



2025

Annual Report



FOREWORD

Few years have been as tumultuous as 2025 on the international front. A new global order that is less stable and has proved unreliable has cracked the bedrock of multilateral cooperation. This has put tremendous strain on humanitarian responders and on funding.

CANADEM actively supported our partners in meeting the many challenges of 2025. While shrinking resources made it difficult to field programming at previous levels, CANADEM's Standby Roster rapidly facilitated getting required expertise to the most crucial operations. Due

to cuts across the sector, the number of experts we fielded was reduced, however, we were proud to partner with UN organizations and others to make every dollar count. We are especially grateful to our donors – the Foreign, Commonwealth and Development Office (FCDO) of the United Kingdom, Global Affairs Canada (GAC) and the various entities of the United Nations – for their ongoing confidence and commitment. We realize many are not as fortunate.

This year, our long-term commitment to Ukrainian was bolstered by CANADEM's local registration. This new office will allow broader and more efficient assistance to be provided, as we roll out a new initiative for professionals working with youth in Ukraine. We are pleased to be a partner of the First Lady of Ukraine's "How are you?" program, and to work hand in hand with Ukraine's Coordination Centre for Mental Health, and with eminent Canadian and Ukrainian academics.

Geographically, programs supporting work on the African Continent received the largest component of the 179 CANADEM deployed humanitarian experts – with 112 deployed there (a majority to Sudan). This fact reflects not only the tremendous needs, but also the nature of programming in the region that struggles to secure sufficient resources and therefore relies on the capacity brought by additional experts. Significant assistance was also provided to the Middle East and Asia, with somewhat fewer deployments to Europe and Latin America and the Caribbean.

CANADEM was also proud to support the Multinational Security Support Mission for Haiti in 2025, with resources from GAC. There will be no development without security and stability in Haiti, and we are pleased to contribute to this vital effort to establish peace.

Finally, 2025 has been a difficult year for democracy and democratic institutions. Free and fair elections are a foundation for democracy, and CANADEM provided long-term and short-term Canadian monitors for elections in 6 different countries – Albania, Ecuador, Kosovo, Malawi, Moldova and the Philippines – through a Global Affairs Canada initiative.

We look forward to working with all our partners in 2026 and to forging new relationships that will allow us to support an even greater number of individuals.



