



**RIGHTS TO
END POVERTY**
ACTIONAID
INTERNATIONAL
STRATEGY
2005/2010

INTRODUCTION

FROM SMALL BEGINNINGS IN INDIA AND KENYA, ACTIONAID HAS GROWN INTO A WORLDWIDE ORGANISATION WORKING IN 43 COUNTRIES IN AFRICA, ASIA, THE AMERICAS AND EUROPE. TOGETHER WITH OVER 2,000 PARTNER ORGANISATIONS, WE HAVE HELPED MILLIONS OF INDIVIDUALS AND FAMILIES AND THOUSANDS OF COMMUNITIES TO MEET IMMEDIATE NEEDS AND CLAIM BASIC RIGHTS. BY INFLUENCING THE WAY INDIVIDUALS, GOVERNMENTS AND INTERNATIONAL INSTITUTIONS THINK AND ACT, OUR ADVOCACY AND CAMPAIGNING IS HELPING TO PROPEL ACTION AGAINST POVERTY AND INJUSTICE.

NEVERTHELESS, WE FACE THE UNACCEPTABLE TRUTH THAT POVERTY REMAINS DEEPLY ENTRENCHED ACROSS THE GLOBE. AS THE WORLD BECOMES WEALTHIER, THE GAP BETWEEN RICH AND POOR COMMUNITIES AND NATIONS IS NOT CLOSING, BUT WIDENING.

THE IMPLICATIONS FOR OUR ORGANISATION ARE CLEAR. IF WE ARE TO FULFIL OUR MISSION TO ERADICATE POVERTY AND INJUSTICE FROM THE FACE OF THE EARTH, WE MUST RESPOND TO CHANGING GLOBAL REALITIES, BUILD ON OUR SUCCESSES AND EMBRACE CHANGE TO IMPROVE OUR EFFECTIVENESS AND IMPACT.

THIS NEW SIX-YEAR STRATEGY, *RIGHTS TO END POVERTY*, AIMS TO DO JUST THAT. BUILDING ON ITS PREDECESSOR, *FIGHTING POVERTY TOGETHER*, IT SETS CLEAR AND AMBITIOUS PRIORITIES TO GUIDE OUR STAFF AND PARTNERS, BASED ON OUR DEEPENING UNDERSTANDING OF THE CAUSES OF POVERTY AND INJUSTICE. FOLLOWING THE FOUNDING OF ACTIONAID INTERNATIONAL, IT ALSO PROVIDES CLEAR DIRECTION FOR ORGANISING AND GOVERNING THE GROWING ACTIONAID FAMILY AND ITS RELATIONSHIPS WITH THE OUTSIDE WORLD. LASTLY, AND EQUALLY IMPORTANTLY, IT SETS OUT HOW WE WILL MAKE OURSELVES MORE ACCOUNTABLE, TO THE POOR AND EXCLUDED PEOPLE WITH WHOM WE WORK AND TO OUR PARTNERS, SUPPORTERS AND FUNDERS.

THIS IS A SHORT VERSION OF *RIGHTS TO END POVERTY*, DESIGNED FOR EVERYDAY REFERENCE AND USE BY STAFF, PARTNERS AND OTHER INTERESTED PARTIES. FOR THE FULL VERSION, PLEASE VISIT WWW.ACTIONAID.ORG

RAMESH SINGH, CHIEF EXECUTIVE, ACTIONAID INTERNATIONAL

AT A GLANCE: PRIORITIES AND GOALS 2005-2010

THIS STRATEGY BUILDS ON THE SUCCESSFUL ELEMENTS OF *FIGHTING POVERTY TOGETHER* WHILE INTRODUCING A NEW ANALYSIS OF – AND ACTION AGAINST – THE CAUSES OF POVERTY AND INJUSTICE. IN BROAD TERMS, OUR THINKING AND AGENDA FOR THE NEXT FIVE YEARS CAN BE SUMMARISED AS FOLLOWS:

