



Roadmap

for the Fight Inequality Alliance
2023–2033

**Towards mass mobilising
to fight inequality**





April 2024

Contents

Endorsements.....	iv
Our 10 year vision.....	1
Introduction.....	3
Section 1 - The movement building journey so far	6
Fight Inequality Alliance in numbers.....	7
The organising journey.....	8
Highlights from the last 7 years.....	9
Our objectives.....	11
Stories of change from our movement's history	12
Shifting power	
1. Fighting back against harmful IMF lending in Zambia	15
2. Winning new taxes on the rich in Zimbabwe.....	16
3. "Abolish billionaires" - FIA at the World Economic Forum in Davos.....	17
4. Bringing grassroots pressure to the global call to Tax The Rich.....	18
Building power	
5. The Global Festival to Fight Inequality connects the movement during Covid-19.....	19
6. Global allies bring greater spotlight to the solutions of grassroots activists.....	20
People on the frontlines	
7. Meet Odalys - a trans woman leader finding community within the broader movement.....	22
8. Meet Satyendra - building movement in India across class, caste and gender lines.....	23
9. Meet Clare - building the power of women farmers in Zambia to tackle inequality and the IMF.....	24
Section 2 - Big struggles we have overcome in the last 7 years	26
Big struggles to come.....	28
Section 3 - The road ahead for the next 10 years	29
10 year vision.....	30
3 year mid-term outcomes.....	31
Year 1 outcomes.....	32
Key foundations for success.....	33

Endorsements

Fight Inequality Alliance is built from the work, determination and vision of many amazing activists across the globe. Here are reflections from a selection of leaders involved in the Alliance's founding years.

Winnie Byanyima

Executive Director of UNAIDS and former Executive Director of Oxfam International.

It is with great pride that I reflect upon the achievements of the FIA movement over the past years. The Alliance has grown into a powerful force, joining together activists, grass-roots and community based organisations, trade unions and others across the globe to fight inequality and build a world where the interests of the majority are given primacy over the greed of a rich few.

I continue to take inspiration from the Alliance, which places the voices of those at the frontlines of the inequality crisis first - taking the lead from the women and men who live the injustices of inequality in their daily lives. Only such a people-powered approach can build the coalition needed to fight the scourge of inequality for the common good.

As the gap between rich and poor continues to grow and impacts on struggles for social justice everywhere, we must continue to fight alongside the Alliance and people across the globe who are demanding a more equal world.

Kumi Naidoo

Advisor of Community Arts Network, former Executive Director of Greenpeace International, former Secretary General of Amnesty International.

Eight years ago I joined with others to warn that our struggles for a better world are threatened by the inequality crisis that is engulfing us. Together we issued a call to unite to tackle the root causes of inequality. The Alliance have answered that call.

By building a people-powered movement of grass-roots groups connecting together in the fight for inequality they have unleashed a powerful force, one that can fight for a new economic model that puts people and the planet first.

Sharan Burrow

Former General Secretary, International Trade Union Confederation.

Inequality is a scourge that is eroding livelihoods, stripping families of dignity, and splitting communities. The Fight Inequality Alliance generates community action to take on the fight against inequality.

The Alliance has strong foundations and is building on those to grow and help strengthen the power of workers and communities across the world to secure the changes we know can overcome inequality, including: a minimum wage on which you can live, universal social protection and companies' compliance with human and labour rights. The Alliance is committed to building a world which rewards work, not wealth and I am both in support of and grateful for their commitment.

Mads Christensen

Executive Director, Greenpeace International

We need a new system that places public and planetary health above private wealth. A world in which the richest 1% is no longer responsible for more climate wrecking emissions than two thirds of the world's pollution. A world in which the ecological price of individual greed is no longer paid for by the poorest, the most marginalised or the least responsible.

Along with the Alliance we are working together with people's movements for climate and social justice. Movements large enough to restore the ecological and equity balance. Movements large enough to take back power, to protect, preserve the global commons for all and to ensure global common good. There can be no green without equity and there can be no equity without peace.

Our 10 year vision

The next decade is a critical time for the system that replaces neoliberalism to be defined and fought for. Whilst we organise at a larger scale to change the inequalities pressing on the daily lives of people living on the frontlines of inequality, we will also build people powered alternatives to the current system.

By 2033, we will:



Build strong national movements to fight inequality in 60 countries across Asia, Africa, Europe and Latin America and the Caribbean that are connected globally.



Contribute to changing systems and the introduction of inequality fighting policies by mobilising 50 million people from the grassroots to redefine what happens in the corridors of power across the world

By 2033 Fight Inequality Alliance will have created the most powerful global movement of people against the power of the top 1% in the world yet. This movement will have created the blueprint for an economic model that is built from equality, dignity, justice and sustainability for all people and planet.

This roadmap is based on discussions held across Fight Inequality Alliance over 2022-23 that reflected on the journey so far, a member's survey and the collective ambition for the road ahead. It was endorsed at the July 2023 Global Gathering of the Alliance in Kathmandu.

Right: Peoples
Caravan, Faisalabad,
Pakistan.

To produce this roadmap, we asked ourselves two simple questions:

What stage are we at now in our movement building as Fight Inequality Alliance and why do we think we are here?

Where do we want to be in the next 5-10 years? Why, and how will we get there?



Introduction

We are living in the age of inequality. From the increases in wealth amongst the richest across the world, to the broken lives living at the sharp end of the inequality crisis, our societies and our planet are under strain like never before.

The Fight Inequality Alliance emerged as a collective response to this growing imbalance of power and wealth across the world. To answer the need to mount a bolder, broader effort to counter the power of the 1% and win a just, equal and sustainable world. Since its emergence in late 2016, the Alliance has been on an amazing journey of building power from below and across borders.

The Alliance has grown from an idea into a reality, with national chapters running vibrant campaigns on the issues that matter most to people on the frontlines of inequality. A movement that is building solidarity between people across borders. But this work is far from being done.

