



2023

CANADEM Annual Report

Executive Director's Message



It has been a joy to lead CANADEM through 28 years of ups-and-downs in our primary goal to “strengthen the UN one expert at a time”. In 1994, after years inside and in support of international organizations, I was skeptical of big-bang organizational reform. I was convinced that UN reform was achieved incrementally by individuals in their immediate workplace quietly making things happen.

Luckily, in 1994 Dan Livermore and several other individuals at Canadian Foreign Affairs agreed, and saw the potential of a roster of Canadian experts and young entry-level ‘eager-beavers’. Our intent was to showcase a roster of 200 Canadians as a source of stellar candidates for UN operations. If we advanced their candidacies, and if the UN hired them, then they could make things happen, “strengthening the UN one expert at a time”.

CANADEM realized that goal could be even better achieved by rostering any nationality, in particular experts from Africa, the Middle East, and others in the global-south. While Canada long ago stopped funding our roster, we scraped together our own funds to expand the roster. Fortunately, the UK and a number of UN agencies valued our rapidly growing ‘international’ roster. In particular, for a decade UK-FCDO’s substantial funding for CANADEM humanitarian deployments has helped us to expand our international roster. Now at 65,507, the majority are African or Middle Eastern. About 40% of CANADEM’s humanitarian deployees are Africans, 80% are global southerners, and 40% of total deployees are women. We want to roster even more experts, especially from the global south. If you have the expertise and desire to advance international peace and security, register with us. If you are with an international organization, encourage your best experts to register. Sharing expertise and bringing the best available expertise to bear is what motivates you, and CANADEM.

My CANADEM years have been fun, working with a bold Board. They granted me their backing to take huge risks like our standalone multi-year mission in Afghanistan or running huge election observation missions including Ukraine-2012 with 422 observers and 421 local staff. Over the last 28 years, I was also enabled by a hundred-plus staff colleagues with a shared desire to play a small part in advancing international peace and security. Their competence, speed and sense of humor were essential to making things happen both rapidly and efficiently (aka economical), core to our reputation and survival as an NGO.

Last year 2023 was again busy with humanitarian and election observation deployments. Let me close by thanking our larger humanitarian funders and partners such as the UK (FCDO) and UN agencies like UNFPA, UNHCR, OCHA, UNICEF and WHO, and thank Canada (GAC) for its funding of Canadian election observers.

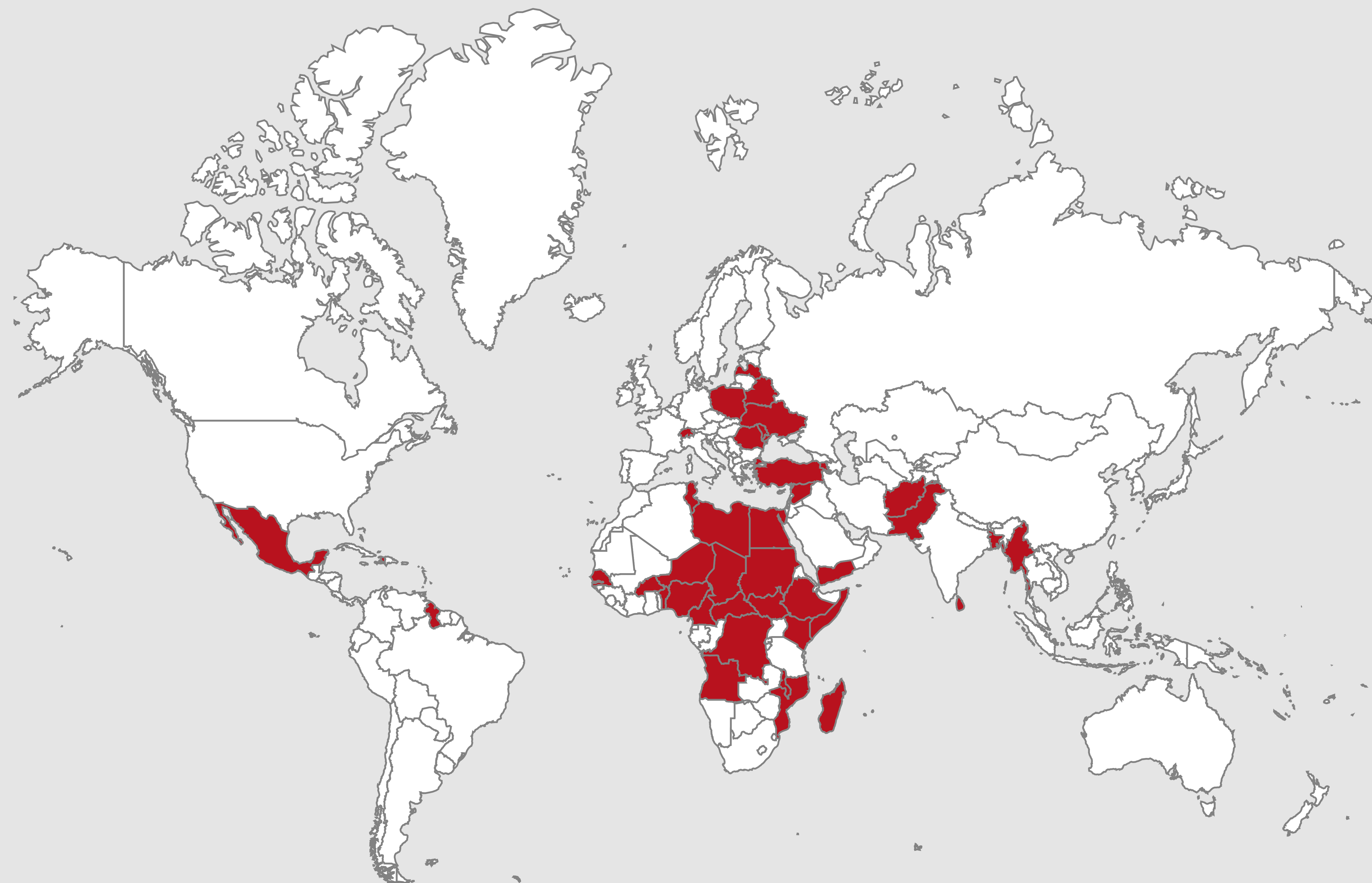
Thank you all,

A handwritten signature in black ink that reads "Paul". The signature is stylized and cursive.

Paul LaRose-Edwards
Soon-to-retire CANADEM Executive Director

*Cover Photo: Anitha Niyongira
with UNHCR in Chad*

OVERVIEW



In 2023, CANADEM deployed humanitarian technical experts through the UN Standby Partnership Programme 222 times to 41 countries, with 15 remote deployments. Most of these UN operations were in Africa, followed by Europe, the Middle East and Central Asia, South East Asia, and the Americas.

The most common profiles of CANADEM's deployed experts in 2023 were:

- **Gender-Based Violence/Sexual and Reproductive Health - 83**
- **Information Management/GIS - 27**
- **Communications/Reporting/Public Information - 14**
- **Camp Coordination/Shelter/NFI/Site Planning - 13**
- **Emergency Coordination/Cluster Coordination - 11**
- **Humanitarian Affairs - 11**
- **Protection - 11**
- **Logistics/Shipping/Transportation - 10**
- **Public Health - 9**
- **Mental Health & Psychosocial Support - 9**

After the end of the OSCE Special Monitoring Mission to Ukraine, CANADEM deployed two Canadian experts (a Medical Advisor and a Gender Officer) to the OSCE Secretariat's **Support Programme for Ukraine**, both based in Kyiv.

ROSTER



CANADEM Active Roster Members in 2023

65,507

Bigger - Faster - Stronger

CANADEM's roster of experts continues to build on its growth from last year. The CANADEM roster holds humanitarian, development and electoral experts with every possible international field skill, including all aspects of humanitarian response, development, election observation, and many others.

By the end of 2023, the roster consisted of 65,507 experts. This represents a growth of 3,910 over the year, an average of around 325 new registrants a month! CANADEM began 28 years ago as a Canadian roster and has rapidly expanded to be a global civilian roster. Out of these new roster members, 2,832 experts are from the Global South, almost a 10% growth from last year. This allows CANADEM to be well placed to prioritize the localization of aid by deploying members from the Global South (now at 32,108 members) to humanitarian crises in the Global South.