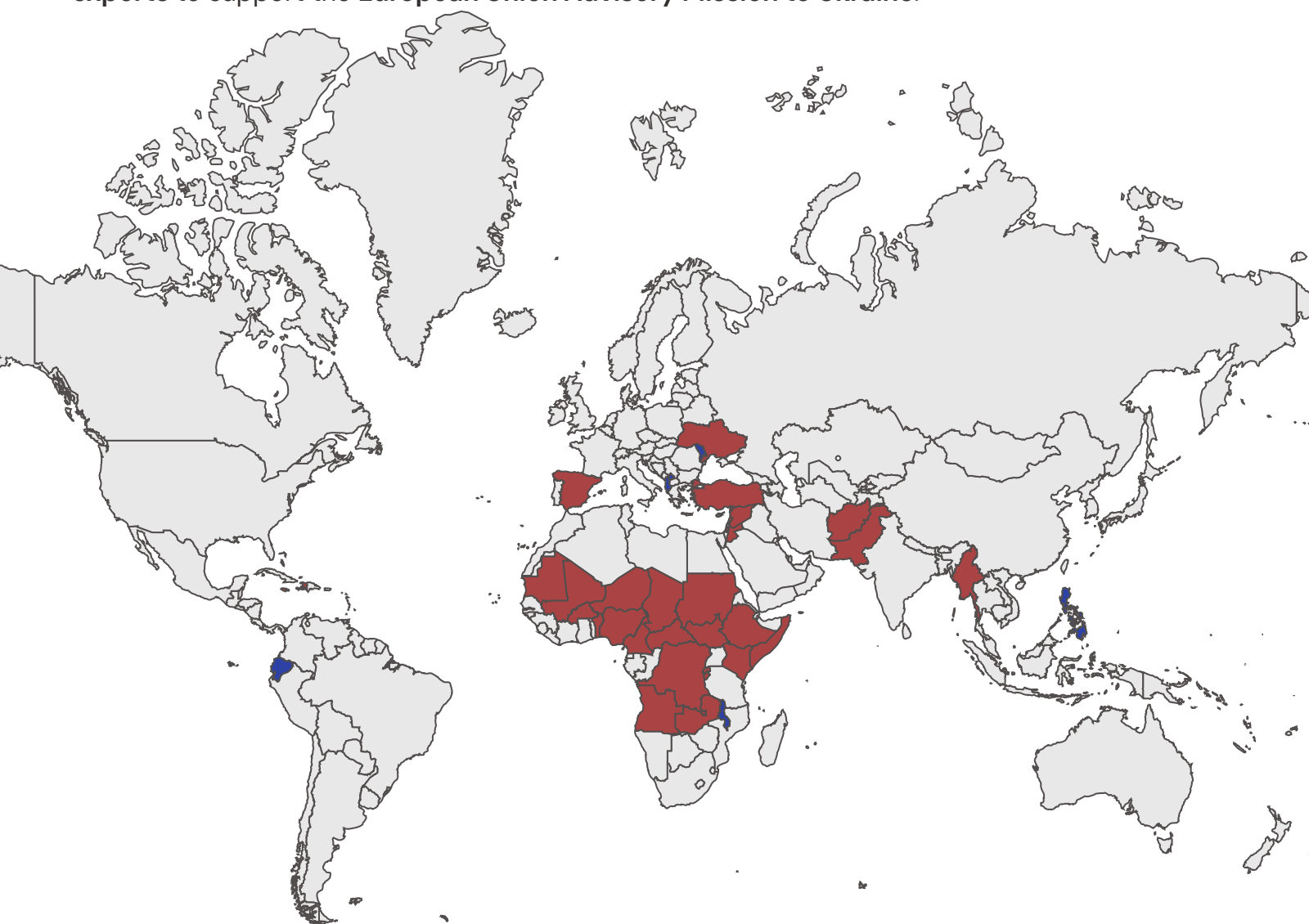
Tammy Hall
Executive Director

OVERVIEW

In 2025, CANADEM deployed **179 humanitarian experts** through the UN Standby Partnership Programme to **33 countries**, with **27 remote** deployments with funding from the **United Kingdom, Canada** and directly from **UN agencies**.

Election observation remained an important part of CANADEM's work in 2025 sending **1 Long-Term Observer, 10 Short-Term Observers** to **6 election observation missions** conducted by the **European Union (EU)** and the **Organization for Security and Cooperation in Europe (OSCE)**.

In the second year of the rapid deployment multiyear project with funding from **Global Affairs Canada (GAC)**, CANADEM deployed **11 experts** to the office of the **Multinational Security Support Mission to Haiti**, **1 expert** to support the **Haitian National Police**, and **2 war crimes experts** to support the **European Union Advisory Mission to Ukraine**.



Cover Photo: Rebecca Nakaweesi (second row from the bottom, centre) facilitating GBV Risk Mitigation training for service providers in Dongola, Sudan

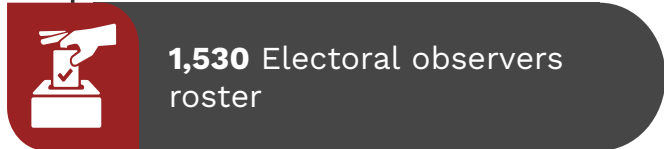
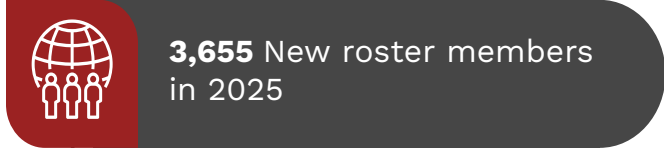
ROSTER

In 2025, CANADEM's roster continued to grow as a global network of humanitarian, development, and electoral experts, reflecting both the organization's expanding reach and the growing demand for diverse, local expertise.

By the end of 2025, CANADEM's roster grew to 73,445 experts, with 3,655 new members added during the year. Growth was led by experts from African countries, who accounted for 1,935 new members. Additional experts joined from North America and Europe (910), the Middle East (359), Asia and Oceania (333), and South and Central America (118), further strengthening the roster's global representation.

The roster's linguistic capacity also expanded, with new members reporting proficiency in key operational languages, including French (1,553), Arabic (722), Spanish (375), and Portuguese (108).

Together, this growth in geographic and linguistic diversity reinforces CANADEM's ability to deploy the right expertise, in the right place, at the right time.



CANADEM Deployees in Bunia, DRC (from left to right): Medar Kajemba, George Kajimba, Angelique Egoume Bepegue & Yves Ndoba Murasa



CANADEM Deployees in Kingston, Jamaica (from left to right): Khurum Asghar Ali, Bruno Mendes Neto & Rosilawati Anggraini

DUTY OF CARE in 2025

The CANADEM Duty of Care team has continued to provide comprehensive, individualized support to our deployees throughout 2025. The complex humanitarian landscape has resulted in unique challenges for international workers and those who provide support to them. Our experienced counselling team has continued to leverage their unique skills for the benefit of CANADEM deployees. In order to ensure that we are as responsive as possible, we are happy to announce that we have welcomed a new member to our team this year. Denyse Bourgault joins Mira Dodig and Rima Makki to round out our seasoned counsellors; they all boast extensive field experience and long careers supporting mental health in humanitarian work.

