




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

ACTIVITY REPORT 2017



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



# EDITORIAL

**While 2017 saw many women stand up and speak out, all over the world there are many women still living in silence.**

While voices were raised in France and all over the world, one in three women still suffer from violence at some time in their life: harassment, domestic violence, sexual abuse, genital mutilation, etc. Since 2006, our Foundation has been working tirelessly to combat the violence and injustice endured by women and girls.

**In 2017, we launched a raft of actions as part of our RAJA-people programme:** between 2 and 8 November, 1700 employees took part in a charity walk against the violence suffered by women, taking 33 million steps and raising €30,000 for various European associations including Libres Terres de Femmes and Elle's Imagine'nt. Since its creation, the Foundation has supported 70 projects in France and 19 other countries, all devoted to ending violence against women.

**In 2017, for the third year running, the RAJA Group extended its "Women and the Environment" programme** with a new sponsored-product programme raising money for the

Foundation. Thanks to this operation, which has raised almost €800,000 since 2015, we have been able to provide financial support to 19 associations running projects which help to boost women's autonomy while combating climate change.

**In 2017 the Foundation supported a total of 48 projects in 19 countries, with concrete benefits for over 12,000 women.**

**And we have set ourselves ambitious goals for 2018:** a new study on women's rights, a new round of «RAJA Foundation Women's Awards,» a new website with even more information, and more actions in the "Women and the Environment" programme all throughout the year.

Observing, engaging and constantly acting to **further the cause of women's rights on all fronts: such are our priorities for 2018,** and for as long as inequality exists.

My commitment to this cause grows stronger year on year, and year on year **we strive to put our principles into action with ever greater pertinence, effectiveness and conviction.**

# SUPPORTING PROJECTS IN FAVOUR OF WOMEN'S EMPOWERMENT



The RAJA-Danièle Marcovici Foundation forms partnerships with French charities active in France and worldwide, promoting the emancipation of women and working to improve their living conditions.

The Foundation provides funding for a diverse array of projects focusing on essential priorities such as education and social integration, women's rights and the prevention of violence, professional opportunities and economic independence.

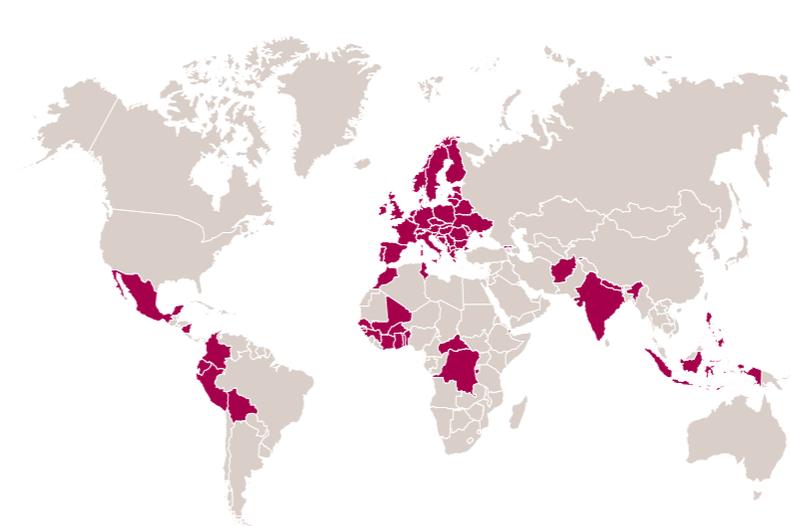
In 2016 and 2017 over 20,000 women and their families, living in France and 28 other countries, received help from the Foundation.

## KEY FIGURES 2016-2017

over  
**20,000**  
women  
supported

€1.5M paid out  
to 73 associations

83 projects supported  
in 29 countries



## 3 STRATEGIC PRIORITIES



### Promoting education and social integration for women and girls

The Foundation exists to combat the many forms of exclusion and discrimination faced by women, working to ensure access to education, overcome obstacles and put an end to social isolation. Working in partnership with project teams, the Foundation provides access to education and essential social services for women and girls deprived of these rights on account of their gender, or because of economic and cultural obstacles.



### 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. The projects supported work to overcome challenges to women's dignity and integrity by means of prevention, support and reconstruction.



### Supporting professional integration and financial autonomy for women

The Foundation supports projects working to boost the financial autonomy of women. The aim is to help women become more independent, provide for their families and find their place in society, by undergoing professional training and finding work or creating their own business.



# Challenging isolation and social exclusion

Countless women all over the world are victims of precarious circumstances and social exclusion. For homeless women, migrants, single mothers and even the seriously ill, problems can soon stack up: housing issues, difficulties accessing medical care or social support. Problems like these can accentuate the sense of isolation and loss of self-esteem.

It is absolutely essential that we help women to pull themselves out of such situations of exclusion, enabling them to rebuild their lives and become truly independent.

**In the world, 70% of the 1.2 billion people living on less than \$1 per day are women**

Source: UNIFEM, 2008

## EXPERT VIEW



**Sandra Gidon**  
Director of ADAGE  
Association supported  
in 2013, 2014 and 2017

*The women who come to ADAGE are generally dealing with major social problems. They have experienced isolation first-hand, something which can often have the effect of undermining your self-esteem and getting in the way of professional prospects.*

*Our goal is for ADAGE to be a safe space where women can come to discover their own strengths, a place of learning and exploration. Digital technologies are an indispensable tool for independence, and getting to grips with new technology can provide a massive boost to the women's family, social and professional lives.*

*We also support collective actions aimed at strengthening social connections, promoting the exchange of ideas and solutions and bringing people together.*

## Improving the support available for homeless women

Although they account for around a quarter of all homeless people, there is no specific support system in place for women without stable accommodation in **Moscow**, making them extremely vulnerable. Faced with this situation, **Samusocial International** has joined forces with the city of Moscow to provide medical, psychiatric and social support services for homeless women. The project's outreach teams identify vulnerable women and make contact, directing them towards the available accommodation resources. Individual medical and

psychiatric consultations are provided, along with collective therapy sessions to help women rebuild their lives and find a way to get off the streets.

Association supported in 2008, 2010, 2012, 2013 and 2016



## Supporting the recovery of women suffering from fistulae

Obstetric fistulae affect 2 million women every year, many of them in Africa. Early pregnancy, a lack of medical care and high-risk practices such as female genital mutilation can all lead to serious health problems, including incontinence and sterility. Considered «cursed», women afflicted by these problems may be shunned by their families, leaving them vulnerable and socially isolated. **HumaniTerra International** is fighting back against this problem, with

awareness-raising actions focusing on fistulae and aimed at villages in **Burkina Faso**. After reconstructive surgery, women recovering from fistulae are provided with social and psychological support. They can then return to their communities and live «normal lives.»

Association supported in 2017



## Helping incarcerated women to rebuild their self-confidence

Since 2012, **Les Établissements Bollec** has been working in partnership with Ligue de l'Enseignement 35 on the publication of «Citad'elles», the first magazine created by and for female inmates at **Rennes** penitentiary. With guidance and support from professionals, more than forty women have taken part in this innovative and constructive project, providing opportunities for self-expression while also developing new skills and social capacities. The inmates are responsible for all aspects of the magazine, from writing the articles to producing

the illustrations and conducting interviews. The magazine is a great source of pride and self-confidence for all involved, and also provides other inmates with a publication designed especially for them, helping to break the isolation of prison life.

Association supported in 2014, 2015 and 2017



## Facilitating access to essential services

In all of the world's poorest areas, people are deprived of the most basic infrastructure and services: access to water, food and electricity, but also education, healthcare and contraception.

Migrant women are particularly vulnerable, and the lack of secure accommodation with the necessary facilities can pose a serious risk to their physical security, their ability to access healthcare and exercise their rights, and their basic human dignity.

It is therefore essential to ensure that women have access to basic services, enabling them to improve living conditions for themselves and their families, and to find their place in society.

**In France, almost 40% of homeless people are women**

Source : INSEE, 2012

## EXPERT VIEW



**Sarah Berthelot**  
Project Director at ACINA  
Association supported in 2016-2017

*Although all «Roma» people living in makeshift accommodation in France encounter obstacles when attempting to access their basic rights and services, these precarious living conditions pose a particular danger for women's health.*

*Frequent expulsions disrupt their medical care, with serious consequences for pregnant women. Women are responsible for their families and their homes, and are generally not encouraged to find paid work and thus achieve economic independence.*

*ACINA works with Roma women to help them achieve greater social stability, but also to boost their self-confidence and encourage them to use the many skills they have acquired through life experience. Once this process of professional integration is under way, the women often find employment more rapidly than the men!*

## Treating migrant women with respect and compassion

With more and more migrants arriving in Paris, an emergency accommodation centre (CHU) operated by **Emmaüs Solidarité**, was opened in January 2017 in **Ivry-sur-Seine**, providing vulnerable people, particularly unaccompanied women or mothers with children, with an alternative to sleeping in the street or in makeshift camps.

The migrant women housed at the centre receive assistance with their administrative processes, as well as the medical and psychological support they



so dearly need after the trauma (and often violence) of exile. Socio-cultural activities and French lessons are also on offer, helping the women to settle in and start the process of integration.