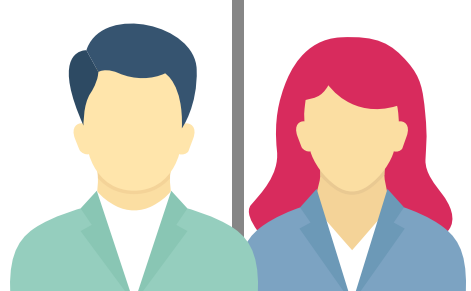
Within the main CANADEM roster, there are 1,107 Canadian citizens in the Electoral Observers Roster. CANADEM deploys Canadian nationals to election observation missions in Europe, Africa, and the Americas. These missions are organized by the Organization for Security and Cooperation in Europe (OSCE), the European Union (EU), and the Organization of American States (OAS).



32,107 Global South Members



1,471 New Women on Roster in 2023

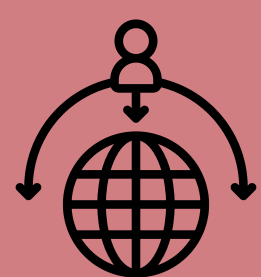


3,910 New Members in 2023



CANADEM Roster Members in Madagascar
Jean-Claude Nkurunziza, Luna Fernandez, and
Jean Marie Vianney Rukanikigitero

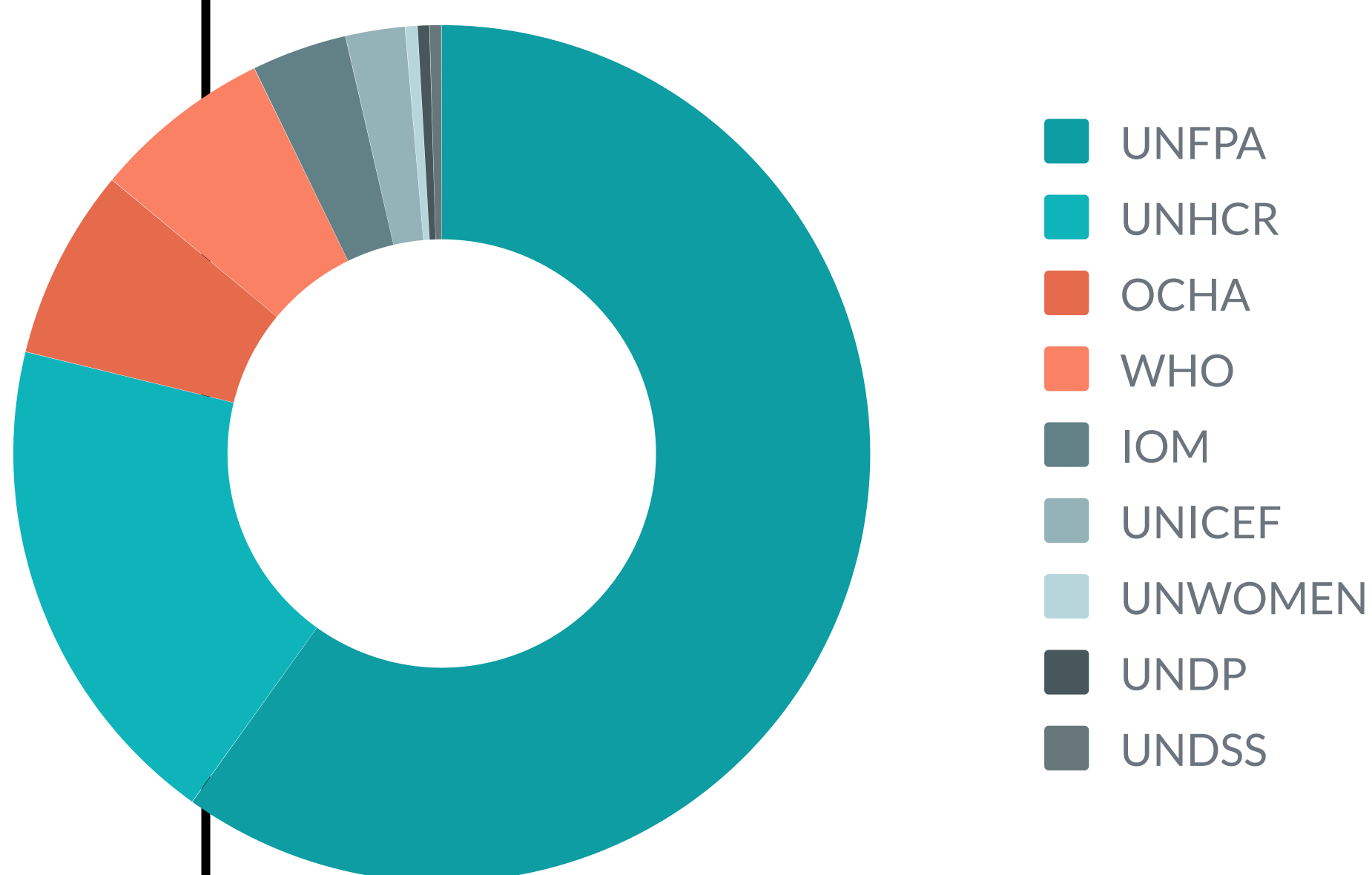
Humanitarian Deployments



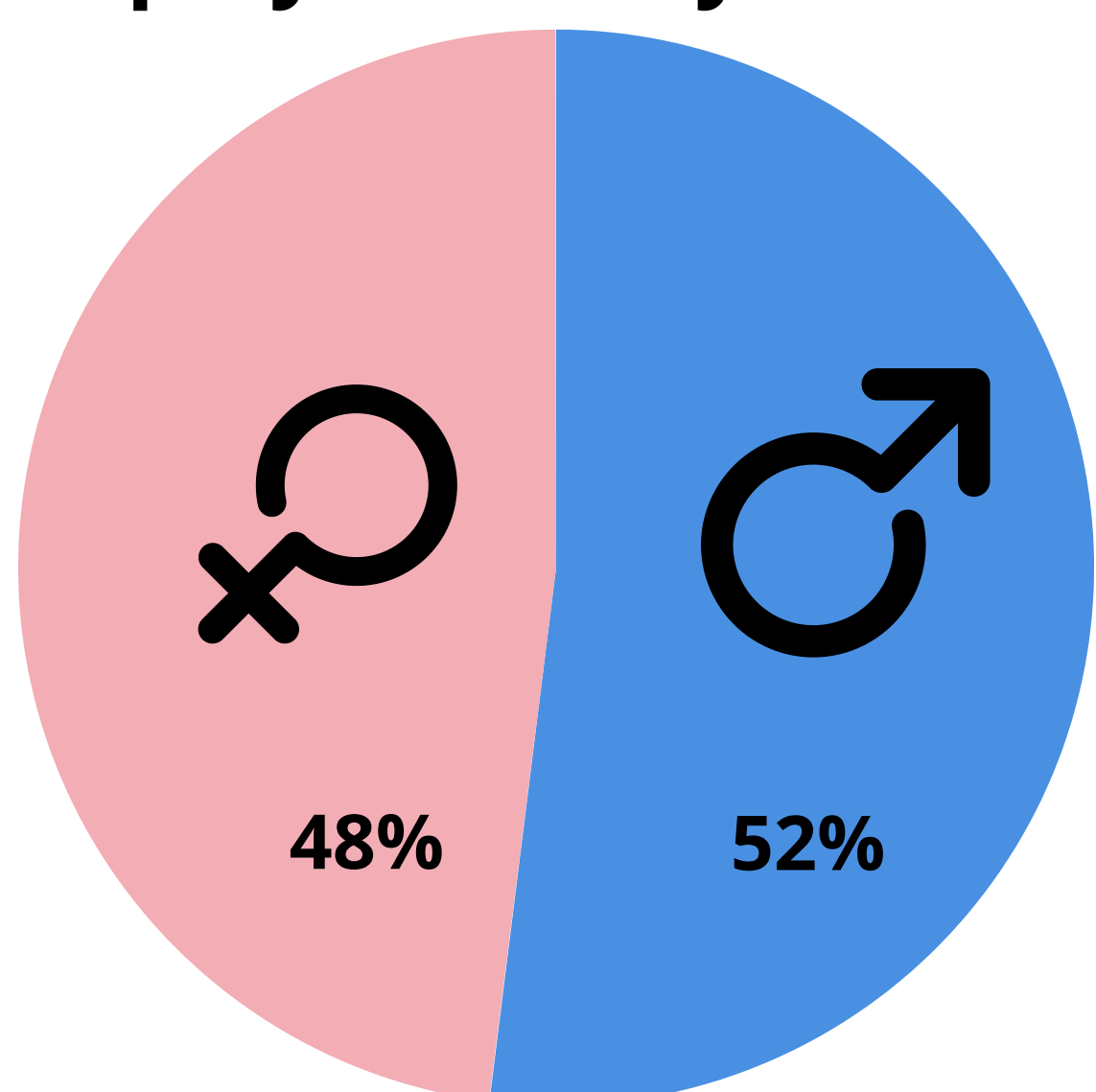
In 2023, CANADEM facilitated 222 deployments to UN field operations, roughly the same as in 2022. These experts deployed to 41 countries with 15 remote deployments. By far the most common profile deployed was Gender-Based Violence/Sexual Reproductive Health (83), followed by Information Management/GIS (27), Communications/Reporting (14), and Camp Coordination/Shelter/NFI/Site Planning (13). CANADEM continued its support to the Global Shelter Cluster, deploying the Global Focal Points for Communications and Advocacy and for the Environment.

