

# Annual Report

1 April 2019 – 31 March 2020

Beating poverty for good



Badr Abdulla collects water from a solar- and-wind-powered desalination plant built by Oxfam in western Yemen.  
Photo: Pablo Tosco/Oxfam



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Cover Photo: Winnie Canfua tends to coffee trees at Cumaluk Coffee Micro-station in Nebbi District, Uganda. Photo: Kieron Crawley

## ABOUT US

Oxfam is a global movement of people working together to beat poverty for good. Around the globe, we work to find practical, innovative ways for people to lift themselves out of poverty and thrive. Together we save lives and rebuild communities when disaster strikes. We also speak out on the big issues that keep people poor, like inequality and discrimination against women. Oxfam Ireland is one of 20 affiliates working as one in 66 countries.

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, South Sudan, Tanzania, Yemen, Colombia and Somalia. 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 49 shops across the island, offices in Belfast and Dublin, and more than 1,200 volunteers supporting our fight against poverty and inequality.

## OUR VISION AND BELIEFS

Oxfam's vision is a just world without poverty: a world in which people are valued and treated equally, enjoy their rights as full citizens and can influence decisions affecting their lives.

Everyone has a right to realise their potential, and to live free of poverty in a secure and more equitable world. We believe that with the necessary action and political will, this world is possible. People have a right to life and security; to a sustainable livelihood; to be heard; to have an identity, and to have access to basic social services.

## WHAT WE DO

1



We work to find practical, innovative ways for people to lift themselves out of poverty and thrive.

2



We save lives and rebuild communities when disaster strikes.

3



We speak out and influence policies and practices that keep people poor, like inequality and discrimination against women.

## LOOKING BACK TO PLAN AHEAD

In the last year, we embarked on a strategic planning process both at Oxfam Ireland and across the wider international confederation to deliver a new framework for the decade ahead, 2020 - 2030. During that time so much has happened to add further disruption to our world. On top of the injustice of poverty that sees half of humanity living below the poverty line; growing inequalities, sustained and exacerbated by rigged, patriarchal economic systems; unprecedented numbers of people forced to flee due to conflict, persecution and war, and a climate crisis that is threatening the lives and livelihoods of the world's poorest right now as well as future generations, this last year saw the arrival of the COVID-19 global pandemic and its economic fallout as well as an important and necessary global conversation on racism and xenophobia, fuelled by the Black Lives Matter movement.

In setting our strategic direction for the next 10 years, we're looking at both what we do and how we do it in order to play our part in responding to these challenges in the most effective and innovative ways. We are acutely aware that the decade ahead requires an evolution in the issues we tackle as well as a revolution in how we work.

Building on our strong programme and influencing work across the world, we are working to build a strategic framework for Oxfam Ireland that aligns with our wider international objectives and delivers real transformative, systematic change that addresses the underlying causes of poverty, injustice and inequality.

Rooted in the needs and priorities of our programme countries but informed by and responsive to the particular opportunities and challenges of our all Ireland context, we will build a single framework incorporating our development, humanitarian and influencing work to deliver greater integration and complementarity.

We will seek to contribute to four key impacts:

- Women and girls in all their diversity live free from gender oppression, discrimination and violence
- People and the planet are at the centre of feminist and sustainable economic systems that address inequality and end poverty
- Governance systems and governments are people and planet centred, just, inclusive and accountable
- The climate crisis is abated, environmental 'tipping points' are averted through well-resourced radical solutions, which improve people's wellbeing and ensure environmental justice for all

To be fit for purpose we will continue to develop our organisation, we will embrace complexity, practice agility, and seek to build and expand our partnerships, networks and supporter base.

We are excited and motivated to complete this strategic framework and operationalise it across all our work, including programme, humanitarian, influencing, public engagement, fundraising and trading and operations.

The cornerstone of all this will be our commitment to living our values, prioritising consultation, participation, addressing power imbalances and all forms of discrimination and oppression, while celebrating diversity and solidarity in all we do.

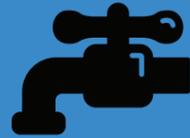
2019-2020 AT A GLANCE

\*LAST YEAR, OXFAM IRELAND REACHED 7.9

Some successes



**75,000 PEOPLE DIRECTLY BENEFITTED** from our long-term development programmes in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe – up from **63,000** the previous year

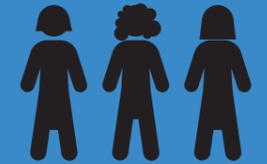


We provided **WATER** and **SANITATION FACILITIES** to almost **80,000 BURUNDIAN REFUGEES** forced to flee to camps in Tanzania

In **TANZANIA**, the annual take-home pay for women we work with almost doubled, rising from **\$129 to \$250**



By engaging with communities and increasing awareness of their rights, **9,835 PEOPLE** in Malawi were able to access universal **HEALTHCARE** last year



The **SAVINGS** of the **WOMEN** we work with in **ZIMBABWE** rose to **\$699** up from **\$258** the year before



Almost **160,000 PEOPLE LIVING IN POVERTY** and experiencing injustice across the Democratic Republic of Congo (DRC), South Sudan and Tanzania received humanitarian support – an increase of **55,000** from the year before



The average monthly incomes of people we work with in **UGANDA** rose by more than **50%** last year



We provided **7,500 VENEZUELAN MIGRANTS** – including vulnerable women and girls, the elderly and people with special needs – information on their rights throughout their stay in, or transit through, Colombia



In Uganda, **3,959 SURVIVORS** of GBV availed of **GBV SERVICES** - **1,726** more than the previous year



In Rwanda, **EMPLOYMENT** among the people we work with **INCREASED BY 15%**, with **405** more people working than in previous year

In Malawi, we reached more than **2 MILLION PEOPLE** through our

**ENOUGH!**

campaign – to end violence against women and girls – and

**ELECT HER**

a campaign to increase the number of women in politics



We delivered **CLEAN, SAFE WATER** to more than **155,000** people living in **WAR-TORN YEMEN**



Over **84,000 PEOPLE** across DRC, South Sudan and Tanzania benefitted from the establishment of community-led groups to **PROTECT PEOPLE'S RIGHTS** in conflict and crisis-affected areas

We reached around

**2.1 MILLION PEOPLE** in Zimbabwe with **CAMPAIGNS**

on the positive role vulnerable women and young people play in the economy



In Tanzania, we reached **15,860 PEOPLE** (**8,220 WOMEN** and **7,640 MEN**) across two districts with community discussions and messaging of **ZERO TOLERANCE** for **GENDER-BASED VIOLENCE (GBV)**



Last year, we supported **118 GROUPS** in Tanzania involved in enterprises such as **FISH FARMING, HONEYMAKING** and **SUNFLOWER PRODUCTION**



Access to **TECHNOLOGY** and markets among young people we work with in **TANZANIA** rose by **493%** last year



We reached **485 HOUSEHOLDS** – or approximately **2,785 PEOPLE** – in Somalia, with cash transfers to buy food during a drought



Following our successful **ELECT HER** campaign in Malawi, the number of women MPs elected last year increased from **32** to **45**