Association supported in 2016-2017



## Providing essential services for migrant women

Conditions in the migrant camps and squats of the **Nord** and **Pas-de-Calais** regions are alarming: lack of basic hygiene, difficulties accessing water and basic care, violence against women (rape, prostitution). In an effort to tackle this crisis, **Gynaecologists Without Borders** (GSF) works directly with the women living in these camps.

Working in close partnership with other associations including Médecins du Monde, France Terre d'Asile and Planning Familial, GSF provides vital gynaecological care (monitoring pregnancies, providing



contraception, arranging abortions) and coordinates preventive information campaigns and group discussion sessions within the camps, as well as directing women towards local hospitals and police stations when necessary.

Association supported in 2014 and 2017



## Educating Roma women about sexual and reproductive health services

Three municipalities of **Nantes Métropole** set up welcome facilities for travellers in 2016, aimed predominantly at Roma families, designed to facilitate their social integration: access to right, housing, employment etc. In light of the alarming conditions faced by women and girls in these communities in terms of sexual and reproductive health (early pregnancies, multiple abortions), compounded by their social isolation, the charity **Les Forges-médiation** was asked to provide health education and help redirect women to the appropriate



facilities to deal with their needs (family planning, child protection services, hospitals, charities etc.) The charity also works with healthcare professionals, raising awareness of these issues and providing training to help improve the care available for Roma women.

Association supported in 2017



# Helping women to stand up for their rights

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

In order to break this vicious circle of victimhood and enforced silence, 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: men, communities, institutions and public authorities. Because ensuring that women have the same rights as men is a step forward for society as a whole.

**Around 200 million women currently living in the world have been victims of genital mutilation.**

Source : UNICEF 2016

## EXPERT VIEW



**Sofia Dagna**

Director of Human Rights programmes at CARE France  
Association supported in 2017

*The inequalities which beset women are deeply rooted in all societies, and manifest themselves in various ways in the social, economic, legal and political spheres. All too often, women's freedoms are ignored, their future prospects are restricted and their voices are silenced. In this fraught context, changing mentalities and fighting against sexist stereotypes are essential priorities.*

*We work to provide information and support to women, helping them to access their rights, while also educating men and boys about equality. At the same time, we lobby governments and public bodies for equitable laws and more resources to prevent discrimination, protect women and overcome the obstacles which prevent them from exercising their rights.*

*Gender equality is a fundamental human right. It is also an essential component of the fight against poverty. No society can expect to prosper and thrive if half of the population is deprived of equal rights and access to economic and social resources.*

## Educating young women about female genital mutilation

In spite of the progress which has been made in this field, in **France**, 3 in 10 girls born to parents from countries with a tradition of female genital mutilation (FGM) are still at risk from this practice, particularly when returning to their home countries on holiday. In 2016, **Excision Parlons-En !**, (a network of associations campaigning against female genital mutilation) launched a large-scale information campaign aimed at teenage girls. The goal was to explain FGM to girls, warn them that

they could be at risk and inform them of the actions they can take to avoid it. The campaign involved the creation of various communication tools designed to reach as many young women as possible, as well as raising awareness among professionals (healthcare, teaching, justice etc.).

Association supported in 2016



## Promoting women's rights

In **India**, almost 85% of all undocumented workers are women. Although laws do exist to ensure decent working conditions, they are often flouted and women are subject to various forms of discrimination. Between 2012 and 2016, **Frères des Hommes** and local partner FEDINA worked with 5 groups of undocumented women workers in Karnataka state on projects designed to boost their social and economic autonomy. The two associations have since continued their partnership, focusing on providing leadership training

for women and campaigning against domestic violence. They help local women to organise peaceful collective actions (sit-in protests, demonstrations etc.) urging the public authorities to apply the law properly.

Association supported in 2012 and 2017



## Enabling women to play a role in local elections

As the **Democratic Republic of Congo** prepares to hold its first ever local elections in 2018, **Genre en Action** has joined forces with CFCEM (a feminist charity which is very active in the South Kivu region) on a project aiming to boost citizenship and educate women about the electoral process, involving huge information campaigns launched with the support of the candidates.

This election is an opportunity for Congolese women - many of whom have been victims of extreme violence, and who are under-

represented in public life - to make their voices heard, to stand up for their rights and, ultimately, to demand results from the government.

Association supported in 2017



# Supporting victims of violence and helping them to reintegrate

Because they are denied the same rights as men, women are more vulnerable to various forms of violence: sexual violence, domestic violence, forced marriages, prostitution, mutilation. This violence has devastating consequences on women's lives, physically, psychologically, economically and socially.

In order for women to rebuild their lives and regain self-confidence, they need comprehensive support: counselling, psychological help and active assistance with issues of housing, healthcare and legal procedures.

Training social, medical and legal professionals is also a top priority, enabling them to take more effective action to support and defend women.

**1 in 3 women are victims of violence at some time in their life**

Source : UN Women 2015

## EXPERT VIEW



**Julie Vella**

President of Elle's Imagine'nt Association supported in 2017

Project leader at the Regional Union for Women's Solidarity - Île-de-France Association supported in 2016-2017

*Violence affects women's lives on multiple levels: socially, psychologically, professionally, and of course in terms of their health and family situation.*

*Domestic violence happens behind closed doors, and it is often difficult to break the cycle without help. Without more work on issues of domination and social isolation, we will never be able to help women get out of such harmful situations. That's why our teams are trained to recognise the signs and processes of domestic violence.*

*Getting out of an abusive home is often a long, hard struggle. The first priority is to find stable accommodation from which to start the process of rebuilding. We also face a number of other major challenges, such as training professionals to spot the symptoms of violence against women.*

*GPs, A&E doctors, workplace medical professionals, gynaecologists, lawyers, social workers and police officers are still too often ill-equipped to identify and help victims.*

## Supporting victims of domestic violence

In the Greater Paris area, many women who have suffered domestic violence are housed in hotels, alone or with their children living in precarious conditions.

In order to help break the cycle of violence, the **Regional Union for Women's Solidarity** operates a mobile team (social workers and a nurse) who travel to meet isolated women in the field. With regular support tailored to their circumstances and needs, the women are able to find stable accommodation away from their violent

partners, establishing a stable environment and gradually rebuilding their lives free from the threat of violence.

Association supported in 2016



## Working to prevent child prostitution

In the Hérault region of southern France, child prostitution has become a serious problem in recent years, aggravated by the spread of "escorting", the existence of multiple trafficking networks and high levels of poverty in certain urban areas.

Professionals from the child protection services have reached out to the **Amicale du Nid de Montpellier / La Babotte**, overwhelmed by this complex problem with its combination of sex, money, private pressures and violence. The association works on multiple levels to stop girls falling

into prostitution and help others to get out of sex work. A number of initiatives have been put in place: more preventive work with young people, training for professionals and psycho-social support for minors who have been involved in sex work.

Association supported in 2017



## Taking care of women who have been victims of sexual violence

The health conditions faced by women working in the fishing trade at the port of Rumonge, **Burundi** are shocking: a high rate of unwanted pregnancies, a very high rate of HIV infection, and widespread sexual violence. The women make a living by feeding the fishermen and selling their catch, and are often required to offer sexual favours to find work.

Faced with these challenging circumstances, in 2014 the charity **Essentiel** and its local partner SWAA opened a walk-in clinic on the port, offering first aid and doing

preventive outreach work on sexual health and reproduction. The nurses based at the clinic also offer training, working to change mentalities regarding male-female relations and improve the health of all people working at the port.

Association supported in 2017



# Investing in young women's training

Women are confronted with the realities of inequality at an early age, particularly when it comes to access to education. There are many reasons for this: the old-fashioned belief that girls do not need to be educated because their place is at home, early marriage and pregnancy, a lack of financial means, distance to the nearest school, etc.

Getting girls into school is the best way to maximise their chances of finding decent employment, achieving independence and building a better future for themselves and their families.

**All over the world, 32 million girls are not in education**

Source : UNESCO, 2016

## EXPERT VIEW



**Laure Delaporte**

Co-founder of Life Project 4 Youth  
Association supported in 2012 and 2016

*Young women have so much to offer to their communities. More often than not they are responsible for keeping their families fed and educating the children. With a decent education, young women are better equipped to pass on their knowledge and break the vicious cycle of poverty and exclusion.*

*But they still face various obstacles and constraints, with pressure from their families and social environments limiting their chances of social and professional advancement. It is very difficult to move out of exclusion and into the "presentable" world. It requires long-term education and support, helping women to fit into new networks and overcome the obstacles they will encounter every day.*

*This is the price to pay for being a "role model", and helping to launch a virtuous circle of inclusion and community development.*

## Giving women the chance to take charge of their own lives

In Bali, 60% of the local population live in poverty. The situation is particularly precarious on the north side of the island, less popular with tourists. The public school system is free, but many children are not in education due to the distances involved, or the cost of buying school supplies and uniforms.

Since 2003, **ANAK - Aide aux enfants d'Indonésie** has been working in the region to get more kids in school, particularly girls. The association is currently working on building a new welcome centre, "Dharma

Cita 2", which will allow 20 young girls to continue their education in the nearest city, going on to find qualified work and help break the cycle of poverty for themselves and their families.

