

# ANNUAL REPORT 2024



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**RAJA** Danièle Marcovici  
**Foundation**  
Empowering Women



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## Editorial by Danièle Marcovici, Founder and President

Dear Friends,

In 2006, when I founded the RAJA-Danièle Marcovici Foundation to support local organizations advocating for women's rights, my objective was clear: to align my convictions with concrete actions.

At the time, no foundation in France was dedicated exclusively to this cause. It was time to lead the way, and I am proud that the RAJA-Danièle Marcovici Foundation played a pioneering role in awakening feminist philanthropy in our country.

For 19 years, the Foundation has worked with unwavering determination to promote the rights of women and girls worldwide. In nearly two decades, we have supported over 950 projects in 70 countries, investing nearly 20 million euros in associations.

The year 2024 marked a turning point. We intensified our efforts, reaching an unprecedented level of funding with 146 projects supported in 53 countries, amounting to over 2 million euros. Behind these numbers are thousands of lives transformed, innovative local initiatives, and concrete progress toward equality.

However, the challenges remain immense. Climate change, armed conflicts, and the rollback of fundamental rights continue to weaken women, who are often the first victims of these crises. These deeply intercon-

ted threats remind us how crucial it is to include women in decision-making processes—whether economic, political, or environmental.

Moreover, defending women's rights means defending democracy. Wherever the rule of law falters, women's rights are among the first to be attacked.

The results we have achieved are the fruit of collective effort. They reflect the strength of a shared vision: a world where women live free from violence, have access to education, contribute to economic development, and play a role in shaping sustainable solutions for the future.

I would like to extend my sincere gratitude to the employees of the RAJA Group, our partner organizations, and all those who, in their own way, contribute to this great movement. Together, we prove that every action counts and that uniting our efforts can truly make a difference.

Let's continue to amplify women's voices and uphold our values with pride and commitment.

**Danièle Marcovici**  
*CEO of the RAJA Group  
Founder and President of the RAJA-Danièle Marcovici Foundation*

# Defending Rights and Combating Violence Against Women

With the rise in violence against women and girls and the erosion of their rights in many countries, it is imperative to intensify efforts to eradicate physical, sexual, and psychological violence, which affects nearly one in three women worldwide (UN Women). Defending these rights and fighting against such violence is a collective responsibility, as the obstruction of women's full empowerment has devastating consequences for communities and societies as a whole.

The RAJA-Danièle Marcovici Foundation continues its commitment by supporting initiatives aimed at raising awareness, educating, and mobilizing the public, with the goal of fostering an environment conducive to gender equality and ending violence against women and girls. Promoting gender equality is essential in all aspects of society—in the workplace, in education, in politics, and within households. This effort must be accompanied by strong legislative measures, inclusive public policies, and deep cultural transformation to effectively challenge the social norms that perpetuate inequality.



## Raising Public Awareness

The Foundation's approach includes public awareness initiatives to combat violence against women and girls.

The RAJA-Danièle Marcovici Foundation has supported the campaign led by the **Fédération Nationale Solidarité Femmes (FNSF)** against cyberviolence—a form of violence that remains largely unknown and overlooked by public opinion and policymakers. Launched on March 8, 2024, in honor of International Women's Rights Day, this campaign highlights issues such as control, sexual violence, and online harassment through a series of impactful short films and posters. An Instagram account was also created to amplify the campaign's reach.

Additionally, Sophie Pouget, the Foundation's Executive Director, spoke on **Euronews** to emphasize the impact of the European elections on rights and freedoms. She reminded audiences that progress in gender equality is not only stagnating but that hard-won rights and protections remain precarious and fragile. She stressed the importance of electing political representatives committed to addressing these issues with determination.







Sophie Pouget speaking at the debate "Political News and Feminist Issues: What Are the Consequences for Women?", moderated by Clémence Pajot, Executive Director of FNCIDFF.

## Supporting Network Collaboration

The Foundation encourages collaboration among various organizations to strengthen the impact of efforts to advance women's rights and combat gender-based violence.

The Foundation supported **FNCIDFF** (Fédération Nationale des Centres d'Information sur les Droits des Femmes et des Familles) in organizing its annual conference on September 10-11, which brought together more than 600 participants to discuss women's rights and gender equality. The event focused on sexual and gender-based violence and how to support survivors.

This year, in collaboration with the CHANEL Foundation, the RAJA-Danièle Marcovici Foundation was proud to support the association **Choisir la cause des femmes**, founded in 1971 by feminist activists Gisèle Halimi and Simone de Beauvoir. In response to the rise of far-right movements and the rollback of women's rights in Europe, the association promotes a new European legislative framework through the Clause de l'Européenne la plus favorisée (Clause of the Most Favored European Woman). This initiative aims to establish a common legal benchmark for women's rights by identifying the most progressive legislation in EU member states and advocating for their widespread adoption.

The Foundation's funding has also strengthened the association's advocacy efforts, allowing it to organize debates at the European level to raise awareness among policymakers and the public. It has also

facilitated collaboration between feminist movements and women's rights organizations across Europe.

From October 4-6, with the support of the RAJA-Danièle Marcovici Foundation, the Women Without Violence International Foundation (WwVIF) and Fondazione Pangea Onlus organized a conference in Matera, Italy, to denounce and combat sexual violence and femicide worldwide. The event resulted in a joint declaration, signed by NGOs, associations, and public figures, calling on governments and international organizations—especially the United Nations—to take action. This initiative reflects a collective commitment to a stronger, coordinated, and ambitious fight against sexual violence and femicide.

Collective of Experts who participated in the Matera Conference.



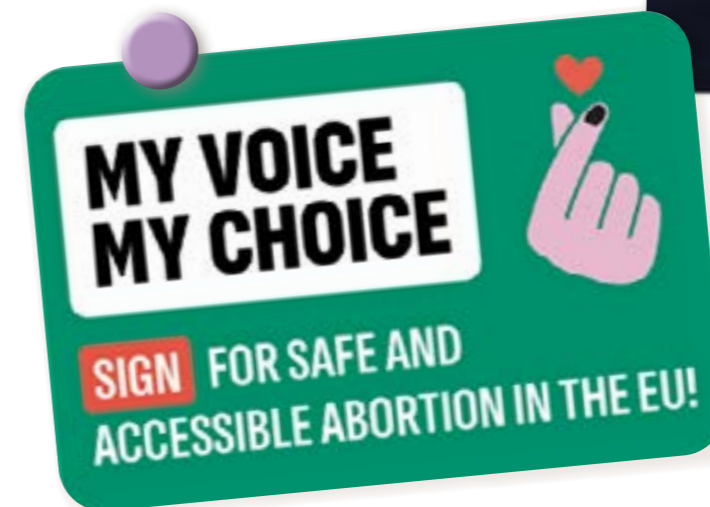
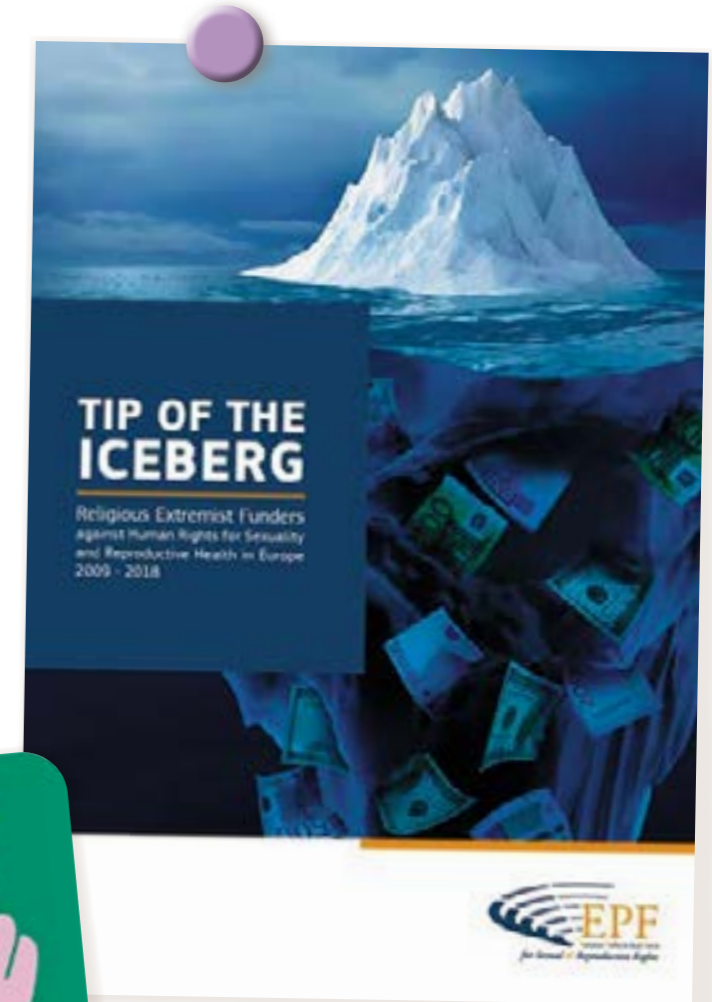
## Defending the Right to Abortion

Recognizing that access to abortion is a fundamental right essential for gender equality, the Foundation actively supports numerous initiatives and projects dedicated to its protection.

**My Voice My Choice** is a movement advocating for a Europe based on equality, justice, and respect for fundamental rights, particularly sexual and reproductive rights. Bringing together activists from across Europe, the initiative calls for legislative change at the EU level to guarantee safe abortion access for all. It leverages the European Citizens' Initiative, a direct democratic participation mechanism, to push for policy reforms.

In France, despite the constitutional protection of abortion rights in 2024, challenges remain, including a shortage of medical providers, geographical disparities, and pressure from anti-choice movements. Over the past ten years, more than 130 abortion clinics have closed, making access increasingly difficult. In response, the Foundation supported **Le Planning Familial**, which conducted a national survey on abortion access and reinforced its advocacy and awareness campaigns.