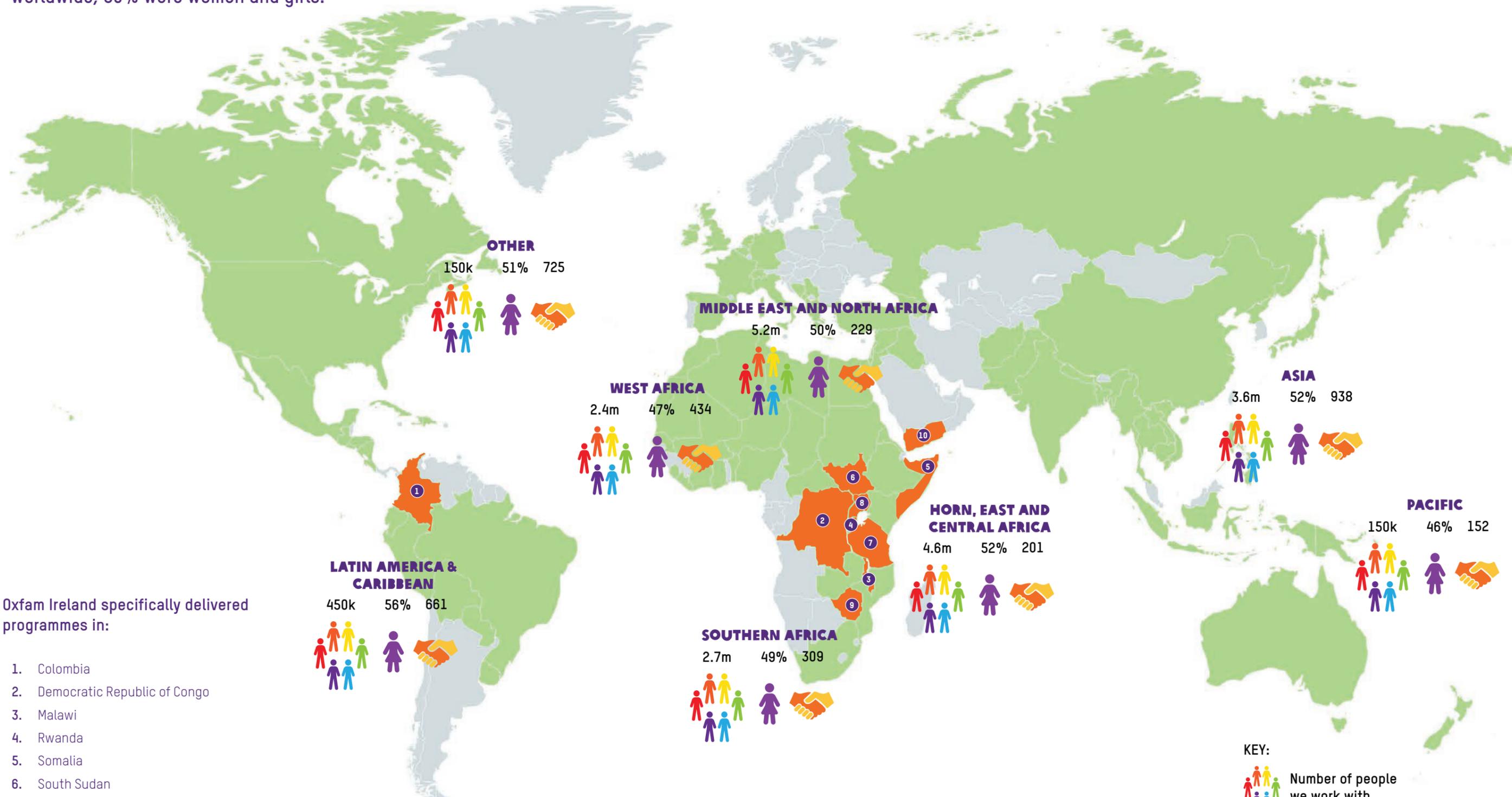


In DRC, **690 PEOPLE** – including **643 REFUGEES** – received training in **VITAL AGRICULTURAL SKILLS** such as crop rotation, seasonal planting and seed multiplication

\*These figures are based on the calendar year and reflect our results from 1st January 2019 to 31st December 2019.

# OXFAM'S GLOBAL REACH AND SCALE 2019/2020

In the past year, **19.4 MILLION** people benefitted directly from our programmes worldwide; 50% were women and girls.



Oxfam Ireland specifically delivered programmes in:

1. Colombia
2. Democratic Republic of Congo
3. Malawi
4. Rwanda
5. Somalia
6. South Sudan
7. Tanzania
8. Uganda
9. Zimbabwe
10. Yemen

**KEY:**

- Number of people we work with
- Percentage that are women or girls
- Number of partners

## MESSAGE FROM THE CHAIR



Since the emergence of COVID-19 in late 2019, and its spread as a global pandemic through this year, this once-in-a-generation event has affected – and continues to affect – almost every part of the planet. This period has prompted much-needed reflection on the interdependence and interconnectedness of human and natural systems; there can be no economy without a healthy society and healthy ecosystems.

It has also exposed the deep inequalities embedded within these systems, with the most vulnerable and most marginalised communities being the hardest hit. Although technically neutral, as every person is vulnerable to the virus, evidence clearly shows how gender, class, race, and geography have a direct bearing on its spread and effects.

In Ireland, we experienced a lockdown few of us will ever forget, with many forced to remain at home for months to protect ourselves and our loved ones from a silent killer. At the same time, many other workers have been called upon to risk their lives to protect and deliver essential public services and life-saving care. Notions of value in work have been temporarily turned on their head as care workers and public services emerge as the most essential sectors.

Some of the lowest-paid positions, including cleaners and porters, care and healthcare workers,

agricultural labourers and food producers, have emerged as the most valuable activities. Without them, all other economic activity is impossible. Oxfam has for many years campaigned for greater recognition of both unpaid and underpaid care work – and, as our 2020 report *Time to Care* highlights, undervaluing this work directly contributes to the global inequality crisis, and in particular, gender and economic inequities.

This period of reflection has also provided us with time to think of other people who have no protection from this virus. Almost one million Rohingya people crammed into the flimsy shelters of Cox's Bazar, Bangladesh – the world's largest refugee camp – where there is no opportunity for social distancing. Millions of Syrians whose country has been devastated after almost 10 years of war. Yemeni families already struggling to survive a bloody conflict which has been waging since 2015. For those living in communities with little or no water infrastructure, maintaining hygiene standards to prevent the spread of the virus is almost impossible. Thanks to the continued support from our donors and volunteers, Oxfam's staff around the world has remained on the ground, providing clean water, soap and hygiene information to the most vulnerable. They remain steadfastly committed to their work even as the virus rages on, putting their own health at risk.

And thanks to the extraordinary dedication of each and every employee and volunteer across Oxfam Ireland, we adapted quickly to the situation, showing incredible innovation despite the sometimes-difficult nature of remote working. Like other businesses, the organisation's network of shops was forced to temporarily close. However, staff and volunteers continued to work tirelessly behind the scenes, organising stock and preparing the stores for reopening. On behalf of the Board, I would like to take this opportunity to thank each and every employee and volunteer for getting the organisation through what has been an unprecedented event.

Like others in our sector, the pandemic also had an enormous financial impact on the Oxfam confederation, accelerating the progress of a global restructuring process. The confederation began its 10-year strategic review in 2018, to build a more diverse global footprint better suited to a rapidly changing world. The review resulted in a decision to shift more decision-making power to the global south and enable teams to work on issues more tailored to their specific local contexts.

As part of the reorganisation process, Oxfam will phase out 18 country offices including those in Afghanistan, Tanzania and Rwanda. In all, the changes will affect some 1,450 of almost 5,000 programme staff and 700 out of almost 1,900 partner organisations. As one would expect, the confederation will honour its existing commitments to all partners and donors. We will seek to live our values through this process, maintaining relationships and connections, and seek opportunities for new and innovative forms of collaboration and cooperation.

