



CANADEM Annual Report



2022

Executive Director's Message



2022 was another chaotic year, unfortunately with ongoing and new crises around the world. As always, my motivational defense over 40 years of international human rights work, has been to step back a bit from ever present injustices and suffering, and take the long view of the world's progress. I am reminded of Steven Pinker's book "The Better Angels of Our Nature" that statistically documents the world's inexorable historic decline in violent behavior. The relatively recent creation of the International Criminal Court in 2002 is just one example, and the ICC puts us in much better position to judge and penalize Russia's invasion of Ukraine and war crimes by its commanders and soldiers.



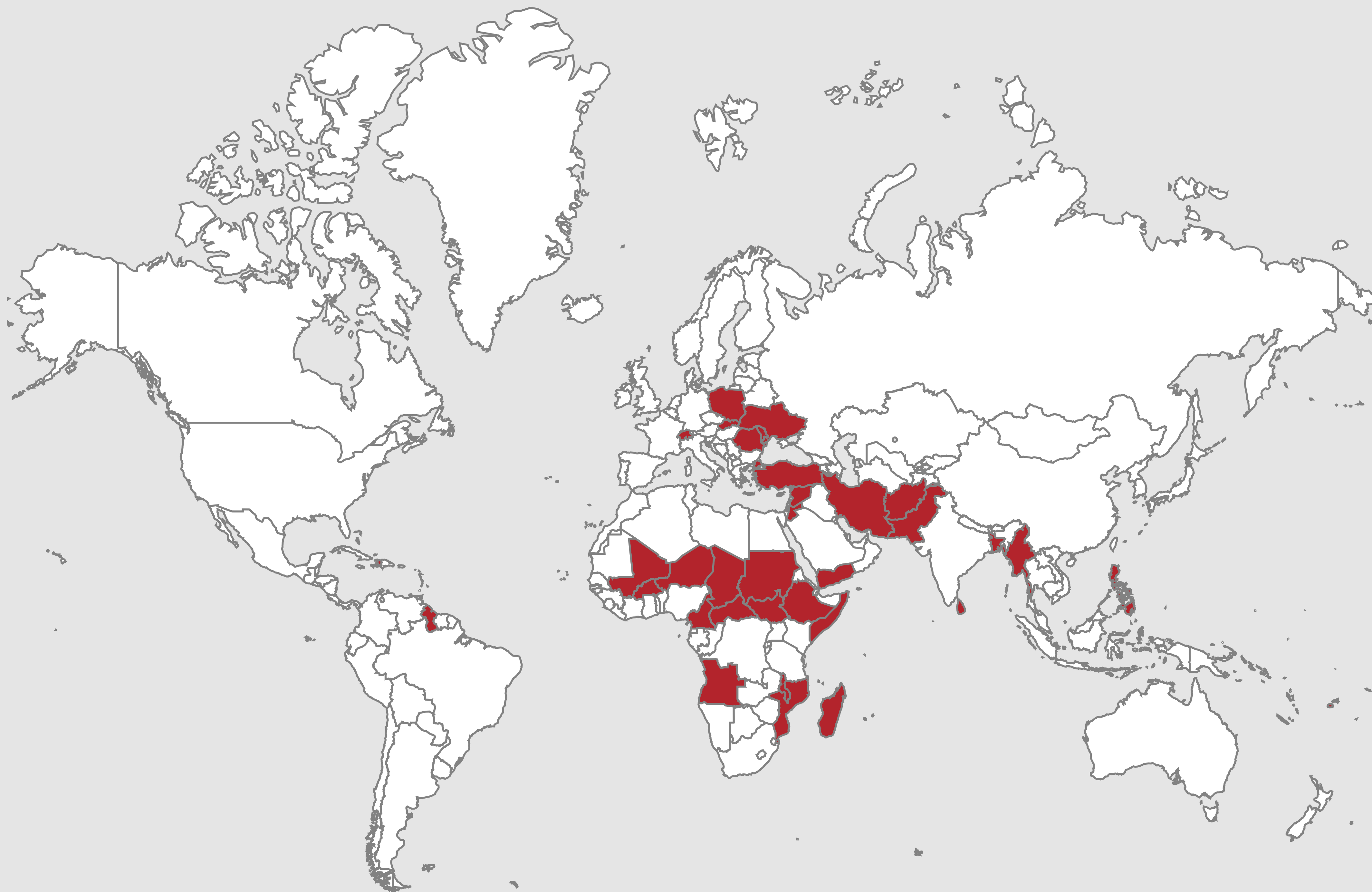
Paul LaRose-Edwards
Executive Director

Last year CANADEM remained impressed with our partners: our roster members, our deployees, our UN and other field partners, and our funders. In trying to identify the basis of their successes over 2022, the words *flexibility* and *adaptability* seemed paramount. Our partners continued to prepare and maintain attitudes and preparations to enhance their flexibility and subsequent ability to better respond as required. We are particularly happy with our ongoing role with UNFPA as a fast-track surge deployment mechanism, and with our new Deployment Partnership Agreement (DPA) with UNHCR who has created a new UN model agreement on how to immediately tap into CANADEM's 60,000-person roster for breaking crises.