The Foundation is also a partner of the **European Parliamentary Forum for Sexual & Reproductive Rights (EPF)**, a Belgian association founded in 2000 that brings together parliamentarians across Europe committed to protecting sexual and reproductive health rights, particularly for vulnerable populations worldwide. Specifically, the Foundation co-financed the 2025 reissue of the report *The Tip of the Iceberg*, which investigates anti-gender movement funding sources in the European Union between 2018 and 2022.



# 68 PROJECTS SUPPORTED IN 2024

As part of the calls for projects, the emergency fund, the RAJApeople program, the Feminist Fund for priority neighbourhood, advocacy and awareness-raising initiatives, including 10 renewals of multi-year support and 9 new multi-year projects.



**2**  
projects  
in Latin America

**62**  
projects  
in Europe

**1**  
project  
in Africa

**3**  
projects  
in Asia

**85,000**  
women and girls  
were intentionally killed in 2023

UNODC Report - November 2024

**318 PROJECTS SUPPORTED SINCE 2006**

## FOCUS ON TWO PROJECTS SUPPORTED IN 2024



### FRANCE COMBATING VIOLENCE AGAINST WOMEN IN RURAL AREAS THROUGH THE MOBILIZATION OF RURAL ADVOCATES Paroles de Femmes

In France, 31% of the population lives in rural areas, where 50% of femicides occur. This higher proportion is due to specific challenges faced by women in these regions: limited access to information, mobility constraints, isolation, and a shortage of healthcare professionals, among others

To address and highlight this issue, a consortium of three associations, led by **Paroles de Femmes**, was formed. Its goal is to recruit and support rural advocates to disseminate essential information and assist women victims of violence in the most isolated areas.

This consortium includes **Paroles de Femmes** in Tarn, **Du Côté Des Femmes** in Haute-Garonne, and **Du Côté Des Femmes** in Pyrénées-Atlantiques.

#### KEY FIGURES

- 200 people trained as rural advocates and educated on gender-based violence since the project's launch in 2016 in Tarn.
- 1,512 women in rural areas received support in 2023 thanks to the efforts of these three associations in their respective departments.



### HUNGARY ENSURING ACCESS TO SEXUAL AND REPRODUCTIVE HEALTHCARE FOR ROMA WOMEN EMMA Egyesület

Hungary is home to one of the largest Roma populations in the EU, with approximately 700,000 people. Roma women from disadvantaged backgrounds are particularly vulnerable to obstetric violence and cumulative violations of their reproductive rights, especially in rural areas where they often lack accessible support and information.

The association launched the Community Doula Service, a program involving doulas from the Roma community. These caregivers, who understand the specific needs of mothers, provide emotional, physical, and informational support while fighting discrimination, fostering community solidarity, and empowering women.

#### KEY FIGURES

- 66 disadvantaged Roma women received doula support for childbirth, contraception, and abortion care.
- 696 donations distributed, including contraceptive devices, pregnancy tests, and sanitary pads.





# Strengthening Education and Equal Opportunities

Education is a critical lever for the empowerment of women and the fight against gender-based and sexual violence. School remains the privileged space for nurturing free, independent, and autonomous individuals. However, access to education for girls remains a major challenge: 127 million girls are still out of school, one in six, due to poverty, gender-based violence, forced marriages, and stereotypes.

Despite its key role in promoting equality and development, political and financial investment in this area remains insufficient. The RAJA-Danièle Marcovici Foundation supports initiatives that promote girls' education and foster their leadership. These projects align with the Sustainable Development Goals and work toward a future where women fully participate in society and decision-making processes.



Raising awareness to deconstruct stereotypes from a young age is essential to building an egalitarian society. In France, the 2024 HCE report reveals that 42% of men believe it is harder for them to cry, illustrating the persistence of stereotypes. The RAJA-Danièle Marcovici Foundation is committed to advocacy actions that educate, mobilize, and promote gender equality as the foundation of a more just future.



## Pépité Sexiste : Zero Stereotypes Campaign

This year, the RAJA-Danièle Marcovici Foundation supported an initiative by the association Pépité Sexiste: a digital awareness campaign called "Education Against Gender Stereotypes". Targeted at young people, the campaign draws on the findings of the 2024 report from the High Council for Equality, which highlights the persistence of gender stereotypes among youth and aims to dismantle sexist prejudices. By using the codes of popular platforms like TikTok and Instagram, Pépité Sexiste initiated a collective dialogue, garnering over 2.5 million views.

## The Education of Young Girls: A Fundamental Lever for Their Emancipation

In 2024, the Foundation reaffirmed its commitment by supporting three educational projects dedicated to young girls from disadvantaged families: SOS Village d'Enfants in Côte d'Ivoire, Un Enfant par la Main in India, and Toutes à l'école in Cambodia. These initiatives share a common goal: to offer quality education to young girls, enabling them to build a better future and break the cycle of poverty.

These projects go beyond providing education. They also raise awareness among young girls about their fundamental rights, empowering them to make informed decisions about their lives. By educating them, these programs actively combat practices like early marriage and child labor, which remain leading causes of school dropout.

A key aspect of these initiatives lies in mobilizing communities and families. Raising awareness among parents and relatives is essential to change mindsets and eliminate obstacles like early labor. By convincing families of the importance of education for their daughters, these projects create an environment where girls can stay in school longer, develop their full potential, and aspire to careers and financial independence.

## Supporting the Leadership of Young Girls

The Foundation also supported the Obama Foundation in its Girls Opportunity Alliance (GOA) initiative, which aims to guarantee quality education for adolescent girls worldwide. Since 2018, GOA has supported more than 120 local projects in 18 countries, providing funding, training, and resources, while fostering a global network of engaged leaders. By combining local support, international collaboration, and citizen mobilization, GOA creates a lasting impact on reducing inequalities and empowering girls.



# 18 PROJECTS SUPPORTED IN 2024

FOCUS ON TWO PROJECTS SUPPORTED IN 2024

As part of the calls for projects, the emergency fund, the RAJApeople program, the Feminist Fund for Priority Neighborhoods, advocacy and awareness-raising initiatives, including 3 renewals of multi-year support and 1 new multi-year project.



12 projects in Europe

3 projects in Africa

3 projects in Africa

in the world,  
1 in 5 girls under 18 is married.

UNICEF - 2022

169 PROJECTS SUPPORTED SINCE 2006



## FRANCE

### FOR SUSTAINABLE INCLUSION OF REFUGEES AND ASYLUM SEEKERS IN FRANCE

UniR, Universités & Réfugié.e.s

UniR revealed the obstacles faced by refugee women in accessing higher education in Île-de-France, including language barriers, administrative issues, gender discrimination, and lack of networks.

To improve their opportunities, UniR launched "Intercultur'elles", a mentoring program supporting refugee and asylum-seeking women in their French language learning, resuming studies, and entering the workforce. This program pairs local women with refugees to highlight their skills and overcome obstacles.

Certified "Generation Equality" by UN Women France and a member of the Mentoring Collective, *Intercultur'elles* helps many women regain confidence, access education, and integrate into the job market.

#### KEY FIGURES

- 780 women supported (including 45 mentorship pairs formed) through the *Intercultur'elles* program.
- 20 workshops and 2 cultural outings conducted during the year to develop the skills, confidence, and well-being of refugee and asylum-seeking women.



## MADAGASCAR

### PROMOTING GENDER EQUALITY IN THE DIGITAL SECTOR

Passerelles Numériques

In Madagascar, where more than two-thirds of the population is under 25 and 81% lack formal employment, *Passerelles Numériques* works to enhance the employability of youth through the digital sector. The project aims to raise awareness among 1,000 young people, focusing on the inclusion of women in digital fields, where they are underrepresented. The project will support three cohorts of 50 vulnerable graduates, providing them with IT, digital training, and behavioral skills development. These young people are accompanied both personally and financially until their professional integration.

#### KEY FIGURES

- 825 young people, 79% of whom are girls, were raised awareness about opportunities for further education and professional digital training.
- 28 Malagasy female graduates joined the support program and will be assisted in their higher education until they enter the workforce.





# Supporting Women's Professional Integration and Economic Rights

At the heart of family, cultural, health, and social balances, women occupy a central position. Over the past 25 years, numerous studies have highlighted the positive impact of women's empowerment on social and economic development. However, on a global scale, women are more likely than men to occupy precarious, low-paid jobs, and to have limited or even nonexistent fundamental rights.

In 2024, the RAJA-Danièle Marcovici Foundation continued its commitment to supporting the professional integration of women, viewing access to employment as a crucial key to their economic autonomy and emancipation.

Through support for various projects (training, entrepreneurial assistance, and integration into the job market), the Foundation has enabled hundreds of women to overcome socio-economic obstacles, enhance their skills, and build a sustainable professional future.



## The RAJA-Danièle Marcovici Foundation Supports the Mujeres Constructoras Project for the Second Consecutive Year, Led by the Emanik Association

In the Nuevo Amanecer del Paraíso neighborhood, Huarochirí, Peru, the population is primarily indigenous, and the economy is largely based on agriculture. Emanik, in collaboration with its local partner El Vaso de Leche, is running an innovative and deeply transformative professional integration project that actively addresses inequalities and stereotypes. This project, *Mujeres Constructoras* (Women Builders of Their Destiny), has enabled around thirty women, including some with disabilities, to train in the construction trades, a sector traditionally reserved for men. More than just a training program, this initiative has been a true advocacy effort for gender equality, demonstrating that women, even in contexts of extreme poverty, can excel in technical fields and play a key role in transforming their communities.

By combining technical workshops, psycho-social support, and the creation of a community center, this project not only facilitated the professional integration of these women but also amplified their voices and visibility as agents of social change.



## ADVOCACY ACTIONS

## Supporting the Professional Integration of Women in Priority Neighbourhoods

The Les Ateliers du Féminisme Populaire association supports women in priority neighbourhoods in their economic emancipation by addressing the violence and power dynamics that hinder their autonomy. In response to the COVID-19 pandemic, the association developed a digital platform called *POP!*, offering accessible online training and a volunteer mentoring program with several partner companies.