- 1 DEEPEN OUR FOCUS ON POVERTY ERADICATION BY ADDRESSING UNEQUAL POWER RELATIONS AND STRENGTHENING OUR RIGHTS-BASED APPROACH AND METHODS
- 2 GREATLY IMPROVE OUR COMMITMENT TO, AND ACTION ON, WOMEN'S RIGHTS AND GENDER EQUALITY
- 3 INTENSIFY OUR WORK ON EDUCATION, FOOD AND HIV AND AIDS
- 4 INCLUDE NEW PRIORITIES: DEMOCRACY AND GOVERNANCE; HUMAN SECURITY DURING VIOLENT CONFLICT AND EMERGENCIES.
- 5 INCREASE WORK WITH SOCIAL MOVEMENTS OF POOR AND EXCLUDED PEOPLE
- 6 BUILD ON THE SUCCESS OF INTERNATIONALISING OUR ORGANISATION BY DEEPENING OUR ACCOUNTABILITY IN THE COMMUNITIES AND COUNTRIES WHERE WE WORK, INCREASING OUR FINANCIAL RESOURCES AND RAISING OUR PROFILE AND IMPACT AT A GLOBAL LEVEL.

GOALS

THE FOLLOWING GOALS WILL DRIVE AND UNDERPIN EVERYTHING WE DO:

- 1 POOR AND EXCLUDED PEOPLE AND COMMUNITIES WILL EXERCISE POWER TO SECURE THEIR RIGHTS
- 2 WOMEN AND GIRLS WILL GAIN POWER TO SECURE THEIR RIGHTS
- 3 CITIZENS AND CIVIL SOCIETY ACROSS THE WORLD WILL FIGHT FOR RIGHTS AND JUSTICE
- 4 STATES AND THEIR INSTITUTIONS WILL BE ACCOUNTABLE AND DEMOCRATIC AND WILL PROMOTE, PROTECT AND FULFIL HUMAN RIGHTS FOR ALL.

STRATEGIC PRIORITIES

OUR DAY-TO-DAY WORK WORLDWIDE WILL PROMOTE THE FOLLOWING STRATEGIC, RIGHTS-BASED PRIORITIES:

- 1 WOMEN'S RIGHTS
- 2 THE RIGHT TO EDUCATION
- 3 THE RIGHT TO FOOD
- 4 THE RIGHT TO HUMAN SECURITY DURING CONFLICTS AND EMERGENCIES
- 5 THE RIGHT TO A LIFE OF DIGNITY IN THE FACE OF HIV AND AIDS
- 6 THE RIGHT TO JUST AND DEMOCRATIC GOVERNANCE.





WHAT CAUSES POVERTY? HOW DO WE END IT?

In a world of material plenty, poverty and injustice are not inevitable. So what causes them? Decades of frontline experience working with poor and disadvantaged communities has led us to conclude that the answer lies in unequal and unjust power relations.

In both rich and poor countries, unequal power relationships are systematically imposed on the basis of gender, age, caste, class, ethnicity, HIV status, race and disability. Physical violence is routinely used by men to dominate women. Military force is often used to control communities, nations and access to natural resources. Powerful vested interests – including states, institutions, corporations, nations and communities – abdicate their obligation to wider society by denying rights, resources and opportunities to the less fortunate.

Disempowered, poor and excluded people become voiceless and invisible. Women and girls are often the biggest losers, making up the poorest of the poor. Our analysis that power lies at the root of poverty and injustice is central to this strategy and its rights-based agenda for action.

We believe that lack of power is inextricably tied to the denial of basic human rights. And that these rights are denied not just locally and within nations but also at international level, as power imbalances between rich and poor countries play out in trade, aid and economic policies that hurt poor and excluded people.

All our work in the years ahead will therefore revolve around supporting poor people to reclaim their rights, transform their lives and make their voices heard. We will put our energies into the growing citizens' movement for justice and dignity, equality and inclusion, which is building around the world. What we seek is no less than a redistribution of wealth, resources, knowledge and information and a re-balancing of power relations within and between communities and nations.

