



CANADEM

Annual Report

2024

| Foreword

As we look back on 2024, it was a year where, tragically, major conflicts raged and tremendous human displacement and suffering characterized our global context. On the cusp of major changes to the world order, uncertainty and unease were our backdrop as the year wound to a close. CANADEM's role in ensuring that qualified experts fulfilled urgent technical gaps in assistance programs around the world, and provided the skills and advice to improve the lives of those in need, was imperative.



Executive Director
Tammy Hall

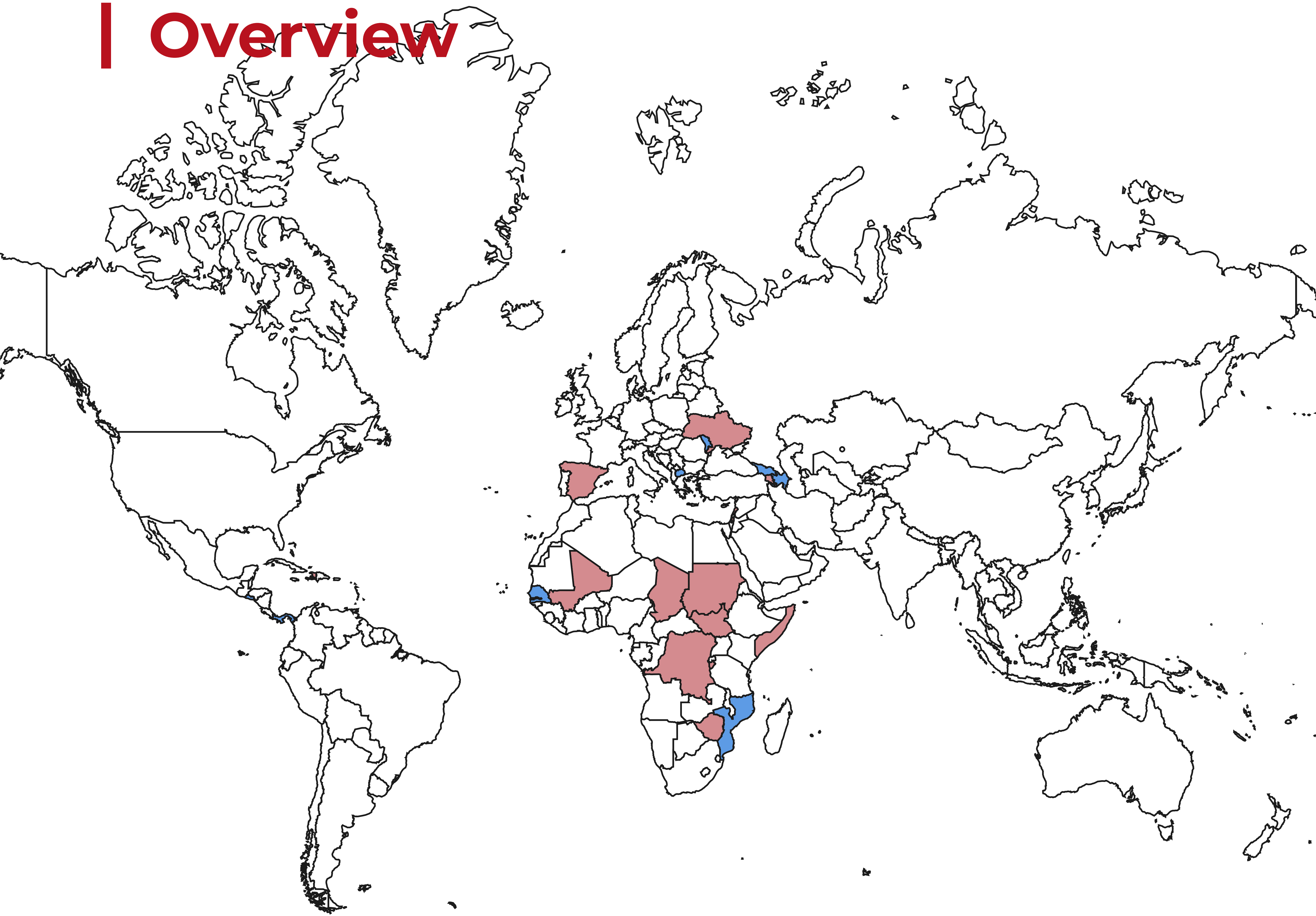
Beginning my tenure as Executive Director of CANADEM in June, I was very proud to witness the excellence of CANADEM's staff, whose dedicated work led to 201 experts fielded to humanitarian programs in 46 countries, as a result of the generous support from the United Kingdom, Canada and the Netherlands, in addition to direct arrangements with our United Nations partners. In particular, wars in Gaza, Sudan and Ukraine created tremendous needs among their populations and required the bulk of additional support we provided to the UN system, the OSCE, EU Missions, and bilateral initiatives, from the highly-qualified experts on CANADEM's roster.

In addition, 45 experienced election observers were fielded by CANADEM, supported by the Government of Canada, to help promote democracy in 8 national elections. CANADEM's role in providing knowledgeable and capable observers, who are able to analyse the local context and the various drivers behind election results, is one that we have long fulfilled. Both our commitment to fostering democratic systems around the world and our long experience in supporting election observation was even more important in 2024's context where democratic values were under pressure globally.

We were proud to continue our commitment to diversity among our experts in the field, with those deployed originating from 47 different countries. In 2024, we completed a Strategic Plan 2025-2028 that enshrined diversity as one of our core values, and highlighted our people-centred approach, which we feel is even more urgently-needed in these turbulent times with human rights under fire, and tolerance in short supply.

Finally, I would like to extend the heartfelt thanks and appreciation from the entire CANADEM team to our founder and outgoing Executive Director, Paul LaRose-Edwards. His able stewardship for almost three decades has made CANADEM what it is today and shepherded forward much of the success in 2024 as well. Fortunately, we will continue to work with Paul as CANADEM's newest Member of our Board of Directors, as we look forward to our continued collaboration with the entire Board, as well as with all of our colleagues and partners in 2025. Thanks to our donors, our partner organizations, and our entire Board, for the support you have all provided during the year.

| Overview



In 2024, CANADEM deployed **201 humanitarian experts** through the UN Standby Partnership Programme to **46 countries**, with **24 remote deployments** with funding from the **United Kingdom, Canada** and directly from **UN agencies**.

Election observation remained a pillar of CANADEM's work in 2024 sending **7 Long-Term Observers, 38 Short-Term Observers** to **9 election observation missions** conducted by the **European Union (EU), the Organization of American States (OAS), and the Organization for Security and Cooperation in Europe (OSCE)**.

2024 saw the launch of a rapid deployment multiyear project with funding from **Global Affairs Canada (GAC)**, deploying **5 Canadians** to the office of the **Multinational Security Support Mission to Haiti**.

CANADEM also deployed **one Confidence-Building Expert** to the EU mission in Armenia. CANADEM continued to support the deployment of **2 Canadian experts** (a Medical Advisor and a Gender Officer) to the OSCE Secretariat's **Support Programme for Ukraine** based in Kyiv.

ROSTER

Key updates

CANADEM's roster of experts continues to build on its growth from the previous year. The CANADEM roster holds humanitarian, development and electoral experts with expertise in the majority of international fields.

By the end of 2024, the roster has grown to hold 69,790 experts. This represents a growth of 4,283 members over the year! Of these new members, 30% are nationals of North America and Europe. The remaining 70% are from Africa (2,264), Asia and Oceania (364), the Middle East (276), and South America and the Caribbean (151). These new members speak many languages, including French (1,690), Arabic (628), Spanish (550), and Portuguese (158).