UNFPA received more than half of CANADEM's experts (133), followed by UNHCR (42), OCHA (16), and WHO (15). CANADEM has almost achieved parity in its deployments, with 52% women and 48% men. Once again, 60% of the deployed experts were from the Global South.

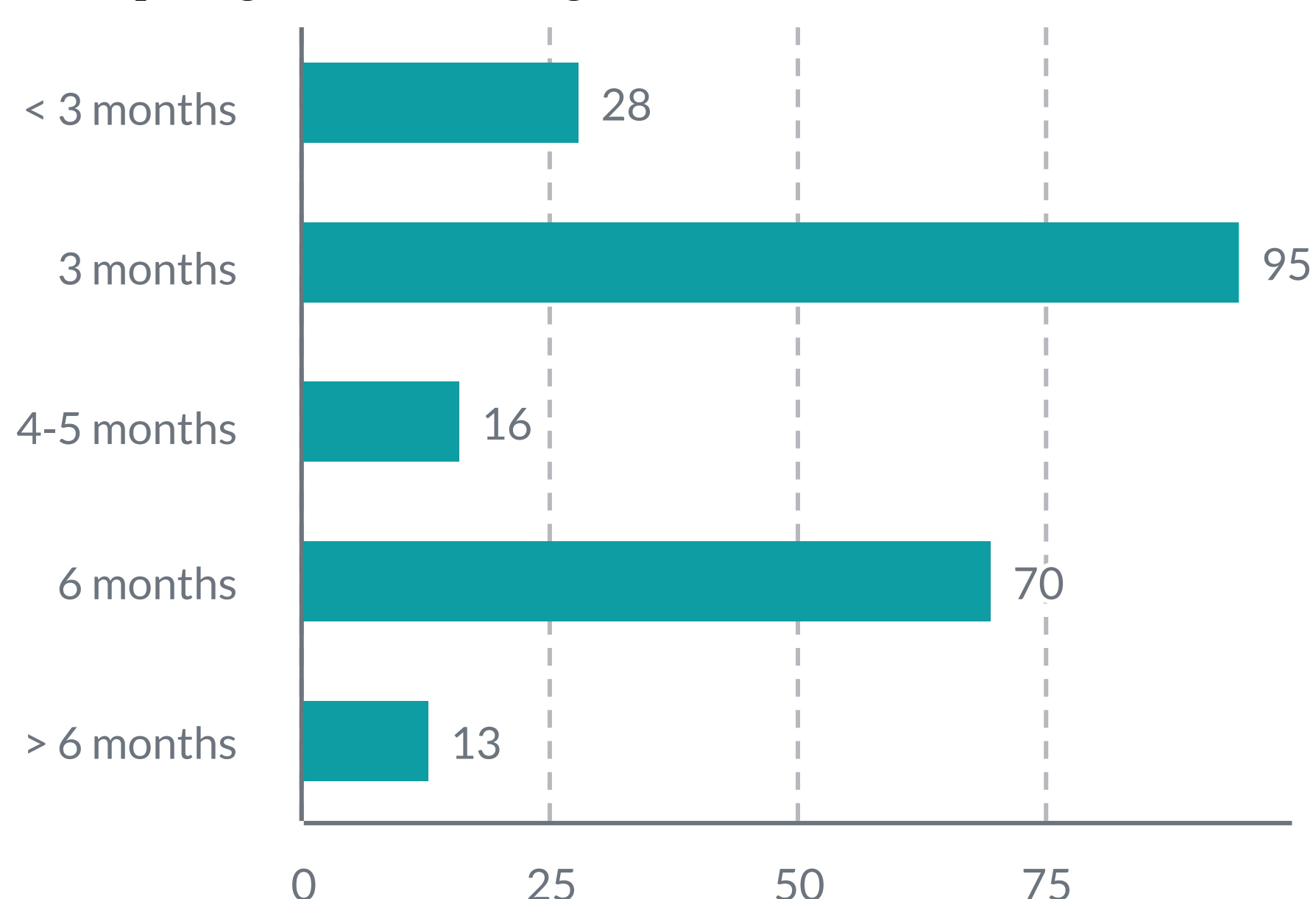
Receiving Agencies



Deployments by Gender



Deployments by Duration



Rebecca Apolot

WASH/IPC Specialist - WHO Malawi

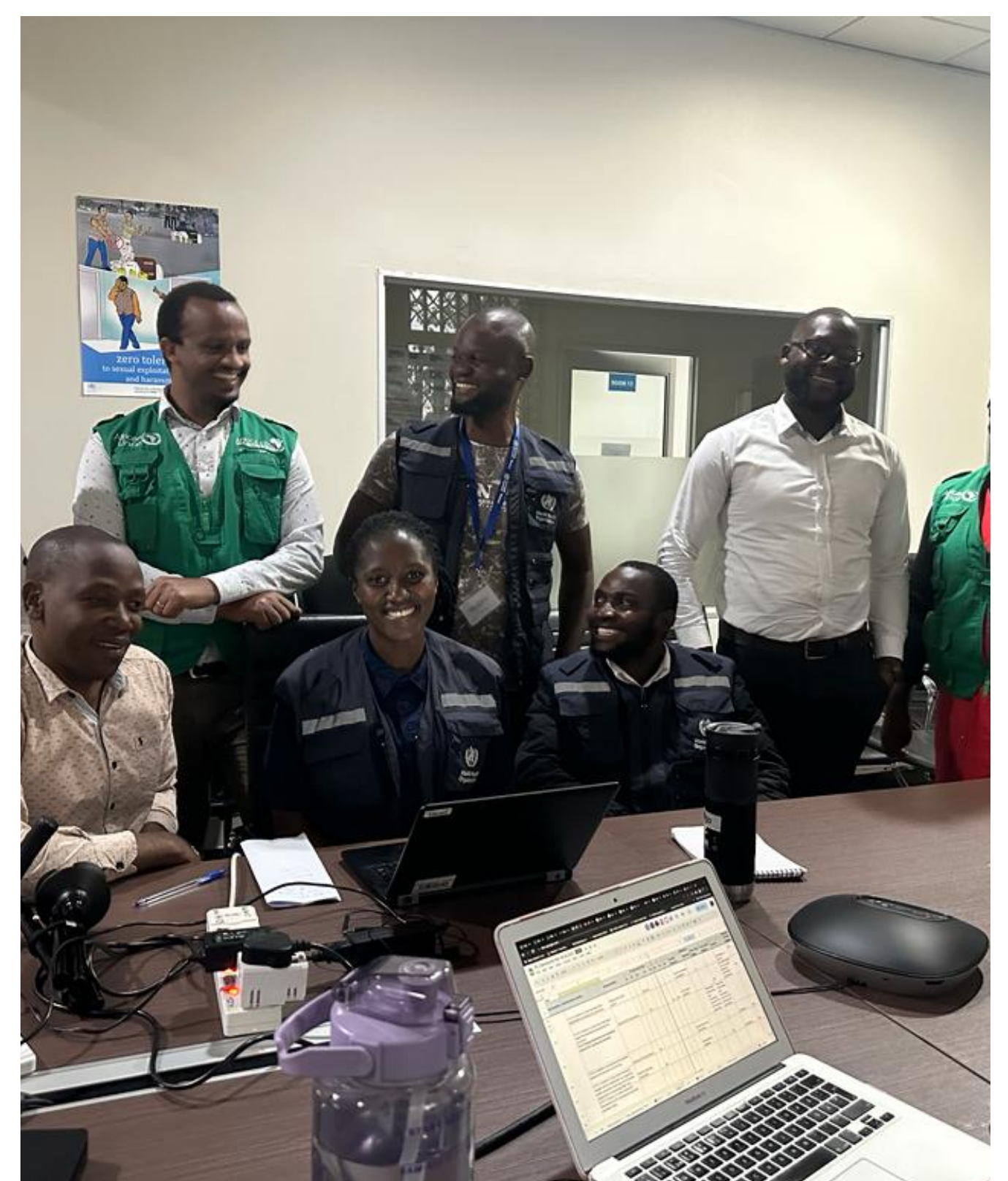


"I like CANADEM because it an excellent family not just a standby partner, the process of recruitment for emergency deployment is so swift and well guided. The staff take you through the deployment process so seamlessly that you don't feel the pressure of fast deployment that comes with emergency response of just a few days from first communication to the actual arrival to the field. Often times the mental health of the responders is not taken seriously in many deployments but CANADEM is so keen on the mental well-being of the deployee which I find very thoughtful and this is why I call CANADEM a family. The mental health support provided before, during and after deployment is so helpful in preparing for the pressure that comes with emergencies, sustaining the deployed in the field and helping with getting back to family after the deployment.

During deployment the focal point of the deployed takes time to frequently check with the deployed on their well-being and how they are coping with the new environment. While I was in Malawi my focal point checked in every week and we discuss any challenges. This made me feel like CANADEM is not just employing me but they value me and care for me which is a much needed support in emergency work.

I was in Malawi to respond to the massive Cholera outbreak which claimed thousands of lives and it was a privilege to serve in that crisis and had the following accomplishments for which I am grateful for CANADEM for supporting:

1. I led the IPC/WASH pillar for the Cholera response within the Malawi WHO Country Office and nationally co-chaired the pillar with the national IPC focal point from Ministry of Health, hence coordinated all partners in IPC/WASH.
2. I conducted a needs assessment in cholera treatment Centres (CTCs) and Cholera treatment units (CTUs) and identified gaps in IPC needs, supplies and knowledge and I have addressed that by quantifying all IPC needs for the country and partners are supporting the provision of supplies to the CTC. WHO is currently using the quantifications to supply IPC needs and supplies to different CTCs and the ones being newly constructed.
3. I led the development of the cholera screening tool that was used by the country at all entrances to the health facilities to quickly sort out cholera patients from the other patients and their subsequent direction to cholera treatment Units or Centres to reduce healthcare associated infections."



Africa