At home, we have been working hard on Oxfam Ireland's strategic plan for the next decade – taking into account that worldwide we are seeing the onset of irreversible climate change, deepening inequality, rising right-wing nationalism, continued conflict and large-scale displacement. Although the development of our strategic plan began long before the emergence of COVID-19, this pandemic has accentuated its relevance and timeliness. Based on feminist principles, our strategic framework is focused on the interacting systems of economic, gender, and climate justice in pursuit of a more inclusive, equitable and peaceful world. Oxfam Ireland hopes to continue to drive this change with the help of our supporters, partners, volunteers, staff and my colleagues on the Board. This has been a challenging year in so many ways

for so many people. In spite of these challenges, our supporters and donors in Ireland and Northern Ireland have demonstrated enormous generosity, care and thoughtfulness. On behalf of the Board of Oxfam Ireland, I wish to express our deepest gratitude. Together, we will continue to work towards a better, safer and fairer world for all present and future generations.

Dr Susan Murphy,  
Chairperson,  
Oxfam Ireland

## MESSAGE FROM THE CEO

Last year, we continued to save and change the lives of people in some of the world's most vulnerable communities. We also used our voice and influence to advocate for change on issues including inequality, climate change and the rights of refugees. As you will read in further detail in these pages, we achieved a great deal together and made significant strides on many fronts. However, the rapid spread of COVID-19 around the world this year brought significant new challenges to our teams on the ground in more than 65 countries. Despite this, our staff and partners

reacted quickly – monitoring, preparing for and responding to the deadly threat of the virus to the millions of vulnerable people with whom we work.

Our expertise in water, sanitation, and hygiene programmes as well as public health promotion was – and remains – critical to stop the spread of deadly disease and keep communities safe and healthy. We continue to work closely with local partner organisations to deliver clean water and safe sanitation to at-risk communities, alongside other essential aid and healthcare equipment,

while acknowledging that the immediate threat to many is not the disease itself, but the impact of state lockdowns in countries where the most vulnerable people rely day-to-day on precarious work with zero or little social protection.

We lobbied for a global ceasefire because ongoing conflicts trap millions of people in areas where crippled health systems and bombed hospitals force them to flee to crowded camps where conditions are rife for the virus to spread. Furthermore, we called on governments worldwide – but especially those in wealthier countries where big pharma companies are based – to do everything they can to ensure that any drugs or vaccines to combat coronavirus are made available to all, especially those most in need, now and in the future.

We worked on these issues against an increasingly difficult financial backdrop which led to a planned restructuring being brought forward across the confederation. Currently operating in 66 countries and 20 affiliates, Oxfam will retain our presence in 48 countries – six of which we will explore as new affiliate members. We plan to increase resources to some of these programmes and refocus how each works, according to the specific needs of local people. However, we also had to make many difficult and painful decisions, including one to gradually phase out activities in a number of countries, many of which we have worked in for decades. We will do everything we can to ensure that those we work with in all of these countries can look to the future with confidence, by continuing to work with partners, to support social movements and influence governments and private sector for positive change. Sadly, the situation here in Ireland has been no different. We have had to say goodbye to some wonderful colleagues as part of an internal reorganisation process.

In late 2018, we embarked on the development of our 10-year Global Strategic Framework. As we fight inequality to end poverty, we will focus on key system changes of Just Economies, Gender Justice, Climate Justice and Accountable Governance. Internally, we will accelerate the transformation of Oxfam, continuing to build a more diverse global leadership better suited to the changes we want to see in a rapidly changing world, making us more representative of those we work with and for, and more effective in tackling global poverty and inequality and supporting people affected by humanitarian crises. We will be a globally balanced interdependent network of organisations where decision-making power and resources will be shared between the global south and north.

Later this year, we will launch Oxfam Ireland's 10-year strategic framework. Our strategic plan recognises that we are at a critical juncture: more is at stake and more is possible than previously imagined. Traditional ways of working will no longer suffice for this new context – we must be prepared to adopt agility, embrace complexity and work through networks in the coming decade. Not only does the next 10 years require an evolution in the issues we tackle, but a revolution in how we work. Over the next decade, we want to see women and girls in all their diversity living free from gender oppression, discrimination and violence; the climate crisis being averted by radical investment in solutions that enable a shift towards green and equitable economic models that build people's resilience and wellbeing; sustainability being at the centre of a new economic system that redistributes resources equitably and ends poverty, and governance systems and governments that are people and planet centred, just, inclusive and accountable.

This kind of ambitious strategy takes bravery, determination and intelligent leadership. As an organisation, therefore, we are fortunate to have a team of visionary employees and volunteers working both in Ireland and across the world. Across our fundraising, trading, public engagement, influencing, operational support, programme and humanitarian work, I know that their hard work and creativity will see Oxfam Ireland through this ongoing crisis – and I would like to take this opportunity to thank each and every one of them. I would also like to pay tribute to our inspiring Board members who have shown their dedication and commitment to the organisation throughout what was, and continues to be, an unprecedented and challenging time for the organisation. And finally, to our supporters whose unwavering generosity and solidarity has been an inspiration to us all – thank you.



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.



### 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.

Our work last year focused on delivering greater economic empowerment for poor and marginalised women and young people across Malawi, Rwanda, Tanzania, Uganda and Zimbabwe. We did so in a number of ways – by creating a legislative environment which supports the development of job opportunities and better access to markets, finance and technology, and by encouraging younger people and women to engage with both local and national politics.

In Uganda, young people got involved in agricultural budget advocacy by downloading the Youth Go Budget app. Last year alone, 2,730 young people (1,297 young women and 1,433 men) used the app to collate their aspirations and opinions, improving the participation of young people in areas such as agriculture and citizen-led action. They also used radio to voice their opinions and call for change. For instance, members of ELAP (Economic and Livelihoods Advisory Panel) in Gulu and Arua participated in a series of radio talk shows in their districts on the 2019-2020 agriculture budget as well as the youth livelihood programme and the Uganda Women Enterprise programme. As a result, more people became aware of the policies' shortcomings and were better able to put pressure

on appropriate authorities to address them.



In Tanzania's Hanang district, we facilitated a meeting between local leaders and politicians, and women and young people to discuss how to better support them to get involved in agricultural activities. As a result, participants successfully managed to influence local government authorities to allocate district land for free for sunflower production; a construction site was approved for a sunflower processing plant; the local authorities committed to securing electricity for the plant, and district officials pledged to continue supporting farmers by allocating district land. In the end, Hanang District allocated 118.5 acres of land for sunflower farmers and provided electricity to power the sunflower processing centre, thereby supporting smallholder farmers.

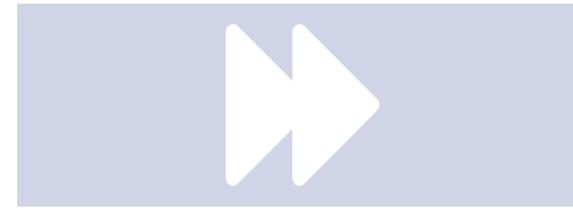
Elsewhere, in Zimbabwe, young people and women took part in advocacy meetings with MPs, resulting in the introduction of the 2020 National Venture Capital Fund of ZWZ500 million (€1.2 million) for youth job creation and to fund grassroots income-generating projects.

In Malawi, we supported the launch of the Civil Society Agricultural Network Strategic Plan, which coincided with a meeting of the Parliamentary Committee on Agriculture. We used this opportunity to lobby for an increase in the national budget allocation to agriculture, resulting in a 0.1% rise from the 2018 figure. This had a direct impact on our agricultural work.

Meanwhile, in Rwanda, we supported a group of pineapple farmers to advocate for themselves and lobby local government for an additional two hectares of state land. This resulted in them doubling their growing capacity for their produce. These women farmers are not only making more money to improve their living standards, their ability to mobilise and boost their earning power has led to a positive shift in attitudes in their community.