CANADEM Roster members Medar Kajemba and Moustapha Mahamidou Garba in Bunia, DRC



New Roster **Members** in 2024

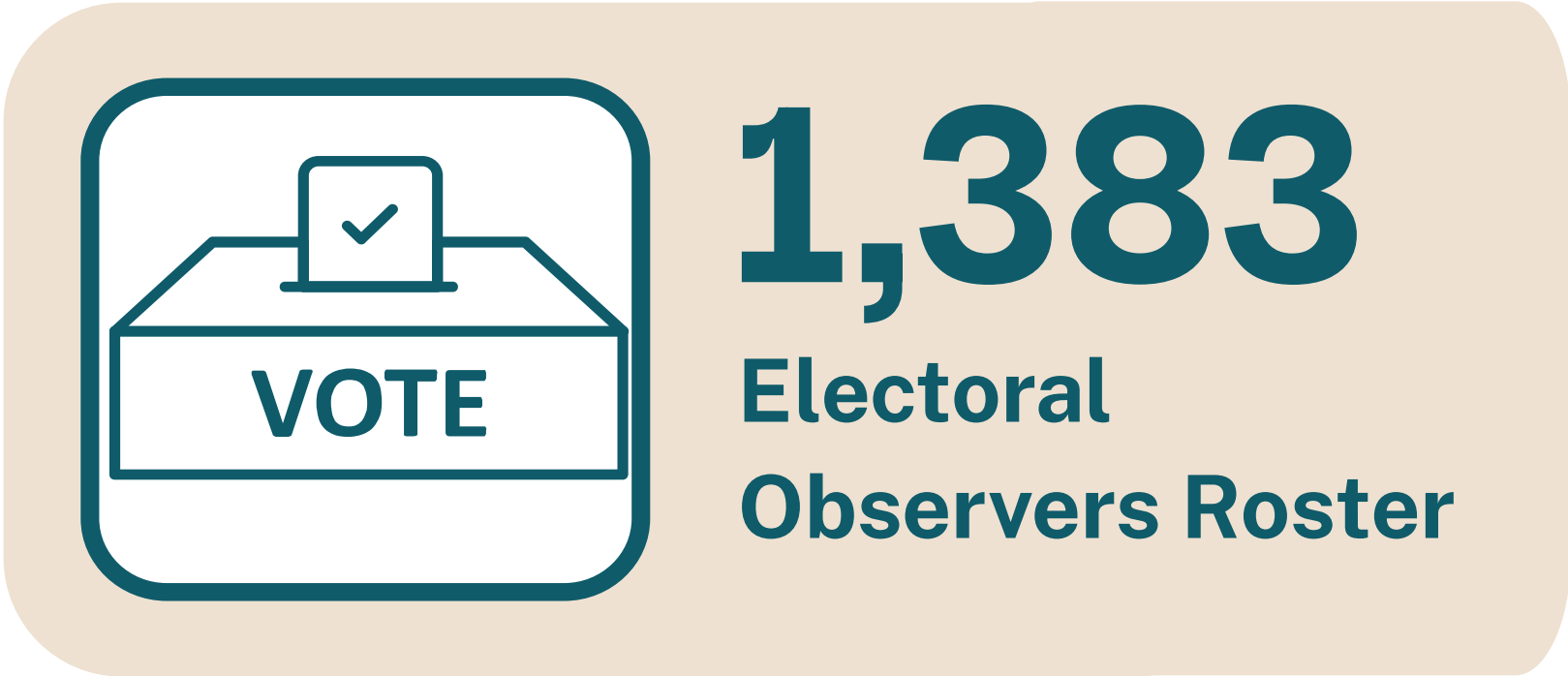


New **Women** on Roster in 2024

CANADEM's roster of Canadian election observers is currently at 1,383. CANADEM is funded by Global Affairs Canada to deploy Canadian nationals to election observation missions worldwide. CANADEM's election roster contains experts experiences in long and short-term election observation, election policy and technical expertise in the organization and supervision of democratic activities.



Canadian STOs with Ambassador Ahmed in El Salvador for OAS Election Observation Mission



Duty of Care Program

CANADEM provides comprehensive Duty of Care support, including training and individual counseling, to diplomats and professionals working in the field of international peace and security.

Over the years, our experienced counsellors have designed programs that cover topics such as: the effects of acute and long-term stress on work performance and wellbeing, the stress cycle and its physiological impacts, and development of intercultural understanding. We promote healthy coping mechanisms for everyday stressors and help build resilience in cases of more serious reactions such as Post-traumatic stress disorder (PTSD), vicarious trauma, or burnout.

As an organization, we pride ourselves on the unique Duty of Care strategies and resources we have developed to support our deployed experts in a variety of extremely challenging contexts. We have enthusiastically applied our expertise to support employees facing similar challenges in the field.

“



Over the years, [the Duty of Care Counselors'] unwavering guidance and responsiveness have made a significant difference in navigating both professional challenges and personal well-being. Their proactive approach, particularly in times of uncertainty, has reinforced a strong sense of security and support.

During one of the particularly difficult missions, Mira provided me with weekly sessions that enabled me to complete my assignment successfully. Her structured support helped me manage the pressures of the mission while maintaining my well-being.

I was also particularly grateful for the way Randy always asked about my family, recognizing the link between personal well-being and professional performance during missions. His real-time guidance on potential challenges ahead of missions helped me feel better prepared and more confident in handling difficult situations.

In the past, I often stayed silent about mission challenges and rarely reached out to CANADEM for support. However, Mira and Randy helped me realize that seeking support is not a sign of weakness but rather a sign of strength and a way to ensure I am at my best as I deliver on the mission's goals.

Their dedication has been instrumental in shaping my approach to resilience, and I remain deeply appreciative of their role in my professional journey.