HOW WE WORK

What makes ActionAid distinct? The answer lies in the way we work, a unique people-centred approach derived from decades of frontline experience, with four key elements:

TAKING SIDES WITH POOR AND EXCLUDED PEOPLE

We believe that poverty and injustice can be eradicated only when the world's poor and excluded are able to take charge of their lives and claim their rights. We therefore work with a wide range of social groups and particularly focus on those suffering multiple violations of basic human rights.

RIGHTS-BASED APPROACH

The focus of all our work is to ensure that the rights of poor and excluded people are respected, promoted, protected and fulfilled. We also draw attention to the responsibility of the state and other powerful institutions in regard to the rights of poor and excluded people.

PARTNERSHIPS AND ALLIANCES

We work in close partnerships and alliances with poor and excluded people, citizens' movements and like-minded civil society organisations. This helps us to maximise our contribution to eradicating poverty while complementing others' efforts.

ACTING LOCALLY AND GLOBALLY

The causes of poverty and injustice often reside outside areas where the worst symptoms are found. We therefore act against poverty on all fronts, local to international. We derive legitimacy and authority to pursue our national and international advocacy work from our experience and relationship with, and from the support of, the people and communities we work with. We aim always to achieve coherence and connectedness between our actions at different levels of society.

WHAT WE DO: OUR WORK PRIORITIES

In 2005-2010, ActionAid will focus its efforts around six priority themes – human rights whose urgency is great and where our distinctive approach and experience can make the most difference. These priorities will guide all our work – including research, advocacy and campaigning – from local to international level.

Individual parts of the organisation will have flexibility to prioritise actions within the guiding framework described below, based on available resources and the needs and aspirations of poor and excluded people in each area where we work. All parts of the organisation will work on the main international campaigns which ActionAid is pursuing at any one time. (For a full list of key actions please see the long version of this strategy).

1 WOMEN'S RIGHTS

We will place women and girls at the heart of all our work around the world. We will work with women's organisations to transform gender relations and the injustice of discrimination that women and girls living in poverty experience most cruelly.

KEY ACTIONS

- STRENGTHEN THE ABILITY OF WOMEN AND GIRLS TO CLAIM THEIR RIGHTS AND MEET THEIR BASIC NEEDS
- TAKE ACTIONS TO PROTECT WOMEN AND GIRLS FROM VIOLENCE AND PROVIDE SUPPORT IF THEY SUFFER VIOLENCE
- STRENGTHEN WOMEN'S LEADERSHIP AND PARTICIPATION IN GOVERNANCE AND DECISION-MAKING AND STRENGTHEN WOMEN'S ORGANISATIONS AND MOVEMENTS.

2 THE RIGHT TO EDUCATION

Over one billion people, mostly women, lack a basic education and illiteracy and poverty are closely linked. Our work is driven by the belief that every child has the right to a free, quality education, which the state must provide.

KEY ACTIONS

- SUPPORT EXCLUDED AND DISADVANTAGED GROUPS, ESPECIALLY GIRLS, IN GAINING A QUALITY EDUCATION
- STRENGTHEN CITIZENS' PARTICIPATION IN EDUCATION GOVERNANCE, FOR EXAMPLE THROUGH BUDGET TRACKING AND INVOLVEMENT IN SCHOOL AND EDUCATION POLICY REFORM
- ENSURE THAT BOTH BOYS AND GIRLS UNDERSTAND WOMEN'S RIGHTS AND THAT DISCRIMINATION AND VIOLENCE ARE ELIMINATED
- CAMPAIGN FOR THE LEGAL, CONSTITUTIONAL RIGHT TO EDUCATION IN COUNTRIES WHERE IT DOES NOT YET EXIST; WORK WITH INTERNATIONAL COALITIONS CAMPAIGNING FOR THE RIGHT OF EDUCATION FOR ALL.

