



FEMINIST PRINCIPLES

POWER SHARING

We recognize power and privilege within the organization, challenge unbalanced power dynamics and actively facilitate the space for people from the global south, particularly women and people from diverse gender identities championing gender equality, to lead.

THE PERSONAL IS POLITICAL

We recognize that challenging patriarchy, white supremacy, racism, neo-liberalism and colonialism in its various expressions of power abuse, exclusion and oppression, begins with questioning and changing ourselves. We are all inherently part of these larger systems and our beliefs, actions, attitudes and behaviours can either strengthen injustice or advance equality. Individual, institutional and social transformation are interconnected. We acknowledge that there are no private issues.

FEMINISM IS A LOCAL-GLOBAL MOVEMENT

We understand feminism(s) as a resistance movement that opposes patriarchy throughout the world and its different forms. We recognize the diversity of feminist actors and the importance of not undermining/duplicating/overlooking their work through our actions and policies. We embrace the approach of localization, and recognize our responsibility as an international actor that advocates for ending gender inequality.

NOTHING ABOUT US WITHOUT US

We hold ourselves accountable for making sure we do not instrumentalize – use and coopt for our own purposes – women’s or LGBTQ+ rights issues. Above all, we ensure our allies and the women and gender diverse people impacted by the programs and campaigns we support participate fully and directly in decisions regarding them, and that we campaign for and with spaces where they speak for themselves.

ENGAGING WITH MEN AND MASCULINITIES

Feminism is for everyone. We work to address gender norms and structures, as well as address male privilege and toxic masculinity. While women and people from diverse gender identities, remain most deeply and profoundly impacted by patriarchy, it can also be harmful to men.

THERE IS NO ECONOMIC, SOCIAL AND ENVIRONMENTAL JUSTICE WITHOUT GENDER JUSTICE

Eliminating all forms of exclusion and oppression requires us to acknowledge that social and economic progression are interlinked. This means re-thinking our collective wellbeing in terms of positive rights: full participation, full emancipation and complete recognition of others.

DIVERSITY AND INCLUSION – GENDER MAINSTREAMING AND INTERSECTIONAL ANALYSIS

We celebrate and encourage diversity, and challenge all forms of discrimination internally as well as within the communities we are working with. We recognize that there is no such thing as a single-issue struggle and emphasize the equality of all people, where being different does not equate to being less than. We believe in the richness that people from different backgrounds bring to our organization.

SAFETY

We believe in the right to safe environments for all people working in and with Oxfam. This translates to a safety both physically and emotionally – in both tangible and virtual spaces – where sexual harassment, sexual abuse, sexual exploitation, bullying, mobbing and any other form of power abuse are not tolerated in any way. Additionally, individuals should feel safe in reporting any incidences of abuse of power, knowing that their concerns will be met with the utmost respect and importance and will be dealt with promptly.

CARE AND SOLIDARITY

We promote a space free of hierarchy and patriarchal norms, and pledge to recognize the authority each one of us holds while respecting our differences. We recognize that importance of personal wellbeing and practice self-care is a political act of upholding respect for human rights and the rights of others, as well as for the efficiency and sustainability of our work and our person. We commit to taking care, respecting, supporting and lifting each other in solidarity.

DEVELOPMENT AS FREEDOM

We embrace our freedom and the freedom of those around us to articulate opinions and ideas without fear of retaliation, censorship, or sanction. We value autonomy as a form of agency to act independently, as well as the ability to make our own choices recognizing the responsibility that comes with it.

ELIMINATION OF ALL FORMS OF GENDER-BASED VIOLENCE

We recognize gender-based violence as one of the most widespread and prevalent violations of human rights worldwide. We are committed to strengthening our partnerships with feminist and women’s rights organizations, youth and men, to transform the social norms that reproduce and normalize violence; hold duty bearers accountable to meet international standards, develop, implement and evaluate laws and policies to address gender-based violence; and support survivors in their journey to recovery.