The majority of CANADEM's humanitarian deployments (93) were to UN field operations in Africa. These experts deployed to UNFPA (63), UNHCR (9), WHO (9), OCHA (6), UNICEF (3), IOM (2), UNWOMEN (1).

Africa received experts with 18 different profiles, the most common being GBV/SRH (41), followed by Information Management (8), Public Health (6), Communications (6), Emergency Coordination (6), Humanitarian Affairs (5). The remaining profiles were Logistics (3), Shelter (3), Mental Health (3), Protection (2), Prevention of Sexual Abuse (2), Resilience (2), Nutrition (1), Water and Sanitation (1), Cash (1), Child Protection (1), Engineering (1), and Civil-Military Coordination (1).

These positions were funded roughly 75% by direct funding from the **UN agencies** (69) with the remaining 25% by the **UK's FCDO** (24).

For the third year in a row, the country receiving the highest number of CANADEM experts was Ethiopia with 15 deployments. However, this year the humanitarian emergency receiving the highest level of response was the conflict in Sudan with 30 experts, most of whom deployed to other countries in the region as gaining entry to Sudan posed a significant challenge. While 9 experts were able to deploy in Sudan, the remaining experts were deployed to South Sudan (6), Chad (4), Kenya (4), Egypt (3), Central African Republic (2), Ethiopia (1), and Yemen (1).



Paul Otto deployed with UNHCR as a Senior Shelter/NFI Officer Goz Beida, Chad (Left). Zabout refugee camp (Right).

Anitha Niyongira deployed with UNHCR as a Child Protection Officer in Farchana, Chad

Americas



CANADEM deployed 12 humanitarian experts to work on operations focusing on the Americas. Four of these experts deployed to field offices and eight worked remotely. Almost all of them deployed to UNFPA (11), with the remaining expert deploying to UNICEF.

The most common profiles working on the Americas was GBV/SRH (5) and Mental Health and Psychosocial Support (4). The remaining profiles were Information Management (1), Water and Sanitation (1), and Logistics (1).

The Mental Health and Psychosocial Support response supported UNFPA's staff working in the Latin America and the Caribbean Regional Office (LACRO). The other experts worked to support Cuba in response to Hurricane Ian, in Mexico responding to Hurricane Otis, the current political instability in Haiti, and the continuing effects of the Venezuelan refugee crisis.

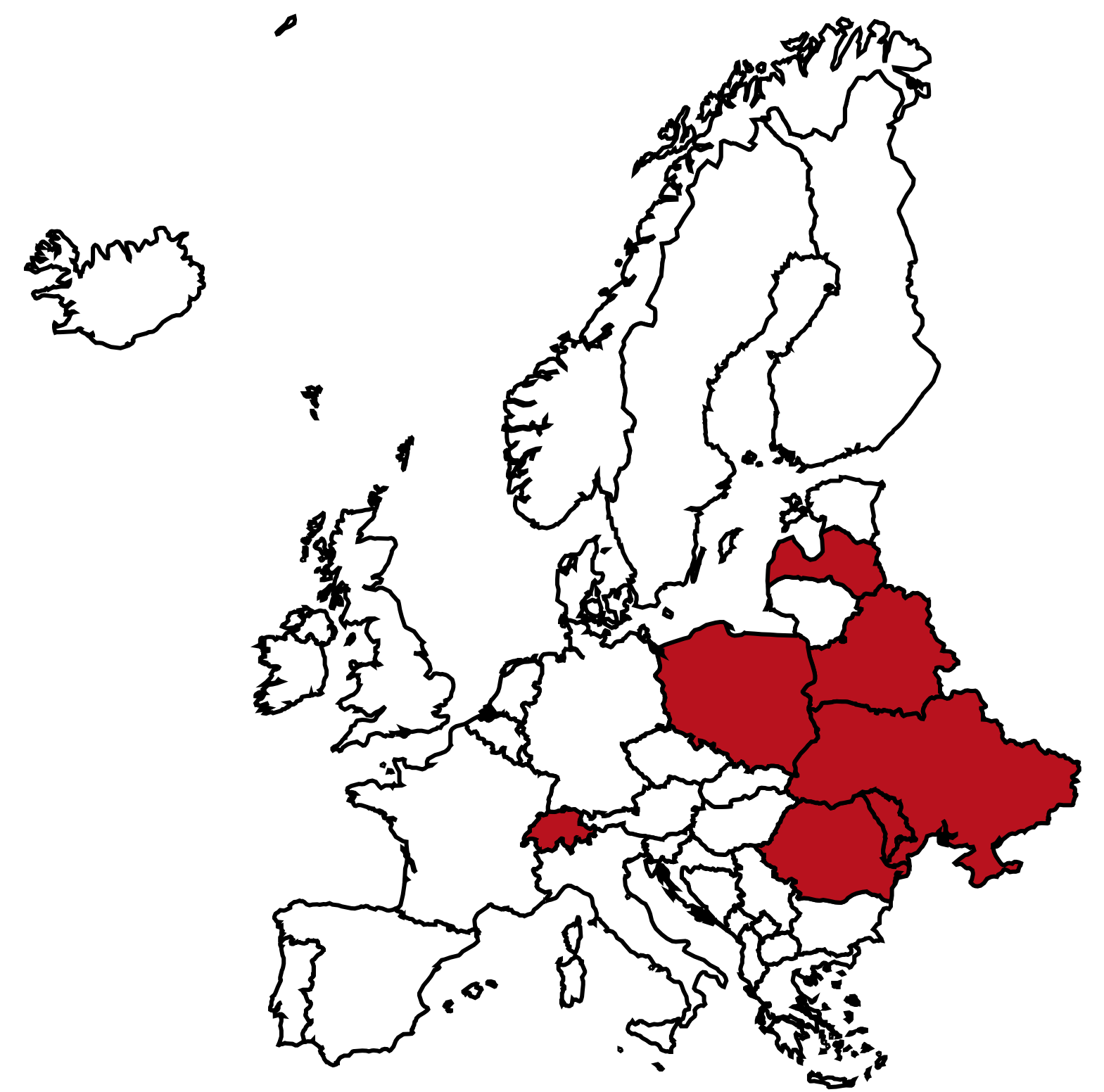


François Poilly

WASH in Emergencies Specialist, UNICEF Mexico

Europe

In 2023, CANADEM deployed 52 humanitarian experts to European countries. As was the case in 2022, the vast majority of European deployments responded to the Russian invasion of Ukraine. Along with this response, CANADEM deployed two experts to the UNFPA field office in Yerevan, Armenia and one to UNFPA HQ in Geneva, Switzerland working on the Global Communications Response.



