



# OXYGEN FOUNDATION FOR PROTECTION OF YOUTH AND WOMEN RIGHTS

Annual report 2023

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# OUR HISTORY

OxYGen is an independent advocacy and development foundation driven by its vision of an Armenia free of poverty and suffering, in which women and men can exercise their rights and influence decisions that impact on their lives.

OxYGen Foundation was established by Oxfam GB in 2015. It builds on the twenty years of Oxfam in Armenia reputation and takes forward Oxfam's work to deliver objectives in line with its mission.





# ABOUT US

The name “OxYGen” reflects its roots in Oxfam, and its intention to focus its work on **youth and issues of gender.**

- We want justice in Armenia
- We build partnerships and advocate for systemic change
- We empower and develop opportunities for women and youth to become a part of major change for building a positive future now





# STRATEGIC DIRECTIONS

Gender  
equality

Youth  
Empowerment

Accountable  
governance

Economic  
Justice

Resilience Building  
& Humanitarian Assistance





# PROJECTS 2023



EU 4 Labour Rights: Increasing Civic Voice and Action for Labour Rights and Social Protection in Armenia

Women Empowerment for Peace and Security in Armenia Project

Addressing Gender-Biased Sex Selection and Related Harmful Practices in the South Caucasus: Support for Regional, National and South-South Intervention

Creating Women and Girls Safe Spaces for Forcibly Displaced Women in Armenia

Unleashing Potential: Advancing Women's Participation in Peace and Security in Armenia 2.0

Strengthening Women's Participation in the Workforc

Emergency humanitarian assistance to forcibly displaced persons from Nagorno-Karabakh in Tavush, Armavir and Aragatsothn regions of Armenia

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# EU 4 LABOUR RIGHTS: INCREASING CIVIC VOICE AND ACTION FOR LABOUR RIGHTS AND SOCIAL PROTECTION IN ARMENIA

- Multi-stakeholder policy network (Civic Voice and Action) on labour and social rights
- Working group on women labour rights
- MOU with the Health and Labour Inspectorate of the RA MLSA
- **8** multi-dimensional research reports
- **6** packages of recommendations
- **6** recommendations on the Labour and Social Protection 2022-2026 strategy have been taken into account
- **500** cases of violation of labour rights have been reviewed
- **5** policy papers and **2** executive summaries of research reports on labour disputes



- **29%** of the proposed recommendations on labour code amendments were adopted
- Capacity building trainings for **34** journalists
- **108** articles and investigations on labour rights
- Legal assistance with in **39** cases of labour rights violations
- **4** public discussions under the labour rights topic
- **11** workshops for **204** young people on labour rights through
- Info sessions for **173** participants in the regions
- **2** workshops on Trade Unions for **33** CSO representatives and state authorities
- Capacity building trainings for **82** representatives of Trade Unions
- **6** podcasts on labour rights



# ADDRESSING GENDER-BIASED SEX SELECTION AND RELATED HARMFUL PRACTICES IN THE SOUTH CAUCASUS: SUPPORT FOR REGIONAL, NATIONAL AND SOUTH–SOUTH INTERVENTIONS

- “**100** Years Later” performance piloted with schoolchildren in Tavush
- **40** journalism students have been sensitized on gender-biased sex selection
- Learning module and training manual for healthcare professionals on gender-biased sex selection
- **4-day** ToT for **21** healthcare professionals from Yerevan and **4** regions of Armenia
- **2** multi-stakeholder consultative meetings on National Action Plan to overcome GBSS





# UNLEASHING POTENTIAL: ADVANCING WOMEN'S PARTICIPATION IN PEACE AND SECURITY IN ARMENIA 2.0

- **3** regional networks in Syunik, Vayots Dzor and Tavush regions
- Capacity building activities for **22** network members
- Learning module and training manual for healthcare professionals on gender-biased sex selection
- **3** local outreach seminars on the **1325** Resolution and on localization of the National Action Plan in **3** communities involving in total **52** members of Local Self-Government
- Research Report on Perspectives for Women's Participation in Security and Peace Processes in Armenia