Providing mental health support is also a priority for our CANADEM staff and we have implemented a training workshop to help those managing deployments at HQ. Furthermore, our Duty of Care advisor Randy Weekes has continued to develop his popular notes series. The series consolidates lessons learned to support deployees with relevant insights and advice as their deployments progress. We are proud to play a key role in the support framework that ensures Duty of Care remains a priority for those engaged in international work.



Rosilawati Anggraini (left)
CANADEM Roster Member and Deployed Expert

I have been working in the humanitarian field for over 20 years, and since 2017, I have been working part-time as a surge specialist for UNFPA with CANADEM. I am passionate about this role, as it allows me to visit new countries, build global connections, and continuously learn. The flexibility of this position is also a significant advantage, enabling me to apply my skills while maintaining a work-life balance.

Each deployment presents a unique challenge, requiring me to adapt to diverse disaster scenarios, cultural contexts, and working in under high pressure environments. I should adapt quickly with the new office, new humanitarian team, new implementing partners as well as new culture in the country where I work. The support of a duty care program is essential, particularly in high-pressure situations. I have found sessions with Mira, whether before, during, or after deployments, to be incredibly valuable. The pre-deployment session helps me prepare prior deployment and discuss potential challenges and how to cope with. Anytime during deployment I can contact Mira to navigate challenges and find solutions. A session after deployment also provides opportunity for reflection and a wrap up to close the chapter without any remaining concerns.

I am very proud to be part of the CANADEM family and contribute to humanitarian efforts to the people affected by disasters. I believe that prioritizing one's own well-being is crucial to sustaining this work, and I appreciate CANADEM's duty of care program for supporting me in this endeavour.



CANADEM in Ukraine

In July 2025, CANADEM officially registered its Representative Office in Ukraine in Kyiv, marking an important step in strengthening its operational presence and long-term engagement in the country. The opening of the office enables closer coordination with Ukrainian partners and supports CANADEM’s contribution to recovery efforts amid the ongoing full-scale war.

The Representative Office focuses on several priority areas, including engagement of Ukrainian and international experts in reconstruction initiatives, strengthening institutional capacity of state bodies and local governments, supporting mental health and psychosocial programs, advancing civil society and democratic practices, and promoting gender equality and inclusive approaches to recovery.

In 2025, CANADEM initiated formal cooperation with the Coordination Centre for Mental Health of the Cabinet of Ministers of Ukraine. This partnership supports the development of a training program for professionals working with children and youth, with a particular focus on adolescents aged 9 to 19.

The training program forms part of Ukraine’s national mental health initiative “How Are You?”, launched by the First Lady of Ukraine, Olena Zelenska. It is designed to strengthen mental health literacy and professional capacity through evidence-based, developmentally informed, trauma-aware, and culturally responsive approaches.

Program development is led by Canadian experts, including Professor Patti Ranahan, PhD (Concordia University, Montreal) and the Honourable Dr. Stanley Kutcher (Professor Emeritus, Dalhousie University), in collaboration with Ukrainian specialists in education and mental health. In 2025, a cohort of 35 social pedagogues from communities in the Kyiv and Kharkiv regions participated in a pilot of the initial modules of the program.

The initiative establishes a foundation for expanded program delivery in 2026, both in Ukraine and online, and reflects CANADEM’s commitment to supporting sustainable mental health systems for youth as part of broader recovery and resilience efforts in Ukraine.

