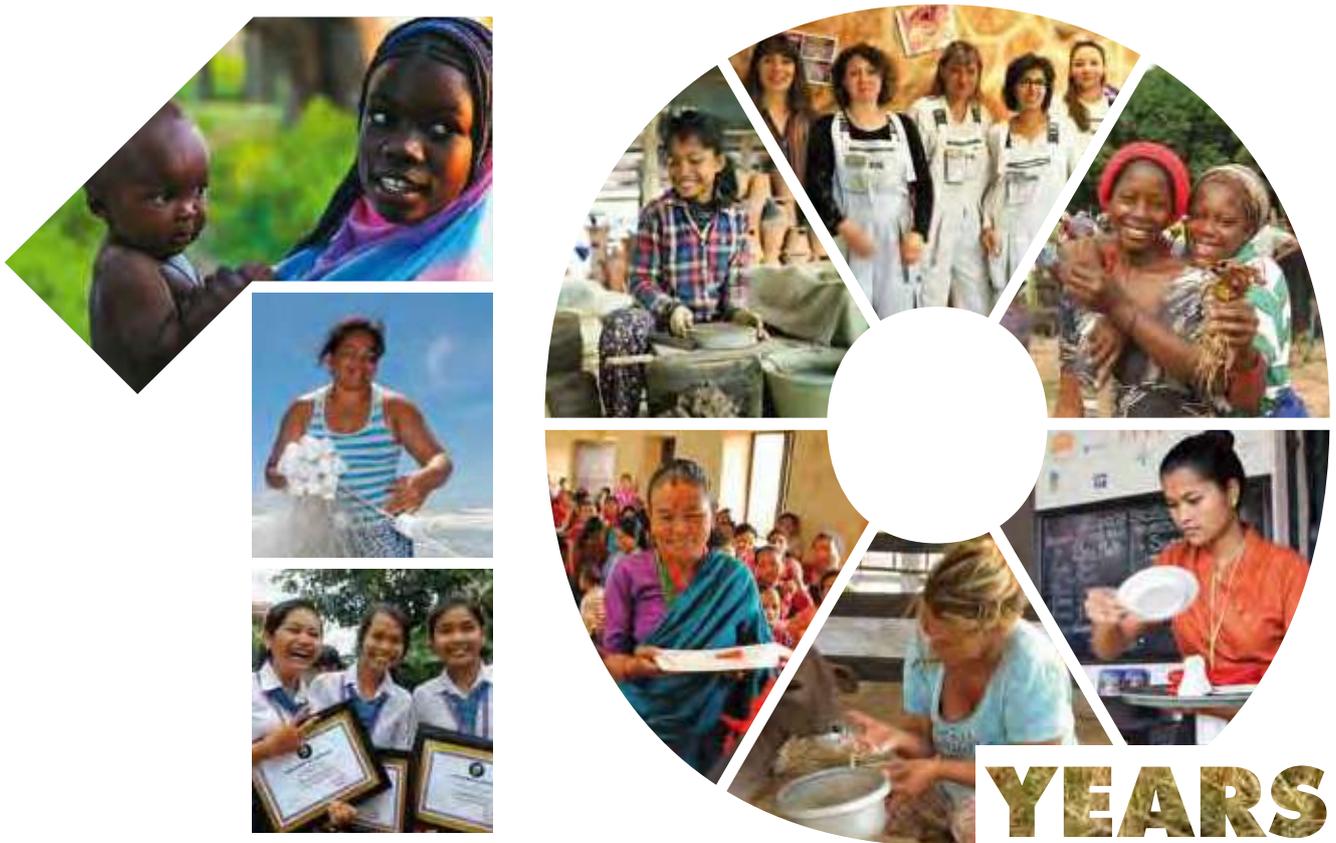


# ACTIVITY REPORT

2006-2016



**10 YEARS OF ACTION FOR WOMEN'S RIGHTS**



**RAJA** Danièle  
Marcovici  
**Foundation**  
Empowering Women

# Editorial



It is with great pride that we are preparing to celebrate 10 years of the Fondation RAJA Danièle-Marcovici Foundation, which I founded back in 2006. This report is an opportunity for us to turn the spotlight on the remarkable work done by the Foundation and its partner associations to advance the cause of women. It includes details of some of the projects we have supported, and the major events which have shaped the development of the Foundation over the past decade.

Since 2006, our determination has never stopped growing. Over the years we have strengthened our human and financial resources, allowing us to support large-scale projects and launch new collaborations, responding to an ever greater number of requests and helping ever more women and girls achieve independence.

In 10 years we have supported over 345 projects in 48 countries. Our commitment has allowed us to get stuck in at ground level, forming long-lasting partnerships with French associations working all over the world, tirelessly and effectively. Thanks to this work, tens of thousands of women have been given the opportunity to stand up for their rights, access education and training, reap the benefits of their labour and build themselves a future free from violence, injustice and inequality. When we improve the living conditions of women in this way, society as a whole benefits.

Building on this experience and expertise, the Foundation is leading the way forward and fast becoming a laboratory where new ideas can be pioneered and best practices shared, all with the aim of ensuring that women's rights are protected and respected.

As Director of RAJA, I have invited the employees of the RAJA Group to join me in this fight, and to rally around the cause of women's rights. Launched in 2013, the RAJApeople programme gives concrete form to the support that our women and men have shown for the Foundation, and has become a clear symbol of their solidarity.

Day after day, the RAJA Group and the associations supported by the Foundation work hand-in-hand to denounce discrimination, raise awareness, federate and take concrete action to promote the rights of women and improve their living conditions.

But the battle is far from over. There are many rights left to be won, and sadly some of the rights which women currently enjoy often come under threat, in Europe and elsewhere in the world. As long as women suffer from inequality and violence, we will continue to fight for their rights.

## **Danièle Kapel-Marcovici**

*Founder and President of the RAJA Danièle-Marcovici Foundation  
CEO of the RAJA Group*

# RAJA Group :

# the entrepreneurial spirit



Rachel Marcovici in 1954

Cartons RAJA catalogue in 1975

## Brief history of RAJA, the European leader in sales and distribution of packaging, supplies and equipment for businesses

The creation of the RAJA company came from a simple, yet pioneering idea: the sale of reused cardboard, a smart alternative to the sale of new cardboard. In 1954, Rachel Marcovici started the company Cartons RAJA with Janine Rocher - the name "RAJA" is an acronym formed by the first two letters of the first names of the founders. Through Rachel Marcovici's entrepreneurial spirit and energy, the commercial offer very quickly found success and the product range expanded: new cardboard boxes, kraft paper, undulated cardboard and adhesive tape were added to the line of reused cardboard boxes. At the end of the 1950s, the company already had ten employees and its revenue reached

one million French Francs.

In 1962, Danièle Kapel-Marcovici was just 16 years old when she started working as a sales representative for the company that her mother founded, Cartons RAJA. In 1965 the company reached a new level when it discovered a padded envelope in Germany. Cartons RAJA entered into an exclusivity agreement for the territory in France, a deal that boosted the company's success. Marketed under the name "the padded sleeve", it was the star of the first direct mail campaigns, which was a new sales and marketing method, and one of the first steps towards RAJA's mail-order catalogue.



Danièle Kapel-Marcovici in 1982

With the emergence of different plastic materials in the 1970s, new opportunities came into view for the company, ones that were put into motion with the launch of new packaging product ranges intended for the protection and transport of a wide variation of products for our customers: adhesive tape, foam, bubble wrap, loose-fill packing particles, etc.

1975 marked the entrance of Cartons RAJA into the age of mail-order sales with the company's first catalogue that complemented the work that the sales team did out in the field. Two years later, the company purchased a 2,000m<sup>2</sup> warehouse in Gonesse, located North of Paris, and in 1978, the company obtained its first accolades in packaging products for it Rajamousse envelope, launched exclusively in France.

At the age of 36, Danièle Kapel-Marcovici became general director of Cartons RAJA in 1982. With unequalled energy and a continually innovative strategic outlook, she structured the company's organisation by the introducing computers into the business, setting up operational teams, and by making catalogue sales the driving force of the company's sales. The distribution centre in Gonesse expanded

and the company had the goal of providing delivery to anywhere in France within 48 hours and becoming the national leader in packaging. This strategy paid off, as seen in the increase in revenue from 64 million Francs in 1983 to 316 million Francs in 1992 and an increase in personnel to a team of 190 employees. The company emerged as the leader in mail-order packaging, and in 1990, Danièle Kapel-Marcovici decided to rename the company RAJA in order to accentuate the diversification of its offer of products that complemented its range of packaging.

A new shift in the company took place in the 1990s when it took on an international dimension by expanding to: Belgium in 1994, The Netherlands in 1997, Great Britain in 1998, Germany in 1999. Then in the 2000s: Spain in 2003, Austria in 2004, Italy in 2006, Czech Republic in 2007, Switzerland in 2008, Norway and Poland in 2010, Denmark in 2011, Sweden in 2012, Slovakia and Portugal in 2016.

The acquisition of a site that paralleled the company's European ambitions became vital. It came to pass in 1995 in the Business Park of Paris Nord II, near Roissy. This site then became the distribution centre for France as well as the European headquarters of RAJA Group.

In the same period, RAJA continued to strengthen its multi-channel strategy based on e-commerce with their website [raja.fr](http://raja.fr) launched in 2000, the catalogues and the effectiveness of its sales force. Undeniably RAJA provides the market's largest and most comprehensive commercial offer relating to packaging equipment and supplies for businesses.

The acquisition of different companies also opened up the Group to new markets in France. Equipier, a specialist in distance selling for hygiene and cleaning products (acquired in 2007), Welcome Office, the leader in discount office supplies and furniture on the internet (acquired in 2008), Cenpac,



New headquarters of RAJA Group on 1995

a major player in the packaging distribution market in France with near 130M in revenue (acquired in 2010).

In 2015, RAJA purchased the UK company MORPLAN, a leader in the British market for distance selling of store equipment and supplies.

Today, RAJA, an independent French group belonging to Danièle Kapel-Marcovici and her family, is the European leader in packaging products. It operates in 17 countries in Europe, has 21 subsidiary companies and 10 distribution centres, and employs 1,600 employees. In 2016, RAJA had a revenue of 500 million euros, 500,000 customers, and a range of 35,000 products.

Active and committed to her work, Danièle Kapel-Marcovici has always openly supported and promoted the values of diversity, fairness, and conviviality. These values are represented in the concrete commitments, particularly within the company, made through the RAJABest programme that places priority on the quality

of life at work to ensure quality work, and offers RAJA employees services, events, and sports and leisure-time activities through the RAJASport association.

As a woman of principle and long-time campaigner for the rights of women, Danièle Kapel-Marcovici established the RAJA-Danièle Marcovici Foundation in 2006, under the aegis of the Fondation de France. The Foundation supports charitable projects working with women in France and around the world, along with the recently-launched 'Women and the Environment' programme. The employees of the RAJA Group are also involved with the Foundation's work, particularly via the RAJApeople scheme launched in 2013. The Foundation is celebrating its 10th anniversary this year, and has already supported 345 projects worldwide since 2006.

Through these values held by RAJA, ones based on service, sharing and diversity, openness and fellowship continue to be spread in the most creative of ways.



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# 10 YEARS OF ACTION FOR WOMEN'S RIGHTS



# 10 years of action

# for women's rights

The RAJA-Danièle Marcovici Foundation was founded in 2006 (under the aegis of the Fondation de France) by Danièle Kapel-Marcovici, CEO of the RAJA Group. The Foundation is dedicated to advancing the cause of women, in France and around the world.



## 2006 >>>>

### Supporting projects which increase women's independence

The RAJA-Danièle Marcovici Foundation was founded under the aegis of the Fondation de France by RAJA Group CEO Danièle Kapel-Marcovici. Driven by her commitment to the values of solidarity and equality, this women's rights activist convened an Executive Committee working to further the cause of gender equality. The Foundation soon began supporting its first projects, focused on increasing women's independence.



## 2009 >>>>

### Reinforcing the Foundation to develop its action

Benjamin Kapelusz became the first Executive Director of the Foundation. He developed its actions and strengthened the selecting and monitoring process. To assess the impact of the projects it funds, the Foundation's team has started visiting those working on the ground, and the women who have benefited from their support.

## 2010 >>>>

### Deploying both human and financial resources for maximum impact

2010 was a year of consolidation for the Foundation, with an expanded team and a doubled budget (360K€). The Foundation continued to fund a growing number of projects and programmes devoted to protecting women's rights.



## 2013 >>>>

### Raising awareness: creation of the RAJA Foundation Women's Awards

2013 saw the first edition of the RAJA Foundation Women's Awards, presented to remarkable and often overlooked initiatives dedicated to advancing the rights of women. This corresponds to one of the Foundation's founding objectives: to raise awareness, the first step towards creating a more equal society.

### Getting employees on board through the RAJApeople scheme

The RAJApeople programme was created in 2013 to get the group's employees involved: RAJA colleagues are invited to support the Foundation's work in various ways. Actions to raise awareness and boost involvement have been launched.

### Appointing a new Executive Director and increasing the budget

Mathilde Bois Dubuc is appointed new Executive Director of the Foundation in 2014. The budget is tripled (937K€).

## 2015 >>>>

### The action programme « Women & the Environment »

RAJA Group launches the "Women & the Environment" sponsored product initiative in all of the Group's subsidiaries for the benefit of the Foundation. Now all employees are able to make a personal and collective contribution to the cause.

### Promoting and sharing best practices

The Foundation aims to go beyond simply financing projects by working to share expertise and best practices. To coincide with the COP21 negotiations, the Foundation published a report entitled "Women and the Environment", a key priority for sustainable development". The conclusions of this study were presented at a colloquium organised at the Grand Palais in Paris and attended by numerous international experts.