3 THE RIGHT TO FOOD

Hunger afflicts 800 million people. We believe its root cause lies in the denial of rights and in unequal control over natural resources such as land, water and seeds. We are working to reverse this inequitable distribution of power and resources.

KEY ACTIONS

- ADVOCATE AND CAMPAIGN FOR THE RIGHTS OF FARMERS – ESPECIALLY WOMEN – TO ACCESS AGRICULTURAL LAND, WATER, PASTURE, FOREST AND SEEDS
- SUPPORT POOR COMMUNITIES IN DEVELOPING LONG-TERM LIVELIHOODS AND PURCHASING POWER
- SUPPORT AND BUILD STRONG CIVIL SOCIETY NETWORKS IN WHICH ORGANISATIONS REPRESENTING FARMERS, WOMEN AND LANDLESS PEOPLE WORK TOGETHER TO SECURE THE RIGHT TO FOOD
- ADVOCATE AND CAMPAIGN FOR THE REVERSAL OF UNFAIR TRADE RULES.

4 THE RIGHT TO HUMAN SECURITY IN CONFLICT AND EMERGENCIES

Every year about 300 million people are affected by conflict or natural disasters. Eleven countries where we work are experiencing or emerging from violent conflict. We work to improve the security of people caught up in these situations so they can live free of fear and want.

KEY ACTIONS

- SUPPORT POOR AND EXCLUDED PEOPLE AFFECTED BY AN EMERGENCY OR CONFLICT TO RECEIVE APPROPRIATE ASSISTANCE FOR RELIEF AND LONGER TERM RECOVERY
- ADVOCATE FOR WOMEN'S AND GIRLS' RIGHTS DURING SITUATIONS OF CONFLICT AND DISASTER AND SUPPORT PEACE-BUILDING ACTIVITIES BY WOMEN'S GROUPS AND CIVIL SOCIETY ORGANISATIONS
- COMPILE EVIDENCE AND GENERATE KNOWLEDGE OF HOW WOMEN AND POOR PEOPLE EXPERIENCE CONFLICT, CLIMATE CHANGE AND ENVIRONMENTAL DAMAGE
- SUPPORT POOR AND EXCLUDED PEOPLE AND THEIR ORGANISATIONS IN DEMANDING IMPLEMENTATION OF INTERNATIONAL TREATIES WHICH ADDRESS HUMAN RIGHTS IN CONFLICT.

5 THE RIGHT TO LIFE AND DIGNITY IN THE FACE OF HIV AND AIDS

In 2004, nearly 40 million people were living with HIV and AIDS. Seven in ten were in Africa and six in ten were women. We use successful, innovative approaches in our work with people living with HIV and AIDS and place them at the centre of our programme, policy and campaign efforts.

KEY ACTIONS

- PROMOTE THE RIGHTS OF WOMEN AND GIRLS, ESPECIALLY THE RIGHTS TO INFORMATION, PROTECTION FROM VIOLENCE, FREEDOM FROM STIGMA AND DISCRIMINATION, REDUCTION IN THE BURDEN OF CARE AND THE POWER TO MAKE CHOICES FOR SAFER-SEX PRACTICES
- WORK WITH PEOPLE LIVING WITH HIV AND AIDS, ORPHANS AND VULNERABLE CHILDREN IN SECURING THEIR BASIC RIGHTS, ESPECIALLY TO LIVELIHOOD, EDUCATION, SHELTER, CARE AND PROPERTY INHERITANCE
- HOLD GOVERNMENTS AND OTHER INSTITUTIONS ACCOUNTABLE TO THEIR COMMITMENTS, ESPECIALLY FOR FUNDING
- EXPLORE HOW SUCCESSFUL APPROACHES DEVELOPED BY ACTIONAID, SUCH AS *STEPPING STONES*, CAN GO FURTHER IN TACKLING GENDER RELATIONS IN COMMUNITIES AND HOUSEHOLDS.

