

Annual Report

1 April 2020 – 31 March 2021

Beating poverty for good



OXFAM

Ireland



CHARITY NUMBER: XN89651
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COMPANY LIMITED BY GUARANTEE



Nur* uses a recently installed contactless handwashing station in a Rohingya camp, Bangladesh. *Name changed.

Photo: Fabeha Monir/Oxfam

Cover Photo: Badaru Lilian from the Dust to Glory Savings Group in Uganda displays some of the baskets she weaves and sells. Photo: Oxfam

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ABOUT US

Oxfam Ireland is part of Oxfam International, a global confederation of 21 independent and interconnected affiliates working across 66 countries – each with their own areas of activity and work, all of which contribute their strengths and expertise to achieve our shared goals.

The interconnectedness of the world has once again been highlighted by Covid-19, showing us that no one is safe until everyone is safe, and that only when people work together, can big challenges be overcome. Oxfam Ireland works to tackle poverty and injustice by mobilising the power of people to build a global movement to transform lives and create lasting change.

We believe all lives are equal and that everyone has the right to a just and sustainable world in which they can thrive. To this end, we will work collaboratively to support the work of those who challenge discrimination, exclusion and exploitation; we will empower communities to build better lives for themselves, and continue to provide direct assistance to those overwhelmed by crises so that they can live with dignity.

We apply a feminist and anti-racist lens throughout to understand and challenge the systems of power that perpetuate inequality, and drive poverty and injustice. This includes recognition that we are part of an international development system that itself

can and frequently reinforces inequalities, including the legacy of colonialism. We acknowledge our own privilege and adapt our actions to amplify the voices of those who most directly feel the impact of exclusion, exploitation and crises.

Our approach to poverty reduction is grounded in tackling systemic inequality and injustice. Poverty arises from the violation of people's basic human rights. When someone is denied the right to own land, the right to education, access to basic services like clean water, a fair price for the crops they grow, or a fair wage for the work they do, the result is poverty. Addressing poverty requires political rather than merely technical fixes. Fighting injustice and inequality is an essential means to ending poverty.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa – in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe - while last year, we also responded to emergencies in the Democratic Republic of Congo, the Occupied Palestinian Territory and Israel, South Sudan, Tanzania and Zimbabwe.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurray, Belfast and more than 1,200 volunteers supporting our fight against poverty and inequality.

VISION

A just and sustainable world.

OUR VALUES

Equality: We believe everyone has the right to be treated fairly and to have the same rights and opportunities.

Empowerment: We acknowledge and seek to expand people's agency over their lives and the decisions that impact them.

Solidarity: We join hands, support and collaborate across boundaries for a just and sustainable world.

Inclusiveness: We embrace diversity and difference and value the perspectives and contributions of all people and communities in their fight against poverty and injustice.

Accountability: We take responsibility for our action and inaction and hold ourselves accountable to the people we work with and for.

Courage: We speak truth to power and act with conviction from the justice of our causes.

MISSION

We fight inequality to end poverty and injustice.

OUR IDENTITY

We are rights-based: Our work is grounded in our commitment to the universality of human rights and respect for protective legal frameworks.

We are feminist and anti-racist: We recognise that there is no economic, social or environmental justice without justice for all. [Our feminist and anti-racist principles](#) guide all our action and interaction.

We fight inequality: We stand firm against poverty and injustice everywhere, working with people, communities, partners, and allies for just and sustainable development and solutions.

We are humanitarian: We work with communities before, during and after crises to build their resilience, protect and save lives, and address together the root causes of conflict and disaster.

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations. We build solidarity and connect people across borders and regions.

We are driven by diversity: We are a multicultural organisation that brings together people and partners of different socio-cultural backgrounds, sex, genders, abilities and ages.

We are a knowledge organisation: We consistently seek to generate new insights that can drive solutions to complex problems. Our programmes, advocacy and campaigning asks are grounded in evidence and experience.

We hold state and non-state actors, including corporations, to account: We engage and partner with governments, corporations and other duty bearers to ensure their policies and practices provide sustainable solutions to poverty, inequality, injustice and crises.

We leverage our reach and resources to connect, convene and build momentum for our causes: We link activists, organisations and movements across the world, opening spaces, sharing knowledge and capacities and building solidarity. We are a reliable partner and know when to follow, when to lead and when to stand side-by-side with others.

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions: We work with the people most impacted to build more just, equitable and sustainable systems, based on our understanding of how these interact and influence each other. We are a global voice on inequality, including economic inequalities that drive poverty, such as unpaid care work; tax justice; climate justice, and responsible business practice.

We work across humanitarian, development and influencing approaches: We provide support and relief to communities in developing countries to protect and rebuild their lives in times of crisis. We work with people and communities experiencing poverty and disadvantage to find sustainable ways to build fair and independent lives, and we mobilise people to stand up and speak out, to influence those in power to ensure that people living in poverty have a say in the critical decisions that affect them, their families and communities.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises: We support individuals, communities and movements demanding social justice. We have played an important role working with women's rights organisations and feminist allies to demand an end to violence against women, equal access to education and support women's economic empowerment.

THE NEXT TEN YEARS

We completed our ten year strategic framework in the midst of the Covid-19 pandemic and all the health and economic emergencies that have accompanied it.

We believe that the years to 2030 will be a time of even greater rapid and unpredictable change. We do not know how the complex realities will play out, but we hope that amid the fears of certain disruption, new and unprecedented opportunities also arise for positive social change across the world.

The pre-pandemic world was already experiencing political, social and environmental disruption, defined by deepening inequality driven by flawed economic models. These have resulted in extreme wealth for the few, while millions of ordinary people remain poor and powerless, their rights denied. Although the global economy doubled from 1990 to 2015, the number of people earning less than \$5.50 a day barely changed. In many parts of sub-Saharan Africa, the number of people earning even less had, in fact, risen. The pandemic is testing the coping strategies of even the richest countries, demonstrating that existing institutions and systems are ill-prepared for such challenges. Poorer countries with fewer resources face even greater threats and risk losing the development gains already made. The pandemic is not a social equaliser – instead, it is intensifying the socio-economic injustices that already exist. It has highlighted and reinforced inequalities, the uneven distribution of power, resources and opportunities between individuals, groups and countries, based on divisions of class, caste, religion, race, ethnicity, age, disability, gender, education and geography. Our framework builds on Oxfam Ireland’s achievements and approaches in life-changing and ground-breaking work on women’s rights, economic empowerment and emergency response in times of crisis – work that has transformed the lives of millions of people. We have supported the world’s poorest people to challenge unjust power structures, highlighted the injustice of extreme inequality and given voice to those impacted by the climate crisis.

To deliver our ambition for 2030, Oxfam Ireland will develop existing work and new collaborative approaches to achieve 4 key goals: Economic justice, gender justice, climate justice and accountable governance.



OUR AMBITION FOR 2030

We will develop existing work and new collaborative approaches to achieve 4 key goals:

Just economies, gender justice, climate justice and accountable governance.

We will leverage the influence of the island of Ireland and its people in the world for good; we will expand partnerships, networks and our supporter base, and we will change how we work to take a more adaptive approach. The decade ahead requires an evolution in the issues we tackle and a revolution in how we work.



JUST ECONOMIES – OUR GOAL:

People and the planet are at the centre of just and sustainable economic systems.



GENDER JUSTICE – OUR GOAL:

Women and girls in all their diversity live free from gender oppression, discrimination and violence.



CLIMATE JUSTICE – OUR GOAL:

The climate crisis is abated, environmental ‘tipping points’ are averted by radical solutions which improve well-being, and there is environmental justice for all.



ACCOUNTABLE GOVERNANCE – OUR GOAL:

Governance systems and governments are people- and planet-centred, just, inclusive and accountable.

2020-2021 AT A GLANCE

***LAST YEAR, OXFAM IRELAND REACHED 12**

Some successes



122,700 PEOPLE DIRECTLY BENEFITTED from our long-term development programmes in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe – up from **75,000** the previous year



More than **150,000 PEOPLE LIVING IN POVERTY** and experiencing injustice across the Democratic Republic of Congo (DRC), South Sudan and Tanzania received **HUMANITARIAN SUPPORT**

In response to an increase in gender-based violence (GBV) during the pandemic, we held meetings and used traditional and social media to reach **5.5 MILLION PEOPLE** across Zimbabwe with key messages on GBV and available services



In DRC, we trained over **100 PRIMARY HEALTHCARE STAFF** and **600 LOCAL LEADERS ON COVID-19** and related hygiene information, resulting in more than **16,000 PEOPLE** in refugee and host communities being educated on how to prevent the spread of the virus



Using **BLOCKCHAIN-BASED** technology, we reached **35,000 PEOPLE** in Vanuatu affected by Covid-19 and Cyclone Harold with cash and voucher assistance



We provided **PERSONAL PROTECTIVE EQUIPMENT (PPE), STERILISATION MATERIAL** and **HYGIENE KITS**, used by almost **12,500 PEOPLE**, to health centres and healthcare staff in Gaza

We reached almost **10,000 PEOPLE** in South Sudan with humanitarian aid in the form of cash payments



We helped **REDUCE PUBLIC HEALTH RISKS** for **75,000 BURUNDIAN REFUGEES** in Tanzania by sharing good hygiene practices and access to sanitation



Our work in Gaza contributed to the collective effort of **PREVENTING THE SPREAD OF COVID-19** benefitting **1.9 MILLION PEOPLE**

In Malawi, our **ENOUGH!** campaign to end GBV violence against women and girls reached **2 MILLION PEOPLE**



We provided **HYGIENE INFORMATION** on Covid-19 to almost **30,000 PEOPLE** in South Sudan

MILLION PEOPLE ACROSS 9 COUNTRIES



Using **PRINT AND ONLINE MEDIA**, we reached over **450,000 PEOPLE** in Gaza with information on how to prevent and respond to **COVID-19**



In Rwanda, the number of women owning businesses rose to **2,661** – up from **1,979** in 2019



The average monthly income of the **WOMEN** and **YOUNG PEOPLE** we work with in Malawi **ROSE BY 17%** to **\$19.75**, up from **\$16.90** in 2019

In Zimbabwe, we distributed **FOOD HAMPERS** to **5,155 PEOPLE** in the most vulnerable households



We trained **1,131** small-scale Ugandan farmers in **COFFEE VALUE CHAINS** – an increase of **81 FARMERS** from 2019



SATISFACTION WITH HEALTH SERVICES in Malawi rose to almost **63%, UP FROM 48%** in 2019



Over **3.5 MILLION PEOPLE** in Zimbabwe were reached through **TV, RADIO, TEXTS AND SOCIAL MEDIA WITH MESSAGES ON GBV**, contributing to a broader understanding



In Tanzania, **WOMEN'S AVERAGE YEARLY EARNINGS** increased from \$250 in 2019 to almost **\$255** in 2020, while young people saw their income rise from \$260 in 2019 to almost **\$295**



In Uganda, we trained **265 PEOPLE** in entrepreneurship and business development, resulting in the average percentage of women and young people starting their own business rising to **85%** – up from 79.5% in 2019



The monthly incomes of women smallholder farmers in Rwanda **ROSE TO \$54** last year, up from **\$32** before our project began in 2017



We reached **6,132 PEOPLE** in Rwanda with messaging and training on **GBV** and its prevention



The **1,003 MEMBERS** of the village saving and loans group we support in Malawi saved over **\$25,800** in 2020 – **\$10,000** more than in 2019

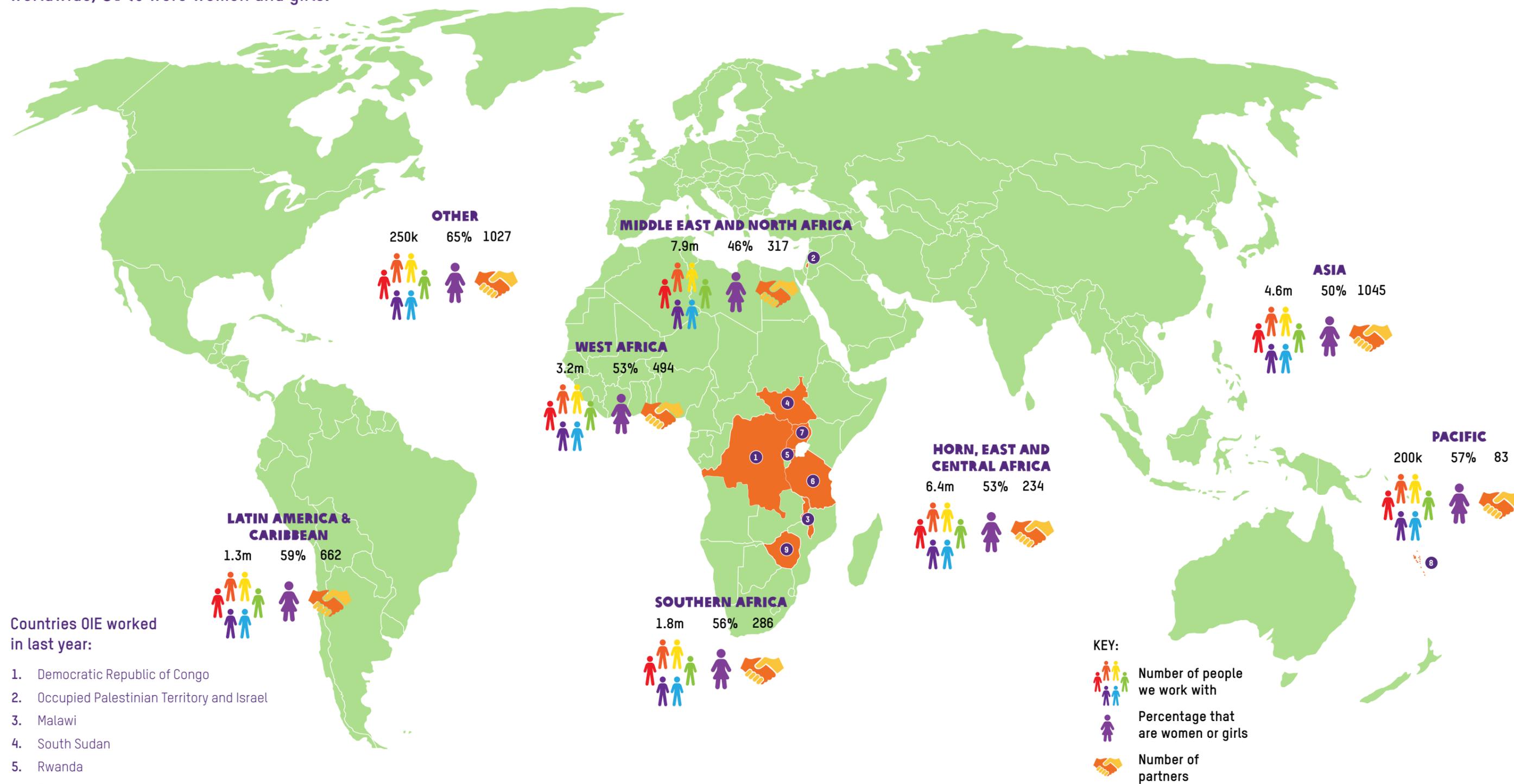


30% OF THE WOMEN we work with in **COFFEE VALUE CHAINS** in Uganda now **OWN THEIR OWN FARMS**

*These figures are based on the calendar year and reflect our results from 1st January 2020 to 31st December 2020

OXFAM'S GLOBAL REACH AND SCALE 2020/2021

In the past year, **25.7 MILLION** people benefitted directly from our programmes worldwide; **51 %** were women and girls.



Countries OIE worked in last year:

1. Democratic Republic of Congo
2. Occupied Palestinian Territory and Israel
3. Malawi
4. South Sudan
5. Rwanda
6. Tanzania
7. Uganda
8. Vanuatu
9. Zimbabwe

MESSAGE FROM THE CHAIR



Few of us could have imagined in early 2020 what the year would bring. A global lockdown, empty streets, shuttered businesses, grounded airplanes, an eerie quiet. The Covid-19 pandemic had a devastating impact on lives here and overseas, bringing untold grief and anguish to families and wreaking havoc on the lives and livelihoods of millions of people.

From Oxfam's perspective, the pandemic had a significant impact on our programme work. The risk to public health forced our programme-country governments to take drastic measures to try to limit the spread of the virus. Like Ireland, these restrictions included banning public meetings and large gatherings, limiting cross-border travel and closing schools. However, given the economic fragility of these nations, such restrictions had severe impacts on price fluctuations and resulted in the collapse of many small businesses. Despite the challenges, Oxfam Ireland successfully reached tens of thousands of people in our programme countries last year, while our work to support women and young people aimed to mitigate the worst impacts of Covid-19.

The pandemic also resulted in lengthy closures for our network of shops across the island of Ireland. Not only were the closures difficult for the organisation's retail staff and volunteers, they were also a hardship for the people for whom a visit to their local Oxfam shop is part of their routine. The absence of these normal, everyday routines made

the lockdown feel interminable for many, particularly those who live alone.

Meanwhile, the development of vaccines and their recent roll-out means that wealthier countries are slowly returning to pre-pandemic normality. However, millions of people in low-income countries continue to suffer huge numbers of cases and fatalities due to shocking vaccine inequality. Despite being home to 10 percent of the world's population, these countries have received just 0.2 percent of the global supply of vaccines because of the massive shortfall in available doses.

Oxfam has teamed up with other organisations calling for a People's Vaccine, a call which has been backed by health experts, activists and world leaders, past and present. As part of the People's Vaccine Alliance, Oxfam is urging pharmaceutical corporations which have developed Covid-19 vaccines to openly share their technology and intellectual property so that billions of additional doses can be manufactured, and that safe and effective vaccines can be available to all people, regardless of their location or income.

