

Theory of Change

Our beliefs

1. The rights of women and girls are a priority

This is because:

- One in three women have experienced violence in their lifetime.
- Women perform 75% of unpaid care and domestic work globally, three times more than men.
- Across the world, minoritised women and girls face higher rates of exclusion from healthcare, education and housing services.
- 80% of the people displaced by climate change are women or girls who then face heightened risks of poverty and violence.
- Women Human Rights Defenders face increased challenges and threats, as they are subject to gendered forms of verbal and physical violence, threats and attacks that also affect their families and/or their role in their communities.

2. Women's rights organisations and feminist movements are the key to achieving gender justice

Women's lived experience of inequality and multiple oppressions makes them experts on their lives. It also means they are best placed to identify what needs changing and, more importantly, how this change should occur.

Women's rights organisations and feminist movements are at the forefront of this. By working at multiple levels, they are leading long-term, transformative change by facilitating community-based work and holding local decision-makers to account. These organisations also move us away from 'service provision' and encourage us to analyse who has power and the intersectionality of issues.

Our aim is to help create an environment where women's rights organisations and feminist movements are supported not just through funding but also through influencing policymakers and donors at global, national and regional levels, as well as building global solidarity for their work to be visible and enabled.

3. ActionAid UK can help bring change

As ActionAid UK, we believe we are bold, courageous and transformative. Our position as a UK-based INGO (International Non-governmental Organisation) affords us proximity to key donors and decision-makers, and we are determined to use this access and privilege to transform how we work.

What we want to achieve

1. More and better funding for women's rights organisations and feminist movements.
2. Influencing with and based on the priorities of women's rights organisations and feminist movements.
3. Building political, donor support and public awareness of the value of women's rights organisations and feminist movements with an understanding of the structural causes of gender inequality.
4. An increased willingness by INGOs, government, politicians, donors and the public to act in solidarity with women's rights organisations and feminist movements.
5. Moving towards an organisational structure that is fit for delivering this vision.

Our four-year vision

With the support of ActionAid UK, women's rights organisations and feminist movements across the world are in a stronger position to challenge the status quo because they are better resourced, more visible and heard.

Our ten-year vision

We believe in the individual and collective power of women and girls to create a just and fair world. A world imagined by women's rights organisations and social movements, particularly feminist and indigenous movements, centred around care and the wellbeing of people and the planet. A world in which women and girls, in all their diversity, can achieve their goals, fulfil their rights and define their future.



Our strategic goals

1. Champion women's rights organisations and feminist movements driving systems change.
2. Build donor, political and popular support for fair and just systems.
3. Strengthen global solidarity networks.
4. Re-envision and create new ways of working.

Our feminist and decolonial principles

The following principles will guide our approach to change:

- Acknowledging/sharing/shifting/transforming power and resources
- Continuous self-reflection
- Reciprocity
- Interdependence and collective care
- Accountability and transparency
- Listening deeply and keeping our egos in check
- Valuing the natural world and how we relate to it
- Zero tolerance of any form of discrimination or abuse of power
- Moving away from individual thematics and embedding intersectionality in all of our work



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Continuous self-reflection

Interdependence & collective care

Feminist & decolonial principles

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