CANADEM's Board and staff worked to respond to the flexibility and adaptability of our partners. As an NGO we had the fortune of sometimes having more freedom of movement than some of our partners, and we continued to innovate our service delivery. This ranged from our ability to identify the best available expert from our ever-expanding sectoral rosters, to our ability to adapt a deployment procedure or response in literally hours so as to better assist our partners. Our Board continued its openness to risk, and its confidence in CANADEM's staff, who responded with renewed flexibility and adaptability. I want to particularly applaud my colleagues' duty of care to our deployees.

CANADEM's successes of 2022 built upon our intrepid deployees, major funders like UNFPA and the British and Canadian governments, and innovative UN agencies like UNHCR. Together, they provided CANADEM with the opportunity to assist them with our low-cost rapid-response solutions. Collectively we are striving to build a better world in 2023.

Overview



In 2022, CANADEM continued building momentum by deploying **228** humanitarian technical experts to **36** countries. As the world continues to adapt to the challenges of the COVID-19 pandemic and the normalization of hybrid working arrangements, **24** of these experts completed their deployments remotely.

The most common profiles of our deployed experts in 2022 include:

- **Gender-Based Violence/Sexual and Reproductive Health** (68 deployments)
- **Information Management** (28 deployments)
- **Humanitarian Affairs** (23 deployments)
- **Logistics** (21 deployments)
- **Camp Coordination/Shelter/NFI** (16 deployments)
- **Health Coordination/Public Health** (12 deployments)
- **Mental Health and Psychosocial Support** (12 deployments)
- **Communications/Reporting/Public Information** (10 deployments)

Following the Russian invasion of Ukraine on February 24th, CANADEM successfully repatriated 37 experts serving on the OSCE's Special Monitoring Mission to Ukraine.

Roster



CANADEM has continued to develop its international humanitarian, development, and elections rosters. The Roster Division recruits, screens, and nominates candidates to its UN partners through the Standby Partnership Programme (SBP) since it joined the SBP Network in 2005 and to its Election partners such as the OSCE.

In 2022, the number of active roster members increased to 61,597, increasing by 3,703. From its beginnings as a Canadian roster, CANADEM has made significant progress towards the goal of achieving parity between members from the Global North and Global South. At the end of 2022, the CANADEM roster consists of 32,329 members from the Global North and 29,268 from the Global South. Of the new members, 1,087 are from the Global North (52%) and 2,616 (48%) from the Global South. This year represents another 2% increase in Global South representation.

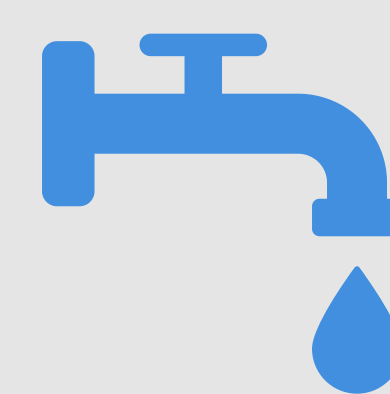
The fastest growing sectors continues to be Gender-Based Violence (GBV), Sexual and Reproductive Health (SRH), Prevention of Sexual Exploitation and Abuse (PSEA), Cluster Coordination and Public Health.