For the response to the Russian invasion of Ukraine, CANADEM deployed experts to Ukraine (11), Moldova (14), Poland (12), Romania (10), and one each to Belarus and Latvia. These experts deployed to UNHCR (25), UNFPA (9), OCHA (6), IOM (4), WHO (4), and UNICEF (1).

The 49 experts deployed in response to the Russian invasion of Ukraine represented a wide range of profiles, including Protection (9), GBV/SRH (7), Information Management (7), Shelter (5), Emergency Coordination (5), Prevention of Sexual Abuse (5), Logistics (4), Mental Health (2), Public Health (2), Communications (1), Child Protection (1), and Humanitarian Affairs (1).

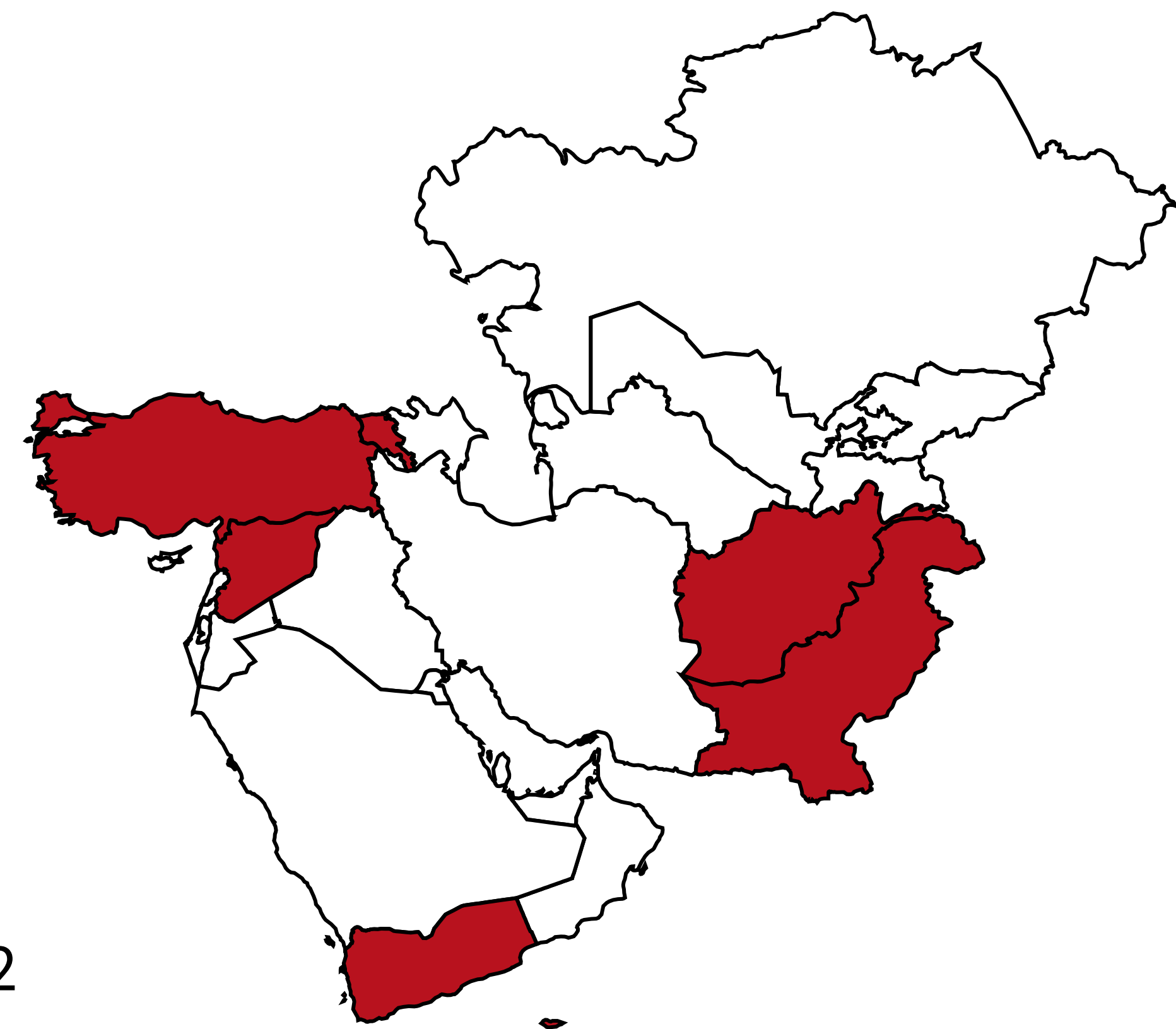
These European positions were funded mostly by the UN agencies (26), followed by the UK's FCDO (19) and Global Affairs Canada (7).



Ana Juarez
UNICEF Romania

Middle East and Central Asia

CANADEM deployed 48 humanitarian experts to the Middle East and Central Asian region. The biggest emergency response (17) was the earthquake that struck Türkiye and Syria in early February. The political and social crisis in Afghanistan was the second biggest response (15). UNFPA set up a hub in Istanbul, Türkiye for its response to the Russian invasion of Ukraine, where CANADEM experts (5) were based, either working remotely or roving to Ukraine and surrounding countries. The remaining deployments responded to the fallout of the 2022 flooding in Pakistan (7), the ongoing conflict in Yemen (3), and the Syrian Civil War (1).



Most of these experts deployed to UNFPA (34), followed by UNHCR (4), OCHA (4), WHO (2), IOM (2), UNDP (1), and UNDSS (1). The most common profile was GBV/SRH (22), followed by Shelter (5), Humanitarian Affairs (5), Information Management (4), Communications (3), Emergency Coordination (3), Logistics (2), Child Protection (1), Engineering (1), Public Health (1), and Security (1). The UN agencies funded 28 of these deployments, the UK's FCDO funded 18 and the remaining two were funded by Global Affairs Canada.