Despite some impressive strides in building the movement we need, and taking powerful action together on an increasing scale, we cannot deny that we are far from societies of justice, equality and dignity that we are fighting for.

So in 2023, this roadmap is designed to take stock of the journey so far, and set the direction for the years to come for Fight Inequality Alliance. A direction that builds on the amazing achievements so far, but takes us much further towards building the mass movement that we need to fight inequality and create the just, equal and sustainable societies we envision.

Solidarity protest
during the Global
Gathering, Kathmandu,
Nepal, July 2023.



External context

The external context for fighting inequality remains extremely challenging. In the Alliance's 2023 Global Gathering, we shared and analysed the current trends in our societies and the world affecting us in 2023 from an inequality lens.

Whilst the manifestations of inequality affecting us every day and the struggles we are engaged in remain many, we collectively prioritised to focus our collective activism and energy over the coming period on – the gap between the rich and poor, debt crisis, climate crisis, neoliberalism, regressive tax systems, shrinking civic space, and gender, race and caste based inequalities. This echoed with the findings of the broader members survey undertaken in 2022.

What is the role of the alliance in fighting inequality?

The Alliance is helping to break the cycle of extreme concentration of power and wealth and catalyse a renewed virtuous cycle primarily by strengthening and deepening people's power.

Real, systemic change to tackle the causes of inequality will only come from organising power from below and across borders.

Tackling inequalities requires influencing policies, the narratives which drive policies, and the balance of power and voice in any society. National action is primary, and continental and global action are vital complements to reinforce it to help achieve both a shift in narrative and changes in policy as well as develop on the ground organising.

Those organising at the frontlines of inequality - young people, women's rights organisations and social movements are at the front and centre of our organising.



Protestors from FIA Pakistan join the Global Protest to Fight Inequality, January 2023.

Section 1.

**The movement building
journey so far**



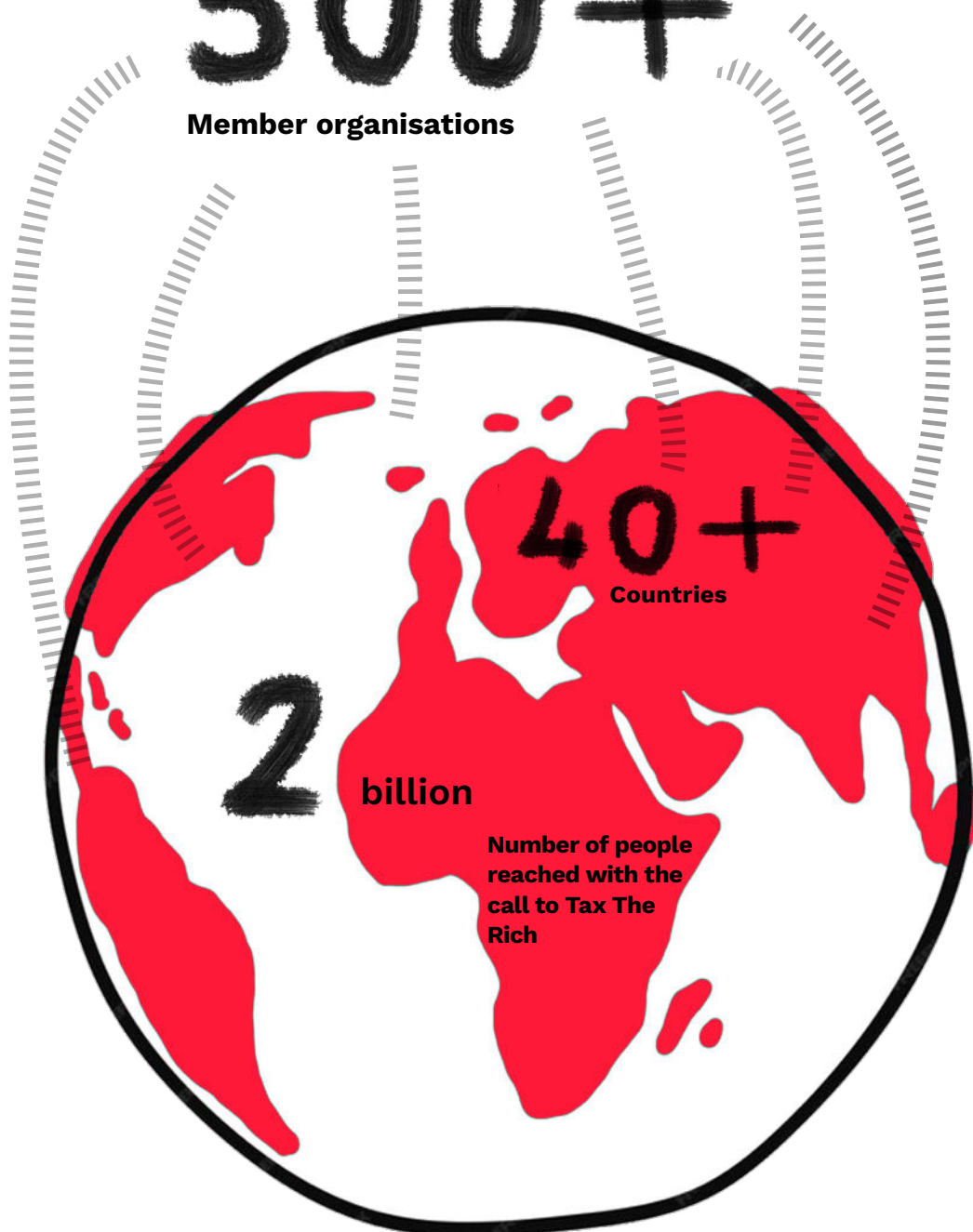
Fight Inequality

Alliance in numbers



500+

Member organisations



The organising journey

Three main learnings created the catalyst for the Fight Inequality Alliance to begin.