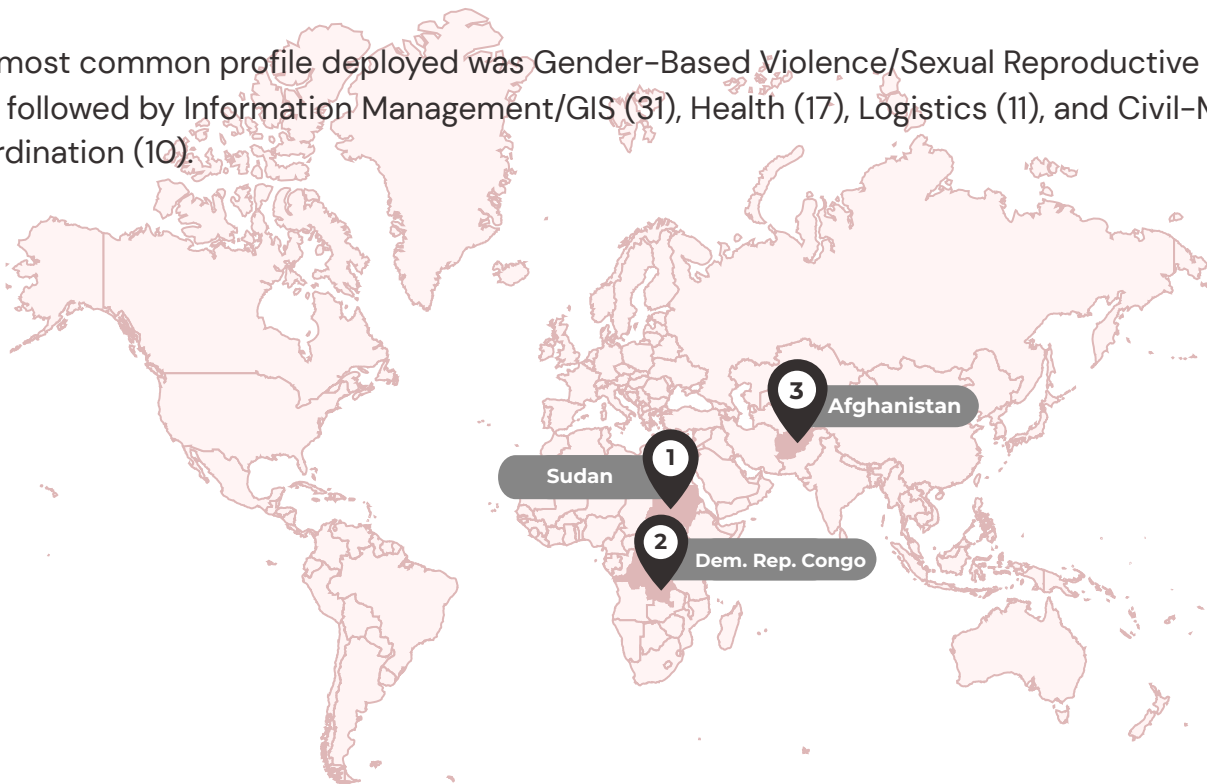


Online CUPY Training held in November 2025

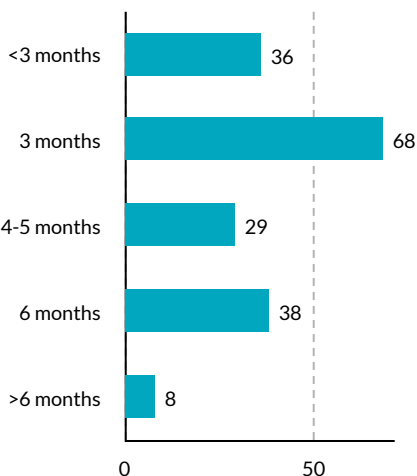
HUMANITARIAN DEPLOYMENTS

In 2025, CANADEM facilitated 179 humanitarian expert deployments in support of eight United Nations agencies and the Standby Partnership (SBP) Network, reaching 33 countries worldwide. Nearly half of all deployments (48%) were mobilized in response to acute and protracted crises, with significant support directed to Sudan (44 deployments), the Democratic Republic of the Congo (16), Afghanistan (15), and the Occupied Palestinian Territory (11). UN Agencies funded 57% of all deployments, followed by the UK's Foreign, Commonwealth and Development Office (FCDO) with 38%, and Canada's GAC with 5%.

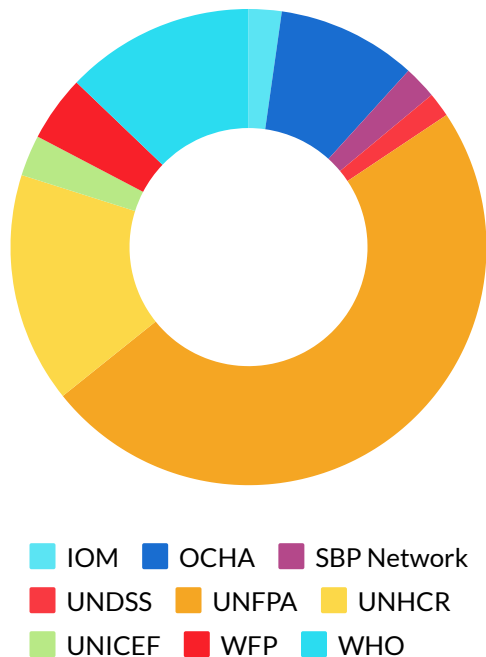
The most common profile deployed was Gender-Based Violence/Sexual Reproductive Health (48), followed by Information Management/GIS (31), Health (17), Logistics (11), and Civil-Military Coordination (10).



