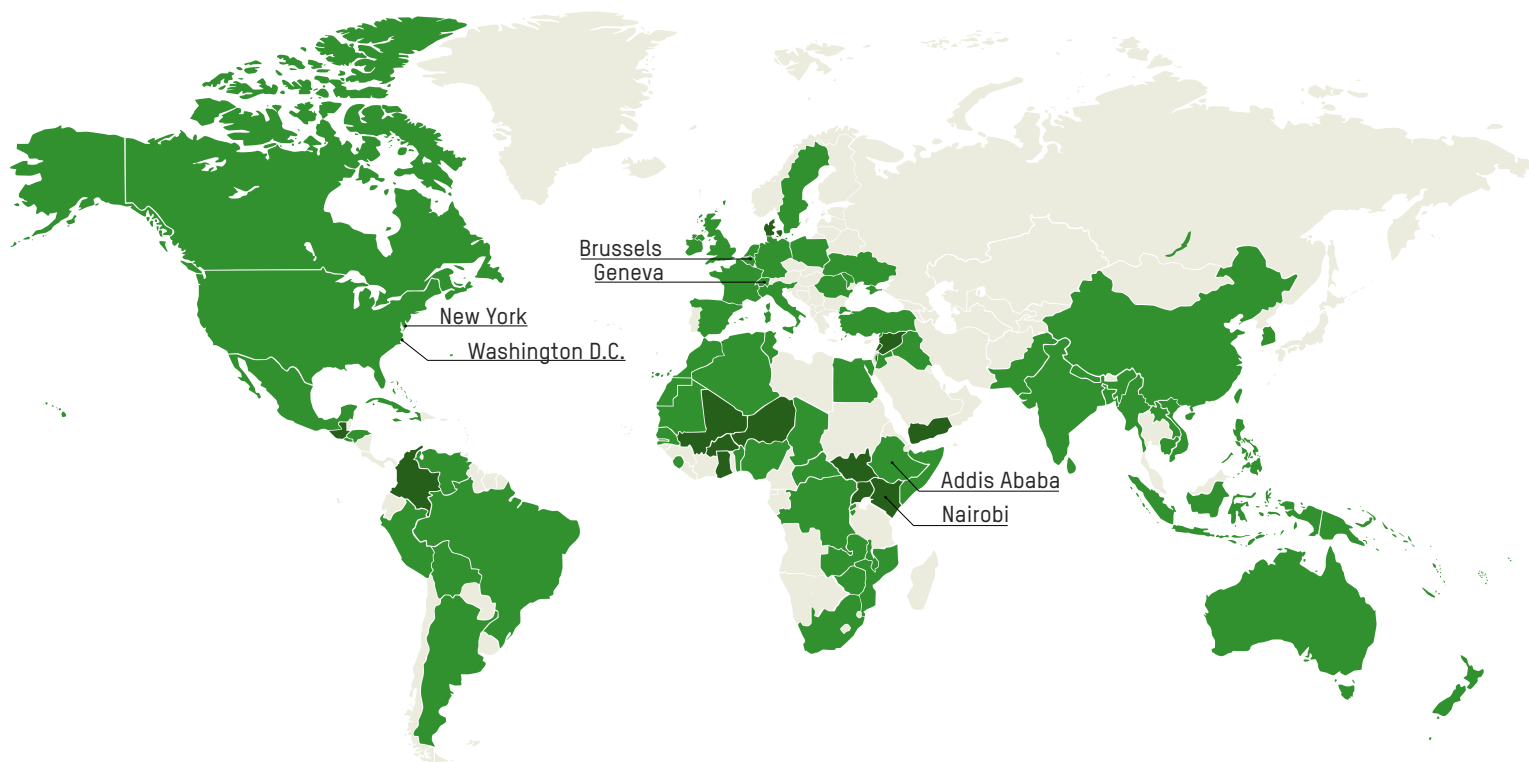
We also have a number of smaller programs and activities in other countries. Oxfam Denmark recognizes the need to respond to inequality and crises in other countries where we can add value, including Ukraine and the Eastern European Countries. In addition, we support civil society groups working for quality education in more than 60 coun-

tries, and through the Oxfam family we have activities in more than 90 countries.

We collaborate with others across Oxfam globally as well as partners and allies, on regional influencing strategies in Africa, Latin America, the Middle East and Europe. We are also strengthening partnerships in the Nordic region to leverage on its potential to become a superpower for progressive change.

Internationally, we take pride in being part of one of the most influential humanitarian organizations, with a strong capacity to engage global institutions and networks to achieve systemic change.

WHERE WE WORK



■ Oxfam Denmark ■ Oxfam Family → Oxfam International offices



CHANGING OXFAM DENMARK



Denmark: Climate March
in Copenhagen.

Photo: Hans Bach

IT STARTS WITH US

- Change starts from within. We will be the change that we want to see in the world, and we will live our values and feminist principles. Both internally and externally, we commit to sharing power, redressing existing power imbalances and proactively fostering diversity. Based on feminist principles and a commitment to decolonization, we will shift power to partners in the global South by building strong relationships that support and value local leadership. We will be held to account by our partners.
- Simultaneously, we will build our strength as a Danish civil society organization, and act on our mandate to call for justice and equality in Denmark and globally.
- The governance structure of Oxfam Denmark will be revisited with the ambition of balancing our identity as a democratic membership organization, with the need for professional governance to respond to the increased complexities of our work, and measures that will enhance Oxfam Denmark as an excellent workplace that can attract and retain a diversity of talent.
- We will mainstream climate justice in all aspects of our work. This means reducing our carbon footprint by consciously monitoring our activities and setting targets to reduce our emissions. We will also make a systematic assessment of the climate and environmental impact of our programs, strategies and partnerships.

HOW DO WE FINANCE OUR AMBITIONS?

- Oxfam Denmark wants to maintain a diversified funding base to finance our ambitions. This means mobilizing resources from a variety of funding sources, including individual supporters, foundations, the private sector and institutional donors. Strategic partnerships and deeper engagement with these actors could secure more sustainable results that have greater impact. We will seek to build a solid funding base in the Nordic region.
- We will increase our supporter base and individual giving.
- We will maintain a high level of funding to local partners, in line with our global commitments and feminist principles. Fund management has shown potential as an effective way of supporting local partners with quality financing, capacity building, accompaniment and two-way learning. Oxfam Denmark has a strong track record as a fund manager, which we will consolidate and expand.
- Increased turnover is not a goal in itself for Oxfam Denmark, but it is one of several ways to secure financing to match our ambitions. This means we need to mobilize resources for our influencing and program work, both in our partner countries and in Denmark. It also means supporting funding opportunities led by local partners in partner countries. Meanwhile we will increase our equity moderately over the coming years.
- To achieve these organizational objectives, we will further strengthen our administrative systems and practices, to become as effective and accountable as possible.



OXFAM
DENMARK

OXFAM DENMARK
Vesterbrogade 2B
DK-1620 Copenhagen V
WWW.OXFAM.DK
oxfam@oxfam.dk