61,597 Active Roster Members in 2022

Most Common Profiles



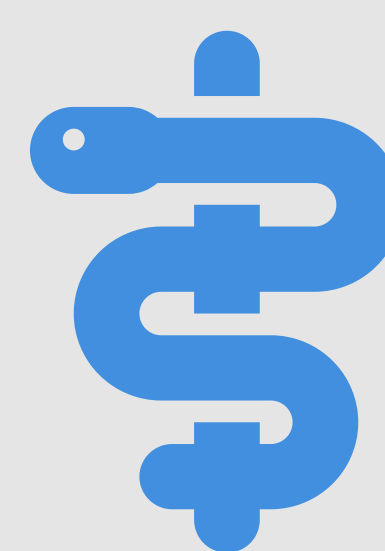
Logistics



WASH



Sexual and Reproductive Health



Health



Food Security



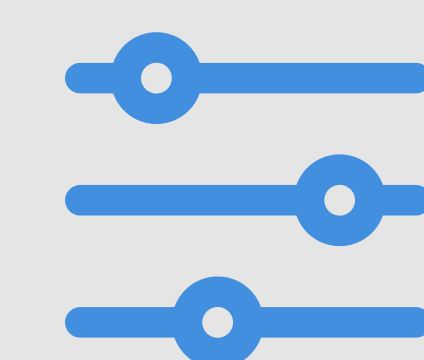
Protection



Shelter



Gender Based Violence



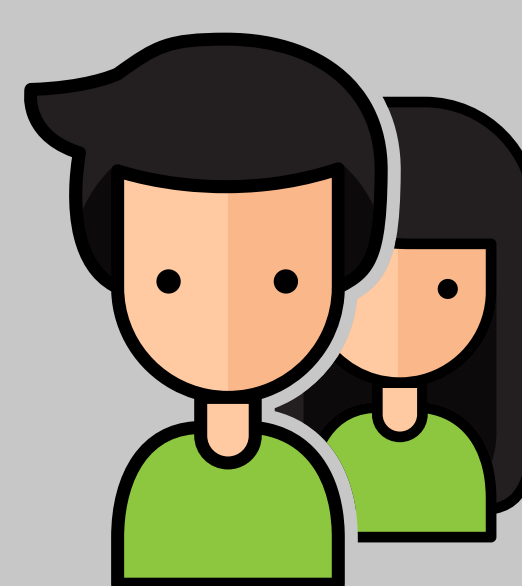
Information Management



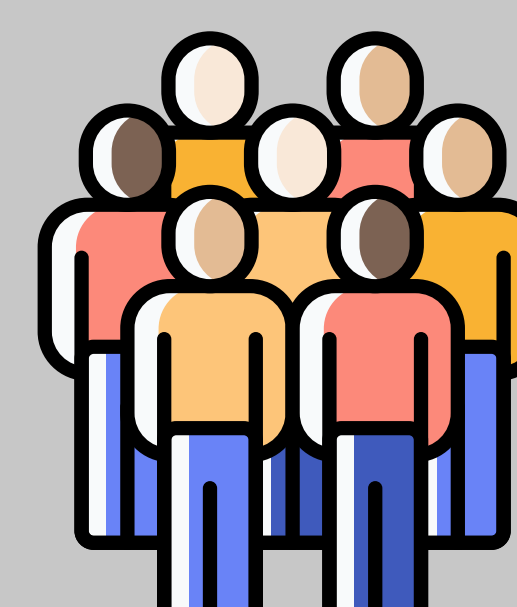
48% of CANADEM's Roster members are from the Global South



CANADEM welcomed 1,481 women to its roster in 2022



Roster by Gender
Men: 39,819
Women: 21,778



3,703 technical experts joined the roster in 2022

Humanitarian Deployments



In 2022, CANADEM deployed 228 humanitarian technical experts, an increase of 12% from last year. These experts deployed to 36 countries with 24 of them working from home. The most common profiles deployed were Gender-Based Violence/Sexual and Reproductive Health, Humanitarian Affairs and Information Management. CANADEM continues to support the Global Shelter Cluster by deploying the Global Focal Point for Communications and Advocacy and the Global Focal Point for Environment.