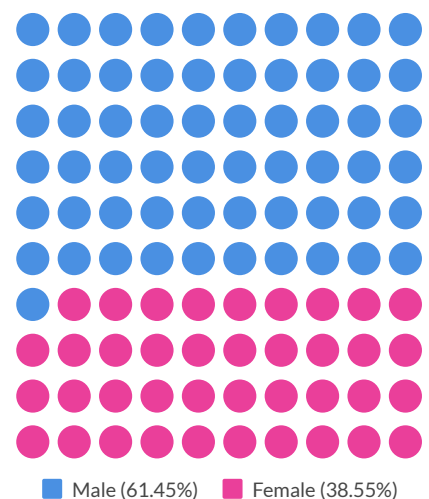
Deployments by Duration



Deployments by Receiving Agencies



Deployments by Gender

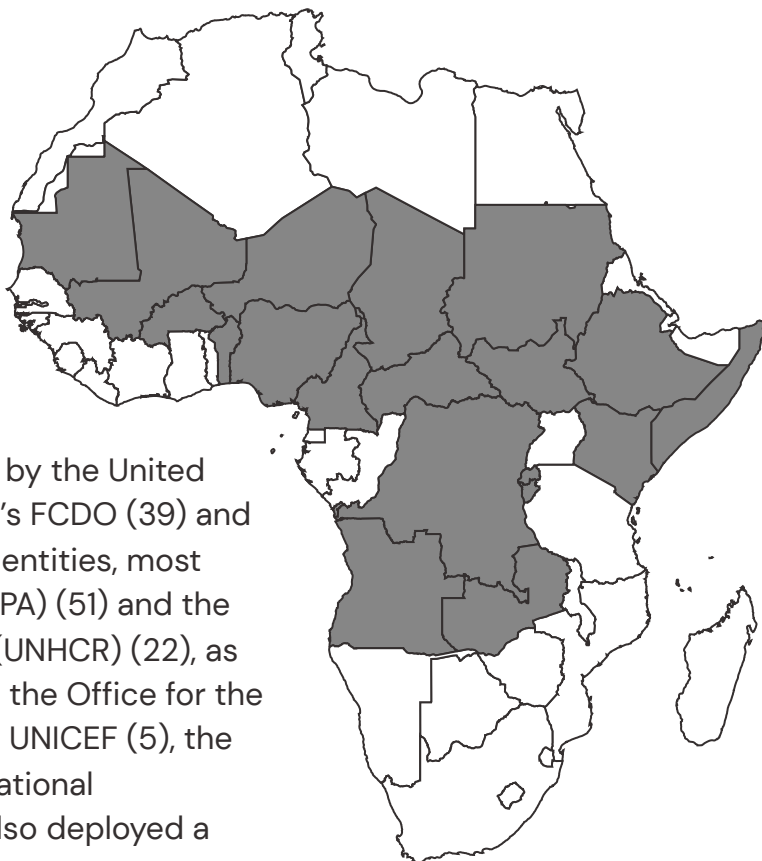


Africa

In 2025, Africa accounted for the majority of CANADEM's humanitarian deployments, with 112 experts supporting UN operations across 23 countries. The largest share of deployments responded to the Sudan crisis (36), followed by the Democratic Republic of the Congo (17), Chad (12), South Sudan (7), and Rwanda (5).

Deployments in the region were primarily funded by the United Nations (69), with additional support from the UK's FCDO (39) and GAC (4). Experts were deployed to a range of UN entities, most notably the United Nations Population Fund (UNFPA) (51) and the United Nations High Commissioner for Refugees (UNHCR) (22), as well as the World Health Organization (WHO) (15), the Office for the Coordination of Humanitarian Affairs (OCHA) (12), UNICEF (5), the World Food Programme (WFP) (4), and the International Organization for Migration (IOM) (1). CANADEM also deployed a Monitoring and Evaluation Expert through the SBP Network to support the Joint Monitoring Mission for the Sudan crisis response.

Expertise deployed across Africa was closely aligned with priority humanitarian needs. Gender-Based Violence (18) and Sexual and Reproductive Health (11) specialists together accounted for nearly a quarter of all deployments in the region. Other key profiles included Information Management (13), Public Health (13), Civil-Military Coordination (8), and Logistics (8).



Beatrice Muraguri, Public Health Officer with WHO South Sudan, supporting supervision visit to a public health care centre in Bor Country

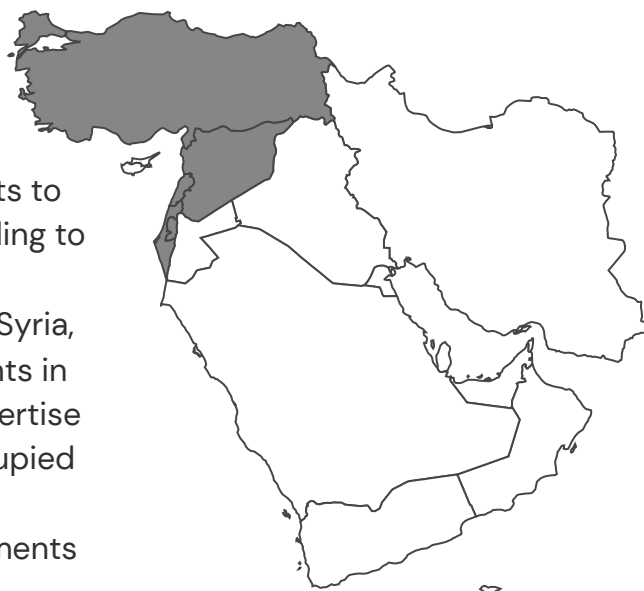


Rebecca Apolot, IPC Specialist with WHO Sudan, demonstrating use of PPE in a cholera treatment centre in Port Sudan



Middle East

In 2025, CANADEM deployed 21 humanitarian experts to support operations across the Middle East, responding to multiple, overlapping crises in the region. Significant support was directed to the ongoing conflict in Syria, including in-country, remote, and regional placements in Jordan and Türkiye (11 deployments). Additional expertise supported the UN response to the crisis in the Occupied Palestinian Territory (10 deployments), including in-country, remote, and neighbouring-country deployments in Lebanon and Türkiye.