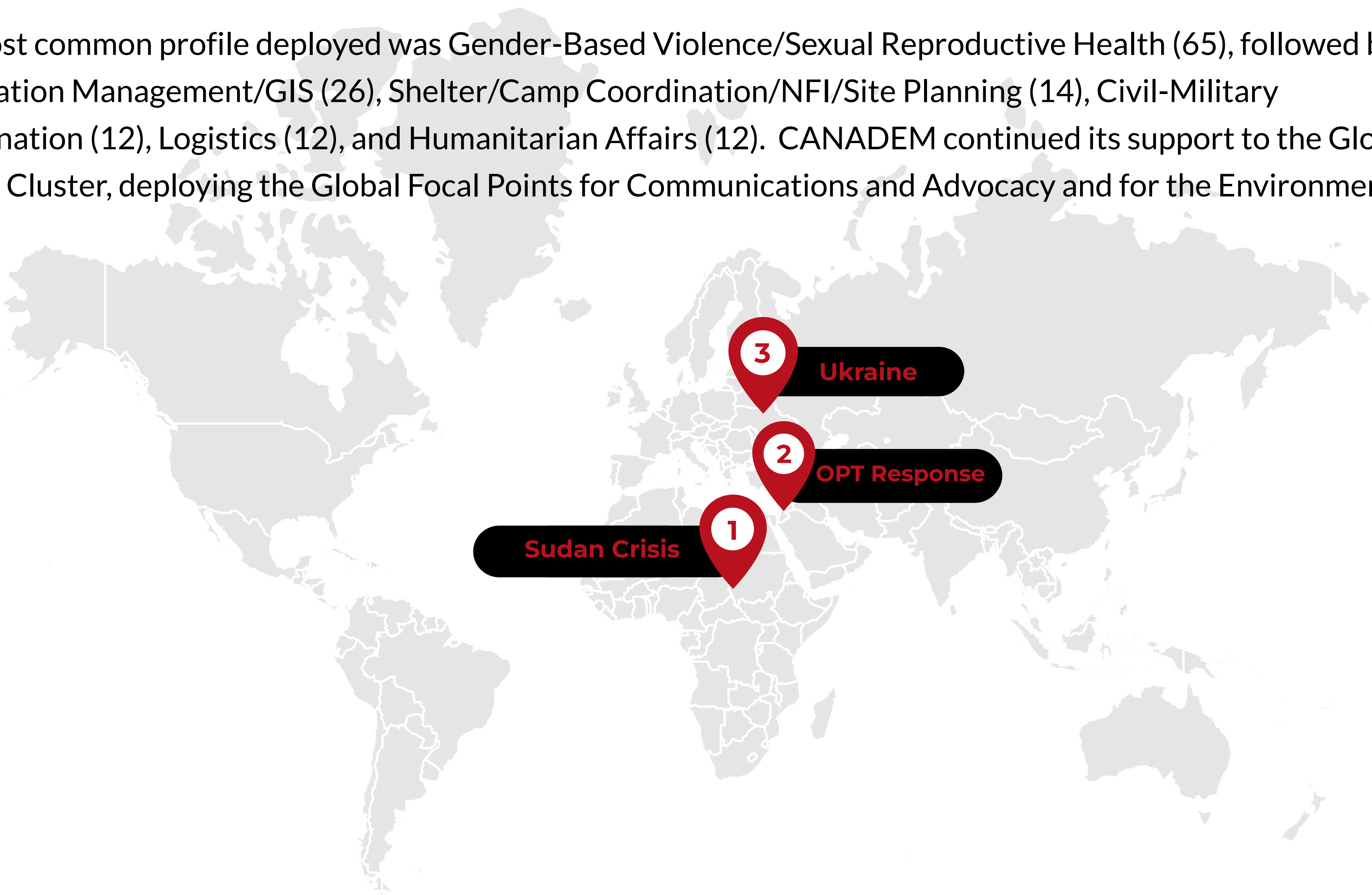
Annet Nangonzi

CANADEM Roster member and Deployed Expert

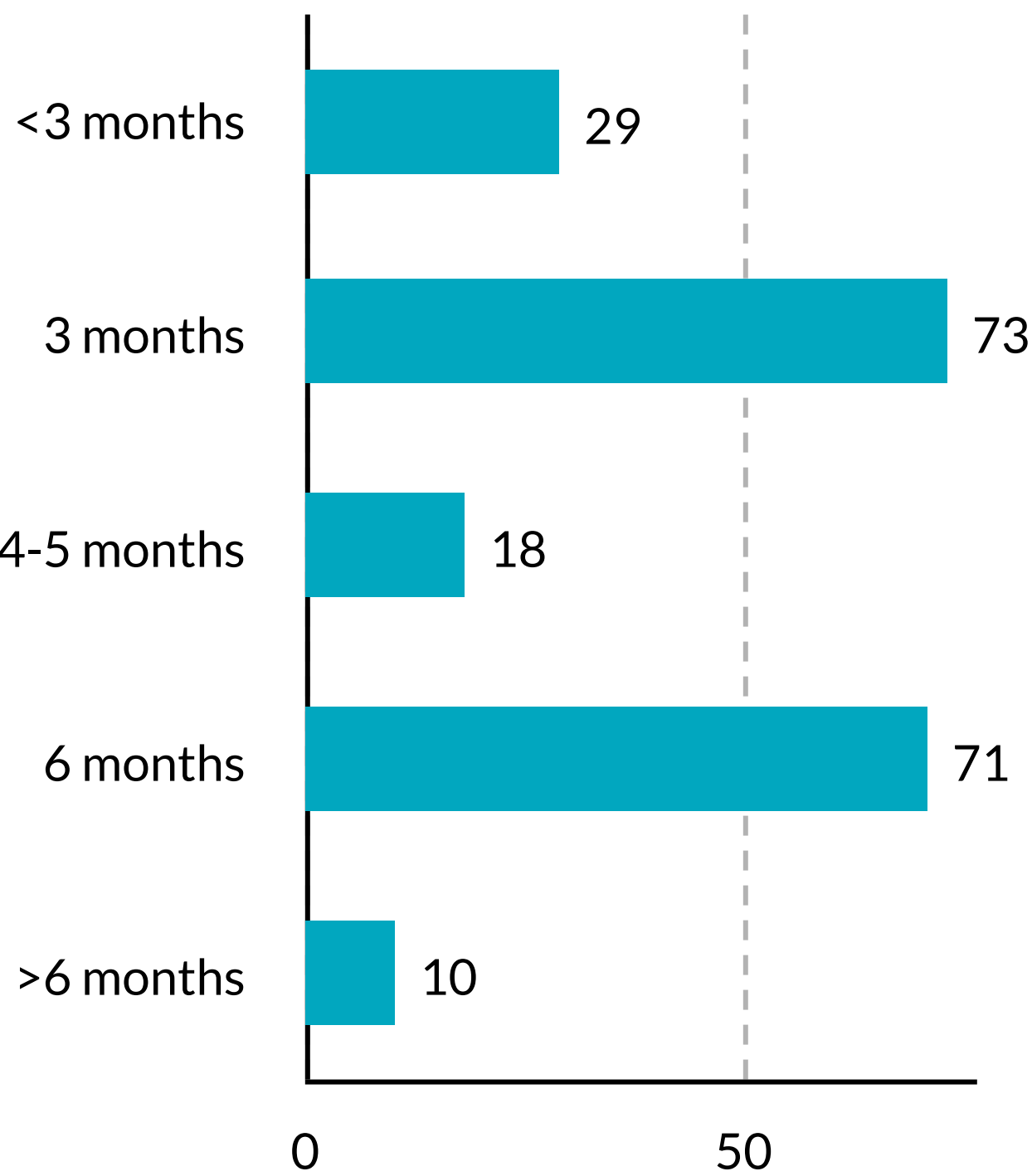
Humanitarian Deployments Summary

In 2024, CANADEM facilitated 201 humanitarian expert deployments to nine UN agencies, across 46 countries. 44% of the deployments over the past year were in response to the humanitarian crises in Sudan (55 deployments), Occupied Palestinian Territory (21 deployments), and Ukraine (13 deployments). UN Agencies funded 63% of all deployments, followed by the UK's Foreign, Commonwealth and Development Office (FCDO) with 33%, and Canada's GAC with 2%.

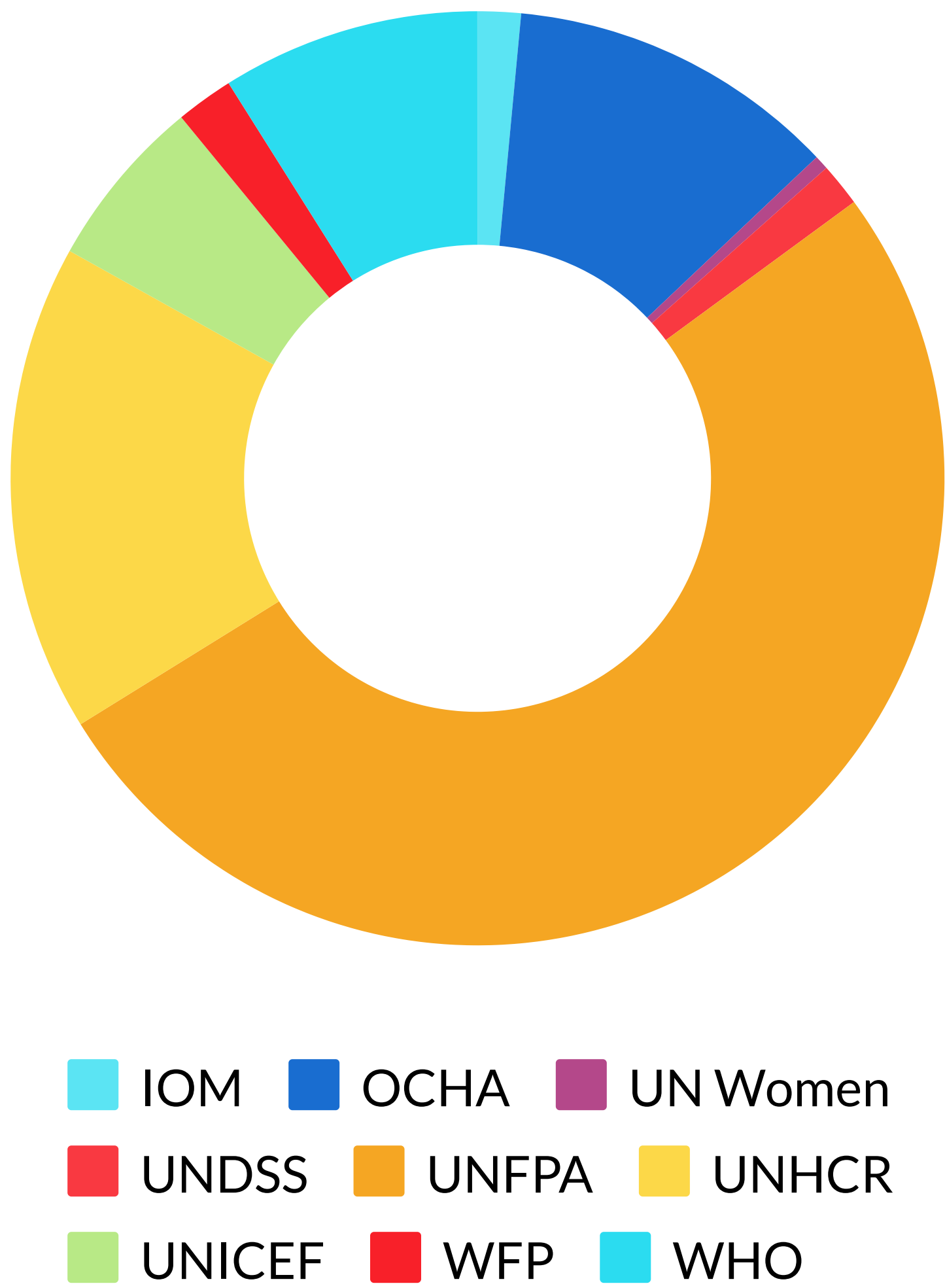
The most common profile deployed was Gender-Based Violence/Sexual Reproductive Health (65), followed by Information Management/GIS (26), Shelter/Camp Coordination/NFI/Site Planning (14), Civil-Military Coordination (12), Logistics (12), and Humanitarian Affairs (12). CANADEM continued its support to the Global Shelter Cluster, deploying the Global Focal Points for Communications and Advocacy and for the Environment.