Association supported in 2017



## Access to decent education

In **Afghanistan**, the fall of the Taliban made it possible for many more children to go to school. But resources are still lacking, and qualified teachers are thin on the ground. Girls are still in the minority in Afghanistan's schools: only 2.5 million girls are currently in education.

In order to expand educational opportunities for girls, **Afghanistan Libre** focuses on two major priorities: extra classes for students, helping them to pass university entrance examinations,

and more training for teachers, including independent learning tools (DVD tutorials).

Association supported in 2013 and 2016



## Choosing a professional future

In some of the most disadvantaged districts of the **Île-de-France** region, a lack of ambition and encouragement often means that girls' career prospects are limited. In order to support local girls and encourage them to think big, the **Rêv'Elles** association launched the "Reveal your potential" programme in 2013.

The programme runs week-long courses helping young girls to appreciate their own strengths, build their self-confidence, discover the working world and expand their professional horizons. Participants

then receive follow-up coaching over the course of the year, helping them to shape their career plans. The association hopes to expand the programme to other parts of France by 2020.

Association supported in 2015-2017



# Accessing training and employment

Women face many obstacles when it comes to finding employment: childcare, social isolation, illiteracy, the weight of tradition, lack of access to education, fear of taking the plunge and starting a business...

And yet, giving women the opportunity to pursue education, find a decent job or launch their own business is the best way to support their financial independence, a crucial step towards emancipation and social and economic independence.

**In France, 78% of unskilled jobs are held by women**

Source : INSEE 2012

## EXPERT VIEW



**Gauthier Hauchart**

Founder and Director of Food 2 Rue  
Association supported in 2016-2017

*There are two main factors which determine the success of our integration projects. The first is personalised support, helping women to overcome indirect obstacles to employment such as housing difficulties, language barriers, health problems, debt etc. We then help them to set career goals based on their family and social circumstances, their experience and their ambitions. The second factor is our capacity to improve their employment prospects, with high quality training, supervised activities and practical work experience.*

*In our catering operation, employees get the chance to try out all of the different roles within a restaurant, from preparing the food to sales and customer relations. We feel that it's important for our employees to be in direct contact with customers. It helps to make them more confident, and it's also a chance to get feedback on the quality of the food.*

## Supporting female entrepreneurs

Women are still in the minority when it comes to new business ventures. Since 2015, **L'Académie des Ruches** has been supporting female entrepreneurs with a programme baptised "Les Audacieuses". Women with business projects are invited to attend workshops and discussion groups on social entrepreneurship. Eight finalists are selected and receive support over a 9-month period, helping them to bring their projects to fruition with collective training sessions (drafting a business plan etc.) and individual mentoring from

experienced business women. At the end of this period, prizes are awarded to the best entrepreneurs to help them take their projects to the next level. La Ruche has already launched a competition in the **Île-de-France** region and is now working on extending the programme to other parts of France, starting with Nouvelle Aquitaine.

Association supported in 2015-2017



## Getting long-term unemployed women back into work

First launched in 1991, **INSERFAC** runs multiple professional integration projects across three centres in the **Puy-de-Dôme** region. In France, back-to-work support schemes are primarily aimed at men. And yet women account for 70% of the long-term unemployed. Faced with these challenging circumstances, the association has launched a back-to-work scheme aimed specifically at women and focusing on stage costumes, in partnership with the city of Clermont

Ferrand. The aim of this innovative project is to sort, organise and - in the long term - rent out over 30,000 costume items. The women taking part receive tailored social and professional support, along with training preparing them for professional qualifications.

Association supported in 2017



## Helping women over the age of 45 get back to work

Women over the age of 45 who have been out of work for several years often find it hard to get back into employment. Even if they are well-qualified, women often face discrimination on account of their age. This can lead to a lack of self-confidence, and a sense of helplessness when it comes to finding a new job.

Based in **Toulouse** and **Albi**, **Action Femmes Grand Sud** helps women over the age of 45 to get back into the working world by finding jobs, launching their own businesses or

enrolling on professional training courses. Through individual coaching sessions and collective workshops, the participants pick up tips and tools to help them overcome barriers to employment and realise their professional ambitions.

Association supported in 2017



# Developing women's income-generating activities

Women in developing countries are faced with many obstacles (domestic chores, discrimination, lack of education) limiting their economic prospects, rendering them financially dependent.

And yet, 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.

**Women account for between 60% and 80% of food production in developing nations**

Source : FAO, 2011

## EXPERT VIEW



**Brigitte de la Houssaye**  
Economic Development Expert  
at the Caisse des Dépôts  
Member of the Executive  
Committee of the RAJA-Danièle  
Marcovici Foundation

*When women find paid employment, that income immediately reduces their dependency on those around them. Little by little, gaining new skills increases their independence. It's also a great boost to their self-esteem. Some women go on to train others, becoming leaders in their own right. But that transition is not always easy.*

*For centuries, women have been expected to take care of their families. The traditional stereotypes of gender roles are deeply ingrained, in women as well as men. In order to overcome these obstacles, women require comprehensive support and encouragement helping them to manage their budget, acquire new skills, seek healthcare, know their rights, assert their status as active participants in the economic development of their region, and make their voice heard. Giving women greater independence can help to shake up the status quo. Effective support also requires us to involve and educate the community as a whole, particularly the men.*

## Promoting women's independence through collective organisation

Since 2013, **SOS Sahel International** has been working in **Djibouti** where almost 80% of the population live below the poverty level and suffer from malnutrition, due to recurring droughts and a fragile agricultural system. The association has established semi-intensive goat farming operations, run collectively by a team of women. As well as running the farm and managing its produce (mostly milk), the women are working on regenerating 10 hectares of depleted land to produce fodder for the goats. The project thus

has a three-fold impact, helping to raise the women's standard of living, improve food security in the area and also to protect the environment.

*Association supported in 2017*



## Making the most of women's traditional expertise

Founded in 2009 by a French fabric expert, **El Camino** is an association bringing together 130 Maya craftswomen living in the rural, mountainous area of Chiapas, **Mexico**. The project centre trains women in the techniques of weaving, as well as the commercial techniques needed to bring their products to market. The idea is to recognise the value of their traditional expertise, and improve their standard of living in the process. Although the centre is financially independent, and even opened its ownstore in a neighbouring city in

2013, orders are still not steady. The association is therefore looking to become more professionally organised, training the women to use stock and sales management software and opening up a second store in Oaxaca. This will open up new commercial opportunities, and boost the weavers' income.

*Association supported in 2009 and 2017*



## Access to micro-credit can boost economic activity

Women in **India** often fall victim to discrimination on account of their gender or social status (untouchables, widows, living with disabilities etc.). These women live in highly precarious conditions, often in rural areas, and earn their living through informal activities which are often poorly paid (farming, craft work).

**Objectif France Inde** and local partner SEVAI have joined forces to set up 600 self-help groups bringing together some of India's most vulnerable and marginalised women. These groups can provide access

to micro-loans subsidised by the Tamil Nadu state government, as well as training courses helping women to develop their economic activities and work their way out of poverty within 4 years.

*Association supported in 2017*



# EXPOSING, INFORMING, SHARING: COMBATting THE INEQUALITIES



Because the inequality and violence endured by women is often under-reported or ignored, we are committed to speaking up for all women. We firmly believe that joining forces to further the cause of women's rights is both necessary and urgently important. With this goal in mind, the Foundation is committed to raising awareness of women's rights issues among our partners and the public at large.

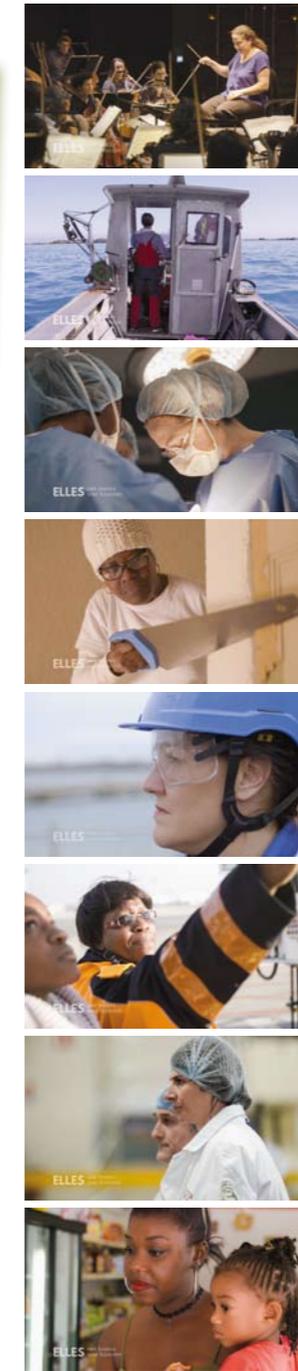
**The Causette Solidarity Festival** ran from 22 to 25 June 2017, and the RAJA-Danièle Marcovici Foundation was an official event partner. Over the course of these four days, round-table discussion sessions were held on a variety of topics: female entrepreneurship and professional equality, harassment in the streets and everyday sexism, violence against women, access to healthcare,

equality between boys and girls in the education system, and the representation of women in politics. **Twenty of the associations supported by the Foundation were also invited to present their work.** This was a great opportunity to raise public awareness of the reality of the current situation, and the problems encountered by the women they work with day in, day out.