Mercy Ocotoco has a regular radio slot. Photo: Kieron Crawley/Oxfam



### Going Forward

We will continue to work with marginalised individuals to facilitate active citizenship and support women and young people to earn a decent living, despite the challenges posed by COVID-19. In addition, we will continue to amplify the voices of those facing exclusion, discrimination and marginalisation. We will support them to claim and access their rights from those with power and responsibility to ensure the welfare of all people without distinction.



### Our Work in Action

In Uganda, where many marginalised communities have no voice, and with the support of our partner UYONET, we have been training young people to lead the way in the areas of governance, lobbying and advocacy. It has resulted in young leaders making the voices of their communities heard in decision-making forums, and enabling these young people to influence local governments to address



Chris Osooti with his wife and child. Photo: Kieron Crawley/Oxfam

issues such as teen pregnancy, child marriage and services for people with disabilities (PWD).

Among those we worked with last year were Mercy Ocotoco and Chris Osooti, both of whom are sight impaired. Having completed our Youth Ignite Programme, these youth leaders now actively advocate on behalf of PWDs. Chris, who sits on the local community services committee that oversees how government grants for PWD are disbursed, said most people do not believe that a sight-impaired person can work, or do a job to a high standard. However, Chris – who manages several fishponds and grows cassava – is proof that PWD can also contribute significantly to society. He encourages other people to follow his lead, adding: "If there are no jobs for us, we will fend for ourselves."



Meanwhile, Mercy features on local radio stations at least once a month to talk about disability. Despite her sight impairment, she is comfortable with the media. "We used to fear speaking out, but not anymore," she said. Mercy also feels that there has been a change of attitude in the district as health facilities are now more sensitive in how they deliver services for PWD. Despite there still being a long way to go, the two young leaders want to collaborate with other organisations that advocate for PWD so that they can bring the programme to other communities.

## 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

**Millions of women and girls who face daily discrimination and injustice struggle to achieve their full potential. We are working to break this cycle, helping women to become leaders in their communities, have the same rights as men and free themselves from violence.**

In Malawi, the *Enough* and *Elect Her* campaigns helped raise awareness of the importance of ending violence against women and girls (EVAWG) in 21 constituencies represented by women MPs. Our work to change attitudes towards gender-based violence – or GBV – in target communities resulted in many local chiefs or other authority figures to advocating for change and improved attitudes towards gender equality. As a result, more than 53 percent of the people we work with reported a decrease in GBV in their communities.

The *Elect Her* campaign was also successful at the ballot box, with more women elected to leadership positions than ever before. The number of women elected to the National Assembly rose from 32 to 45 of a possible 193 seats, while the number of seats retained by female MPs increased from six to 14. Elsewhere, the number of women Cabinet ministers rose from 10 to 25 percent, while 66 out of a possible 462 female councillors were elected. Although the gender divide remains uneven, six of these women were elected as chairpersons of local councils, including the mayor of Lilongwe. A further 10 were elected as deputy chairs.

In Rwanda, 272 cases of GBV-related family conflicts were resolved by members of the

community last year. Recognising the importance of including men in response and prevention, we trained 100 men and boys to become community educators. We also dealt directly with 42 people with disabilities to reduce their risk of GBV in their homes and communities. Overall, understanding of the causes and effects of GBV rose by almost 16.5 percent, on average, last year.

We also met with community leaders, local authorities and government stakeholders in Rwanda, to improve their understanding of the laws relating to GBV, marriage and inheritance, family planning and unpaid care work. Tying together our work on women's economic empowerment and gender equality, this led to a reduction of GBV, with 80 percent of participants reporting a perceived reduction in 2019. There was also a reported reduction of GBV in the wider community and improved attitudes towards gender equality.

In Tanzania, we reached 15,860 people (8,220 women and 7,640 men) last year through community meetings and messaging on zero tolerance towards GBV in Shinyanga and Kishapu districts. We also worked with 3,051 school pupils (1,684 girls and 1,377 boys), educating them on gender equality, the causes and effects of GBV and the support structures available for survivors. The implementation of the National Plan of Action on Violence Against Women and Girls has been improved by working with local governments to set up – and train – committees to address and report GBV at community level. As a result, there has been a 169 percent increase in survivors using the GBV services available to them since 2016.

In Uganda, we continued to invest in referral pathways to provide survivor-centred services. Training sessions with police, healthcare workers and social services resulted in 3,959 survivors of GBV (3,486 women and 473 men) using services in 2019 – 1,726 more than in 2018. In addition, 75.5 percent of users were satisfied with the services offered in their communities, up 15.5 percent from 2018. We worked with several key government stakeholders, such as the government's chief whip, to improve legislation on domestic violence, marriage and divorces, sexual offences and inheritance. In addition, we worked to influence the gender make-up of political manifestos in advance of the 2021 elections.

In Zimbabwe, we reached 13,657 people (9,013 women and 4,644 men) through door-to-door campaigns, GBV feedback meetings and



discussions on sexual and reproductive health rights (SRHR) in the communities in which we work. As a result, 97 percent, 92 percent and 89 percent of respondents in Matopo, Mberengwa and Zvishavane districts, respectively, reported that there was no GBV in their communities. We worked to ensure that GBV was reported, using large community events to celebrate 16 Days of Activism, International Rural Women's Day and International Women's Day, as a means of getting our message across. Each event coincided with door-to-door visits by community activists or raising awareness on radio. As a result, the number of survivors accessing GBV services in 2019 rose by more than 29 percent, with almost all (99 percent) expressing satisfaction with the services.



### Going Forward

We aim to mitigate further entrenching gender inequalities, as a result of the COVID-19 crisis. Through working closely with partners, local and national authorities, we intend to protect the rights of women and girls, with particular focus on addressing the alarming increase in gender-based violence, teenage pregnancies and child marriages. We will continue to support women to pursue political offices and continue to build capacity around feminist agenda in legislation,

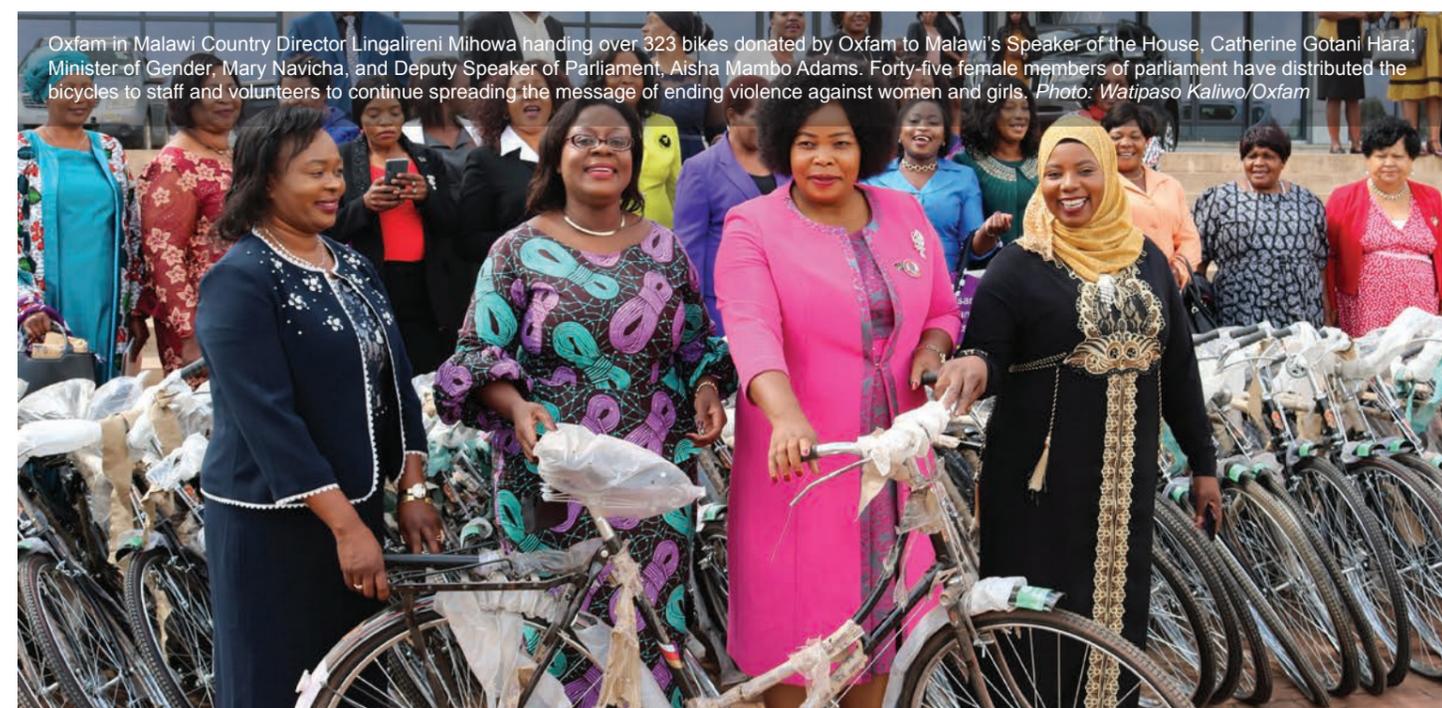
gender-responsive budgets and national policies. Furthermore, we will continue to defend and advance respect for the needs and rights of women and girls, including as leaders and politicians. In doing so, we will work with allies and partners to