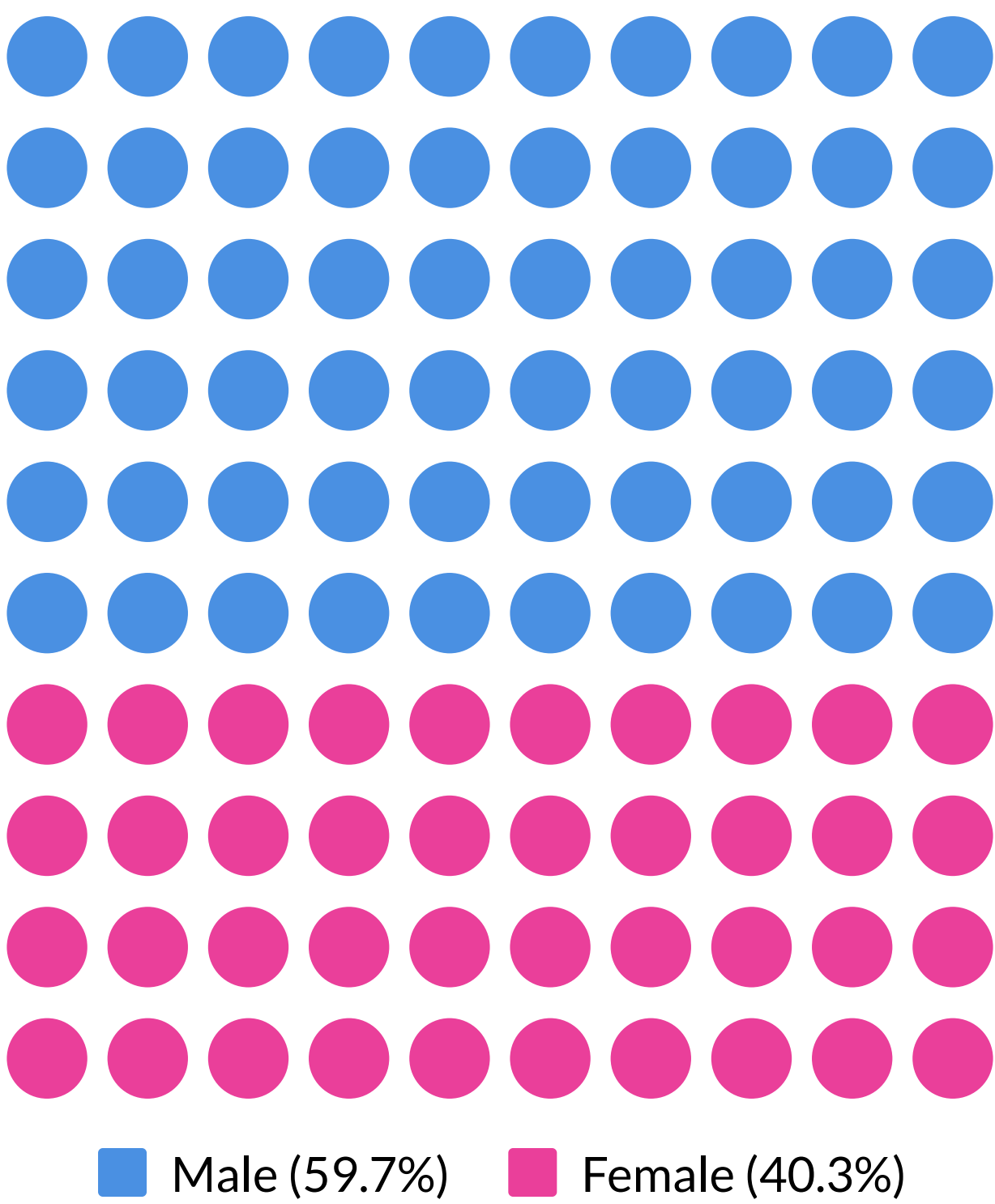
Deployments by Duration



Deployments by Receiving Agencies



Deployments by Gender



Humanitarian Deployments

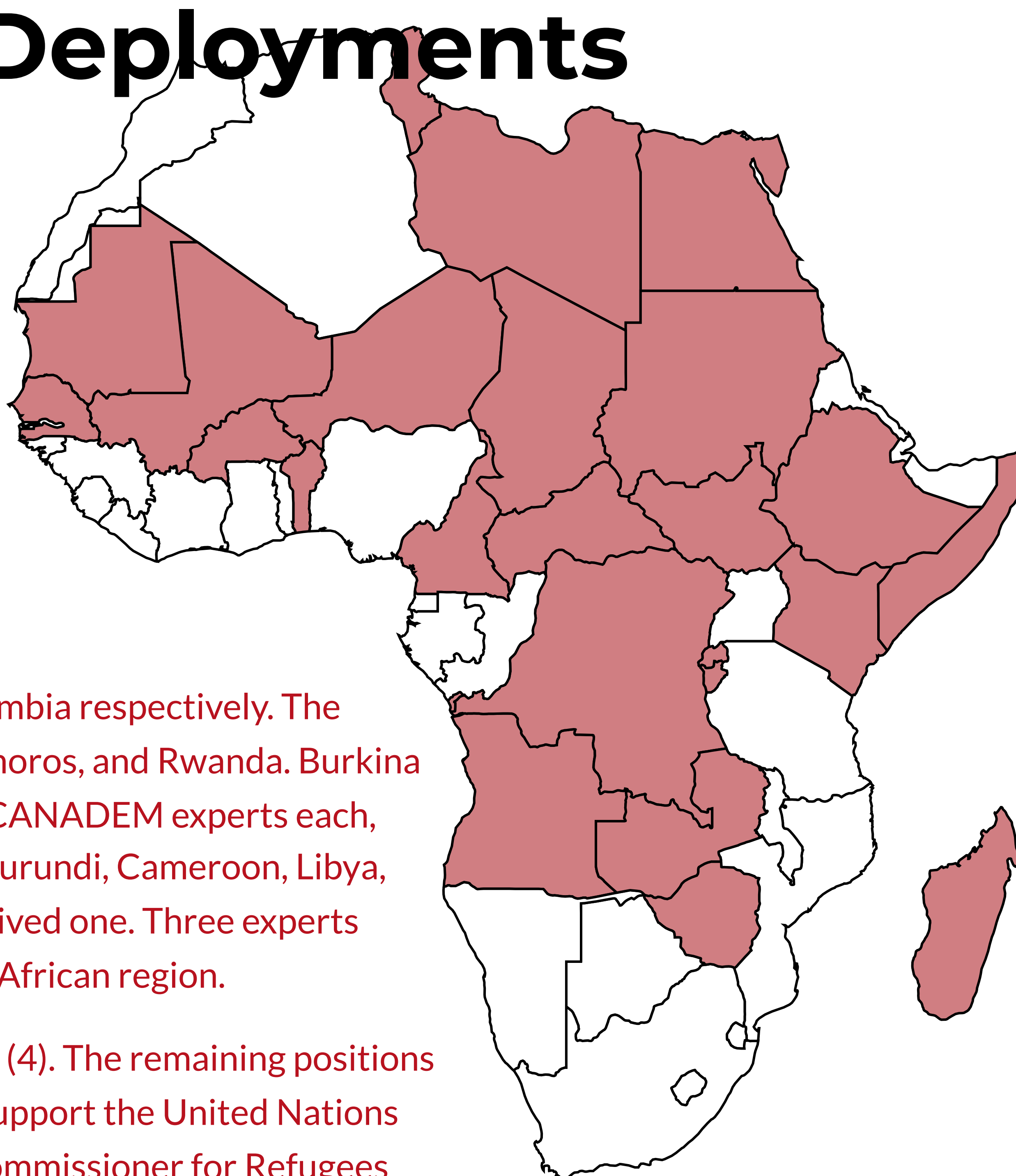
AFRICA

In 2024, the majority of CANADEM's humanitarian deployments (119) were to UN operations in African nations. These experts deployed to UN offices in 25 countries with the highest level of response in Sudan (20), four of them responding remotely, followed by the Democratic Republic of the Congo (16), Chad (14), Kenya (14), and Ethiopia (12).

Four experts deployed to Somalia, South Sudan, and Zambia respectively. The Central African Republic received 3 experts, as did Comoros, and Rwanda. Burkina Faso, Egypt, Mali, Mauritania, and Niger all received 2 CANADEM experts each, and the remaining countries, including Angola, Benin, Burundi, Cameroon, Libya, Madagascar, Senegal, Tunisia, and Zimbabwe each received one. Three experts also responded remotely for the Eastern and Southern African region.

These experts were funded by UK-FCDO (39) and GAC (4). The remaining positions were funded by the UN (76). The experts deployed to support the United Nations Population Fund (UNFPA) (58), United Nations High Commissioner for Refugees (UNHCR) (21), Office for the Coordination of Humanitarian Affairs (OCHA) (13), WHO (13), United Nations Children's Fund (UNICEF) (8), International Organization for Migration (IOM) (3), World Food Programme (WFP) (2), and UN Women (1).

Nearly a quarter of the experts deployed to African countries were specialists in Gender-Based Violence (28), with the remaining specializing in Information Management (16), Logistics (10), Shelter (10), Sexual and Reproductive Health (8), Communications (7), Civil-Military Coordination (7), Public Health (7), Humanitarian Affairs (6), Cash and Voucher (5), the Prevention of Sexual Exploitation and Abuse (5), Durable Solutions (2), Monitoring & Evaluation (2), Nutrition (2), WASH (2), Education (1) and Mental Health and Psychosocial Support (1).