## 2016 >>>>

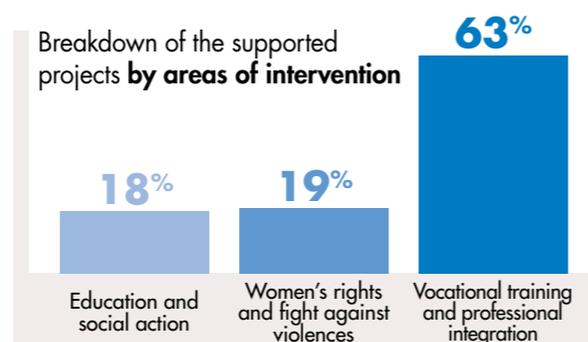
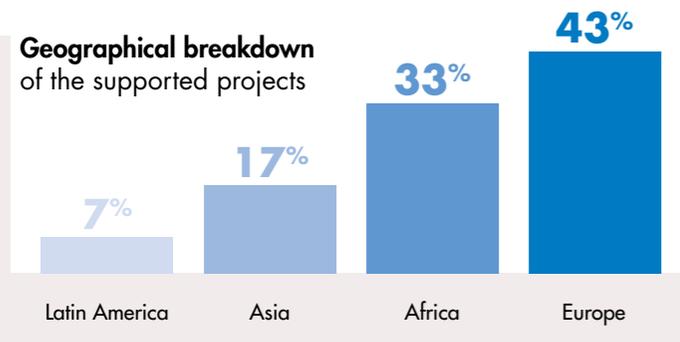
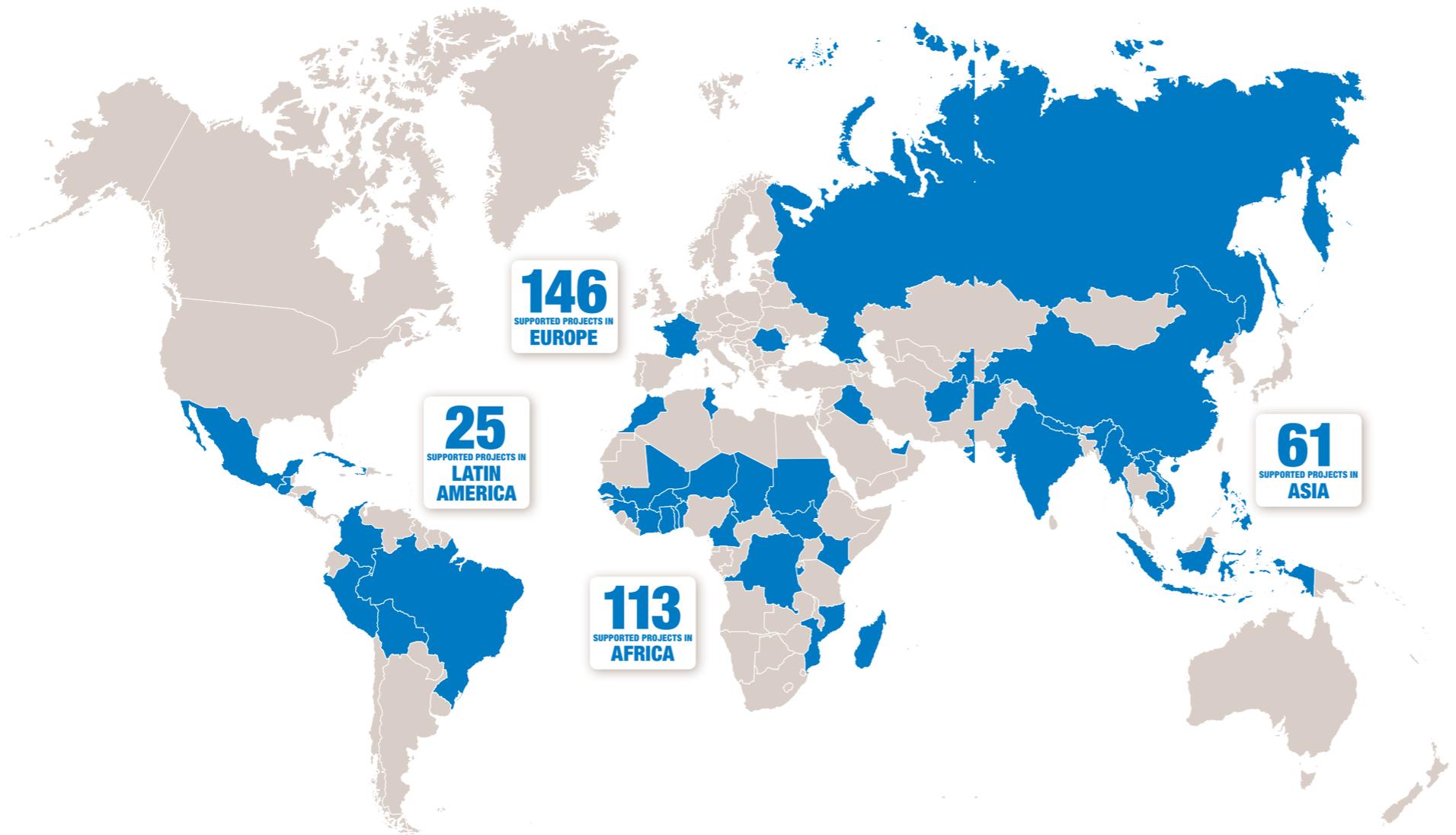
### 10 years of action for women's rights

The Foundation celebrates its tenth birthday during a big ceremony held at the Trianon, in Paris, on December 6, 2016, which gathered more than 400 people. The budget of the Foundation has been multiplied by ten in 10 years.



# 10 years of action

# for women's rights



78 000 WOMEN

219 ASSOCIATIONS

345 PROJECTS

48 COUNTRIES

TOTAL BUDGET 5,4 MILLION €

# SUPPORTING PROJECTS IN FAVOUR OF WOMEN'S EMPOWERMENT



Women are the primary victims of inequality and violence all over the world. The Foundation works by forming partnerships with French charities active in France and worldwide, promoting the emancipation of women and allowing them to take charge of their own destiny.

For the Foundation, helping women means helping society as a whole. By promoting equality, access to education and socio-professional opportunities for women, by fighting for their rights and by protecting them from violence, the Foundation is working to create a more equal world where women are able to live their family, professional and social lives to the full.

## THREE STRATEGIC PRIORITIES

### PROMOTING EDUCATION AND SOCIAL INTEGRATION FOR WOMEN

By expanding access to education, by helping women to surmount the problems they face and by fighting to overcome social isolation, the Foundation works to combat exclusion and discrimination. Our projects aim to expand access to education and essential social services for women and girls who would otherwise be deprived of these necessities on account of their gender, or for cultural and economic reasons.



Education



Social action

### HELPING WOMEN TO DEFEND THEIR RIGHTS AND STAND UP AGAINST VIOLENCE

The Foundation fights to defend women's rights and hit back against the discrimination and physical, sexual and psychological violence of which they are victims. In partnership with our project leaders, we tackle challenges to women's dignity and integrity by means of prevention, support and reconstruction.



Women's Rights



Combating Violence

### SUPPORTING PROFESSIONAL INTEGRATION AND FINANCIAL AUTONOMY FOR WOMEN

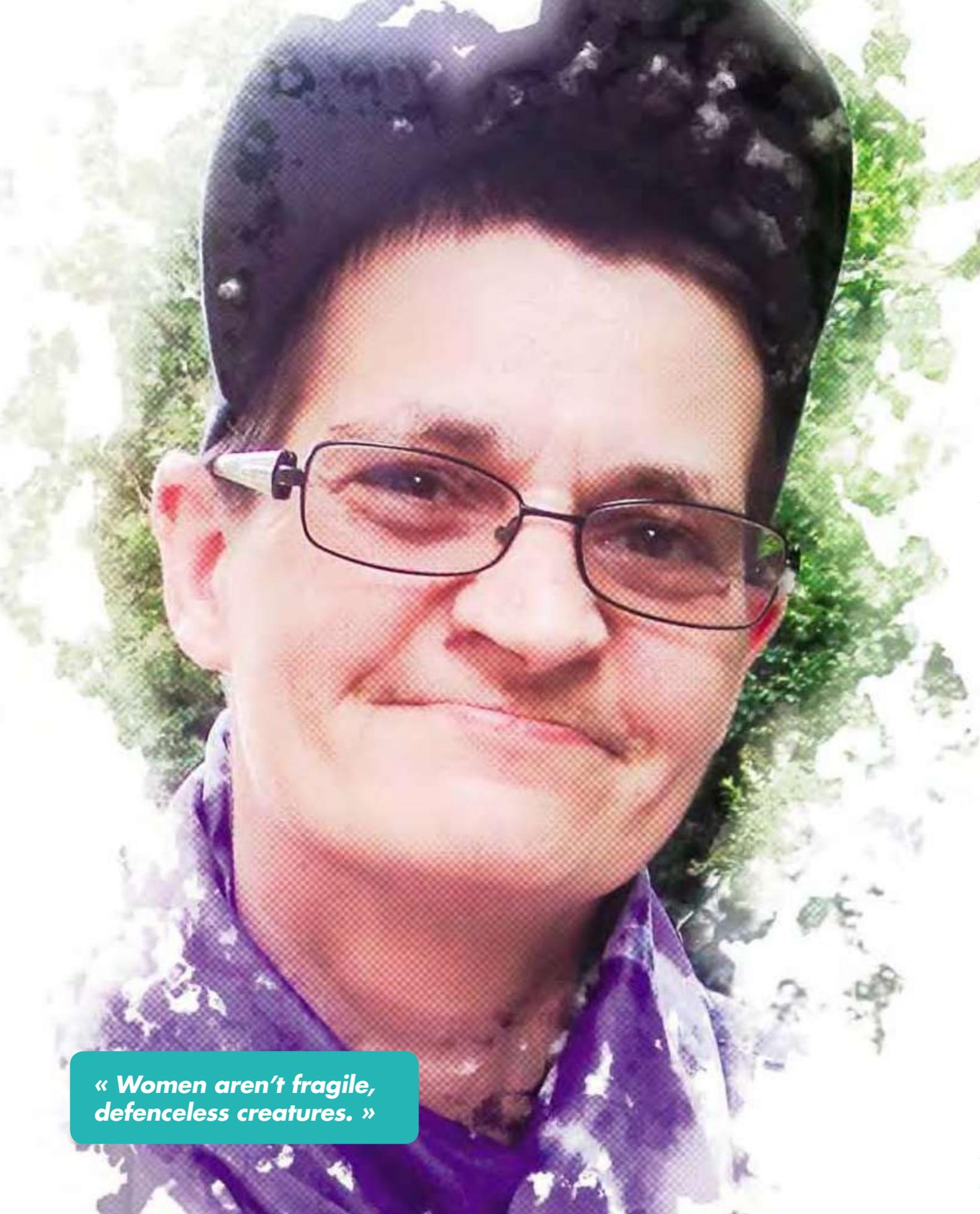
The Foundation supports programmes which help women to achieve greater financial independence. By providing access to professional training, employment and entrepreneurship, the Foundation helps women all over the world to become autonomous, to support their families and to find their place in society.



Training



Professional Integration



« Women aren't fragile, defenceless creatures. »

# CHALLENGING ISOLATION AND SOCIAL EXCLUSION

## PORTRAIT

### Isabelle

Rocked by family problems, 50, spent 13 years living on the streets with her dog. She abused drugs and alcohol to cope with the hardships of life on the streets: the physical violence, the insults, the sense of isolation. Isabelle felt the full weight of the judgemental looks she attracted, and shut herself off from the world with just her faithful dog for company. Without a fixed address, Isabelle was unable to access her social security rights and get the dental and ophthalmological care she needed. She became distrustful of refuges and charity shelters, which are often mixed-sex and do not accept animals.

She met Lucille from the Femmes SDF (Homeless Women) association in the temporary accommodation she was living in, and immediately struck up a friendship. Isabelle began to reconnect with society, becoming an active member of the association over the past year. Nowadays, Isabelle's life is more stable; she has somewhere to shower and eat every day,

is opening up and enjoying forming new relationships based on mutual respect. "This is somewhere I can come to rest, recharge and chat with other women, as well as getting support from the team here. I'm relearning how to connect with people. At first I was too scared to speak, but now I'm more comfortable communicating." Isabelle has stopped using drugs and drinking.

She is more at ease with herself, and knows that she can count on the association for help with her administrative affairs, as well as providing a remedy for the loneliness of life on the streets. Isabelle is currently looking for a job and a shared living space, because the idea of living alone makes her anxious.

Having succeeded in breaking her own isolation, she hopes other women will get the same chance. "I would like to see people change the way they look at women in difficult circumstances. To stop thinking of them as fragile, defenceless creatures."

## CHALLENGING ISOLATION AND SOCIAL EXCLUSION

All over the world, many women are affected by social exclusion and precarious living conditions. For single mothers, homeless women, women without papers and even the seriously ill, obstacles can soon stack up and aggravate that sense of isolation and loss of self-esteem: housing problems, difficulties accessing medical care or social support...

The Foundation and its partner charities are fighting to end the exclusion of vulnerable women, helping them to gradually reintegrate into society, share their problems and create new social bonds.

**IN FRANCE  
WOMEN ACCOUNT  
FOR APPROXIMATELY  
2 IN 5  
HOMELESS PEOPLE**  
SOURCE : INSEE

## EXPERT VIEW

### ANNE-SOPHIE CASTEIGT,

Deputy Chief of Staff for Pauline Véron, Vice-Mayor of Paris for jobs, young people and associations, member of the RAJA Foundation's Executive Committee



“ Women are increasingly affected by poverty and social exclusion: unstable jobs, dirty or unreliable housing etc. The number of homeless or undocumented women keeps on increasing. That precariousness has various consequences: women can quickly become isolated, invisible. They lose all confidence in themselves and do not dare claim what is rightfully theirs.

To help them out of this dead end, they need a comprehensive support system which focuses on their social circumstances and their employment prospects. We now have solutions which are proven to work: outreach initiatives, workplace integration, collective support networks etc. We need to develop those solutions without neglecting the specific challenges facing women. ”



MORE THAN 100  
WOMEN SUPPORTED  
EACH YEAR



## Supporting women in precarious situations

As their social problems continue to pile up, many women find themselves severely isolated and vulnerable. In Paris, **ADAGE** works to help women help themselves with its 'Women in Motion' programme. The scheme offers comprehensive, personalised support aimed at helping women to take charge of their own reintegration. By helping women to resolve their own social problems, the association also contributes to their socio-professional rehabilitation.

Directing women towards existing, but often under-publicised, solutions helps to remove obstacles to their reintegration such as housing difficulties, childcare problems or health complaints. Every year the programme works with over a hundred women in long-term unemployment, offering the collective support and solidarity essential to overcoming isolation.

Association supported in 2013, 2014



LIVING CONDITIONS  
IMPROVED FOR  
125 HOUSEHOLDS



## Improving living conditions for women living with HIV

According to UN figures, Sub-Saharan Africa is the part of the world worst hit by HIV. In Benin, the **Groupe d'Appui et de Solidarité (Support and Solidarity Group)** has been working since 2010 to improve the living conditions and boost the autonomy of women afflicted by the disease. Under the initial pilot project, around sixty women received medical, social and psychological support, as well as help in launching and developing a business.

This collective approach is at the heart of the project, breaking the isolation and exclusion which has held the women back in the past. With their self-confidence resurrected, they are able to find their way in life and also find their place in the community, all while supporting their families. Phase Two of the project launched in a different region of Benin in 2015, and also enjoyed the support of the Foundation.

Association supported in 2010, 2015



« Women should receive a decent education, and their opinions should carry weight. »

# FACILITATING ACCESS TO ESSENTIAL SERVICES

## PORTRAIT

**Ramita** is 28 and lives in Patan, in the Kathmandu Valley (Nepal), with her daughter and husband, plus a son from her husband's first marriage. She is unemployed and spends her days caring for her sick daughter, and her mornings and evenings helping out her husband in the tea shop which makes up the ground floor of their house. Ramita's first child died of malnutrition shortly after birth. But her problems really began with the birth of her second child, her daughter, who was born with a heart deficiency and a cleft palate which prevents her from eating properly. Faced with these challenges, Ramita's alcoholic husband had abandoned the family. Ramita's circumstances were getting worse by the day, as she slipped into extreme poverty.

As she attempted to share her problems with her friends and family, Ramita met Rina from the Voice of Children association (VOC – a partner of French charity Enfants & Développement), who often visits families in the area. Rina immediately pointed Ramita towards the nearest nutrition centre where her daughter

could receive treatment. She also helped her to confront her husband about the devastating effects of his alcohol problem, and counselled them both as they sought to rebuild their relationship. Ramita also learned to manage her own money. Things are far from perfect, but her husband is now drinking less and back with the family, helping to care for their daughter.

"I've learned the importance of going to the centre when I have a problem," Ramita explains. "Every time I share my problems with the social worker at VOC, I feel half of my stress evaporate." Ramita now knows how to care for her daughter, and where to take her for specialist medical treatment. "I now have the confidence to go and talk to the doctors," she confirms.

Ramita is keen for her daughter to continue her education, and is hoping to enrol on a professional training course herself as she works to make a better life for her family. "The way I see it, women should be economically empowered, they should be educated and their decisions should carry weight within the family."

## FACILITATING ACCESS TO ESSENTIAL SERVICES

In all of the world's poorest areas, people suffer from a lack of basic infrastructure and services. For various reasons, largely a result of the gender discrimination which they face, women and girls are often the worst hit by difficulties in accessing water, food and electricity as well as healthcare, contraception and education.

Access to these basic services is essential in order for women to build better lives for themselves and their families, furthering their education to boost their self-confidence and developing their independence as they affirm their place in society.

**800**  
**WOMEN DIE**  
**EVERY DAY FROM**  
**PREVENTABLE**  
**COMPLICATIONS**  
**LINKED WITH PREGNANCY**  
SOURCE : UN WOMEN

## EXPERT VIEW

### ADRIEN CASCARINO

Technical Support Officer at ATIA  
 (Actions at ground level, for Integration and Autonomy)



“The women that we work with at ATIA live in slums. These are often very traditional societies: the husband goes to work, the wife stays at home and looks after the children. There is little in the way of contraception. In these isolated circumstances, women who have not received any education struggle to express themselves and their needs. And they will pass on those limitations to their own daughters. Our work consists in visiting them at home once a week, and informing them of the services to which they are entitled. We build up a relationship of trust and help them to affirm themselves and pursue clear goals, such as getting vaccinated or signing their children up for school.”