In the midst of the pandemic, we were also forced to make some very tough decisions, including phasing out activities in a number of countries, some of which we have worked in for decades. As part of a restructuring plan, we also had to part with some amazing colleagues in Oxfam Ireland. However, as the country emerges from the lockdown and we turn the corner on a difficult year,

we are facing into the next 12 months with renewed optimism and enthusiasm.

Despite the pandemic, we were able to finalise our 10-year strategic framework which will focus on four key goals from now until 2030: economic justice, gender justice, climate justice and accountable governance. Our strategy lays out how we will leverage the influence of Ireland and its people in the world for good. The framework commits to expanding our partnerships, networks and supporter base – combining our capacity and constituency with the rest of the Oxfam confederation, so that the voices, financial resources and ideas of our supporters in Ireland contribute to change at global level.

We are mindful that the years to 2030 will be a time of even greater rapid and unpredictable change than what we have experienced thus far. This requires Oxfam to change how we work to take a more adaptive approach, practise agility, embrace complexity and work on a dynamic set of issues within the uncertainty and fluidity of the external context.

Elsewhere, recent reports of safeguarding issues have bolstered our efforts to ensure that our staff, volunteers, partners and those we serve are safe and valued in the workplace and across our programmes. As a global organisation, we completely condemn and will not tolerate any form of abuse in the workplace or across our

programmes, and are continually working to improve our culture and safeguarding processes. We also remain committed to working with others across the sector and in government to implement changes that protect people and prevent abuse, all the while working to ensure that gender equality becomes a stronger part of our work.

The past 12 months have been a period of huge trauma to millions of people, many of whom are still struggling with Covid-19, while unaddressed pre-pandemic issues such as poverty, inequality and climate change remain. Throughout the turmoil, the generosity and kindness of our donors and supporters across the island of Ireland have never faltered. For that, we thank you. Also, on behalf of the Board of Oxfam Ireland, I wish to thank our staff and volunteers for overcoming the many challenges we have faced over the past year, and for doing so with continued energy and enthusiasm. If the pandemic has taught us anything, it is that we are stronger when we work together.

Dr Susan Murphy,
Chairperson,
Oxfam Ireland

MESSAGE FROM THE CEO

Covid-19 has dominated so much of all of our lives over the past 12 months. The pandemic spread relentlessly across countries and continents, upending everything in its path. Nobody has been untouched by it. We saw its impacts every day across our media through stark images of overcrowded hospitals; exhausted, traumatised healthcare workers; distraught families, and most tragically, mass graves being dug as the death toll skyrocketed. It was a sad irony that Oxfam had modelled a global pandemic as part of our strategic planning process three years ago, never imagining that it would come to be.

Across the island of Ireland, families and friends continue to mourn those they have lost over the past 12 months. Even the grieving process was affected, with public health restrictions forcing people to stay at home or overseas as their loved ones were laid to rest. As the lockdowns continued, others lost jobs and businesses, their lifeline to economic stability and a better future. Against this backdrop, our network of shops had to close for long periods – closures that had a significant effect on raising the vital funds we need to continue our work with the world's most vulnerable people. Worse still, we were forced to phase out our work in several countries, and as part of a restructuring plan, say goodbye to some fantastic Oxfam Ireland colleagues.

In spite of these setbacks, we were able to play a central role in the delivery of our humanitarian, development and influencing programmes across the globe. We supported almost 123,000 people directly across Malawi, Rwanda, Tanzania, Uganda and Zimbabwe last year through our long-term development programmes. This involved giving women and young people the opportunity to earn an income, providing them with training, or enabling them to advocate for themselves. In the Democratic Republic of Congo, South Sudan and Tanzania, meanwhile, our humanitarian work supported 150,000 people living in poverty and situations of protracted crises. With South Sudan experiencing severe flooding for a second consecutive year, some of our work was adapted to provide more than 1,200 households with cash support – just so they could survive.

In terms of expanding and improving the impact of our life-saving humanitarian work, we were very excited to be awarded funding last year for an innovative project that aims to deliver support directly to people impacted by disaster via blockchain. The UnBlocked Cash project is a means of delivering aid to disaster-affected communities in more efficient, transparent and

sustainable ways. The success of a second trial of the project in Vanuatu last summer means that we are now in a position to scale up the UnBlocked Cash project across the Pacific Region and globally, to meet the needs of underserved and remote communities.

Elsewhere, throughout our work last year, we continued to amplify the voices of people whose lives are most impacted by conflict, displacement, climate change and poverty. In September, as part of the Irish Refugee and Migrant Coalition, we called on the Irish government to do more to help families displaced as a result of a fire at the Moria refugee camp on the Greek island of Lesbos. Later that month, our Confronting Carbon Inequality report highlighted that the richest one percent of the world's population are responsible for more than double the carbon emissions of the poorest half of humanity. Drawing on data from 1990 to 2015, the report was released as world leaders prepared to meet at the United Nations General Assembly to discuss global challenges, including the climate crisis.

We placed a particular emphasis on the impacts of Covid-19 throughout the year with the publication of our Power, Profits and the Pandemic report in September which highlighted the immediate economic impacts of the pandemic which pushed people into poverty and hunger across developing countries. We followed it up in January, in the run-up to the World Economic Forum in Davos, with our Inequality Virus report, which revealed that the world's 10 richest men saw their wealth increase by half a trillion dollars during the pandemic, while the 1,000 richest people on the planet recouped their Covid-19 losses within just nine months. The report outlined that it could take more than a decade for low-income workers, people like carers, factory workers and cleaners, to recover from the economic impacts of the pandemic. Around the world, the virus disproportionately claimed the lives of people trapped in poverty, and those from marginalised racial and ethnic groups.

Not only did the virus itself reveal the huge inequalities that exist in today's world, so too did its cure. As vaccines were developed and bought up by wealthier countries, millions of people in developing nations continued to experience significant case numbers and deaths. This is an injustice that cannot go unchecked so we partnered with other organisations to call on Big Pharma's vaccine producers to share their technology and intellectual property.

One of our significant achievements last year was the finalisation of our 10-year strategic framework.

many donors, supporters and volunteers for their generosity and loyalty.



Through this strategy, we pledge to leverage the influence of Ireland and its people in the world for good; expand partnerships, networks and our supporter base, and be more adaptable in how we work. The decade ahead requires an evolution in the issues we tackle and a revolution in how we work – something each and everyone in the organisation is committed to achieving.

As I reflect on the past 12 months, I am happy to say that we have overcome many challenges, while thanks to our supporters' ongoing commitment throughout, our financial position remained more positive than forecasted. This is a credit to all involved. Despite the pandemic, we have delivered impactful and life-changing programmes, and have once again been deeply involved in influencing policy on behalf of people living in poverty. I would like to take this opportunity to thank our

Finally, I would like to pay tribute to the staff, management and board of Oxfam Ireland for their incredible commitment during this past year. It has taken tremendous resilience, agility and determination to bring the organisation through one of the most challenging years in our history. I am so proud and humbled to work with you all.

We face the next few years with great hope, ambition and renewed energy for what we can achieve as we continue to fight poverty and inequality together.

Jim Clarken,
Chief Executive,
Oxfam Ireland

GOAL 1: THE RIGHT TO BE HEARD

More women, young people and other poor and marginalised people will exercise civil and political rights to influence decision-making by engaging with governments and by holding governments and businesses accountable to respect their rights.



In Uganda, we moved through Gulu and Arua Districts in mobile vans (to avoid large gatherings prohibited because of Covid-19), encouraging young people to input their opinions and priorities for the upcoming budget in the Youth Go Budget App. Through the app, we collected 5,000 people's inputs (2,371 women and 2,629 men) which were used to draw national and local political attention to the priorities that communities, particularly young women and men, would like to see in the upcoming budget.

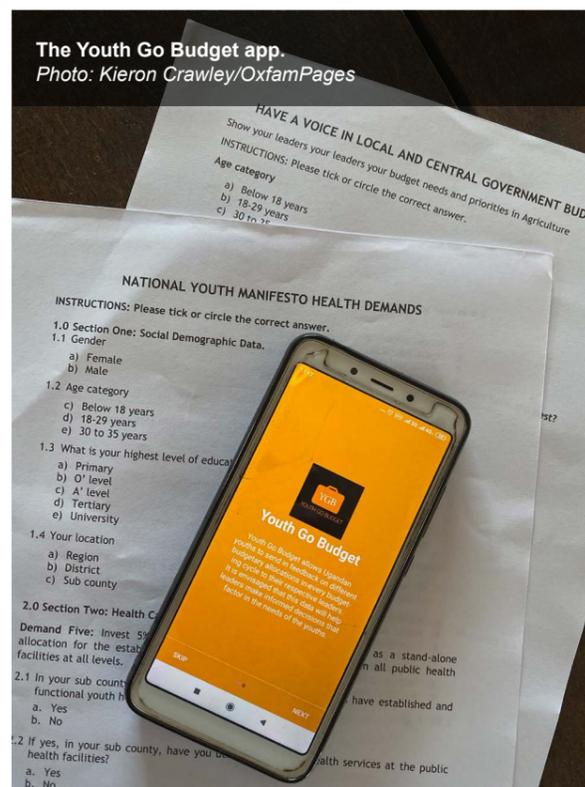


OUR IMPACT

Women and minority groups are among those who suffer most when their voices go unheard. Last year, we continued with our work to empower the poor and the marginalised to have a say in the political decisions that affect their daily lives.

We continue to focus on bringing about greater economic empowerment for poor and marginalised women and young people in Malawi, Uganda, Rwanda, Tanzania and Zimbabwe, helping to mitigate the impact of Covid-19 experienced by vulnerable individuals and supporting their resilience. This was done through supporting the development of employment opportunities, access to markets, finance and improved technology and by contributing to an enabling policy and legislative environment.

In Malawi, with our partner CISANET we undertook an extensive exercise to track government spending on agriculture. We used the findings to successfully advocate for increased budget allocations to the agriculture sector to benefit more women and the youth at the district and national level. As a result, district budgets increased by 2.1%, and the national budget allocation to agriculture increased by 9.5%. Also in Malawi, we embarked on the RETAIN HER campaign to ensure that women MPs maintained their seats in the general election and supported women to gain influential positions in government. After the re-run of the election in 2020, 12 out of 31 cabinet members were women, an increase from 25% in 2019 to 39% in 2020.



The Youth Go Budget app.
Photo: Kieron Crawley/OxfamPages



Our Work in Action

Continued capacity-building of four Community Protection Committees in South Sudan has enhanced their understanding of legal frameworks and protective rights. The committees have completed Protection and Contingency Plans and promoted access to critical referral services, documented in an updated service mapping. A notable achievement was successful advocacy to UNMISS to expand the Protection of Civilian (PoC) site in Pibor to afford protection to the increasing numbers of IDPs entering the town in search of safety. Some 60,000 people have been displaced by conflict and flooding. The visibility of women in these structures has been enhanced, from 65% to 82%, by their role in supporting victims of sexual violence and supporting beneficiary selection processes. By year end, 74% of men and 81% of women in target communities reported feeling confident about engaging with more responsive local authorities. In 2019, these figures were 71% and 68%, respectively. This can be attributed to Community Protection Committees sharing information with them on their rights.



Going Forward

We will support local civil society groups and movements fighting inequality and injustice, to ensure those who experience exploitation, exclusion and crises, are able to exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies. We will support greater protection and social inclusion for marginalised communities, including in response to, and recovery from, humanitarian crises. We will campaign for governments to uphold people's rights in crisis.



Ayikoru Monday, a member of West Nile Youth Empowerment Centre in Uganda's Arua District, collects the views and opinions of Adomati Martin through the Youth Go Budget mobile app. Photo: Oxfam

GOAL 2 : ADVANCING WOMEN'S RIGHTS



More poor and marginalised women will claim and advance their rights through the engagement and leadership of women and their organisations; and violence against women is significantly less socially acceptable and prevalent.



OUR IMPACT

Our work to address gender-based violence (GBV) and to increase transformative women's leadership, continued last year.

In Zimbabwe, the people we worked with reported a 42 percent decrease in GBV in their communities since 2016, while in Tanzania, there has been a 22 percent rise since 2016 in people reporting positive attitudes towards eradicating GBV within their communities.

In Malawi, 61 women councillors were trained on gender-responsive budgeting to ensure that governance systems are sensitive to women's needs. We also strengthened citizen-led, social accountability mechanisms at subnational, regional, and national level regarding access to universal health care. For example, citizen-led groups have established monitoring mechanisms for local health centres resulting in increased availability of drugs through reductions in theft.

In DRC, our Community Protection Committees (CPCs) facilitated collective agreements between landowners and local authorities to enable internally displaced women to access land and support agricultural production. Local authorities were also challenged by gender-balanced CPCs and Women's Forums to improve the protection of women and girls.

In South Sudan, CPCs successfully held UNMISS accountable by advocating for it to fulfil its mandate to protect civilians seeking safety.

In Tanzania, owing to engagements in these committees, confidence among men and women to access rights has also risen from 45% and 30%, to 66% and 52%, respectively.



Challenges Overcome

The Covid-19 pandemic had an unforeseen and significant impact on the delivery of the entire Advancing Women's Rights programme during the period. Many workshops and gatherings were cancelled, however the team quickly adapted and where possible activities were delivered virtually. For those without access to virtual technology, practical adaptations were quickly developed.

In Zimbabwe, to overcome these challenges, teams stepped up their efforts to respond to GBV by providing virtual counselling, mobile outreach and dignity kits. Elsewhere, bicycles and data bundles were provided to GBV community volunteers so they could respond immediately to women and girls and bring victims to safety.



Our Work in Action

Marie Chantal lives with her husband Sylvester Rugwizangoga in the Gakenke District of Rwanda's Northern Province. They are farmers but couldn't save money because Sylvester used to spend it on alcohol. This, in turn, made Marie Chantal – who did most of the farm work – angry with her husband. "I would come back from the fields hungry and tired only to find no food at home. Whenever I raised the issue, I was beaten," she said.

Sylvester was educated about gender-based violence (GBV) and gender rights. The couple participated in Oxfam's conflict resolution and GBV prevention project, where Sylvester recognised the need to stop wasting money and abusing his wife. The couple now have their own house, livestock and land.



Going Forward

Gender Justice continues to form a key part of Oxfam Ireland's vision and goals in our new strategic framework. We will continue to advocate for and support the delivery of a just society where women and girls have security and practice agency throughout their lives.

- We will work to support women and girls to lead and meaningfully participate in social, economic, cultural and political life. To participate safely and freely, with full respect for their rights and dignity
- We will provide practical support and help for women and girls to live free from all forms of sexual and gender-based violence.
- We will promote and support women and girls to aspire to, and to achieve, leadership positions across all sectors within their communities and countries



Photo: Ntahobatuye Gilles/Oxfam

GOAL 3: SAVING LIVES, NOW AND IN THE FUTURE

Fewer men, women and children will die or suffer illness, insecurity and deprivation by reducing the impact of natural disasters and conflict. Those most at risk will have exercised their right to have clean water, food and sanitation as well as other fundamental needs met, be free from violence and coercion and to take control of their own lives in dignity.



of two Musasa shelters in Harare and Mberengwa was doubled and an additional 274 women and 121 children accessed shelter and medical, legal, and counselling services.

Where conflict and natural disasters caused population displacement in the absence of functioning, effective or accountable local authorities in South Sudan, Tanzania and DRC, we reached over 175,000 people. We supported those displaced as well as those communities in which they lived to realise their rights, to improve their wellbeing and to take important steps to be better prepared to absorb and recover from shocks, stresses and uncertainty. Our work also enhanced the capacity of communities to take appropriate measures to address protection threats and risks in their environment.

Humanitarian assistance in the form of cash payments in South Sudan alone reached almost 10,000 people directly. Agricultural materials, training and financial supports to start, or start anew, income generating activities impacted the lives of over 16,000 people facing political, cultural, economic and security barriers to food production and equitable economic participation. We contributed to collective efforts to reduce public health risks for 75,000 Burundian refugees in Tanzania by promoting innovation in environmental waste management, sharing good hygiene practices, and supporting safe and dignified access to sanitation for people with disabilities. We took important first steps in promoting collective local organisation and capacity to prevent and respond to crises coinciding with the global spread of Covid-19.



OUR IMPACT

We responded to support the needs and rights of people living in some of the world's poorest and most fragile contexts in the year in which the Covid-19 pandemic was declared. We enabled the recovery of communities from disaster and strengthened their resilience to further shocks and threats.

In Gaza in the Occupied Palestinian Territories, we contributed toward preventing the community transmission of Covid-19 amongst almost 2 million people living under an Israeli blockade in one of the most densely populated areas of the world. This was achieved by strengthening the capacity of quarantine facilities and ensuring health centre staff had the necessary protective equipment to continue serving local communities. The first community transmission of Covid-19 in Gaza was recorded on August 23rd, 2020, as surrounding countries struggled to contain the spread of the disease.

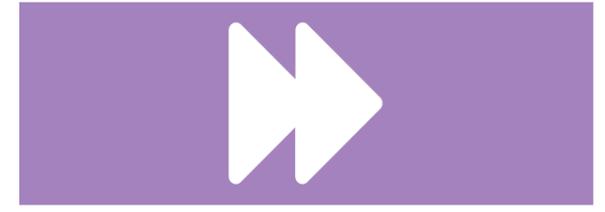
In Zimbabwe, the COVID-19 pandemic and the subsequent lockdown contributed to a 75% increase in demand for services by women experiencing, or vulnerable to, gender-based violence. In response, we supported our Zimbabwean partner, Musasa, to scale up response to domestic violence and advocate for women's rights. As a result, 1,500 women and their children per month were able to take the first steps to find shelter and access essential services. The capacity



Our Work in Action

Almost 2 million people live in Gaza in the Occupied Palestinian Territories. At the start of the Covid-19 pandemic, this population was, and remains, highly susceptible to transmission of Covid-19, living in one of the most densely populated areas of the world and with health services compromised by an Israeli blockade that restricts importation of essential medical equipment and supplies.