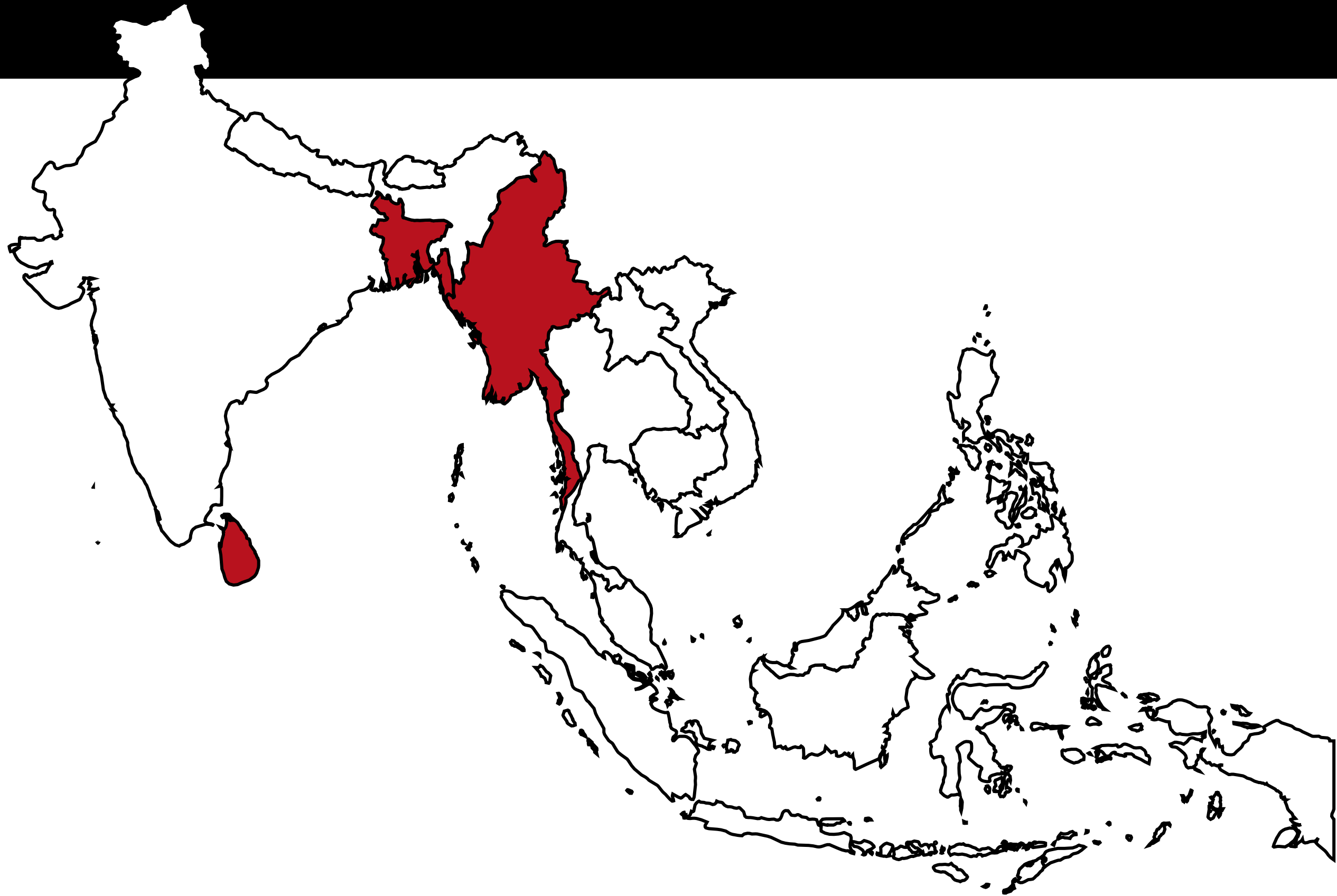


Consultation meeting with community leaders in Afghanistan

"I am consistently enthusiastic and inspired to work with or be deployed by CANADEM since I have witnessed the entire CANADEM team being supportive and readily available during my deployment. CANADEM goes above and beyond to assist their deployee with work-related obstacles, manage travel logistics, and address accommodation concerns, even during holidays and weekends. Furthermore, CANADEM prioritizes its deployed staff's emotional and social well-being by assigning a psychologist to conduct regular follow-up calls and checkups. This proactive approach to supporting personnel deployed by them contributes to a favorable work environment and exemplifies CANADEM's commitment to the success and well-being of its roster members."

Rahel Gebreegziabher, GBViE Specialist with UNFPA Afghanistan

South, Southeast Asia and Oceania



CANADEM deployed 10 humanitarian experts to UN field offices in the South/South East Asia and Oceania region. They deployed to Bangladesh, Sri Lanka, Myanmar, and Vanuatu, and all to UNFPA.

The deployed experts responded to the continuing effects of the Rohingya crisis in Myanmar beginning in 2021, the economic crisis in Sri Lanka emerging in 2022, and the damage caused by Cyclones Judy and Kevin in Vanuatu in early 2023.

Four of the deployments contributed expertise in Information Management, two were experts in Communications, and the remaining four worked on Gender-Based Violence and Sexual and Reproductive Health. The deployees were gender balanced with five men and five women.



David, with local UNFPA staff Patience Tosso and Roslyn David, at the Port Vila office

"My deployment to Vanuatu to work with UNFPA, facilitated by CANADEM, stands as a testament to the seamless integration and unwavering support that CANADEM provides. The ease of onboarding and the constant presence of dedicated support staff made it possible for me to focus entirely on my mission—documenting the crucial work being done for the women and girls affected by the cyclones. Choosing CANADEM for this deployment was driven by their reputation for efficiency and support, which was fully realized throughout my time in Vanuatu. The work accomplished by UNFPA in Vanuatu, providing essential health services and empowering local women, was deeply fulfilling to be a part of, thanks to the solid foundation CANADEM offered at every step. This experience has not only been rewarding but also reaffirms that impactful work can be done when supported by the right partners with the right skills at the right time."

David Palazon
Communications Specialist
UNFPA Vanuatu

Harriet (in UNFPA Jacket) during a protection assessment in displaced communities in Southern Malawi.



"My name is Harriet Awany Adong and I have been a CANADEM deployee for the last 7 years; seconded majorly to UNFPA Humanitarian contexts. Working with CANADEM has been the most memorable experience for me because CANADEM provides an opportunity to be part of a humanitarian response in both challenging and subtle contexts.

I choose CANADEM because deployment officers are just a call away, and provide utmost care always, specifically ensuring that one's mental health, technical and operational needs are often met – which are the most important factors in a mission. I choose CANADEM because they make deployments bearable and ensure that safety and ability to deliver are the most important aspect for a deployee.

The Duty of Care prepares you to be part of a team, helps you to overcome some of the fears you may have and provides an avenue for a continued mental check before, during and after missions – an aspect that makes me feel part of a caring team. As we work together, one always feels connected and I have made both professional and personal friends from these continued checks, they're a global workforce – a humanitarian team – a people devoted to ensuring the best for all.

In my most recent mission to Malawi responding to Cyclone Freddy in the Southern region, I was able to accomplish 95% of deliverables, attributed to the continued support from CANADEM and the host agency; and this makes me proud that I can make a difference in the lives of people most affected by crisis through deploying with CANADEM."

"Over the past years, growing humanitarian needs triggered by instability and volatility have increased demands on the UN system. Partnership with CANADEM is a valuable component of UNDSS emergency response capability supporting our ability to respond quickly during crises to enable the continuation of UN operations even in the most challenging environments. The recent collaboration between UNDSS and CANADEM has proven invaluable in swiftly addressing critical gaps of UNDSS in Afghanistan. CANADEM's proactive and solution-oriented approach in tackling day-to-day issues has played a pivotal role in bolstering the effectiveness of deployment management."

Martina Dragovic

Head of the Emergency Response Team
UN Department of Safety and Security

Election Observation

CANADEM has a long history of supporting electoral observation, both with other organizations and running bilateral observation missions. With generous support from Global Affairs Canada, CANADEM began a new project in 2022 to deploy election observers to multilateral electoral observation mission organized by the OSCE's Office of Democratic Institutions and Human Rights (ODIHR), the European Union (EU), and the Organization of American States (OAS).

These electoral observation missions contribute to Canada's efforts to strengthen the ability of multilateral institutions to assess elections against national and international commitments and to increase the awareness/engagement of Canadians in these efforts. The deployment of eminently qualified and experienced observers to international observation missions contributes to the credibility of the mission. Free and fair elections are one of the pillars upon which democracy is based, and electoral observation is an essential component to ensuring the fairness of the democratic election process.



Canadian Short-Term Observer John Nsabimana ready to observe an election in Azerbaijan with ODIHR



Canadian Short-Term Observers in Bulgaria for the Parliamentary Election



Canadian Long-Term Observer Curtis Palmer in Zimbabwe with the EU to observe the general elections