ALMOST 6,000  
 PEOPLE HAVE  
 BEEN SENSITISED  
 TO VIOLENCE IN  
 THEIR SCHOOL



## Overcoming violence to provide education for girls

In Niger, fewer girls are enrolled in school than boys and they are more likely to drop out. This can be partly attributed to the prevalence of early marriages and widespread problems of gender discrimination and violence, even within schools.

In order to expand access to education for girls, **Solidarité Laïque** works with RESDEN (Network for the Development of Education in Niger) to develop educational tools designed to change attitudes towards girls and female teachers in schools. That means raising awareness of these issues among pupils, parents and directors, as well as providing training for teachers. Pilot schemes were conducted in three schools in Niamey, reaching over 5,000 students and 116 teachers. This method has since been expanded to 6 other countries in West Africa, greatly enhancing its scope and impact.

Association supported in 2013



4 HEALTH  
 EDUCATION  
 CENTRES UP  
 AND RUNNING

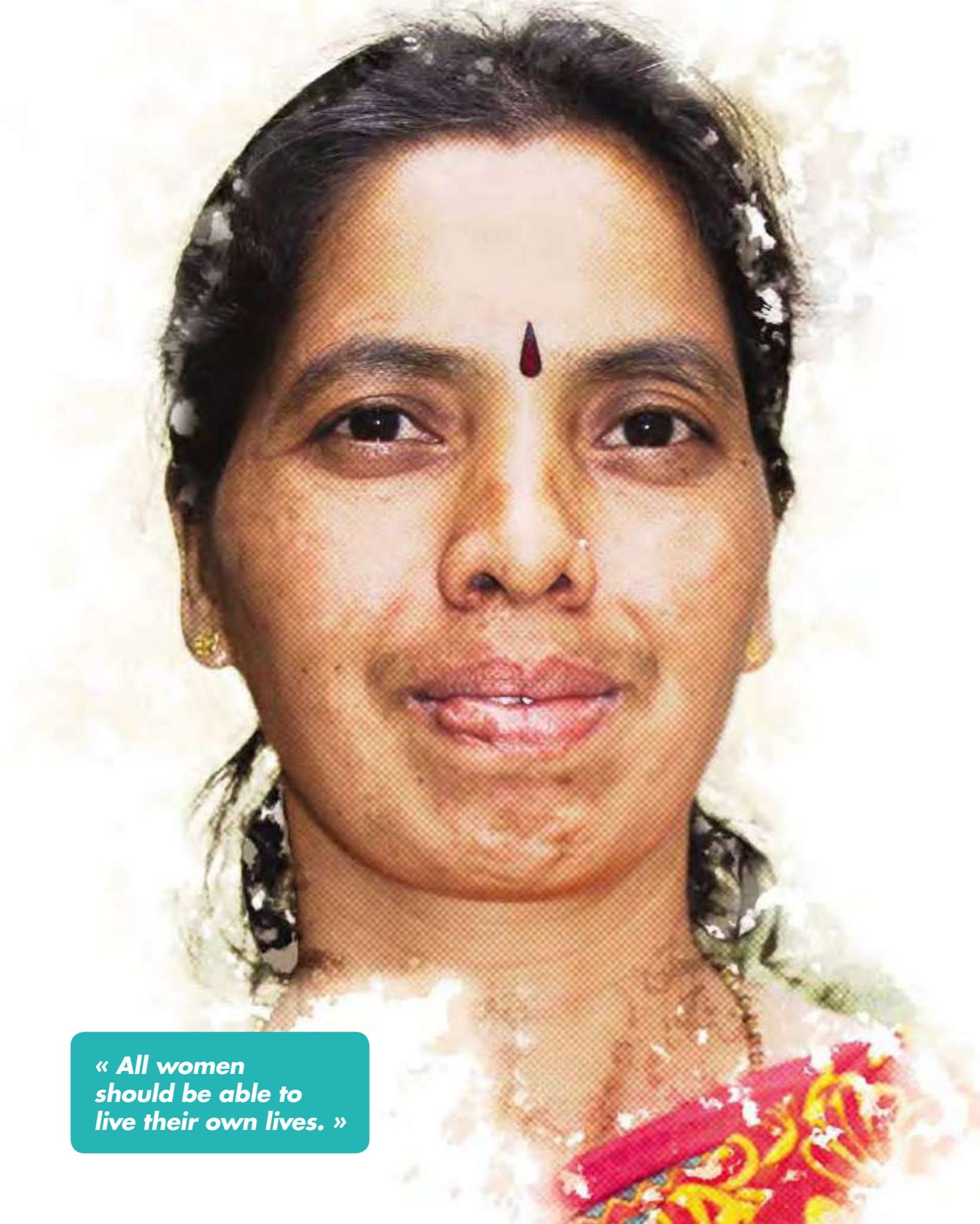


## Setting up Healthcare Education Centres for women

A unique and innovative initiative for Afghanistan, the Health Education Centre (HEC) concept pioneered by **Afghanistan Libre** was developed to meet the specific challenges of this country, where female illiteracy stands at around 87%, many health-related questions remain taboo and women are often very isolated. At HECs, trained women offer information about public healthcare, hand out birth care and general hygiene kits and also train women to sew, a valuable professional skill. There are also discussion groups, psycho-social support and sporting activities to boost users' all-round well-being.

The results obtained by the four existing HECs have been highly positive: 90% of participants have put the hygiene tips and first aid they have learned into practice, helping them to earn greater recognition within their families and the community at large. They also develop their self-esteem and autonomy in a country where women are undervalued in all areas of life.

Association supported in 2013, 2016



« All women should be able to live their own lives. »

# HELPING WOMEN TO STAND UP FOR THEIR RIGHTS

## PORTRAIT

### Rathi

At nearly forty years of age, Rathi works in a textile factory and shares a small apartment in Viratnagara (in the state of Karnataka, India) with her husband, her two teenage daughters and her 85 year-old mother.

Before she came across the Fedina association – a partner of Frères des Hommes, supported by the Foundation – she was subject to harassment at work and earned just €34 a month. Her alcoholic husband would beat her in front of their young children, taking all of her pay and selling off their possessions to fund his habit. Rathi felt completely alone and powerless.

One day a neighbour spoke to her about Fedina, who had just opened an office in the neighbourhood. She joined the women's support group and soon learned about the textile workers' union, of which she is now a committee member. She followed training courses, and learned to chair meetings and get her ideas across. She now plays a prominent role in the monthly meetings, and enjoys helping people to resolve their problems.

The workers' union is committed to fighting violence and working together to find solutions to problems encountered in the workplace. Thanks to the support group, which helped pay for a stint in rehab, Rathi's husband no longer drinks, although his violent behaviour has not completely disappeared. Rathi's salary has increased, allowing her to provide for her family. Although she is not free to speak her mind at the factory, she knows that she does not face these challenges alone. "I've learned how to live! Before, I didn't have anybody. Now the group helps me."

Rathi has seen for herself how solidarity among workers can overcome many problems, and she now wants to help women who find themselves in similar situations. She knows her rights, and helps others to know theirs. "All women should be able to live their own lives! Women need to bring their problems out of the home and deal with them in public, otherwise they'll never be resolved. Nobody should turn a blind eye and allow such violence to continue!"

## HELPING WOMEN TO STAND UP FOR THEIR RIGHTS

All over the world, women suffer violence and discrimination because of their gender. In some countries, women are denied even the most fundamental rights.

To break this imposed silence and prevent women from becoming victims, a change of mentality is needed.

Women need to be made aware of their rights so that they can speak up and defend themselves.

We also need to see greater awareness and education at all levels of society – individuals, communities, institutions and public authorities – in order to change attitudes and defend women's rights. Because ensuring that women have the same rights as men is a priority for society as a whole.

EVERY YEAR, OVER  
**14 MILLION**  
YOUNG GIRLS  
ENTER INTO EARLY  
MARRIAGES.  
THAT'S **39,000**  
EVERY DAY.

SOURCE : UNITED NATIONS  
POPULATION FUND (UNFPA) 2013

## EXPERT VIEW

### HILLARY MARGOLIS

Researcher in the Women's Rights department of Human Rights Watch

“ We have seen great progress in women's rights in many countries, but that is certainly not the case everywhere. In Saudi Arabia, women remain subjugated to men. There are other countries where women are legally prevented from inheriting, owning property or living independently. Even in Europe, certain fundamental rights are at risk.

We need to tackle violence against women, which has a huge array of negative consequences. Access to education and information are crucial priorities if we are to ensure that women know their own rights. We also need to support women's groups at local level, giving them the means to make their voices heard. Numerous studies have shown that improving women's rights is beneficial to the community as a whole. But still, our society has yet to acknowledge that equality between men and women is indispensable! ”



50 PREVENTIVE  
OPERATIONS  
EVERY YEAR



## Informing women working as prostitutes of their rights

The bus operated by **Grisélidis** reaches out to almost 600 prostitutes every year in the Toulouse area. This weekly, night-time service helps to deter potential attackers and provides sex workers with shelter and healthcare if they do fall victim to violence. It helps to break down the isolation endured by these women, whose administrative circumstances are often precarious (85% are immigrants from Eastern Europe or Sub-Saharan Africa).

Grisélidis also provides preventive healthcare and informs women of their basic rights: access to accommodation, immigration papers, education and employment. The association offers legal assistance to report instances of violence, and also provides support with asylum applications. This is part of a comprehensive socio-professional support service which aims to provide women with greater stability and help them to stand up for themselves.

Association supported in 2012, 2016



SUPPORT AND ADVICE PROVIDED  
TO ALMOST 2500 WOMEN  
AFFECTED BY VIOLENCE



## Federating and mobilising a network of partners against domestic violence

In Madagascar, **ENDA Europe** is working to change attitudes and reactions to domestic violence, a serious national problem. This project is backed up by a network of 56 local charities and institutional partners, bringing together doctors, legal professionals, social workers and police officers to come up with a comprehensive, multi-disciplinary response to domestic violence. With better information regarding their rights and options, victims of domestic violence are able to speak out and join forces.

As well as offering support to victims, the partners work in schools and in society to mobilise young people against domestic violence, organising conferences, debates, training workshops and media campaigns.

Association supported in 2012, 2015, 2016



**« I can stand up tall in spite of what I went through, that goes to show that my life is a success. »**

# CARING FOR WOMEN WHO HAVE BEEN VICTIMS OF VIOLENCE

## PORTRAIT

**Shaline** is 23 years old and comes from a poor family in the Philippines. Both of her parents were farmers, but her father fell ill and is no longer able to work.

As a young girl, Shaline would walk 12 km to school each day on an empty stomach and without books or stationery, an unaffordable luxury for her family. One day, at her high school, Shaline was raped by the father of her teacher. Traumatized by this experience, she endured terrifying nightmares and could not stop reliving the terrible abuse she had suffered. The local office of the Ministry for Social Protection put her in touch with CAMELEON.

At CAMELEON's refuge centre, Shaline found access to everything she needed: medical care and clothes, but also safety, psychological support and legal assistance when she decided to press charges against her attacker. Casting off her past insecurities, she has learned to manage and express her emotions through

physical and artistic activities. She had no trouble fitting in at CAMELEON, and soon began helping the staff to organise events at the centre. Continuing her road to independence, Shaline studied hard and has now earned a Master's degree.

Shaline knows how lucky she was to find this help, and considers herself a survivor. She was recently recruited by CAMELEON to work as Partnerships Officer. She now wants to devote her energies to helping young girls dealing with similar struggles, and to fight for their rights. Shaline is thoroughly committed to furthering the cause of equality and women's rights by means of education and professional advancement. She believes that in order to improve women's lives, the best solution is to believe in their strengths, their skills and their talents. "I've witnessed first-hand how a woman's strength, her devotion, her passion and her love are capable of changing so many lives."

## CARING FOR WOMEN WHO HAVE BEEN VICTIMS OF VIOLENCE

Women are the principal victims of violence all over the world, from sexual assault and domestic violence to arranged marriages and mutilation. The consequences of such violence often go far beyond the physical scars. Violence has grave psychological, economic and social consequences for women, who require treatment and support in order to recover their independence and rebuild their lives.

This support needs to be comprehensive: psychological assistance, health care and legal aid are all essential factors in rebuilding broken lives. Adequate training for medical and social professionals is a fundamental priority in order to make this support effective and steer victims of violence towards a brighter future.

**1 IN 3 WOMEN  
IN THE WORLD  
ARE VICTIMS  
OF PHYSICAL  
OR SEXUAL  
VIOLENCE**

SOURCE : UN WOMEN

### EXPERT VIEW

#### SIBEL AGRALI

Director of the Primo Levi Centre

*“ We work with female refugees who have suffered torture or other forms of politically-motivated violence in their home countries. When they arrive in France, these women are vulnerable and do not know their own rights. They find themselves isolated, without support. The violence they have suffered has serious consequences for their physical and mental health. Some of them have left their children behind.*

*We provide comprehensive support, with medical and psychological assistance but also social and legal aid, helping them to exercise their rights and obtain recognition of their refugee status. It takes several years for these women to reintegrate into society. It's essential to take the time to listen to them, to ask them questions and to make them feel welcome. ”*



**1000 VICTIMS  
OF SEXUAL VIOLENCE  
CARED FOR EACH YEAR**



### Supporting women who have been victims of sexual violence

In the North Kivu region of the Democratic Republic of the Congo, trapped between war and outside indifference, women are the principal victims of violence and rape, used as a weapon in the civil war. The association **Lysistrata**, backed by Titouan Lamazou, supports female activists in the region, working within associations to defend and protect rape victims.

Suffering from an acute lack of resources, these militant women's rights campaigners are among the only people in the region working to protect women. They provide basic medical care and emergency kits (preventing HIV infections and pregnancies from rapes). They also provide psychological support for victims, many of whom have lost family members or have been shunned following their ordeal. Almost 1,000 women are treated each year, receiving medical, psychological and legal support as they rebuild their lives.

Association supported by the Foundation in 2015, 2016



**380 WOMEN AND  
CHILDREN SHELTERED IN  
THE EMERGENCY CENTRE  
SINCE 2009**



### Taking a stand against violence in the family

Peru's population explosion has led to a mass exodus from rural areas towards city suburbs ill-prepared for these new arrivals. In Huaycán, a very poor part of Lima, an absence of basic services, challenging living conditions and the stresses of relocation have given rise to a wave of social disintegration and intra-familial violence.

In 2004 **Samusocial Perú** launched a campaign to fight back against this violence. Over the past twelve years the association has cared for 5,000 victims, offering protection and support as they seek to rebuild their lives. Two mobile teams visit victims at home, and an emergency refuge is used to house women who find themselves in extremely vulnerable situations. The association also runs workshops designed to raise awareness and break the negative cycle of violence. In light of the positive results of these efforts, the programme has been extended to another district of Lima and in neighbouring Colombia.

Association supported by the Foundation in 2008, 2010, 2012, 2013, 2016



**« My dream is that one day women will have enough influence to change their communities and their families. »**

# REINTEGRATING SURVIVORS OF VIOLENCE

## PORTRAIT

**Mary** is 27, and raising her two sons single-handedly in the slums of Nairobi (Kenya). In the past, she was obliged to turn to prostitution in order to survive: “I was taking drugs and drinking. I couldn’t pay the rent, nor the school fees.” The team from local association Undugu met Mary in the street where she was working. “They told me that they could help me to change my life if I wanted to, they could help me get training or give me money to start a business.”

Mary soon took them up on that offer, and became a founder member of an association of young women in similar circumstances. Together they learned to make better life choices, mutually supporting one another on their new path. They received sex education, helping them to protect themselves from diseases and unwanted pregnancies. The association also gave women the opportunity to share their experiences of life in the street, and discuss the problems they faced. “I enjoyed our Thursday sessions. That’s where we learned about our rights and the rights of our children. We learned how to take care of our kids. I also enjoyed talking with the

other girls and the training we received, particularly the sessions on leadership.” Mary attended meetings to discuss drug abuse, and soon entered into a rehab programme. “For me the hardest thing was getting off the drugs. They helped me to stop thinking about my problems.” To help the girls start a new life, professional training is on offer. Mary learned to cut hair, and soon opened a salon where she employs other women from the community in need of a helping hand.