## WE ARE WOMEN - Season 2

In celebration of International Women's Day on 8 March 2017, the RAJA-Danièle Marcovici Foundation joined forces with 7 other French corporate foundations (ACCOR, Groupe ADP, Chanel, ELLE, ENGIE, SANOFI and UNILEVER) to launch a second series of short films entitled "WE ARE WOMEN", broadcast across France's national TV channels from 5-15 March 2017. This year's series focuses on **11 inspirational French women**, including a conductor, a neurosurgeon, a factory director, a champion boxer, a mechanic in a methane plant and a house painter. **They all share some of their own experiences, discuss the importance of women's rights and offer a message of hope.**



## EXPERT VIEW



**Thalia Breton**  
Regional Director  
for Women's Rights and Equality,  
Île-de-France  
Member of the Executive Committee of  
the RAJA-Danièle Marcovici Foundation

*Discrimination against women is now illegal in France, but in reality inequality still exists in all walks of life. The pay gap between men and women still stands at 24%. Our news bulletins offer no shortage of examples of the massive, universal and systemic violence suffered by women. In France, 225,000 adult women are victims of domestic violence and 84,000 adult women are raped each year. This violence is rooted in a substrate of everyday sexism and inequality, a tacit reality of our society. We need to promote a culture of equality from an early age, to prevent future generations from perpetuating the cycle of violence and discrimination which still affects all women. Charitable foundations have a crucial role to play in this struggle, supporting associations in the field and topping up the available public funds: without charities, so many projects would never get off the ground! Foundations like ours are also a good way of instilling a culture of equality in the workplace. The employees (of both sexes) of the RAJA Group are closely involved with our work.*



AN EXTRACT FROM DANIÈLE KAPEL-MARCOVICI'S SPEECH:



*" When I launched the Foundation ten years ago, I could never have imagined how far our work would come! The Foundation has evolved, but one thing hasn't changed: our determination to keep on fighting for women's rights. [...] I remain firmly convinced that making the world a better place for women will make the world a better place for everybody! "*



## A ceremony devoted to solidarity and action, celebrating 10 years of the Foundation

On 6 December 2016, the Foundation celebrated 10 years of hard work for women's causes. A ceremony marking this milestone was held at the Théâtre du Trianon in Paris, with over 400 guests. This gala evening was an opportunity to look back over some of the highlights of the Foundation's work since 2006 and assess the impact of our actions.

The rousing speeches from Danièle Kapel-Marcovici and other guest speakers hinted at new horizons in the years to come, new opportunities for effective action in defense of women's rights all over the world.



### «Wishing trees»: inspiring messages of hope for the future!

The birthday celebrations also provided an excellent opportunity to **promote the cause of women's rights**. A "wishing tree" scheme was launched in all of the RAJA Group's European company offices: the group's 1600 employees were invited to jot down **their "biggest wish for women's rights over the next 10 years"** on a piece of paper, then add their wishes to the tree.

The scheme proved to be a big success, meeting with an enthusiastic response from employees. Many of these wish "leaves" were collected together and used to decorate the wishing trees on show during

the 10-year anniversary celebrations on 6 December 2016.

The resulting "RAJA Forest," a symbolic representation of the Group's commitment to the cause, was a big hit with guests.

*"I dream of a world where being born a girl doesn't limit your opportunities in life."*

*"I hope that all of the world's women will have the chance to choose their own destiny in life."*



## RAJA Foundation Women's Awards 2016

The ceremony also saw the presentation of the "RAJA Foundation Women's Awards" to a selection of worthy projects from among the many initiatives supported by the Foundation over the past decade. First held in 2013, the annual Women's Awards pay tribute to associations working in France and elsewhere in the world, running **remarkable actions and initiatives which have durably and demonstrably helped to improve women's lives.**

For the bumper 2016 edition a special jury, composed of current and former members of the Foundation's executive committee, selected the winning projects from among 12 finalists. **A total prize fund of €80,000 was split between 5 associations,** with the money going to help expand and develop their activities.



### Category EDUCATION AND SOCIAL ACTION

Association **Afghanistan Libre**

*Donation: € 20,000*

Project: setting up health education centres for Afghan women

**"By educating people about basic hygiene we can reduce the risk of fatal infections by 50%!"**

Chékéba Hachemi,  
President of the association



### Category WOMEN'S RIGHTS AND THE STRUGGLE TO END VIOLENCE

Association **Lysistrata**

*Donation: € 20,000*

Project: providing vital support to victims of sexual violence in the Democratic Republic of Congo.

**"My dream is that one day our work will no longer be needed in DRC"**

Titouan Lamazou,  
Founder of Lysistrata



### Category TRAINING AND OCCUPATIONAL INTEGRATION

Association **Fleurs de Cocagne**

*Dotation : € 20,000*

Project: organic flower farming as a method for reintegrating long-term unemployed women in the Essonne region (just outside Paris).

**"Our dream is that whenever a woman falls on hard times, and is struggling to see a way forward, she can always say to herself: I can go to Fleurs de Cocagne"**

François Bataillard,  
Director of Fleurs de Cocagne



### SPECIAL JURY'S PRIZE

Association **Life Project 4 Youth**

*Donation: € 10,000*

Project: helping young mothers in the Philippines to build successful careers.

**"We're here tonight on behalf of the young mothers of Tondo. With their courage and incredible energy, they are playing a vital role in shaping the future of their country."**

Laure Delaporte,  
Co-founder of LP4Y



### FIRST PUBLIC PRIZE

Association **Habitat Cité**

*Donation: € 10,000*

Project: training women from the slums of Pantanal, Nicaragua, in the techniques of terra cotta construction.

*Awarded for the first time this year following an online vote, the Public Prize is a great way of raising awareness of the Foundation's work among the general public and RAJA's professional partners: associations, foundations, customers, suppliers and, of course, the Group's employees.*

# The "Women & the Environment" Programme

As a result of the traditional distribution of roles in society, not to mention the discrimination they face, women are often the first to suffer the consequences of climate change, consequences such as desertification, water scarcity and pollution. And yet, women are also a source of innovative solutions for protecting the environment.

With this paradox in mind, and with the COP21 climate conference set to be held in Paris in December 2015, the Foundation and RAJA Group decided to join forces.

The "Women & the Environment" programme was launched in 2015, across all of the RAJA Group's European companies. This wide-ranging sponsored product scheme means that the Foundation receives a donation of €1 or €2 every time a customer selects an environmentally-responsible product from the RAJA catalogue. All funds raised throughout the 6-month

campaign were then distributed to charity projects working to promote the crucial contributions of women to environmental protection and the fight against climate change.

RAJA has since decided to make this programme a regular operation, with 4 rounds of fund-raising allowing us to collect **almost €800,000** and support **19 charity projects**.



**ACTION**  
for Women  
& the Environment



## 4<sup>th</sup> operation MARCH 2017- AUGUST 2017

The fourth edition of the sponsored product campaign involved RAJA France and six of the group's other European subsidiaries (Belgium, Netherlands, Austria, UK, Italy and Spain). Running from March through August 2017, the operation raised €154,677 which was split between **10 charity projects**:

- **Association de Développement de l'Emploi Agricole et Rural (ADEARM):** Support for women in alternative agriculture (France);
- **Projeter sans Frontières:** Supporting the development of urban agriculture with women from Bogota (Colombia);
- **Migrations & Development:** Training women in the techniques of sustainable agriculture, and how to adapt to climate change (Morocco);
- **Ishpingo:** Training women in agro-forestry techniques in order to boost their income and contribute to reforestation in the Amazon (Ecuador);
- **Terre & Humanisme:** Helping women to launch agricultural activities which respect the environment while also generating income (Togo);

## 5<sup>th</sup> operation SEPTEMBER 2017 - FEBRUARY 2018

- **UNIVERS-SEL:** Training salt farmers in solar-based production techniques in order to protect the mangrove (Guinea-Bissau);
- **Women's Worldwide Web:** Supporting women farmers in their transition to agro-ecology, in order to combat desertification (Tunisia);
- **Le Partenariat:** Helping women in the fishing sector to recycle their waste and access sustainable energy in the form of biogas (Senegal);
- **Empow'Her:** Developing organic agriculture as a means of lifting women out of poverty and putting an end to environmental damage (Peru);
- **Entrepreneurs du Monde:** Giving vulnerable women access to clean, cheap energy (Togo).

## 5<sup>th</sup> operation SEPTEMBER 2017 - FEBRUARY 2018

In light of the success of the programme, and the major impact it has had on the work of our charity partners, RAJA France and the 6 fellow European branches have decided to keep the ball rolling with a 5th round of fund-raising which will run until 28 February 2018.

## The money raised will be split between 5 charity projects:

- **Bolivia Inti Sud Soleil:** Promoting solar cooking technologies in order to boost energy independence and help women develop their own economic activities (Peru);
- **Rejoué:** Developing a network to recycle and sell used toys, giving long-term unemployed women a chance to get back into the working world (France);
- **Envol Vert:** Training women in agro-forestry techniques in order to boost their income, contribute to the regeneration of biodiversity in the Sierra Nevada and improve food security for local people (Colombia);
- **Re-Belle:** Fighting against food waste by turning unsold fruit and vegetables into home-made jams, creating new job opportunities for women in the process (France);
- **Bolivia Inti Sud Soleil:** Making local women more independent with training in the techniques of cultivation, sun drying and how to handle the business of selling dried fruits and vegetables (Bolivia).