We trained **100 MEN AND BOYS** in Rwanda to resolve **GBV** in the family

highlight and tackle the disproportionate impact of COVID-19 on women's capacity to work, their right to life without fear of violence and intimidation, and already excessive responsibility for care work.



### Our Work in Action



Oxfam in Malawi Country Director Lingalireni Mihowa handing over 323 bikes donated by Oxfam to Malawi's Speaker of the House, Catherine Gotani Hara; Minister of Gender, Mary Navicha, and Deputy Speaker of Parliament, Aisha Mambo Adams. Forty-five female members of parliament have distributed the bicycles to staff and volunteers to continue spreading the message of ending violence against women and girls. Photo: Watipaso Kaliwo/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.



We also trained 333 people in host community households in beekeeping, carpentry, and tree nurseries. Replacing trees felled for fuel not only replaces lost woodland but reduces conflict over natural resources. Meanwhile, in Nduta camp, we trained 851 women and 2,015 men in duck keeping and kitchen gardening, which provided immediate access to food.

With the humanitarian crisis in Yemen continuing, we reached 156,562 displaced people in Hajjah Governate in north-western Yemen with safe access to clean water last year, reducing the number of fatalities from waterborne infections. The number of families with access to clean water within half a kilometre of their shelter rose by seven percent, thereby reducing the physical burden of collecting water and the personal risks to women and children, who are usually responsible for the task. Increasing the number of water stands also meant that 79 percent of households reported queuing times of no longer than 30 minutes.

In October 2019, South Sudan's government declared a national emergency after abnormally heavy seasonal rains, which began in July, led to widespread flooding – particularly in the east of the country. More than 900,000 people were affected, more than 600,000 of whom needed humanitarian aid. Floods destroyed homes, damaged an estimated 75,000 hectares of farmland before the harvest season and forced communities to seek refuge on higher ground.

Despite the havoc wreaked by the flooding, 51 percent of men and 44 percent of women – and their families – showed improved resilience. This was due to the various supports the community chose in what was an unpredictable and challenging situation. For instance, those who opted for fishing nets were able to use the fish as both a source of food and a means of earning an income. Elsewhere, 408 food vouchers provided vital and immediate access to food, while 1,050 people used trading and agriculture as a means of making money.

We provided a total of 408 families with cash grants to buy the basics, while we also supported another 39 percent of households to fish for food, and to earn an income. As a result, 56 percent of men and 69 percent of women reported higher earnings, against a 50 percent target. Better food consumption scores were reported by 27 percent and 33 percent of households run by men and women, respectively, and while these fell short of the 40 percent target, they were significant given the disruption caused by the floods.

Last year, our project in Democratic Republic of Congo, supporting 21,000 people across seven communities came to an end. After two years of working with these communities, they are now more resilient to shocks, have better livelihood options and are less vulnerable to risks. Across these communities, 85 percent of women and 84 percent of men report more respect for their rights and safety, while 90 percent of women and men in Community Protection Structures (CPS) advocate for their own protective rights. The project has been such a success that these seven communities no longer require our support.

Last year also marked the end of the first year of similar work with six new communities of 18,000 people in DRC, who we are supporting to have their rights heard and be protected. We are working with host communities and displaced families to support greater integration, promote good farming practices, increased access to finance, and challenge legal and cultural barriers to ownership and land use – particularly among women, young people and the displaced.

In Somalia, two consecutive dry periods followed by late seasonal rains led to food scarcity and high rates of acute malnutrition. We reached 485 households (2,784 people) with cash transfers for food. Among those we worked with, the Food Consumption Score – a commonly used food security indicator – rose from 21 percent among host community families and 42 percent among displaced families to over 90 percent and 80 percent, respectively. The number of families forced to cut their daily meal numbers also fell, from 75 percent for host community families to under 34 percent, and from 94 percent among displaced households to under 32 percent.



## Going Forward

We intend to carry out research in eastern DRC on sustainable solutions for stronger economic integration of displaced people in host communities. Next year, we will continue to support communities to enjoy better lives and be better prepared to recover from shocks and uncertainty as a result of conflict and natural disasters. We will work to support the most vulnerable to live a life of dignity, free from violence and abuse, and with their basic needs met. Moreover, we will support communities already experiencing poverty and hunger to cope with the spread of COVID-19.



## Our Work in Action

Rose Phiri\* (16) fled her home with her young siblings when Cyclone Idai struck their community in Malawi last year. The cyclone – one of the worst to hit Africa – brought strong winds, heavy rains and flooding, devastating the lives of millions of people.

The family stayed with their grandmother until she died just a few weeks later. Rose's father had died three years earlier and her mother went to Mozambique, leaving her family behind. As the new head of the family, Rose (pictured) had no idea how she would provide for her siblings. Oxfam provided her with clean drinking water, buckets and hygiene products to help protect her and her family from disease.

*\*Name changed to protect identity*



Photo: Mada Hanjahanja-Mondiwa



## OUR IMPACT

When disaster strikes, it is those living in poverty who are the most vulnerable. Last year, we responded to crises in Democratic Republic of Congo (DRC), South Sudan, Tanzania, Yemen and Somalia, while our emergency response focused on Cyclone Idai in Malawi, Syria and the Rohingya refugee crisis in Bangladesh. We provided clean water, food, other vital supplies, and protection to those forced to flee their homes, while we also helped rebuild communities torn apart by violence.

Last year, we reached 159,108 people across the Democratic Republic of Congo (DRC), South Sudan and Tanzania through our humanitarian programmes, enabling the people we work with to understand their rights, live better lives and be better prepared to recover from shocks and uncertainty.

In Tanzania, we provided clean, safe water and sanitation facilities to 79,028 Burundian refugees in Nduta camp and to 2,120 people in the host community of Kumbanga. We continued to provide 20 litres of clean water per day to every refugee we worked with in the camp, and supported 8,465 school children to learn important hygiene practices and understand the link between good hygiene and health.

## 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.**

Climate change and its impact continues to disrupt livelihoods and affect the wellbeing of already-vulnerable communities. The people we work with say that more frequent and longer droughts, and more heavy rainfall and flooding, are wreaking havoc on growing seasons and doing untold damage to farmland and crops.