Ethiopian Tigray Crisis



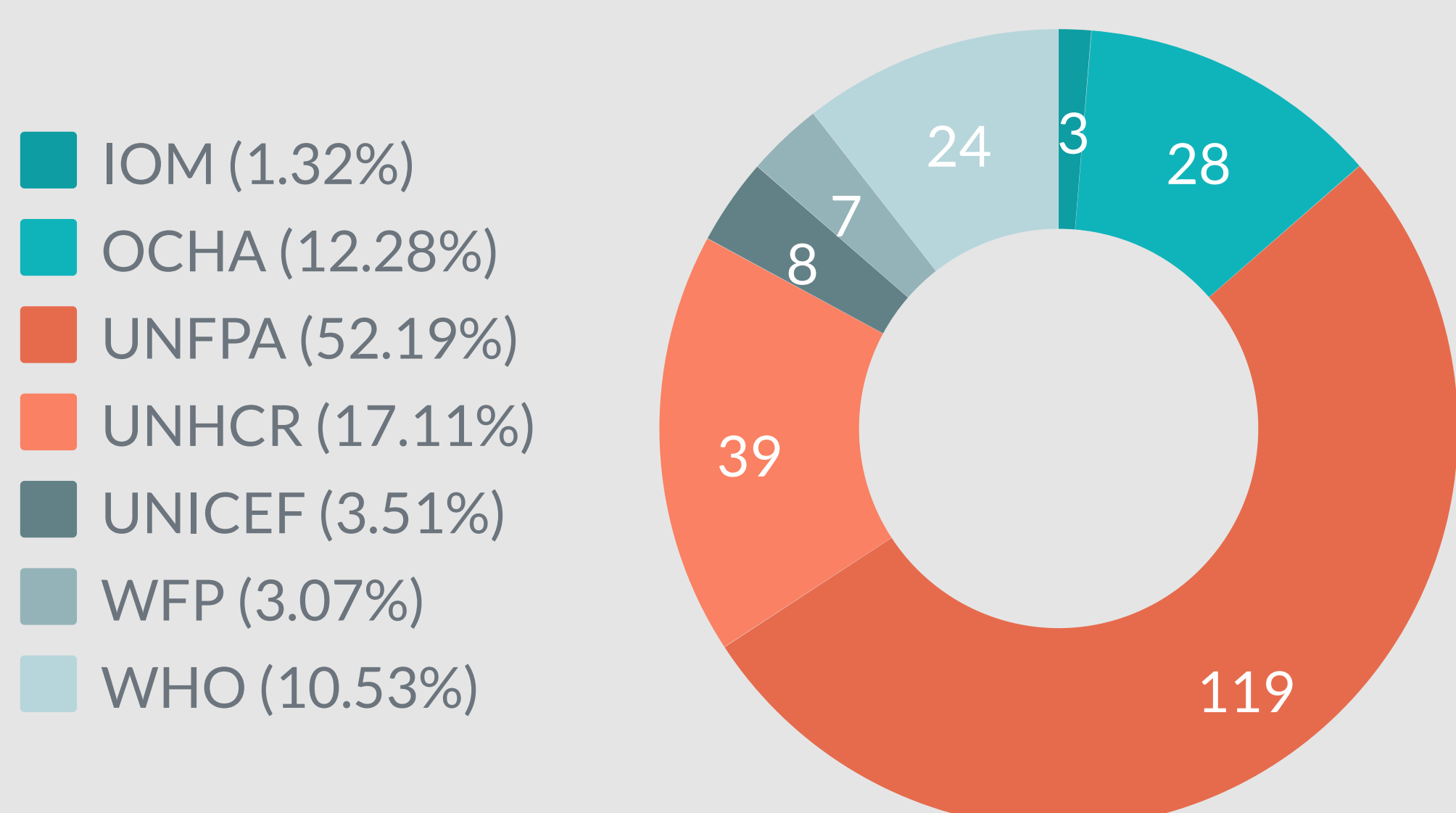
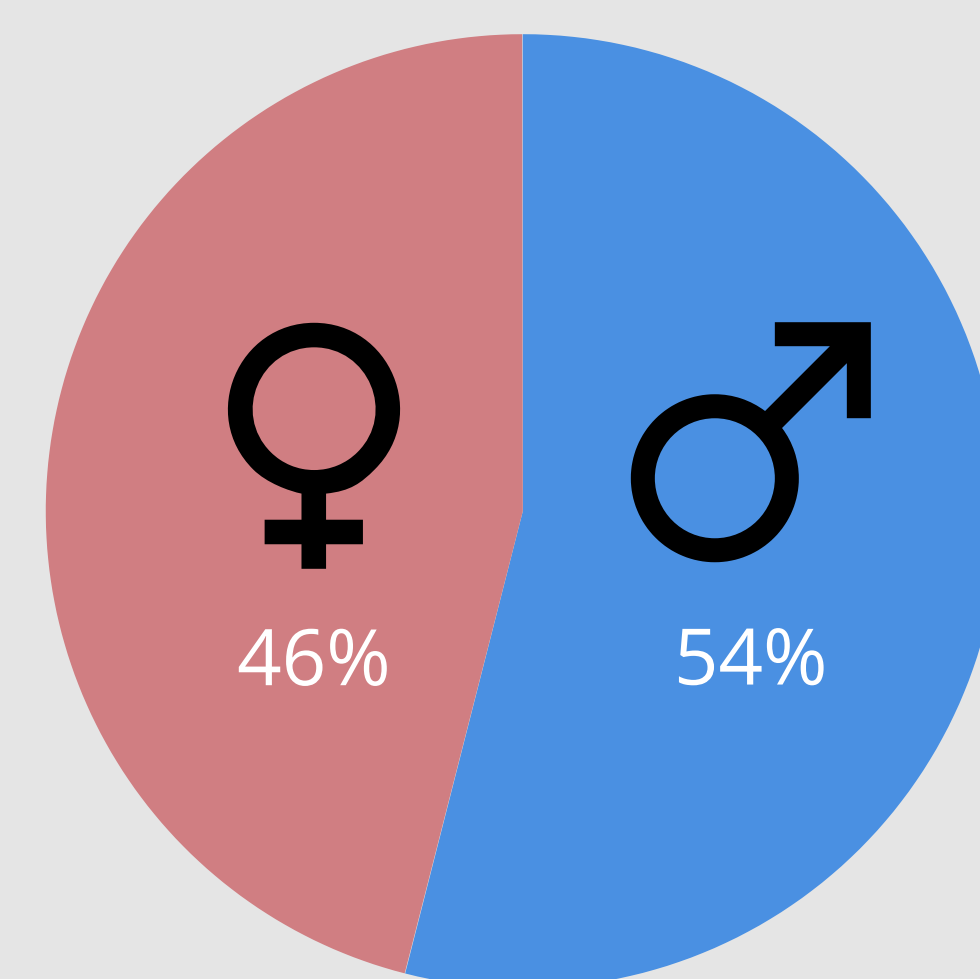
Russian Invasion of Ukraine