# GETTING EMPLOYEES INVOLVED WITH THE RAJApeople PROGRAMME



Firmly rooted within the RAJA Group, the Foundation also aims to raise awareness among the company's employees about the actions and causes supported, inviting these colleagues to get involved. Launched in 2013, the RAJApeople programme gives the employees of RAJA France opportunities to support initiatives in favour of women: volunteering skills, supporting projects with a monthly "micro-donation" (taken directly from their salaries) and a host of charity events organised by the Foundation in partnership with the company.

Since 2015, the Foundation has been expanded and its awareness-raising and action-inspiring initiatives have been open to all employees in all 18 countries in which RAJA is present.

over 1,700 employees converted to the cause of women's rights



*"The RAJApeople programme is an important component of our corporate social responsibility policy, embodying 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 and building new bridges between the charity sector and the business world. Thanks to their support, our partner associations receive support which goes far beyond a simple financial donation.*

*2017 saw the launch of a major campaign tackling violence against women, led jointly by the Foundation and RAJA. The campaign included a number of charity events and initiatives across France and Europe. The feedback has been extremely positive, and the women and men of RAJA are proud to be part of a company with strong convictions, a company which gives them the opportunity to contribute to the important cause of advancing women's rights."*

## Sandra Bismuth

Human Resources Director, RAJA France

Member of the Executive Committee of the RAJA-Danièle Marcovici Foundation





## Microdonations

The microdonation scheme is a straightforward system which allows RAJA France employees to give anything from a few cents to as much as €50 to the Foundation each month. All of the donations collected throughout the year are matched by the company. Each year, the employees signed up to the microdonation scheme vote for their favourite charity project from among the many initiatives supported by the Foundation. The winner is awarded the RAJApeople Prize, along with the funds raised over the course of the year.

### TESTIMONY

**Eva Clippe**  
Managerial assistant, RAJA  
microdonor since 2014

*I first heard about the microdonation scheme when I got back from maternity leave, and it made perfect sense. I don't have the time to get involved with women's rights campaigns more actively, so this is a great way for me to make a contribution.*

*Since the donation comes straight out of your wages, you don't even think about it. Except when the times comes to vote for the RAJApeople prize. That's when you realise that, even if your microdonation doesn't seem like much, when we all come together it adds up to something much bigger. There are two advantages for us as donors: by making a donation we're contributing something, and by voting for our favourite project we can lend concrete support to a charity which means a lot to us.*



**Testimony**  
**Élisabeth D'Anglade,**  
Environment and Safety Manager at RAJA

"When the Foundation launched the volunteering programme, I signed up straight away for the cultural outings' scheme. With the ACINA association, I accompanied a group of young girls to the Natural History Museum in Paris. What really struck me was that, in spite of whatever social and financial problems they might have, the girls were still so open and curious. We had a really enjoyable day out together".



**Testimony**  
**Sarah Berthelot,**  
Project Manager at ACINA  
(association supported in 2016-2017)

"Having Elisabeth come along for the day was a great experience for the girls and for the ACINA team! It gave us a new perspective on our projects, and I know that Elisabeth learned a lot about the girls that we work with. Chatting with Elisabeth also taught us a lot about what it's like to work for a big company. Having her with us made the day out even more fun!"



**Testimony**  
**Ronan Delanoë,**  
International Development Project Director at RAJA

"I first heard about this association on a trip to Nepal, where I got talking to Pierre about the difficult conditions faced by Nepalese women and what can be done to make them more independent. With Pierre's help, the women's associations in Chormara came up with a project for an agricultural cooperative which has come to fruition this year. So it seemed only natural that I pitch this project to the Foundation as a sponsorship opportunity. That support has helped lay the foundations for a project which will continue to grow and grow. As sponsors, we are responsible for ensuring the quality and success of the project."



**Testimony**  
**Pierre Giraud,**  
Consultant on the Resham Firiri project  
(association supported in 2017)

"Our farming cooperative project is a real source of hope for participants, helping to improve living conditions for women and their families in Chormara, Nepal. Ronan's enthusiastic support has really helped the process of communication between the Foundation and Resham Firiri. His involvement has been a big asset in terms of dealing with the challenges that are part and parcel of projects like this one."

## Volunteering

As part of the RAJApeople programme, RAJA employees volunteer their time and expertise to support a partner association for a day during their holiday time. As a reward for their generosity, RAJA gives participants an extra day off to continue this charity work or get involved with another project. These projects take three different forms: sharing of professional expertise (communication, IT skills, accounting, etc.), personalised teaching and support (help with job searches, etc.) or involvement with specific events.

## Sponsorship

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 then follow the project as it unfolds, from the initial application right through to the end of the process.



# SOLIDARITY EVENTS ALL OVER EUROPE TO RAISE AWARENESS OF THE FOUNDATION AND ITS WORK



## RAJApeople

### Europe-wide solidarity collection for highly vulnerable women

On 8 March 2017, in celebration of International Women's Day, the whole RAJA Group joined forces for a solidarity collection for the benefit of charities supporting vulnerable women. Over a tonne of essential products was collected (hygiene products, beauty products, clothes, food etc.) and distributed to 14 charities working in countries where RAJA has offices.

Throughout the year, the Foundation organises various events to raise awareness of women's rights among the Group's employees, and to forge closer bonds with the associations we support.

In France, RAJA France, Cenpac, L'Équipier and Welcome Office decided to donate the 160 kg of products donated by employees to the **Maison des Femmes** in Saint-Denis (near Paris). Backed by the Foundation since its creation, the Maison des Femmes is a welcome centre and refuge for victims of domestic violence and/or genital mutilation, providing comprehensive care and support (medical, psychological and social).

**Associations supported in Europe:** Italy: Croce Rossa Italiana - Denmark: RodeKors - Poland: Dom Samotnej Matki i Dziecka Warszawa Praga Północ - Spain: El Ca-

bàs Solidari - Germany: Taff - Tagestreff für Frauen - Belgium and Netherlands: De Passerel - Switzerland: Frauenhaus - Morplan - UK: SaferPlaces, MK Act - Austria: Wendepunkt - Norway: Prosenderet - Czech Republic: Rosa - Sweden: Talita.



### Summer solidarity!

On 16 June 2017, during the annual Summer Party for employees of RAJA France and Cenpac (held at RAJA Group HQ), Danièle Kapel-Marcovici presented the 2017 RAJApeople Prize on behalf of our microdonors. For the first time, the donors were invited to vote for the **two charity projects** (one in France and one abroad) which would split the funds raised throughout the year: **€14,411.60** (a total of €7,205.80 for each project).

■ The RAJApeople France Prize went to **Food 2 Rue**, a charity working to get women back into long-term employment by providing work in the street food sector;

■ The RAJApeople International Prize went to **Planète Enfants & Développement** a charity helping women from the Chepang people in Nepal to overcome violence and achieve social emancipation.



### Work experience day at RAJA for the high school girls supported by Rêv'Elles

On 26 October 2017, RAJA France hosted 11 high school students from priority education zones in the Île-de-France region. All of these girls are accompanied by the **Rêv'Elles** association, supported by the Foundation since 2015. The idea was to introduce the girls to our business, with the chance to chat to female employees about their work and their career paths. These discussions gave the girls new perspectives on the world of work, introducing them to a professional atmosphere which they had never before encountered.



**Testimony**  
**Aménie Zitouni,**  
sales adviser  
at RAJA

"The whole experience was very rewarding. It's important for professionals to share their experience with young people, especially those who might feel a little lost in terms of their career prospects. I was struck by the girls' curiosity and pride when it came to discussing our personal and professional paths. Those girls are our future, and it's our job to help guide and support them in their choices."



### A Christmas market and solidarity collection for the holidays

With the end of the year fast approaching, the Foundation put on a charity Christmas market at RAJA Group HQ. From 4-8 December 2017, some of the associations funded by the Foundation were invited to showcase the work of the women who benefit from their support: Nepalese crafts from **Planète Enfants & Développement**, jams and preserves made with unsold fruit and vegetables by **Re-Belle**, organic hyacinth compositions by **Fleurs de Coccagne**, and even Maya weaving from **El Camino**. In keeping with our commitment to eco-responsibility, a toy collection box was set up by partner association **Rejoué**: 10 boxes full of toys were donated by our employees, and will be repaired and resold at reasonable prices by women receiving help and support to get back into work. This festive occasion was also a celebration of our spirit of solidarity, and a great chance for employees and charity partners to get to know each other.





**Françoise Brié**  
 Director of the National Federation for Female Solidarity  
 Member of the Executive Committee of the RAJA-Danièle Marcovici Foundation

*Businesses have a part to play in combating violence against women, in all its forms. Domestic violence affects 1 in 10 women, and women in work can also suffer the consequences: unexplained sick leave, partners preventing them from going to work, health problems, housing problems etc. Providing information and training can help employees to understand the context of such violence, spotting cases and offering support and guidance to victims (the national helpline for violence against women 3919, specialist charities and refuges etc.). Businesses have an essential role to play in combating violence, helping their employees to face up to the issue and ensure that society at large stops tolerating such abuse. Because violence against women affects us all.*

## The Foundation and RAJA Group are taking a stand against the violence suffered by women

Reasserting our commitment to women's rights, the Foundation and RAJA Group recently launched a joint **campaign to combat violence against women**, set to run from November 2017 to March 2018. This new campaign will include various events designed to raise awareness and inspire people to take action, uniting the whole RAJA Group around a vital cause.