Furthermore, Gaza borders Israel and Egypt, both then struggling to contain Covid-19 and from where Palestinian labourers were returning without access to habitable quarantine facilities. Oxfam responded by supporting the expansion of quarantine facilities by 400 people per month, providing food, water, beds and hygiene materials to its occupants. PPE, hygiene kits and sterilisation materials were also provided to 300 medical staff in 6 health centres for a period of 3 months. This protected medical staff and enabled them to continue providing primary health care services. This course of action contributed to the prevention of the first recorded community transmission of Covid-19 in Gaza until mid-August 2020.



Going Forward

We are committed to continuing to work with people and communities before, during and after crises. To address the vulnerability of those living in poverty to withstand crisis, we will support people to build resilience to prevent, absorb and recover from shocks and crises, demand protection, and realise their needs and rights.

We will support increased access to timely life-saving support and assistance at speed and scale by communities affected by slow, sudden on-set, protracted and recurring crises, including people on the move.



GOAL 4: SUSTAINABLE FOOD

More people who live in rural poverty will enjoy greater food security, income, prosperity and resilience through significantly more equitable sustainable food systems.



OUR IMPACT

Millions of people struggle to feed themselves every day. Climate change, the lack of access to land and poor investment in small-scale farming all contribute to food insecurity around the world. Last year, we worked with small-scale farmers to help them to diversify their crops, join co-operatives and lift themselves out of poverty.

The impact of the COVID-19 pandemic in 2020 was the overwhelming issue affecting our work with containment measures to limit the spread of the virus also resulting in devastating economic impacts including fluctuating costs of agricultural produce and the collapse of micro-businesses.

In Malawi, we worked directly on agricultural and business activities, such as soybean production or horticultural production, to support improved livelihoods. As markets collapsed, farmers were organised into collective marketing cooperatives, supported by the construction of two warehouses in Traditional Authority Lukwa, and training from the cooperatives in business management and marketing. This enabled participants to store their produce and negotiate for better prices, ensuring they were not making losses on their crops despite unfavourable market conditions.

In Rwanda, we obtained permits to work during the lockdown when agriculture was considered an essential service. Although Oxfam, partners and participants could not travel, field officers in implementation districts kept supporting farmers.



Almost three-quarters of women (74%, up 5% from 2019) indicated they had savings, were not experiencing seasonal hunger and did not sell assets to cope with external shocks, mainly due to engagement in community savings groups. In Tanzania, we provided entrepreneurship support, access to technologies and markets to a range of business, including seaweed production and value addition (bar soap, gel and liquid soap), salt harvesting, fish farming, carpentry, poultry, sunflower oil processing, maize production, honey processing and packaging, cattle fattening and horticulture. This saw women and youth having diversified income sources despite Covid-19 related challenges.



Our Work in Action

Euphrasie Nyirasafari is a 44-year-old mother of 4 children. She lives in Nyamabuye Sector of Muhanga District in Southern Province of Rwanda where Rwanda Market Oriented Programme (PGII) is implemented. Before joining PGII project, Euphrasie was entirely dependent on her husband's small income from casual work. She was unable to contribute financially at home and this caused constant conflict with her husband. As a family, they struggled to make a living and meet their needs as her husband's small income alone was not enough. When PGII project was introduced in Nyamabuye Sector through COPARWAMU cooperative of which Euphrasie is a member, she received a series of trainings provided by the project including Entrepreneurship and Business, voluntary saving and loan group as well as Gender Action Learning System (GALS) approach. Euphrasie said that GALS approach helped her to have constructive conversations with her husband about what they desired for their family. They grew to understand each other and accepted to work together as a family to improve their living.

"We learned to plan together and developed a vision journey and what we wanted to achieve as a family", said Euphrasie.

From the skills she gained, Euphrasie joined a Voluntary Saving and a Loan group. She managed to take a bank loan and invested in agribusiness. She ventured into vegetable farming and her family's life is different since then. Through her business, she managed to buy small livestock and pay school fees for her children with ease. She can pay for the health insurance on time and put some money aside and save on her newly created account in the nearest microfinance bank. "I am living in harmony with my husband and he values my contribution to the well-being of our family", said Euphrasie.

Thanks to PGII project, through application of GALS methodology, Euphrasie, is an independent woman and empowered enough to improve her family's livelihood. She added that peace and harmony have been restored in her family.



Going Forward

We will support sustainable economic opportunity and participation of vulnerable people based on respect for human rights, just reward without discrimination, and protection of the environment. We will support small-scale food producers to secure their rights to own and access productive, protected and sustainable natural resources, including land and water. We will advocate from the global to the local for the removal of social, political, cultural and economic barriers to women's equitable, meaningful and safe economic participation.



Euphrasie Nyirasafari is harvesting fresh cabbages from her field for the market. Photo: Marie Chantal Uwingabire/Oxfam

GOAL 5: FAIR SHARING OF NATURAL RESOURCES

The world's most marginalised people will be significantly more prosperous and resilient, despite growing competition for land, water, food and energy sources as well as the impact of climate change.



Last year, we supported 538 women in Tanzania to attain joint or single Certificates of Customary Right of Occupancy (CCROs). We also piloted the development of Village Land Use Management Plans (VLUMP, the final stage of the land formalisation process, which focuses on increasing land value through increased productivity and curbing conflicts over village boundaries) in six villages. We also trained 'Land-Use Ambassadors' on how to understand the communities' priorities and worked with the community and local government authorities to translate these priorities into an operational plan.



Going Forward

We aim to support sustainable economic opportunity and participation of vulnerable people based on respect for human rights, just reward without discrimination, and protection of the environment. In addition, we will work to support small-scale food producers to secure their rights to own and access productive, protected and sustainable natural resources, including land and water.



OUR IMPACT

The protection of natural resources is vital for people who rely on them as a source of food and income. That is why we are supporting local communities in the sustainable management of their land, water, forests and wildlife.

In many parts of Tanzania, land use is guided by a traditional system where the practice of occupying and using land by individuals and families is recognised but undocumented. Disputes over land ownership and the disinheriting of land by the relatives of newly widowed women have been commonplace.

In the absence of a legal document, many Tanzanians are susceptible to losing access to this important asset that is central to their livelihoods. The Certificate of Customary Right of Occupancy (CCRO) is a legal document that strengthens land tenure for both women and men. It also transforms land into a valuable asset against which poor households can secure loans. While CCROs benefit both women and men, women and children in particular benefit from strengthened land tenure, particularly when they lose their husbands.

Being in possession of a land certificate also means that women can use land assets as collateral for loans in their own right. Recipients of certificates described how loans were used to pay school fees and make home improvements. As the project progressed, village leaders have reported that violence associated with land disputes has decreased substantially.



538 WOMEN
in marginalised communities
in **TANZANIA**
were able to
**CLAIM THEIR
RIGHTS TO LAND
LAST YEAR**
compared to 369
in 2019



Previous recipients of CCROs in Kishapu District, Shinyanga Region, Tanzania. Photo: Kieron Crawley/Oxfam

GOAL 6 : FINANCING FOR DEVELOPMENT AND UNIVERSAL ESSENTIAL SERVICES

There will be higher quality and quantity of financial flows that target poverty and inequality, and empower citizens – especially women – to hold governments, donors and the private sector to account for how revenue is raised and spent. More women and men, girls and boys will exercise their rights to universal quality health and education services, making them full participants in their communities and strengthening the economic, social and democratic fabric of their societies.



OUR IMPACT

Unless services such as health and education are properly funded, we will never eradicate poverty. Over the past 12 months, we have continued to advocate for more budget allocation and spending on these essential services.

Over the past year, Oxfam’s work in Malawi has focused on bolstering rural health facilities to prevent the spread of Covid-19 among communities.

Our Covid-19 response targeted 30,000 households across districts including Balaka, Machinga, Phalombe, Lilongwe, Dowa, Kasungu, Mulanje, Thyolo, Salima and Karonga. We distributed vital hygiene products such as soap and buckets to families so that they could help prevent the spread of the virus. Mother-of-one Halima Idrissah was very concerned about Covid and was therefore happy to receive soap and a new bucket to keep herself and her baby daughter safe. “These buckets will really help us stay protected from coronavirus and practise good hygiene because each household will use their own,” she said.

Oxfam leads the Universal Health Coverage Coalition (UHCC) in Malawi, which comprises 28 member organisations. The coalition engaged with the ministries of Health and Finance, alongside other key ministries and development partners, to improve service delivery in the country, specifically in relation to the finalisation and implementation of the Health Financing Strategy. As a result councils have been allocated a specific budget for the Essential Health Package (services that the government is providing – or is aspiring to provide – to its citizens equitably). Lobbying at a national level has improved implementation at the council level and increased citizens’ access to essential services.



By developing community capacities in active citizenship and improving people’s understanding of their rights to healthcare under Malawi’s current policies, 2020 saw an increase in citizen-led action demanding quality health services and accountability for the use of resources in the health sector. Overall access to health services was at 63.7% in 2020 up from an 45.2% in 2019 and 20.6% in 2016. Satisfaction with the services provided also increased significantly from 48.1% in 2019 to 62.9% in 2020. This is partially due to an increase in the availability of drugs in health centres across the communities in which we work. To support this, Oxfam has supported citizen-led action against drug pilferages through the development of community-based monitoring mechanisms and local-level governance structures to prosecute the perpetrators of these corrupt practices. Oxfam continues to support the community in Karonga in their litigation case that demands accountability over the non-completion of a guardian shelter and maternity structure at the Mpata Health Facility



Our Work in Action

Oxfam in Malawi working with our partner Development Communication Trust (DCT) have strengthened rural health facilities to prevent the spreading of Covid-19. These include Gogo Nazombe and Chienda Usiku health centres in Phalombe and Balaka respectively.

Annie Benson from Phalombe district said: “When Covid-19 had just begun, doctors would choose patients to go and draw water. Patients had to travel long distances and would end up accessing medical assistance late. This, I feel, defeats the whole notion of UHC which advocates for quick access to health care. Things have changed now with the sinking of the borehole. People access services quickly and wash their hands frequently.”

At Chienda Usiku Health Centre, serving a population of about 15,000 people, Oxfam and DCT have rehabilitated the water system which was dilapidated and not functioning. The rehabilitation work has also installed solar power which is being used to pump water as opposed to electricity which was burdening the institution financially.

The two health facilities have also received assorted hygiene kits containing items such as chlorine, soap and disposable medical gowns.



Going Forward

We will continue to advocate for governments to uphold people’s rights to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations. We will support efforts to improve public finance management with a focus on essential services and gender-sensitive budgets.



Halima Idrissah from Namuthe village, Machinga district, Malawi. Photo: Daud Kayisi/Oxfam

OXFAM - A VOICE FOR CHANGE

Our Public Engagement team is responsible for raising awareness and understanding of our work among the public.

One of the key ways this work is delivered is through the Irish Aid Programme II Public Engagement (PGII PE) grant which aims to raise awareness and understanding of and support for our Irish Aid funded work as well as Ireland's development cooperation more broadly. This initiative specifically focuses on the important role women play in long-term development and local communities play in responding to humanitarian disasters.

Irish Aid Programme II Public Engagement Grant

The spread of COVID-19 initially curtailed our plans for public engagement initiatives. In the latter half of the year, however, we rolled out our #FirstWorldProblems campaign which aimed to start a new conversation on how there are no first world problems, just one world, facing existential problems that affect the global community. We had also planned follow-up initiatives related to this campaign but we were forced to cancel these events due to government restrictions.

In the midst of so much coronavirus-related uncertainty, our digital channels once more proved to be important for reaching a wider audience using strong content to bolster engagement. We continued to develop more tailored content – a long-read, interactive format containing images, videos, maps and infographics - to showcase our development and humanitarian work, and initiate conversations with new as well as existing audiences. In 2020, we increased our click-throughs by 445% compared to the previous 12 months. We also observed a rise in meaningful engagement (such as comments, reactions or shares); which was up 636% on our 2019 results.

We learned valuable lessons in 2020 about moving to an online space; we will plan events for 2021 with this learning in mind.

We became the first-ever Irish NGO to roll out advertising on the TikTok social media platform, with significant and unprecedented results. The four 15-second adverts, targeting adults aged between 18 and 34, were viewed more than 335,000 times over a three-and-a-half-day period, and drove over 3,000 users to our website. There, TikTok users

spent an average of six minutes and 27 seconds learning more about the initiative, particularly noteworthy because TikTok users rarely leave the platform.

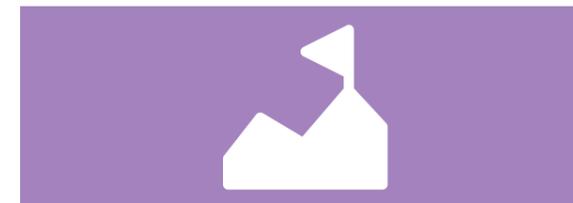
Part of the success of the campaign driving people to the website was a 40-second version of the advert that aired on Sky between 28th December 2020 and 2nd January 2021, targeted at a broad demographic to try to reach a new and uninformed audience.

We will continue to roll out the campaign and build on it in 2021 with the goal of continuing to reach new and uninformed audiences in innovative ways to drive meaningful engagement.

Oxfam supporters continued to show high levels of understanding and support for official development assistance, or ODA, with a 6 percent rise in the number of supporters who believe that foreign aid from the government makes a positive and meaningful difference to the lives of people in developing nations. This was particularly notable given the many Covid-19-related issues facing Oxfam supporters and the Irish public throughout 2020.

1-4% increase in awareness, understanding and support for the important role women play in long-term development

6% increase in the number of people who believe that ODA makes a positive and meaningful difference to the lives of those in developing countries



Challenges

Lockdown restrictions delayed filming our First World Problems campaign advert until the autumn, which had a knock-on effect on the campaign launch date. This, in turn, impacted plans for a follow-up event, which had to be pushed back until December. By that point, the proximity to Christmas or so-called Zoom fatigue – or both – resulted in a low uptake of tickets for an online event. As a result, we had no choice but to cancel our PE event. The cancellation of this event meant that we missed out on the two-way conversation we were aiming to have with target audiences.



Going Forward

In 2021/22, we aim to deliver a comprehensive campaign with creative agency Frank and Bear building on our successes at driving meaningful engagement and two-way conversations with target audiences. We are also re-looking at our themes and how we communicate around issues of aid and development with COVID-19 which has highlighted more than ever how interconnected we are at a global level.

OXFAM - A VOICE FOR CHANGE

Influence and Campaigns

In 2020/21 our influencing and campaigning work focussed heavily on Covid 19 and Climate Change, however we also continued our work on issues of humanitarian crises, global displacement and migration, global inequality and tax justice.

In September 2020, Jeff Bezos could have paid all 876,000 Amazon employees a

\$105,000 BONUS

and still be as wealthy as he was before the pandemic.



Covid-19

We advocated that the Irish government take account of the impact of Covid 19 globally calling on all members of the new Oireachtas, but especially political leaders and the new Government, to use their position to ensure that Ireland's contribution to the international response to COVID-19 continued to extend to the most vulnerable countries. We worked to highlight that by exploiting the extreme inequalities between rich and poor people, rich and poor nations and between women and men, this crisis, if left unchecked, will cause immense suffering. We published our briefing paper *The Inequality Virus* showing how the virus has exposed, fed off and increased existing inequalities of wealth, gender and race. Worldwide, billionaires' wealth increased by a staggering \$3.9tn (trillion) between 18 March and 31 December 2020. Their total wealth now stands at \$11.95tn, which is equivalent to what G20 governments have spent in response to the pandemic. The world's 10 richest billionaires have collectively seen their wealth increase by \$540bn over this period.

We also led the movement in Ireland for a People's Vaccine, a coalition of Irish organisations, networks and unions, that highlighted the fact that restricting vaccine supply to protect profits during a pandemic will cost countless lives and advocating for temporarily waiving intellectual property rights to vaccines and encouraging pharmaceutical companies to share their know-how, so that the manufacture of vaccines can be scaled up to meet demand.

THE INEQUALITY VIRUS

It took just **NINE MONTHS** for the fortunes of the top 1,000 billionaires to return to their pre-pandemic highs, while for the world's poorest, recovery could take **MORE THAN A DECADE**.



% change in top 1,000 billionaires' wealth (2020)

In the US, **CLOSE TO 22,000 LATINX AND BLACK PEOPLE** would have still been alive as of December 2020 if these communities' COVID-19 mortality rates were the same as **WHITE PEOPLE'S**.



THE INCREASE in the wealth of the 10 richest billionaires since the crisis began **IS MORE THAN ENOUGH** to prevent anyone on Earth from falling into poverty because of the virus and to pay for a COVID-19 vaccine for all.



112 MILLION FEWER WOMEN would be at high risk of losing their incomes or jobs if women and men were equally represented in sectors negatively affected by the COVID-19 crisis.



Oxfam's survey of economists on the impact of the coronavirus pandemic on inequality found that:



of respondents think that coronavirus will lead to an increase or a major increase in **INCOME INEQUALITY** in their country.



of respondents think that coronavirus will likely or very likely lead to an increase in **GENDER INEQUALITY** in their country.

For more on the sources and methodology for these figures, see P. Espinoza Revollo. (2021). *The Inequality Virus: Methodology note*. Oxfam

Together the alliance called for:

1. Ireland to use its voice within the EU to call on governments to temporarily suspend intellectual property rights at the World Trade Organisation for COVID-19 vaccines, treatments and diagnostics.
2. Ireland to endorse the World Health Organisation (WHO) COVID Technology Access Pool (C-TAP) to facilitate the sharing of know-how by pharmaceutical companies to increase vaccine production.