In 2024, the RAJA-Danièle Marcovici Foundation is supporting the third phase of this initiative with the launch of RCC - *Raconter-Compter-Connecter* (Tell-Count-Connect). These physical meetings will bring together between 900 and 1,000 women from priority neighborhoods and more than fifty companies, fostering networking. This project positions professional integration as a crucial tool to challenge gender stereotypes that perpetuate inequalities and hinder women's access to sustainable economic opportunities.





# 18 PROJECTS SUPPORTED IN 2024

## FOCUS ON TWO PROJECTS SUPPORTED IN 2024

As part of the calls for projects, the Feminist Fund for Climate, the Feminist Fund for Priority Neighborhoods, advocacy and awareness-raising initiatives, including 3 renewals of multi-year support and 1 new multi-year project.



61% of women of working age are part of the active workforce, compared to 90% of men

UN Women - March 2024

329 PROJECTS SUPPORTED SINCE 2006

1 project in Latin America

7 projects in Europe

5 projects in Africa

5 projects in Asia



### FRANCE SUPPORT FOR THE PROFESSIONAL INTEGRATION OF WOMEN VICTIMS OF VIOLENCE Solidarité Femmes 13

In Marseille, where poverty and unemployment rates are high, **Solidarité Femmes 13** launched a professional integration project in 2024 for women victims of violence. The project collaborates with various entrepreneurial entities, including businesses, training centers, and social reintegration programs.

It aims to break the cycle of violence and help women regain their economic independence.

#### KEY FIGURES

- 48 women victims of domestic and sexual violence, including some from difficult and violent migration paths, supported.
- Nearly 30 partners, including businesses, reintegration centers, and training organizations.



### INDIA WOMEN EMPOWERMENT Frères des Hommes

In India, where informal sector workers, particularly women, face significant marginalization, the Women Empowerment project, led by **Frères des Hommes** and FEDINA, has strengthened the ability of 1,300 women in sectors such as domestic work, sanitation, construction, and waste collection to exercise their rights. The project offers training, awareness programs, and grassroots support, also organizing these women into solidarity groups to help them access social security.

#### KEY FIGURES

- 1,300 women from vulnerable castes and sectors, suffering from various forms of violence, supported.
- Three annual inter-sector meetings to facilitate knowledge exchange and promote best practices among vulnerable workers.



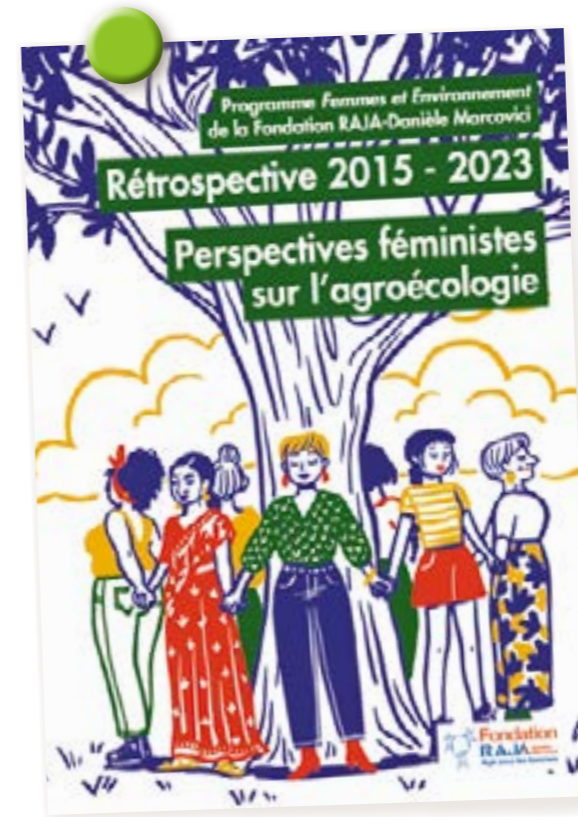
# Promoting Women's Actions for the Environment

The summer of 2024, the hottest on record, has further intensified the severity of the climate crisis and its unequal impacts. Women, already facing persistent inequalities, suffer disproportionately from the effects of climate change. The paradox is clear: although they are among the first victims, their voices remain largely absent from decision-making processes, and economic and social inequalities worsen under the pressure of these ecological crises, creating a vicious cycle that deepens their vulnerability.

For the RAJA-Danièle Marcovici Foundation, it is essential to link the fight for gender equality with the fight for environmental justice. We firmly believe that sustainable solutions for the environment cannot exist without ensuring full equality and inclusion of women in decision-making processes. That is why, once again this year, we are supporting projects around the world led by women that focus on their empowerment and the rightful recognition of women as essential agents of change.



Throughout 2024, the RAJA-Danièle Marcovici Foundation has been actively involved in addressing the issues related to women and the environment through a series of advocacy initiatives.



## Feminist Perspective on Agroecology

In 2024, the RAJA-Danièle Marcovici Foundation continued its commitment to women and the environment by engaging in several advocacy projects.

Building on its Women and Environment program, the publication of the 2015-2023 Retrospective, *Feminist Perspectives on Agroecology*, completed a more than two-year partnership between the Foundation and independent political ecology researcher Carine Pionetti. This explo-

ratory study analyzes the connections between agroecology projects and feminist struggles, drawing on several initiatives in India, France, Colombia, and Senegal supported by the Foundation. It highlights the crucial role of rural women in preserving biodiversity, food sovereignty, and social justice, while emphasizing the challenges they face, particularly access to resources and recognition of their work. The study offers concrete recommendations for donors and field actors to promote a feminist agroecology that fully integrates gender and emancipation dimensions. This strategic document underscores the Foundation's ongoing commitment to advocating for the intersection of gender equality and ecological transition.

## Gender and Climate Observatory, in partnership with IRIS

In 2024, the RAJA-Danièle Marcovici Foundation also supported the creation of the *Gender, Climate, and Environment Observatory*, in partnership with IRIS, the CHANEL Foundation, and the L'Oréal Foundation. This groundbreaking project, conducted over ten months, aims to enhance the visibility of the links between gender inequality and climate change in France, a topic still underexplored in academic and institutional circles.

The observatory focuses on three main themes: integrating gender equality into international climate negotiations, the role and activism of women in the face of climate challenges, and applying the concept of "common but differentiated responsibility" to gender. Through multidisciplinary analyses and the production of policy briefs, the observatory seeks to make concrete political recommendations and mobilize a broad range of actors, including researchers, elected officials, NGOs, and foundations, to promote inclusive and sustainable actions.



## Sophie Pouget's Participation in CSW68

On March 11 and 12, 2024, the RAJA-Danièle Marcovici Foundation participated in the 68th Annual Commission on the Status of Women (CSW68) in New York. This is the largest annual United Nations gathering focused on gender equality and the empowerment of women. Sophie Pouget, the General Delegate of the Foundation, had the opportunity to present the Feminist Climate Fund initiative, emphasizing the importance of including the philanthropic sector in discussions. This sector has the ability to implement targeted actions at the local level. One of the highlights of the event for the RAJA-Danièle Marcovici Foundation was the meeting with several "youth leaders", including Brazilian, Ugandan, and Colombian women activists, who applied for the 2024 edition of the Feminist Climate Fund.

Lastly, a discussion with the World Bank led to the ambition of possibly co-writing an article on women's access to jobs in the ecological transition sector («green jobs»).



Sophie Pouget, General Delegate of the RAJA-Danièle Marcovici Foundation, surrounded by women specialists participating in CSW68: Natalia Tsuyama, Farzana Faruk, Joanita Babirye, Rosalind Helfand, Ana Rosa Cyrus, and Alejandra Quiquantar.



## WOMEN & ENVIRONMENT PROGRAM: A PAN-EUROPEAN SOLIDARITY PRODUCT OPERATION

Following the COP21 in 2015, the Foundation launched the Women & Environment program to fund actions supporting the preservation of natural resources, ecosystems, and biodiversity, while empowering women who play significant - and sometimes pioneering - roles in these initiatives.

The semi-annual product-sharing program is led by RAJA France and fifteen European companies of the RAJA Group: Belgium, the Netherlands, Austria, the UK, Italy, Spain, Poland, Switzerland, and others. For each purchase made by a customer from a selection of eco-friendly products in RAJA's catalog, RAJA France or one of the participating companies donates €1 to the Foundation.

The funds raised are allocated to associative projects selected by the Foundation's executive committee. These projects, led by women for sustainable environmental transitions, not only improve living conditions but also fight against climate change.

The product-sharing program, which is renewed every six months, engages the suppliers and customers of the RAJA Group companies. They can make solidarity purchases and learn about the projects supported by the Foundation through this initiative in the general catalog and on the RAJA Group website.

From 2015 to 2024, more than **120 projects** have been supported in **31 countries**, benefiting tens of thousands of women. Nearly 70% of the projects supported through this program address the intersection of women and agroecology, focusing on initiatives for more ecological modes of production, largely or entirely led by women



1 package or 1 item purchased = €1 donated to the associations





# 34 PROJECTS SUPPORTED IN 2024

## FOCUS ON TWO PROJECTS SUPPORTED IN 2024

As part of the calls for projects, the Women & Environnement Program, the Feminist Fund for Climate, the Feminist Fund for Priority Neighborhoods, advocacy and awareness-raising initiatives, including 2 renewals of multi-year support and 1 new multi-year project.



**6**  
projects  
in Latin America

**8**  
projects  
in Europe

**10**  
projects  
in Africa

**10**  
projects  
in Asia

**85%**  
of people who die from  
the consequences of a climate-related  
natural disaster worldwide  
are women, and 75% of environmental  
refugees are women.