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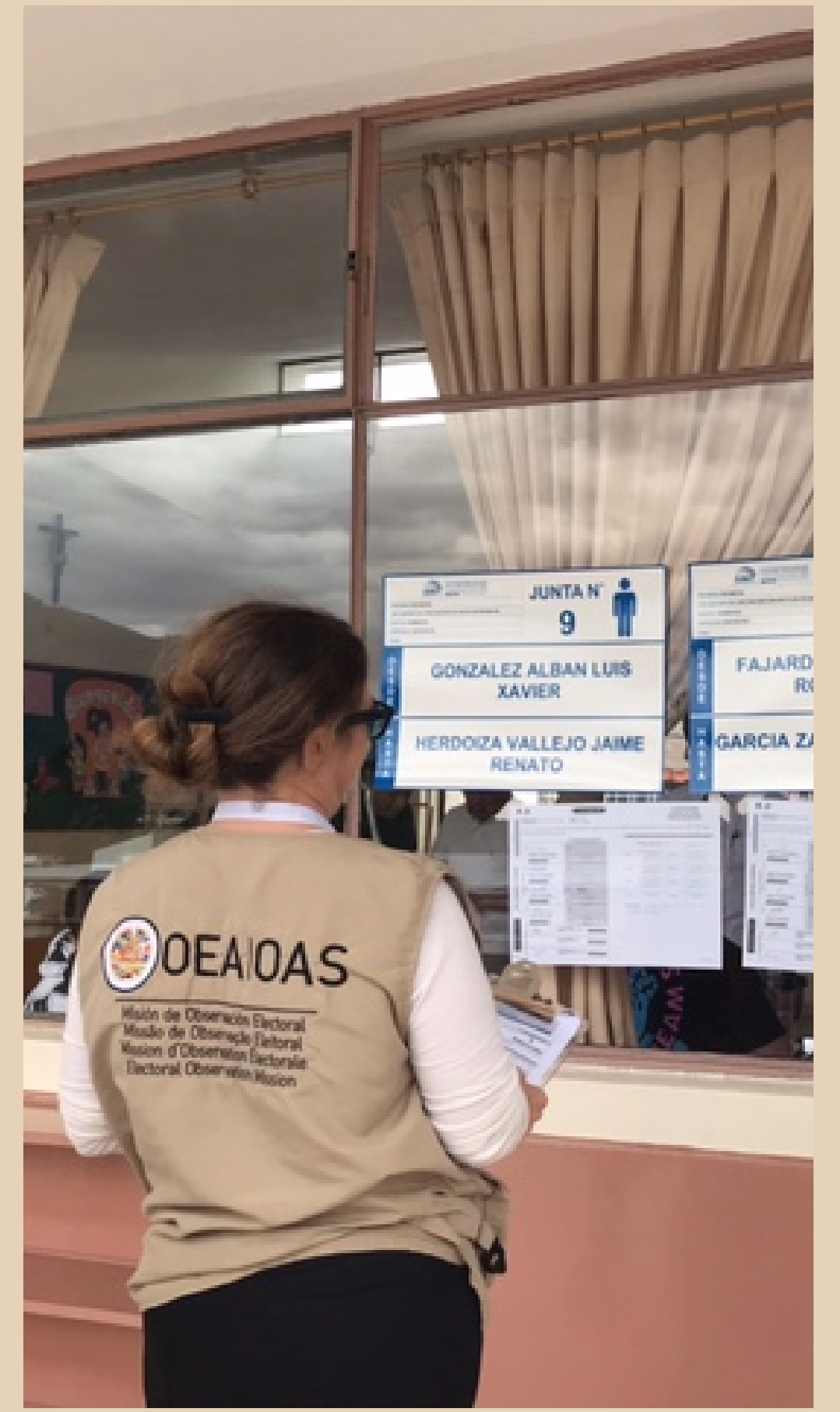
Election Observation



EU long term observers conducting an interview in Sierra Leone



OSCE election observer Martha Sellu and her STO partner in Albania



An OAS election observer in Ecuador



OSCE election observers witnessing the vote count in Kazakhstan



OSCE election observer Joe Landry in Montenegro

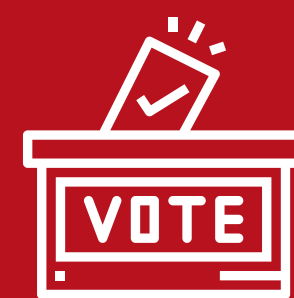
In 2023:



95 STOs



15 LTOs



17 Election Observation Missions



16 Countries

CANADEM deploys both Short-Term Observers (STOs) and Long-Term Observers (LTOs) to these multilateral missions. STOs deploy a few days before the election and focus solely on observing the voting process on election day. LTOs deploy a few weeks before the election and observe the broader electoral environment, with a specific focus on the participation of women and minorities in the election process, by attending political rallies, reviewing media coverage and analyzing institutional practices.



2023 Election Observation Missions

Kazakhstan 

 Parliamentary Elections

 March 19th, 2023

 OSCE ODIHR

 19 STOs

Montenegro 

 Presidential Election

 March 19th, 2023

 OSCE ODIHR

 4 STOs

Bulgaria 

 Parliamentary Elections

 April 2nd, 2023

 OSCE ODIHR

 10 STOs

Paraguay 

 General Elections

 April 30th, 2023

 European Union

 2 STOs, 1 LTO

Albania 


 Local Elections

 May 14th, 2023


 OSCE ODIHR

 5 STOs, 1 LTO

Türkiye 

 General Election

 May 14th, 2023

 OSCE ODIHR

 21 STOs, 2 LTOs

Montenegro 

 Parliamentary Elections

 June 11th, 2023

 OSCE ODIHR

 3 STOs

Sierra Leone 

 General Election

 June 24th, 2023

 European Union

 2 STOs, 1 LTO


Guatemala 


 General Election


 June 25th, 2023


 European Union


 2 STOs, 1 LTO

Guatemala 


 General Election


 June 25th, 2023


 Organization of American States


 6 STOs

Uzbekistan 

 Early Presidential Election

 July 9th, 2023

 OSCE ODIHR

 2 STOs

Guatemala 

 General Election 2nd Round

 Aug 20th, 2023

 Organization of American States

 6 STOs

Ecuador 

 General Election

 Aug. 20th, 2023

 Organization of American States

 5 STOs

Zimbabwe 

 General Election

 Aug. 23rd, 2023

 European Union

 1 STO, 1 LTO

Maldives 

 Presidential Election

 Sep. 9th, 2023

 European Union

 1 STO

Liberia 

 General Election

 Oct. 10th, 2023

 European Union

 1 STO, 1 LTO

"Genuine Democratic elections are an expression of sovereignty, which belongs to the people of a country, the free expression of whose will provides the basis for the authority and legitimacy of government. The rights of citizens to vote and to be elected at periodic, genuine democratic elections are internationally recognized human rights. Genuine democratic elections serve to resolve peacefully the competition for political power within a country and thus are central to the maintenance of peace and stability. Where governments are legitimized through genuine democratic elections, the scope for non-democratic challenges to power is reduced."

Opening of the Declaration of Principles for International Election Observation

Canadian Long-Term Observer Henri Nzedom observing elections with the EU in Sierra Leone





Support Programme for Ukraine

In late 2022, the Organization for Security and Cooperation in Europe (OSCE) created the Support Program for Ukraine to address the immediate challenges to civilians brought on by the war and to support the long-term democratic and social resilience of Ukrainian institutions and civil society. Through funding from Global Affairs Canada (GAC), CANADEM recruited and deployed two Canadians to serve with the Program in the summer of 2023. The Canadian Gender Officer and Medical Advisor are in Kyiv for two years.