Climate Change

We continued our work with *Stop Climate Chaos* – a coalition of over 30 civil society organisations campaigning to ensure Ireland does its fair share to tackle the causes and consequences of climate change. Our new report, *Confronting Carbon Inequality*, shows that responsibility for the rapid rise in carbon emissions is shockingly unequal. From 1990 until 2015, the richest 10 percent emitted the same amount of carbon as the rest of the world combined. And the very richest one percent of people – the global elite – emitted double the amount of carbon as the poorest 50 percent of humanity.





Photo: Oxfam Ireland

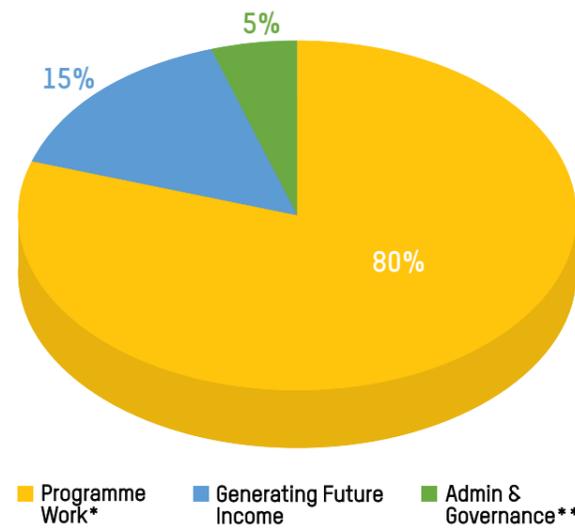
INCOME GENERATION

We generate funds from the public, from individual supporters, corporate donors, institutional funders and trusts and foundations – as well as from our retail network across the island of Ireland.

All of these funds are crucial in helping us to plan and deliver on our long-term development and humanitarian programming as well as our campaigning and influencing agenda.

In 2020/2021, we generated total income of €15.75M from these channels, a 2.1% increase on the previous year. This reflected a €3.37M fall off in income from our shops due to Covid-19 related closures and a €1.57M increase in Institutional funding. This year's income also includes €1.32M of Covid-19 related government supports and a €525K interim payment on a Business Interruption insurance claim.

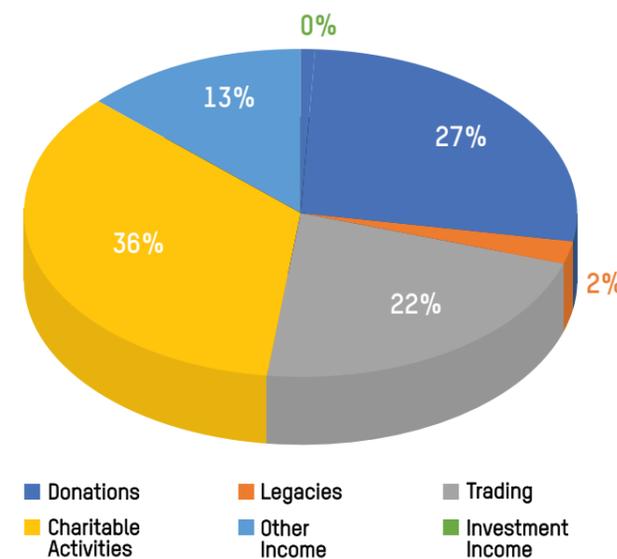
How we spent our money in 2020/21



*Our programme spending includes humanitarian, development, campaigning and advocacy work

** Excludes support costs allocated to our shop network

Where our funds came from in 2020/21



Adhering to standards and governance best practice

We are registered with the Charities Regulatory Authority of Ireland, the Charity Commission of Northern Ireland and the Fundraising Regulator, as well as being members of various bodies including the Charities Institute of Ireland and Dóchas. We have signed-up to voluntary codes aimed at ensuring best practice across the charity sector. These include Charities SORP and the Corporate Governance Association of Ireland's Code of Corporate Governance for NGOs. We continued to maintain our 'triple lock' standard in 2020/2021 with the Charities Institute of Ireland in recognition of our best practice approach to financial reporting and compliance with the Irish Charity Regulator's "Guidelines for Charitable Organisations on Fundraising from the Public".

Raising funds from the public

In 2020/2021, our generous supporters, corporate partners, trusts and foundations contributed €15.748M in donations, direct debits, sponsorships and legacies.

It represented a 2% increase on the previous year and a fantastic support for our work, given the hardship endured by so many due to COVID-19. The public and companies responded generously to our appeals to support humanitarian and development work to fight poverty, injustice and the impact of the Covid-19 pandemic. Our humanitarian appeals to help the people of Syria, Yemen and the Rohingya refugees in Bangladesh, all performed ahead of last year, with some appeals receiving the highest levels of support compared to previous years. The public also engaged extensively in our long-term development activity in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe and supported our influencing work to help those facing crisis and injustices due to Covid19, conflict, climate or gender.

Tax-efficient giving, where supporters' donations are augmented by a government refund of the related income tax, continued to be an important and

increasing source of income for Oxfam in both the Republic of Ireland and Northern Ireland during last year.

Legacy income continues to be an important source of funding for our work and we are extremely grateful to those who choose to remember Oxfam in their wills. Supporters across the country left a lasting legacy through funding some of our projects, with legacy income also increasing compared to the previous year.

Company and staff funds also performed ahead of last year. We acknowledge all our company supporters including members of the Electric Aid funds for their consistent support of our work in this financial year.

Meeting the challenges of Covid-19 pandemic

We are grateful and proud of the resilience and can-do attitude displayed by our staff, volunteers and supporters, in the face of the many challenges presented, as we worked through the impact of the pandemic on all our activities.

In 2020/2021, we relied heavily on digital, telemarketing and printed communications, as other channels were restricted due to COVID-19 precautions. Staff and volunteers quickly adapted to the new working from home environment and reorganised our fundraising activities so we could continue to effectively engage with supporters.

INCOME GENERATION

Fashion Relief TV and Pop-Up Shop

Broadcaster Lorraine Keane and the Oxfam Ireland Fashion Relief team 'pivoted to virtual' for their annual Fashion Relief campaign, in response to COVID-19 restrictions that forced the cancellation of planned fashion events in 2020/2021. The team partnered with Axonista, to deliver Fashion Relief TV, an always-on platform enabling viewers to watch back and shop at any time. In addition to raising much needed funds, Fashion Relief TV and Axonista won Corporate leadership and interactive TV awards internationally.

Additionally, Frascati Shopping Centre, in Dublin supported Fashion Relief with a Pop-Up Store in the centre in Blackrock. The many companies and

celebrities who supported Fashion Relief helped greatly to minimise the impact of the event cancellations and mitigate the resulting reduction in income from our fundraising events compared to last year.

The Unwrapped alternative gift cards sales were also impacted by the closures of Oxfam shops during lockdown. While online purchases increased compared to previous years, this area's overall income also declined compared to last year.



On global handwashing day, Oxfam held an open day in one of the primary schools in Abu Jabbar town in rural Aleppo to encourage children to wash their hands to fight the Coronavirus. Photo: Islam Mardini/ Oxfam

INCOME GENERATION

TRADING

Like any (non-essential) retail operation, 2020/21 was an extremely difficult year for our Trading division.

The national lockdowns caused by the coronavirus pandemic had a devastating effect on our business with the ROI shops only trading for 22 weeks of the year and NI shops trading for 26 weeks.

Our distribution centre however did remain open for most of the year ensuring that our supply chain continued to develop, putting us in a strong position to maximise the opportunities that the reopening of the shops presented.

We finished the financial year with an income of **€3.5 million** which was a reduction of over **€3million** against the previous year.

Although it was an extremely challenging and frustrating year, we learnt a great deal about the resilience and commercial acumen of our shop

staff and the loyalty of our volunteers as they adapted to the new ways of working under strict Covid Compliance Protocols ensuring that the health and safety of all stakeholders was the number one priority.

The achievement of our shop teams

in some cases surpassing the previous year's weekly sales should not be underestimated given they were operating with only 60% of their normal workforce and reduced opening hours.

Although most of the trading staff spent half the year on furlough/temporary layoff there was a lot of work going on behind the scenes to ensure we availed of all of the Covid related government supports for which we qualified. We also had a long period of negotiating to do with our Landlords to achieve rent reductions or deferrals.

The lockdowns confirmed once again the vital part Oxfam shops play within communities across the island, highlighted by the long queues outside our shops when they reopened and the overwhelmingly positive response from our donors and customers.

Maximising the opportunities in a post Covid environment

Our strategy of cementing our place in the circular economy and sustainable fashion movement whilst strengthening our supply chain has begun to pay off with several large retail organisations keen to work with us both here in Ireland and across Europe.

This has allowed us to extend the range and quality of the products we have to offer across all our outlets.

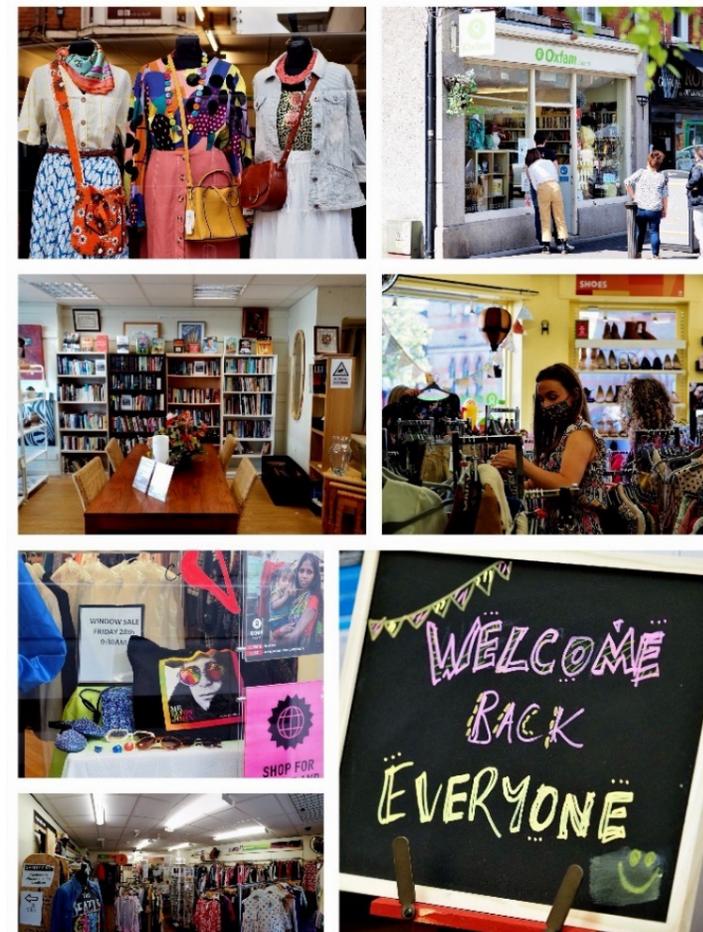
As the year went by it was clear that our customer profile was undergoing a dramatic change with more and more of the 'Generation Z' frequenting our stores on a regular basis because of the popularity of 'second hand' and the increase in the shops 'social media' followers.



A shop floor display being prepared in the Talbot Street shop
Photo: Aurelie Marrier d'Unienville/Oxfam

The pandemic has not only accelerated a pre-existing critique of consumerism, but also the increased importance of sustainability in purchasing decisions, and the rise of circular business models.....

(The State of Fashion 2021 Report - co-published by Business of Fashion and McKinsey & Company)



Going Forward

With a highly skilled, motivated and commercially focused workforce and our supply chain in as good a shape as it has ever been, combined with an increased social media presence and promising results from various ecommerce pilots, we are confident that we have emerged from 20/21 stronger and more capable of achieving real growth across the Trading division.

OXFAM IRELAND HAS 46 SHOPS ACROSS THE ISLAND OF IRELAND, SELLING:

- Clothes and accessories
- Books
- Homeware
- Electrical Goods
- Cards
- Christmas Gifts
- CDs and DVDs

INCOME GENERATION

DIGITAL

We have further embedded the use of digital platforms, technology and digital first ways of working across the organisation supported by an already existing digital culture.

In fundraising, we acknowledged the need to embrace a mobile first approach which would allow our supporters wider choice in how and when they would like to support us online. We tested and launched a new platform for online giving which focused on making the process for our supporters barrier free and as streamlined as possible. We have seen a significant reduction in the time it takes our supporters to donate, along with supporters embracing our express donation methods using mobile giving. We also focused on ensuring our system was flexible to accommodate the requirements of our corporate supporters and could be scaled easily should the need arise coming from any emergency appeals. We also developed a new suite of email templates and designs to ensure a fuller digital journey for our supporters.

We also looked for ways in which to support income generation through our Unwrapped Gift initiatives launching a new e-commerce website to support this important fundraising stream. Our supporters can now purchase Unwrapped cards across a wide range of methods including mobile payments, add personalised messages to cards and have the option to print e-cards at home or schedule cards to be sent at a later date or time.

Fashion Relief TV was launched in Summer 2020. The digital team developed the technical elements of the checkout/estore and the digital strategy which resulted in the successful launch of this new and exciting initiative.

To support our shops we redeveloped and designed relevant areas of our website to ensure our supporters could engage with us in meaningful ways and across any device. We also began the process of setting up business listings to support each of our shops. We designed and developed an online Christmas pop-up shop to promote and sell our 'Sourced by Oxfam' range.

The past year has also seen digital step up to help reduce the impact on the organisation of a cessation of face-to-face direct acquisition activities. We scaled up our Digital First Engagement activities and engaged with almost 13,000 new people to support our Stop Starving Yemen Campaign.

Challenges

It has been a significantly challenging year by way of competition in the digital marketing space. Increased e-commerce as a result of COVID-19 caused already busy online spaces to become busier and less cost effective to reach potential supporters. This was further compounded by a reduction in new content as travel restrictions made it impossible to visit our programme work.

The past year has also seen changes in terms of how digital consent is sought across many digital platforms. Although these changes are welcomed, this has however impacted on our ability to deliver digital messaging to new audiences, particularly on social media.

Going Forward

We have positioned our online platforms to ensure we are not committed to one single system or way of working. We will continue to test, trial and challenge new systems to ensure we are working better not harder, and our supporters can easily engage with us.

We will further develop our e-commerce for both Unwrapped and Fashion Relief and plan to support our shops with click and collect options for some product ranges in store.

Collaboration across Oxfam affiliates has been vital in supporting the gains from the past twelve months. The global digital community has enabled and supported each other as a necessity and a thriving culture of collaboration has emerged. We will look to further nurturing and developing these relationships over the coming year.

We have ambitions to replace our current website in the coming year, with much of the research and stakeholder engagement currently underway.

We also aim to develop a system to support our shops to embrace social media as a meaningful way in which to engage with supporters.

Brand Highlights Include

Reached **27,120,948 PEOPLE** through **ONLINE CHANNELS** in 2020/21 

Of these, **2.51%** or **679,931** went on to engage with the brand by **VISITING OUR WEBSITE** or **INTERACTING WITH BRAND CONTENT ON SOCIAL MEDIA AND/OR EMAIL** 

Of **7,879 BRAND MENTIONS** across search and social media last year, **99%** had a positive sentiment 

Secured **1,300 ALL-ISLAND MEDIA HITS**, **95% POSITIVE SENTIMENT** and **NUMBER ONE SHARE OF VOICE** 

OUR COMMITMENT TO THE ENVIRONMENT

In recent years, with 1°C of global heating, there have been deadly cyclones in Asia and Central America, floods in Europe and the UK, huge locust swarms across Africa, and unprecedented heatwaves and wildfires across the US, Turkey, Greece and Australia — all turbo-charged by climate change.

Over the past 10 years, more people have been forced from their homes by extreme weather-related disasters than for any other single reason — 20 million a year, or one person every two seconds. The number of climate-related disasters has tripled in 30 years, with the UN estimating that 1.23 million people have died and 4.2 billion have been affected by droughts, floods and wildfires since 2020 alone.

Our world is in parts burning, in parts drowning and in parts starving. We need global industry to switch from oil, gas and coal to renewables. It is so important that our governments use everything in their power to bring into effect the urgent change that is needed to protect our future. And we, citizens of the world, must use our political power and behaviours to push big polluting corporations and governments in the right direction as there is no Plan B.

The richest one percent of people in the world, approximately 63 million people, are responsible for more than twice as much carbon pollution as the 3.1 billion people who make up the poorest half of humanity. Those with money and power may take comfort in knowing they will be able to buy some protection against the effects of global warming for longer than people without those privileges and resources —but they can't buy their way out of this problem forever. No one is safe. Our land, water and air is on the line, which means our survival as a species is on the line. We are at the stage now when self-preservation is either a collective process or a failed one.

The main perpetrators of global warming —that is, rich countries that have reaped massive wealth by burning fossil fuels— must be the ones to cut their emissions first, fastest and furthest. They must also pay their climate debt to developing countries by scaling up finance to help them adapt to the effects of climate change and transition to clean energy. Other major polluters don't get a free pass and must also drastically cut emissions. The world has as much to gain in terms of human safety, development, opportunity and jobs by running a global economy on renewables, as it has to lose in continuing business-as-usual.

To support communities vulnerable to climate-related disasters, we train them in climate-resilient farming, teach them how to diversify their crops

and improve their income-earning opportunities, and install solar-powered water pumps in areas beleaguered by long periods of drought.

Lucy Njeri lives in the Rift Valley in Kenya. In late May her seeds began to germinate when the rains arrived. But instead of remaining for the long rainy season as they should, the rains stopped after a week. Since then, each day she scans the horizon looking for rain. The bean crop is already ruined. She has some faint hopes for the maize, but only if the rains come soon. If not they will not be able to plant again until next year, and there will be widespread hunger.