Experts were primarily deployed in support of UNFPA (9), with additional placements to OCHA and WHO (4 each), UNHCR and WFP (2 each). Their expertise reflected critical operational needs, with the largest share focused on Information Management (7), complemented by support in Public Health (4), Gender-Based Violence (2), Human Resources (2), Protection (2), and Mental Health and Psychosocial Support (2). Smaller numbers of specialists contributed in areas including Humanitarian Affairs, Civil–Military Coordination, Adolescent and Youth programming, and Sexual and Reproductive Health.

Deployments in the region were largely funded by the UK’s FCDO (13) followed by the UN (8), underscoring strong multilateral and bilateral support for CANADEM’s humanitarian surge capacity.



Hamad Khan, Return and Reintegration Officer with UNHCR Syria

Caribbean & Latin America



In 2025, CANADEM continued to support humanitarian responses in the Caribbean and Latin America, deploying experts to Jamaica (5), Haiti (5), Venezuela (1), and a Latin America and Caribbean Regional Office (1).

These deployments responded to multiple crises, including Hurricane Melissa's widespread devastation across the Caribbean and ongoing humanitarian needs linked to the Venezuelan refugee situation and security deterioration in Haiti.

These CANADEM experts provided critical support across a range of technical areas, including Gender-Based Violence (4), Information Management (3), Mental Health and Psychosocial Support (1), Sexual and Reproductive Health (1), Civil-Military Coordination (1), Emergency Coordination (1), and Logistics (1), strengthening the capacity of UN operations in the region. Most deployments supported the UNFPA (9), with additional placements to OCHA (1), IOM (1) and WFP (1).

Funding for these positions was provided by UK's FCDO (5), Canada's GAC (2), and the UN (5).



Bruno Neto (centre) with the Honorable Krystal Lee (right) State Minister of Health in Savanna-la-Mar, Jamaica 15 days after Hurricane Melissa.



Emile Padja Bassinang at UNFPA's warehouse in Kingston, Jamaica

South, Southeast & Central Asia



In South and Southeast Asia, CANADEM deployed 18 experts in 2025 to support complex and rapidly evolving crises. Fifteen deployments responded to the protracted emergency in Afghanistan, while additional experts were deployed to Myanmar following a 7.7-magnitude earthquake and to Pakistan after severe flooding.

Across the region, experts delivered targeted support in Gender-Based Violence (9), Security (3), Logistics (2), and specialized areas including Adolescent and Youth Programming, Sexual and Reproductive Health, Emergency Coordination, and Mental Health and Psychosocial Support (1 each).



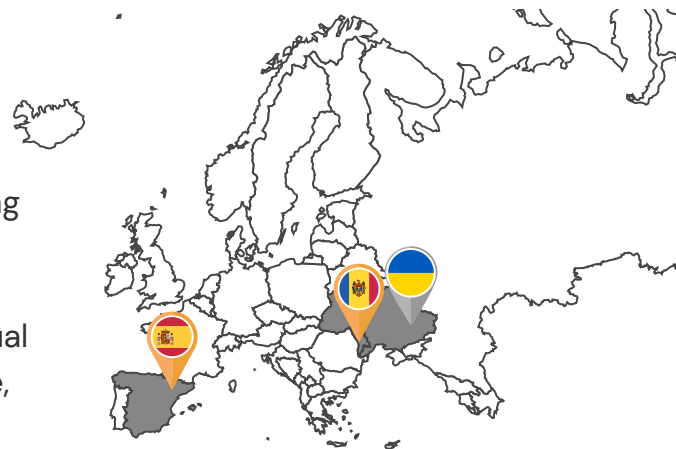
Satish Pandey, Supply Chain Officer with IOM Myanmar

Deployments supported UNFPA (12), UNDSS (3), IOM (2), and WFP (1), with funding from the UN (10), the UK's FCDO (5), and GAC (3), underscoring strong partnerships and continued confidence in CANADEM's rapid response capacity.

Europe

CANADEM continued supporting UN partners responding to the ongoing humanitarian impact of the Russian invasion of Ukraine. Deployments included a Disability and Inclusion expert to UNHCR in Moldova and two Sexual and Reproductive Health specialists to UNFPA in Ukraine, addressing critical needs among affected populations.