She is now able to pay her rent, she had rediscovered her confidence and has no trouble speaking up in public. She has earned recognition from the community, and in her other role as a youth outreach worker with the association she hopes to obtain an adult education diploma and become a future leader. Her ambition is to see her own children get a decent education and go off to university. Mary dreams of a day when women in her country will be able to stand up for themselves and obtain senior posts in the government, ushering in changes in Kenya’s families and communities, and in the wider world.

## REINTEGRATING SURVIVORS OF VIOLENCE

Running deeper than the physical scars, the consequences of violence against women are multi-faceted: psychological damage (shame, fear, introversion), social isolation, vulnerability, difficulty finding work etc.

Facilitating the social and economic reintegration of victims is a crucial priority. That means supporting women through the reconstruction process as they rediscover their self-esteem, and helping them to rebuild a normal life in the community. Women need training to allow them to make their own way in life a key part of the reconstruction process. Only a comprehensive approach to supporting victims will allow them to set themselves new goals in life, and achieve social and financial independence.

WOMEN AND CHILDREN  
ACCOUNT FOR  
**80%**  
OF THE 2.5 MILLION  
PEOPLE EXPLOITED  
IN THE WORLD EVERY YEAR  
SOURCE : UNRIC 2014

## EXPERT VIEW

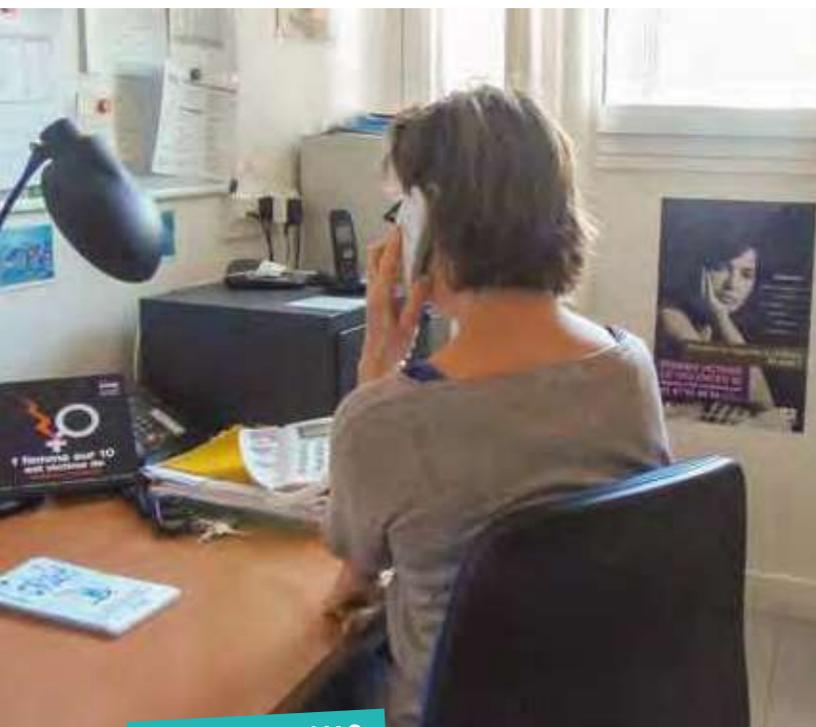
### FRANÇOISE BRIÉ

Spokesperson for the National Federation for Women's Solidarity and Director of L'Escale – Solidarité Femmes



“It is essential that we help women who have been victims of domestic violence to break out of that negative cycle, particularly by means of psychological and legal support. But we also need to work on reintegrating them professionally, helping them to find work and create plans for the future.

Often women have been prevented from working by their violent partners, their self-esteem is diminished and they feel exhausted: violence makes women more vulnerable. Our work aims to help women reconstruct their lives, and achieve financial independence to help them escape violent relationships. Some women have no family nearby and nowhere to stay, they've never worked and don't know their rights; they may not even speak French very well. They require a lot of support.”



OVER 800 CALLS  
RECEIVED IN 2015



## Improving the precarious circumstances of women affected by domestic violence

More and more victims of domestic violence are turning to L'Escale for support. In addition to the helpline and refuges, L'Escale has a drop-in centre near Paris (France) which offers comprehensive, personalised support and help with social and professional reintegration.

By getting the ball rolling on the process of psychological reconstruction, facilitating legal and administrative procedures and helping women achieve some semblance of normality, this support helps victims break out of the vicious circle of abusive relationships.

Victims' professional lives are often disrupted by the violence they have suffered. Every year, 20-25 women are supported by the association's employment team as they get back to work and achieve economic independence.

Association supported in 2011, 2014, 2015



66% OF BENEFICIARIES  
ABLE TO REINTEGRATE  
INTO SOCIETY

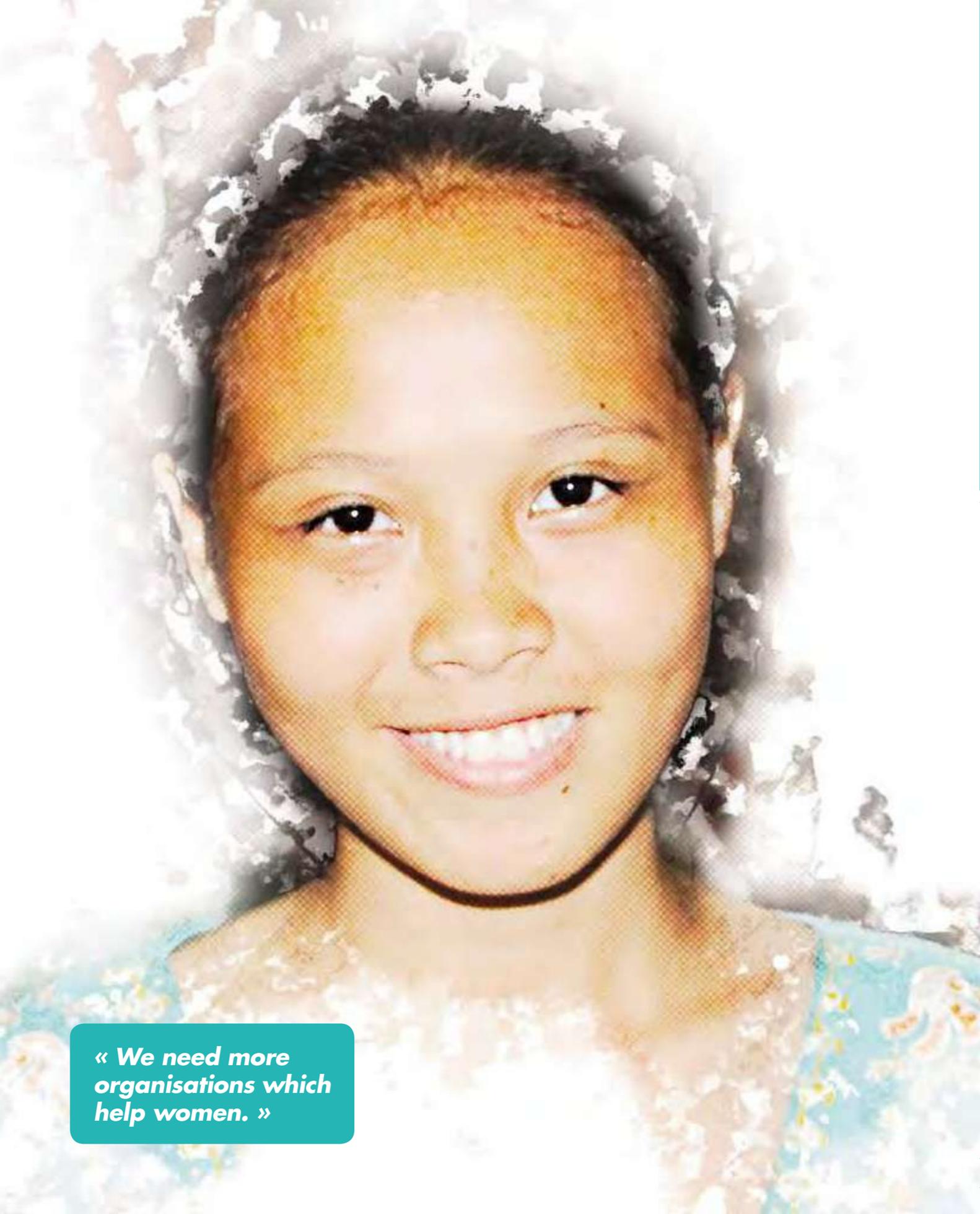


## Creating a brighter future for victims of sexual exploitation

Backed by the Foundation since 2008, the French NGO Planète Enfants & Développement and local association CHHORI help young Nepalese women to escape from prostitution and reintegrate into society. A mobile team makes contact with girls in the street and lets them know that a new life is possible. A safe residential centre provides multi-faceted, tailored support (healthcare, legal aid, psychological help, leisure activities) and helps the girls get back into education, undertake professional training or start their own business as they carve out a new future for themselves.

The girls come to understand that they are victims of poverty, shedding their feelings of guilt and rediscovering their dignity and self-confidence. 66% of the 170 young women who have been taken in by the shelter, the majority of whom were still minors, have since returned to their families or achieved financial independence.

Association supported in 2008, 2010, 2012, 2015



« We need more organisations which help women. »

# INVESTING IN YOUNG WOMEN'S TRAINING

## PORTRAIT

**Kimberly** is a Filipino woman of 20, living in Cebu's largest slum with her uncle and aunt. The city is plagued with violence, crime and drug trafficking. Separated at a young age from her brothers and sisters, whom she saw only rarely, Kimberly was nonetheless an active, motivated girl who dreamt of going to university.

When her uncle fell ill and required hospital treatment, Kimberly's family were no longer able to pay for her to go to school. Kimberly's aunt earns the equivalent of around €60-80 per month. Because of her good academic record, Kimberly was given the opportunity to enrol on the 'Training Center' programme operated by Enfants d'Asie. This programme covered the costs of her studies, while also helping her to develop her IT and English language skills, and prepare for future job interviews. Kimberly became an active member of the association, giving lessons to younger children supported by Enfants d'Asie. Kimberly's hard work and

perseverance paid off as she completed her studies and obtained her teacher's diploma. She was thus able to put into practice everything she learned thanks to the association, including her public speaking skills. Thanks to the financial management lessons she received at the Training Center, she also knows how to handle her own budget. Her main concern now is to come up with interesting lesson plans for her primary school pupils, to make sure she captures their imagination.

Kimberly would like to save up in order to continue with her education, and also help underprivileged children as a social worker. She would also like to help her own family make ends meet.

Kimberly knows that Enfants d'Asie alone cannot overcome the problems of inadequate education for girls. "We need more organisations which help underprivileged women and girls. That includes more scholarships for poor girls."

## INVESTING IN YOUNG WOMEN'S TRAINING

Women are exposed to gender inequalities from an early age, particularly in the field of education. UNESCO estimates that every year tens of millions of girls are denied access to education or professional training, for various reasons: stereotypes which insist that educating girls is a waste of time and that they should instead focus on domestic chores, poverty, early pregnancies, geographical distance from school etc.

Giving girls access to education and training is crucial to increasing their independence and allowing them to find fulfilling work, and thus build a better future for themselves and their families.

**KEEPING GIRLS FOR JUST ONE MORE YEAR IN PRIMARY EDUCATION CAN BOOST THEIR FUTURE EARNING POWER BY 10 TO 20%**

SOURCE : UNGEI 2014.

## EXPERT VIEW

### ATHINA MARMORAT

Director of the Rêv'elles association

“All too often, girls from poorer communities don't have enough positive role models with whom they can identify. They put themselves down: “I'm a woman, I can't just do whatever I want.” They need help to nurture their talents and pursue their dreams, making coherent and ambitious life choices. The lack of available information is a serious obstacle. Many girls have a distorted idea of higher education and employment, and limit their choices to the sort of work they see around them. It is important for us to expand their horizons and break down those stereotypes. We want to help girls develop their self-confidence and build their careers. We hear a lot of talk about equal opportunities in France. At Rêv'Elles, we believe in equal dreams.”



**70 TO 80% OF GIRLS FIND JOBS AFTER COMPLETING THEIR TRAINING**

**20% LAUNCH THEIR OWN SMALL BUSINESSES**



## Professional training for a better future

In the poorest communities of Myanmar (Burma), many girls leave school early and are left to fend for themselves. These victims of circumstance run the risk of ending up working on the black market, or falling prey to prostitution rings.

In order to break the cycle of poverty and protect girls from the dangers of life on the streets, the **François-Xavier Bagnoud** association (FXB) has launched a training programme aimed at young women. Every year, 150 students receive full professional training (learning to sew, weave, decorate etc.), giving them the chance to earn a steady income and build a better future. They also receive support to help with their personal development. 70 to 80% of the girls find jobs after completing their training, and 20% create their own companies.

Association supported in 2012, 2013, 2014



**104 YOUNG MOTHERS SUPPORTED SINCE 2012**



## Supporting the social and professional integration of young mothers

Working in the slums of Manila, **Life Project 4 Youth** has established a unique programme of social and professional integration aimed at young mothers in vulnerable circumstances. The scheme encourages participants to create and run their own micro-company (sewing, renting sun lamps, selling sweets etc.).

The girls learn to handle all aspects of the business, and acquire real skills along the way. They also take English and IT classes, and receive individual support to help them carve out a career path. This helps the girls to develop their self-confidence and find work.

In 2015, the young women working in the sewing workshop designed and manufactured 800 bags and purses commissioned by RAJA as gifts to be given to the group's female employees on International Women's Day. An ambitious project from which the girls learned a lot, and whose success was a source of great pride!

Association supported in 2012, 2013, 2014, 2015



**« Making women welcome in the construction sector would be a real step forward for men. »**

# ACCESSING TRAINING AND EMPLOYMENT

## PORTRAIT

**Besma** arrived in France with her husband in 2002, after five years spent working as an architect in Tunisia. She dreamed of personal and professional fulfilment, and greater independence.

She returned to university, obtained a Master's in urban planning and started work on a doctoral thesis, which she stopped when her son was born. Three years later Besma was ready to start work again. But with no professional experience in France and a long gap in her CV, she was unable to find work. She began to lose confidence in herself. "I felt lost in my relationship, and in society in general. I was at home with no job, I felt like I didn't exist."

Besma decided to set up her own business, specialising in interior design and decoration. It was while looking for technical training courses which could help with her new project that she came across the association Habiter au Quotidien, which works to overcome male-female inequality in the construction industry. She spent 5 months on site with a group of women, learning the ropes from experienced craftsman Roland.

This was her introduction to a world dominated by men, and a profession which is physically demanding for both sexes. She learned to handle heavy tools such as tile cutters, jigsaws and pneumatic drills, and received a lot of moral support along the way. "When I first started the course I lacked confidence in myself and my abilities. I kept telling myself that after 10 years without working I was on the scrap heap. This experience allowed me to uncover my inner strength, my determination to succeed, to achieve financial independence and the freedom to choose my own way in life."

Habiter au Quotidien helped Besma find a month-long placement with a leading construction firm as assistant forewoman. At the age of 48, she is now planning to study for a professional degree to become a forewoman herself. Besma's dream is to see the principle of sexual equality – such a fragile, recent and contested right – put into practice. "Women have a right to be financially independent, you might even say that it's a duty..."

## ACCESSING TRAINING AND EMPLOYMENT

For many women, access to employment is a key stepping stone to personal fulfilment, emancipation, financial autonomy and social integration. Given the numerous obstacles faced by women (childcare, access to education and training, language barriers, illiteracy, social isolation, discrimination, the weight of tradition), initiatives which adopt a comprehensive approach to these issues achieve the best results.

Expanding access to employment requires us to develop programmes which combine personal support, training and professional integration. We also need to encourage women to enter sectors which offer strong prospects for the future, and equip learners with the knowledge and know-how which employers demand.

**IN FRANCE,  
78%  
OF UNSKILLED  
JOBS ARE HELD  
BY WOMEN**

SOURCE : MINISTRY FOR FAMILIES,  
CHILDREN AND WOMEN'S RIGHTS 2016

## EXPERT VIEW

### FRANÇOIS DECHY

President of Baluchon – A table citoyens

“The obstacles which women encounter while seeking employment include discrimination, late arrival onto the job market and a lack of appropriate qualifications. It is hard to tackle the issue of employment without first resolving certain social problems: debt, violence, health issues, lack of time, precarious housing etc.