'CLIMATE CHANGE FOR US IS REAL. IT IS ALREADY HERE. IT IS CAUSING GREAT HUNGER.'

Lucy Njeri

In addition, we lobby governments at national and global level to tackle the climate emergency. At home, we are part of the Stop Climate Chaos group – a coalition of civil society organisations campaigning to ensure Ireland does its fair share to tackle the causes and consequences of climate change.

Secondhand Solutions

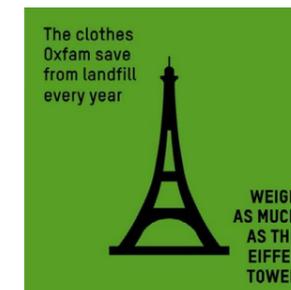
The fashion industry might not be the first sector you think of when it comes to big polluters – but the sector is responsible for 10 percent of global pollution.

According to research, over 92 million tonnes of waste is generated by the industry annually, while a staggering 1.5 trillion litres of water is used to make clothes. On top of that, millions of items of clothing end up in landfills across the country every year.

Our shops across the island of Ireland continue to provide a source of high quality clothing, books, accessories and home wares both new and used that would otherwise become waste. According to our own national Waste Action Plan for a Circular Economy, it's estimated that 63,000 tonnes of textiles end up in waste streams each year –to be either sent to landfills or incinerated. But through our

network of shops, along with other members of the Irish Charity Shop Association, we collectively divert around 23,000 tonnes of clothing from landfill every year.

Even during the pandemic, with rolling lockdowns which meant shops were only trading for 33 weeks of the year, charity shops in Ireland managed to divert 14,775 tonnes from landfill -that's the equivalent of the weight of Dublin Bus's fleet of more than 1,000 vehicles! It also prevented 106,000 tonnes of greenhouse gases from being released into the atmosphere.



In addition, €42 million was raised to support the world's most vulnerable people with the help of thousands of incredible staff and volunteers. So you see, second-hand items are precious. Every pre-loved garment or item donated to, or bought at Oxfam helps our environment, while raising vital funds to fight inequality and support our global mission to beat poverty.

We continued our Second Hand September initiative this year, calling on people across the island of Ireland to pledge to say no to buying new clothes for 30 days and yes to shopping second-hand. This led to increased foot fall in our shops and we were successful in attracting younger buyers into our shops by promoting the event over social media channels.



Our Organisation

We continue to work hard to improve sustainability within our organisation, sharing green tips with our staff and encouraging employees to take public transport, or walk or cycle to work. The impact of the pandemic on our work patterns and practices has resulted in some unusual comparisons with previous years consumption figures.

Flights

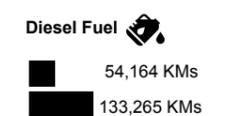
With all international travel suspended for the period covered by the annual report we have no flights to report this year.

Energy

Our energy consumption fell by more than 36 percent last year, reflecting the closure of our shops and offices due to COVID-19. Currently, 46 out of our 49 buildings are powered by renewable sources.

Future Plans

The development of a multi-year sustainability plan has been delayed by the pandemic but it is our intention to do so while we adapt to the changes in our workplace caused by the move to more remote working.



MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid Trustees, known as Council or Board members. New members are recruited through advertisements in Northern Ireland and the Republic of Ireland while other potential candidates are identified by the existing Council and Chief Executive. Members are appointed for a maximum of two three year terms.

After a potential candidate has been interviewed, the Chair decides whether to recommend a candidate for appointment. This is discussed at the next Board meeting where a decision is taken. If appointed, the new member is given a letter of appointment and induction materials including a copy of the Code of Conduct – which they must sign – and a copy of the Conflict of Interest policy. A formal induction process is designed for the new Board member to ensure that they get information on the organisation and its operations over the first three months of their tenure. This includes spending time in different areas of the organisation and if possible going on a field visit to Oxfam Ireland’s programme work within the first year.

A Board committee on remuneration and performance selects the Chief Executive and sets pay rates for the Chief Executive and senior staff. For every paid member of staff, Oxfam Ireland has the support of approximately 10 volunteers. We could not carry out our work without this key support from people countrywide and we value it greatly.

OUR BOARD MEMBERS ARE:

Dr Susan Murphy (Chair)

Appointed 20/04/2018



Dr Susan Murphy is the Assistant Professor in international development practice with the School of Natural Sciences, Trinity College Dublin, and programme coordinator for the joint TCD-UCD Master’s in Development Practice. Dr Murphy received a PhD in 2012 from the School of Politics and International Relations, UCD, on development and normative political theory. She is currently leading baseline research projects on gender and education, and the gendered dimensions of climate change in East Africa. She sits on the steering committee of the Trinity International Development Initiative, is visiting lecturer to the School of Politics and International Relations UCD, Dar es Salaam University Centre for Education, and is visiting fellow with REPOA, Policy Research for Development, Tanzania.

Maria McCann

Appointed 17/04/2015



Maria McCann is founder and Managing Partner of McCann Public Relations. Ms McCann worked for Morton Newspapers and The Belfast Telegraph, becoming a correspondent with UTV for five years, before moving to the Middle East where she was a freelance correspondent with the Daily Mail, CBC and RTÉ throughout the events of the first Gulf war. In 1993, she moved back to Northern Ireland and became managing partner at Macmillan Media. She developed its Public Relations division before taking it forward as an independent firm. Ms McCann is a member of the Northern Ireland Research Ethics Committee and served for six years as a Ministerial appointed Board member of Northern Ireland Screen. Her pro bono work has included lobbying for SPEAC (Special Provision of Education for Autistic Children) pilot project, advising the Belfast Charitable Society and as a Gamesmaker with London Olympics 2012.

Dr Maurice Manning

Appointed 20/02/2015



Dr Manning is Chancellor of the National University of Ireland and Chair of the Government Advisory Group on the Decade of Centenaries. Previously he has been a member of Dáil Éireann, Leader of Seanad Éireann and from 2002 to 2012 President of the Irish Human Rights Commission. From 2006-2011, he chaired the European Group of National Human Rights Institutions. He served on the Governing Authority of UCD from 1979 to 2008; he spent much of his academic career in the Department of Politics at UCD. He has published widely and is currently Adjunct Professor in the School of Politics and International Relations at UCD. He is also currently Chair of the Publishing Committee of the Institute of Public Administration.

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is CEO of the Community Foundation for Northern Ireland and Chair of CO3, a charity for third sector leaders in Northern Ireland. He has strayed far from his original degree in Physics and has worked on major organisational development projects, led highly successful national fundraising campaigns, facilitated significant change within local and international charities, and provided advice and support for charity leaders on people and fundraising issues. Among other roles, he has 13 years’ experience of working within Tearfund, an international development NGO, latterly as their Global Fundraising Director.

Prof Mary Murphy

Appointed 20/04/2018



Prof Murphy has lectured in Irish Politics and Society in Maynooth University’s Department of Sociology since 2007. Her research interests include tax justice and social security policy, power and civil society, and gender. Her latest book, The Irish Welfare State in the 21st Century, was co-edited with F Dukelow and published in 2016. A contributor to national policy debate, she has been a member of various national policy groups including the National Economic and Social Council and, most recently, the National Advisory Group on Taxation and Social Welfare (2011-2014) and the Irish Human Rights and Equality Commission (2013-2017).

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients’ senior management teams, bringing her 20 years’ experience in communications and public affairs to assist them in winning in business and media. Before she joined Red Flag, she worked as a special adviser to two Cabinet ministers, as a director of public affairs, a head of communications for international NGOs and as a national broadcast journalist. She has extensive contacts in politics, media and the corporate world. Her experience in government means she is acutely aware of how policy and legislation is formed and influenced. Ms Grant has worked in international development in South Africa and Haiti, including being part of an emergency response team in Haiti following the 2010 earthquake there. She also has a Masters in HIV/AIDS from the University of Cape Town.

Alf Smiddy

Appointed 28/06/2019



Alf Smiddy is a chartered accountant by profession, having worked with PricewaterhouseCoopers in Cork and Dublin, and also in the Irish and international hospitality and beverage sector for over 25 years. He is a director of the Dalata Hotel Group plc, the ESB and Social Innovation Fund Ireland Ltd. He is also director of a number of businesses across a range of sectors including financial services, marketing and technology, tourism and hospitality, agriculture and food, health and safety, and retail. Mr Smiddy runs his own company and works with leadership teams and boards in the private and public sectors on organisational strategy, marketing and business development, financial management and human resource leadership.

Catherine Gaynor

Appointed 19/06/2020



Catherine Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. Most recently, she led on the design and was Technical Director for a five-year innovative programme in Nigeria working to change harmful norms related to gender-based violence and opposition to women’s leadership and decision making. The primary target group was young women and men but also other key influencers. The programme has generated cutting-edge learning related to changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues.

PAST BOARD MEMBERS:

Robin Masefield

Resigned 19 June 2020



Robin Masefield was the Director General of the Northern Ireland Prison Service for six years to December 2010. This was the culmination of 37 years of public service mostly in Northern Ireland but also included postings in London and Hong Kong. He served in a range of senior management positions that specialised in governance, finance and human resources, as well as operational responsibility. His degree at Cambridge was in social anthropology and previous job roles have included promoting the resettlement of Vietnamese refugees from Hong Kong in 1980-1983, and a tour of Caribbean countries when responsible for aspects of immigration policy in the Home Office (1983-1986).

GOVERNANCE

In order to support the management through the impact of the pandemic the board decided that the Finance Audit & Risk Committee members would meet with management on a regular basis. These exceptional meetings were held approximately every three weeks in the first half of the reporting period on a virtual basis and regular updates on the financial position of the organisation were discussed and relevant information was then provided to the rest of the board members.

All formal board and committee meetings were also held on a virtual basis and this format was found to be very effective and allowed the board to fulfill all of its obligations effectively.

A summary of the attendance of our trustees at the board and committee meetings is as follows:

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy	5/5	3/3*	N/A
Andrew McCracken	5/5	9/9	N/A
Robin Masefield**	2/5	5/6	N/A
Alf Smiddy	5/5	9/9	N/A
Dr. Maurice Manning	4/5	N/A	N/A
Maria McCann	5/5	N/A	4/5
Prof. Mary Murphy	5/5	N/A	4/5
Deirdre Grant	5/5	N/A	4/5
Cathy Gaynor***	3/3	N/A	3/3

*Attended FARC meetings after the resignation of Robin Masefield

**Resigned June 2020

***Appointed June 2020

There was no meeting of the committee on remuneration and performance in the period. The annual review of the CEO was carried out by the Chair of the Board and involved feedback from each of the Board members.

OUR COMMITMENT TO GOOD GOVERNANCE

A specialist consultancy firm – Board Excellence – facilitated a review of the Board’s performance in the 12 months to March 2019. The review process complied with the Charities Governance Code as devised by the Charities Regulator, the Charity Commission for N.I. Code of Good Governance, the Dóchas - CGAI Irish Development NGOs Code of Corporate Governance and was based on leading international Board review best practices.

The report concluded that “the Oxfam Board has a strong commitment to corporate governance” and “a consistent high level of standards” in terms of:

- The professionalism of the Board members
- Their understanding of their duties and responsibilities as non-executive directors and Board members
- The conduct of Board meetings

OUR COMMITMENT TO GOOD GOVERNANCE

- Oversight of the performance of the organisation
- Significant focus on oversight of the organisation’s finances and ongoing risks;
- And oversight by the Board on the significant compliance and health and safety obligations of the organisation

The Board is committed to review progress against changes recommended in the report and had intended to carry this out in the past year but due to the need for greater oversight relating to the pandemic this was not possible and it will be prioritised in the coming year.

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Chair
Robin Masefield	(resigned 19 June 2020)
Dr Maurice Manning	
Maria McCann	
Andrew McCracken	
Prof Mary Murphy	Chair of Programme Performance & Impact Committee
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	(appointed 19 June 2020)

Chief Executive

Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing (appointed in Sept 2020)

*These Directors, although designated as Directors, are not statutory Directors.

Secretary

Andrew McCracken

Registered Office

Elizabeth House, Suite 1, 116-118 Hollywood Road
Belfast, BT4 1NY

Company Number

NI33800

Charity Number

XN89651

Charity Commission for Northern Ireland Number

NIC100848

Solicitors

Carson McDowell, Murray House, Murray Street
Belfast, BT1 6DN

Bankers

Bank of Ireland, University Road, Belfast

Independent auditors

Mazars, Chartered Accountants & Statutory Audit Firm,
Harcourt Centre, Block 3, Harcourt Road, Dublin 2

PROTECTING OUR PEOPLE

It is our priority to ensure that our staff, volunteers, partners and those we serve are safe and valued in the workplace and across our programmes. To achieve this we are continually working to improve our policies and procedures, safeguarding processes and culture.

Safeguarding

We have zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. We will do all we can to prevent it from happening and tackle it rigorously when it does, enabled by strong processes of reporting, investigation and action. And we hold those responsible to account.

In the last financial year (2020-2021), we received one complaint in Oxfam Ireland relating to safeguarding which was resolved to the satisfaction of the complainant. We do not have any open safeguarding cases.

A new Global Safeguarding Case Management system was put in place and we were set up to report and manage any safeguarding cases through this effective from June 2020.

Headline progress and planned improvements towards strengthening our safeguarding policies and procedures, our transformation of working cultures, and in aligning our work in this area across Oxfam's international confederation are as follows:

- Online mandatory safeguarding training for all staff has been rolled out. Completion rates are tracked, shared, and acted on to ensure all staff will do the training.
- Risk assessment templates and guidance have been developed and rolled out to support countries to mitigate risks relating to safeguarding during change processes.
- Training webinars in different languages were held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.
- The One Oxfam PSEAH Policy was reviewed and improved.
- The One Oxfam Reporting Misconduct Standard Operating Procedure was reviewed and improved.

Oxfam International, Habitat for Humanity International, WaterAid and the Rooftop design agency, with funding from InterAction, created a Community-based Safeguarding Visual Toolkit. The open source, FREE, toolkit is adaptable and designed to assist humanitarian and development agencies to communicate key safeguarding messages, derived from the (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse, to the communities in which they and their partners work, helping to break down barriers of language, literacy, and accessibility.

Oxfam continues to play a key role in inter-agency coordination mechanisms including the Inter-Agency Standing Committee (IASC) at both the technical and Principle's level. Further, Oxfam is involved in numerous other interagency initiatives at global, regional, and country level. This includes Digna, Interaction, Bond, and ACFID. In order to promote coordinated safeguarding responses at country level, Oxfam is participating in country based PSEAH Networks.

Wellbeing

It was a difficult period in which to ensure the wellbeing of all our staff and volunteers given the impact of Covid 19 national restrictions resulting in the frequent closure of all of our shops and requiring all of our staff to work remotely.

Despite this we continued to work to embed wellbeing at the core of our organisational culture. Developed to reflect Oxfam's own values of empowerment, inclusion and accountability, our wellbeing strategy is strongly linked to staff engagement and provides employees with the knowledge and motivation to take responsibility for all aspects of their health, taking a holistic approach as per the World Health Organisation model.

We continued to hold virtual town hall meetings for all staff on a regular basis and these were well attended and we received positive feedback that they helped to keep staff connected and informed.

We carried out a staff survey asking for feedback on the impact that the new working environment was having on staff and how we might adapt to ensure that any negative impact might be mitigated.

As a result of the feedback received we are in the process of putting in place a new Stress and Mental

Health policy which will introduce new processes in these areas.

We also developed a new Menopause policy which we will be introducing in the coming months.

Health & Safety

The safety and wellbeing of staff is a priority for our management and Board. A strong health and safety culture is driven by our Chief Executive who is responsible for ensuring that staff safety is paramount. Each staff member receives mandatory accredited health and safety training within their first six months at Oxfam Ireland – which covers areas including fire safety, first aid and good housekeeping – while refresher training takes place every three years.

Our systems, which are in line with industry recognised standards, help the Chief Executive and management to carry out their duties. A steering group meets every month to review and progress our management systems while the Board also receives quarterly updates on health and safety matters. Our Health and Safety team carries out regular audit and risk assessments and there are periodic reviews of all our policies.

Supporting staff and volunteers through the complexities of operating in a Covid 19 environment continued to be the main focus of the Health & Safety team throughout the period. Thanks to our robust systems and very high levels of co-operation and compliance we avoided any significant levels of infection within our teams.

Challenges

We face a lot of uncertainty about what our working practices will look like into the future.

Staff who were historically based in our Belfast and Dublin offices have worked very effectively on a remote basis during the Covid 19 crisis and many have expressed a wish to continue to do so at least on a partial basis into the future. This has significant implications for our offices, our IT systems and our organisational culture.

Volunteers groups who traditionally worked in our shops such as retired people and students from other countries have become reluctant or unable to continue to volunteer.

These are challenges that we will have to face up to and adapt to quickly and effectively if we are to protect the wellbeing of our staff and volunteers and ensure the continued success of our work.

Going Forward

Additional online safeguarding training for specific audiences is being developed and will be rolled out. This will include training for Country Directors and other senior managers, and an in-depth course for Country Safeguarding Focal Points.

We are also looking to implement a new volunteer management process supported by an online volunteer management solution which will streamline volunteer recruitment, induction, training, rostering and communication making it easier for our shops to recruit and retain volunteers.

TO ALL OUR
SUPPORTERS
VOLUNTEERS
CAMPAIGNERS
CORPORATE SPONSORS
PARTNERS
AMBASSADORS
AND
INSTITUTIONAL DONORS ...