CANADEM also deployed two Child Protection experts to the Canary Islands, Spain, providing timely support for unaccompanied refugee and migrant children arriving by sea. All five deployments were funded directly by the United Nations, ensuring rapid and focused support in response to the region's urgent humanitarian needs.



Ana Costa de la Barra (left), Protection Officer with UNHCR Spain

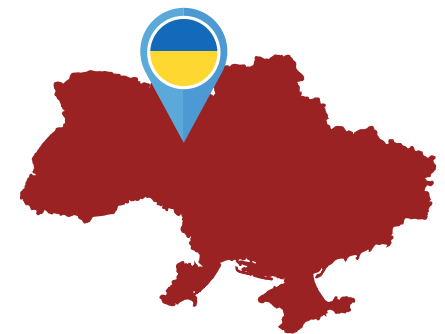
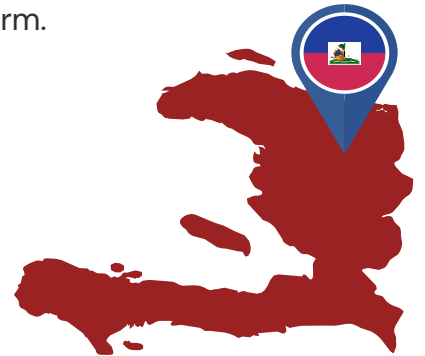
GLOBAL RAPID RESPONSE ROSTER

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

The project has already deployed 11 experts to the Multinational Security Support mission to Haiti's Support Office, and a Polygraph Expert to support the Haitian National Police. Since October 2023, the MSS mission to Haiti has been operating under UN Security Council authorization (UN Resolution 2699). The mission is mandated to provide operational support to the Haitian National Police to counter gangs and protect critical infrastructure sites. It is currently being transitioned into a larger Gang Suppression Force, as mandated by UN Security Council Resolution 2793 (2025).

In addition, in 2025 the project deployed two war crime experts to support the European Union Advisory Mission to Ukraine and worked with Ukrainian prosecutors to share international expertise and norms on evidence collection and case building.

The project will continue to provide experts to other conflict and fragile areas around the world until 2028.



SUPPORT PROGRAM FOR UKRAINE

In late 2022, the OSCE created the Support Program for Ukraine to address the immediate challenges to civilians brought on by the war and to support the long-term democratic and social resilience of Ukrainian institutions and civil society.

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



ELECTION OBSERVATION



In partnership with
Canada

CANADEM has a long experience in international electoral observation, participating in other organizations' missions and directly managing bilateral missions. In partnership with Global Affairs Canada, CANADEM began a new project in 2022 to deploy election observers to multilateral electoral observation missions organized by the OSCE's Office of Democratic Institutions and Human Rights (ODIHR), the EU, and the OAS. Under this project, CANADEM has already deployed Canadian observers to 37 missions in 29 countries on four continents. In 2025, the project was extended for an additional two years.



These electoral observation missions contribute to Canada's efforts to strengthen the ability of multilateral institutions to assess elections against national and international commitments and to increase the awareness/engagement of Canadians in these efforts. The deployment of eminently qualified and experienced observers to international observation missions contributes to the credibility of the mission. Free and fair elections are one of the pillars upon which democracy is based, and electoral observation is an essential component to ensuring the fairness of the democratic election process.



Left to right: Mobile ballot box, Daniel Ahmed an STO in Moldova observing the election with the OSCE

CANADEM deploys Long-Term and Short-Term Observers (LTOs/STOs) to multilateral missions. LTOs deploy a few weeks before the election and observe the broader electoral environment, with a specific focus on the participation of women and minorities in the election process, by attending political rallies, reviewing media coverage and analyzing institutional practices. STOs deploy a few days before the election and focus solely on observing the voting and counting process on election day.

Election Observation in 2025

Ecuador 	Kosovo 	Philippines 
 General Election	 Parliamentary Election	 General Election
 Feb. 9th, 2025	 Feb. 9th, 2025	 May 12th, 2025
 EU	 EU	 EU
 2 STOs, 1 LTO	 1 STO	 2 STOs
Albania 	Malawi 	Moldova 
 Parliamentary Election	 General Election	 Parliamentary Election
 May 11th, 2025	 Sept. 16th, 2025	 Sept. 28th, 2025
 OSCE ODIHR	 EU	 OSCE ODIHR
 2 STOs	 1 STO	 2 STOs

Opening of the Declaration of Principles for International Election Observation

Genuine Democratic elections are an expression of sovereignty, which belongs to the people of a country, the free expression of whose will provides the basis for the authority and legitimacy of government. The rights of citizens to vote and to be elected at periodic, genuine democratic elections are internationally recognized human rights. Genuine democratic elections serve to resolve peacefully the competition for political power within a country and thus are central to the maintenance of peace and stability. Where governments are legitimized through genuine democratic elections, the scope for non-democratic challenges to power is reduced.