1

The power of the 1% was increasing across the globe and the first learning made by a wide range of organisations coming from different starting points and perspectives was that **extreme and rising inequality was a key challenge holding back each organisation's priority agenda.**

2

The second learning these organisations concluded was that **the challenge of inequality was so profound that they needed to work together to be able to start reversing it**, as no one movement, organisation or sector is strong enough to challenge it alone.

3

The third learning is that it is not enough that we have now been able to shift the top level formal international agenda and secure the pledges of action by many institutions and leaders, as **the problem of inequality is at root a problem of political economy, a circular process of the concentration of wealth and power. To break this requires a rebuilding of collective power from below.**

These learnings translated into an organising process, and a shared vision and agenda to pursue internationally, and in an increasing number of countries over the last 7 years.



Highlights from the last 7 years



2016



January - A group of global heads of civil society organisations released a statement saying they would tackle the power of the 1% head on. **December** - First global 'convening' at Rustlers Valley Farm, South Africa.

2017



January - First ever Global Week of Action to Fight Inequality during Davos. First Asia Gathering (creation of Asia Facilitation Team). **October** - A global Fight Inequality Alliance protest calls on the World Bank and IMF to stop fuelling inequality. **November** - Third Global Gathering takes place in Copenhagen, Denmark.

2019



The biggest Global Protest to Fight Inequality to date takes place, with protest action in 40 countries. Kenyan hip hop artist Juliani wrote and performed a track called Hatutakoma "We the people, fight inequality" for the week.

2018



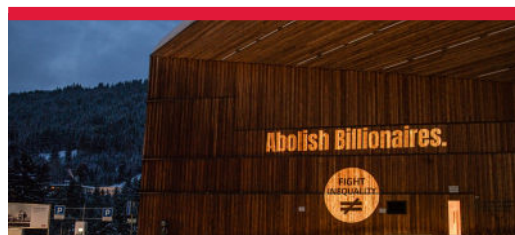
May - "From the boardrooms of Wall Street to the streets of Athens, there is a growing consensus that the current economic model is not fit for purpose. We are far from agreement on what should replace it. What is absolutely crucial is that the voices of the people most affected by inequality must be heard in the debates that follow. This is why [I am...] working with civil-society activists from the Fight Inequality Alliance to promote an inclusive, just, and bold agenda." *Former UN Secretary General Kofi Annan about his collaboration with FIA through The Elders.* **June** - Fight Inequality Alliance Kenya activists rebrand their national budget a "Budget for the rich".

2020



FIA spoke truth to power directly at the World Economic Forum in Davos, when our Pan Africa Coordinator Njoki Njehu took the movement's call to "Abolish billionaires" to the gathering of the 1%.

2021



January - whilst much of the world was still in forms of lockdown, we protested virtually, with a huge increase in media coverage for our demand for a wealth tax, and projected our message from youth activists onto the empty conference centre in Davos in [this iconic protest action](#).

August - The innovative [Festival to Fight Inequality](#) connected the inequality struggles that Covid-19 supercharged around the world when we were not able to meet physically. We reached over 3 million people through a mix of festival sessions, plenaries and a global concert. All in 5 languages.

2023



July - The first face to face Global Gathering since Covid-19 began was held in Kathmandu, Nepal. Its [call to action](#) endorsed the 10 year roadmap for the Alliance.

2022



After protest pressure from Fight Inequality Alliance Mexico activists for a wealth tax, legislators began a new process to change the country's constitution to ensure a duty for progressive taxation. **September** - The first cohort of 24 students from 13 countries joined the Global Organising School. We began to deliver a more structured commitment to support youth and working class leadership in this intergenerational movement.

Our objectives

Back in 2018, the Alliance set itself three big objectives to make progress on for the next 5 years. Those were:



Objective 1

Take ground-up collective action to challenge the causes of inequality in a high-profile way, with impact at national, regional and international level.



Objective 2

Support the building of a strong base of national alliances committed to fighting inequality, take action to support and enable further progress on their national struggles, and connect with each other to learn, inspire and support each other.



Objective 3

Strengthen the Fight Inequality Alliance by ensuring it has the capabilities, relationships and shared purpose that make it committed and able to strategise and take action powerfully together over the coming 10-20 years.

Stories of change from our movement's history



Key stories that have formed part of our analysis in building this roadmap

Shifting power

1. Fighting back against harmful IMF lending in Zambia



See page 15

2. Winning new taxes on the rich in Zimbabwe



See page 16

3. "Abolish billionaires" - FIA at the World Economic Forum in Davos



See page 17

4. Bringing grassroots pressure to the global call to Tax The Rich

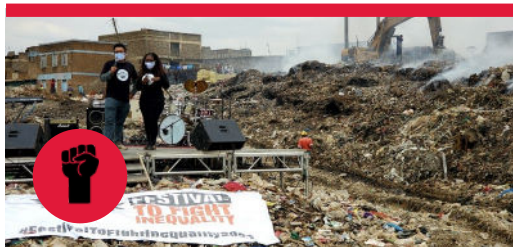


See page 18

Building power



5. The Global Festival to Fight Inequality connects the movement during Covid-19



See page 19

6. Global allies bring greater spotlight on the solutions of grassroots activists



See pages 20-21

People on the frontlines



7. Meet Odalys - a trans woman leader finding community within the broader movement



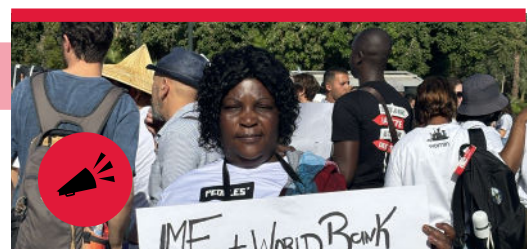
See page 22

8. Meet Satyendra - building a movement in India across class, caste and gender lines



See page 23

9. Meet Clare - building the power of women farmers in Zambia to tackle inequality and the IMF



See pages 24-25

Shifting power

Story 1: Fighting back against harmful IMF lending in Zambia

In August 2021 President Hichilema was elected having led a campaign focused on restoring economic stability through securing an IMF loan. This was presented to the public as the only solution to resolving Zambia's economic woes.