6 THE RIGHT TO JUST AND DEMOCRATIC GOVERNANCE

The theme of governance threads through our work, whether we are engaging with local communities or international institutions. We believe in governance that emphasises citizen participation, enabling poor and excluded people to ask questions, claim rights, make decisions and hold institutions to account.

KEY ACTIONS

- STRENGTHEN THE CAPACITY OF WOMEN AND POOR AND EXCLUDED PEOPLE TO ORGANISE THEMSELVES TO CLAIM THEIR RIGHTS, TAKE PART IN DECISION-MAKING AND INFLUENCE PUBLIC POLICY
- SUPPORT CIVIL SOCIETY ORGANISATIONS AND SOCIAL MOVEMENTS SEEKING ACCOUNTABLE GOVERNMENT, DEMOCRATIC INTERNATIONAL INSTITUTIONS AND EFFECTIVE REGULATION OF TRANSNATIONAL CORPORATIONS
- PROMOTE MONITORING OF GOVERNMENTS' DELIVERY OF SOCIAL AND ECONOMIC RIGHTS THROUGH MEANS SUCH AS BUDGET TRACKING, PUBLIC HEARINGS, CITIZENS' TRIBUNALS AND RIGHT TO INFORMATION LAWS
- ADVOCATE AND CAMPAIGN FOR FAIR TRADE, CANCELLATION OF POOR COUNTRIES' DEBT, PRO-POOR AID POLICIES AND THE REALISATION OF THE UN MILLENNIUM DEVELOPMENT GOALS.

HOW WE MAKE IT HAPPEN: ORGANISATIONAL CHANGE

To deliver our new goals and priorities, ActionAid must adapt and change. We have therefore set ourselves the following six objectives for improving our organisation. We expect the actions that result to strengthen our governance, staff, skills, structure, culture and practices.

1 STRENGTHEN OUR GOVERNANCE AND DEEPEN ACCOUNTABILITY

To promote equitable power sharing across North and South and strengthen our accountability to poor and excluded people, we will:

- DEVELOP CURRENT COUNTRY PROGRAMMES AS AFFILIATES OF ACTIONAID INTERNATIONAL WHEREVER LEGALLY AND PRACTICALLY POSSIBLE
- DEVELOP BOARDS OF HIGH QUALITY IN ALL AFFILIATES; POOR AND EXCLUDED PEOPLE MUST BE WELL REPRESENTED IN SOUTHERN COUNTRIES, AND VOLUNTEERS OR SUPPORTERS IN NORTHERN COUNTRIES
- CLARIFY THE ROLES AND ACCOUNTABILITIES OF AFFILIATES, ASSOCIATES AND THE INTERNATIONAL SECRETARIAT TO ENSURE A BALANCED SYSTEM OF GOVERNANCE, POWER-SHARING AND DECISION-MAKING
- STRENGTHEN A DUAL IDENTITY – BOTH NATIONAL AND INTERNATIONAL – IN ALL NATIONAL AFFILIATES
- STRENGTHEN THE SYSTEMS, SKILLS AND PRACTICES THAT DELIVER OUR ACCOUNTABILITY TO POOR AND EXCLUDED PEOPLE AND THEIR ORGANISATIONS, AND TO OUR SUPPORTERS AND DONORS
- IMPROVE THE QUALITY OF FEEDBACK WE GIVE TO AND RECEIVE FROM PARTNERS.