In order to overcome these obstacles, we need to address all of women's needs, mobilise all of our resources and coordinate all stakeholders. For these women, employment is the key to social recognition. But financial independence is also a crucial priority: it is a way for them to take control of their own destiny, make their own decisions and live their own lives.”



**50% OF PARTICIPANTS  
GO DIRECTLY INTO  
LONG-TERM EMPLOYMENT**



## Using cooking to reintegrate vulnerable women

Supported by the Foundation at the time of its creation, **Planète Sésame Métisse** is a catering company working to reintegrate women into the job market. The organisation fights for the rights of women, often immigrants, faced with social and professional difficulties. In order to boost their independence and employability, the association provides professional training designed to make the most of their culinary skills.

Every year 5 women are given jobs with special conditions and targeted support. They develop their self-confidence and acquire technical know-how as well as fundamental professional skills (timekeeping, teamwork, working under pressure, listening etc.). For maximum flexibility, the programme has been expanded to include a restaurant, a food truck and cooking workshops. The women taking part in this scheme generally find stable employment within 6 months of graduating.

*Association supported in 2009*



**900 GIRLS TRAINED  
SINCE 2002**



## A hospitality school to impart professional skills and help women out of poverty

Helping some of Cambodia's most vulnerable young women to start a career in the tourism sector is the strategy adopted by **Agir Pour le Cambodge** (Action for Cambodia), promoting emancipation and fighting poverty, prostitution and human trafficking.

Founded in 2002, the Sala Bai school trains one hundred young people from very poor backgrounds (of which 70% are girls) every year, preparing them for careers in hotels and restaurants. After a year of practical training (with no school fees and all living expenses paid for), 100% of the students find stable, qualified and decently-paid employment within one month of graduation. The girls thus become financially independent, eventually rising to managerial positions and providing, within their families and communities, positive role models of strong, professional women.

*Association supported in 2008, 2009, 2011, 2012, 2014*



« Training has made me more confident. I was relieved to find out that I wasn't alone. »

# SUPPORTING AND DEVELOPING WOMEN'S ENTREPRENEURSHIP

## PORTRAIT

**Diaina** is a dynamic 25-year-old, who found herself stuck in a succession of part-time jobs after completing her literary baccalaureate and university degree in English.

Noticing that she struggled to find the right products for her hair online, and that they were only available in the USA, she decided to launch a company devoted to online sales of hair products aimed at black and mixed-race women. She thus embarked upon an e-commerce course. But when it came to launching her new venture she still felt lost: What legal status should she choose? Where should she start? It was thanks to a meeting with Adie counsellor Adèle at an employment forum that she found her way onto the Adie CréaJeunes programme in Saint-Denis (France). "I had no idea how to produce a business plan. When I started this course, I was relieved to find that I wasn't the only one. CréaJeunes helped me gain more confidence, find the right legal status for my company and create my business plan."

Her company, Tribu Crépue, is now up and running. Via her website, Diaina started out selling products mainly to friends and family. But it soon became apparent that online sales alone would not be enough. That's when she had the idea of launching a programme of haircare workshops for "women who want to make peace with their hair."

These workshops are now more profitable than the online store, and take up most of the young entrepreneur's time. Which is just as well, because it's Diaina's favourite side of the business. She doesn't yet make a living from these activities, but works part-time at a school for children with learning difficulties. Above all, Diaina is an eternal optimist: "I love what I do, and I believe in it. It's not always easy to stay motivated, but I never lose faith."

Diaina has kept in touch with the counsellors at Adie and another young entrepreneur from her class at CréaJeunes. They help to keep each other motivated.

## SUPPORTING AND DEVELOPING WOMEN'S ENTREPRENEURSHIP

Starting a business is a great opportunity for women to kick-start their professional lives, and a real boost to economic growth. And yet women are less likely than men to take the plunge, held back by various obstacles: stereotypes of social roles, lack of resources, not knowing about the support available, lack of self-confidence etc.

We need to give women the motivation and the means to found their own businesses, and to develop them successfully. That means comprehensive support which corresponds to their requirements, providing better access to information and strengthening their all-round skills so they feel capable of starting out for themselves, as well as finding funding and helping women entrepreneurs to expand their networks.

IN FRANCE, ONLY  
**28%**  
OF NEW BUSINESSES  
ARE FOUNDED BY  
**WOMEN.**  
SOURCE : MINISTRY FOR FAMILIES,  
CHILDREN AND WOMEN'S RIGHTS

### EXPERT VIEW

#### BRIGITTE DE LA HOUSSAYE

Economic development expert at the Caisse des Dépôts, member of the RAJA-Danièle Marcovici Foundation's Executive Committee



“ In France, not enough women take the plunge and start their own businesses. And yet as many women as men say they would like to do just that. The obstacles to entrepreneurship are primarily linked to social perceptions of male and female roles, such as stereotypes about educational choices and the challenges of reconciling work and family time. Women require more support and dialogue. Mentoring and coaching are effective techniques which female entrepreneurs appreciate. The goal is to help women become more ambitious and believe in their future as entrepreneurs. Start-up incubators and business hubs are also stimulating, positive environments. More role models and greater parity in business and the media are also key priorities for nurturing entrepreneurship among women. ”

Danièle Kapel-Marcovici and two winners of the "Créatrices d'Avenir" programme at the 2011 Award ceremony



ALMOST 1000  
SUBMISSIONS FROM  
FEMALE ENTREPRENEURS

32 AWARDS WINNERS  
SINCE 2011



### Encouraging women entrepreneurs

Women still account for a minority of new businesses created in France. One of the main reasons for this imbalance is that women often require more support, and are not always aware of the aid and financial support to which they are entitled. In order to encourage more women to create businesses and raise awareness of existing initiatives to this effect, the «**Créatrices d'Avenir**» (Creators of the Future) competition rewards every year six women who have created their own companies. The contest has been supported by the Foundation since its first launched in 2011.

Prizes are issued to initiatives which are particularly audacious or demonstrate a spirit of solidarity, contributing to the economic development of underprivileged areas. The enhanced media profile provided by these awards enables the recipients to boost their activity and make new contacts. It also provides strong role models, encouraging more women to become entrepreneurs.

Project supported in 2011, 2012, 2013, 2014, 2015



3 COOPERATIVES  
FOUNDED

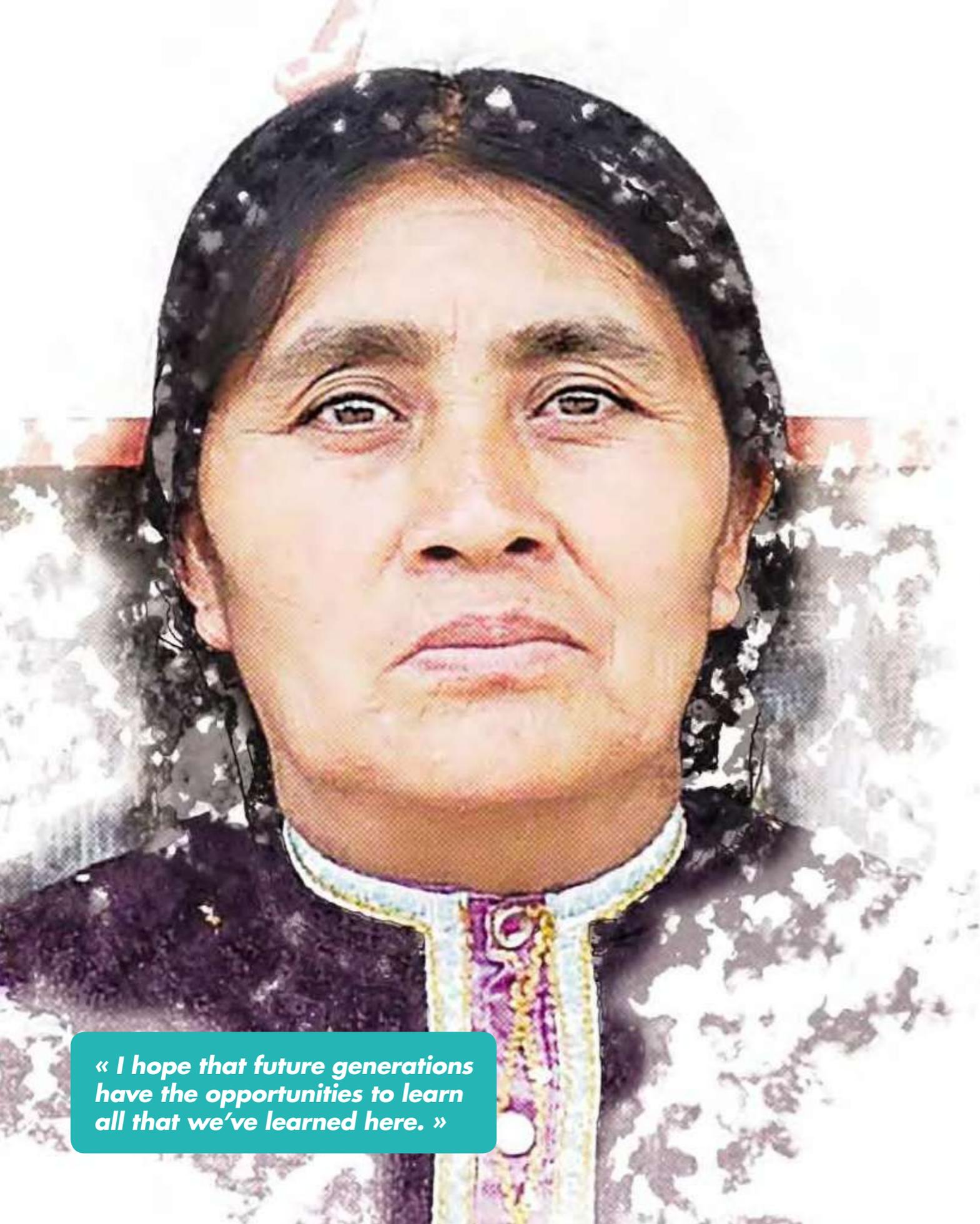


### Female entrepreneurs taking action to promote and develop their region

In the Zou region of Benin, **GERES** recently supported the professional development and burgeoning independence of 27 female Agonlin groundnut oil producers. This oil has great commercial potential, but is beset by quality problems. Organised into cooperatives, these producers have succeeded in developing a new production and distribution set-up offering oils of superior quality. In doing so they have become independent. Training initiatives designed to boost the women's literacy and other skills have also played an important role, as 90% of the participants were illiterate before embarking on this project.

The rural economy and employment market have benefited from this initiative, which has also boosted the women's income, secured 350 jobs and promoted an important regional product.

Association supported in 2012, 2014, 2015



*« I hope that future generations have the opportunities to learn all that we've learned here. »*

# DEVELOPING WOMEN'S INCOME-GENERATING ACTIVITIES

## PORTRAIT

**Juana** lives with her husband and seven children in San Juan Chamula, Mexico. Having worked as a weaver from an early age, she never had the chance to go to school or receive any form of education. She started out helping her grandmother sell the fabrics they made together, and later joined a cooperative. Her income was patchy, and her meagre salary was rarely enough to provide for her family.

Juana ended up leaving the cooperative to join forces with a friend who had founded El Camino de Los Altos. The support of this association has enabled Juana to prosper by doing the job she enjoys, which now pays well enough for her to live decently. She has learned to use a sewing machine and design new products. In short, she has become a professional. Juana says it feels like finding a second family: "The association has given me so much a support, my life

has changed a lot." Her family have fully supported her career move, adapting to the new circumstances. "My husband and children have learned to cook for themselves."

She now has a steady income which has helped to increase the quality of life of her family. Although she has to commute for an hour each morning and evening, she is keen to hold onto her job and to keep learning. She has already learned basic numeracy skills, and is enrolled on a literacy programme to learn how to read and write Spanish. Her 18 year-old daughter Laura recently joined the team, and handles the stock management. Juana is the eldest employee at the association, making her a point of reference for the younger weavers. She hopes that El Camino will continue for years to come, passing on the know-how of its members to future generations.

## DEVELOPING WOMEN'S INCOME-GENERATING ACTIVITIES

All over the world women are faced with obstacles – domestic chores, discrimination, a lack of education and training – which limit their capacity to work and earn money. But enabling women to develop their own economic activities is essential, in order to help them provide for themselves and their families, and to achieve financial and social autonomy.

The Foundation supports associations which teach women, their families and their friends about the importance of getting women into work. These initiatives help women to earn a living, particularly through training and collective organisation.

WOMEN AND GIRLS  
DEVOTE  
**90%**  
OF THEIR INCOME TO  
THEIR FAMILIES WHILE,  
FOR MEN THE FIGURE  
IS JUST 30-40%.  
SOURCE : UNAC 2012

## EXPERT VIEW

### SANTIAGO NÚÑEZ REGUEIRO

Programme Director and Quality Manager at CARE

“In many places, women work jobs for which they are not paid. By launching their own businesses they can capitalise on their know-how and earn money for their families. Work is also a key catalyst to emancipation. Men often take responsibility for handling the family budget, but allowing women to earn a salary of their own can help to level the balance of authority within the family.

Nonetheless, women must overcome significant logistical and financial obstacles in order to start their own business. They often have no capital to invest and generally have less access to education, training and credit. At CARE we always get local men on board with our operations, ensuring that our work is not counter-productive (causing tension, jealousy or violence).”



## Working together for greater women's empowerment

In Rajasthan (India), SOL is supporting a new federation bringing together women's self-help groups. The federation supports such groups as they seek to launch sustainable, rewarding economic initiatives which will help participants earn a living and achieve greater independence.

The first priority is to raise awareness among their husbands and the wider community of the importance of supporting women's work and empowerment. SOL is working to bring about a change in attitudes: men are increasingly coming to accept that women can be independent, whereas previously they were prevented from working and socialising outside the home.

Providing training for women allows them to manage their own work independently, while the support of their network of peers gives them the strength to collectively defend their rights.

Association supported in 2012, 2014, 2015

828 WOMEN ORGANISED INTO 70 SELF-HELP GROUPS



## A social initiative to give women greater independence

In one of the poorest provinces of Burkina Faso, Oudalan, SIAD backed the creation of a social initiative which has already trained 450 female onion, sesame and black-eyed bean farmers in the use of agro-environmental techniques.

Adhering to the principles of Fair Trade, these women now have a stable, secure income. They are more independent of their husbands, and are free to make their own decisions regarding their business interests, for example reinvesting a share of their income to diversify their activities.

The Foundation saluted this initiative at the 2014 RAJA Foundation Women's Awards, in recognition not just of its economic impact, but also the work done with local men and communities to tackle inequality.

Association supported in 2011, 2014, 2016

PRODUCERS' WASTE RATE REDUCED BY 20%





« Here we can succeed,  
us women, and be  
somebody in life »

# TAKING ACTION FOR WOMEN AND THE ENVIRONMENT

## PORTRAIT

**Antonia** lives in the Pantanal slum of Granada, Nicaragua. Nicaragua is one of the poorest countries in Central America, regularly rocked by natural disasters. Nicaraguan women are hit hard by unemployment, with little or no access to professional training. At the age of 13, Antonia had to leave school to help her mother sell tortillas and take care of her 5 brothers and sisters. She worked a succession of menial jobs over the coming years, before getting pregnant at the age of 18 and moving in with her husband in a draughty, flood-prone, one-room wooden shack.

Along with fifteen other women, Antonia was one of the first beneficiaries of a new, ecologically-inspired project led by Habitat-Cité. She received training in the techniques of masonry, learning to make bricks and build a house using adobe (raw earth dried in the sun), a robust, natural, local material well-suited to the heat and humidity of Nicaragua. Antonia soon set about building a house for herself, her husband and their three children. For 4 months she worked 6 days

out of 7 on the building site. She took control of her destiny, learning a trade and working to build a home with her own hands.

Antonia is now the owner of a safe, comfortable family home which will withstand the storms. She knows how to maintain the house, taking care of all repair work herself. Antonia is rightly proud of all that she has achieved, and it is with a broad smile that she describes the changes in her life. "People walk past my new house and say, 'Isn't it pretty!' I finally feel safe. And, most importantly, I've created something I can pass on to my children."