France Nature Environnement - March 2024

**153 PROJECTS SUPPORTED SINCE 2006**



**FRANCE**  
**A NURSERY OF WOMEN BOARD MEMBERS  
TO SUPPORT THE POLITICAL EMPOWERMENT  
OF ORGANIC WOMEN FARMERS**

**Fédération Nationale d'Agriculture Biologique (FNAB)**

In France, despite their growing presence in agriculture, female producers struggle to make their voices heard. Underrepresentation in governance, gendered labor divisions, and limited access to training hinder their professional advancement. **FNAB** is actively working to strengthen their role by providing tailored support for women farmers seeking to advocate for organic farming.

Since 2018, FNAB has trained gender equality ambassadors, who have become key awareness-raising figures, and has encouraged better representation of women in governance. It also promoted gender diversity in its governing bodies by fostering leadership among female farmers. Its efforts now extend to agricultural education, institutions, and the general public to promote gender equality in agriculture.

**KEY FIGURES**

- 30 female producers trained within the leadership incubator.
- 73% of the women involved in the program have taken on greater leadership roles (becoming presidents, treasurers of their local organic farming groups, or assuming regional responsibilities).



**BENIN**  
**SUPPORTING WOMEN IN THE CASSAVA PROCESSING  
INDUSTRY FOR A DUAL ECONOMIC AND ENVIRONMENTAL  
IMPACT**

**GERES**

In Benin, the traditional process of transforming cassava into gari still relies on polluting cooking technologies, leading to health issues for female processors and putting immense pressure on firewood resources. To address these challenges, **GERES** is implementing a program to improve working conditions by distributing 400 improved cooking stoves (FCA) across four municipalities, benefiting 108 women's cooperatives.

The program provides women with training to optimize the economic and social impact of these new stoves. In 2024, six metalworkers were trained to produce protective metal cages, while the recycling of barrels helps lower production costs. In the long run, the project aims to secure carbon financing to ensure its sustainability.

**KEY FIGURES**

- 108 women's cooperatives have gained access to improved cooking solutions.
- 27 cooperatives have received targeted support to maximize the economic and social benefits of these energy-efficient solutions, fostering greater autonomy for women.





# FEMINIST FUNDS

Women's rights organizations face chronic underfunding, which significantly limits their ability to fulfill their essential missions. This issue is particularly severe for small grassroots organizations, which often lack the necessary resources to secure funding.

A study conducted by the Association for Women's Rights in Development (AWID), titled *Where is the Money for Feminist Organizing?*, analyzed the budgets of 3,739 feminist and women's rights organizations in the Global South between 2015 and 2019. The findings are striking:

- Nearly half (48%) of these organizations had a median annual budget of just \$30,000 or less.
- Only 6% had budgets exceeding \$300,000, and a mere 2% surpassed \$1 million.

## FEMINIST FUND FOR PRIORITY NEIGHBORHOODS

Launched in 2024, the **Feminist Fund for Priority Neighborhoods** aims to amplify the voices of local organizations working to develop their communities across France. As drivers of change, these organizations play a crucial role in fostering social cohesion, strengthening community ties, and empowering women in underserved neighborhoods.

A committee of experts oversees the project selection process: Bouchera Azzouz (filmmaker, founder of Ateliers du Féminisme Populaire), Fawzia Baba-Aissa (co-founder and development lead of the Fund for Women in the Mediterranean), Frédéric Callens (advisor to the director of the National Museum of Immigration History), Céline Evita (consultant and expert in urban policy, nonprofit sector, and civic engagement), Fadila Mehal (founder and president of Marianne de la Diversité), Athina Zaag Marmorat (CEO and founder of the nonprofit Rêv'Elles), Caroline Sakina Brac de la Perrière (historian and co-founder of the Fund for Women in the Mediterranean)

### Associations funded in 2024:



**Mimouna HADJAM**  
*La Courneuve (Seine-Saint-Denis)*

**A.F.R.I.C.A** offers access to rights support and organizes various workshops (parenting support, French as a Foreign Language courses, food distribution, support groups) for women in precarious or disabled situations.



**Evelyne MAKAMDOUM NAOUSSE**  
*Sevran (Seine-Saint-Denis)*

**Sunshine** holds a support session in Sevran for women victims of violence, providing listening, assistance, and guidance. The organization also runs workshops to raise awareness and prevent gender-based and sexual violence among middle school students.



**Nadia BABA AISSA**  
*Clichy (Haut-de-Seine)*

**FAME Radio TV** is a digital media outlet that aims to amplify the visibility of women from underserved neighborhoods. It also offers media training and educational programs promoting secularism and living together.



**Natacha RIODIN**  
*Moissy Cramayel (Seine-et-Marne)*

**LPaSGPS** works on parent-child relationships through various cultural and sports activities. The association also leads support groups and relaxation workshops. The majority of the beneficiaries are mothers from priority neighborhoods and single-parent families.



**Maryeme BOUSLAM**  
*Courdimanche (Val-d'Oise)*

**Tous Ensemble** works to strengthen synergy among local, public, and community actors to improve individuals' trust in democracy and institutions. The association focuses on combating school bullying and advocates for better representation of women in public spaces.



**Linda BARA and Kelly PERONE**  
*Sarcelles (Val-d'Oise)*

**Healthy Smoothies** raises awareness about healthy and sustainable eating through educational workshops, emphasizing the understanding of the importance of nutritional intake and short supply chains.

In France, the situation is just as concerning. Women's rights organizations suffer from severe underfunding, exacerbated by insufficient public spending and a lack of private-sector support. According to the Philanthropy Observatory of the Fondation de France, only 7% of foundations support initiatives dedicated to women and girls.

To address these challenges, the RAJA-Danièle Marcovici Foundation has launched two feminist funds:

- The Feminist Fund for Climate
- The Feminist Fund for Priority Neighborhoods

These funds specifically support women-led organizations with annual budgets not exceeding €20,000. They provide unrestricted grants of up to €5,000, ensuring that grassroots organizations can increase their impact and sustainability without restrictive funding conditions.

## FEMINIST FUND FOR CLIMATE

Through the **Feminist Fund for Climate**, the Foundation provides financial support for projects that promote the role and actions of women in environmental protection and the fight against climate change: promoting sustainable agricultural practices, access to sustainable energy, natural resource management, waste management, and the promotion of "green" entrepreneurship. The Foundation pays special attention to women who bring innovations and adaptation strategies to preserve natural resources and biodiversity.

### Associations funded in 2024:



**Svetlana ABRAHAMYAN**  
*Armenia*

**The Rural Sustainable Development Agriculture Foundation (Ruraldaf)** contributes to sustainable development in rural areas of Armenia and the active participation of local communities in improving their living conditions.



**Néolida DEMIDE**  
*Benin*

**Initiatives pour un Développement Intégré Durable (IDID ONG)** strengthens the capacities of vulnerable communities and works towards sustainable development in Benin.



**Mamounata OUÉDRAOGO**  
*Burkina Faso*

**Le Réseau pour la Promotion et l'Autonomisation de la Femme Rurale (REPAFER)** is committed to the well-being of rural women and girls in Burkina Faso.



**Nohora Alejandra QUIGUANTAR**  
*Colombia*

**Tejiendo Pensamiento (Indigenous Women for the Climate)** advocates for the rights of the Earth and humanity, biodiversity preservation, and raising awareness about climate change.



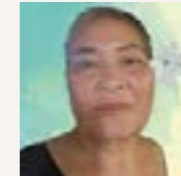
**Charlotte BOUR**  
*France*

**La Ferme des Demains** experiments with and develops organic farming inspired by permaculture and agroecology, supporting farming communities in Brittany.



**Lorraine LEDEMÉ**  
*France*

**Itinérance** brings together communities of women artisans and change-makers in the Mediterranean region. It fosters social, economic, and creative empowerment for women artisans and celebrates their heritage.



**Gabrielle ONESEMO**  
*Samoa Islands*

**Women's Council of Falealili 1** aims to empower women to take on leadership roles and contribute to improving living conditions in villages.



**Sarojini BHAGIANATHAN**  
*India*

**Trust For Rural Integration, Development and Education (RIDE)** contributes to the development of marginalized communities in the Vellore district of India, helping to reduce rural women's poverty through the creation of support groups.



**Sheila KOSGEI**  
*Kenya*

**Keiyo Women Trust** advocates for the rights of women and girls in indigenous communities in Kenya, strengthening and supporting their ability to influence policies and decision-making processes.



**Janu DANGOL**  
*Nepal*

**Samyukta Safai Jagaran (SASAJA)** works to improve the dignity and living conditions of informal waste workers in Nepal. It also promotes sustainable and ecological practices in their activities.



**Atama CHIEMEZIE**  
*Nigeria*

**Equity Watch Initiative** promotes gender equality and contributes to empowering women and girls for a sustainable future.



**Fatou NDOYE**  
*Senegal*

**Suxali Jigeen** fights for women's rights and advocates for food security, climate justice, and gender equality in Senegal.



## EMERGENCY FUND

In 2021, to mark the 15th anniversary of the RAJA-Danièle Marcovici Foundation, Danièle Marcovici established the Emergency Fund, designed to support organizations working for women's rights and addressing urgent and immediate needs.

In 2024, this fund provided support to six organizations across six countries, focusing on ending conflicts, promoting gender equality, combating violence, and ensuring access to education for young girls.

### ADVOCACY ACTIONS

In The Gambia, female genital mutilation (FGM) affects 76% of women and girls aged 15 to 49, with three out of four girls experiencing it before the age of six. Though criminalized since 2015, a bill was introduced in April 2024 seeking to revoke this ban. The Foundation supported **Women In Liberation and Leadership (WILL)**, a women-led organization of survivors fighting to end FGM. WILL conducted workshops for lawmakers and their staff, informing them about these violent practices and their lifelong consequences on victims. They also organized awareness campaigns in several villages, targeting young people aged 10 to 25. Fortunately, on July 15, 2024, the Gambian Parliament rejected the proposed bill, keeping the ban in place.