2 STRENGTHEN STAFF CAPACITY

To succeed in our goals will take strong leadership roles and responsibilities. We will invest time and money to ensure employees acquire the skills, attitudes, values and motivating environment needed to drive our organisation and bring about societal change. In particular, we will:

- STRENGTHEN LEADERSHIP DEVELOPMENT, ESPECIALLY WOMEN'S LEADERSHIP
- STRIVE TO ACHIEVE AND RETAIN EQUAL MALE-FEMALE BALANCE AND APPROPRIATE DIVERSITY AMONG STAFF AT ALL LEVELS
- TRAIN STAFF, TRUSTEES AND PARTNERS ON THE KEY CONCEPTS, TOOLS, APPROACHES AND PRACTICAL TECHNIQUES USED BY ACTIONAID, ESPECIALLY RIGHTS-BASED APPROACHES, WOMEN'S RIGHTS AND WORKING WITH PARTNERS AND SOCIAL MOVEMENTS
- CREATE AN EMPOWERING AND MOTIVATING WORK CULTURE AND ENVIRONMENT.

3 BECOME A MORE FLEXIBLE ORGANISATION

To deliver our mission and respond to rapid change in the outside world we need to organise ourselves differently. We must provide space and opportunity for innovative thinking and action, and staff mobility. Power, including financial resources, must shift within the organisation to match our strategic priorities. Therefore we will:

- IMPROVE HOW WE MANAGE TEAM WORK THAT CUTS ACROSS COUNTRIES, REGIONS, JOB FUNCTIONS OR CAMPAIGN OR PROGRAMME THEMES
- INVEST IN TECHNOLOGY THAT WILL HELP STAFF WORK MORE EFFICIENTLY, INCLUDING EFFECTIVE MANAGEMENT OF DISTANT AND VIRTUAL TEAM WORKING
- DEVELOP CHANNELS FOR MORE EFFECTIVE INTERNAL COMMUNICATION AND MORE KNOWLEDGE INPUT FROM PEOPLE OUTSIDE ACTIONAID INTERNATIONAL
- INTRODUCE STRUCTURES AND SYSTEMS TO ENABLE OUR ORGANISATION TO GENERATE AND PROMOTE INNOVATIONS AND ALTERNATIVES IN THE OUTSIDE WORLD
- STRENGTHEN OUR MONITORING AND EVALUATION SYSTEMS AND OUR IMPACT-ASSESSMENT CAPABILITY
- IMPROVE COST EFFECTIVENESS AND DEVELOP INDICATORS TO MEASURE OUR PROGRESS.

4 STRENGTHEN OUR COMMUNICATIONS AND CAMPAIGNS

Effective communications and campaigns provide the bridge between us and the world. In particular, they can create a powerful platform for poor and excluded people to transmit their needs and aspirations to citizens, decision-makers and supporters worldwide. We will:

- ENSURE THAT THE VOICES OF POOR AND EXCLUDED PEOPLE ARE PART OF OUR ADVOCACY AND CAMPAIGNS AND RECEIVE FIRST-HAND PUBLIC AND MEDIA EXPOSURE
- ESTABLISH A CLEAR MECHANISM FOR PRIORITISING AND IMPLEMENTING INTERNATIONAL CAMPAIGNS
- IMPROVE DESIGN AND DELIVERY OF EFFECTIVE AND CONSISTENT NATIONAL AND INTERNATIONAL CAMPAIGNS
- BUILD A COMMUNICATIONS TEAM IN KEY GLOBAL MEDIA HUBS IN AFRICA, THE AMERICAS, ASIA AND EUROPE
- DEVELOP CAMPAIGN AND MEDIA LIAISON SKILLS AMONG STAFF AND PARTNERS.

5 INCREASE OUR SUPPORTERS AND MOBILISE SUPPORTERS AND PARTNERS

Giving money and time are powerful forms of activism. One of our greatest assets is our 300,000 strong community of supporters and their growing willingness, particularly among young people, to join our campaign efforts. To maximise their contribution we will:

- OFFER SUPPORTERS MORE AND NEW OPPORTUNITIES TO GET INVOLVED BEYOND MAKING DONATIONS
- INTERNATIONALISE OUR SUPPORTER BASE BY CONNECTING PEOPLE FROM THE NORTH AND SOUTH, PARTICULARLY THE YOUNG, AND ACTIVELY INVOLVING THEM IN OUR CAMPAIGNS.
- FORGE STRONGER LINKS BETWEEN SUPPORTERS AND THE COMMUNITIES IN WHICH WE WORK
- INVEST IN AND USE NEW MEDIA AND TECHNOLOGY TO WIDEN OUR CONSTITUENCY
- FURTHER DEVELOP JOINT ACTIONS AND CAMPAIGNS WITH PARTNERS AND WIDER NETWORKS AND MOVEMENTS.