In Tanzania, we supported greenhouse horticulture and irrigation to help communities adapt to the adverse impacts of climate change and enable them to grow crops during periods of drought. Furthermore, we enabled 118 groups to get involved in a variety of income-generating activities including honey production, groundnut butter processing, fish farming, and sunflower production and processing.

As a result, women have become leaders in the communities where we work and are now more confident taking part in decision-making processes. Their earning power also increased last year, with annual income rising by 41 percent to \$250, up from \$129 the previous year. Not only have women experienced improved livelihoods and gained more



opportunities to earn a living, they are able to contribute to their households and are better prepared to withstand stresses and shocks such as crop failure.

Elsewhere, in Uganda, we have supported the farmers we work with to grow more than one crop for food or income. They now grow both short- and long-term crops so that they have something to fall back on if one crop is affected by adverse weather. For instance, smallholder coffee farmers have started growing vegetables such as tomatoes, which take less time to mature and are more valuable, while they have also got involved in kitchen gardening to grow food for themselves.

To reduce the impact of climate change, the farmers we work with in Uganda are using best practices such as mulching, building contour slopes to farm sustainably, and above all, planting trees. Beekeeper groups in Losilang, Nabuin and Kacheri have planted cashew nut seedlings, while another group in Kotido has planted a nursery of indigenous trees.

In Malawi, we supported 1,552 people, almost 60 percent of whom were women, through 13 grain production groups, four seed multiplication projects, 14 horticulture production projects using improved irrigation, three honey production associations and 45 complementary Village Savings and Loans Associations (VSLAs). Since 2016, 908 poor and marginalised women and youth have been trained in agribusiness skills, climate-smart agricultural techniques, best-practice soybean seed production and honey production. Women's economic entitlements were valued higher than ever before, with a 60 percent improvement since the project began (up 3 percent in 2019).

Government-led projects supporting those living in poverty – such as the Shire Valley Agriculture Transformation and Agriculture Commercialisation projects – have emerged with our lobbying efforts. As a result, incomes have risen. Women's average monthly income was \$18 in 2019 compared to \$11.30 at the start of the programme, while the average monthly income for young people was \$15.8, compared to \$14 when the programme began. As a result, food security has improved, families have been able to pay school fees, buy assets such as livestock and farm inputs, and build better houses.

Meanwhile, in Rwanda, we supported farmers by providing agricultural tools and providing them with training in best practice to improve productivity. These include, for instance, minimum tillage

practices, fertiliser application and better seeds and seedling lines. According to the people we work with, April, September and November were the most difficult months of the year, with many households experiencing food shortages due to heavy rains and drought. To that end, irrigation equipment and storage facilities were provided to farmers to make them more resilient to climate-related changes.

In Nduta camp, Tanzania, we trained and provided 851 women and 105 men with equipment for kitchen gardening and poultry farming to allow them to feed themselves and their families. This resulted in the percentage of households with poor diets falling from 64 to 40 percent, while those with average diets rose from 31 to 52 percent. In addition, 47 percent of homes run by men and 55 percent of those led by women reported that the skills and tools they received from Oxfam had improved their earning potential, something that also benefitted their more than 4,000 dependants. Meanwhile, in the Democratic Republic of Congo, we continued our programme work with 42 farming groups in seven target communities, giving them the skills and tools to boost productivity and earn an income and feed their families. Eighty-six percent of female-led households reported increased productivity, while that figure was 85 percent for households run by men. Among the same group, 82 percent of women and 77 percent of men reported fewer barriers to accessing markets, including better access to microfinance.

The majority (81 percent of households run by women and 85 percent of those run by men) acknowledged that the business plans they had created and put in place were a factor in market expansion to countries including Rwanda and

Burundi for harvests including bean, groundnut and potato. This resulted in improved resilience for households run by both women and men, with reductions in Coping Strategies Index (CSI) of 14 and 15 percent respectively, indicating a positive impact. This is the third successive year in which CSI scores have declined.



### Going Forward

We will remove barriers to equitable participation in food production and income generation by promoting good agricultural practices, increasing access to capital, and challenging legal and cultural barriers to ownership and use of land especially among women, young people and the displaced.



### Our Work in Action

Mother-of-six Anna James became a widow in 2012. Not only is she the sole breadwinner for her children, Anna – who earns an income through farming – also has four other dependants in her home in Nyida village in northern Tanzania. "It is not easy to raise a family this big alone," she said.

However, last year Oxfam provided training to Anna on how to add value to her produce, and greenhouse horticulture to improve her farming skills and earn more money. She explained: "This training helped me identify other opportunities for diversification, for instance I can mix sweet potatoes with wheat flour to make pancakes which pays more."

Anna is a member of one of five women's groups in Tanzania's Lake Zone regions receiving Irish Aid-funded training on modern farming techniques.



Anna James holds tomato seedlings outside the greenhouse.  
Photo: Bill Marwa/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.



began three years ago, we have enabled 867 women to own their own land, exceeding last year's target of 760. Across the communities we worked with, we held meetings to educate people on land policy and the laws around equal access. These meetings also raised awareness and improved knowledge on the CCRO application process and the issuing of certificates.

One man described how strengthened land rights have led to fewer arguments about land in his village and increased the sense of harmony in his community. The man, who decided to ask that a CCRO be issued in his wife's name, said: "This is my beloved who will live a happier life until her time comes. For this reason, the bigger piece of land goes to my wife!"

As well as ensuring women have land rights through CCROs, we have been supporting the people we work with to develop land management plans. This involves community members coming together to express their wishes and expectations of how land is to be used. The main objective is to select and put into practice land uses that best meet the needs of the people while safeguarding resources for the future.

This ensures sustainability of the project, which was established in Mlale village, Mbogwe and Shagihilu village, Kishapu. It is expected that this process will result in fewer disputes while the interests of various stakeholders, including men, women, young people, crop producers and pastoralists, are balanced and respected. Land productivity is also expected to increase, benefitting the various stakeholders and giving them more opportunity to generate higher incomes for themselves which will enable them to support their families.



This is my beloved who will live a happier life until her time comes. For this reason, the bigger piece of land goes to my wife!



### 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.

Across Tanzania, land ownership is guided by a traditional system where ownership by individuals and families is recognised but undocumented. This can result in disputes over land, especially in the case of women whose husbands have passed away. In many instances, widows are disinherited by their in-laws, leaving them with no means of making an income. In the absence of legal documents, many people in Tanzania find themselves in a position where they can lose access to a vital asset that is central to their survival.

The Certificate of Customary Right of Occupancy (CCRO) is a legal document which strengthens land ownership for both women and men and transforms land into a valuable asset against which poor households can secure loans. This enables them to get loans for school fees or to make improvements to their homes.

While CCROs benefit both women and men, it is women – and widows, in particular – who gain most from strengthened land tenure. Last year, we supported 369 people to own their own land, with CCROs issued to 159 women, 99 men and 111 for joint land ownership. Moreover, since our project



### Going Forward

Next year, we aim to minimise the adverse impacts of COVID-19 on local- and national-level agricultural budgets. In addition, we will work to ensure that agricultural policies benefit the poor, enabling vulnerable women and young people to access their full benefits. Finally, we will continue to support local initiatives around agriculture reforms and land ownership by women.



### Our Work in Action



**369** PEOPLE in marginalised communities in **TANZANIA** were enabled to **CLAIM THEIR RIGHTS TO LAND LAST YEAR**

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.