Following the October 7, 2023 terrorist attack, a violent war between Israel and Hamas erupted, leading to nearly 50,000 deaths in Gaza, Palestine, and Israel. The Foundation supported two organizations working together for peace: the Israeli association Women Wage Peace and the Palestinian association Women of the Sun. These two organizations co-authored «Mother's Call», a statement urging an end to the conflict and calling for the enforcement of UN Security Council Resolution 1325, which advocates for women's participation in peace processes. The Foundation's financial support helped launch a dedicated website to gather signatures in support of this initiative.



Awareness Campaign Against Female Genital Mutilation (FGM)

### OPERATIONAL SUPPORT

Since the Taliban's return to power in **Afghanistan**, most young girls are barred from primary school, and secondary education is completely prohibited for them. For the third consecutive year, the Foundation has funded underground schooling for young girls through the associations **Femaid** and **Nayestane**, which jointly developed the project "Let Us Learn". Thanks to this initiative, over 3,000 young girls are receiving education, and more than 180 female teachers are employed.

The conflict between **Hezbollah** and the **State of Israel** has displaced over **1.4 million people**. Among them, nearly 600 women have received support from Kafa, an organization fighting violence against women. Many of these women are domestic violence survivors or exploited migrant workers. The Foundation provided an emergency grant to fund the distribution of essential goods and to strengthen health, safety, and shelter services for these displaced women.

Poland is one of the European countries where **sexual and reproductive rights** are most under threat. The Foundation supports **Feminoteka**, a Polish organization recognized since 2005 as the country's **leading specialized structure against sexual violence**. Feminoteka established Poland's first dedicated center for the comprehensive care of rape survivors. The center offers psychological and therapeutic support, employment assistance, secure accommodation, legal aid, and education and awareness programs.



Underground classes provided to a group of girls in Afghanistan.

### What are the key priorities of the Emergency Fund?

The RAJA-Danièle Marcovici Foundation operates in countries and contexts where women's rights are under threat, whether socially, politically, or economically. It provides support to local grassroots organizations recognized for their impact and ability to mobilize communities.

For the past three years, the Foundation has focused exclusively on operational projects, responding to humanitarian, social, or political crises. This year, for the first time, it has also financed advocacy initiatives, aimed at amplifying the voices of the organizations it supports.

### How are organizations selected?

Associations and NGOs can reach out to the Foundation if they are leading projects that align with its funding priorities.



Young Gambian women engaged in awareness-raising activities led by the WILL association.



# Presentation of the Foundation

## A FOUNDATION ROOTED IN THE RAJA GROUP

The RAJA-Danièle Marcovici Foundation is firmly committed to promoting the empowerment of women and girls through a diverse range of projects, spanning from education to access to economic resources, with the goal of creating a lasting impact in favor of gender equality.

Beyond project funding, the Foundation actively engages in advocacy and awareness-raising initiatives and works closely with its partners to foster dialogue and collaboration among various stakeholders, including associations, governments, and the private sector.

Furthermore, the Foundation aims to involve and mobilize RAJA Group employees in its initiatives, notably through the RAJApeople program.



The RAJA Group is Europe's leading distributor of packaging, office supplies, and industrial equipment for businesses. Operating in 19 European countries, the Group's 26 companies serve nearly 2 million customers of all sizes and across all industries.

RAJA's success is a story of family and, above all, a story of women. It all began in 1954 when Rachel Marcovici, the mother of Danièle Marcovici, founded Cartons RAJA alongside her business partner at the time, Janine Rocher. The name «RAJA» was created from the first syllables of their first names. Rachel Marcovici had a clever idea to meet her customers' needs: selling reused cardboard boxes as a cost-effective alternative to new ones. Thanks to her entrepreneurial spirit and determination, the company quickly expanded its offering to include new cardboard boxes and a wide range of packaging solutions. The small business flourished and met with great success.

In 1962, at just 16 years old, Danièle Marcovici joined Cartons RAJA as a sales representative. By 1982, at the age of 36, she took over as CEO and decided to develop mail-order sales. This visionary move transformed the company's trajectory, making RAJA the leading packaging distributor in France. In the mid-1990s, she set her sights on international expansion and business diversification, implementing a strategy of both organic growth and acquisitions—an approach that continues today.

In 2006, driven by her longstanding commitment to women's rights and her belief in the social and societal role of businesses, Danièle Marcovici established the RAJA-Danièle Marcovici Foundation.

Today, 70 years after its founding, the RAJA Group remains a family-owned and independent company. It employs 5,000 people and achieved a turnover of €1.7 billion in 2024.



Rachel Marcovici, mother of Danièle Marcovici.



## THE RAJAPEOPLE PROGRAM

Since 2013, employees of the RAJA Group have had the opportunity to engage alongside the RAJA-Danièle Marcovici Foundation through the RAJApeople program. Initially launched in France and later expanded to all countries where the RAJA Group operates, this initiative allows every employee to actively support the cause of women.

### MICRODONATION AND THE RAJAPEOPLE AWARDS

The microDON program enables employees who wish to contribute between a few cents and €50 each month to the Foundation. All funds raised throughout the year are matched by RAJA.

Each year, the micro-donors select two recipient associations for the RAJApeople Awards, one in France and one internationally, to receive the collected donations.

In 2024, a total of €20,391 was raised.

The RAJApeople France Award was granted to Uni(e-s)verselles, an organization that supports women who have undergone female genital mutilation or experienced domestic violence. Through a multidisciplinary care pathway at the Maison des Femmes de Grenoble, the asso-

ciation provides essential services. Additionally, it conducts advocacy, awareness, and training initiatives in schools, businesses, and prisons to promote support for women in need.

The RAJApeople International Award was given to Terres en Mêlées, an organization dedicated to empowering girls and preventing gender-based violence through rugby in Madagascar. The association also provides tailored support, including a listening unit for victims of violence, sports sessions, and a dedicated rugby championship for young girls.

### FOUNDATION AMBASSADORS

The Foundation is fortunate to rely on a network of 41 dedicated ambassadors who promote awareness and mobilization efforts across the RAJA Group. Their commitment ensures that the Foundation maintains a strong presence within each of the 26 subsidiaries operating across 19 countries. Their deep understanding of local contexts is a valuable asset in effectively supporting grassroots organizations.



Pierre Jothy (Coordinator of the Uni(e-s)verselles association), Sophie Pouget, Danièle Marcovici, and Kely Randriambololona (Coordinator of the Terres en Mêlées association).

## SOLIDARITY AND AWARENESS EVENTS

### MOBILIZATION FOR WOMEN'S RIGHTS

On the occasion of International Women's Rights Day, March 8th, the RAJA-Danièle Marcovici Foundation organized a week of awareness from March 5th to 14th, 2024. Various activities were held at the RAJA Group headquarters.

The association Pépite Sexiste presented a talk on "Sexism in Sport", highlighting the obstacles still present in athletic practices. At the same time, a workshop hosted by the association Fight For Dignity explored "Karate as a means of empowerment", illustrating how combat sports can play an essential role in empowering women. The week continued with the screening of the documentary *PLUS QU'UN JEU*, which challenges and raises awareness about gender equality in women's sports.

One of the highlights of this week was the masterclass led by Laurence Fischer, a three-time world karate champion and President of Fight For Dignity. During this session, Laurence shared the stages of her career, her successes, and the challenges she faced as a female athlete.

As every year, Danièle Marcovici marked her commitment to the fight for women's rights by gifting a symbolic present to the RAJA Group employees. This year, the gift took the form of a card game developed by the Croatian association Fierce Women. The game highlights the contributions of European women in fields such as culture, science, art, human rights, and politics.



### EUROPEAN SUSTAINABLE DEVELOPMENT WEEK

As part of the European Sustainable Development Week, held from September 18th to October 8th, the employees participated in the "Wash In 5" challenge launched by the association Kynarou, a partner of the Foundation since 2022. The challenge consisted of taking showers of less than 5 minutes. For every 100 showers taken, the RAJA-Danièle Marcovici Foundation financed the installation of a hand-powered washing machine in the villages of Salem, Theni, and Suttham in India. A total of 80 machines were funded!



Women from the Salem district (India) discover their new hand-powered washing machines.



# SOLIDARITY AND AWARENESS EVENTS



## PINK OCTOBER

On October 6, around a hundred employees participated in the Odyssea Paris race. This event helped raise one million euros, which were fully donated to the Gustave Roussy cancer center, the Prolific association, and the "ATIP3 and breast cancer" research project. Throughout the month of October, RAJA Group teams were invited to show their solidarity by wearing pink clothing or accessories and displaying a pink ribbon.



## MOBILIZATION AGAINST VIOLENCE AGAINST WOMEN

From November 20 to 30, 2024, the 4,500 employees across the 26 companies of the RAJA Group took part in a pedometer initiative. Together, they walked towards a common goal: raising funds for associations working to combat violence against women and girls. Thanks to this initiative, more than 62 million steps were taken, raising over €50,000. This amount was donated to European organizations supporting women and girls who are victims of violence, across the 19 countries where the RAJA Group operates.

On Saturday, November 23, 2024, the annual feminist march organized in Paris by the #NousToutes collective took place. The Foundation team, along with RAJA France employees and members of the partner association Droits d'Urgence, joined the march to express their support for the victims and reaffirm their commitment to ending gender-based and sexual violence.



The teams from RAJA France, alongside those from the RAJA-Danièle Marcovici Foundation and the Droits d'Urgence association, at the #NousToutes protest in Paris.



As a leading advocate for women's rights, the RAJA-Danièle Marcovici Foundation has long been committed to raising awareness around these issues. As an active member of numerous coalitions, it strives to promote and support the development of feminist philanthropy.