The scars left by the IMF on the country in the 1990s were clearly being overlooked, not only by the government but by civil society in the country which was falling in line with the government narrative that an IMF loan programme was the only way forward.

The Alliance began to present an alternative narrative, challenging the dominant argument that the IMF loan was the only option available to overcome the economic crisis. The Alliance, with leading economists, published a report which detailed the alternative options available to the government for reducing the national debt; laid bare the impacts of previous IMF loans on the poorest in society; and called on the government to assess

alternative options before signing on to a loan for which the poorest Zambians would pay the biggest price. The report also demanded the government be transparent about the conditions of the loan.

The report kicked-off a national conversation through the media about the IMF deal. This was accompanied by direct advocacy and large-scale public mobilisation efforts.

The Alliance's tactic of presenting strong alternatives while raising the alarm about the loan's likely negative impacts worked: wider civil society in Zambia began to challenge the government position.

For the first time, the government released details of the deal, including information about the conditionalities they were signing up to. Civil society were able to assess the impact of the negotiated conditions, which included cutting fuel subsidies that would make the cost of food and fuel sky-rocket; slashing subsidies to farmers and increasing VAT - all of which would have a huge impact on the poorest. This alongside generous tax give-aways to mining companies that would further privilege the already rich.

The subsequent mobilisations and organising efforts against the agreed IMF loan conditions led to fuel subsidies being temporarily reinstated. The lasting impact has been that civil society and the public at large are keeping a closer eye on their governments dealings with the IMF while continuing to debate and explore alternatives to fight for in the future.



Ngwenya Community
Peoples' Assembly,
Livingstone, Zambia
October 2023.

Shifting power

Story 2: Winning new taxes on the rich in Zimbabwe

In Zimbabwe the Alliance **brought together** grassroots organisations and activists to demand the government Tax The Rich – and they won!

Through mass mobilisation events, calls to action and **in a petition** to the government, voices were amplified and a channel of communication was opened-up for those at the front line to speak truth to those in power.

The government listened and responded in November by enacting a number of measures to increase taxes on the richest in Zimbabwe in 2024's budget. This included a wealth tax on high-value second homes, an increase in corporation tax and

a tax on luxury vehicles. A hard-won success for the movement in the country.



People's Assembly in Phumula, Zimbabwe on October 2023.

Shifting power

Story 3: “Abolish billionaires” - FIA at the World Economic Forum in Davos

Njoki Njehû is Pan-Africa Coordinator for the FIA. In 2020, Njoki attended the 50th World Economic Forum [WEF] in Davos.

“ I never thought I’d go to Davos. I never wanted to. But an invitation came through an ally and I spotted an opportunity to take the FIA message straight to the belly of the beast and tell them to their faces that ‘it’s time to abolish the billionaire class’.

My journey began in Lausanne, Switzerland. Tens of thousands of activists gathered at a rally to express their anger at the hypocrisy of the billionaires gathering in Davos claiming to fight the inequality and climate crisis when in reality they are fueling it. I joined climate activist Greta Thunberg on stage and put the WEF in Davos on notice that their ‘time is up!’.

The organisers of Davos were very

nervous about me being there. They were afraid that I would pull a stunt that would embarrass them and their mega-rich attendees. I told them that ‘my intention is to use my words, not any kind of stunt’, which is exactly what I did.

In a likely attempt to make sure my voice was contained, they put me on a panel about commercial shipping - not the most obvious topic to invite an economic rights activist from Africa to talk about! I was undeterred and used it as a platform to push our message to abolish billionaires and extreme wealth.

My experience at Davos reinforced what I already knew: solutions to the world’s biggest problems will never come from those at the top. While I was in Davos, a Global Protest to #FightInequality was taking place in over 30 countries around the world. They reminded us that the solutions to the world’s crisis will come from the hot, sweaty streets of Manila and Delhi, not Davos.”



Njoki Njehû meets Greta Thunberg ahead of the WEF in Davos, 2020

Shifting power

Story 4: Bringing grassroots pressure to the global call to Tax The Rich

In the last 3 years Fight Inequality Alliance has been the main movement behind the radical inequality fighting calls to Tax The Rich and Abolish Billionaires being widely used by grassroots groups and communities across the Global South.

Whilst tax justice calls (or policy centric versions of them), have been pushed by NGOs and policy groups for many years, and have more popular traction in the Global North, they were not widely used and did not have resonance for many people on the frontlines of inequality. The shifts in power required to move governments on this agenda has not been built at a sufficient scale.

FIA has contributed to this shift by having a consistent narrative through the Covid-19 pandemic and beyond about how the richest people and corporations need to be taxed more as a matter of equity and justice, and so the

resources and power can be redistributed.

Critically, this has been underpinned by popular education work with the membership to connect this call to the daily inequalities that people are struggling with around cost of living, unemployment, climate crisis, lack of public service provision, etc.

This is significant so that the base of popular pressure for greater wealth and corporate taxation can grow beyond conference hall and policy settings, and popular pressure for greater redistribution will be there. We have seen the beginnings of political responses to this public pressure in Mexico, Zimbabwe, Kenya, South Africa, alongside new governments in Colombia, Chile, Argentina and Spain making moves.



FIA Philippines during the 2022 Global Protest to Fight Inequality, Manila

Building power

Story 5: The Global Festival to Fight Inequality connects the movement during Covid-19

In August 2021 as the Covid-19 pandemic supercharged inequalities across the globe, we created our most ambitious gathering yet.

The global Festival to Fight Inequality took place over two days and built a space for the anti-inequality movement to reconnect, recharge and mobilise after months of isolation.

Thousands of activists across the world came together to share their experiences of how Covid-19 was deepening existing struggles for equality in their communities. We reimaged our world in a post-pandemic era, sharing ideas and solutions to address our common struggles.