THANK YOU

Members of a coffee micro-station supported by Oxfam in Nebbi District, Uganda.
Photo: Kieron Crawley/Oxfam



DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2020 - 2021		
	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Colombia	12	12
Democratic Republic of the Congo	378	378
Gaza	118	118
Malawi	584	350
Occupied Palestinian Territory & Israel	62	62
Papua New Guinea	5	-
Rwanda	968	300
South Sudan	468	468
Tanzania	1,283	1,006
Uganda	432	300
Yemen	31	-
Zimbabwe	409	369
Ireland	257	71
Oxfam Collective Resource Allocation	574	-
	5,581	3,434

The Oxfam Collective Resource Allocation is the contribution that all Oxfam affiliates make to cover the minimum management costs of our programme work at country level and the core investment needed to support programme quality.

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 47 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Northern Ireland Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council. The company is governed by its Council Members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer reports to the Council Members.

Our Board – the Council

Oxfam Ireland is governed to national and international standards by an independent 'Council' of leaders from the public, private and academic sectors. This Council comprises a maximum of 11 unpaid Trustees, who oversee strategic planning and delivery, budgeting, organisational development and risk management.

Since 2012, Trustees are appointed for a maximum of two three-year terms through open competition. Council holds the Chief Executive to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Council Trustees were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Trustees are also the members of the company. New Council members are recruited through advertisements in Northern Ireland and the Republic of Ireland and through selection based on applicants and other potential candidates identified by the existing Council and Chief Executive. A formal interview takes place to establish the candidate's eligibility which will include a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation. The Council meets at least four times annually. In 2015, Council introduced a formal evaluation mechanism for each meeting following a major review of our governance structures.

The Council Trustees are committed to gender balance, inclusivity, diversity and geographical representation in choosing new members which are formally elected at the Annual General Meeting. As a not-for-profit, charitable-status, limited liability Company, the liability of each Trustee is limited to €1.27.

Committees

Trustees have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee – which appoints the Chief Executive and sets pay rates for the Chief Executive and senior staff – and the Programme Performance and Impact Committee. The Finance, Audit and Risk Committee oversees the financial health of the organisation.

Individual Trustees are also asked, on occasion, to contribute their specialist advice to management in certain areas, such as human resources, marketing, PR, finance and fundraising.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee reports directly to the Council. The Chair of the Committee is appointed by the Council. In addition to the Chair, the Committee comprises up to three other Trustees appointed by the Council as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

- To review the annual audited financial statements of the charity and recommend them to the Council.
- Take responsibility on behalf of the Council for overseeing and reviewing all aspects of financial planning, financial performance, internal control and risk management.

The Finance Audit & Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

DIRECTORS' REPORT AND STRATEGIC REPORT

Programme Performance and Impact Working Group

Oxfam Ireland has a firm commitment to continuously improve programme quality and has established a committee on Programme Performance and Impact to support that work. This is a formally constituted group reporting to the Council and liaising with other Council groups as appropriate. It is composed of three Trustees with scope to co-opt additional external expertise as required.

The Members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for reflection and discussions on wider programme issues identified by Council and staff.

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the Chief Executive and recommends remuneration changes for the CEO and key leadership team members.

Governance Responsibility

Oxfam Ireland is committed to a programme of continuous improvement of organisational governance. To further enhance governance, Trustees' performance will be regularly reviewed and reported upon.

The Council has overall governance responsibility, including the establishment of all general policies under which management operates.

Processes are in place to ensure that staff performance is monitored, and that appropriate management information is prepared and reviewed regularly by both executive management and the Council. Internal control systems are designed to provide reasonable assurance against material misstatement or loss. They include:

- A strategic plan and annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results, variances from budgets, and non-financial performance indicators;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Oxfam International

Oxfam Ireland is also subject to the scrutiny of the Oxfam International Confederation to ensure compliance with Confederation-wide standards relating to finance and governance matters.

Managing our resources

Our diversified funding framework blends institutional, public and trading resources and is key to financial stability. A mix of restricted and unrestricted funding from institutions and the public provides resources for our programmes and ensures the financial sustainability of the organisation.

We allocate resources on the basis of a rigorous budgeting process that produces annual budgets and a rolling three-year financial plan. The budget is prepared by the senior management team, reviewed by the Finance Audit and Risk committee and approved by Council.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at <https://www.oxfamireland.org/provingit/accountability>.

Monitoring our work for impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality. We assess the progress we are making in changing people's lives as the result of our overseas programmes, advocacy initiatives and campaigns.

Monitoring and evaluation occur in several ways, from project visits and participatory data collection to in-depth internal and external reviews and evaluations. We undertake impact assessments, peer reviews, audits and regular reflections with staff, partners, allies and community members.

During these reviews, we consider the broader context contributing to change, the views, needs and interests of the women and men we seek to benefit, and the perspectives of other stakeholders.

We continue with our efforts to improve the monitoring, evaluation and learning that we see as critical to the success of our programme.

We carry out:

- Real time evaluations: In emergencies we need to act quickly, so Oxfam conducts rapid real time evaluations in the early stages of the relief effort, to be able to fix problems that arise while providing life-saving assistance.
- Peer reviews: By bringing together a group of people from different Oxfam entities, and occasionally external organisations, we evaluate and audit our development programme, to view the effects of the work from a wider range of perspectives and share best practices.
- Impact evaluations: Performed retrospectively, this kind of evaluation helps compare the situation before and after a project is implemented. The focus is on the long-term changes in people's lives.
- Reviews of financial controls: With the support of internal and external audit teams, we strive to be as efficient as possible. Performance is constantly monitored, and appropriate management reports are prepared and reviewed regularly by executive management and the board of Trustees.

DIRECTORS' REPORT AND STRATEGIC REPORT

Accreditation

To ensure human rights are respected and the needs of the most vulnerable are met, the standards, conventions and principles that guide our work include:

- The Oxfam Code of Conduct
- Sphere Humanitarian Charter and Minimum Standards in Humanitarian Response
- The Contract for Oxfam International Humanitarian Action
- The Principles of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Response Programmes
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions
- The Core Humanitarian Standard
- The Grand Bargain
- Charter for Inclusion of Persons with Disabilities
- The Charter 4 Change
- The Centrality of Protection
- IASC Guidelines for GBV Interventions in Humanitarian Settings
- The Call to Action on Protection from GBV in Emergencies
- The Sustainable Development Goals
- Irish Aid Security Management Guidelines
- Oxfam Partnership Principles

Measurable and accountable

We strive to impose the highest international standards on ourselves – all our activities are measurable, accountable and realistic.

Trust in our work is our most precious resource and trusting us to use public donations to maximum effect is a responsibility we take very seriously.

We consistently meet accountability requirements with, for example, publication of Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website in addition to information about our Council. We regularly publish information about our programme work, campaigns and advocacy.

All our finances, including detailed accounts, breakdowns of where money goes and salary information are also available on our website www.oxfamireland.org.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 2000946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

We are conscious however that governance standards are constantly improving and seek to maintain our level of performance against them.

Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Underneath these high level KPIs, each part of the organisation has a more detailed suite of KPIs that are used to assess and report on performance within teams and departments.

Targets are set at the beginning of each reporting period for each KPI and performance against these targets is measured regularly by the Leadership Team and reported on and discussed at each Council meeting. Where a particular KPI needs further investigation or explanation the Council then receives more detailed information from management on the specific area concerned.

The high level KPIs that are currently in use and the performance in the years to March 2021 and March 2020 against each of the targets set are summarised as follows:

Area	Key Performance Indicators	2021 Result	2020 Result
Programme	Value of Grant Income	Fully achieved	Fully achieved
Finance	Unrestricted Net Contribution	100% above target	28% below target
Trading	Total Income	19% below target	11% below target
People	Staff satisfaction as measured in survey	At 90% of target.	At 86% of target
Supporters	Levels of Trust	At 100% of target	At 96% of target
Fundraising	Total income	5.4% above target	2% Above target

Although a difficult year in which to meaningfully compare KPI's against historical data due to the significant impact of the pandemic across all areas, we decided to persevere with our organisation wide set of KPI's introduced last year and are pleased that many have shown significant improvement.

A €1M Horizon 2020 award contributed significantly to achieving the target for grant income in the period, while a strong fundraising performance, a successful business interruption insurance claim and a range of government supports allowed us to avoid an expected substantial unrestricted deficit.

Additional pandemic related lockdowns of retail above what was expected when setting the target for trading total income resulted in the performance here being substantially below target.

It has been encouraging to see the staff satisfaction KPI improve over last year and get to 90% of target and we will continue to focus on staff wellbeing in the coming year to hopefully improve on this further.

We were also delighted to see the levels of trust KPI hit target in the period, however we will continue to set higher targets in future years as there is still substantial room for improvement in this metric.

A strong performance across many areas in fundraising contributed to achieving a 5.4% above target income result which was delivered against the backdrop of a difficult environment caused by the pandemic.

DIRECTORS' REPORT AND STRATEGIC REPORT

Governance



We adhere to and implement the following:

- Charity Commission for N.I. Code of Good Governance
- The Charities Regulatory Authority Governance Code
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance
- Republic of Ireland Charities Act
- Northern Ireland Charities Acts
- Charities SORP (Statement of Recommended Practice) for accounting and reporting practice
- The Charities Regulator Guidelines for Charitable Organisations Fundraising from the Public
- Code of charity retailing as part of our membership of both the Irish Charity Shops Association and the Charity Retailing Association in the UK.
- Dóchas Code of Conduct on the use of images and messages

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes <https://www.oxfamireland.org/provingit/accountability>.

Public Benefit

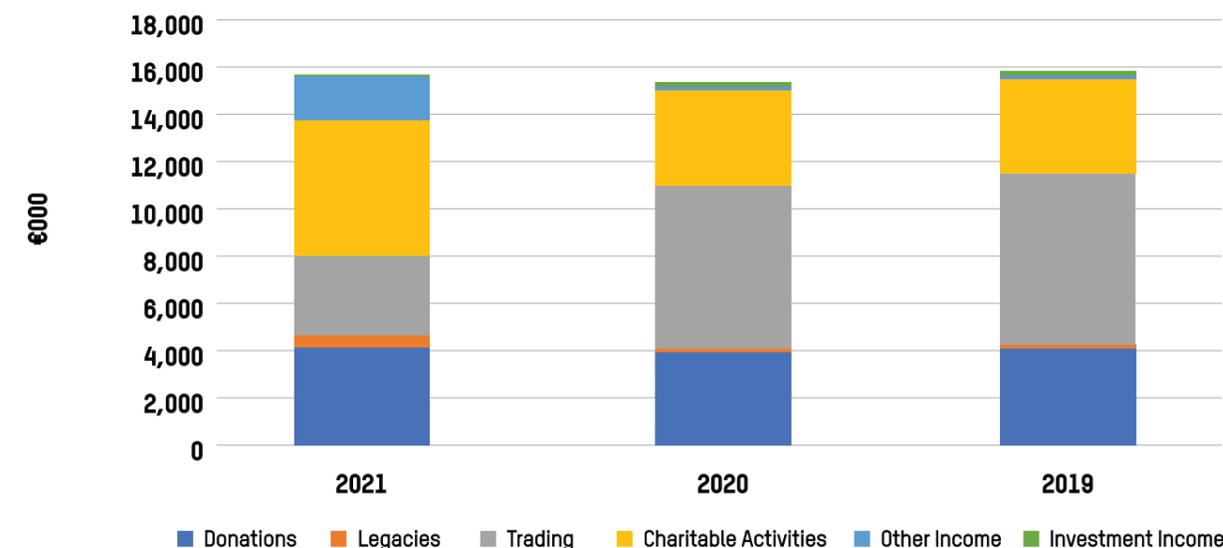
The Directors report in the Annual Report on Oxfam Ireland's public benefit. They demonstrate that they are clear about what benefits are generated by the activities of the charity to further the goals set out in our strategy, the types of programmes supported and funded.

The Directors confirm that they have taken into account the Guidance contained in the Charity Commission NI's general guidance on public benefit where applicable and are confident that Oxfam Ireland meets these public benefit requirements.

Financial Review

The financial impact of the Covid pandemic on Oxfam Ireland was severe as a result of the prolonged closure of our shops and the inability of our door-to-door collection team to carry out their work. The impact on income however was mitigated by a cost reduction programme, availing of government grants and employment supports where possible and a successful claim under our business interruption insurance policy.

INCOME



In 2021 we generated income of €15.75M which was a 2.1% increase on 2020.

This reflected a strong performance in **Voluntary Income** which saw a 9.7% increase on 2020, where our telemarketing team (including some retrained members of our door-to-door team) worked tirelessly to contact many of our regular donors and ensured that our attrition rates (the rate of cancellations of donations from regular donors) were substantially below expected levels. Our direct mailing activities and legacy income also performed very well in the period.

Trading Income fell by €3.37M or 49.3%, as a direct result of the closure of the shops for the pandemic lockdowns. When the shops were in a position to re-open, they demonstrated a quick return to normal levels of trading.

Income from **Charitable Activities** which represents funds received from Institutional Fundraising grew by €1.566M. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland; however, we have made good progress in 2020 in sourcing funds from other donors including obtaining a €1M Horizon 2020 award for digital innovation work in the Pacific region.

Other Income in the current period included €1.32M of government aid related to Covid 19, €525K of an interim payment on our business interruption insurance claim and €135K of income for hosting employees on behalf of other members of the Oxfam global organisation. This hosting income was the material component of Other Income in the previous year at €238K.

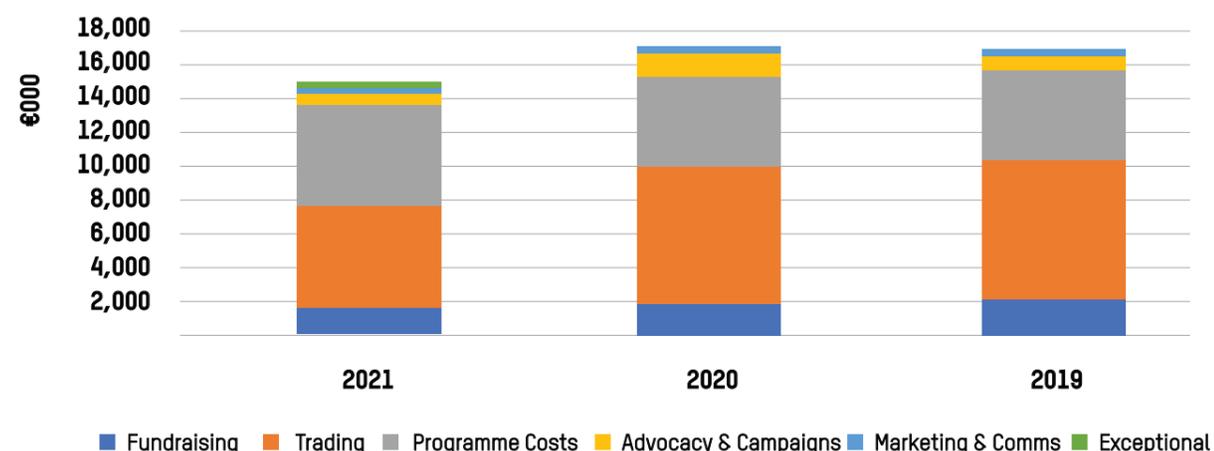
Investment Income comprises rental income from another business operating from one of our ex-shop premises.

Other Gains/Losses

In 2021 we contracted to sell our office at Portview House in Ringsend in Dublin. This generated a gain of €809K. We continue to operate from the premises under a lease negotiated with the purchasers.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2021 was €14.56M which was 13% down on the previous year. All categories of expenditure except for Programme costs and Exceptional costs fell substantially in the period.

Trading expenditure fell by €2.2M or 27.1% reflecting the reduced wages costs from the shop closures.

The reduction in **Fundraising** expenditure of €334K or 17.1% reflects the fact that we had no door-to-door teams operational for most of the year. As much of the benefit from the work of these teams comes in future years through regular donations from newly signed up donors, we expect a negative future impact on fundraising income.

The increase in **Programme costs** is due to increased programme activity funded by the growth in Charitable Activities income noted above and the decrease in **Advocacy & Campaigns expenditure** is due to having a reduced team in the period and a reduction in the annual contribution we make towards the operating costs of the Oxfam global confederation.

Exceptional Expenditure reflects €253K of redundancy costs relating to the redundancy programme discussed in last year's report under Future Plans. This redundancy programme led to over 20 staff leaving the organisation across all divisions and has significantly reduced the cost base of the organisation for the future.

Balance Sheet

In the year to 31 March 2021, we contracted to sell our Dublin freehold building although the sale was not completed until shortly after the year end. This has given rise to a significant revaluation adjustment which has increased the value of the property by €809K.

Funds carried forward of €5.99M include €1.63M of Restricted funds. The remaining funds are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves policy

Oxfam maintains its Charitable Funds at a level that protects our programme work from risks of unforeseen disruption, ensuring we have sufficient working capital and balancing the need to make sure that we do not retain income for longer than required. The basis of calculation of this target reserves level is kept under periodic review and adjusted as perceptions of risk and other factors change. While the cost reduction programme has resulted in a lower cost base the uncertainty caused by the pandemic has led to a decision to maintain our target reserves level at €1.9M which is based on a historical calculation of three months of key operational costs. This will be reviewed once a stable period post pandemic allows us to do so with more accuracy.

From time to time, amounts may be set aside out of unrestricted income in a Designated Fund, for specific purposes.

(i) Restricted Funds

Where amounts received by Oxfam are subject to donor-imposed restrictions, these are credited to Restricted Funds for subsequent disbursement in accordance with the donor's wishes.

(ii) Designated Funds

Currently we are carrying €2.083M in Designated Funds which are designated towards working capital requirements based on the calculation described above. We have also designated an additional €100K towards the potential costs of a relocation of our Dublin office.