Last year, we continued to work across four districts in Malawi – Karonga in the Northern Region, Dowa in the Central Region, and Balaka and Phalombe in the Southern Region – supporting 9,835 people to become active citizens and understand their rights under the country’s current healthcare policies. This work has led to a rise in citizen-led action demanding better health services and accountability in how available resources are distributed throughout the health sector. Holding local authority figures accountable has improved efficiency in the sector, resulting in increased attendance at public health clinics from 21 percent, when the programme began three years ago, to 45 percent last year.

We also supported communities to engage with local and national authorities to advocate for their rights. In Balaka, for instance, the district health office responded to demands from the community

and committed to supplying medicines and providing an ambulance to service the remote area of Utale. This led to higher attendance at local public health centres as well as reliable transport for referrals to the district hospital in Balaka. As a result of our work, there is also an autoclave at Chiyenda Usiku Health Centre so that equipment can be sterilised.



In Phalombe and Karonga, local health facility surfaces were improved to allow better access for people with disabilities (PWD) while wheelchair ramps have been installed in local health centres in all four districts. Meanwhile, in Karonga, community campaigns led to the construction of a sheltered waiting area at Lupembe health centre as well as better water and sanitation facilities at Mpata health centre and the Chisepo facility in Dowa. The amount of healthcare staff in the areas where we work has also increased, with the number in Chisepo health centre rising from one to four, Mpata from two to five, while in Chitekesa, an additional four staff members have been hired – bringing the total to seven.

Overall, the number of men, women, young people, PWD, people living with HIV (PLHIV) and children who accessed local health facilities last year rose by over 11 percent compared to the previous 12 months – and 24.6 percent since the project began in 2016. Although we worked directly with PWD and PLHIV, whose access increased by 1.3 percent and 2.6 percent respectively, they still face physical and social barriers. Ongoing work with nurses and doctors last year resulted in reduced discrimination for PLHIV and PWD, with attitudes towards patients improving by 25.5 percent from the previous year. Vulnerable groups who have accessed healthcare have been increasingly satisfied (an average increase of 26.3 percent since the programme began) as community lobbying has improved efficiencies in health-care provision.

Elsewhere, we organised and led more than 110 meetings with different stakeholders and authorities in target districts to give the people we work with a platform to share their stories. These compelling stories, about the lives of real people were collected from community rights committees, volunteers and radio listening clubs, and led to powerful evidence-based advocacy and citizens becoming motivated to hold community leaders to account. As a result, more than 200 local leaders co-developed action and work plans with the public on health-related challenges in their districts. One positive outcome of these collaborations was the suspension of

private wings in hospitals only to be used by paying patients. Increasingly, we have found that women are showing interest in leading citizen-led action as the burden of care work often falls to them.

Last year, we supported more communities to demand better health services including better ambulance facilities and staff availability, strengthened HIV testing services, immunisation services, family planning services such as condoms for youth, among other things. While we responded to many requests directly, some issues raised were referred to national level and are still pending. For instance, community members from Mpata, led by their local leaders, hired a lawyer to begin litigation relating to the stalled construction of their health centre. The hearing began in October 2019 but was halted in December. The legal counsel who is handling the case in collaboration with the Registrar of Companies and the Ministry of Health officials are still investigating the matter and our staff are monitoring the process closely.



### Going Forward

We will contribute to the COVID-19 response by supporting local authorities with public health awareness messaging, providing handwashing facilities and personal protective equipment, as well as supporting them to address the rise in cases of gender-based violence. With limited resources diverted to the COVID-19 response, we will also work to ensure that key reproductive health services and rights are not neglected. In addition, we will continue to work closely with partners to ensure access to healthcare is inclusive.

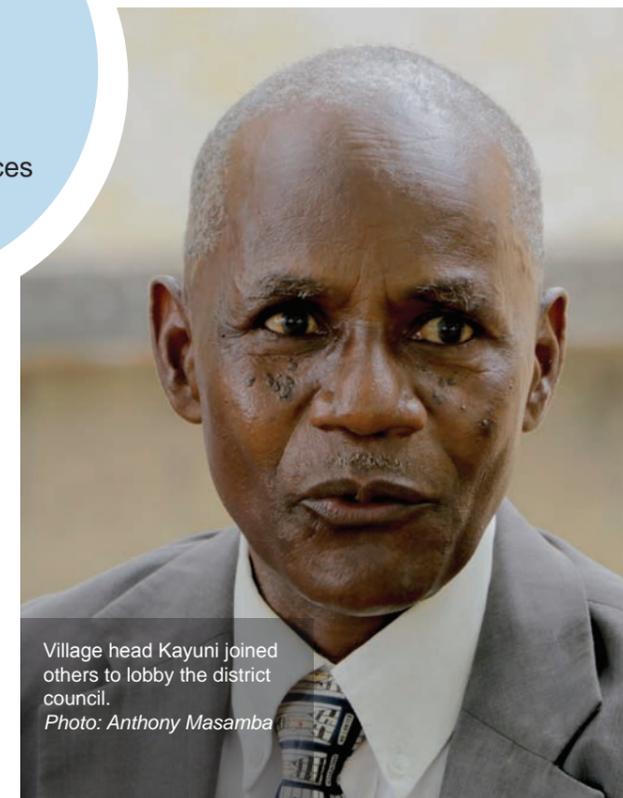
In the face of a global health pandemic and severe economic crisis, we will advocate for the protection and transparency of aid flows, reduction and cancellation of debt repayments, and safe delivery of quality essential services including public health and sexual and reproductive health and rights services.



### Our Work in Action

Like many communities in Malawi, Lupembe community in Karonga district desperately needs better healthcare facilities. One of the most vital facilities the community lacked was a healthcare maternity unit for women coming to the end of their pregnancies. This would improve maternal care for women at risk of complications or those living long distances from the community’s health centre. However, residents did not know how to approach their local authorities about getting a facility built. In response, Oxfam and its partner Centre for Human Rights and Rehabilitation (CHRR) provided training to locals on their rights to demand services from the district council. Afterwards, Village Head Kayuni and other local leaders joined forces with other stakeholders to lobby the council for a new waiting facility at Lupembe Health Centre. Their lobbying efforts proved successful and today the community has a new waiting shelter for pregnant women. “We are grateful because of the new waiting home. Our women will no longer give birth in the villages which will eventually reduce maternal deaths,” said Kayuni.

Attendance at public health clinics is up **34%** while satisfaction with services has risen **26%**



Village head Kayuni joined others to lobby the district council.  
Photo: Anthony Masamba

## OXFAM - A VOICE FOR CHANGE

The Public Engagement department is responsible for driving awareness and understanding of, as well as meaningful engagement with, our work among the public. The impact of our work is measured across four goals: **Brand, Profile, Income** and **Influence**.

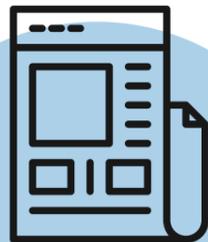
In the last year, we delivered a number of brand engagement initiatives across our communications, campaigns, marketing and digital channels to increase people's awareness and understanding of our purpose and impact as a development and humanitarian organisation fighting poverty and injustice across the world.

### Irish Aid Programme II Public Engagement Grant

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.

Using our Oxfam supporters as a baseline for strong levels of awareness, understanding and support, we worked to increase these levels among new, "uninformed" audiences within the Irish public.

Throughout the year, we rolled out a series of online and offline initiatives to achieve this, including an interactive theatre event, an innovative radio campaign, a bespoke newsletter and a social media campaign that focused on two-way conversation.



There was a **375% INCREASE** in sign-ups to our newsletter

### How Did We Do?

We measure the success of the Irish Aid PGII PE initiatives, through a number of indicators across high-level impacts and more low-level outcomes.