We connected through 61 online events held in five languages - creating an avalanche of ideas and momentum to build a just, equal and sustainable future for all.

Activists, organisers and musicians from across the world took part.

The festival culminated in a music concert with exclusive performances from artists across the globe. Its location in Dandora - a giant rubbish dump in Nairobi, Kenya where people live and work among mountains of rotting trash - provided a unique visual representation of the issues brought to life by the festival. The festival reached nearly 3 million people across the world, with people tuning in from 81 different countries. We created lots of noise online, with over 13 million impressions generated on social media. Over 120 of our partner organisations joined in on the festival.

After two days of sharing, connecting and building, the global movement came away revitalised and brimming with ideas, collective plans and tactics to renew our global fight against inequality.

MCs Nicole Maloba and Nabil Ahmed present the Festival to Fight Inequality concert from Dandora, Nairobi, August 2021.



Story 6: Global allies bring greater spotlight to the solutions of grassroots activists

Throughout our journey we have built alliances with global actors who can use their platforms to raise the voices of the frontline activists at the heart of our movement.

#WalkTogether to #FightInequality

In 2018 we partnered with [The Elders](#) - a group of former political leaders working for justice, human rights and a sustainable planet - and the London School of Economics on [an event to showcase grassroots efforts](#) around the world to fight the inequality crisis.

Dozens of speakers took part including: former Prime Minister of Norway, Gro Harlem Brundtland; former President of Ireland, Mary Robinson; former Secretary General of the UN,

Ban Ki-moon; former President of Mexico, Ernesto Zedillo; and former Minister of Education for Mozambique, Graça Machel. They were joined in a series of 1:1 conversations by FIA activists from across the globe and an audience of several thousand for a lively discussion on economic divisions, gender discrimination and perspectives on how to fight inequality.

“

We need courage to confront the vested political, business and economic interests who seek to maintain our current unequal order.”

Gro Harlem Brundtland.

Millions of people across the world watched the event online, bringing the Alliance and those at its heart to a huge new audience.

FIA activist Hector Castanon discusses with former Irish President Mary Robinson.



Building power

Tax the Rich!

For three years during the World Economic Forum we have partnered with Oxfam, the Institute for Policy Studies and Patriotic Millionaires to publish groundbreaking research into inequality and taxation of the rich.

This research has provided a strong evidence base and headline-grabbing statistics on the potential for wealth taxes to tackle poverty and inequality:

In 2021 we found that a one- off emergency tax on billionaires' pandemic windfalls could fund COVID-19 vaccines for the entire world.

In 2022 we found that taxing the world's richest would raise US \$2.52 trillion a year.

In 2023 we found that the richest 1 percent grabbed nearly two-thirds of all new wealth created since 2020, almost twice as much as the bottom 99 percent of the world's population.

The result was **a wave of media coverage** on the issue, with the reports' findings dominating TV, print and radio coverage across the world. This sparked public debate on inequality and the need for progressive taxes, opening the way for the Alliance's national chapters to push for change in their countries.

Each organisation brought a different area of expertise to the partnership, Oxfam and IPS provided technical knowledge, profile and reach, while Patriotic Millionaires brought a new advocacy approach and audience. This allowed us to become greater than the sum of our parts in our

joint effort to contribute to the movement to fight inequality.

“

World leaders have unanimously agreed to tackle inequality, as set out in the Sustainable Development Goals. That pledge provides an amazing opportunity - but it will remain an empty promise without action and especially action by those who have the power to make a real and positive difference. That's why the work of the FIA to push for action is so key. Their energy, their passion and their determination to press for results is commendable and I am pleased to echo their call to leaders to act urgently to realise the global promise to tackle inequality.”

Guy Ryder, former Director General of the International Labour Organisation [ILO].

“

From the boardrooms of Wall Street to the streets of Athens, there is a growing consensus that the current economic model is not fit for purpose. We are far from agreement on what should replace it. What is absolutely crucial is that the voices of the people most affected by inequality must be heard in the debates that follow. This is why [I am...] working with civil-society activists from the Fight Inequality Alliance to promote an inclusive, just, and bold agenda.”

Former UN Secretary General Kofi Annan about his collaboration with Fight Inequality Alliance through The Elders

Story 7: Meet Odalys - a trans woman leader finding community within the broader movement

Odalys Cayambe, is an activist and campaigner from Ecuador. She is a leader of several organisations defending the rights and safety of trans people.

Odalys was part of the Pioneer Cohort of the inaugural Fight Inequality Alliance Global Organising School [GOS] - a political education programme set up by the Alliance to bring together activists from across the world to develop their leadership and organising skills. Over a one year period Odalys - along with 23 other activists from 13 countries - took part in a series of virtual and in-person learning sessions.

“

I am a trans-woman and activist with over 20 years experience fighting for the rights of the LGBTQI+ community. The lack of protection or rights for trans-people in Ecuador has forced me

into very precarious situations. My experience compelled me to begin my activism. I now work with people in vulnerable situations who have been abandoned by the state, their communities and by civil society in general - just as I was.

Participating in the GOS was the experience of a lifetime for me. Meeting other leaders, hearing other stories, other struggles and above all experiencing the intellectual enrichment of the other participants was magical.

The GOS was the best thing in the world, a cradle for leaders. We learned to build leadership and received training to support us to continue our work to fight for social justice. The result was the education and training of a group of people from the peripheries who would never normally have had an opportunity like this. I felt that there was so much power among us - that when we come together we can overcome the injustices we face.

Taking part in the GOS, being heard and making the Trans-LGBTQI+ population visible as citizens with rights, makes me return to my community with the strength to fight.”



Odalys Cayambe, trans rights activist from Ecuador, and student in the first cohort of the FIA Global Organising School, 2022-23.

People on the frontlines

Story 8: Meet Satyendra - building a movement in India across class, caste and gender lines

Satyendra Kumar has played a leading role in the FIA India chapter. He is the founder of the National Youth Equity Forum. In the wake of President Modi's re-election, Satyendra had a transformative vision for the Alliance to be a vehicle for bringing together fragmented, grass-roots social movements behind a common cause.