### THE IMPORTANCE OF COALITIONS

**Adopting an engaged approach relies on collective strategy and partnership work. Alliances and coalitions play a key role in driving deep societal transformations. This enhanced collaboration in-crases the potential to build a future where women's rights are fully recognized and valued**

According to the report *The Tip of the Iceberg*, written by the European Parliamentary Forum on Sexual and Reproductive Rights (EPF), which studied the funding of 54 actors in the anti-gender movement between 2009 and 2018, more than 700 billion dollars were invested in Europe. More worryingly, annual expenditures quadrupled, rising from 22.2 million USD in 2009 to 96 million USD in 2018. These anti-gender actors have three main geographical sources: the European Union at 61.9%, the Russian Federation at 26.6%, and the United States at 11.5%.

In response to these organized and determined financial actors, the RAJA-Danièle Marcovici Foundation aims to contribute to the awakening of feminist philanthropy. In 2023, alongside the Fund for Women in the Mediterranean and the CHANEL Foundation, the Foundation launched the Coalition for Feminist Philanthropy (CPF). Today, the coalition brings together 13 organizations: the Fondation de France, the Foundation for Endometriosis Research, the Kering Foundation, Focus 2030, the Médecins du Monde Foundation, the BNP Paribas Foundation, the Women's Foundation, the Mirova Foundation, and the L'Oréal Fund for Women. The CPF has three key objectives:

- To promote gender equality and the rights of women and girls by raising the visibility of this issue within philanthropy.
- To mobilize more resources for gender equality between women and men and, more broadly, for gender equality,
- increasing impact by pooling expertise and undertaking joint initiatives.

The CPF has mandated Phare Agency to assess the role of gender equality in the funding strategies of French philanthropy. The study, due to be released in 2025, will explore how gender equality is approached and supported in philanthropy, measure the share of philanthropic budgets dedicated to gender equality, and understand the motivations and investment methods of feminist philanthropy actors. Funding sources can thus be better identified, characterized, and quantified.

## What is the anti-gender movement?

The anti-gender movement can be defined as a collection of initiatives and discourses that oppose rights related to gender and sexuality. It is often characterized by criticism of gender studies, LGBTQIA+ rights, and gender equality policies. This movement, frequently supported by conservative or religious groups, promotes the idea that the concept of gender threatens traditional values, family roles, and cultural norms. It opposes rights such as same-sex marriage, inclusive sexual education, and anti-discrimination policies.

### THE ALLIANCE FOR GENDER EQUALITY IN EUROPE

Since 2023, the RAJA-Danièle Marcovici Foundation has been a member of the Alliance for Gender Equality in Europe, a collective of European funders established in 2021 to support progress in gender equality and women's rights in Europe. The Alliance is hosted by the European Foundation Network and aims to provide financial support and strengthen the capacity of organizations working across Europe. It also seeks to mobilize the European philanthropic community to increase resources allocated to gender equality in Europe and promote collaboration among funders.

The Alliance includes the Bodossaki Foundation, the CHANEL Foundation, JP Morgan, the King Baudouin Foundation, the L'Oréal Foundation for Women, the RAJA-Danièle Marcovici Foundation, and the Foundation of France. Its mission is to address the urgent funding gap and

promote gender equality within the EU and the UK by supporting local organizations through grants, capacity-building, and awareness-raising initiatives.

Over the past three years, the Alliance has supported 38 organizations with over 4 million euros in project and operational funding, contributing to building a more just, inclusive, and equitable Europe.

The Alliance met in December in Athens to review the past three years and discuss the strategy for 2025-2027. In three years, it has doubled its membership, increased its budget fivefold, and promoted inclusive philanthropic practices, enabling grassroots organizations to access funding. Its clear and accessible processes have been praised, as well as its capacity-building and collaboration initiatives. These lessons will guide its strategy for 2025-2027, with a focus on increased support for gender equality in Europe.



Members of the Alliance for Gender Equality in Europe.



# ORGANIZATION AND GOVERNANCE

The Foundation's governance is ensured by an executive committee composed of representatives from the RAJA Group and experts in the Foundation's focus areas. This committee's mission is to define the Foundation's strategic direction and select the projects it supports.

## THE EXECUTIVE COMMITTEE



**Danièle MARCOVICI**  
President-CEO of the RAJA Group  
Founder and President of the RAJA-Danièle Marcovici Foundation

### REPRESENTATIVES OF RAJA GROUP



**Daniel COHEN**  
Member of the Strategic Council and Audit Committee



**Nina TORHONEN**  
Director of Communications



**Murielle DUCLOUX**  
Group Director of Merchandising and Product Marketing



**Antoine LAFFOND**  
Director of Digital Factory

## COLLEGE OF QUALIFIED PERSONALITIES



**Bouchera AZZOUZ**  
Director, Founder of the association Les Ateliers du Féminisme Populaire



**Françoise BRIÉ**  
Director of the Fédération Nationale Solidarité Femmes



**Pierre-Yves GINET**  
Co-founder of the association Femmes ici et ailleurs



**Isabelle ROME**  
Ambassador for Human Rights and the Memory of the Shoah  
Former Minister Delegate for Equality between Women and Men, Diversity, and Equal Opportunities



**Emmanuelle CATHELINEAU**  
Project Manager at the French Development Agency



**Carine PIONETTI**  
Researcher in Gender, Women's Rights, and Political Ecology

## THE OPERATIONAL TEAM



**Sophie POUGET**  
General Delegate

The operational team carries out the daily activities of the Foundation. Under the responsibility of the General Delegate and in coordination with the Foundation's executive committee, the team is responsible for the following actions:

- Pre-selection, setup, and monitoring of partnerships with supported associations
- Development of advocacy activities following the Foundation's four intervention areas
- Establishment of strategic partnerships with the Foundation's ecosystem, particularly French philanthropic actors
- Mobilization of RAJA Group employees, notably through awareness actions and the RAJApeople program.



**Alexandra DETHYRE**  
Project Manager



**Emma JACQUET**  
Project Manager



**Carmen FLORES**  
Project Manager



**Sabrina FOYEN**  
Communications Officer



**Ysé MONTSERRAT**  
Apprentice Project Manager



**Armelle GODEMET**  
Apprentice Advocacy Officer

## SELECTION AND MONITORING OF PROJECTS SUPPORTED IN THE FRAMEWORK OF THE CALL FOR PROJECTS

The Foundation supports local, national, or international projects implemented by French or foreign associations, meeting specific selection criteria.

### Project Submission

Project leaders submit their grant applications on the Foundation's website during calls for projects.

### Review and Pre-selection

The applications are reviewed by the team according to the Foundation's criteria. The Foundation pre-selects the project leaders, meets with them, and then chooses the projects to present to the executive committee.

### Selection

The executive committee reviews the applications pre-selected by the team. It evaluates their alignment with the Foundation's objectives, particularly their sustainable impact on women's lives. After deliberation, the committee members vote to designate the projects to support and the amounts of grants to be allocated.

### Monitoring and Evaluation

A partnership is established with the project leaders, who commit to providing regular activity reports and financial statements. The Foundation's team closely monitors the progress of the funded actions and evaluates their results.

The RAJA-Danièle Marcovici Foundation operates within the RAJA Group under the auspices of the Fondation de France. Its total budget, exceeding 20 million euros over 18 years, comes from various funding sources: the RAJA Group, microdonations from the Group's employees, and the personal financial support of its President, Danièle Marcovici.

## 142 PROJECTS SUPPORTED IN 2024

In 2024, the Foundation directly or indirectly funded 142 projects, 29 of which were selected through the call for projects. Five projects received support from the Emergency Fund, and 18 from the Feminist Funds (12 for the Feminist Fund for Climate, 6 for the Feminist Fund for Neighborhoods). Twelve projects were funded through the Women & Environment product-sharing program. Additionally, the Foundation renewed its financial support for 20 projects and committed to 15 new multi-year funding engagements.

## SUPPORT AWARDED THROUGH AWARENESS AND ADVOCACY ACTIONS

The Foundation leads several strategic partnerships for advocacy actions. This includes 17 projects aimed at raising awareness on gender equality and women's rights. These actions take various forms: events, documentaries, awareness campaigns, etc.

In April 2023, the RAJA-Danièle Marcovici Foundation joined the Alliance for Gender Equality in Europe. This collective of funders, established in 2021, aims to support progress in gender equality and women's rights in Europe. As part of this coalition, the Foundation donated €50,000.

## SUPPORT AWARDED UNDER THE «WOMEN & ENVIRONMENT» PROGRAM

In 2024, the Foundation and the RAJA Group donated over €450,000 under the "Women & Environment" program. RAJA France and 15 other companies from the Group in Europe participated in this initiative. This fund supports associations that promote and strengthen the role of women in environmental protection. Additionally, the product-sharing operations "Perspectives for Women", created by RAJA Germany, were renewed in 2024.

These two campaigns helped collect and distribute over €60,000 to three associations: Horizont e.V. in Munich, VbFF e.V. in Frankfurt, and Papatya in Berlin.

In 2024, the total grant budget amounts to over €2 million

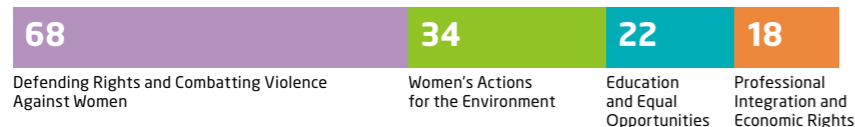
## SUPPORT AWARDED UNDER THE RAJAPEOPLE PROGRAM

The micro-donors from RAJA France and Cenpac, joined since 2022 by those from Logisorgues, Wel-come Office, and JPG, raised and allocated over €20,000 to two associations through the RAJApeople program: the association Uni(e-s)verselles (RAJApeople France Award) and Terres en Mêlées (RAJApeople International Award - Madagascar).

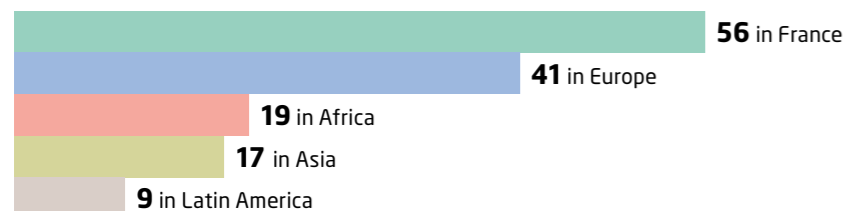
On November 25, 2024, the employees of the RAJA Group mobilized to raise funds through a Podometer operation organized by the Foundation. Over €50,000 was raised and donated to 31 local associations working to combat violence against women in each of the 19 countries where the RAJA Group operates in Europe.