<https://www.osce.org/osce-secretariat-exb-support-programme-for-ukraine>

European Union Mission in Armenia

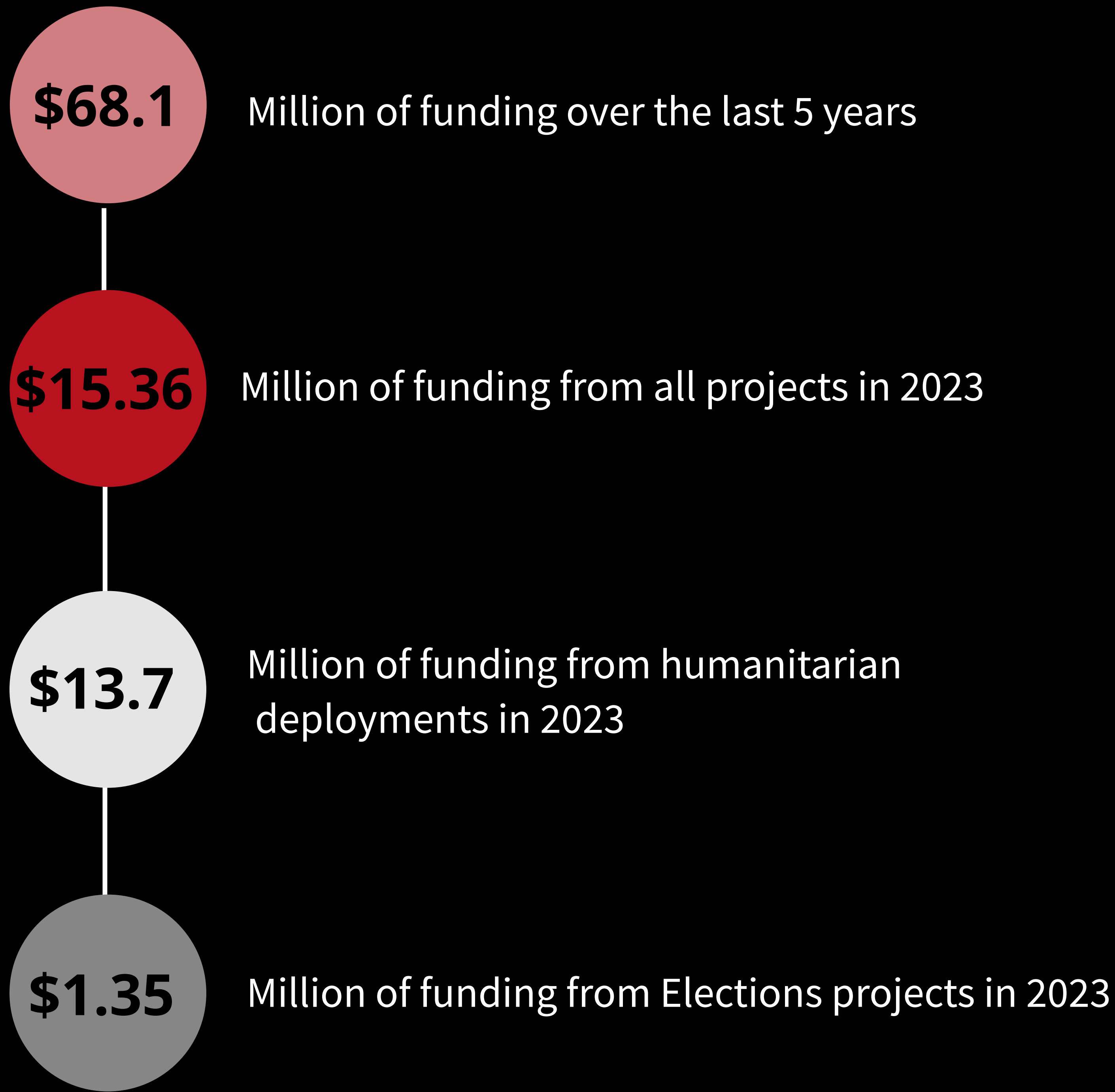
The European Mission in Armenia was deployed in February 2023 in response to the situation in Nagorno-Karabakh. Operating from its headquarters in Yeghegnadzor in Armenia, the Mission observes and reports on the situation and contributes to human security and confidence-building between populations in conflict-affected areas.

Also with funding from GAC, CANADEM submitted candidates in late-2023 for the position of Confidence-Building Expert with the Mission and will deploy one Canadian in 2024.

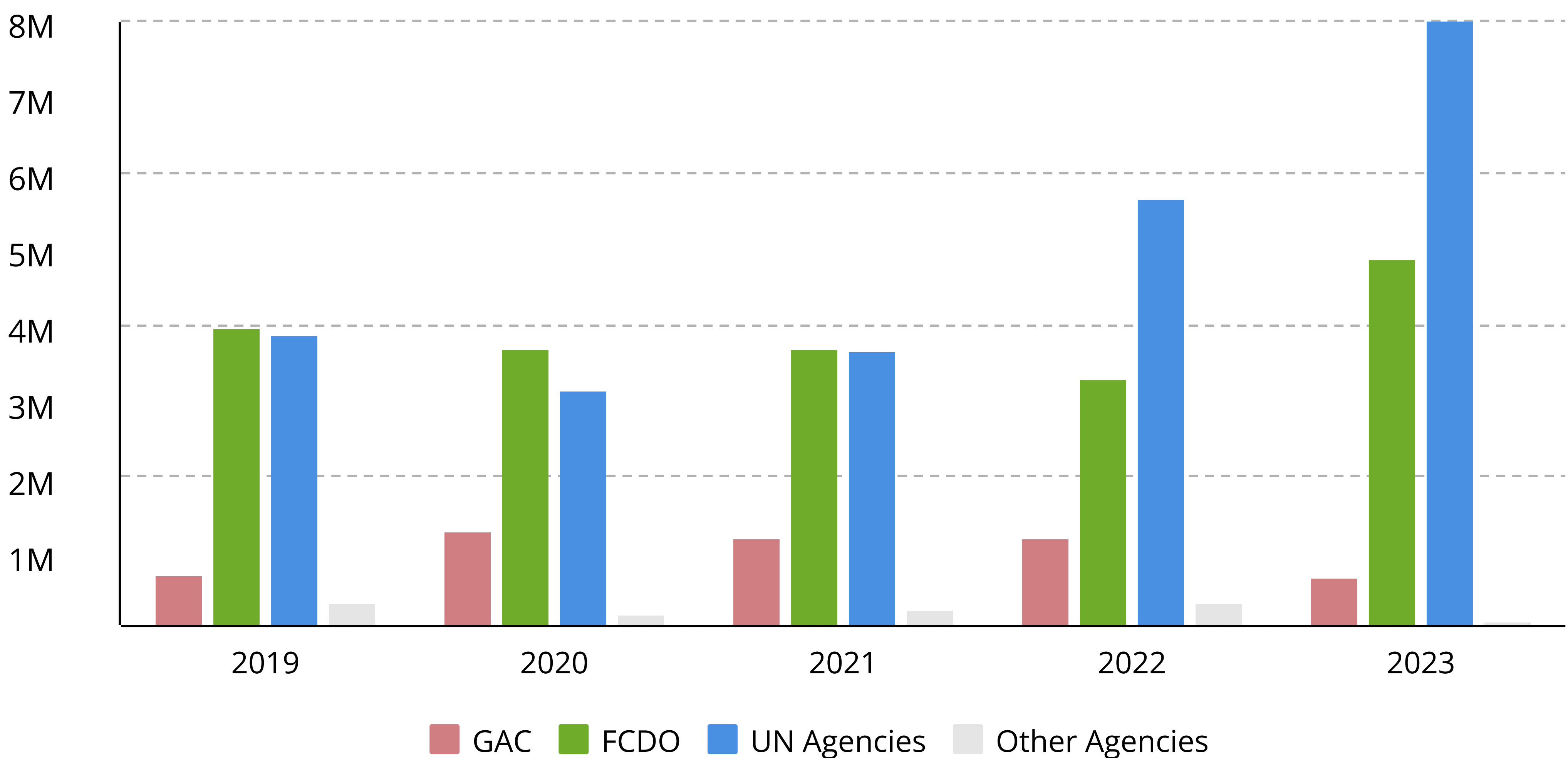


https://www.eeas.europa.eu/euma_en?s=410283

Financial Snapshot



Humanitarian Deployments by Funder (CAD)



Our Partners

CANADEM is a partner to the **Canadian** and **UK** governments, the **European Union**, the **Organization of American States**, the **Organization for Security and Cooperation in Europe**, and is a Standby Partner to many **UN organizations** and other entities, supplying skilled personnel and temporary surge capacity support during



In partnership with
Canada



Foreign, Commonwealth
& Development Office



Board of Directors



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CORPS DE RÉACTION CIVILE INTERNATIONALE

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Steven Cornish

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Shelley Whiting

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Hélène Laverdière

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Janice Fu

Deployment Director



Zoe Dugal

Deputy Director



Ben James

Roster Coordinator



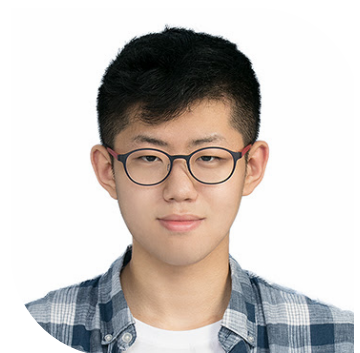
Andrea Banks-Demuth

Senior Programme Officer
Duty of Care Manager



Hailey Johnston

Roster Programme Officer



Frank Lee

Deployment Programme Officer



Fiona Kaminski

Finance Coordinator



Adrienne Buller

Senior Finance Officer



Maggie Moores-Rodgers

Finance Officer



Philippe Leroux

Finance Officer



Oksana Zubriy

Finance Officer
Ukraine Recovery Programme Manager



Randy Weekes

Duty of Care Advisor and Counselor



Mira Dodig

Duty of Care Counselor



Juliet Donald

Duty of Care Counselor



Rima Makki

Duty of Care Counselor



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IT Specialist

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