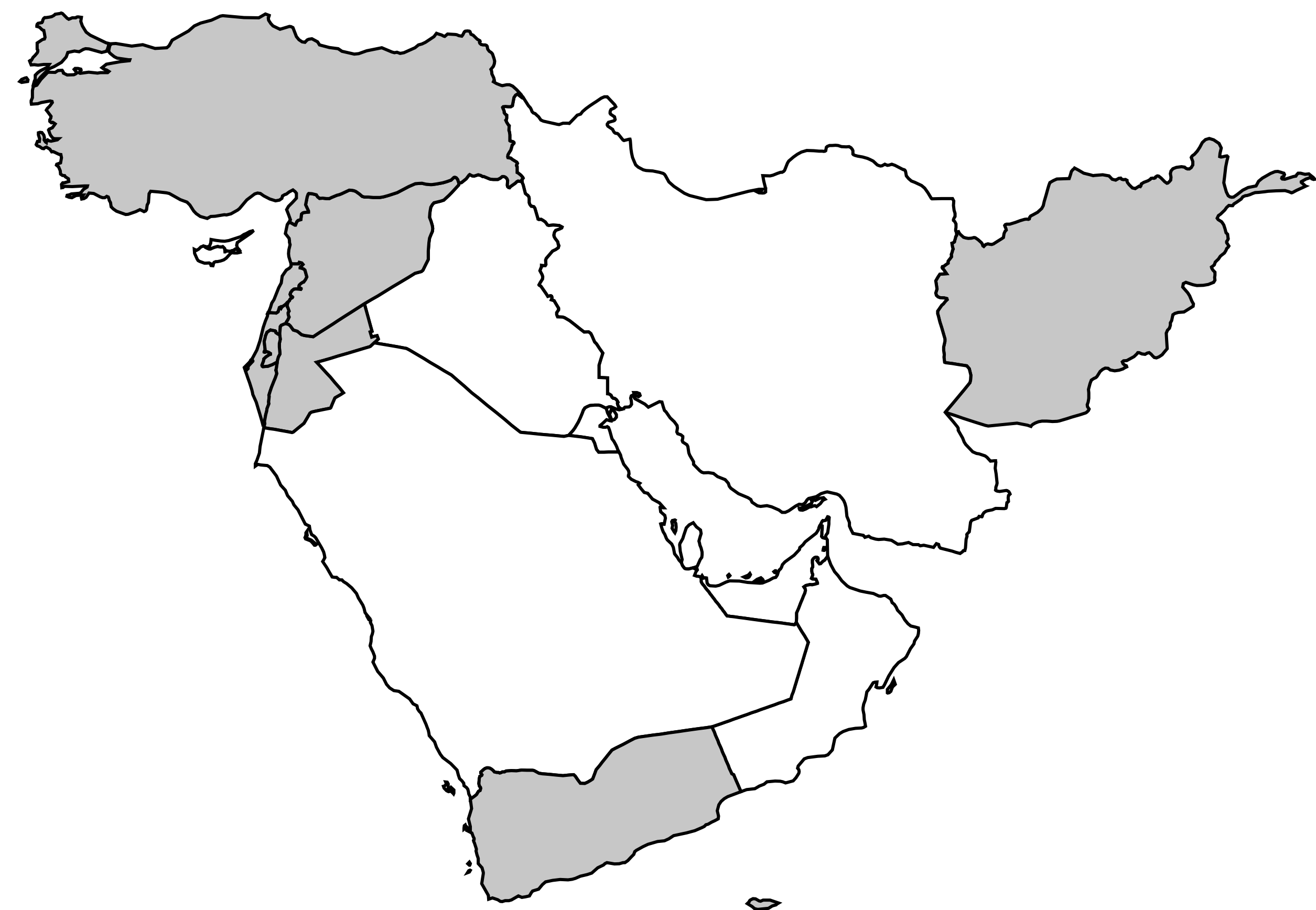


Medar Kajemba (right) providing the project presentation to the UNHCR deputy high commissioner, the Deputy Governor of the province of Ituri, the UNHCR regional director and the UNHCR DR Congo country representative

Humanitarian Deployments

MIDDLE EAST

2024 was an exceptionally challenging year for humanitarian operations in the Middle East. UN operations received 44 CANADEM experts responding to the crisis in the Occupied Palestinian Territories (18), including 9 to OPT itself, 7 remote deployments, and 2 in Lebanon. UN agencies responding to the complex emergency in Afghanistan received 17 experts, with the remaining deployed experts responding to the continuing conflict in Syria - one deployment in Syria itself, two home-based deployments and one each to Jordan and Türkiye - with the remaining experts deploying to Yemen (2) and a regional hub for Ukraine response in Türkiye (2).



Of the 44 deployed CANADEM experts, 21 were received by UNFPA, 8 to OCHA, 5 to WHO, 3 each to UNDSS and UNICEF, and 2 each to UNHCR and WFP. They provided support in the areas of Information Management (8), Gender-Based Violence (7), Humanitarian Affairs (4), Public Health (4), Sexual and Reproductive Health (4), Civil-Military Coordination (3), Security (3), Adolescent and Youth (2), Mental Health and Psychosocial Support (2), Nutrition (2), Shelter (2), Disability and Inclusion (1), Water, Sanitation, and Hygiene (1), and the Prevention of Sexual Exploitation and Abuse (1).

These positions were funded primarily by the UK's FCDO (22), the United Nations and NGOs (22).



Florence Adiyio (right), with UNFPA Afghanistan on a field mission to monitor UNFPA projects.



Husna Daffala (second from the right), deployed with WHO oPt at the Rafah Border (above) and in UN protective equipment (below).



Humanitarian Deployments

LATIN AMERICA & CARIBBEAN

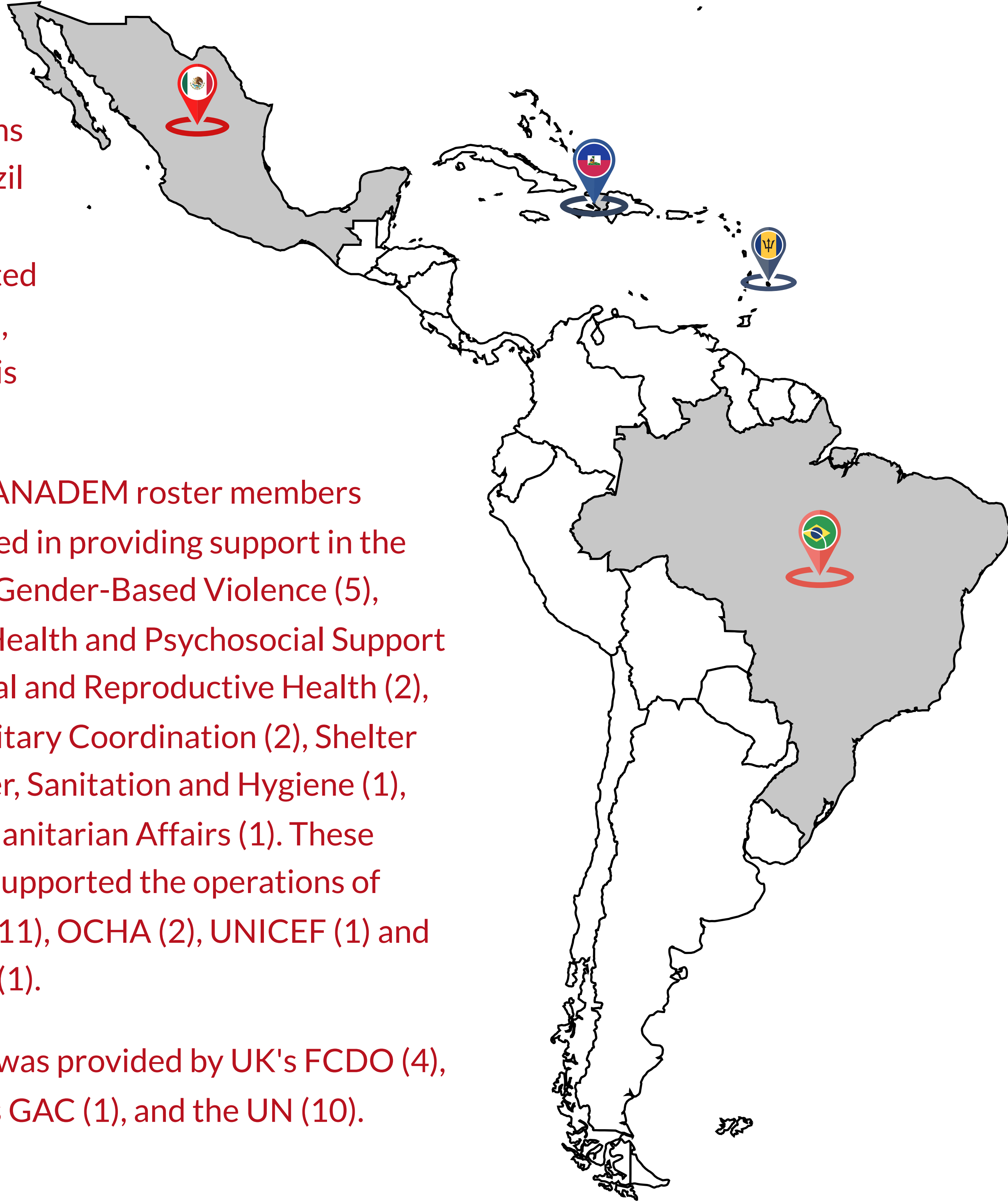
In 2024, CANADEM deployed fifteen humanitarian experts to support UN missions in Venezuela (4), Barbados (3), Haiti (3), Brazil (1), Mexico (1), and for a Latin America and Caribbean Regional Office (3). They supported these missions dealing with Hurricane Beryl, flooding in Brazil, a Venezuelan refugee crisis and the security deterioration in Haiti.



Flavio Signore, Civil-Military Coordination Officer with OCHA Haiti

These CANADEM roster members specialized in providing support in the fields of Gender-Based Violence (5), Mental Health and Psychosocial Support (3), Sexual and Reproductive Health (2), Civil-Military Coordination (2), Shelter (1), Water, Sanitation and Hygiene (1), and Humanitarian Affairs (1). These experts supported the operations of UNFPA (11), OCHA (2), UNICEF (1) and UNHCR (1).

Funding was provided by UK's FCDO (4), Canada's GAC (1), and the UN (10).



“

Throughout my entire deployment, the team consistently demonstrated a high level of professionalism, responsiveness, and efficiency. They ensured smooth coordination for all travel arrangements, accommodation, and any logistical needs, which allowed me to focus fully on my work in the field. Any challenges that arose were promptly addressed, and their proactive approach to problem-solving made a significant difference in the overall success of the mission. I felt well-supported and valued throughout the entire process.