(iii) General Funds

General Funds represent the amount of unrestricted funds that are not designated for any specific purpose. Our General Funds or Unrestricted Funds balance of €58K will be used to support our Programme work within the next two years.

(iv) Revaluation Reserve

Revaluation reserve represents the increase in the value of our freehold property. As a result of the completion of the sale of the freehold property after the period end this reserve will transfer to General Funds.

Going Concern

Having reviewed the results for the period, the closing financial position and future financial forecasts, we believe that we have adequate resources to continue in operational existence for the foreseeable future.

The key risk facing the organisation in the form of the Covid pandemic has been assessed by management and the board and we believe we have sufficient reserves to successfully manage this risk.

We believe therefore that there are no material uncertainties that call into doubt our ability to continue in operation. Accordingly, we continue to adopt the 'going concern' basis in preparing the financial statements.

Future Plans

With the imminent launch of our ten-year strategic framework we will work under operational plans developed in line with the strategy, ensuring consistency of vision and direction in the short to medium term.

Having achieved a significant reduction in our cost base through the recently completed redundancy programme we intend to focus on recovering from the impact of Covid 19 by rebuilding our Trading and Fundraising income to above pre pandemic levels and continuing to improve efficiency and cost effectiveness in our operational support functions.

DIRECTORS' REPORT AND STRATEGIC REPORT

Throughout the pandemic we maintained our efforts to build strong relationships with suppliers of new stock for our retail outlets. This has resulted in significant additional donations of stock which will be sold through our existing shops and some pop-up outlets.

As lockdowns lift, we intend to continue development of our in-house face to face fundraising capabilities, telemarketing and direct mail activities and building donations from corporate donors and events.

Growing restricted income through successfully applying for grants from a broad range of institutional donors continues to form an important part of the future plans for Oxfam Ireland. Working closely with programme countries we will partner with other Oxfam affiliates when appropriate to maximise chances of success.

Fraud

Oxfam Ireland does not tolerate fraud and corruption and we work to prevent, deter, detect and respond to incidences of fraud, theft and corruption supported by specialist staff working globally across program locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We accept our operating environment heightens exposure to the risk of fraud and corruption. We do not tolerate fraud, theft, bribery, money-laundering, aid diversion, and nepotism and we are committed to reducing them to an absolute minimum, by ensuring that our systems and practices reduce the risk of occurrences. Suspected or actual cases are vigorously, and promptly investigated and appropriate action taken.

If we become aware of an instance of suspected fraud or corruption having occurred, the relevant donor is always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2021 one minor theft in our retail network and one instance of online fraud were detected. The total value of the funds involved in these two instances was €3,461 which represented 0.02% of our Total Expenditure.

Risk Management

Oxfam Ireland uses a risk management framework to systematically and proactively manage risk across the organisation.

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty, that can result in positive and negative consequences, and it is critical that they are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

Risk Area	Appetite
Safeguarding – Sexual exploitation, harassment, abuse	Zero tolerance
Fraud & Corruption – Aid diversion, shop theft, nepotism	Zero tolerance
Compliance - legislative requirements, regulatory codes	Very low
Security of staff and people we work with – Health & Safety	Very low
Financial – Going concern, stewardship of public funds	Low
Human Resources – Staff wellbeing, fairness and communication	Low
Program – Donor requirements, partner selection and management	Medium
Public Fundraising – legal requirements, public perception	Medium
Reputational – Safeguarding, working with partners	Medium
Strategic – flexibility, agility, resourcing, alignment	Medium
Information Systems – Cyber-crime, network failure	Medium

Oxfam Ireland manages risk through culture, processes and structures directed towards realizing potential opportunities whilst managing adverse effects.

The risk principles included in the framework are balance, innovation, future-relevance, transparency and trust.

Risk is categorised into eleven categories set out above with the level of appetite Oxfam Ireland attaches to each:

A detailed Risk Register is maintained and updated quarterly with input from management across the organisation. A summary of the key risks identified, and the mitigating actions being taken in each case is reviewed by the trustees at every board meeting and a detailed review of the full register is carried out annually by the Finance Audit & Risk Committee.

The principal risks faced by the organisation in the period and the actions taken to manage them were as follows:

Risk	Mitigating Actions
<p>Impact of Covid-19</p> <p>The primary risk to the organisation from Covid-19 was the impact on the health and safety of our staff and the people we work with.</p> <p>The secondary risk was the impact on the ability to generate income to support our work both through our shop network and our public fundraising.</p>	<p>We followed best practice in personal protection practices and our Health & Safety team communicated regularly with all our staff to ensure that everyone understood the risks and their responsibilities. We also remained focussed on the mental health and wellbeing of our staff as they coped with new ways of working ensuring that all staff had access to support where necessary.</p> <p>We reduced the core cost base of the organisation through a redundancy programme and introducing process changes to increase efficiency. We also successfully pursued an insurance claim for loss of income under a business interruption clause. We continued to build relationships with suppliers of stock for our shops so that when they reopened they were able to offer our customers a large range of high-quality stock.</p>
<p>Safeguarding</p> <p>The Covid-19 pandemic has increased the already significant risks in this year. The risks related to sexual exploitation and abuse are heightened in the face of stress, fear, economic uncertainty and chaotic environments. At the same time, the barriers to reporting and responding have also increased.</p> <p>Oxfam Ireland has zero tolerance for all types of misconduct against people's health, well-being, and human rights. We pay particular attention to risks of sexual exploitation, abuse, and harassment.</p>	<p>To progress in mitigating risks in this area we have continued to make changes to our processes and culture while introducing a global case management system to improve the quality and consistency of the management of cases.</p> <p>We rolled out our new Safeguarding Core Standards, bringing together key policies and minimum standards, and developed and introduced a series of training courses for all staff.</p> <p>We continue to regularly report publicly on our progress against our plans in improving our Safeguarding performance.</p>
<p>Fraud & Corruption</p> <p>The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.</p>	<p>To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistle blowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.</p>
<p>Health & Safety of Staff</p> <p>The risk of injury or harm to our staff is ever present and, in some areas where we work, is heightened by the type of work we do.</p>	<p>To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.</p>

DIRECTORS' REPORT AND STRATEGIC REPORT

Events after the end of the reporting period

Shortly after the end of the reporting period we completed the sale of our freehold property in Dublin but remain in occupancy under a lease back arrangement.

There are no other adjusting or non-adjusting events after the end of the reporting period.

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2021.

Statement of Council members' responsibilities

The Trustees (who are also directors of Oxfam Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

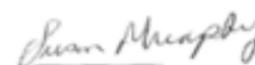
In accordance with company law, as the company's Trustees, we certify that:

- There is no relevant audit information of which the company's auditors are unaware, and;
- They have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

The Auditors, Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Council,



Dr. Susan Murphy – Chair

Date: 10 Sept 2021



Andrew McCracken – Secretary

Date: 10 Sept 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Opinion

We have audited the financial statements of Oxfam Ireland for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cashflows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's and the group's affairs as at 31 March 2021 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company, the group and its environment obtained in the course of the audit, we have not identified material misstatements in the "Strategic Report" or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors for the financial statements

As explained more fully in the statement of council members' responsibilities set out on page 65, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the company and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the NI charity regulation, NI tax legislation, employment legislation, health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

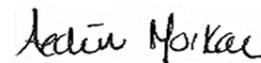
- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan

Date: 14 Sept 2021

Senior Statutory Auditor
Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

OUR FINANCES



Women in Zimbabwe count money at their weekly savings group meeting organised by Oxfam and our partner, Hope for a Child in Christ. The money pooled can then be borrowed by a member of the group to start a business or social programme.
Photo: Abbie Trayler-Smith/Oxfam

Consolidated Statement of Financial Activities for the year ended 31 March 2021
(Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	Total 2021	Total 2020
		€'000	€'000	€'000	€'000
Income					
Donations, gifts and corporate sponsorship	5	4,028	206	4,234	4,113
Legacies and gifts in kind	5	396	9	405	118
Other trading activities	6	3,425	41	3,466	6,834
Investments	7	35	-	35	44
Charitable activities	8	326	5,300	5,626	4,063
Other income	31	660	1,322	1,982	248
Total income		8,870	6,878	15,748	15,420
Expenditure on Raising Funds:					
Raising funds	9	1,571	49	1,620	1,954
Trading activities	6	4,605	1,237	5,842	8,008
		6,176	1,286	7,462	9,962
Charitable activities:					
Overseas programme costs	10	1,291	4,501	5,792	5,383
Advocacy and campaigns	10	616	36	652	1,150
Marketing and communications	10	171	101	272	342
Exceptional Expenditure		384	-	384	-
Total expenditure		8,638	5,924	14,562	16,837
Net income/(expenditure)		232	954	1,186	(1,417)
Transfers between funds		-	-	-	-
Unrealised currency movement		(39)	4	(35)	(1)
Net income /expenditure		193	958	1,151	(1,418)
Other gains	31	809	-	809	-
Net movement in funds		1,002	958	1,960	(1,418)
Reconciliation of funds:					
Total funds brought forward		3,358	670	4,028	5,446
Total funds carried forward		4,360	1,628	5,988	4,028

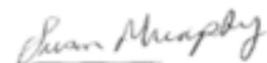
There were no other recognised gains or losses in the current or prior year other than those included in the statement of financial activities. All income and expenditure derive from continuing activities.

The notes on pages 75 to 96 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2021			
	Notes	Total 2021	Total 2020
		€'000	€'000
Fixed assets			
Tangible assets	15	3,826	3,165
		3,826	3,165
Current assets			
Stocks and work in progress	17	64	76
Debtors	18	1,634	803
Cash at bank and in hand	19	6,630	4,666
		8,328	5,545
Current liabilities			
Creditors: amount falling due within one year	20	(6,166)	(4,390)
Net current assets			
		2,162	1,155
Total assets less current liabilities			
		5,988	4,320
Creditors: amount falling due after more than one year	21	-	(292)
Net assets			
		5,988	4,028
Funds			
Restricted funds	28	1,628	670
Designated funds	28	2,083	1,980
Unrestricted funds	28	58	-
Revaluation reserve	28	2,219	1,378
Total charity funds			
		5,988	4,028

The notes on pages 75 to 96 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy
Chair



Andrew McCracken
Director

Date: 10 Sept 2021

Company Balance Sheet as at 31 March 2021			
	Notes	Total 2021	Total 2020
		€'000	€'000
Fixed assets			
Tangible assets	15	278	341
Investments	16	-	-
		278	341
Current assets			
Stocks and work in progress	17	40	73
Debtors	18	307	228
Cash at bank and in hand	19	1,093	983
		1,440	1,284
Current liabilities			
Creditors: amount falling due within one year	20	(3,174)	(2,875)
Net current assets			
		(1,734)	(1,591)
Total assets less current liabilities			
		(1,456)	(1,250)
Creditors: amount falling due after more than one year	21	-	-
Net liabilities			
		(1,456)	(1,250)
Funds			
Restricted funds	29	170	173
Designated funds	29	-	-
Revaluation reserve	29	-	-
Unrestricted funds	29	(1,626)	(1,423)
Total funds			
		(1,456)	(1,250)

The notes on pages 75 to 96 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy
Chair



Andrew McCracken
Director

Date: 10 Sept 2021

Consolidated Statement of Cash Flow as at 31 March 2021

	Notes	Total 2021	Total 2020
		€'000	€'000
Net cash provided by / (used in) operating activities	24	2,092	(1,654)
Cash flow from investing activities			
Sale of property, plant and equipment		-	1,608
Purchase of property, plant and equipment		(128)	(436)
Net cash (used in) / provided by investing activities		(128)	1,172
Cash flow from financing activities			
Repayment of bank loans		-	(240)
Cash used in financing activities		-	(240)
Change in cash and cash equivalents in the reporting period		1,964	(722)
Cash and cash equivalents at the beginning of the reporting period		4,666	5,388
Cash and cash equivalents at the end of the reporting period		6,630	4,666

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NOTES TO THE FINANCIAL STATEMENTS

1. General Information

Our purpose is to help create lasting solutions to the injustice of poverty. Oxfam Ireland is part of a global movement for change, one that empowers people to create a future that is secure, just, and free from poverty.

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is limited by guarantee and is incorporated and domiciled in Northern Ireland. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 1NY.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102). The financial statements have also been prepared in accordance with the Statement of Recommended Practice (SORP) (FRS 102) “Accounting and Reporting by Charities”.

3. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty applied in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified to include certain items at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). All values are stated in absolute amounts and rounded to the nearest thousands, unless otherwise indicated.

The financial reporting framework that has been applied in their preparation is the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which is recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2021.

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries and, for companies limited by guarantee, where there is common control through one Council for both entities. A separate statement of financial activities and income and expenditure account for the charity has not been presented because the company has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006.

c) Income

Income, including donations, legacies and investment income is recognised in the period in which Oxfam Ireland is entitled to the income, where the receipt is probable and the amount can be measured reliably.

Income from charitable trading activities is accounted for when earned.

Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is received into the company’s bank accounts.

NOTES TO THE FINANCIAL STATEMENTS

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services. These grants receivable are accounted for when the charity's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

Gifts in kind – Physical items supplied by institutional donors donated to the charity are included as Other Donations.

Legacies - For legacies, entitlement is taken as the earlier of the date on which either the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Cost of generating funds

Costs of generating funds comprise the costs incurred in commercial trading activities and fundraising. Trading costs cover all the costs of the shops and other trading activities including the costs of goods sold together with associated support costs. Fundraising costs include the costs of recruiting donors and staff costs in these areas, and an appropriate allocation of central overhead costs.

e) Charitable expenditure

Charitable expenditure is reported as a functional analysis of the work undertaken by Oxfam Ireland, being humanitarian, development and campaigning and advocacy. Under these headings are included grants payable and costs of activities performed directly by Oxfam Ireland together with associated support costs.

Grants payable in furtherance of our objectives are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the contract.

f) Support Costs

Support costs are costs incurred to facilitate an activity. Support costs do not change directly as a result of the activity undertaken. Support costs include the central office functions, such as governance, general management, accounting and finance, information technology, health and safety and human resources.

g) Foreign currencies

Functional and presentation currency:

The group financial statements are presented in Euro. The company's functional and presentation currency is the Euro.

Transactions and balances:

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS

The foreign exchange rates used to prepare these financial statements were as follows:

	Total 2021	Total 2020
	€	€
Average Rate Pounds Sterling	1.12	1.15
Closing Rate Pounds Sterling	1.17	1.15

h) Employee benefits

Oxfam Ireland provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits:

Short-term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plan:

Oxfam Ireland operates a defined contribution scheme for employees. A defined contribution plan is a pension plan under which Oxfam Ireland pays fixed contributions into a separate entity. Once the contributions have been paid Oxfam Ireland has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the consolidated balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The Oxfam GB defined benefit pension scheme:

The company is a member of the Oxfam GB scheme. Where it is not possible for the company to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the company has agreed, with the plan, to participate in a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the consolidated statement of financial activities. The unwinding of the discount is recognised as a finance cost.

i) Taxation

The entity is a registered charity (number XN89651). All of its activities are exempt from direct taxation.

j) Tangible assets

Tangible assets, apart from freehold buildings, are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

Freehold buildings are stated in the consolidated balance sheet at their revalued amounts, being the fair value at the date of revaluation, less any accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair values at the reporting date.

NOTES TO THE FINANCIAL STATEMENTS

Any revaluation increase arising on the revaluation of such freehold buildings is credited to the properties revaluation reserve, except to the extent that it reverses a revaluation decrease for the same asset previously recognised as an expense, in which case the increase is credited to the consolidated statement of financial activities to the extent of the decrease previously expensed. A decrease in carrying amount arising on the revaluation of such freehold buildings is charged as an expense to the extent that it exceeds the balance, if any, held in the property's revaluation reserve relating to a previous revaluation of that asset.

Depreciation and residual values:

Depreciation is calculated, using the straight-line method, to allocate the cost to their residual values over their estimated useful lives, as follows:

Leasehold properties	2% per annum
Assets held for resale	2% per annum
Freehold buildings	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent additions and major components:

Subsequent costs, including major inspections, are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Derecognition:

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the consolidated statement of financial activities and included in 'expenditure'.

k) Borrowing costs

All borrowing costs are recognised in the consolidated statement of financial activities in the period in which they are incurred.

l) Leased assets

At inception the management assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

Finance leased assets:

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

NOTES TO THE FINANCIAL STATEMENTS

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Operating leased assets:

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the period of the lease.

m) Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

n) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. Inventories are recognised as an expense in the period in which the related income is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

o) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

p) Provisions and contingencies

Provisions:

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies:

Contingent liabilities are not recognised. Contingent liabilities arise as a result of past events when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

q) Financial instruments

The Group has chosen to adopt Section 11 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash at bank and in hand, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

NOTES TO THE FINANCIAL STATEMENTS

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the consolidated statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the consolidated statement of financial activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade creditors and accrued expenses, bank loans and loans from fellow Group companies, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

r) Related party transactions

Oxfam Ireland discloses transactions with related parties which are not wholly owned with the same group of companies. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the Directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

4. Statement of Compliance

In the application of the company's accounting policies, which are described in note 3, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant, Actual results might differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the accounting policies and notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Deferral of grant income

Oxfam Ireland receives grant income from donors on a regular basis where the entitlement to recognise the income is dependent on meeting specific terms and conditions. Where the grants have been received and the terms and conditions have not yet been fully met then the income is deferred.