### ■ RAJA Group: walking to combat violence against women

Between 2 and 8 November, 1700 RAJA Group employees took part in a mass **pedometer challenge**. The goal: to reach an overall total of 30 million steps and raise €30,000 for 16 European associations working to combat violence against women. Meanwhile, 26 RAJA employees took part

in the New York Marathon on 5 November and made a big contribution to the overall total.

The **pedometer operation** proved to be a huge success: we took a total of 33,117,730 steps and raised €15,000 for two charities working in France - **Elles Imagine'nt** and **Libres Terres des Femmes** - as well as €15,000 to be shared between 14 associations across Europe working to help victims of violence rebuild their lives.

**Associations supported in Europe:**  
 Italy: D.i. Re - Spain: Hèlia - Belgium: Trampolien - Netherlands: Safegroup - Germany: Frauenhaus - Switzerland: Frauenhaus - Denmark: Donner - Czech Republic: Rosa - Poland: Centrum Pro Kobiet - Sweden: Talita - Morplan, Safer Places - UK: MK Act - Austria Wendepunkt - Norway: Oslo Krisesenter.



### ■ Lunch-debat on violences 25 November 2017

In order to mark the **International Day for the Elimination of Violence Against Women on 25 November 2017**, Françoise Brié, director of the National Federation for Female Solidarity, accompanied by members of two of the French charities supported by our «pedometer» fund-raising operation, visited RAJA HQ to meet em-

ployees of RAJA France and Cenpac and discuss the issues and impacts of violence against women.

In a closing ceremony which also marked the conclusion of the pedometer challenge, RAJA France and Cenpac presented Libres Terres des Femmes and Elle's Imagine'nt with cheques for €7,500 each, funds which will allow the charities to further develop and expand their activities.



Une dynamique de réseau

- En direction des femmes et de leur(s) enfant(s) : écoute, accueil, accompagnements, actions collectives
- En direction des professionnel.le.s : formations
- En direction du grand public : conférences, débats
- En direction du jeune public : actions de prévention, comportements sexistes

1992 : création de la ligne téléphonique nationale  
 2007 : numéro anonyme 3919  
 2014 : numéro étendu à toutes les formes de violences faites à gratuit.

### ■ Training for the Human Resources team

The human resources teams from **RAJA France** and **Cenpac** recently took part in a day of awareness-raising training focusing on violence against women, organised by the **National Federation for Female Solidarity** and designed to provide HR professionals with more information and increase their capacity to take action when required.





## All of the Group's companies in Europe are taking a stand for women's rights

Since 2015, all of the RAJA Group's subsidiaries have been involved with the work of the Foundation. A number of local initiatives have been launched.



**Testimony**  
**Lorenza Zanardi,**  
**Director of**  
**RAJAPACK Italy**

"When I first met the president of Armonia and the medical team at their health centre, I could tell right away that this was a project which shared our core values. Their passion and commitment were what really convinced me to get this partnership up and running. After that first meeting, the medical team visited RAJAPACK for an awareness-raising session. All of our female employees took part, even those on maternity leave, and were joined by the partners of some of our male employees. It's rare for a company to be so genuinely committed to the health and well-being of its employees. Everybody who took part saluted RAJAPACK's commitment to the cause."

### ■ A network of Ambassadors to expand the Foundation's actions across Europe

As part of the celebrations to mark 10 years of the Foundation, a new network of Ambassadors was created. These Ambassadors are employees who have volunteered to act as the Foundation's representatives within the various subsidiary companies which make up the RAJA Group in Europe. They are responsible for informing colleagues of the latest RAJApeople initiatives and promoting the work of the Foundation in their countries.

### ■ RAJAPACK Czech Republic

After the solidarity collection of March 2017, RAJAPACK Czech Republic decided to make a donation to local association **ROSA** (50,000 CZK, approx. €2,000), plus a consignment of essential products. The ROSA centre offers shelter and support to victims of domestic violence and their children, a safe space where they can start the process of rebuilding.



### ■ RAJAPACK Italy

**RAJAPACK Italy** has formed a partnership with **Armonia Onlus**, a charity which has been working for over 20 years to prevent breast cancer and support women suffering from the disease. The money donated (€6,813) allowed **Armonia** to refurbish and redecorate the women's health centre at the Local Healthcare Agency in Piacenza, making it a more comfortable and welcoming place for patients. These freshly-refurbished surroundings will make a real contribution to the psychological well-being of the 35,000 women who visit the centre each year for screenings, clinical interventions and emergencies.

Members of the association also visited RAJAPACK Italy on 16 October 2017 to teach our female employees how to spot the early signs of breast cancer.



### ■ RAJAPACK Germany continues to fight for women's rights

Inspired by the "Women & the Environment" programme, in September 2016, RAJAPACK Germany launched a new action strategy known as "**Perspectives for Women**". The goal was to raise funds for three German charities over a six-month period. For every purchase of one of four designated RAJA products, €1 was donated to the partner charities and used to fund projects benefiting women.

Building on the success of the first two campaigns, which raised over €90,000, RAJAPACK Germany decided to keep the ball rolling and run the programme again from September 2017 to 28 February 2018, with all funds raised going to the same three charities:

- **Papatya** (Berlin) is an association working with young women in immigrant communities to deal with the consequences of cultural and familial conflicts such as arranged marriages, honour killings and/or violence in all its forms.
- **Horizont e.v.** (Munich) is an association which provides temporary shelter for homeless women and their children, redirecting them towards more long-term accommodation.
- **VbFF** (Frankfurt) is an association working to boost the professional development of women, particularly young mothers without qualifications and immigrants.



**Testimony**  
**Delphine Jean,**  
**Marketing Director at**  
**RAJAPACK Germany**

"When we started looking for partners and contacting associations, we discovered a whole new world. It was a really moving experience, especially when we visited some of the charities. We didn't realise the scale of the problem, and the number of women affected! Those visits brought us face to face with the reality of the situation. We met the women involved and listened to their stories. It's surprising that in a country like Germany there is so much still to be done for women who were unable to complete their education and find themselves alone with children to support, not to mention the fact that some women are still dying because they choose to reject the life planned out for them by their families."

# 2006-2017: ABOUT THE FOUNDATION



## About RAJA

The RAJA Group is the European leader in sales and distribution of packaging, supplies and equipment for businesses. With 22 subsidiary companies active in 18 countries across Europe, the RAJA Group generated turnover of over €560 million in 2017, employing over 1700 people across Europe, more than half of whom are based in France.

over 85,000  
women supported

in 52 countries

406 projects co-financed

248 associations supported

A budget of over €8 million

The RAJA-Danièle Marcovici Foundation was founded in 2006 by Danièle Kapel-Marcovici, Chief Executive Officer of the RAJA Group. Working under the aegis of the Fondation de France, the Foundation supports projects in France and elsewhere in the world, focusing on certain key priorities: improving the rights and living conditions of women, boosting their independence through education and professional advancement, social action and preventing violence against women.

The Foundation supports initiatives designed to combat the many forms of exclusion and discrimination faced by women and girls in society, mobilising the support of the RAJA Group's employees via the RAJApeople scheme.

Sous l'égide de  
**Fondation  
de  
France**

## A tale of two women

The origins of the RAJA-Danièle Marcovici Foundation can be traced back to the careers of two women:

- Rachel Marcovici, who founded Cartons RAJA in 1954 and carved out her place in the very male-dominated world of packaging supplies and equipment.

- Her daughter Danièle Kapel-Marcovici, who took over the reins of RAJA in 1982 and has since worked constantly to expand the business nationally and, since 1990, internationally.

- In establishing the RAJA-Danièle Marcovici Foundation, Danièle Kapel-Marcovici was determined to combine her long-standing commitment to the cause of women's rights with her firm conviction that businesses have a responsibility not just to the economy, but also to society in general.

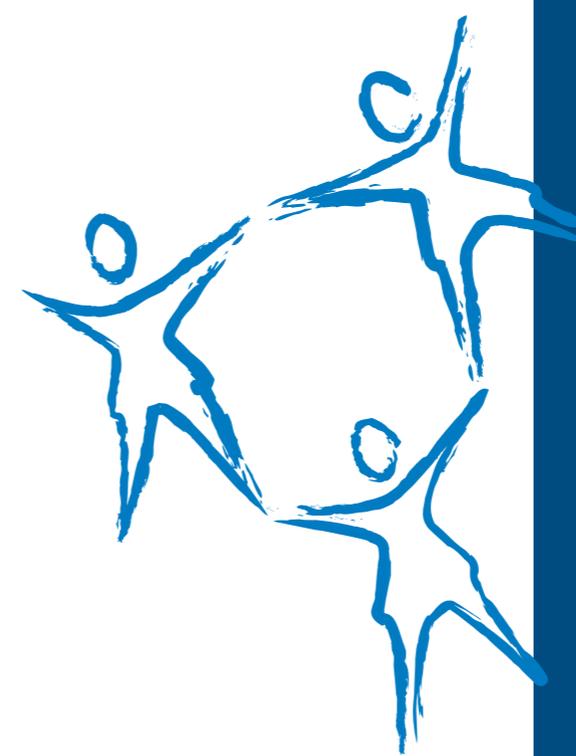


# An active Executive Committee

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..