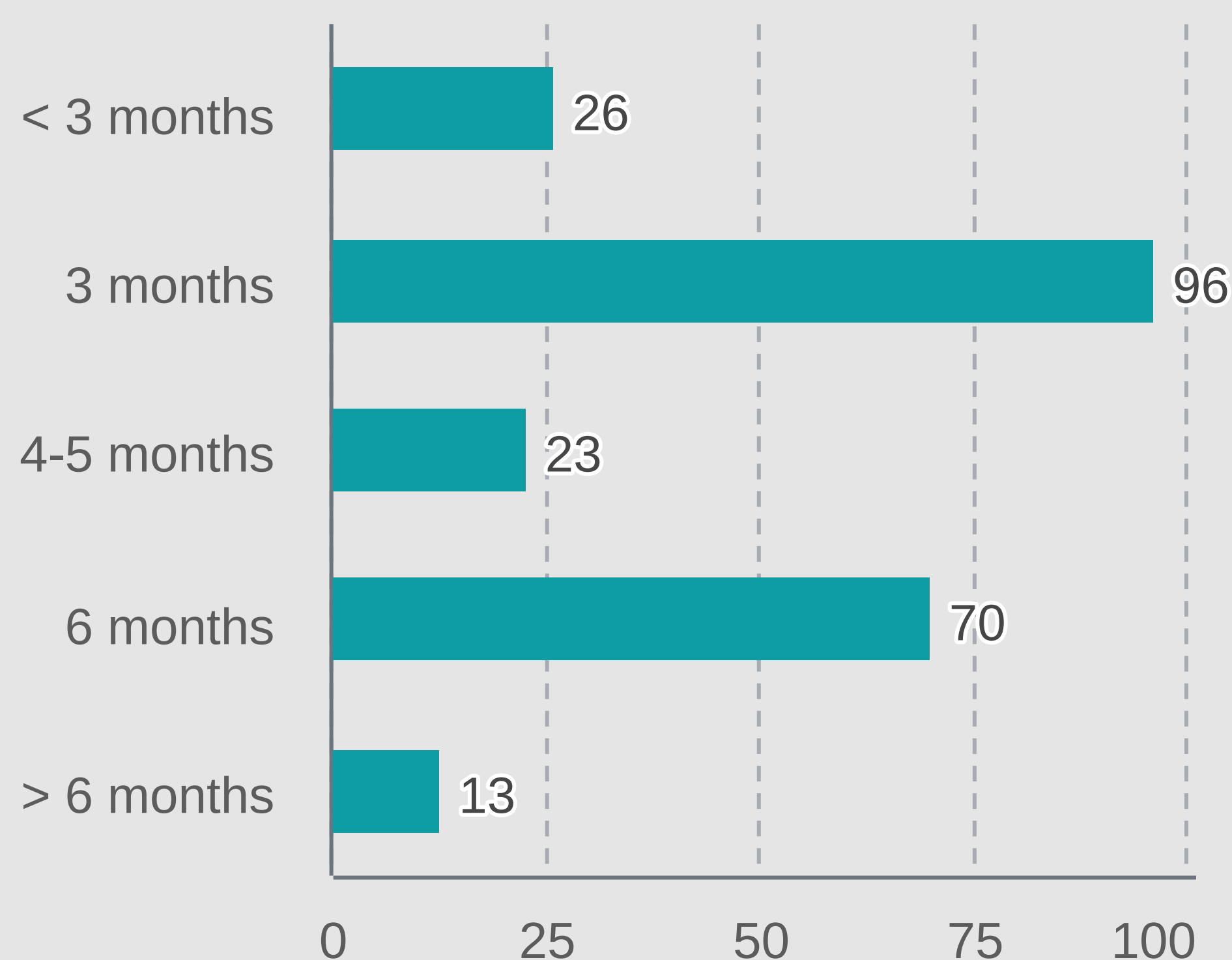
Afghanistan Humanitarian Crisis

UNFPA received the highest number of CANADEM experts (119), followed by UNHCR (37) and OCHA (28). Once again, CANADEM increased its gender parity among deployed experts having deployed 122 men (53%) and 106 women (47%). Of the 228 experts deployed in 2022, 60% were from the Global South.

Deployment by Gender



Duration of Deployments



Russian Invasion of Ukraine



In 2022, CANADEM facilitated 47 deployments to Europe and one home based deployment in response to the full scale Russian invasion of Ukraine and the refugee crisis that has followed. CANADEM also deployed 2 experts to HQ positions in Switzerland.



This response involved deployments to five countries and one home based deployment. CANADEM deployed experts to Ukraine (18), Moldova (13), Poland (10), Romania (5), Slovakia (1). These experts deployed to OCHA (12), UNFPA (13), UNHCR (10), WHO (10), and UNICEF (3).

The 47 experts deployed, of whom 27 were women (57%), represent the full breadth of the CANADEM roster. The profiles include: Protection and Child Protection (6), Civil-Military Coordination (2), Communications/Public Information (3), Emergency Coordination (2), GBV/SRH (6), Humanitarian Affairs (4), Health (2), Information Management (8), Logistics (6), MHPSS (5), PSEA (2), and WASH (1).

From 2014 to 2022, CANADEM deployed Canadian experts with the OSCE's Special Monitoring Mission (SMM) to Ukraine. With the financial support of Global Affairs Canada, a total of 73 Canadian experts worked with the mission in the areas ceasefire monitoring, human rights, rule of law, governance, gender equality and psychosocial support.



In February 2022, CANADEM evacuated the 37 Canadian experts who were in Ukraine at the time of the Russian invasion. Due to a veto from Russia, the SMM's mandate was not renewed, and the last Canadian experts have contributed to the closure of the mission until October 2022.

Edward Tawil and a damaged building in the town of Trostynets, Sumski Oblast

Africa



CANADEM deployed 71 humanitarian experts to Africa. In addition, one home based deployment focused on the West and Central African region. These experts deployed to IOM (3), OCHA (8), UNFPA (36), UNHCR (5), UNICEF (4), WFP (5), and WHO (10).