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2021 amounts to €1,319K (31 March 2020: €1,178K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Council members for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding Oxfam Ireland's ability to meet its liabilities as they fall due, and to continue as a going concern. In making this assessment, the Directors have considered the ongoing impact of Covid-19 and do not consider the impact will be so significant as to cast doubt on the ability of the organisation to continue in operational existence. The assessment performed is based on a number of key judgements and assumptions including: Irish Aid funding will continue for the remainder of 2021 and will continue into 2022; the attrition rate on direct debit donations is assumed to continue at normal levels; shop trading activity will continue at close to normal levels subject to there not being further forced closures; the property assets included in the consolidated balance sheet are expected to be recoverable at their stated value at 31 March 2021 and the known cost impacts of Covid-19 have been considered and mitigated against where possible.

On the basis of the assessments and the underlying assumptions the Council Members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

5. Voluntary income

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	396	9	405	110	8	118
Donations, gifts & corporate sponsorships	4,028	206	4,234	3,782	331	4,113
	4,424	215	4,639	3,892	339	4,231

NOTES TO THE FINANCIAL STATEMENTS

6. Net expenditure on donated and commercial trading activities

This represents the net expenditure from the sale of donated goods and commercial trading activity through Oxfam Shops, after deduction of operating and administration expenses. Oxfam Ireland believes this most fairly represents the value to the charity of donated goods.

The income and expenditure from trading activities is unrestricted.

	Total 2021	Total 2020
	€'000	€'000
Turnover from donated goods & commercial trading activity	3,466	6,834
Operating expenses	(4,842)	(6,494)
Support costs (note 12)	(1,000)	(1,514)
Net expenditure	(2,376)	(1,174)

Operating expenses include €294,959 (2020: €154,256) for depreciation on fixtures and fittings and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2021	Total 2020
	€'000	€'000
Rent receivable	35	44

8. Income from Charitable Activities

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	326	5,300	5,626	185	3,878	4,063
Grant income by donor						
Government bodies	326	5,300	5,626	180	3,841	4,021
Major donors	-	-	-	5	37	42
	326	5,300	5,626	185	3,878	4,063

NOTES TO THE FINANCIAL STATEMENTS

9. Costs of Raising Funds

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	748	34	782	1,195	-	1,195
Travel and subsistence	10	-	10	44	-	44
Other fundraising costs	144	(6)	138	325	11	336
<i>Direct fundraising costs:</i>						
- Direct marketing	50	-	50	7	-	7
- Events	166	-	166	89	-	89
- Committed givers	73	-	73	79	-	79
Support costs (note 12)	380	21	401	204	-	204
	1,571	49	1,620	1,943	11	1,954

10. Charitable Activities

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	765	4,340	5,105	538	4,071	4,609
Operation costs	346	159	505	355	224	579
Governance costs (note 11)	146	-	146	130	-	130
Support costs (note 12)	34	2	36	65	-	65
	1,291	4,501	5,792	1,088	4,295	5,383
Advocacy and Campaign Programme (ASC)						
Operation costs	254	2	256	438	2	440
Advocacy and Campaign Programme	356	33	389	621	2	623
Support costs (note 12)	6	1	7	87	-	87
	616	36	652	1,146	4	1,150
Marketing and Communications Programme						
Operation costs	158	99	257	183	75	258
Support costs (note 12)	13	2	15	84	-	84
	171	101	272	267	75	342

NOTES TO THE FINANCIAL STATEMENTS

11. Governance Costs

	Total 2021	Total 2020
	€'000	€'000
Legal & professional fees	36	3
Audit fees (excluding VAT)	28	28
Council expenses	1	12
Other costs	80	87
	145	130

Governance costs are fully funded from unrestricted funds.

12. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	799	-	519	255	-	21	4
Property costs	503	26	339	112	6	11	9
Office running costs	(46)	(2)	(28)	(13)	(1)	(1)	(1)
Computer & equipment costs	146	6	120	16	1	2	1
Legal & professional expenses	24	1	17	5	-	1	-
Bank interest & charges	9	-	5	4	-	-	-
Depreciation	58	3	28	22	1	2	2
	1,493	34	1,000	401	7	36	15

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	1,252	-	954	137	58	44	59
Property costs	487	24	357	49	21	16	20
Office running costs	(14)	-	(3)	(4)	(2)	(2)	(3)
Computer & equipment costs	147	7	123	9	4	2	2
Legal & professional expenses	39	1	32		1	1	1
Bank interest & charges	19	-	14	2	1	1	1
Depreciation	59	3	37	8	4	3	4
	1,989	35	1,514	204	87	65	84

These costs have been apportioned among retail activities, fundraising, administration and support costs for the charitable activity programme and include certain employment costs that have been apportioned between Oxfam Ireland and Oxfam Republic of Ireland.

NOTES TO THE FINANCIAL STATEMENTS

13. Analysis of Staff Costs, Directors' Remuneration and Expenses, and the Cost of Key Management Personnel

The average monthly number of persons employed by the company in the financial year was 150 (2020: 193). Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €1k (2020: €12k).

	Total 2021	Total 2020
	€'000	€'000
Staff costs are comprised of:		
Wages and salaries	4,355	5,529
Social welfare costs	395	561
Termination costs	253	-
Pension costs	271	296
	5,274	6,386

These costs have been apportioned among retail activities, fundraising, governance and support costs for the charitable activity programme. The salary paid to the CEO amounts to €114k (2020: €120k).

Key management compensation

Key management includes the Directors and members of senior management. The compensation paid or payable to key management for employee services is shown below:

	Total 2021	Total 2020
	€'000	€'000
Salary	499	542
Health Insurance	3	4
Employer Contributions	42	62
Pensions	43	50
	587	658

The remuneration of higher paid employees

The number of employees whose earnings (excluding pension but including Benefit in Kind) fell into the bands below were:

	Total 2021	Total 2020
	Number	Number
€60,000 to €70,000	2	1
€70,001 to €80,000	1	1
€80,001 to €90,000	1	1
€90,001 to €110,000	2	2
€110,001 to €120,000	1	1
	7	6

Remuneration includes salary but excludes pension scheme contributions.

NOTES TO THE FINANCIAL STATEMENTS

17. Stocks and Work in Progress

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
Finished goods for resale	64	76	40	73

A provision for stock obsolescence of €15k (2020: €nil) has been recognised during the year.

18. Debtors

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
Prepayments and accrued income	1,288	595	229	142
Trade debtors	256	114	-	-
Other debtors	15	12	3	4
VAT repayable	75	82	75	82
	1,634	803	307	228

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

19. Cash at Bank and in Hand

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
Cash on short term deposit	502	502	-	-
Cash and bank balances	6,128	4,164	1,093	983
	6,630	4,666	1,093	983

20. Creditors: Amounts Falling due within One Year

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
Trade creditors	1,829	809	132	175
Tax and Social Security	362	177	113	66
Accrued expenses	2,351	2,171	550	375
Amounts owed to Oxfam ROI (note 24)	-	-	2,379	2,259
Deferred Income (note 22)	1,319	1,178	-	-
Bank loan	305	55	-	-
	6,166	4,390	3,174	2,875

NOTES TO THE FINANCIAL STATEMENTS

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% (Revenue Commissioners) and 2.6% (HRMC) per month. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

21. Creditors: Amounts Falling due after More than One Year

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
Bank loans and overdrafts	-	292	-	-
Maturity of the financial liabilities				
Between one and two years	-	109	-	-
Between two and five years	-	109	-	-
After more than five years	-	74	-	-
	-	292	-	-

22. Deferred Income

	Group 2021	Group 2020	Company 2021	Company 2020
	€'000	€'000	€'000	€'000
At 1 April	1,178	1,219	-	-
Credited to Statement of Financial Activities	(1,178)	(1,219)	-	-
Deferred during the year	1,319	1,178	-	-
At 31 March	1,319	1,178	-	-

23. Financial instruments

Oxfam Ireland (the Group) has the following financial instruments:

Financial assets held at amortised cost			
Cash at bank and in hand		6,630	4,666
Trade debtors		256	114
Other debtors		15	12
Financial liabilities held at amortised cost			
Trade creditors		1,829	809
Accrued expenses		2,351	2,171
Deferred income		1,319	1,178
Bank loan		305	347

NOTES TO THE FINANCIAL STATEMENTS

The company has the following financial instruments:

Financial assets held at amortised cost		
Cash at bank and in hand	1,093	983
Other debtors	-	4
Financial liabilities held at amortised cost		
Trade creditors	132	175
Accrued expenses	550	375
Amounts owed to Oxfam ROI	2,379	2,259
Bank loan	-	-

24. Reconciliation of net movement in funds to net cash flow from operating activities

	Total 2021	Total 2020
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	1,960	(1,418)
Adjustment for:		
Depreciation charges	284	238
Decrease/(increase) in stocks	12	(42)
(Increase)/decrease in debtors	(831)	540
Increase/(decrease) in creditors	1,484	(998)
Revaluation of property	(809)	-
Currency movements	(8)	26
Net cash provided by / (used in) operating activities	2,092	(1,654)

25. Related party transactions and ultimate controlling party

During the year Oxfam Ireland and Oxfam Republic of Ireland paid various expenses on behalf of each other, representing net expenses for personnel employed in both companies and other operating costs. Details of balances are included in Note 20.

The Councils for Oxfam Ireland and Oxfam Republic of Ireland respectively are made up of the same individuals.

With the exception of Oxfam International, Oxfam affiliates are not considered related parties to Oxfam as they are not under common control and neither Oxfam nor the affiliates have direct or indirect control over each other. There is no ultimate controlling party.

Key management personnel

The disclosures in respect of key management compensation are set out in note 13.

NOTES TO THE FINANCIAL STATEMENTS

26. Commitments

Operating leases

At 31 March 2021 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2021	Total 2020
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,423	1,384
In the second to fifth years inclusive	5,953	4,281
After five years	3,237	3,381
	10,633	9,046

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days. Trade debtors are shown net of impairment in respect of doubtful debts.

27. Pension commitments

The company operates a defined benefit scheme for employees which is now closed to new members. The current contributions payable monthly comprise 5% or 7% of the gross salaries (dependent on level of salary) of participating employees and 11.4% from the employer. The pension fund is part of an Oxfam GB scheme and the company cannot identify its assets and liabilities therefore this has not been disclosed and in accordance with FRS102 Section 28.11A, the plan has been accounted for as a defined contribution plan. The company has not entered into an agreement with the multi-employer plan that determines how the entity will fund any deficit. As required by FRS102, the defined benefit liabilities have been measured using the projected unit method. The tables below state the FRS102 actuarial assumptions upon which the valuation of the scheme was based.

Financial assumptions	At 31 March 2021	At 31 March 2020
	%	%
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.25	2.60
Rate of inflation (RPI)	3.25	2.60
Rate used to discount scheme liabilities*	2.15	2.40

*Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields. The mortality assumptions adopted imply the following life expectancies at age 65.

NOTES TO THE FINANCIAL STATEMENTS

	At 31 March 2021	At 31 March 2020
	Years	Years
Non-pensioners:		
Males	22.8	22.9
Females	25.3	24.9
Pensioners:		
Males	21.5	20.6
Females	23.8	22.7
	At 31 March 2020	At 31 March 2019
Scheme assets	€m	€m
Equities	60.9	101.1
Government Bonds	99.0	117.8
Property	12.5	10.5
Cash	72.8	1.2
Total fair value of assets	245.2	230.6

The reconciliation of opening and closing balances of the scheme assets and liabilities are set out as follows:

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	€m	€m	€m
Scheme assets/(liabilities) at the start of the year	230.6	(207.3)	23.3
Current service cost and expenses	(0.2)	(0.7)	(0.9)
Interest income/(cost)	5.4	(4.9)	0.5
Actuarial gain/ (loss)	14.3	(21.2)	(6.9)
Contributions by employer	0.9	-	0.9
Contributions by scheme participants	0.1	(0.1)	-
Benefits paid	(5.8)	5.8	-
	245.3	(228.4)	16.9
Unrecognised surplus scheme assets			(16.9)
Scheme assets/(liabilities) recognised at the end of the year			

The total return on scheme assets for the year was £19.8m (2020: £25.2m)

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland. A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply. The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable is charged to the statement of financial activities.

From 1 October 2014 a further Stakeholder defined contribution pension scheme has also been set up for Northern Ireland employees who prefer not to contribute to the Northern Ireland Oxfam defined contribution scheme. In this case the employer and employee contribute 2% and 3%.

NOTES TO THE FINANCIAL STATEMENTS

28. Movement in consolidated funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	Designated Reserve	Revaluation Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
At 1 April 2019	688	2,440	1,989	329	5,446
Total income	4,217	-	-	11,203	15,420
Total expenditure	(4,388)	-	-	(12,449)	(16,837)
Transfers	156	(460)	(611)	915	-
Currency gains & losses	(3)	-	-	2	(1)
At 31 March 2020	670	1,980	1,378	-	4,028
Total income	6,878	-	809	8,870	16,557
Total expenditure	(5,924)	-	-	(8,638)	(14,562)
Transfers	-	100	32	(132)	-
Currency gains & losses	4	3	-	(42)	(35)
At 31 March 2021	1,628	2,083	2,219	58	5,988

29. Movement in company charitable funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	Designated Reserve	Revaluation Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
At 1 April 2019	232	440	579	(1,375)	(124)
Total income	75	-	-	2,941	3,016
Total expenditure	(134)	-	-	(4,008)	(4,142)
Transfers	-	(440)	(579)	1,019	-
At 31 March 2020	173	-	-	(1,423)	(1,250)
Total income	847	-	-	2,660	3,507
Total expenditure	(850)	-	-	(2,863)	(3,713)
Transfers	-	-	-	-	-
At 31 March 2021	170	-	-	(1,626)	(1,456)

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes.

NOTES TO THE FINANCIAL STATEMENTS

30. Analysis of net assets between funds

GROUP	Unrestricted Funds	Revaluation Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
Fixed assets	1,607	2,219	-	-	3,826
Current assets	4,617	-	2,083	1,628	8,328
Current liabilities	(6,166)	-	-	-	(6,166)
Net assets at 31 March 2021	58	2,219	2,083	1,628	5,988
Net assets at 31 March 2020	-	1,980	1,378	670	4,028

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible fixed assets	278	-	-	278
Current assets	1,270	-	170	1,440
Current liabilities	(3,174)	-	-	(3,174)
Net assets at 31 March 2021	(1,626)	-	170	(1,456)
Net assets at 31 March 2020	(1,423)	-	173	(1,250)

31. Other income

	2021	2020
	€'000	€'000
Government Covid aid	1,322	10
Revaluation of property	809	-
Insurance claim	525	-
Hosting arrangement	135	238
	2,791	248

Hosting arrangements are provided for under Oxfam's Global Mobility Policy. They are formal arrangements whereby Oxfam affiliates undertake to host in their country, including the employment contract and other arrangements, staff from other affiliates. These posts are not line managed by the hosting affiliate but by the original Oxfam affiliate responsible for their recruitment.

NOTES TO THE FINANCIAL STATEMENTS

32. Irish Aid funded programmes

	2021	2020
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	80	8
Income		
Restricted grant income	3,813	3,695
	3,813	3,695

	2021	2020
	€'000	€'000
Expenditure		
<i>Operational Overseas grants</i>		
Bangladesh	-	106
Colombia	12	372
Democratic Republic of the Congo	378	81
Dominican Republic	-	350
Gaza	118	-
Ireland PED	71	-
Malawi	350	300
Occupied Palestine territory and Israel	62	-
Papau New Guinea	-	118
Rwanda	300	-
Somalia	-	373
South Sudan	468	1,073
Syria	-	300
Tanzania	1,006	118
Uganda	300	295
Zimbabwe	369	-
	3,434	3,484
Management and administration costs	396	139
	3,830	3,623
Closing restricted Irish Aid funds 31 March	63	80

Analysis of Grants – Activities & Projects Being Funded

Oxfam Ireland supports development and humanitarian projects while also advocating and campaigning to empower people to realise their rights.

In humanitarian responses Oxfam works to ensure provision of clean water and access to safe latrines to prevent spread of disease, helps displaced persons and refugees to understand their rights, access healthcare and participate in income generating enterprises.

Oxfam also works to ensure communities build knowledge and capacity and understand markets to ensure they improve access to food and income generation and are better able to withstand future shocks. Where appropriate cash vouchers are also provided to members of disaster affected communities which can be redeemed for food in local markets.

NOTES TO THE FINANCIAL STATEMENTS

A wide range of development projects is supported based on the needs of the local people and include working with police authorities to end violence against women and girls, ensuring women farmers have access to loans and better technology and working with disadvantaged sectors of society to gain access to healthcare and ownership of land.

Analysis of Grants – Unfulfilled Conditions & Contingencies

There are no material unfulfilled conditions or contingencies associated with any of the grants in the period.

33. Subsequent events

Shortly after the end of the reporting period we completed the sale of our freehold property in Dublin for €3.2m but remain in occupancy under a lease back arrangement.

There have been no other events since the balance sheet date, which necessitate revision of the figures included in the financial statements, or inclusion of a note thereto.

34. Movement in consolidated net debt

	At 1 April 2020	Net Cash Flows	At 31 March 2021
	€'000	€'000	€'000
Cash in hand	4,666	1,964	6,630
Loans falling due within one year	(55)	(250)	(305)
Loans falling due after one year	(292)	292	-
Total	4,319	2,006	6,325

35. Movement in company net debt

	At 1 April 2020	Net Cash Flows	At 31 March 2021
	€'000	€'000	€'000
Cash in hand	983	110	1,093
Total	983	110	1,093

36. Exceptional Expenditure

	2021	2020
	€'000	€'000
Redundancies	253	-
Hosting	131	-
Total	284	-

37. Approval of financial statements

The financial statements were approved by the Council on 10 September 2021



Pikwo Felly from Nebbi District is one of the many coffee farmers Oxfam works with in Uganda.
Photo: Oxfam

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