FINANCIAL SNAPSHOT

Funding over the last 5 years



\$62,800,000

2025 Funding for all projects



\$10,963,000

▼ 16% from 2024


2025 Funding from humanitarian deployments



\$8,640,000

▼ 25% from 2024

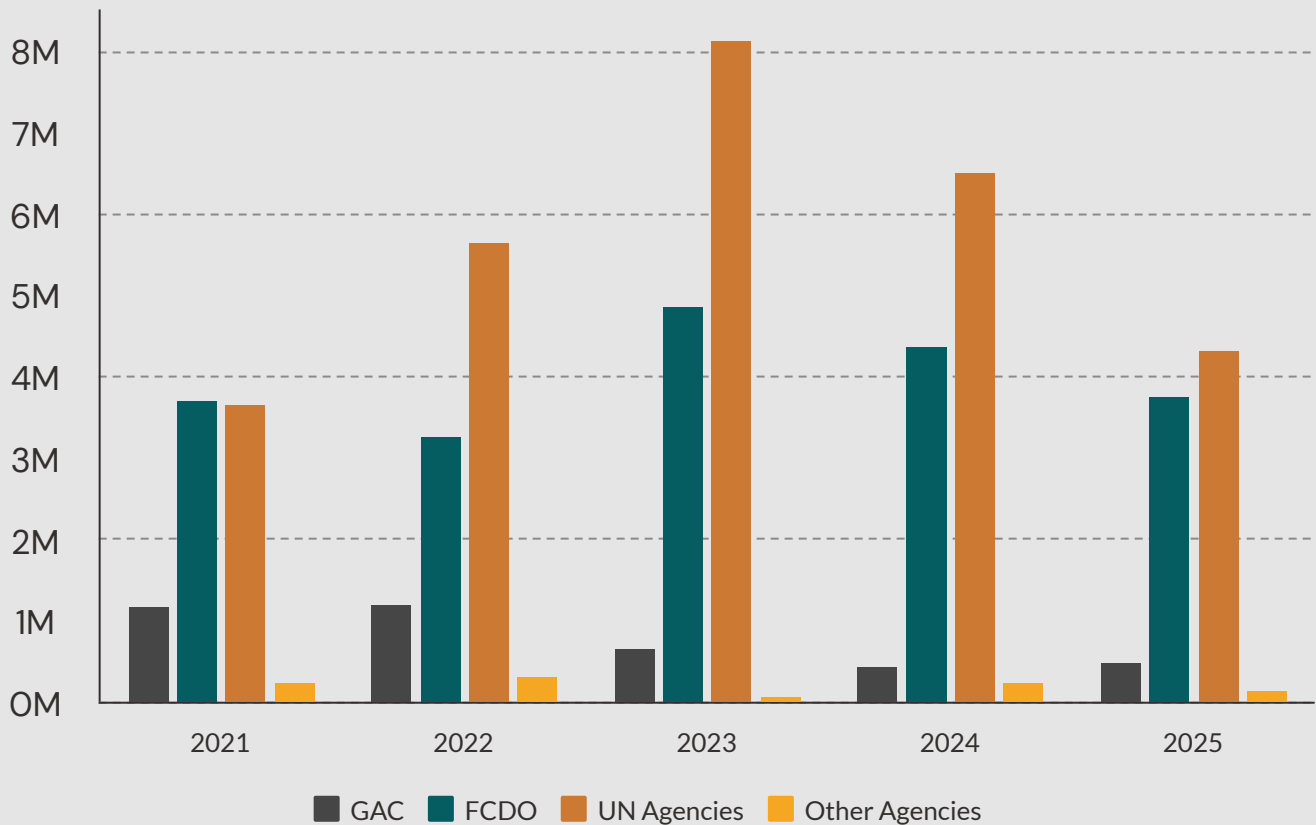
2025 Funding from all other projects



\$2,323,000

▲ 57% from 2024

Humanitarian Deployments by Funder (CAD)



Our Funders

With the generous support from CANADEM's funders, skilled personnel and temporary surge capacity was provided to 15 partners in 2025.



Our Additional Partners



CANADEM Team



HQ Staff

Executive Director
TAMMY HALL

Managing Director
PANTIWA NAKSOMBOON

Deployment Director
JANICE FU

Roster Coordinator
BEN JAMES

Finance Coordinator
FIONA KAMINSKI

Deputy Director
ZOE DUGAL

Senior Finance Officer
ADRIENNE BULLER

Senior Programme Officer
Duty of Care Manager
ANDREA BANKS-DEMUTH

Roster Programme Officer
HAILEY JOHNSTON

Finance Officer
PHILIPPE LEROUX

Finance Officer
MAGGIE MOORES-RODGERSON

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IT Specialist
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