Antonia has since become a tutor, teaching other women how to make adobe bricks. She is determined that her 13 year-old daughter should stay in school and continue her studies. "I want my daughter to start thinking about her future career already. I always say that, even if it's hard, she needs to keep studying and working. I want her to succeed. I want her to have a better future."

As a result of the roles traditionally allotted to women and the discrimination they face, particularly in developing countries, women are particularly vulnerable to the consequences of climate change: desertification and resource shortages mean they are often obliged to travel long distances to fetch water or firewood. The environment is deteriorating around them, and the resources they depend on are running out.

And yet women are treasure troves of traditional know-how, as well as fertile sources of innovation and new adaptation strategies to preserve natural resources and biodiversity. The Foundation and its partner associations stand shoulder-to-shoulder with women, giving them the means to take action and improve living conditions for themselves and their families.

WOMEN  
OWN LESS THAN  
20%  
OF THE WORLD'S  
FARMLAND  
SOURCE : USAID, 2015

**MARIA NOEL VAEZA**  
Programme Director at UN Women

“Women are the best solution we have to fight climate change. More often women are in charge of the household, of the water and energy supply. They have specific expertise in these areas, and can come up with innovative initiatives when given the means and opportunities. Various studies have shown that – given the same level of information, technology and funding – women are 35% more productive than men. We need to invest in putting women at the forefront of the fight against climate change, helping them to implement and develop sustainable solutions. Women’s voices need to be heard, and they need to be at the heart of the decision-making process on environmental matters.”



### Agro-ecology training for women farmers

Climate fluctuations, illegal pesticide use and traditional slash-and-burn practices are all placing pressure on the farming families of Togo’s Savannah region. These farmers are facing a fertility crisis: their soils are deteriorating, forestry resources are dwindling and incomes are falling.

In these difficult circumstances, **Agronomes et Vétérinaires Sans Frontières** (“**Agronomists & Veterinarians Without Borders**”) are working to help 400 women farmers diversify their vegetable and cereal crops with the help of agro-ecological techniques. The stakes are high for this project: improving food security and stabilising incomes by producing more, better; informing women of their economic and social rights and ensuring that they are represented in the organisations which govern agriculture in the region.

Association supported in 2006, 2008, 2014, 2015

12 EXPERIMENTAL  
FIELDS ESTABLISHED TO  
SPREAD BEST PRACTICES



### Local, organic, responsible flowers providing employment opportunities for women

80% of flowers sold in France are grown overseas, with abundant use of pesticides which damage workers’ health and pollute the soil. This negative environmental impact is compounded by the carbon footprint generated by transporting the flowers. A government-accredited Integration Project, **Fleurs de Cocagne** works with long-term unemployed women in the Ile-de-France region (France), giving them a practical, creative profession. The aim is to produce flowers organically and sell them locally.

Fleurs de Cocagne corresponds to a growing public demand for flowers produced in a manner which respects the environment, and not artificially cultivated out of season. The women enrolled on this scheme learn a trade and get to express their creativity, steering their own personal and professional development.

Association supported in 2014

15 WOMEN  
SUPPORTED  
SINCE 2014



# EXPOSING, INFORMING, SHARING: COMBATTING THE INEQUALITIES



Because the inequality and violence which affect women are all too often ignored or underestimated, the Foundation strives to stand up for women and highlight the urgent necessity of federating support from civil society behind this cause. We conduct our own campaigns to raise awareness of women's rights among our partners and the general public, turning the spotlight on the injustices suffered by women and exposing the various forms of inequality they endure.

The Foundation also uses its renown to value and provide more visibility to the projects leaders and their remarkable, innovative work. With the RAJA Foundation Women's Awards, we honour those working to defend women's rights and recognise inspirational projects which are delivering concrete, lasting improvements in women's living conditions.

In addition to financial support, the Foundation works to supervise projects and share best practices. Thanks to the diversity of projects we support and the number of partners with whom we work, the Foundation is able to identify effective initiatives and nurture them to maximise their impact. We give actors in the field the opportunity to meet and share the benefits of their experience, developing and spreading best practices to more effectively defend women's rights.

## EXPERT VIEW

### MARIE-LAURE MUCHERY

International Solidarity Programmes and Foundations Manager  
at the Fondation de France

Foundations are much more than just financial backers. They are also there to share information and raise the profile of the causes they support, as they have access to means of communication which NGOs cannot always afford. They are a federating influence allowing partners to meet and express themselves. The recent Women & the Environment colloquium hosted by the RAJA-Danièle Marcovici Foundation is a good example of this approach in action.

Foundations also have a responsibility to capitalise on the benefits of their experience. The RAJA-Danièle Marcovici Foundation has spent ten years accumulating best practices, through the experience of working with partners in the field. These partners all have their own areas of expertise and know-how which can benefit from being shared and promoted. The Foundation provides the tools and resources to make this happen, facilitating progress by helping project partners to inspire one another. At the heart of this process is the very nature of the relationship between the Foundation and the associations it supports: it's not simply a matter of backing projects, these are genuine partnerships.



## THE « RAJA FOUNDATION WOMEN'S AWARDS » 2013 AND 2014

Founded in 2013 to raise the profile of the fight for women's rights, and to expose the many forms of injustice which women face, the "RAJA Foundation Women's Awards" recognise **associations doing pioneering work which benefits women**. Winners are selected by a panel of experts, honouring projects in the various fields covered by the Foundation.

In addition to a financial reward which helps to guarantee the future of the winning initiatives, the "RAJA Foundation Women's Awards" **provide much-needed publicity for these associations**. The enhanced profile which comes with the awards ceremony is also important to securing the long-term future of the nominated projects, and attracting further financial support. The Fondation RAJA-Danièle Marcovici is proud to provide such a platform.



### ELÉONORE MOREL,

Director General of the Centre Primo Levi, RAJA Foundation Women's Award Winner

« Winning this prize gave us enough funding to support 70 women.

This is welcome recognition for our work with victims of torture, and the award has helped to raise our profile with the general public and in the media. It has also helped us to cement our credibility with our partners, as well as our financial backers. »

**9 RAJA FOUNDATION WOMEN'S AWARDS PRESENTED TO DIFFERENT ASSOCIATIONS**



**PRIZE MONEY OF €167,500 SHARED OUT IN 2013 AND 2014**

The «RAJA Foundation Women's Awards» trophy has specially been designed by Ciris Vell for the RAJA-Danièle Marcovici Foundation. The artist envisioned a unique bronze work of art, standing both for RAJA Group's core business, i.e. packaging, and the Foundation's action for women throughout the world.

## The 2013 Ceremony



The first edition of the 'RAJA Foundation Women's Awards' was held on 19th November 2013 at the Maison de la Mutualité in Paris. Almost 300 guests came together for a memorable evening, under the auspices of Najat Vallaud Belkacem, Ministry for Women's Rights, and official patron Perla Servan-Schreiber. Prizes were awarded to four worthy associations.

Our goal is to celebrate the fantastic work being done in the field by all of these associations, working tirelessly to help women achieve emancipation, autonomy and freedom. These awards are for all those fighting against injustice, striving to find new solutions and build a better world.

Benjamin Kapelus, Executive Director of the Foundation

Relive the 2013 edition in video



### 2013 WINNERS



**CATEGORY: « SOCIAL ENTREPRENEURSHIP AND PROFESSIONAL TRAINING »**

**Habiter au Quotidien**  
Women in construction.  
Ile-de-France, France.  
€ 25,000



**CATEGORY: « WOMEN'S RIGHTS AND COMBATTING VIOLENCE AGAINST WOMEN »**

**Centre Primo Lévi**  
Caring for women in exile who have been victims of torture.  
Paris, France.  
€ 25,000



**CATEGORY: « EDUCATION AND CULTURE »**

**Planète Enfants**  
Learning, Understanding, Acting: educating women to combat violence.  
Nepal.  
€ 25,000



**SPECIAL JURY PRIZE**

**Prince Mossi**  
Supporting the personal and economic development of underprivileged women and girls.  
Kaya, Burkina Faso.  
€12,500

### 2014 WINNERS



**CATEGORY: « TRAINING AND PROFESSIONAL INTEGRATION »**

**Service International d'Appui au Développement (SIAD)**  
Social enterprise in support of women onion farmers.  
Burkina Faso.  
€ 20,000



**CATEGORY: « WOMEN'S RIGHTS AND COMBATTING VIOLENCE AGAINST WOMEN »**

**Femmes SDF**  
A safe space for homeless women.  
Grenoble, France.  
€ 20,000



**CATEGORY: « EDUCATION AND SOCIAL ACTION »**

**ATIA**  
Supporting the socio-economic integration of marginalised women from the slums.  
Manilla, Philippines.  
€ 20,000



**INTERNATIONAL SPECIAL PRIZE**

**Actions de Solidarité Internationale (ASI)**  
Working to reintegrate young women working as prostitutes.  
DR Congo.  
€ 10,000



**SPECIAL PRIZE FOR PROJECTS BASED IN FRANCE**

**Les Etablissements Bollec**  
Citad'Elles, a magazine published by and for women incarcerated in Rennes prison.  
Rennes, France.  
€ 10,000

## The 2014 Ceremony



Five associations scooped the main prizes at the second edition of the 'RAJA Foundation Women's Awards', held at the Maison de la Mutualité on 19th November 2014 with almost 400 guests in attendance and a jury including numerous high-profile women's rights campaigners. Politically-engaged singer Agnès Bihl was also among the guests, as was Pascale Boistard, Secretary of State for Women's Rights and patron of the 2014 ceremony. The Secretary of State expressed her enthusiastic support for the Foundation and the prize-winning associations, saluting their hard work for the cause of women's rights.

It is entirely unacceptable that in today's world women should continue to suffer for who they are... Bravo to the Foundation who supports associations working year-in, year-out to help women all over the world.

Pascale Boistard, Secretary of State for Women's Rights

Relive the 2014 edition in video





## « WOMEN AND THE ENVIRONMENT »

### The 2015-2016 « Women & the Environment » Scheme, a strong commitment from the RAJA Group

Launched by RAJA in partnership with the RAJA-Danièle Marcovici Foundation, the « Women & the Environment » initiative is a Europe-wide sponsored-product scheme involving all of the Group's subsidiary companies across 15 European nations. Between September 2015 and March 2016, every time a customer purchased a product among the selection of 13 eco-friendly products, RAJA donated a percentage of the price to the Foundation.



With a long track record of work for women and the environment, RAJA also seized upon this operation as an opportunity to bring everybody involved into the fold. **In addition to the Group's 1600 employees and 13 distribution partners**, over 500,000 customers all across Europe were introduced to our campaign.

The extremely positive reaction to this operation allowed us to raise **€ 420,389** in just six months from September 2015 to March 2016. These funds have been paid directly to our partner associations, providing crucial **financial support for five projects** working to support and promote women contributing to the protection of the environment all over the world. Cheques for €84,078 were presented to five partner associations at a ceremony held on 8th March 2016 at the RAJA Group's European HQ:

- Training women farmers in techniques of environmental protection and reforestation in Togo - Agronomists and Veterinarians without Borders (AVSF)
- Helping women to develop environmentally-friendly agricultural practices in Mozambique - ESSOR
- Training women cattle farmers for a more effective response to the challenges of climate change in Cuba - CARE France
- Expanding access to more eco-friendly ovens and improving living conditions for Burmese women - GERES
- Raising awareness among Indian women and girls about the importance of biodiversity - SOL.



Lorenza Zanardi (RAJAPack Italia), Laurence Tommasino (GERES) and Vincent Terradot (RAJA Group) during the cheque ceremony held on March 8, 2016



The exceptional scope and success of this operation have convinced RAJA to run the campaign again for at least the next two years.

**€ 487,751**  
DONATED TO PARTNER ASSOCIATIONS  
THANKS TO THE RAJA GROUP'S « WOMEN  
AND THE ENVIRONMENT » PROGRAMME

FROM SEPTEMBER 2015 TO AUGUST 2016



### 2016 – « Perspectives for Women »: RAJAPack GmbH, the Group's German subsidiary goes into action to support 3 organisations

In line with the « Women & the Environment », campaign, from September 2016 to February 2017, RAJAPack Germany is running an action programme 'Perspectives for Women' that supports and raises funds for three German associations. Following the same process than the action programme « Women and the Environment », RAJAPack GmbH will donate a percentage of the selling price for every purchase of one of the four selected products.

These non-profit organisations, selected in partnership with the Foundation, provide support in these three areas of intervention:

- In Munich, the HORIZONT e.V. association houses homeless women and their children temporarily before helping them find more long-term housing solutions.
- In Berlin, the PAPATYA association protects young women from immigrant backgrounds from the consequences of cultural and family conflicts such as forced marriages, honour killings and/or gender violence.
- In Frankfurt, the "Verein zur beruflichen Förderung von Frauen e.V." association helps with the professional advancement of women, particularly young mothers with little or no education and women from immigrant backgrounds.



## WE ARE WOMEN...



In March 2016, in celebration of International Women's Day, **the RAJA-Danièle Marcovici Foundation and eight other corporate foundations** (Air France, Chanel, Elle, Kering, Orange, Sanofi Espoir, Sisley-D'Ornano, Accorhotels Solidarity Fund) came together to collaborate on a documentary project entitled 'WE ARE WOMEN'.

This collection of **11 brief portraits of women (90 seconds each)** was directed by Nils Tavernier and broadcast across all of France Télévisions' channels and websites between 5th and 15th March 2016. These 11 profiles tell the stories of women who are leading the way in the fight against violence and discrimination, working to advance the cause of women's rights.

Hailing from Brazil, Cambodia, Cameroon, China, the USA, Ethiopia, France, Nicaragua and Senegal, all of these women have received support from charitable associations funded by the 9 foundations who took part in the campaign.

This is the first time that France's corporate charity foundations have joined forces for an operation on this scale, acknowledging the urgent priority of supporting the emancipation of women.

**Almost 22 million viewers** saw at least one of the profiles broadcast by France Télévisions. Among these 11 short films were two portraits of women involved with projects funded by the Fondation RAJA-Danièle Marcovici: **Antonia Martinez Barahona and Ghada Hatem-Gantzer.**



### Antonia Martinez Barahona Habitat Cité, Nicaragua

Antonia lives in the Pantanal slum on the outskirts of Granada, Nicaragua, a country where women are sorely afflicted by unemployment and poverty. **With the help of charity Habitat-Cité, supported by the Foundation since 2012, she received training in the art of building with adobe (raw earth dried in the sun).** Using this traditional, environmentally friendly technique, she was able to build her own home and now trains other women to do the same.

Antonia is proud to have built a safe, comfortable home for her four children: « We used to live in a wooden house which was in a terrible state. My new home is the biggest change that has ever happened in my life. The first night we spent in the house, we were all so happy that we couldn't get to sleep ». She adds: « Here we can succeed, us women, and be somebody in life ». Because this project is also about giving women the opportunity to build their own future. By proving that women are entirely capable of doing a job previously considered men's work, the women of Pantanal are helping to change attitudes and challenge stereotypes in their neighbourhood.



### Ghada Hatem Maison des Femmes in Saint-Denis (France)

Dr. Ghada Hatem-Gantzer is Head of the maternity ward at Saint-Denis' Delafontaine hospital (near Paris), where she works tirelessly to protect women's rights and health. With the support of the RAJA-Danièle Marcovici Foundation and a number of other foundations (Kering, Elle, Sanofi, Air France, Bouygues Construction and others), **she founded the «Maison des Femmes», the only refuge of its kind dedicated to women who have been victims of sexual violence and genital mutilation.** Inaugurated on 8th July 2016, the Maison des Femmes offers a secure, confidential support service for vulnerable women. As Ghada explains: « We cover everything from contraception to abortions, treatment for women who have suffered genital mutilation and support for victims of rape and physical and psychological violence. What's special about the Maison des Femmes is that we offer all of these services in the same place, dealing with all the sexual health issues facing women and helping them to resolve their problems. We also point women towards local associations in Saint-Denis with whom we have formed partnerships. We want women to be able to say: "I have a problem, and I know there is somewhere I can go to get help" ».



# GETTING EMPLOYEES INVOLVED THROUGH THE RAJAPEOPLE PROGRAMME



Since its creation, the Foundation has been firmly rooted within the RAJA Group. Launched in 2013, the RAJApeople programme gives all of the group's employees the opportunity to contribute to the work of the Foundation, getting involved with concrete, constructive initiatives which benefit women. This personal and collective involvement can take many forms, some traditional and some highly innovative.