The most common profile deployed to Africa was GBV/SRH (23), followed by Health (8), Humanitarian Affairs (9), Logistics (8), Information Management (5), Protection (4), Nutrition (3), PSEA (2), Communications (3), Civil-Military Coordination (2), Camp Coordination/Shelter (2), Emergency Response (1), and Stabilization (1)

For the second year in a row, the greatest number of deployed experts was to Ethiopia (37%). GBV/SRH was the most common profile (8), followed by Health (5), Humanitarian Affairs (3), Logistics (3), Information Management (2), Communications (2), PSEA (2), and Protection (1). The majority of experts deployed to Ethiopia were African nationals (58%)

These positions were funded in roughly equal measure between the UK's FCDO (30) and direct funding from the UN agencies (39), with two deployments funded by the Global Affairs Canada.



Prabhu Govindaraj with WFP in Angola

Profiles Deployed



Middle East



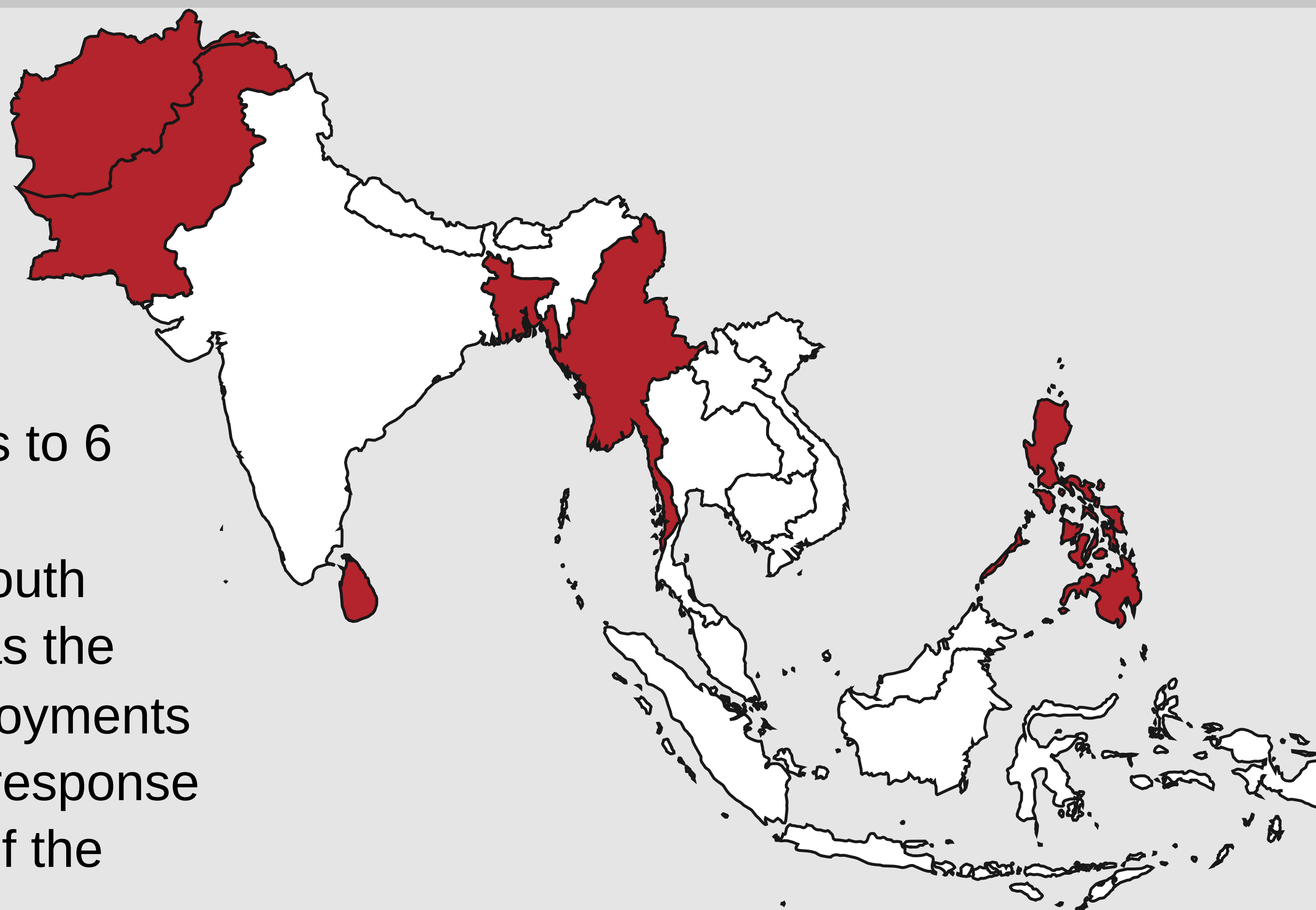
CANADEM facilitated 16 deployments to 6 countries in the Middle East region. The refugee crisis stemming from the deterioration of Afghanistan and the wars in Syria and Yemen were the rationale for all these deployments. CANADEM deployed experts to Syria (3), Iran (3), Cyprus (3), Yemen (3), Jordan (1), Turkey (1), and two experts worked remotely.

The majority of these experts were received by UNFPA (9) with the remainder working with UNHCR (6) and WHO (1). CANADEM deployed 7 women and 9 men, with half of the experts originating from the Global South. Experts deployed to UNFPA focused primarily on GBV programming and coordination, while the experts deployed to UNHCR worked on Camp Coordination and Shelter Management. Logistics and Health comprise the remaining expert profiles.