# STRENGTHENING WOMEN'S PARTICIPATION IN THE WORKFORCE

- Network of **60** women: the network started AIDA initiative, a Facebook page where labor rights issues are discussed/promoted
- **6 two-day** seminars and **1 three-day** strategic planning meeting focusing on soft skills, networking, leadership, and advocacy, tailored to participant needs
- Development of ashkhatogh.am website which features a forum, chatbot about the labour rights, an online training on labor rights and gender provisions of labor code
- Tech Ladies Hackathon aimed to address educational gaps and promote women's involvement in male-dominated sectors, focusing on gender equality and labor rights targeting young women (ages 14-20) from high schools, TVET, and universities.
- **2 one-day** policy seminars for **43** participants from TVETs, human rights organizations, government agencies, the National Assembly, employers' unions, and other stakeholders



- **3 one-day** focus group discussions in **3** TVET educational institutions in Yerevan, with 68 participants
- **2 one-day** policy seminars for **43** participants from TVETs, human rights organizations, government agencies, the National Assembly, employers' unions, and other stakeholders
- Policy paper with recommendations to address gender discrimination in the labor market and TVET education
- **2 two-day** interactive workshops for about **30** participants to empower young women entering the IT sector
- **4 two-day** trainings on "Issues of gender equality in the workplace" were held, engaging a total of **80** women from diverse backgrounds and professions
- **1 three-day** leadership seminar in Vanadzor aimed to enhance leadership skills among participants from various sectors, including **15** students.



- **1 three-day** training with **21** participants focused on addressing workplace culture and improving communication between unions, HR professionals, and employer representatives.
- Social media campaign on labour rights with more than **40,000** reaches
- **2** strategic outreach seminars were held in Gyumri and Vanadzor. These seminars marked the launch of local initiatives aimed at strengthening women's labor rights within these communities.



# HUMANITARIAN PROJECTS

- Women and Girls Safe Spaces in Lori and Gegharkunik regions where forcibly displaced women and girls can socialize, integrate and develop their skills, find safety and protection from violence and marginalization.
- Non-food items packages (hygiene and bedding items) were provided to more than **3000** forcibly displaced persons from Nagorno-Karabakh, including women-headed families and/or families with **5** and more children.



# EQUAL – EU 4 WOMEN EMPOWERMENT IN ARMENIA

- **5** subgrant projects addressing harmful practices that contribute to gender discrimination
- Essential support services to **1,374** survivors, including **701** women and **673** children
- **4** round-table sessions with CSO representatives and decision makers to improve policy and legal framework addressing GBV
- **8** advocacy planning sessions with **23** representatives of the **11** member organizations of the Coalition of Domestic Violence
- **5** regional meetings fostering constructive dialogue and cooperation among key actors, including both state and non-state stakeholders.
- **2-day** business capacity development trainings for beneficiary groups in the project target regions.



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- **5** rounds of dialogue events with **11** sessions on the critical issues of gender equality, social inclusion, social policies, ethnic minorities, leveraging grassroots level experience to inform the Gender Strategy of Armenia.
- **1 two-day** workshop attended by **12** participants, focusing on gender-specific challenges, ethical standards, and practical social media monitoring techniques.



# WOMEN IN POLITICS, PUBLIC ADMINISTRATION AND CIVIL SOCIETY

- **11** regional dialogue events were conducted fostering meaningful discussions among diverse stakeholders (**344** participants: community members, representatives of LSGs, CSO and other state and non-state institutions)
- The outcomes and recommendations from these events were consolidated into comprehensive Policy Briefs, providing crucial insights for further advocacy efforts.
- **6** policy briefs and **10** communiques were developed and **10** major advocacy meetings for supporting country reforms for women government were conducted.
- CSO forum with representatives from **31** CSOs across Armenia's regions to contribute to the Gender Equality Strategy 2024-2028 and its Action Plan: **31** recommendations being incorporated into the final document





- **4** women led advocacy initiatives highlighting women's vital role and their participation in decision-making processes across political, social life, public administration and CSO fields, including women from ethnic minorities
- **2** interactive videos under the slogan "Women in the digital" world
- **5** multimedia articles/human stories highlighting women's vital role and their participation in decision-making processes
- **1 two-day** training for representatives from CSOs with the goal of strategically empowering participants from gender equality CSOs.



# ARMENIAN MULTIPARTY DEMOCRACY ACADEMY



**25** participants from Political Parties, CSOs and independent Individuals are involved in the project.



## CONTACT US



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