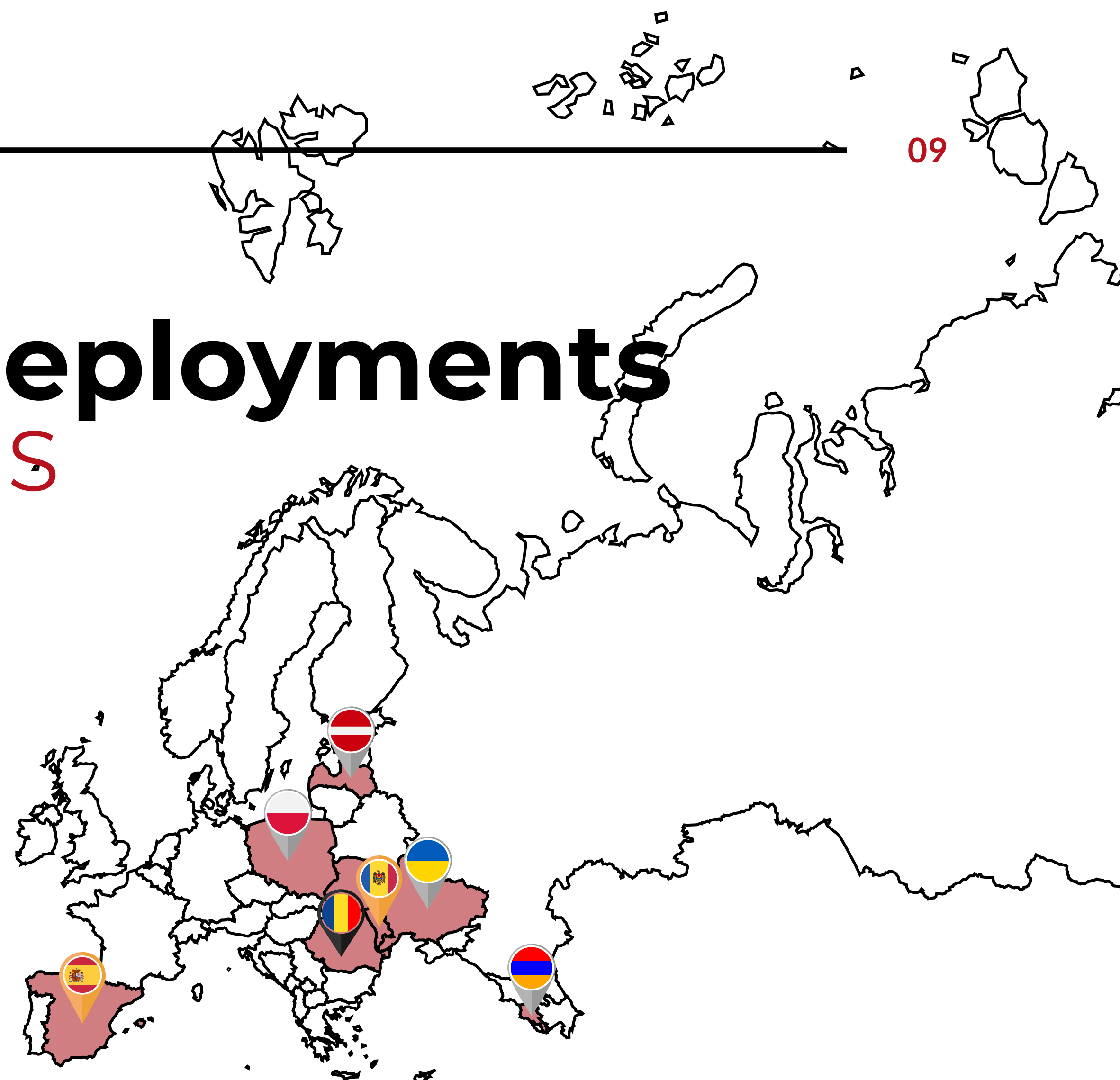
- Laura Sofia Céspedes
CANADEM Roster Member and Deployed Expert



Humanitarian Deployments

EUROPE & CAUCASUS

As the Russian invasion of Ukraine continues to plague Europe, CANADEM continues its support to its UN partners in Ukraine and surrounding countries. In 2024, CANADEM deployed experts to Moldova (4), Romania (4), Latvia (1), Poland (1), and Ukraine itself (1). CANADEM also deployed two experts to Armenia in response to the continuing Nagorno-Karabakh conflict, and one to Spain in support of refugee operations.

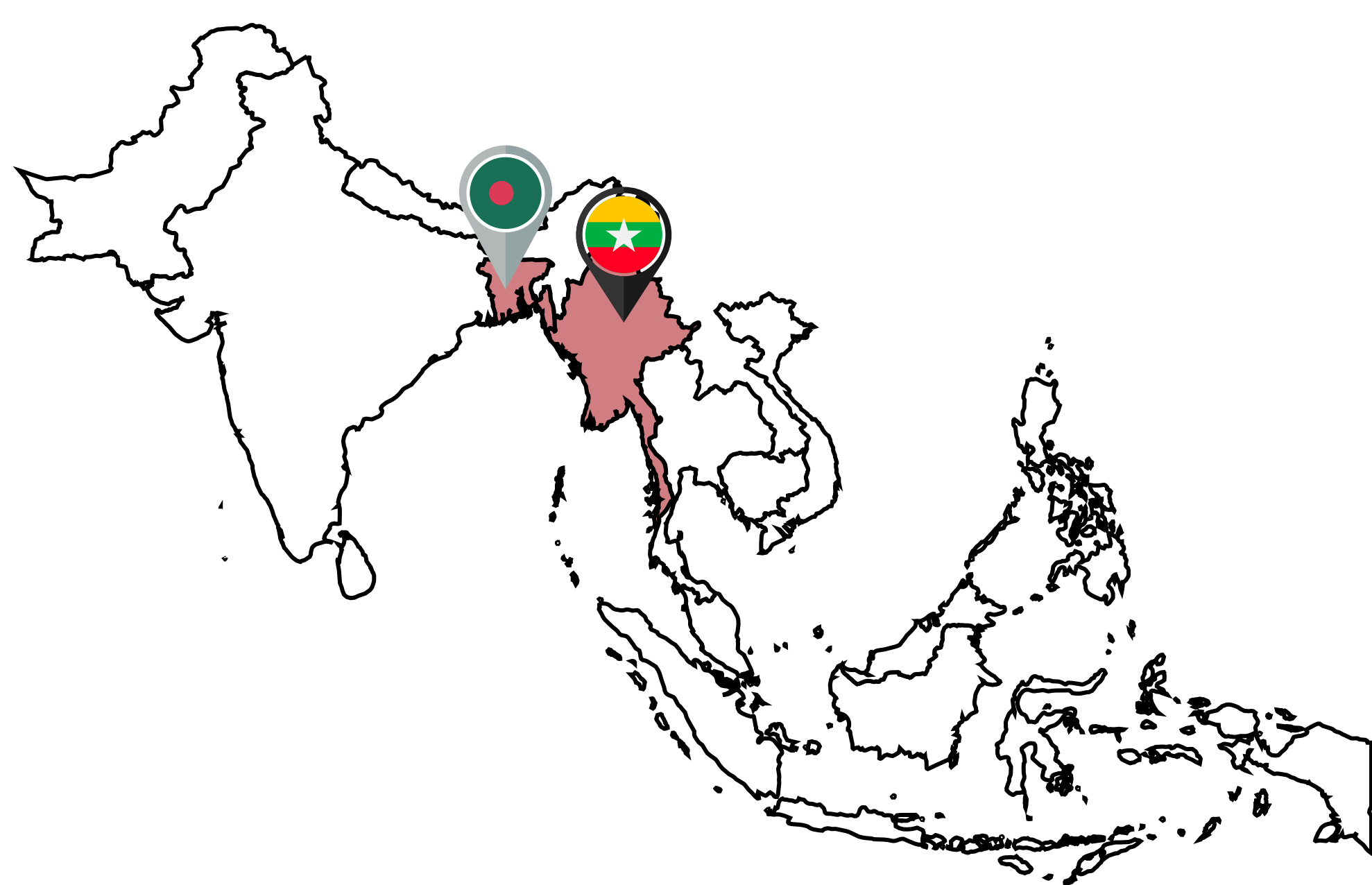


These experts specialized in the areas of Gender-Based Violence (4), Sexual and Reproductive Health (2), Information Management (2), Disability and Inclusion (2), Logistics (2), Shelter (1), and Child Protection (1). The receiving agencies for these experts were divided between UNFPA (8) and UNHCR (6).

These deployments were funded mostly by the United Nations (12) with the remaining 2 funded by the UK's FCDO.

Humanitarian Deployments

SOUTH ASIA & SOUTHEAST ASIA



2024 saw a relatively limited response to South and South-East Asia with 3 deployments, all in response to the fallout from the continuing Rohingya conflict. CANADEM deployed two experts to Bangladesh and one in Myanmar. These three experts supported operations with UNFPA (2) and UNHCR (1), in the areas of Humanitarian Affairs, Sexual and Reproductive Health, and Information Management. These positions were all funded by the UN.



Doreen Ababiku with UNFPA Bangladesh conducting a Respectful Maternity Care Training

Election Observation Summary



Canadian STOs in North Macedonia with the OSCE

CANADEM has a long experience in international electoral observation, participating in other organizations' missions and directly managing bilateral missions. In partnership with Global Affairs Canada, CANADEM began a new project in 2022 to deploy election observers to multilateral electoral observation missions organized by the OSCE's Office of Democratic Institutions and Human Rights (ODIHR), the EU, and the OAS. Under this project, CANADEM has already deployed Canadian observers to 36 missions in 32 countries on four continents.



Joseph Landry an STO in Georgia observing the Parliamentary elections with the OSCE



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.

Election Observation



CANADEM deploys Long-Term and Short-Term Observers (LTOs/STOs) to multilateral missions. 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. STOs deploy a few days before the election and focus solely on observing the voting and counting process on election day.