Profiles Deployed



South and Southeast Asia



In 2022, CANADEM deployed 57 experts to 6 countries in South Asia (Afghanistan, Bangladesh, Pakistan, Sri Lanka) and South East Asia (Philippines, Myanmar). As was the case last year, the majority of these deployments were to Afghanistan (27) continuing the response to the American withdrawal and effects of the COVID-19 pandemic.

The deployments to The Philippines (10) responded to humanitarian needs caused by Super Typhoon Rai and the COVID-19 pandemic; Experts deployed to Sri Lanka (4) responded to an acute economic crisis; Heavy rains, flooding and landslides were the impetus for expert deployments to Pakistan (4); The continuing Rohingya refugee crisis continues in Bangladesh where CANADEM deployed 6 experts; And 6 experts deployed to Myanmar in response to the humanitarian crisis that has emerged in the wake of the military takeover in February 2021.



Emile Padja Bassinang inspects supplies in Afghanistan

Profiles Deployed

- SRH
- Humanitarian Affairs
- Communications
- GBV
- Civil-Military Coordination
- Emergency Coordination
- CCCM
- Information Management
- Logistics

Latin America & The Caribbean



In 2022, CANADEM facilitated 19 surge missions for the Latin American region. Most of these deployments (63%) responded to the humanitarian fallout from a 7.2 magnitude earthquake that struck Haiti in mid-August. The challenges presented by the earthquake were magnified by heavy rains and flooding due to Tropical Storm Grace. All but one of these experts deployed to UNFPA operations with the other deploying with OCHA. In response to the refugee influx from Venezuela and the COVID-19 pandemic, CANADEM deployed one expert to Guyana and six experts worked remotely.

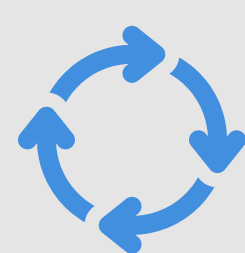
The most common area of expertise required in these contexts were GBV/SRH (12), MHPSS (3), Humanitarian Affairs (2), and Information Management (2). The majority of deployed experts were women (75%) and all but two of the experts were from the Global South.



Profiles Deployed



SRH



Humanitarian Affairs



GBV



Mental Health and Psychosocial Support

Election Observation



Democracy has been facing challenges worldwide in the recent decade, with the resurgence of populism and the increase in popularity of leaders with autocratic tendencies. In particular, democratic processes and institutions are being undermined through the rigging of elections, manipulation of online technologies, and the restriction of spaces for civil society, human rights defenders and the media. This includes electoral processes, which are a pillar of democracy.

In early 2022, CANADEM entered into an agreement with Global Affairs Canada to recruit and deploy Canadian Short Term Observers (STOs) and Long Term Observers (LTOs) to multilateral Electoral Observation Missions (EOMs) organized by partner agencies such as the Organization for Security and Cooperation in Europe (OSCE), the European Union (EU), the Organization of American States (OAS), and others.



STOs in Hungary: Andrei Stoicu, Janet Nortey, James Balasch, Basia Puszkar and Miranda Huron (Not pictured: Jacques Raleish Moise).



STO Harpreet Ahuja and her partner Estelle review documents in front of a polling station in Zenica, Bosnia