## DISTRIBUTION OF PROJECTS

### THEMATIC BREAKDOWN

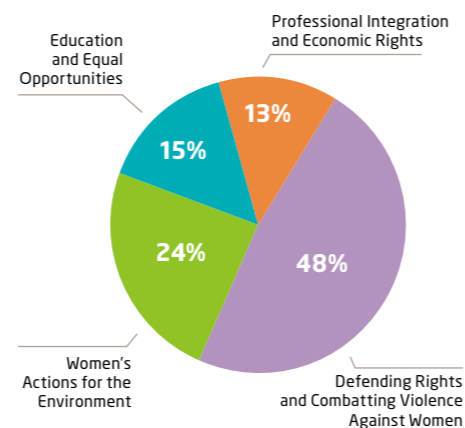


### GEOGRAPHICAL DISTRIBUTION

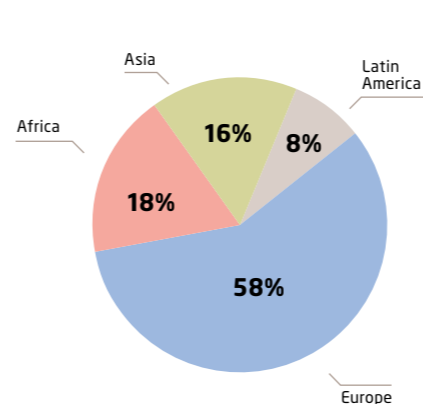


## DISTRIBUTION OF FUNDING

### THEMATIC BREAKDOWN



### GEOGRAPHICAL DISTRIBUTION



## THE RAJA-DANIÈLE MARCOVICI FOUNDATION IS A MEMBER OF:



With over 50 years of experience, the Fondation de France is the leading philanthropy network in France. It brings together founders, donors, volunteer experts, employees, and thousands of associations, all united by the desire to take action. The RAJA-Danièle Marcovici Foundation was created under the aegis of the Fondation de France.



Founded in 2002, the French Centre for Funds and Foundations (CFF) brings together more than 300 members. Despite their diversity in action, status, and operational methods, these funds and foundations share common values and missions around which they seek to unite. The CFF's mission is to increase understanding of the philanthropic sector, foster its development, and represent its common interests for the benefit of the public good.



The Alliance is the only pooled fund focusing on gender equality in Europe. The initiative emerged from broad consultations with the women's sector, including women's funds, civil society organizations, and corporate and private donors. It engages a diversity of funders, whether they have experience giving to gender equality or not and facilitates collaboration, mutual learning and increased impact.



Launched in November 2020 at the initiative of the French Centre for Funds and Foundations, the French Coalition of Foundations for the Climate (CFC) brings together and mobilizes philanthropic actors around climate-related issues. The goal is to create a national philanthropic movement focused on climate change by supporting foundations and funds in their awareness of these challenges and in the implementation of effective strategies. It already includes 67 organizations, including the RAJA-Danièle Marcovici Foundation, which is a signatory of the manifesto.



Philea is an association of philanthropists, European organizations, and national structures that brings together over 7,500 public utility foundations from 30 countries. Philea nurtures a diverse and inclusive ecosystem of foundations, philanthropic organizations, and networks working for the common good. The association helps its members get inspired, act together, and achieve greater impact by sharing data and knowledge, exchanging good practices, connecting around common themes, and engaging in policy work.

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# ASSOCIATIONS SUPPORTED IN 2024

## ActionAid France - Peuples Solidaires

Support for organizing female workers in factories and raising awareness of gender-based and sexual violence, Bangladesh  
4,000 beneficiaries

## AFRICA 93

Combating racist and sexist discrimination and fostering social cohesion among the most marginalized populations through solidarity actions, France \*  
410 beneficiaries

## Agronomes et vétérinaires sans frontières

Ngalu Rewbe - Supporting organizations of young female herders in the Matam department, Senegal  
60 beneficiaries

## Agronomes et Vétérinaires Sans Frontières

Kichwa women defending the Paramo in Ecuador, Ecuador \*  
41 beneficiaries

## Aid'Elles

Workshops and retreats for women victims of violence, France ▲  
730 beneficiaries

## ANAK, aide aux enfants d'Indonésie

Empowerment program for young people, Indonesia ▲  
48 beneficiaries

## Association guyanaise d'aide aux victimes, aux femmes et familles (AGAV)

Comprehensive support for women and girls victims of violence in French Guiana, France ▲  
3,326 beneficiaries

## Association Humanitaire Pour l'Afrique

Producing salt with solar energy to preserve the mangrove in Hio, Benin \*  
176 beneficiaries

## Association la Voûte Nubienne

Strengthening income-generating activities of onion and shallot-producing groups in Burkina Faso, Burkina Faso \*  
175 beneficiaries

## Association Nationale d'Assistance pour les étrangers (Anafé)

Strengthening defense and access to the rights of women detained in waiting zones, France ▲  
251 beneficiaries

## Au tambour !

Support for women facing precariousness, isolation, and violence through a women-only day shelter, France ▲  
227 beneficiaries

## blueEnergy France

Support for vulnerable women in sustainable entrepreneurship and climate resilience in Nicaragua, Nicaragua\*  
227 beneficiaries

## Caméléon

Promoting personal recovery and empowerment for young girls victims of sexual violence through an innovative therapeutic program combining sports and circus arts, Philippines ▲  
198 beneficiaries

## Care France

An ethical and sustainable café, Lao \*  
321 beneficiaries

## Carton Plein

Promoting social and professional inclusion of homeless women through sustainable employment, France \*  
40 beneficiaries

## Chaussettes Solidaires

Recycled instruction manual, France \*  
29 beneficiaries

## Choisir la cause des femmes

Capacity building and support for scaling up, Europe ▲ ●

## D'Antilles et D'Ailleurs

Amaralaisy - Support for migrant women victims of prostitution, Suriname and Dominican Republic ▲  
45 beneficiaries

## Du Pain & Des Roses

A school for the florists of tomorrow, Franc \*  
83 beneficiaries

## Électriciens sans frontières

Female entrepreneurs and promotion of solar pumping, Nepal \*  
25 beneficiaries

## Emanik

Women building their destiny – Mujeres Constructoras, Peru  
30 beneficiaries

## EMMA Egyesület

Support for sexual and reproductive health of Romani women through doula training, Hungary ▲  
80 beneficiaries

## Empow'Her

Empow'Her Festival, France ●  
3,500 beneficiaries

## En Avant Toute(s)

Expanding the accessibility of En Avant Toute(s) chat service to support more women victims of gender-based and sexual violence, France ▲  
4,829 beneficiaries

## EPF

Study on anti-gender movements in Europe ●

## Equity Watch Initiative

Training women in gardening techniques to address famine and poverty, Nigeria ❖  
25 beneficiaries

## Fédération Nationale Solidarité Femmes

Awareness campaign on cyber harassment, France ●

## Feminoteka

Support for women victims of rape through the country's first rape care center, Poland ■  
100 beneficiaries

## Femmes pour le dire, femmes pour agir

Combating violence against women with disabilities, France ▲  
230 beneficiaries

## Fierce Women

Development of the Fierce Women game in French, Croatia ◆

## Fight For Dignity

Les Kombattantes - Karate classes adapted for women victims of violence, France ▲  
1,700 beneficiaries

## FNAB

A nursery for administrators to support the political empowerment of organic female farmers, France \*  
30 beneficiaries

## FNCIDFF

FNCIDFF Congress, France ●  
624 beneficiaries

## Fondation Hippocrène

Young Aspiring Europeans Prize 2024, Europe ●

## Fondation Internationale Femmes sans Violences

Association Week in Matera, Italy ●  
70 beneficiaries

## Fondation Obama

Support for the global mission and programs dedicated to women's rights, Worldwide ●

## Forestever

Women's circles for the protection of Amazonian territories, Colombia \*  
150 beneficiaries

## Frères des Hommes

Support and structuring assistance for women working in factories, India  
1,300 beneficiaries

## GERES

Support for women in the cassava processing sector in Benin, with both economic and ecological impacts, Benin \*  
400 beneficiaries

## Gloria Media

Distribution of movie tickets for the film Il reste encore demain to middle and high school students, France ●  
13,000 beneficiaries

## Grdr - Migration, Citoyenneté, Développement

Culin'Aire: Informal economy labs aimed at social and professional formalization through culinary trades, France ▲  
15 beneficiaries

## GREENKOOOL

Green Women Innov, Madagascar \*  
114 beneficiaries

## Habitat-Cité

Edible forests and sustainable family farming, Haiti \*  
40 beneficiaries

## Healthy Smoothies

Developing social links among the most marginalized populations through solidarity actions, France \*  
1,500 beneficiaries

## HUMY

Strengthening the empowerment of Pasto indigenous women in the Colombian Andes through the production and commercialization of transformed cereal products, Colombia  
41 beneficiaries

## IDID ONG

Strengthening the leadership of young female farmers to become ambassadors for climate change and community leaders, Benin ❖  
80 beneficiaries

## Ikambere

Empowering vulnerable women living with chronic illness, France ▲  
1,095 beneficiaries

## Inti Énergies Solidaires

Low-tech and local production for economic empowerment of women in the Atacora region, Benin \*  
510 beneficiaries

## Itinérance Méditerranée

Mapping female and traditional crafts in the Mediterranean basin, France ❖  
190 beneficiaries

## Kafa

Support for women victims of violence displaced by the conflict between Hezbollah and Israel, Lebanon ■  
300 beneficiaries