From left to right: Canadian STO Juan Clavijo with OAS in Panama, Canadian STO Fatima Borges with her partner with EU in Mozambique

“

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

Election Observation in 2024

<div><div>Azerbaijan</div><div></div></div> <div><div> Presidential Election</div><div> 7 February 2024</div><div> OSCE ODIHR</div><div> 5 STOs</div></div>	<div><div>El Salvador</div><div></div></div> <div><div> General Election</div><div> 28 February 2024</div><div> OAS</div><div> 5 STOs</div></div>	<div><div>Senegal</div><div></div></div> <div><div> Presidential Election</div><div> 24 March 2024</div><div> European Union</div><div> 1 STO, 1 LTO</div></div>	<div><div>North Macedonia</div><div></div></div> <div><div> Presidential & Parliamentary Elections</div><div> 24 April & 08 May 2024</div><div> OSCE ODIHR</div><div> 10 STOs, 1 LTO</div></div>
<div><div>Panama</div><div></div></div> <div><div> General Election</div><div> 5 May 2024</div><div> OAS</div><div> 2 STOs</div></div>	<div><div>Mozambique</div><div></div></div> <div><div> General Election</div><div> 9 October 2024</div><div> European Union</div><div> 2 STOs, 1 LTO</div></div>	<div><div>Moldova</div><div></div></div> <div><div> Presidential Election</div><div> 20 October 2024</div><div> OSCE ODIHR</div><div> 5 STOs, 2 LTOs</div></div>	<div><div>Georgia</div><div></div></div> <div><div> Parliamentary Election</div><div> 26 October 2024</div><div> OSCE ODIHR</div><div> 5 STOs, 2 LTOs</div></div>
<div><div>Moldova</div><div></div></div> <div><div> Presidential Election, 2nd round</div><div> 3 November 2024</div><div> OSCE ODIHR</div><div> 3 STOs, 2 LTOs</div></div>			



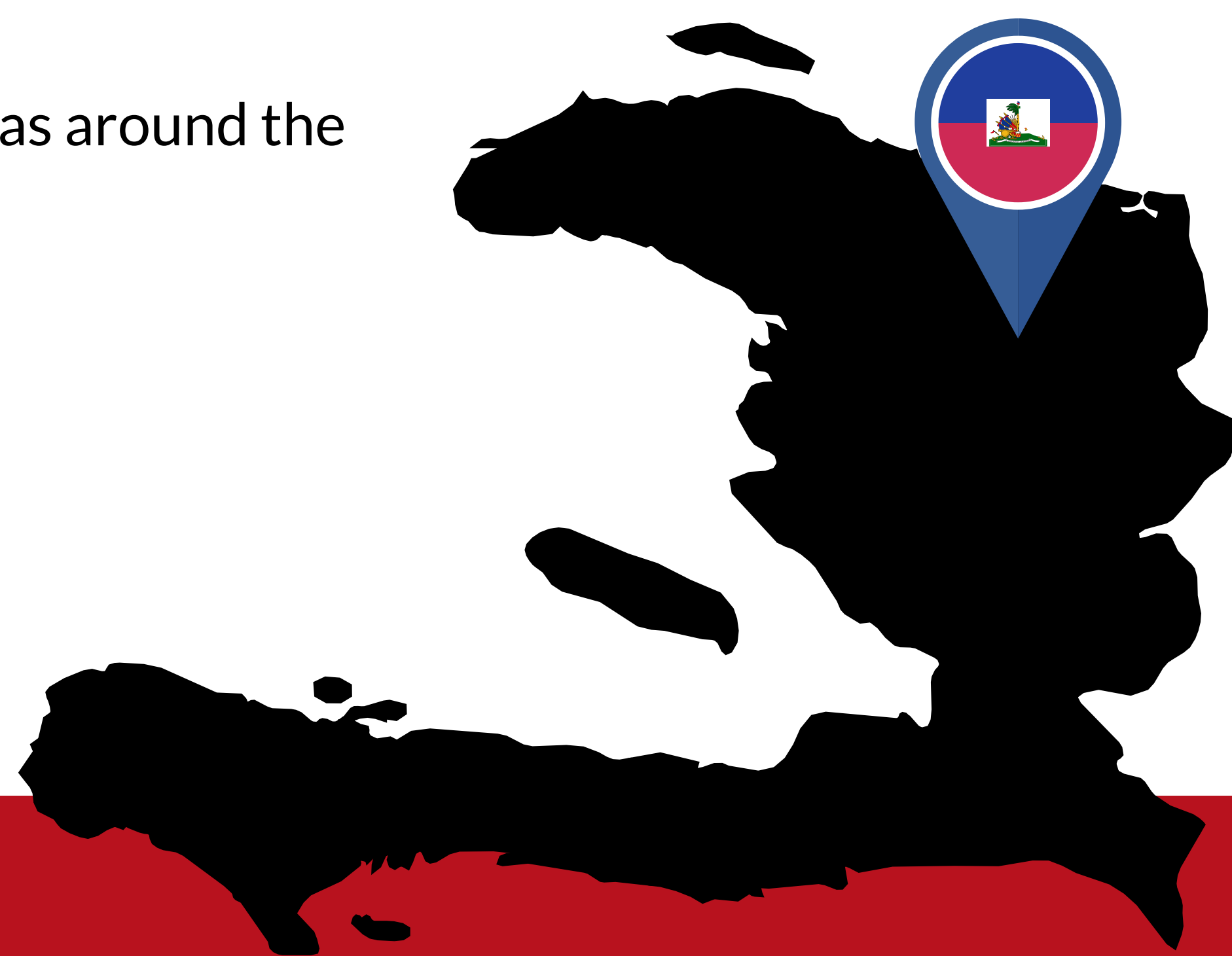
From the top: Canadian STO Alexandre Michaud (second from the right) with the EU observation mission in Velingara, Senegal; Canadian STOs with the OSCE in Azerbaijan for the Presidential election.

Global Rapid Response Roster Snapshot

In partnership with the Peace and Stabilization Operations Program of GAC, CANADEM launched a rapid deployment multiyear project in 2024. The project provides timely and qualified technical expertise to a diverse range of entities, including United Nations agencies and other multilateral organizations, international non-governmental organizations and civil society to support conflict prevention efforts, peace process negotiations and implementation, and early post-conflict reconstruction, including institution-building and security sector reform.

The project has already deployed five experts to the Multinational Security Support mission to Haiti's support office for an initial period of one year. Since October 2023, the MSS mission to Haiti has been operating under UN Security Council authorization (UN Resolution 2699). The mission is mandated to provide operational support to the Haitian National Police to counter gangs and protect critical infrastructure sites.

The project will provide experts to other conflict and fragile areas around the world in 2025 and 2026.



MSS Force Commander Godfrey Otunge (in green uniform) welcomes the El-Salvadorans at the Port-au-Prince airport (source: [MSS mission to Haiti Facebook](#))



A detachment of MSS Kenyan policemen at the Toussaint Louverture International Airport, Port-au-Prince (source: [MSS mission to Haiti Facebook](#))

Support Programme for Ukraine



In late 2022, the OSCE created the Support Programme 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.

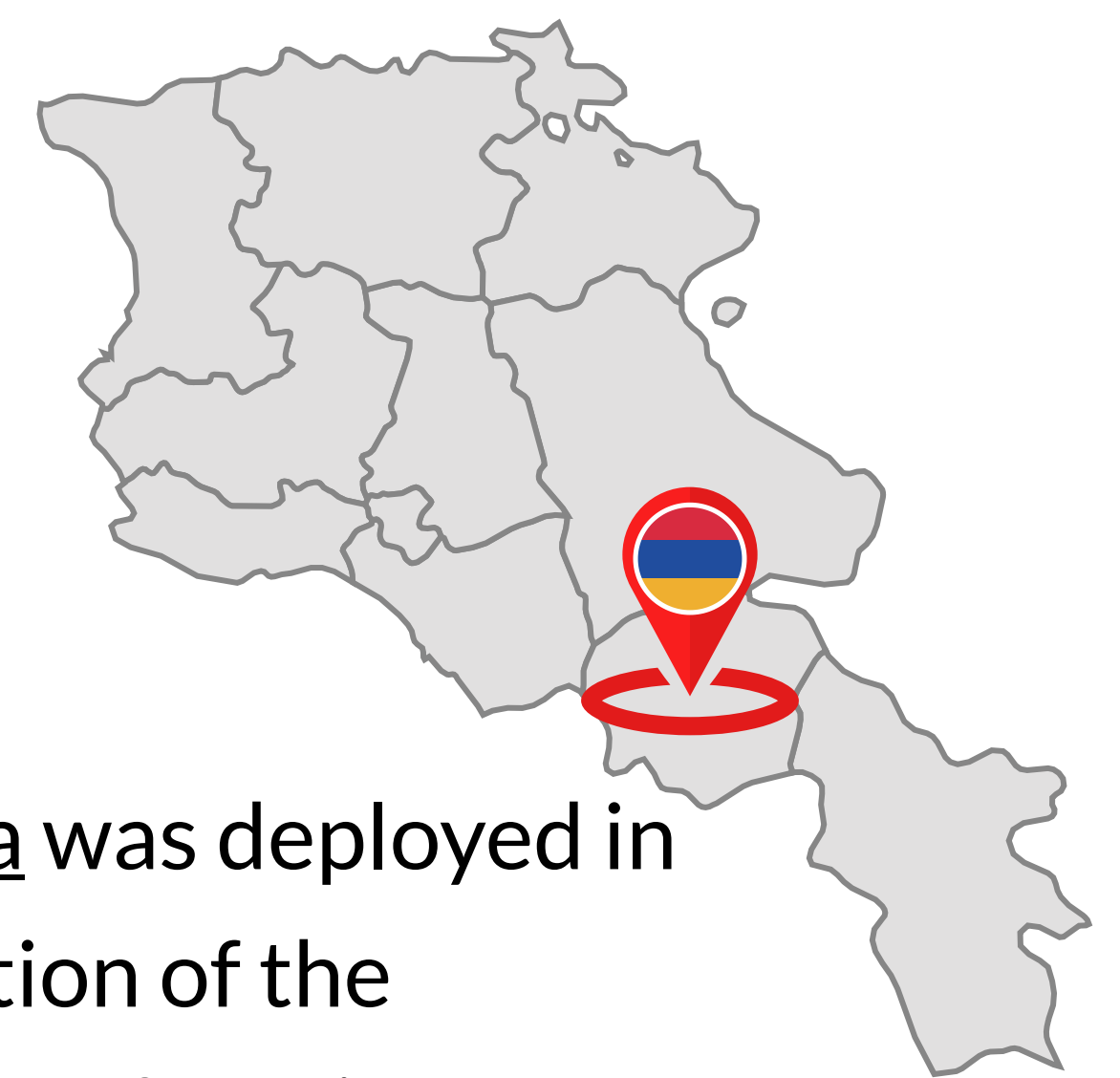
Through funding from GAC, CANADEM recruited and deployed two Canadians to serve with the Programme in the summer of 2023. The Canadian Gender Officer and Medical Advisor are in Kyiv for two years and will complete their deployment in 2025.