Financial Snapshot



\$50.5

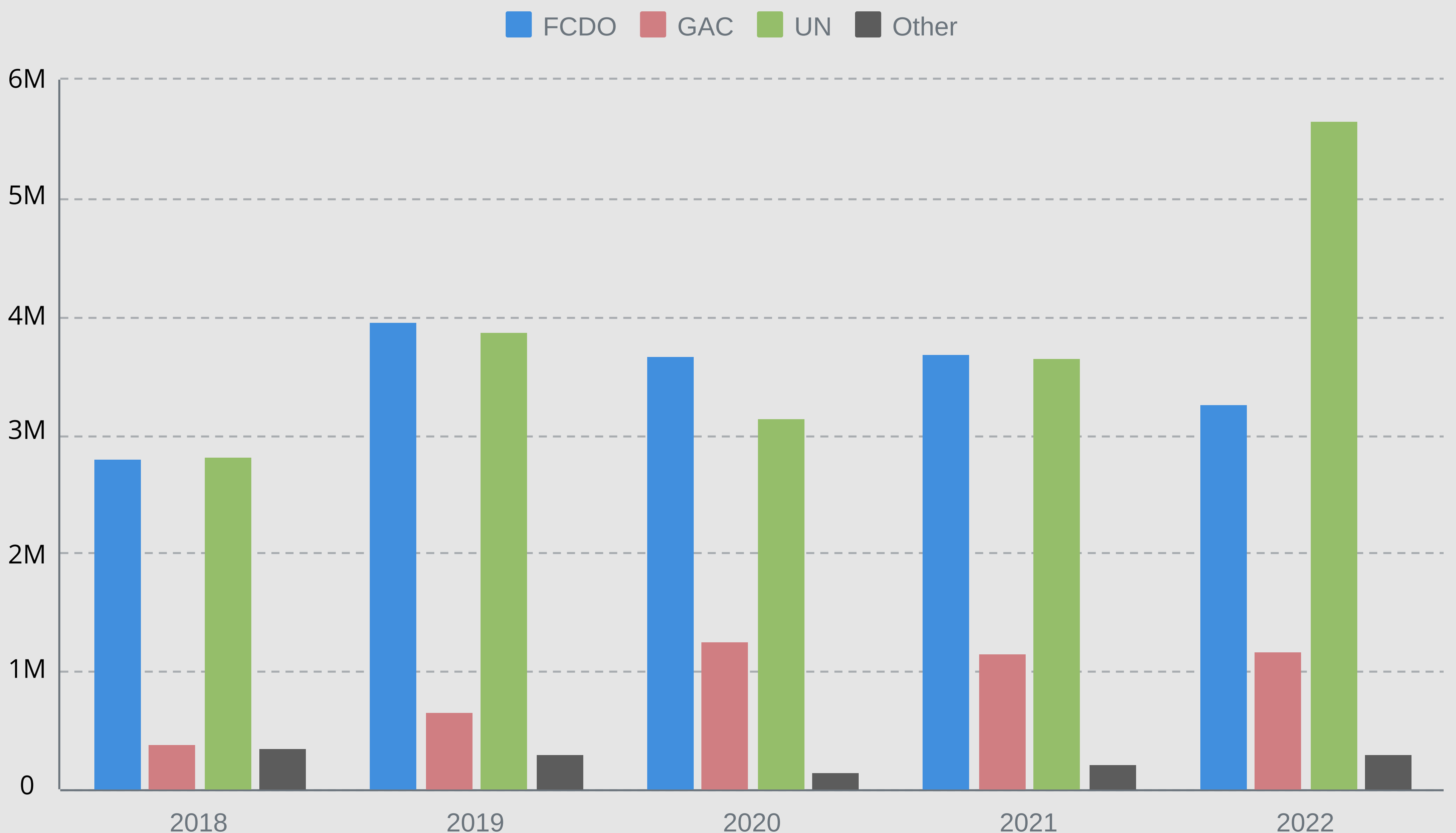
Million generated from projects over the past 5 years

10.4 million
Humanitarian Deployments in 2022

12.9 million
Total Revenue in 2022

.959 million
Special Monitoring Mission to Ukraine in 2022

Humanitarian Deployments by Funder (CAD)



Our Partners



CANADEM is a partner to both the Canadian and UK governments, the OSCE, as well as a Standby Partner to many UN organizations and other entities, supplying skilled personnel and temporary surge capacity support during global emergencies.



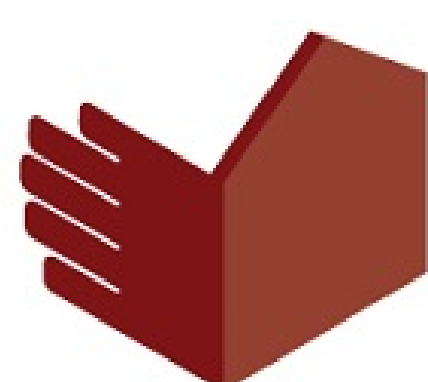
Global Affairs
Canada
Affaires mondiales
Canada



Foreign, Commonwealth
& Development Office



OCHA



Shelter Cluster
ShelterCluster.org
Coordinating Humanitarian Shelter



UNHCR
The UN Refugee Agency

BOARD OF DIRECTORS

Dan Livermore
Chair

Steven Cornish
Vice-Chair



Shelly Whiting
Secretary

Hélène Laverdière
Treasurer

Janet Zukowsky
Member-at-Large



Dusan Jovanovic

Deputy Executive Director



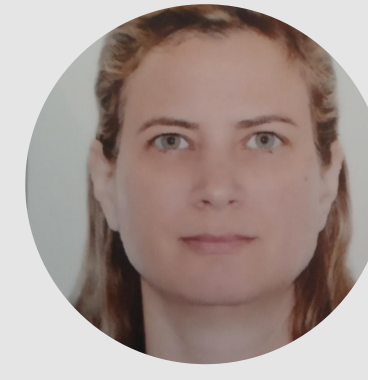
Pantiwa Naksomboon

Managing Director



Janice Fu

Deputy Director



Zoe Dugal

Deputy Director



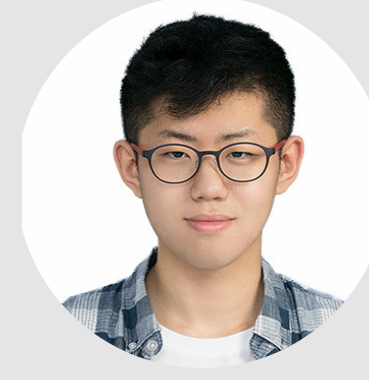
Ben James

Senior Programme Officer



Andrea Banks-Demuth

Senior Programme Officer



Frank Lee

Programme Officer



Rose Cohoe

Finance Director



Fiona Kaminski

Senior Finance Officer



Adrienne Buller

Senior Finance Officer



Oksana Zubriy

Finance Officer



Serhiy Perepiatenko

IT Officer



Randy Weeks

Duty of Care Advisor/Counselor



Rima Makki

Duty of Care Counselor



Mira Dodig

Duty of Care Counselor



Juliet Donald

Duty of Care Counselor

STAFF