



IMAGE BY OXFAM 2016

A BRIEF HISTORY....

OXFAM INTERNATIONAL WAS FORMED IN 1995 BY A GROUP OF INDEPENDENT NON-GOVERNMENTAL ORGANIZATIONS. THEIR AIM WAS TO WORK TOGETHER FOR GREATER IMPACT ON THE INTERNATIONAL STAGE TO REDUCE POVERTY AND INJUSTICE.

THE NAME “OXFAM” COMES FROM THE OXFORD COMMITTEE FOR FAMINE RELIEF, FOUNDED IN BRITAIN IN 1942. THE GROUP CAMPAIGNED FOR FOOD SUPPLIES TO BE SENT THROUGH AN ALLIED NAVAL BLOCKADE TO STARVING WOMEN AND CHILDREN IN ENEMY-OCCUPIED GREECE DURING THE SECOND WORLD WAR.

TODAY, THERE ARE 19 MEMBER ORGANIZATIONS OF THE OXFAM INTERNATIONAL CONFEDERATION. THEY ARE BASED IN: AUSTRALIA, BELGIUM, BRAZIL, CANADA, DENMARK, FRANCE, GERMANY, GREAT BRITAIN, HONG KONG, IRELAND, INDIA, ITALY, MEXICO, THE NETHERLANDS, NEW ZEALAND, QUEBEC, SOUTH AFRICA, SPAIN AND THE UNITED STATES.

OXFAM.ORG

- **VISION**

- OUR VISION IS A JUST WORLD WITHOUT POVERTY. WE WANT A WORLD WHERE PEOPLE ARE VALUED AND TREATED EQUALLY, ENJOY THEIR RIGHTS AS FULL CITIZENS, AND CAN INFLUENCE DECISIONS AFFECTING THEIR LIVES.

- **PURPOSE**

- OUR PURPOSE IS TO HELP CREATE LASTING SOLUTIONS TO THE INJUSTICE OF POVERTY. WE ARE PART OF A GLOBAL MOVEMENT FOR CHANGE, EMPOWERING PEOPLE TO CREATE A FUTURE THAT IS SECURE, JUST, AND FREE FROM POVERTY.

- **ACHIEVING THEIR PURPOSE**

- WE USE A COMBINATION OF RIGHTS-BASED SUSTAINABLE DEVELOPMENT PROGRAMS, PUBLIC EDUCATION, CAMPAIGNS, ADVOCACY, AND HUMANITARIAN ASSISTANCE IN DISASTERS AND CONFLICTS.
- WE CHALLENGE THE STRUCTURAL CAUSES OF THE INJUSTICE OF POVERTY, AND WORK WITH ALLIES AND PARTNERS LOCALLY AND GLOBALLY.

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POVERTY AND INEQUALITY

THE DEFINITION OF POVERTY AS RELATED TO INDIVIDUAL COUNTRIES IS A FREQUENT SUBJECT OF DEBATE.

WHAT DOES POVERTY LOOK LIKE?

(GOOGLE IMAGES)



SO MUCH GOOD....

- **WE WON'T LIVE WITH POVERTY**
- OXFAM IS A GLOBAL MOVEMENT OF MILLIONS OF PEOPLE WHO SHARE THE BELIEF THAT, IN A WORLD RICH IN RESOURCES, POVERTY ISN'T INEVITABLE. THIS IS JUST SOME OF WHAT WE DO.

(OXFAM 2019)



The gap between the rich and the poor.....

Free schools

Free health care

Equal pay

Decent living conditions





Do Oxfam practice what they preach?

Oxfam pay...£130,000 to £139,000

One member of staff earned between £130,000 and £139,000 in the year to March 31 2017. Although this is senior management level all aid workers are paid significantly more than those in the communities they are trying to help.

Glassdoorwages 2018)



IS THAT ACCEPTABLE?