## Keiyo Women Trust

Promoting green energy in local communities through workshops on renewable energy stove use, Kenya❖  
500 beneficiaries

## Kynarou

Installation of washing machines that operate without electricity in multiple villages in India, India ◆  
640 beneficiaries  
Suttham Project, India \*  
168 beneficiaries

## La ferme des demains

Expanding agroforestry farms by planting trees in Brittany, France ❖  
30 beneficiaries

## La Maison des Femmes de Saint Denis

Mon Palier: shelter for young women victims of violence, France ▲  
28 beneficiaries

## LAAFI France

SENAPI - promoting the development of beekeeping with a sustainable approach, Senegal ▲  
100 beneficiaries

## Langage de Femmes

Trip to Auschwitz for 180 women from diverse backgrounds, Poland ●  
180 beneficiaries

## Le Filon

Day shelter for homeless women, France ▲  
100 beneficiaries

## Le Laboratoire de l'Égalité

Equal to Equal Collection, France ●

### LEGENDS:

Women's Actions for the Environment  
Professional Integration and Economic Rights  
Education and Equal Opportunities  
Defending Rights and Combating Violence Against Women

Multi-year support  
RAJApeople program  
Emergency Fund  
Advocacy and awareness  
Feminist Fund for Climate  
Feminist Fund for Priority Neighborhoods  
Women & Environment Program

### Le Planning Familial

Advocacy for the right to abortion, France ●

### Léa Solidarité Femmes

SAS Urgence - Reception of women requiring immediate protection, France ▲  
1,000 beneficiaries

### Les Ateliers du Féminisme Populaire

POP! - Support for networking among women, France  
1,000 beneficiaries

### Les Batelières Productions

Documentary «Eduquons nos fils,» France ●

### Les guerrières de la paix

Event - Peace conference for the Middle East, France ●  
700 beneficiaries

### Les Marianne de la Diversité

Event for the restitution of the tour de France, France ●  
250 beneficiaries

### Les Sans Voix (FÂME Radio TV)

Creating social links through an alternative media platform giving voice to women, France ✳  
3,800 beneficiaries

### Life Project 4 Youth France

Support for 720 young women from extreme poverty towards social and professional inclusion in the Green Village, Bangladesh ▲  
166 beneficiaries

### LPaSGPS (Lien de parentalité et de solidarité Grand Paris Sud)

Setting up parent-led discussion groups for other parents on daily life topics chosen by them, France ✳  
90 beneficiaries

### Maison des femmes de Marseille

Training program in partnership with Aix-Marseille University, France ●  
15 beneficiaries

### Mékong Enfants des Rizières

Women, Environment, and Resilience: An Agroecology Project for the Empowerment of Ethnic Minorities, Laos  
39 beneficiaries

### Moulin de Pont Rû

Supporting women victims of violence through tailored stays and strengthening the cooperation of stakeholders in rural areas of the Vexin Français, France ▲  
164 beneficiaries

### Movement France

Shared garden for internally displaced women, Burkina Faso  
15 beneficiaries

### My Voice My Choice

My Voice My Choice campaign, Europe ●

### Nayestane

Education for Afghan girls deprived of schooling by the Taliban, Afghanistan ■  
3,000 beneficiaries

### Objectif France-Inde

Terre de Femme, India ✳  
1,735 beneficiaries

### ONG SEED (Solidarity, Equity, Empowerment, Development)

Support for creative industries led by women as a lever for social, societal, and economic development, Mali ▲  
2,350 beneficiaries

### Paroles de Femmes

Citizen relays against violence in rural areas, France ▲  
200 beneficiaries

### Passerelles Numériques

Vavahady Niomerika - Training and raising awareness of young girls on digital skills, Madagascar ▲  
22 beneficiaries

### Pépîte Sexiste

Communication campaign against gender stereotypes, France

### Re-Belle

Scaling up to enhance social impact, France ▲  
38 beneficiaries

### Refugee Food

Sunflower Training - Cooking training for refugee women, France ▲  
36 beneficiaries

### Refugee Women's Centre

Access to rights and empowerment for exiled women in Calais, France  
1,000 beneficiaries

### Rejoué

Sustainable implementation of a circular economy site enabling the professionalization of women in logistics and digital skills, France ✳  
39 beneficiaries

### REPAFER

Training women from precarious backgrounds in hydroponic farming techniques and waste recycling, Burkina Faso ✳  
25 beneficiaries

### Rêv'Elles

Development of the Alumnae community in Île-de-France, France  
350 beneficiaries

### RIDE

Empowering rural women to be key actors in accessing water in an isolated village, India ✳  
200 beneficiaries

### Ruraldaf

Promoting alternatives to pesticides among female farmers, Armenia ✳  
16 beneficiaries

### SASAJA

Enabling women working in waste management to implement recycling and upcycling techniques, Nepal ✳  
50 beneficiaries

### SOL

Resilience through agroecology in Bihar, India ✳  
247 beneficiaries

### Solidarité femmes 13

Setting up professional support for women victims of violence, France ▲  
50 beneficiaries

### Solidarité Femmes Beaujolais

Support for women in rural areas, France ▲  
42 beneficiaries

### SOS Méditerranée

Funding the midwife position aboard the Ocean Viking, Europe  
110 beneficiaries

### SOS Villages d'enfants

Tantie Bagage: Fighting against child labor, Ivory Coast ▲  
169 beneficiaries

### Sunshine

Promoting the rights of girls and women, gender equality, and fighting violence through awareness workshops for youth, France ✳  
100 beneficiaries

### Suxali Jigeen

Supporting women in the energy transition in the agricultural sector, Senegal ✳  
200 beneficiaries

### Tejiendo Pensamiento

Strengthening the international advocacy of young indigenous women on climate issues, Colombia ✳  
20 beneficiaries

### Terres-en-mêlées

Promoting gender equality and fighting violence against women through rugby practice, Madagascar ◆  
210 beneficiaries

### The Sorority Foundation

Women and adolescent safety worldwide, Global  
150,000 beneficiaries

### Tournez s'il vous plait

Documentary «Sexotrucs,» France ●

### Tous Ensemble

Creating a space for synergy and exchanges between associations, public authorities, and economic, cultural, and sports representatives, France ✳  
5,000 beneficiaries

### Toutes à l'école

Program «Educating girls is also saving the climate»: strengthening the green pedagogy of Happy Chandara School through environmental awareness actions, Cambodia ▲  
1,500 beneficiaries

### Un Enfant par la Main

Project Swabhiman: Fighting early marriage in Rajasthan, India ▲  
3,000 beneficiaries

### Uni(e-)verselles

Support for women victims of excision and domestic violence, France ◆

### Union des Femmes de Martinique

Supporting the parenting of women victims of violence, Martinique ▲  
604 beneficiaries

### UniR - Université et Réfugiés

Supporting immigrant women in accessing higher education, France  
780 beneficiaries

### Univers-Sel

DEDURAM 3, Guinea-Bissau ✳  
300 beneficiaries

### Utopia 56

Orientation, support, and housing for single women, families, and unaccompanied minors in need, France ▲  
568 beneficiaries

### Women in Liberation & Leadership (WILL)

Advocacy and awareness against female sexual mutilations, Gambia ■  
350 beneficiaries

### Women Wage Peace

Disseminating the Mother's Call Israel/Palestine ■

### Women's Council of Falealili

Adapting the environment and infrastructure of an area to help it face the consequences of climate change, Samoa ✳  
52 beneficiaries

### ASSOCIATIONS SUPPORTED DURING THE PODOMETER OPERATION ON NOVEMBER 25, 2024 WITHIN THE RAJA GROUP

#### KALAMAZOO Spain

Cruz Roja Bizkaia

#### MONDOFFICE Italy

Pavil

#### MORPLAN United Kingdom

Saferplaces

#### RAJA

Mist - France  
Frauenhaus Karlsruhe - Germany  
Verein Wendepunkt - Austria  
Talita - Sweden  
ROSA Centrum pro ženy - Czech Republic  
Mymamy - Slovakia  
Libellula Foundation - Italy  
Frauenhaus Basel - Switzerland  
Punt vzw - Belgium  
Single Supermom - Netherlands  
HELIA DONES - Spain  
APAV - Portugal  
Czas kobiet - Poland  
GirlTalk.Dk - Denmark  
MK ACT - United Kingdom  
Sanitetskvinnene - Norway  
EMMA - Hungary

#### UDO BAER

Frauenhaus Duisburg - Germany  
Frauenhäuse- Austria  
Frauenhaus beider Basel - Switzerland

#### VIKING

Autonome Österreichische BIG e.V. – Berlin Initiative against Violence against Women - Germany  
Women's Aid UK - United Kingdom  
Valente - Netherlands  
Verein Frauenbetreuungs- und Frauenservicestellen BABS1 - Austria  
Collectif contre les Violences familiales et l'Exclusion - Belgium  
Women's Aid Ireland - Ireland  
Filia Center - Romania  
Women's Solidarity Organization of Switzerland and Liechtenstein - Switzerland

### ASSOCIATIONS SUPPORTED UNDER THE "PERSPECTIVES FOR WOMEN" PROGRAM RAJA Germany

Horizont e.V. in Munich / VbVf e.V. / Papaty

LEGENDS:	
<span style="color: green;">■</span> Women's Actions for the Environment	<span style="color: blue;">▲</span> Multi-year support
<span style="color: orange;">■</span> Professional Integration and Economic Rights	<span style="color: purple;">◆</span> RAJApeople program
<span style="color: teal;">■</span> Education and Equal Opportunities	<span style="color: grey;">■</span> Emergency Fund
<span style="color: purple;">■</span> Defending Rights and Combatting Violence Against Women	<span style="color: grey;">●</span> Advocacy and awareness
	<span style="color: purple;">✳</span> Feminist Fund for Climate
	<span style="color: purple;">✳</span> Feminist Fund for Priority Neighborhoods
	<span style="color: purple;">✳</span> Women & Environment Program