“

I come from the Dalit community, also known as the “untouchable community”. My experience of exclusion and poverty led me to create an organisation that supports young people from socially-excluded groups. My organisation was approached to join an FIA action to coincide with Davos. I was keen to take part as inequality is at the heart of the movement I was building.

After the re-election of President Modi in 2019 the work of the FIA



Satyendra Kumar speaks at an FIA India event, January 2024.

ground to a halt. International NGOs operating in the country came under attack and the FIA chapter became defunct.

I had a vision to rebuild the Alliance, seeing the potential for it to unite a rainbow coalition of groups defending socially excluded communities: the LGBTQI+ community; women's groups; farmers groups; health-rights groups, all under one banner.

We got to work bringing this vision to reality, organising a series of Assemblies against Inequality and Discrimination across the country.

I felt unsure about how the Assemblies would go. We had so many different people there representing so many different issues, I feared it wouldn't be possible to bring them together. Also, given how entrenched caste discrimination is in my country - and given the history of discrimination I have faced - I was afraid that those present would not accept me, a member of the Dalit community, as the one leading the meetings and discussions. Would feminist or labour organisations dominated by other castes accept me? It turns out they had been waiting for someone from the Dalit community to come forward and call for alignment and togetherness.

We agreed that we would continue to push on our specific issues but come together on the fight against inequality and discrimination, which is an overarching issue for all of us, an issue on which we could all walk together.”

Story 9: Meet Clare - building the power of women farmers in Zambia to tackle inequality and the IMF

Clare Chobela Mukupa is a farmer from the Mumbwa district of Zambia. She has spent many years working as an organiser for a collective that supports women farmers.

“

I have been a farmer in Zambia for many decades. In this time I have witnessed the situation for farmers in my country, particularly female farmers, become much more difficult. Previously we were able to grow enough crops to feed our families, with something left over to sell; now that is increasingly difficult.

I first became aware of the Fight Inequality Alliance when I joined one of their People's Assemblies. I was inspired by their approach, bringing together the poorest to fight for a redistribution of wealth and an end to inequality.

At the Assembly I heard other farmers like me share stories of the challenges they face and talk through ideas for possible solutions.

This experience inspired me to lead a People's Assembly in my village. It was essentially a mini-parliament in which we invited local women to share their



Clare Chobela Mukupa takes part in the Coutersummit march, Marrakech, Morocco, October 2023.

People on the frontlines

experiences of how they were being affected by the increased drought and by the government's IMF-imposed austerity measures.

More than 300 people attended the Assembly, including local officials. The majority of those who took part were local female farmers wanting to share their stories. Those present talked about their experience of hunger, warning that they were more affected by it than ever.

This was the first time that those present had attended an assembly like this in their village and they were very happy to share their experiences. They wanted the assemblies to be ongoing in other areas, so that people could have a platform to express themselves.

They were very keen for the wider community and the government to hear about what they were experiencing, which we did through TV and radio stations.

In 2023, I was invited to give testimony at the FIA's People Tribunal held alongside the IMF/World Bank Annual Meetings in Marrakech. Here I gave testimony about the ways in which the conditionalities imposed by the IMF and WB were enslaving people in rural areas of Zambia.

I gave evidence based on my own experience and on what I had heard from the female farmers at the Assemblies. I spoke of how the slashing of government subsidies on fuel [a condition of the IMF loan] had caused a chain reaction, dramatically increasing the price of food so that basic food staples soon became too expensive for many of the poorest people.

I wanted to show how the conditionalities thought-up by the IMF and WB in their offices in Washington DC have a direct impact on the poorest in Zambia, on the women that I had heard from in the Assemblies. For these multinational organisations they see us as numbers and statistics, but their austerity policies cause real damage and suffering to real people. The Tribunal gave me a platform to act as a voice for the voiceless in my country."

Section 2.

**Big struggles we have
overcome in the last 7
years**



The last 7 years has thrown up many lessons and challenges in the organising journey. Some of the key ones to date have been:

- **Managing different expectations, levels of commitments and behaviours** from alliance members during the initial phase of building a diverse alliance.
- **Maintaining the balance between our commitment to expanding youth leadership in the alliance spaces and the need for intergenerational leadership** in a demanding and complex start up phase.
- **Building a movement with the politics and the purpose of Fight Inequality Alliance has been tough to attract the right level of funding at the right time.** With the funding “starvation cycle” that is common to many movements setting in across different parts of FIA, we have also not had the resources to invest in fundraising. Funders willing to fund the broad based, radical movement building work have shrunk in this period, making fundraising even tougher.
- **Maintaining the momentum of our organising during the Covid-19 pandemic was extremely difficult** with lockdowns restricting face to face work for an extended period.
- **Maintaining the politics and purpose of the Alliance in these early years has needed consistent work and a strong vision from the leadership as the Alliance has grown.** NGO-isation of the movement has been a pressure that has been resisted, in order for FIA to play a more radical role that can position it more uniquely in civil society and far beyond.



Zambia - Peoples'
Budget campaign box.

Big struggles to come

There is a huge desire across the movement to grow substantially in scale and impact over the coming decade from the solid foundation that has already been built. Glimpses of an extremely powerful and exciting global movement have shown themselves.

The next stages of building power to fight inequality will present some new challenges. We anticipate some of these to be:

1

Ensuring the movement becomes strong enough to challenge inequality in a more powerful way is a big task. We will grow substantially in the coming years at all levels, and need to ensure the institutional basis of the Alliance supports that and is stable and accountable.

2

Ensuring a sustainable mix of funding for the movement at all levels remains a challenge. Over an extended period of time, donor interest can shift leaving us vulnerable to peaks and troughs of funding. Ensuring that a growth in income does not lead to the NGO-isation of the movement is also key.