On an individual level, employees can volunteer their skills, get behind a project or make a regular micro-donation from their monthly salary.

The direct involvement and mobilisation of RAJA employees also finds collective expression in our solidarity days, organised regularly throughout the year, as well as large-scale operations such as the 'Women & the Environment' sponsored product initiative launched in 2015. Since 2015, these awareness-raising and action-inspiring initiatives have been open to all employees in all 18 countries in which the group is present.

## EXPERT VIEW

### SANDRA BISMUTH

Human Resources Director France - RAJA

RAJA employees can get involved with the Foundation's work via the RAJApeople scheme, a central plank of the group's Corporate Social Responsibility policy. The programme embodies the core values which make up RAJA's DNA: commitment, solidarity, openness and, of course, respect. RAJApeople is a cause our employees can rally around, giving added meaning to their professional lives. The programme allows them to discover new horizons, sharing and developing their skills. They become crucial links between the parallel worlds of the company and the charitable foundation. Thanks to their mobilisation, our partner associations receive support which goes far beyond financial donations. The feedback has been extremely positive: RAJA employees are proud to be part of a company with strong principles, and above all they have enjoyed these new experiences.



## THE MICRODONATION



### Microdonations, a small gesture to help some big causes

Simple to put in place and based on optional contributions from RAJA France employees, the micro-donation scheme allows those who wish to participate to give anything from a few cents to 50 Euros to the Foundation each month. The micro-donations are taken directly from their salaries, and RAJA promises to match the value of all donations.

**Since the microdonation scheme was introduced in 2013, the number of donors has continued to grow steadily:** 134 employees were signed up to the scheme in 2016, 20% of RAJA France employees.

Every year, participants in the scheme are asked to vote for the project which will receive the funds collected that year. **The winning project is thus awarded the 'RAJApeople Prize'.**

Three RAJApeople Prizes have been awarded since 2013, presented to the associations by Danièle Kapel-Marcovici at awards ceremonies hosted at the RAJA Group's European headquarters and attended by all RAJA France employees:

- RAJApeople Prize 2014: Sengsavang, an association in Laos working to reintegrate young women who have been victim of human trafficking (€7,076.78)
- RAJApeople Prize 2015: L'Escale, a charity working with women who have been victims of domestic violence in Gennevilliers, France (€2,204)
- RAJApeople Prize 2016: Rêv'Elles, which works with young women from under-privileged parts of France (€13,630.60)

### CHLOÉ DE VALICOURT

Web Studio Manager at RAJA:



#### ☒ A great show of solidarity ☒

*I was impressed by how simple and attractive the idea of microdonation was. It's quick and easy to set up, and it helps to know that your donations are being put to good use supporting the associations which we've learned about thanks to the Foundation. It doesn't take any time at all, and financially it's no great burden since we're talking about a matter of cents each month. But when everybody takes part, the result is a great show of solidarity.*

### BÉATRICE EUDES

Head of Department at L'Escale, winner of the RAJApeople Prize in 2015:



#### ☒ Recognition for what we've achieved ☒

*We were really moved and honoured to receive the RAJApeople Prize, especially knowing that the money comes from employees giving a bit of their salary each month. It's nice to have that recognition for our work, and I would like to thank all of those who donated on behalf of the victims of domestic violence that we will be able to support thanks to their generosity.*



**134 RAJA FRANCE EMPLOYEES SIGNED UP TO THE MICRO-DONATION SCHEME**

**€ 32 911 RAISED FROM MICRODONATIONS**

SINCE 2013

## VOLUNTEERING AND SPONSORSHIP

### Donating skills, sharing expertise

As part of the RAJApeople programme, RAJA employees volunteer their time and expertise to support a partner association outside of work. As a reward for this generosity, RAJA gives participants an extra day off to use for charity work.

### FLORIANE BÜRGIN

Executive Assistant at RAJA:



#### ☒ Feeling active and useful ☒

*Along with two of my colleagues, I took part in a project to improve the communication efforts of the association SOL. We took a look at what SOL were doing in terms of web strategy and email campaigns, and we offered some advice. In spite of the very different contexts, there is a lot of common ground between companies and charities and sharing skills and expertise can be really useful. After this experience I was keen to support SOL in a different way, so we organised a charity diary sale at RAJA, with the proceeds going to SOL.*

### FRANÇOIS GILLES

Director of Communication and Partnerships at SOL:



#### ☒ A great experience of sharing and making new discoveries ☒

*We were lucky enough to benefit from the expertise of three RAJA employees. For associations like ours it's useful to get a fresh perspective like that. The advice they gave us was very useful in terms of revamping the way we communicate with the public on complex issues. For people coming into this sector from a different industry, it's also interesting to be confronted with subjects which are a world away from their regular professional environment.*

## The sponsor, the human link between company and association

Serving as direct links between partner associations and the Foundation, project sponsors are volunteers from within the company who identify and notify us of charities or schemes which may be eligible for our support. They follow up on the work of these associations as the project unfolds, from the initial application right through to the final impact assessment.

### MICHAËL BOURGES

Facilities Manager at RAJA:



#### ☒ What I like most about it is the sense of sharing, the human contact. ☒

*I first met the president of the association Urban Deco Concept through work. His association organises professional training courses to help women find work as painters. As my work is focused on the construction industry, I have seen first-hand how the sector has begun to redress its gender imbalance, but there's still a long way to go. I wanted to get involved with Urban Deco Concept, so I put them in touch with the RAJA-Danièle Marcovici Foundation. The charity sector is very different from my usual professional environment, but what I like most about it is the sense of sharing, the human contact.*

### ÉRIC MÉTIVIER

President of the association Urban Deco Concept:



#### ☒ Meeting new people is how we keep progressing and developing our projects. ☒

*When I met Michaël I told him about our association and the work we do with women. Right away he mentioned the RAJA Foundation, which we didn't know about. He then paid us a visit to see for himself what our work was all about, and to meet the team. Michaël then put us in touch with the Foundation and we were able to get funding. The support of the Foundation gave us that little boost we needed to get this project off the ground. It's a great help to have the backing of an organisation like the RAJA Foundation.*

## EVENTS TO RAISE AWARENESS AND TO GET PEOPLE INVOLVED WITH THE WORK OF THE FOUNDATION

The Foundation organises various events throughout the year aimed at RAJA Group employees. Bridging the gap between the Foundation's partner associations and the company's internal community, these events raise awareness and motivate employees to help protect the values shared by RAJA and the Foundation.



### Every year, an awareness and mobilisation week is organised for RAJA Group employees

Our annual Solidarity Week is one of the highlights of our collaboration with the RAJA Group. **The first edition took place in June 2013** and launched the RAJApeople programme. This Week is devoted to providing RAJA colleagues with information on how they can get involved with the work of the Foundation. Employees are invited to find out more about the initiatives supported by the Foundation, and to meet representatives from our partner associations. There are also plenty of activities for them to get involved in.

### A SPECIAL EDITION ABOUT THE ENVIRONMENT

In 2015, the Foundation's annual Solidarity Week was devoted to the theme of 'Women & the Environment,' coinciding with the COP21 conference and the campaign launched by the RAJA Group and the Foundation to promote the role of women in the fight against climate change.

Employees were given the opportunity to learn more about projects which combine environmental protection with concrete efforts to improve living conditions for women. **There was a packed programme of demonstrations and workshops throughout the week, with contributions from the Foundations' partner associations: a solar oven demonstration, crochet lessons using recycled plastic bags, an organic vegetable sale and more.**



The RAJA France distribution Center co-workers go into action

Further information on this operation



### A big step forward for young mothers in South-East Asia

**8th March is International Women's Day, always one of the highlights of the year for RAJA and particularly the Foundation.** Every year since 2014, the Foundation has organised a week-long programme of special events to coincide with IWD.

In 2015, **all of the 1,600 RAJA Group's European employees took part in the « podometer challenge ».** The aim of the game was to rack up a total of 15 million steps, for which the Foundation would donate €15,000 to the association Life Project 4 Youth (LP4Y), a charity working to provide professional opportunities for young mothers in the Philippines. This fun and original operation was very successful. In total, **15 832 691 steps** were made!

As a show of gratitude, all of RAJA's female employees received a bag crafted by the young women enrolled on the association's seamstress training course.



The RAJApack Poland co-workers walking for women's rights



A united CENPAC Customer service for the women's cause



Piece of art made by the Burkinabe group of women supported by the non-profit organisation Filles du Facteur

### A massive solidarity collection in all the RAJA Group's companies

In March 2016, to mark International Women's Day, the Foundation invited RAJA Group employees all over Europe to collect as many plastic bags as they could in aid of one of our charity partners, Filles du Facteur. This association works with highly vulnerable women in Burkina Faso and in France, teaching them to transform recycled plastic bags into decorative accessories using traditional crochet techniques.

This process gives a new lease of life to waste plastic and provides the women with a new source of income.

15 boxes packed full of plastic bags were collected thanks to the efforts of the RAJA team. The women supported by the association used some of these bags to produce a custom designed piece commissioned by the RAJA Group, now proudly displayed at the Group's European headquarters.



### A photo contest to denounce violence against women

In 2014, coinciding with the United Nations' International Day for the Elimination of Violence Against Women on 25th November, over 200 employees took part in a photo contest in support of this important cause. The entrants saw their work put on display in their workplace.

#### And also

Some young women participating to the "Rêv'Elles" self-development event visited the company (April 2016)



Charity sale organised by the employees from the RAJA plastic arts and drawing workshop for the benefit of the organisation Femmes Relais (November 2014)



Charity sale of diaries for the benefit of the non-profit organisation SOL (2014, 2015)



Toys collection for the benefit of the organisation Rejoué (December 2015)



The winning photo of the photo contest by Corine Bordenave, Leïla Fennane and Elisabeth d'Anglade (RAJA France)

# MANAGEMENT OF THE FOUNDATION



# The governance



**Danièle Kapel-Marcovici**  
 Founder and President of the  
 RAJA-Danièle Marcovici Foundation  
 CEO of the RAJA Group

## The Executive Committee

The governance of the Foundation is entrusted to an Executive Committee comprising representatives of the RAJA Group and independent experts. The Committee is responsible for determining the strategic direction taken by the Foundation, and selecting the projects which will receive our support. The committee meets several times each year.

### GROUPE RAJA REPRESENTATIVES



**Sandra Bismuth**  
 France Human  
 Resources Director - RAJA



**Daniel Cohen**  
 Managing Director for  
 Administration, Finances,  
 Human Resources – RAJA Group



**Bernard Siouffi**  
 Associate Director of BGSi  
 Member of the Board of Directors  
 of RAJA Group

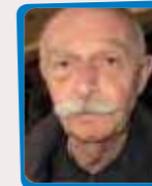


**Ronan Delanoë**  
 International Marketing  
 Analyst – RAJA France

“ Over the past 10 years we have been impressed by the diversity and scale of the projects supported, with a mixture of pride in the good work we have been able to do and awe at how much remains to be done. Thanks to the exceptional resources put at the Foundation’s disposal, the motivation of the Executive Committee and the remarkable work done by the permanent staff, I am convinced that we have made a genuine contribution to advancing the rights of women. ”

Bernard Siouffi,  
 member of the Foundation’s Executive Committee

### THE FOUNDATION’S EXECUTIVE DIRECTORS FROM 2006 TO 2014



**Jean-Louis Vincent**



**Benjamin Kapelusz**

## The Operations Team

A permanent team of three people are responsible for preselecting the project applications submitted to the Executive Committee, as well as monitoring and maintaining relations with our partner associations. The operations team coordinates communication and efforts to raise awareness among the RAJA Group’s employees, the general public, the charity sector, the social economy and the media. The team regularly calls upon RAJA Group employees to get involved with charity projects via the RAJApeople programme, and provides support and coordination between the Foundation and the company and its various subsidiaries.



**Mathilde Bois Dubuc**  
 Executive Director



**Anne Poterel  
 Maisonneuve**  
 Project Manager



**Delphine Chomiol**  
 Project Manager

### EXTERNAL EXPERTS



**Anne-Sophie Casteigt**  
 Deputy Chief of Staff for Pauline  
 Véron, Vice-Mayor of Paris



**Brigitte de la Houssaye**  
 Economic Development Expert  
 at the Caisse des Dépôts



**Henri Rouille d’Orfeuill**  
 Member of the French  
 Agricultural Academy

### THE EXECUTIVE COMMITTEE’S MEMBERS FROM 2006 TO 2016



**Véra Albaret**  
 President of the  
 « Lutte contre les violences »  
 Association



**Nicole Brousse**  
 former Head of Department  
 at the Necker Hospital, Paris,  
 and Professor Emeritus at the  
 Paris-Descartes University



**Tristan Fourtine**  
 Architect,  
 RAJA Group Administrator



**Valérie Lombard**  
 Senior Director, Development  
 and Outreach, Human Rights  
 Watch France



**Stefania Parigi**  
 Accommodation  
 Director, Adoma

# The Foundation on the field

## The field trips, a priority for the Foundation since its creation

Since 2006, the Foundation team has been committed to make regular field trips to meet the organisations acting in favour of women's rights. These visits allow the team to check on the progress of the initiatives the Foundation supports, and assess their impact on the lives of women. They also provide an opportunity for the Foundation to better target and comprehend the problems facing women worldwide and the circumstances in which the projects operate, as well as identifying new initiatives to support.

These visits also reinforce the partnerships and dialogue with the partners who implement these projects on the ground. Last but not least, these are memorable moments where we get to meet some of the women who benefit from our projects face to face.

Since 2015, the field trips, which had mainly been made in France so far, have also been organised abroad.



Visit to the organisation Habiter au Quotidien - 2008



Visit to the organisation Les Bâtisseuses - 2007



## The Foundation's team follow-up work in the Philippines

In April 2015, Mathilde Bois Dubuc, Executive Director for the Foundation, and Anne Poterel, Project Manager, set off on a follow-up trip to the Philippines where they met with several partner associations and conducted assessments of current projects. In Manilla, Mathilde and Anne met some of the poorest and most isolated women from the city's slums, who are receiving support from **ATIA** as they work to reintegrate into society. They then met a group of young mothers from the Tondo slum, who are forging professional careers with help from local association **Life Project 4 Youth**. The second leg of their trip, which took them to Cebu, included a visit to the **Children of Asia** Training Center, which provides coaching and employment counselling for young girls from the slums. The final association they visited, **Chameleon**, works on the island of Panay to protect, support and rehabilitate girls and young women who have been victims of sexual abuse.

## Visit to a 'Women & the Environment' project in Togo

In November 2015 Anne Poterel visited **Togo** in order to drop in on a project supported by the RAJA Foundation as part of the **'Women & the Environment'** programme, launched in partnership with the RAJA Group. Led by NGO **Agronomists and Veterinarians Without Borders** (AVSF), this project has extended its support to 400 Togolese women farmers converting to environmentally-friendly agricultural practices. The Foundation was particularly impressed by the women's rights awareness session organised by the project team, helping women to fight back against the discrimination they suffer.



## Meeting the female stonemasons in Nicaragua

In February 2016, Mathilde Bois Dubuc travelled to meet the women of Pantanal, a slum on the outskirts of Granada in **Nicaragua**. With the support of **Habitat Cité** and a local partner, these women have joined forces to improve their surroundings, their neighbourhood and their living conditions. Trained in the techniques of **mudbrick building**, the women build their own eco-friendly homes and ovens. By proving that women are entirely capable of doing a job previously considered men's work, this project is helping to change attitudes and challenge stereotypes.



## Painting – a man's work? Meeting the association Urban Déco Concept in Pantin

In October 2015, Danièle Kapel-Marcovici and Ronan Delanoë, representatives of the Foundation's Executive Committee, together with the Foundation's team, visited **Pantin** (near Paris) to meet the women enrolled on the **Urban Déco Concept** programme. This association works to get women involved and employed in the painting and decorating sector, which has long been male-dominated in France. The first stage is to introduce them to the tricks of the trade via special apprenticeship courses, before pointing them towards further training opportunities and helping them to find placements and jobs.