**Danièle Kapel-Marcovici**  
Chief Executive Officer  
of the RAJA Group,  
Founder and President of  
the RAJA-Danièle Marcovici Foundation



## REPRESENTATIVES OF THE RAJA GROUP



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



**Daniel COHEN**  
Executive Director  
for Administration, Finances  
and Human Resources -  
RAJA Group



**Bernard SIOUFFI**  
Associate Director of BGSi,  
Member of the Board  
of Directors - RAJA Group



**Jonathan COSTA**  
Internal Auditor -  
RAJA Group

## EXPERT MEMBERS



**Thalia BRETON**  
Regional Director for  
Women's Rights and Equality,  
Ile-de-France



**Françoise BRIÉ**  
Director of the National  
Federation of  
Female Solidarity



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



**Brigitte de la HOUSSAYE**  
Director for the Knowledge  
Economy and Economic Develo-  
pment at the Caisse des Dépôts



**Henri ROUILLE D'ORFEUIL**  
Member of the French  
Academy of Agriculture

## SELECTING AND MONITORING PROJECTS

The Foundation supports local, national and international programmes led by French associations, and corresponding to a precise set of selection criteria.

### 1 - Submitting proposals

Project leaders start by submitting an application in response to one of the calls for projects launched on the Foundation's website.

### 2 - Examination and pre-selection

The Foundation team analyse these proposals with reference to our stated criteria. The team then meets with the project leaders, and selects the proposals which will be presented to the Executive Committee.

### 3 - Selection

The Executive Committee examines the proposals pre-selected by the Foundation team. Projects are analysed on the basis of their consistency with the objectives of the Foundation's work, particularly their capacity to have a long-lasting impact on the lives of women. After much discussion the members of the Committee vote to select those projects which will receive funding, and how much.

### 4 - Follow-up and assessment

Partnership arrangements are made with the successful project leaders, who are required to submit regular activity updates and financial reports. The Foundation team closely monitors the progress and results of sponsored projects, travelling to visit those working on the ground if necessary.

## The Operational Team

A permanent team is responsible for pre-selecting project proposals for consideration by the Executive Committee, as well as keeping track of the progress of current projects with our partner associations. The members of the permanent team also run information and fund-raising campaigns with the Group's employees, via the RAJApeople programme. They also handle all relations with charity partners, contacts in the social economy and the media.



**Delphine CHOMIOL**  
Project Manager



**Hortense LANDOWSKI**  
Project Manager

# The Foundation on the field

The Foundation team attaches great importance to getting out and visiting the charities which we support.

These visits allow us to monitor the progress of projects and assess the impact of these initiatives on women's lives.

For the Foundation, this is also an opportunity to gain a better understanding of the issues encountered by women and the circumstances in which our charity partners are operating. Field visits are also a great way of reinforcing the bonds between the Foundation and the associations working to bring projects to fruition in the field.

Above all, they are a chance for us to meet and talk with the women who benefit from these projects.



**Clotilde Bato**

Director of SOL  
Association supported in 2012,  
2014 and 2015-2018

*Since 2012, the Foundation has supported SOL's work with women farmers in India and Senegal. At SOL we were keen to take this partnership to the next level: a group of RAJA employees helped us to develop a new communication strategy (volunteering with the association), and held charity sales with the proceeds going to fund our projects.*

*SOL received further support in 2015 as part of the "Women & the Environment" programme.*

*Last but not least, we had the honour of hosting Danièle Kapel-Marcovici and Daniel Cohen in India in 2017.*

*The visit included some very powerful encounters with the school girls and farmers whose work is supported and celebrated by our project. It also gave us the chance to have some really passionate discussions about the whole array of projects we are involved with in India, and get to know the founder of the Foundation a bit better.*

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## EXPERT VIEW



### Presentation of donations to the Maison des Femmes in Saint-Denis

Following the charity collection drive in March 2017, members of the Executive Committee and the Foundation team visited the **Maison des Femmes** in **Saint-Denis** (near Paris) to present the 160 kg of essential products donated by RAJA Group employees in France (RAJA France, CENPAC, Welcome Office and L'Équipier).

This presentation ceremony was also an opportunity to discover the services on offer at the Maison des Femmes (refuge, family planning and medical consultations) and to meet the staff working at the centre, especially Dr. Ghada Hatem, head of department at Saint-Denis' Delafontaine hospital and founder of the Maison des Femmes. Opened in July 2016 with financial backing from a number of corporate charitable foundations (Kering, ELLE, Sanofi, Air France, Bouygues Construction), including the RAJA-Danièle Marcovici Foundation, the Maison des Femmes is the only centre of its kind in France, providing a safe space for victims of violence and genital mutilation.

### Visit to the emergency housing centre in Ivry-sur-Seine

In October 2017, members of the Executive Committee and the Foundation team visited the **emergency housing centre** in **Ivry-sur-Seine** (near Paris), which has been supported by the Foundation since it opened in January 2017. Through conversations with fellow charity partners - **EMMAÜS Solidarité**, Samusocial of Paris and others - and of course the women housed at the centre, this visit helped us to get a better understanding of the conditions faced by women arriving in France, and the reality of life in emergency accommodation.



### Meeting the women who benefit from our support in India

In September 2017, Danièle Kapel-Marcovici and Daniel Cohen, members of the Executive Committee, visited India to meet with several partner associations and check on the progress of their projects.

■ In **Pondicherry** (south-east India), they met 40 women who have benefited from the work of **HAMAP-Humanitaire**. These women have all received micro-loans, helping them to set up small businesses. They also have the opportunity to sell their

wares at the "Akshaya Store", and receive training on how to manage their business and negotiate sales.

■ Danièle Kapel-Marcovici and Daniel Cohen then met some of the young girls who have received help from SOL to set up organic vegetable patches in their schools, also in **Pondicherry**. Through this programme the girls and their teachers receive training on environmental protection, learning techniques they can share with friends and family.

■ In **Dehra Dun** (northern India), Danièle Kapel-Marcovici and Daniel Cohen met women who have benefited from SOL's agro-ecology training courses, in partnership with local charity **Navdanya** - founded by pioneering Indian ecologist and campaigner **Vandana Shiva**, (Right Livelihood Award winner in 1993). In this poor, isolated rural region, women are learning to develop and protect traditional crop varieties which are resistant to changing climate conditions, becoming economically independent in the process.

The projects operated by SOL in India are supported by the Foundation as part of the "**Women & the Environment**" programme, in partnership with the RAJA Group.



## ASSOCIATIONS SUPPORTED IN 2016-2017

### ACCUEIL, COOPÉRATION ET INSERTION POUR LES NOUVEAUX ARRIVANTS (ACINA) - FRANCE

Boosting the independence and professional prospects of women living in the streets or in precarious housing, through education and personalised career guidance  
→ €21,600 donated

### ACTION FEMMES GRAND SUD - FRANCE

Creation of a new Action Femmes centre in Albi  
→ €10,000 donated

### ACTIONS DE SOLIDARITÉ INTERNATIONALE - IVORY COAST

Outreach work with underage girls working as prostitutes, finding new jobs and looking after their children  
→ €15,000 donated

### ADAGE - FRANCE

Language skills for employment  
→ €14,000 donated

### AFGHANISTAN LIBRE - AFGHANISTAN

Improving the quality of education available to Afghan girls  
→ €15,000 donated  
Centres for education, healthcare and professional training for and by Afghan women  
→ €20,000 donated

### ALDA - ASSOCIATION DES AGENCES DE LA DÉMOCRATIE LOCALE - MOROCCO

Village Savings and Lending Associations, promoting the economic and social autonomy of vulnerable women  
→ €10,000 donated

### AMICALE DU NID - LA BABOTTE - FRANCE

Secondary prevention work with underage prostitutes  
→ €15,000 donated

### AMSED - FRANCE

Digital incubator, learning opportunities and career support for women  
→ €10,000 donated

### ANAK-AIDE AUX ENFANTS D'INDONÉSIE - INDONESIA

Dharma City: 2 refuge centres for young women  
→ €10,000 donated

### ASSOCIATION DE DÉVELOPPEMENT DE L'EMPLOI AGRICOLE ET RURAL (ADEARM) - FRANCE

Helping women to make a living through traditional agriculture  
→ €35,468 donated

### ASSOCIATION REVIVRE - FRANCE

Working with isolated women who have fled Syria  
→ €10,000 donated

### BOLIVIA INTI SUD SOLEIL (BISS) - FRANCE

In Peru: Combating poverty and protecting the environment with the help of solar cooking technologies  
→ €18,544 donated

In Bolivia: Encouraging energy autonomy and supporting economic development with solar cooking technologies and sun-drying  
→ €18,544 donated

In Morocco: Energy efficiency and economic development for women in Morocco's High Atlas region  
→ €16,500 donated

### CARE FRANCE - ECUADOR

Mujeres con voz  
→ €13,000 donated

### CIDFF MORBIHAN - FRANCE

Ailes vers l'emploi  
→ €12,000 donated

### COMITÉ POUR LA SANTÉ DES EXILÉS - FRANCE

Resource centre and wide-ranging support services for migrant women  
→ €15,000 donated