In partnership with

Canada

European Union Mission in Armenia



The European Union Mission in Armenia was deployed in February 2023 in response to the evolution of 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.

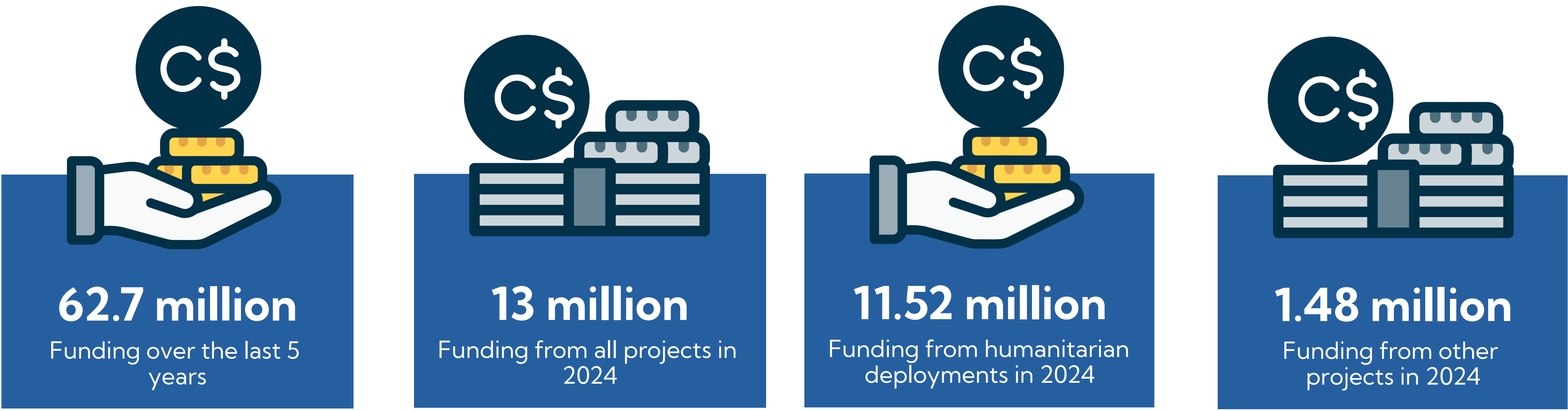
With funding from GAC, CANADEM recruited and deployed a Confidence-Building Expert, who worked with the Mission for 6 months, completing his deployment in December 2024. The Expert contributed to the development of the Mission's confidence-building strategy, working with boarder populations in Armenia.



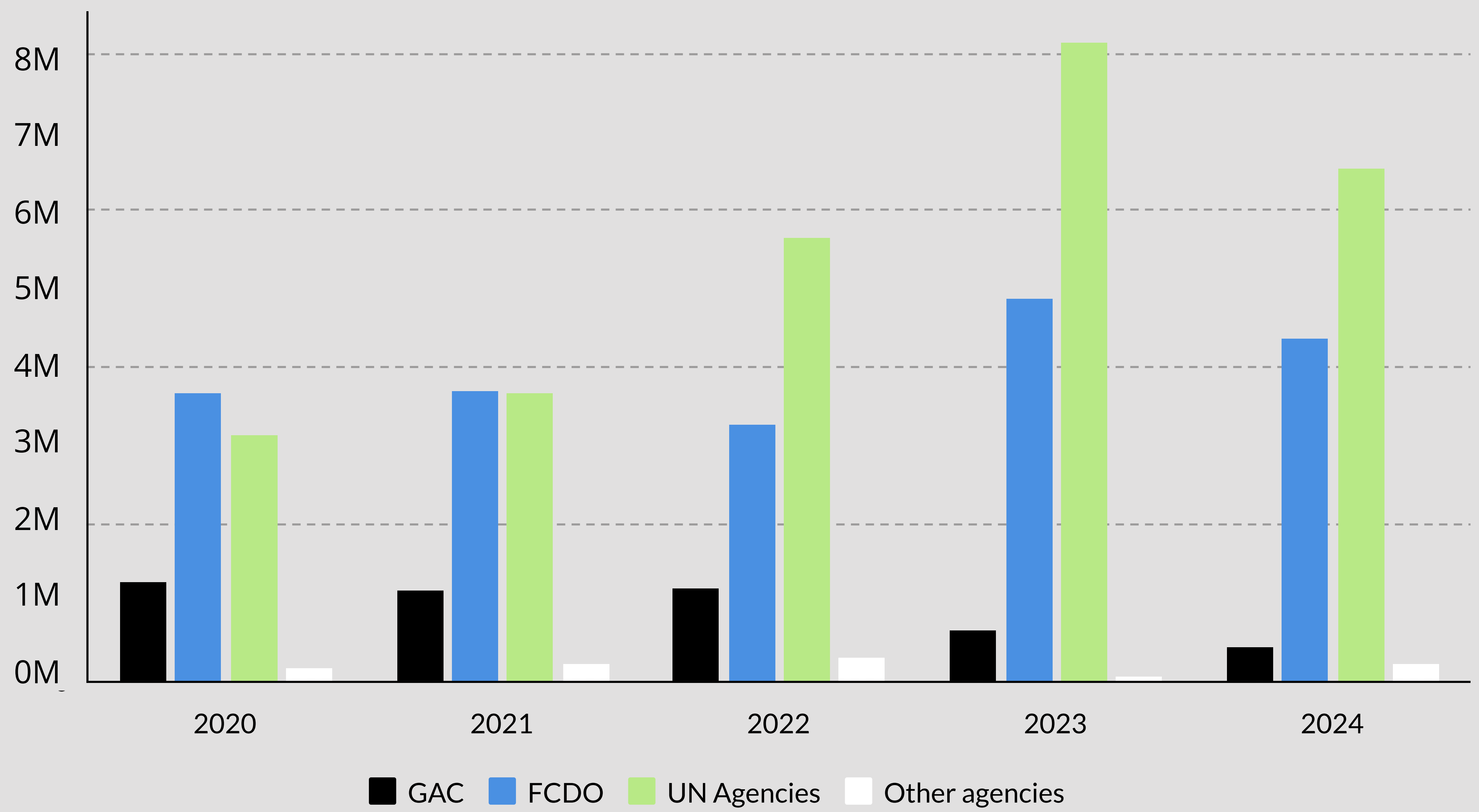
Confidence-Building Expert,
Alexander Grushevskiy



Financial Snapshot



Humanitarian Deployments by Funder (CAD)



Our Funders

With the generous support from CANADEM's funders, skilled personnel and temporary surge capacity was provided to 13 partners in 2024.

Canada



Foreign, Commonwealth
& Development Office



Our Additional Partners



CANADEM HQ Staff



Pantiwa Naksomboon
Managing Director



Janice Fu
Deployment Director



Fiona Kaminski
Finance Coordinator



Ben James
Roster Coordinator



Zoe Dugal
Deputy Director



Adrienne Buller
Senior Finance Officer



Hailey Johnston
Roster Programme Officer



Andrea Banks-Demuth
*Senior Programme Officer
Duty of Care Manager*



Maggie Moores-Rodgers
Finance Officer



Randy Weekes
Duty of Care Advisor and Counselor



Tylyn Davis
Programme Officer



Philippe Leroux
Finance Officer



Mira Dodig
Duty of Care Counselor



Rima Makki
Duty of Care Counselor



Oksana Zubriy
*Finance Officer
Ukraine Recovery Programme
Manager*



Denyse Bourgault
Duty of Care Counselor



Serhiy Perepiatenko
IT Specialist

CANADEM Board of Directors



Dan Livermore
Chair



Janet Zukowsky
Vice-Chair



Shelley Whiting
Treasurer



Hélène Laverdière
Secretary



Stephen Cornish
Member-at-Large



Paul LaRose-Edwards
Member-at-Large



CANADEM



Suite 1100 - 1 Nicholas Street
Ottawa, ON, K1N 7B7, Canada



www.canadem.com