## Visit to the Calais 'jungle'

In April 2016 the Foundation team joined members of the Elle and Kering foundations on a visit to the **refugee camp in Calais**. They were able to observe first-hand the neglect suffered by female refugees, faced with their own specific challenges in terms of sexual and reproductive health and often victims of violence. In light of this fact-finding mission, the Foundation decided to **take action in support of these vulnerable women** by funding a number of dedicated projects.



# Financial Statement

# 2006-2015

## 2006

Projects in France	74 000 €
Projects abroad	52 661 €
Special Events	-
Running costs	22 288 €
<b>TOTAL BUDGET</b>	<b>148 949 €</b>
Number of supported projects	9
Number of countries of intervention	5

## 2009

Projects in France	79 783 €
Projects abroad	56 960 €
Special Events	-
Running costs	25 243 €
<b>TOTAL BUDGET</b>	<b>161 986 €</b>
Number of supported projects	21
Number of countries of intervention	11

## 2012

Projects in France	196 882 €
Projects abroad	404 491 €
Special Events	-
Running costs	203 504 €
<b>TOTAL BUDGET</b>	<b>804 877 €</b>
Number of supported projects	44
Number of countries of intervention	14

## 2015

Projects in France	193 204 €
Projects abroad	388 567 €
Special Events	131 652 €
Running costs	245 620 €
<b>TOTAL BUDGET</b>	<b>959 042 €</b>
Number of supported projects	49
Number of countries of intervention	23

## 2007

Projects in France	57 914 €
Projects abroad	48 686 €
Special Events	-
Running costs	11 832 €
<b>TOTAL BUDGET</b>	<b>118 432 €</b>
Number of supported projects	12
Number of countries of intervention	5

## 2010

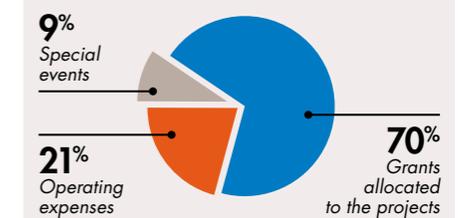
Projects in France	150 950 €
Projects abroad	181 376 €
Special Events	-
Running costs	27 512 €
<b>TOTAL BUDGET</b>	<b>359 838 €</b>
Number of supported projects	36
Number of countries of intervention	14

## 2013

Projects in France	360 191 €
Projets à international	276 987 €
Special Events	209 274 €
Running costs	263 072 €
<b>TOTAL BUDGET</b>	<b>1 109 524 €</b>
Number of supported projects	40
Number of countries of intervention	15

### TOTAL BUDGET 2006-2015

## 5 393 177 €



## 2008

Projects in France	54 828 €
Projects abroad	179 883 €
Special Events	-
Running costs	18 236 €
<b>TOTAL BUDGET</b>	<b>252 947 €</b>
Number of supported projects	24
Number of countries of intervention	15

## 2011

Projects in France	178 500 €
Projects abroad	201 257 €
Special Events	-
Running costs	40 413 €
<b>TOTAL BUDGET</b>	<b>420 170 €</b>
Number of supported projects	40
Number of countries of intervention	15

## 2014

Projects in France	193 000 €
Projects abroad	310 891 €
Special Events	166 895 €
Running costs	266 626 €
<b>TOTAL BUDGET</b>	<b>937 412 €</b>
Number of supported projects	47
Number of countries of intervention	20

## 2016 FORECAST

Projects in France	210 651 €
Projects abroad	644 349 €
Special Events	180 000 €
Running costs	340 261 €
<b>TOTAL BUDGET</b>	<b>1 375 261 €</b>
Number of supported projects	42
Number of countries of intervention	21

## SELECTING AND MONITORING THE PROJECTS

The Foundation provides financial backing to projects corresponding to the priorities which we have set ourselves: improving the rights and living conditions of women, boosting their independence through education and professional advancement, social action and preventing violence against women. We support local, national and international programmes led by French associations.

Since its creation, the number of grant applications submitted to the Foundation has continuously been increasing: from some twenty applications received in 2006, several hundred are now submitted every year. In response to this increase, the Foundation has gradually been implementing a robust process to select and follow-up the projects.

### 1/ APPLICATION AND INITIAL REVIEW

Project leaders start by submitting an overview of their project, responding to one of the calls for projects launched on the Foundation's website. All the applications are checked by the Foundation team. The organisations whose proposals get through the initial selection phase are then asked to submit a full application dossier with further details of their project. The team then meets with all project leaders whose applications have made it thus far and selects the projects to be submitted to the Executive Committee.

### 2/ SELECTION

During its three annual meetings, the Executive Committee closely examines the dossiers selected and presented by the Foundation team. Projects are selected on the basis of their consistency with the objectives and principles of the Foundation's work, particularly their capacity to have a long-lasting impact on the lives of women. Each project is debated among the Committee members who then vote to decide which project should be supported and the amount of funding to be allocated.

### 3/ FOLLOW-UP AND ASSESSMENT

The Foundation team then sets about finalising the terms of the partnership formed with each project. The organisations commit themselves to send both regular and detailed activity reports and financial statements. Indeed, the Foundation implemented a demanding process to keep an eye on the implementation of each project with impact assessment and also field visits, if need be. The Foundation spreads the word about these projects among the general public and within the RAJA Group.

#### DO YOU WANT TO SUBMIT A PROJECT PROPOSAL?

Do you represent a French association working to help women?  
Do your activities fall within the scope of the Foundation's work?  
Visit our website to submit a funding application to the RAJA-Danièle Marcovici Foundation. The application process is 100% online, and operates exclusively within the terms of the Foundation's calls for projects.

To find out more visit  
[www.fondation-raja-marcovici.com](http://www.fondation-raja-marcovici.com)  
and click on 'Submit a Project'.



**MATHILDE BOIS DUBUC**  
Executive Director  
of the Foundation



### Reasserting our priorities for the coming years

After 10 years of hard work and commitment, the time has come for us to **take the Foundation's actions to the next level**, enhancing their impact and contributing to the emancipation of more women than ever before.

In addition to our goals in the field, the Foundation's ambition for the coming years is to **identify and share tried-and-tested solutions which advance** the cause of women's rights. We will therefore be reinforcing our follow-up work to gather as many of these best practices as possible. We will continue to commission specialist studies focusing on key subjects, and promote effective measure for tackling gender inequality. We will also continue to expand **our network of contacts**, in a spirit of co-construction which will help us find more efficient solutions to improve the lives of women all over the world.

We are also determined to **further strengthen the Foundation's partnership with the RAJA Group, on two levels**. Firstly by backing projects in countries where RAJA has subsidiaries, and secondly by getting ever more of our colleagues from all of the Group's companies involved in our efforts to defend the rights of women.

# Associations supported

# since 2006



## A

À Table Citoyens  
 ACEMAF Fresnes  
 ACINA (Accueil, Coopération et Insertion pour les Nouveaux Arrivants)  
 Actions de Solidarité Internationale  
 ADAGE  
 ADEVLOP  
 ADLA - Association des Agences de la Démocratie Locale  
 ADVZ  
 AFDI Picardie  
 Afghanistan libre  
 Afoulki  
 Afrane  
 Afrika Tiss  
 Agir pour le Cambodge  
 Agora  
 Agronomes et Vétérinaires Sans Frontières (AVSF)  
 Ahimsa Fund  
 Aide Médicale et Développement  
 AIEM  
 AINA  
 Amicale du Nid  
 AMREF  
 AMSED  
 ASAP Togo  
 ASAV  
 ASCMA  
 ASFODEVH  
 ASIEMBO  
 Association de soutien à Ashalayam  
 Association des amis du Centre Kourita  
 Association des amis du Collège Yanfouom  
 Atouts Soleil  
 ATIA (Actions de Terrain, Intégration, Autonomie)  
 ATRE  
 Au fil des chemins  
 Aurore – Halte Femmes

## B

Basiliade  
 Batik International

Bolivia Inti-Sud Soleil  
 Bolivienda

## C

Cabiria  
 CADRHAN  
 Caméléon  
 Canal Marches  
 CAPSY  
 Care France  
 CBE Sud 94  
 Centre Primo Levi  
 CIDFF Morbihan  
 CIDFF Rhône  
 CIELO  
 Cité Ressource  
 Citoyens des Rues  
 Club Indans'cité  
 Comité de Jumelage Quimperlé-Nara  
 Compagnie De(s)armoce(s)  
 Compagnons Bâisseurs Midi Pyrénées  
 Compter sur demain  
 Cultures Croisées

## D

Development Workshop France  
 Diokko  
 Don Boule de Neige

## E

Eau Vive  
 Echanges Sahel  
 ECIDEC  
 Ecole Jeanne Blum  
 ECPAT France  
 El Camino  
 Elevages sans frontières  
 EliseCare  
 Elle's Imaginent  
 En avant toute(s)  
 ENDA Europe  
 Enfants d'Asie  
 Enfants des Andes  
 Enfants du Mékong  
 Entrepreneurs du Monde Togo

Espoir  
 Espoir Goutte d'Or  
 Essor  
 Etablissements Bollec  
 Etincelle

## F

Fanatenane  
 Fédération Nationale Solidarité Femmes (FNSF)  
 Femmes actives  
 Femmes d'Afrique, Femmes d'avenir  
 Femmes du Ningxia  
 Femmes En Avenir  
 Femmes pour le Dire, Femmes pour Agir  
 Femmes Relais d'Aulnay-sous-Bois  
 Femmes SDF  
 Filactions  
 Filles du Facteur  
 Fondation de projets de l'Université de Nantes  
 Fondation Good Planet  
 Fonds Adie  
 Fonds de dotation Credit@people  
 Fonds de dotation Villa Datriis  
 France Afrique Solidarité  
 François-Xavier Bagnoud  
 Frateli  
 Frères des Hommes  
 Friends International

## G

GAMS  
 GEODE 95  
 GERES  
 Graines de soleil  
 Grains d'ici  
 Grandiose  
 GRDR  
 Grisélidis  
 Groupe d'Appui et Solidarité (GAS)  
 Gynécologie sans Frontières

## H

Habitat Cité  
 Habiter au quotidien  
 HAMAP

Honduras par Cœur  
 Hôpital Delafontaine  
 Human Care  
 Human Rights Watch  
 Hygia

## I

IFAFE  
 Ikambere  
 Ile-de-France Active  
 Institut d'Education Permanente Aquitaine  
 Institut de Coopération pour le Développement en Afrique  
 Institut Européen de Coopération et de Développement (IECD)  
 Inter Aide  
 Interface Formation  
 Intervalles Cap

## J

JEMRA  
 Joker Service

## L

L'Académie des Ruches  
 L'Escalé  
 L'Echappée  
 La Bonne Etoile  
 La Clairière  
 La Kora SE  
 La Marmite  
 La Milpa  
 La voie de la Lune  
 Les amis du bus des femmes  
 Les Bâisseuses  
 Libre Vue  
 Liens Solidaires  
 Life Project 4 Youth (LP4Y)  
 Lysistrata

## M

M'TISSE  
 MACAQ  
 Madagascar Solidarité Développement

Maison des Femmes de Paris  
 Marenaction  
 Médecins du Monde  
 Métissage  
 Mine de talents  
 Mission Potosi  
 Moissons Nouvelles  
 Môm'ru'e Ganne  
 Mosaïques IDF  
 Mou'En Fle  
 Mouvement Femmes Familles  
 Mozaik RH

## N

Nantes à Brest Diego Développement  
 Natangué Sénégal

## O

OICD  
 Olympe de Gouges  
 OrphanAid Africa

## P

PADEM  
 Parcours d'Exil  
 Paris Cocagne  
 Paris Pionnières  
 Passerelles Numériques  
 Planète Enfants & Développement  
 Planète Sésame Métisse  
 Port Parallèle  
 Première Urgence Internationale  
 Prince Mossi  
 Projeter sans Frontières  
 Prolific

## R

Regain  
 Rejoué  
 Relais Sénart  
 Résolis  
 Rêv'elles  
 REVHO  
 RHESO

RONGEAD  
 RurBan Coop

## S

Solidarité Aux Femmes Excisées (SAFE)  
 Samusocial International  
 Secours Populaire Français (Fédération du Nord)  
 Sengsavang  
 Service Civil International  
 SIAD  
 SOL  
 Solidarité Laïque  
 SOS Enfants  
 SOS Femmes Accueil 72  
 Sport dans la Ville  
 SruTi  
 Stella First Création

## T

Terre Verte  
 Tilébora  
 Tissons la Solidarité  
 Travail et Vie  
 Tremplin 95  
 Tremplin Insertion Chantier  
 Triangle Génération Humanitaire

## U

Un enfant par la main  
 Union Régionale Solidarité Femmes Ile de France  
 UNIVERSL  
 Urban Deco Concept  
 Urgence Bénin

## V

VoisinMalin

## W

WECF (Women in Europe for a Common Future)  
 Women of Africa  
 Women's Worldwide Web (W4)

## DO YOU WANT TO LEARN MORE ABOUT THE WORK OF THE FOUNDATION?

You can follow us on:



@Fondation RAJA-Danièle Marcovici



@FondationRAJA



Or visit our website: [www.fondation-raja-marcovici.com](http://www.fondation-raja-marcovici.com)

And don't forget to sign up to our newsletter!

### THE RAJA - DANIÈLE MARCOVICI FOUNDATION IS A MEMBER OF:

Sous l'égide de

Fondation  
de  
France

**ADMICAL**  
ENTREPRENEURS DE MÉCÉNAT

ADMICAL  
Charte du mécénat  
Signataire



With over 45 years of experience, the Fondation de France is France's largest philanthropic network. It brings together founders, donors, expert volunteers and employees from thousands of associations, all driven by the same determination to act. The Fondation de France is present in all areas of public interest, supporting actions for the present and laying the foundations for the future, working to support the most vulnerable people in our society and developing solutions in the spirit of innovation and social progress. The RAJA-Danièle Marcovici was established under the aegis of the Fondation de France.

A listed charitable foundation established in 1979, Admical aims to inspire and support businesses and entrepreneurs seeking to give concrete expression to their social commitments via charitable work. Admical has a network of almost 200 members, helping to manage the strategic, legal and fiscal aspects of their charity programmes. As a public observatory for the charity sector, Admical organises conferences and publishes studies and guides for all involved in corporate sponsorship and charitable causes.

The RAJA-Danièle Marcovici Foundation is a signatory of the ADMICAL Corporate Charity Charter. The Charter brings together over 250 companies involved in charity work who share a commitment to the ethics and values of sponsorship and charitable donations.

In 2002, a number of French foundations decided to join forces to promote and protect their activities under the aegis of the French Centre for Funds and Foundations. The association now has over 250 members. In spite of the great diversity to be found in their actions, their statuses and their operating methods, these funds and foundations are all united by certain shared values and goals. The role of the French Centre for Funds and Foundations is to raise awareness of the corporate charity sector, promote its development and represent its interests in the pursuit of the greater good.

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**Design and Production:** RAJA Group Catalogue and Communication Department, Patrick Giraud-Lagier

**Traduction:** Hancock Hutton

**Printing:** Rivaton & Cie. Printed on PEFC-certified paper.

#### Picture credits:

2014 Human Rights Watch, Actions de Solidarité Internationale, ADAGE, Afghanistan Libre, Agir Pour le Cambodge, AMREF, ATIA, AVSF, ICD Afrique, Baluchon, C. Bansart, I. Barnaud/AVSF, BISS, Caméléon, CARE, Centre Primo Levi, J. Crenn, J. Cuenot, R. Delanoë, ECPAT France, El Camino, Elles ont toute une histoire, Enda Europe, Essor, Établissements Bollec, Femmes SDF, Fleurs de Cocagne, Fondation de France, Fondation RAJA-Danièle Marcovici, Frères des Hommes, GAS, GERES, Groupe RAJA, J. Giarmon/SOL, Grisélidis, Habiter au Quotidien, HorizonT, Initiative-Ile-de-France, L'Escale-Solidarité Femmes, LP4Y, Lysistrata, S. Négrier/GERES, Passerelles Numériques, Planète Enfants & Développement, Planète Sésame Métisse, Papatya, Prince Mossi, N. Quintallet/Habitat Cité, Samusocial International, A. Sattler/Adie, SIAD, SOL, Solidarité Laïque, N. Tavernier, UN Women, VbFF, WECF, A. Wnent.



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