- STAFF LIVE IN DIFFICULT OFTEN DANGEROUS AREAS AND SITUATIONS
- STAFF HAVE FAMILIES THAT NEED HOSPITAL CARE, SCHOOLS AND SAFETY
- EVERY COMPANY, CHARITY OR ORGANISATION SHOULD STRIVE TO PAY ITS STAFF FAIRLY, REFLECTING THEIR HARD WORK AND THE IMPACT THEY MAKE.

WHAT DOES THIS MEAN FOR THE COMMUNITIES THEY WORK IN?

- IT COULD BE ARGUED THAT THIS HAS CREATED 'MICRO CLASS SYSTEMS'
- SKILLED AND MUCH NEEDED WORKERS HAVE BEEN TAKEN FROM LOCAL DEVELOPMENTS AND INDUSTRIES TO WORK FOR OXFAM
- HAS LED TO SOME INDIVIDUALS ABUSING THEIR POSITION

“HOW DO WE DECIDE WHAT A PERSON NEEDS TO PARTICIPATE IN THE SOCIETY IN WHICH THEY LIVE IN THE 21ST CENTURY? WHAT IS THE MINIMUM STANDARD OF LIVING TO WHICH EVERYONE SHOULD BE ENTITLED?” MACK, J WWW.POVERTY.AC.UK/DEFINITIONS-POVERTY

OXFAM STRIVE FOR TRANSPARENCY.....OXFAM 2016

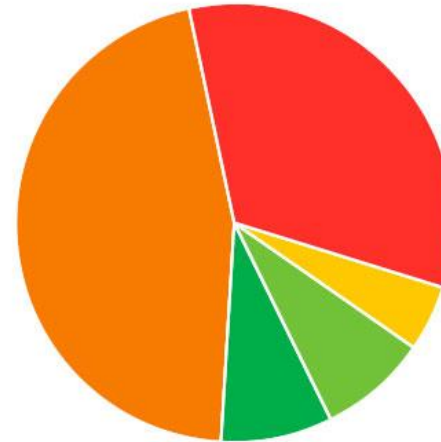
FOR EVERY £1 GIVEN TO
OXFAM...

42p	goes towards development work
37p	goes towards emergency response work
3p	goes towards campaigning for change
10p	goes towards support and running costs
8p	goes towards fundraising costs

Source: [Oxfam Annual Report & Accounts 2015/16](#)

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We welcome feedback on all aspects of our work, if you have any questions or comments [please get in touch](#).

JOB, CAREER, VOCATION?

OXFAM ARE A GLOBAL ORGANISATION WHO WANT TO CHANGE THE WORLD FOR THE BETTER. THE CHALLENGE IS TO FIND A BALANCE BETWEEN FAIRNESS, THIS MEANS KEEPING SALARIES APPROPRIATE IN EACH CONTEXT AND EFFECTIVENESS ATTRACTING AND RETAINING THE BEST PEOPLE FOR THE JOB AND REFLECTING THE HARD WORK THAT THEY DO.

(DUNCAN GREEN-STRATEGIC ADVISOR OXFAM 2018)

- WWW.GLASSWAGES.ORG.OK
- GOOGLE IMAGES 2019
- WWW.OXFAM.ORG.UK (2019)
- LAWSON, M. & GREEN, D. 2005, *GLENEAGLES: WHAT REALLY HAPPENED AT THE G8 SUMMIT?*, POLICY PAPERS, OXFAM INTERNATIONAL, OXFORD, UK, VIEWED 25 MAY 2015, [HTTP://POLICY-PRACTICE.OXFAM.ORG.UK/PUBLICATIONS/GLENEAGLES-WHAT-REALY-HAPPENED-AT-THE-G8-SUMMIT-114465](http://POLICY-PRACTICE.OXFAM.ORG.UK/PUBLICATIONS/GLENEAGLES-WHAT-REALY-HAPPENED-AT-THE-G8-SUMMIT-114465).
- MACK, J WWW.POVERTY.AC.UK/DEFINITIONS-POVERTY