3

The movement has to expand itself to engage people at large in our societies. This will not be an easy task and will require substantial financial investment to devise tools and strategies to engage millions of people across the world. We have to go beyond the confines of civil society to achieve the scale of impact.

Section 3.

**The road ahead for the
next 10 years**



A high level of ambition is demanded by all of us inside the movement for collectively, where we want to be in the next 5-10 years. While the crisis of inequality is deepening, we know that broader, more powerful movements are needed to turn the tide in the coming decade.

The Fight Inequality Alliance commits to rising to fulfil its necessary role as a strong, broad alliance at the forefront of fighting the root causes of inequality around the world in the coming decade and beyond.

10 year vision

The next decade is a critical time for the system that replaces neoliberalism to be defined and fought for. Whilst we organise at a larger scale to change the inequalities pressing on the daily lives of people living on the frontlines of inequality, we will also build people powered alternatives to the current system.

By 2033, we will:



Build strong national movements to fight inequality in **60 countries** across Asia, Africa, Europe and Latin America and the Caribbean that are connected globally.

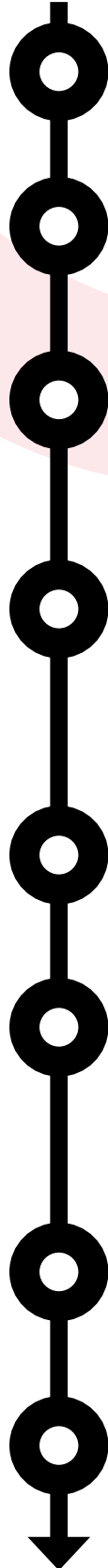


Contribute to changing systems and the introduction of inequality fighting policies by mobilising **50 million people from the grassroots** to redefine what happens in the corridors of power across the world.



3 year mid-term outcomes

By 2026, we aim to have put in place crucial building blocks for the roadmap's vision to be realised, as well as making tangible strides in the scale and depth of our mobilisations globally, and in an increasing number of countries.



5 million people mobilised

5 million USD income per year - from a mix of funding sources, and income is raised at national, regional and global levels

The institutional base for mass organising is in place, with a new legal entity, a stronger secretariat and an evolved governance structure performing well

15-20 national alliances are achieving interim wins and changes. They will do this with secretariat in place, a strong steering group, regular education and actions, raising funds/ decent operating budget, building towards mobilisation and change objectives

10 million people engaged online

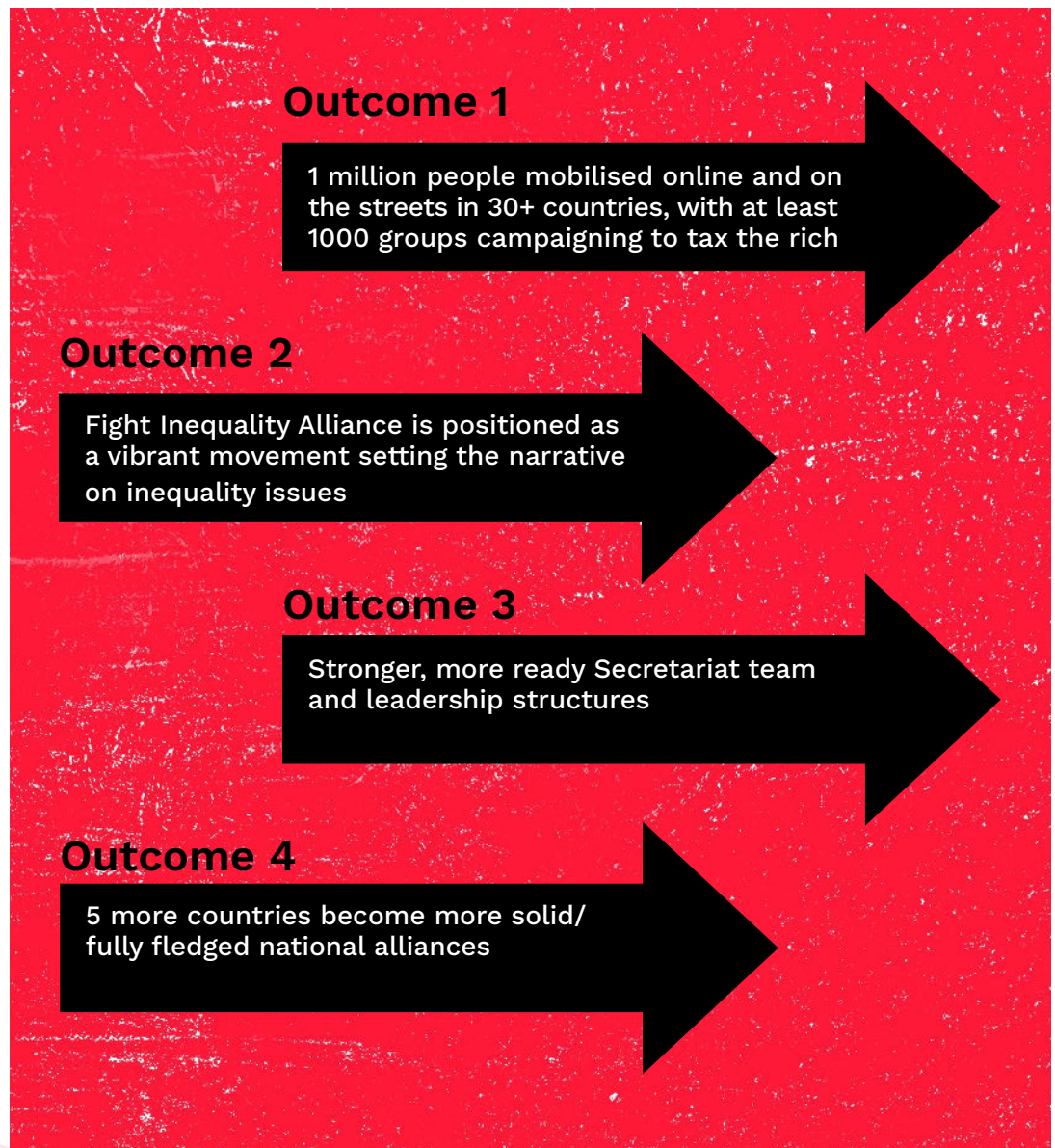
FIA is known for iconic protest actions and wins that establishes our name as the most promising, broad based civil society movement to fight inequality (through mass, grassroots action)

Mass organising structure and strategy builds on people's biggest daily inequalities and connects them into mass action

The Global Organising School model is fully established with adequate funding, human resource and impact in building the leadership pipeline and mass organising approach of the Alliance.