6 INCREASE AND DIVERSIFY INCOME

Our income must continue to grow to support our mission. We will build on our successful child and community sponsorship model while seeking more income from official donors and to tap into emerging fundraising opportunities in the South. We will:

- SEEK TO INCREASE NON-EMERGENCY RELATED, LONG-TERM INCOME FROM INDIVIDUALS AND INSTITUTIONS, NORTH AND SOUTH, FROM €113 MILLION IN 2003 TO €215 – €240 MILLION IN 2010
- DIVERSIFY OUR INCOME SOURCES, PRODUCTS AND DONORS; DIVERSIFY FUNDRAISING METHODS AND MATERIALS TO MAXIMISE OUR APPEAL TO LONG-TERM SUPPORTERS
- EXPAND RELATIONSHIPS WITH OFFICIAL DONORS AND USE THIS OPPORTUNITY TO INFLUENCE GOVERNMENT POLICY.

THE WAY FORWARD

This is an ambitious strategy, but given the massive scale of human suffering we witness daily, a relevant one. We believe we have what it takes to deliver: strong roots in the communities where we work; committed supporters and donors; dynamic, growing partnerships and alliances; supportive trustees and able and dedicated staff.

Rights to end poverty is about achieving change for the better. Change within ActionAid and change in the world around us. We are hopeful that, despite the scale of the challenge, the anti-poverty movement of which we are but one part will ultimately consign poverty and injustice to history. We are optimistic that, guided by this strategy's content, we will expand our impact and effectiveness in the world. We are grateful that, every day, our staff and partners need only look to the creativity, energy and resolution with which poor and excluded people fight to overcome poverty, to draw passion and inspiration for their own efforts.

OUR VISION

A world without poverty and injustice in which every person enjoys their right to a life with dignity

OUR MISSION

To work with poor and excluded people to eradicate poverty and injustice

OUR VALUES

MUTUAL RESPECT, requiring us to recognise the innate worth of all people and the value of diversity

EQUITY AND JUSTICE, requiring us to work to ensure equal opportunity to everyone, irrespective of race, age, gender, sexual orientation, HIV status, colour, class, ethnicity, disability, location and religion

HONESTY AND TRANSPARENCY, being accountable at all levels for the effectiveness of our actions and open in our judgements and communications with others

SOLIDARITY WITH THE POOR, powerless and excluded will be the only bias in our commitment to the fight against poverty

COURAGE OF CONVICTION, requiring us to be creative and radical, bold and innovative – without fear of failure – in pursuit of making the greatest possible impact on the causes of poverty

INDEPENDENCE from any religious or party-political affiliation

HUMILITY in our presentation and behaviour, recognising that we are part of a wider alliance against poverty

OUR IDENTITY

ONE UNITED INTERNATIONAL ORGANISATION. We are an international organisation owned by national ActionAid affiliates working with people, communities, associates and partners in 43 countries in Africa, Asia, the Americas and Europe.

LONG-TERM SUPPORTERS AND VOLUNTEER BASE. Our commitment to poor and excluded people is shared by our 350,000 long-term supporters and volunteers, a majority of whom are based in Europe.

DIRECT AND LONG-TERM RELATIONSHIPS WITH POOR AND EXCLUDED PEOPLE. Most of our staff and partners' time and resources are spent on the poverty frontline. From this close interaction with poor communities and developing country governments we derive legitimacy and authority to pursue our national and international advocacy work.



ActionAid International is a unique partnership of people who are fighting for a better world – a world without poverty.

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