### COOPÉRATION ATLANTIQUE GUINÉE 44 - GUINEA

Strengthening the capacities and resources of the Kolabou women's cooperative, focused on developing and marketing local agricultural produce  
→ €15,000 donated

### EL CAMINO - MEXICO

ECLA: a second wind to grow and progress  
→ €18,130 donated

### ÉLEVAGES SANS FRONTIÈRES - SENEGAL

Supporting the socio-economic integration of rural women in the Matam region of Senegal  
→ €11,500 donated

### ELLE'S IMAGINE'NT - FRANCE

Supporting victims of domestic violence  
→ €7,500 donated

### EMMAÛS SOLIDARITÉ - FRANCE

Emergency housing centre for vulnerable women  
→ €25,000 donated

### EMPOW'HER - PERU

Training and ongoing support for a group of women farmers  
→ €31,603 donated

### ENTREPRENEURS DU MONDE - TOGO

Expanding access to clean, modern, low-cost energy for women  
→ €35,468 donated

### ENVOL VERT - COLUMBIA

Forestry preservation and adapting to climate change  
→ €18,544 donated

### ESSENTIEL - BURUNDI

Sexual and reproductive healthcare for the women and men working at the fishing port of Rumonge: education, care and follow-up  
→ €18,962 donated

### ETABLISSEMENTS BOLLEC - FRANCE

Citad'elles  
→ €10,000 donated

### EXCISION, PARLONS-EN - FRANCE

"Information on female circumcision": a campaign to inform adolescents and protect them from mutilation  
→ €15,000 donated

### FÉDÉRATION NATIONALE SOLIDARITÉ FEMMES - FRANCE

Access to housing for victims of domestic violence  
→ €10,800 donated

### FLEURS DE COGNAC - FRANCE

Local, organic, fair-trade flowers for professional integration  
→ €20,000 donated

### FONDATION GOOD PLANET - PERU

Preservation and promotion of Peruvian "Bosque Seco"  
→ €22,454 donated

### FOOD 2 RUE - FRANCE

Creation of a food-focused career development centre  
→ €22,206 donated

### FRÈRES DES HOMMES - INDIA

Promoting women's rights in the informal economy of southern England  
→ €15,004 donated

### GENRE EN ACTION - DR CONGO

Helping women to participate in local elections  
→ €15,998 donated

### GRISÉLIDIS - FRANCE

Independence and protection from violence for Nigerian women working as prostitutes  
→ €35,000 donated

### GROUPE D'APPUI ET DE SOLIDARITÉ (GAS) - BENIN

Improving living conditions  
→ €18,000 donated

### GYNÉCOLOGIE SANS FRONTIÈRES - FRANCE

Mission CAMINOR  
→ Funding of €15,000

### HABITAT CITÉ - NICARAGUA

Modernisation: eco-friendly ovens, vegetable gardens and family orchards  
→ €10,800 donated  
Stone building techniques for the women of Pantanal  
→ €10,000 donated

### HORIZONS 19 - BOLIVIA

Training on professional sewing machines and development of a new workshop contributing to the emancipation and professional integration of women in rural areas  
→ €18,250 donated

### HUMANI TERRA - BURKINA FASO

Rehabilitation for women suffering from fistulae  
→ €14,355 donated

### INITIATIVES AU FÉMININ - FRANCE

Career guidance programme  
→ €14,000 donated

### INSERTION FORMATION ACCOMPAGNEMENT DES CHÔMEURS (INSERFAC) - FRANCE

Costume workshops  
→ €14,500 donated

### ISHPINGO - ECUADOR

Community reforestation work in the Amazon, commercial promotion of agricultural produce from reforested areas  
→ €30,468 donated

### L'ACADÉMIE DES RUCHES - FRANCE

Les Audacieuses 2016 & 2017  
→ €25,000 donated

### L'ESCALE - SOLIDARITÉ FEMMES - FRANCE

Standing up to violence against women  
→ €15,000 donated

### LA MAISON DES FEMMES DE SAINT-DENIS - FRANCE

New psycho-social support centre  
→ €20,000 donated

### LE PARTENARIAT - SENEGAL

Project to recycle fishing waste and generate sustainable energy for the women working in the fish processing industry  
→ €25,468 donated

### LES FORGES-MÉDIATION - FRANCE

Place aux femmes  
→ €18,550 donated

### LIBRES TERRES DE FEMMES - FRANCE

Supporting victims of domestic violence  
→ €7,500 donated

### LIFE PROJECT 4 YOUTH (LP4Y) - PHILIPPINES

Social and professional integration for vulnerable young women  
→ €10,000 donated

### LYSISTRATA - DR CONGO

Medical, psychological and social support for victims of sexual violence  
→ €20,000 donated  
Fighting back against sexual violence in North Kivu  
→ €20,000 donated

### MAISON DE LA PRÉVENTION - POINT ÉCOUTE JEUNES - FRANCE

Helping women in precarious social circumstances to know their rights and learn more about their health  
→ €10,000 donated

### MIGRATIONS & DÉVELOPPEMENT - MOROCCO

Developing agro-ecological techniques with women farmers  
→ €30,468 donated

### OBJECTIF FRANCE-INDE - INDIA

Power for the future  
→ €12,610 donated

### ORGANISATION INTERNATIONALE POUR LA COOPÉRATION ET LE DÉVELOPPEMENT (OICD) - MALI

Protecting medicinal plants at risk of extinction  
→ €7,407 donated

### ORPHANAID - GHANA

Young Adults Support Service  
→ €10,000 donated

### PLANÈTE ENFANTS ET DÉVELOPPEMENT

Nepal: Standing up to the violence endured by women from the Chepong minority  
→ €7206 donated  
Burkina Faso: Empowering vulnerable women in Ouagadougou to take action  
→ €15,000 donated

### PLANNING FAMILIAL DU PAS-DE-CALAIS - FRANCE

Urgent response to the specific sexual health problems and violence suffered by migrant women  
→ €20,000 donated

### POUR LE SOURIRE D'UN ENFANT - SENEGAL

Extending the Quartier des Femmes to protect minors and women with young children  
→ €15,000 donated

### PROJETER SANS FRONTIÈRES - COLUMBIA

Sowing Trust  
→ €30,468 donated

### RE-BELLE - FRANCE

Cutting down on food waste by making use of unsold fruit and vegetable  
→ €18,544 donated

### REJOUÉ - FRANCE

Promoting women's contribution to the fight against climate change  
→ €18,544 donated

### RESHAM FIRIRI - NEPAL

Supporting the socio-economic integration of rural women through husbandry  
→ €22,000 donated

### RÉSOLIS - FRANCE

Prix Marjolaine 2016  
→ Funding of €9,000

### RÈV'ELLES - FRANCE

"Reveal your potential" scheme supported in 2016 and 2017  
→ €23,630 donated

### SAMUSOCIAL INTERNATIONAL - RUSSIA

Working on a public/private partnership to improve the medical, psychiatric and social support available to homeless women in Moscow  
→ €15,000 donated

### SERVICE INTERNATIONAL D'APPUI AU DÉVELOPPEMENT (SIAD) - IVORY COAST

Structural support for the women working in the livestock sector between Oumé and Abidjan  
→ €15,000 donated

### SI ON S'ALLIAIT ? - FRANCE

Empowering women from working class neighbourhoods to take action  
→ €6,662 donated

### SOS SAHEL INTERNATIONAL FRANCE - DJIBOUTI

Promoting the economic independence of rural women  
→ €15,000 donated

### TERRE & HUMANISME - TOGO

Agro-ecology to boost the autonomy of local women  
→ €5,468 donated

### TRIANGLE GÉNÉRATION HUMANITAIRE

- CENTRAL AFRICAN REPUBLIC  
Boosting the involvement of civil society to offer greater protection to young girls from the streets of Bangui  
→ €15,000 donated

### UNION RÉGIONALE SOLIDARITÉ FEMMES ÎLE-DE-FRANCE (URSF-IDF) - FRANCE

Supporting victims of violence who are isolated due to temporary accommodation in hotels  
→ €15,000 donated

### UNIVERS-SEL - GUINEA BISSAU

Sustainable development of mangrove agriculture  
→ €41,118 donated

### WECF (WOMEN ENGAGE FOR A COMMON FUTURE)

Georgia: Putting women at the heart of the energy transition  
→ €22,454 donated  
Internationally: Implementing the Paris Climate Agreement: implementing climate solutions which take gender equality into account  
→ €146,914 donated

### WOMEN'S WORLDWIDE WEB (W4) - TUNISIA

Training women in agro-ecological techniques to help them adapt to changing climate conditions in arid Mediterranean areas  
→ €45,468 donated

• Projects funded by the "Women & the Environment" programme

**THE RAJA-DANIÈLE MARCOVICI FOUNDATION IS MEMBER OF:**

Sous l'égide de

**Fondation de France**

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 Foundation was established under the aegis of the Fondation de France.

**ADMICAL**  
ENTREPRENEURS DE MécÉNAT

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.

**ADMICAL**  
**Charte du mécénat**  
■■■■ Signataire

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.

**CFF**  
CENTRE FRANÇAIS DES FONDS ET FONDATIONS

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 positions and their operations, 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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