Year 1 outcomes

The first year of the roadmap is critical to set the direction and momentum on this journey over the coming decade. Therefore we will focus on achieving:



Key foundations for success



Key foundations for success

In order to achieve this accelerated progress in the next 10 years outlined in the roadmap, the following building blocks for our movement building and ability to mass organise to fight inequality need specific work at global, regional and national levels:

Creating a mass organising structure

To reach the mobilisation targets envisioned in this roadmap, the Alliance will develop a more robust organising structure to reach the scale envisioned. A consistent and intentional approach to building collective power, regularly increasing mobilisation scale and abilities, as well as utilising a structured volunteer approach across countries will be critical.

Strong connection to the vision and purpose of the movement

In this next phase, we will systematically build out the number of people within and close to Fight Inequality Alliance who will act as vision carriers and advocates for the movement. A deeper connection to the vision, mission and role of the Alliance will be developed to support and complement the movement building work at grassroots level.

Building a mass membership

In the early years of FIA, the Alliance has operated as a loose Alliance and organised as a movement. The membership has grown rapidly across 40+ countries. The current membership comprises grassroots



Protestors rally at the first SADC People's Economic Forum, Lusaka, Zambia.

Peoples' Caravan,
Shikarpur, Pakistan.



activists, community groups, human rights organisations, artists, women's rights groups, faith based organisations, environmental organisations, international organisations, individual activists, trade unions.

Membership has been open to organisations and individuals who support FIA's founding vision (and the founding visions of different national chapters of FIA), as well as our organising principles. This number will increase dramatically in the coming years, with a large-scale organising strategy to reach 60 active national alliances and a mobilisation target of 50 million, along with a clearer membership policy.

Well governed and well managed Alliance

It will be critical to ensure the Alliance is accountable, safe, democratic, well governed and managed in this next phase, which means an evolution and strengthening of the roles and responsibilities undertaken to date by different parts of the Alliance.

To date the Alliance has operated with steering groups, made up of members, taking a leadership role at national, regional and global levels. The role of the small secretariat at global, regional and national levels is to coordinate, catalyse and ensure the collective ambition and plans are delivered, by working skillfully alongside the membership.

In this next phase for the Alliance, nominated councils (against a set of criteria - skills, identities, knowledge and experience, geography) operating at national, regional and global level will guide the alliance as the governance structure. Members will have different responsibilities and committees will oversee different areas.

There will be Global, Regional and National Assemblies once a year with a wider movement gathering to provide a formal accountability function. An expanded Secretariat staff (global, regional & national)

The pioneer cohort of the Global Organising School.



will have dual accountability to council chair/ delegated person and a regional or global staff member.

Large scale popular/ political education

Across the Alliance, the need for large scale popular/ political education is needed to organise and mobilise at the scale needed to drive change. The Alliance's theory of change where the different types of daily inequalities experienced by people on the frontlines needs political education work to connect people across issues to act with each other, and to do deeper work to identify and organise around the common roots of these struggles on a systemic level.

This work is currently undertaken to different depths and scales across FIA, but now needs a more systematic and scaled up approach.

Being a leaderful movement

Fight Inequality Alliance's Global Organising School (which will increase in scale and scope during this period, and regional and national organising schools are envisaged), will support the pipeline of young leaders from different marginalised groups and working class backgrounds to form part of the mass organising structure of the Alliance in different countries, and with an internationalist outlook and action.

Sustainably resourced

To ensure the impact envisioned in this next phase of Fight Inequality Alliance's trajectory as a movement can be realised, a significant increase in resource is required. There are risks to manage for movements who experience an upsurge in investment from funders



who commit for a 2-3 year cycle without a longer term trajectory. FIA will balance the need for increased resources and the critical window the next 5-10 years represents, with the potential risks by securing funds from a range of sources - foundations and trusts, international and national NGOs, member contributions and individual donations. A mix of funding at global, regional and national levels will be targeted.

In all cases, a long term commitment to the Alliance's agenda and roadmap will be sought. Obviously, the success of this will depend on the momentum and impact it is possible to achieve and build on in the first 2-3 years.

Creating a legal structure

To date, Fight Inequality Alliance has operated as a movement without legal registration in any jurisdiction. Funding has been managed through fiscal sponsor organisations at all levels. In the start up phase of the Alliance this has had significant benefits, as it has minimised the potential for bureaucratisation or NGO-isation of the movement, and enabled the growth of a radical movement that can speak truth to power.

However, with the growth in scale and impact envisaged for the coming decade and beyond, it is the right time to register a legal entity to manage various aspects of the movement infrastructure more directly. A careful balance will be struck between ensuring the establishment of a legal entity does not lead to bureaucratisation, but has the right emphasis on enabling movement growth and stability and accountability of governance, funding and operations.

Join the Alliance

Website: www.fightinequality.org

X (formerly Twitter): [@fightinequality](https://twitter.com/fightinequality)

Facebook: [fightinequalityalliance](https://www.facebook.com/fightinequalityalliance)

Instagram: [@fightinequality](https://www.instagram.com/fightinequality)

Youtube: [@FightInequalityAlliance](https://www.youtube.com/@FightInequalityAlliance)

Linkedin: [fightinequalityalliance](https://www.linkedin.com/company/fightinequalityalliance)

Tiktok: [@fightinequality](https://www.tiktok.com/@fightinequality)