In 2019/2020, we saw an increase in awareness, understanding and support for our work and its themes among the Irish public across all impact levels:



We also saw considerable success in our continued engagement through online and social media campaigns in support of our PGII PE work, including our 'back to basics' online public engagement campaign which focuses on increasing understanding of and support for our purpose and impact as well as Ireland's development cooperation.

In the last reporting period, there were 361 sign-ups to the e-newsletter, a 375% increase on the previous year.

We achieved this by providing more tailored content based on target audiences and a meaningful call to action, focusing on clicks as opposed to impressions or reach and increasing our click-throughs by 68% compared to last year.

### Challenges

Attendance at events remains a challenge for us and we failed to meet our target attendance across two Irish Aid PGII PE events with key learnings around holding 'standalone' events which aren't leveraging the audience of wider initiatives, e.g. Culture Night or a festival/event.

### Going Forward

In 2020/2021, we aim to deliver a comprehensive campaign with creative agency Frank and Bear building on our successes at driving meaningful engagement and two-way conversation 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.

### Fashion Relief

Another key initiative which meets our objectives across brand and profile as well as income is Fashion Relief – a nationwide sustainable fashion fundraiser which raises vital funds for our work worldwide but also increases awareness, understanding and support for our development, humanitarian and campaigning work, as well as on our commitment to tackling throwaway fashion.

In December 2019, broadcaster and ambassador Lorraine Keane travelled to Bangladesh to see Oxfam's work with Rohingya refugees in Cox's Bazar and garment workers in Dhaka, highlighting how the funds raised support Oxfam's humanitarian work as well as our ongoing influencing work to create a more sustainable fashion industry.



Last year, Lorraine Keane visited Cox's Bazar, Bangladesh, the world's largest refugee camp. Oxfam has provided vital aid including clean water and food to 360,000 Rohingya refugees in Bangladesh and advocated for the rights of close to a million Rohingya people forced to flee violence in Myanmar. Photo: Jeannie O'Brien

# OXFAM - A VOICE FOR CHANGE

## How Did We Do?

Delivered **5 LARGE-SCALE PUBLIC EVENTS** across three different locations, including a new partnership event with Dundrum Town Centre (DTC)



Engaged over **4,000 PEOPLE** across four of five events, with exposure to a footfall of **25,000** at DTC event



Generated **€92,000** in income



Engaged **550** corporates

Received over **15,000** donated items from corporate donation drives, diverting quality pre-loved stock from landfill



Endorsed by **30 CELEBRITIES /INFLUENCERS**

**667** mentions across national and regional broadcast, print and online with an Advertising Value Equivalent of **€173,318**



**380,613** reached through online advertising campaign with **104,275** engagement

## Challenges

Due to the onset of COVID-19 in February 2020, we had to cancel our remaining 2019/2020 events, which had a significant impact on planned brand engagement and income generation objectives, including overall net contribution.

## Going Forward

While it's still uncertain when we will be able to reschedule our live events, we are exploring ways to pivot online, including shoppable online television and ecommerce platforms to recover lost income.

## INFLUENCE AND CAMPAIGNS

In 2019/2020, we continued to work on two key influencing and campaigning areas – *Rights in Crisis*, which focuses on issues of humanitarian crises, global displacement and migration, and *Even it Up*, which focuses on global inequality, specifically addressing tax justice. Last year saw the end of a three-year operational plan for both *Rights in Crisis* and *Even it Up*, with the priority in 2020/2021 to build a new influencing operational plan based on the wider organisational strategic framework.

In the last year, we also scaled up our work on the climate crisis through both private advocacy and public campaigning.

## Rights in Crisis

Our targets for the *Rights in Crisis* campaign included that by 2019, the Irish government will have:

Fulfilled its commitments under the Irish Refugee Protection Programme.

Expanded opportunities for family reunification and increased the number of reunited families in Ireland.

Played a responsible role in the development of EU policy on migration management and been a strong advocate for strengthening protection for women and girls on the move.

Played a responsible role in the development of the 2018 Global Compacts, ensured they are grounded in a gendered analysis and rights-based approach, and set concrete mechanisms for responsibility-sharing.

To continue to achieve these objectives, we continued our influencing and campaigning work in support of refugees and migrants, both at a national and European level.

Through our partnership with the Irish Refugee Council and Nasc – The Migrants and Refugee Rights Centre, we continued to lobby for the International Protection (Family Reunification) (Amendment) Bill 2017 to be enacted into law. This Bill would create a fairer system to reunify refugee families in Ireland who have been separated by persecution, conflict, violence, or human rights violations. The Bill passed through all stages in the Seanad with cross-party support and was introduced in the Dáil in December 2018, passing second stage before stalling due to the Government's refusal to give it a money message. In July 2019, the Joint Committee on Justice and Equality recommended that the Government grant the Bill a money message and allow it to progress. As part of our lobbying efforts, we held a successful briefing event with politicians where secondary school student Lilav shared her story of finding safety in Ireland after being forced to flee Syria, only to suffer further due to being separated from her

older sister and family who are trapped in Aleppo. The General Election and appointment of the new Government happened before the Bill was allowed to progress, but we continue to work for it to be re-submitted to the Oireachtas at the same stage.

At EU level, we continued to raise awareness among Irish politicians and the Irish public around the impact of EU policies on the lives of those most vulnerable, including refugees and migrants. This included lobbying Irish election candidates ahead of the 2019 EU Elections and working with other Oxfam affiliates throughout the world to tackle the rise of anti-refugee and migrant narratives,

In September 2019, Ireland became one of 12 EU member states to join a "Coalition of the Willing" specifically addressing issues of migration which allowed us to continue to lobby on the need for protection for unaccompanied minors as well as search and rescue.

In Summer 2019, we also launched a campaign to raise awareness about one of the world's worst humanitarian crises in Yemen. The campaign, *Stop Starving Yemen*, mobilised the public to call on the Irish and UK governments to take urgent action to end the ongoing conflict in Yemen and lift the blockade that was impeding the importation of much-needed food as well as humanitarian access. This was accompanied by advocacy with politicians and policy makers on Yemen and ongoing humanitarian crises around the world.



Students from Largy College, Clones, Co. Monaghan, outside Leinster House calling on the Department of Justice and Equality to reunite Lilav Mohamed from Northern Syria with her sister. Photo: Gareth Chaney/Oxfam

# OXFAM - A VOICE FOR CHANGE

## Even it Up

Our targets for the *Even it Up* campaign up until 2019 included:

-  Persuade key political and policy actors in Ireland to introduce effective corporate tax reforms to significantly and demonstratively reduce corporate tax avoidance, especially that which negatively impacts developing countries.
- Contribute to public understanding of the nature, causes and solutions to global inequality.
- Contribute to ongoing development of the Oxfam confederation policy positions on corporate tax reform.
- Lobby key political and policy actors in Northern Ireland to ensure NI's system doesn't facilitate corporate tax avoidance.

In 2019/2020, we added a new dimension to our work on economic inequality and tax justice by focusing on the disproportionate impact it has on women and girls.

In May 2019 we held a large event with then Oxfam International Executive Director Winnie Byanyima called *What She Pays* highlighting how the global economy discriminates against women. Winnie Byanyima delivered the keynote address followed by a discussion with a panel of experts from women's rights organisations, trade unions and academia with a number of key political targets and stakeholders in the audience.

We continued this conversation by including unpaid and underpaid care work into our ongoing advocacy around economic inequality, carrying out a coordinated digital communications campaign around an Oxfam global report on the topic ahead of and as part of our submission to the Citizen's Assembly on Gender Equality.

In addition, we continued to advocate to the Irish Government to address corporate tax loopholes that negatively impact low income countries' ability to raise their own revenue to address inequality and poverty. We also continued to lobby the EU to introduce legislation to tackle tax havens. We co-published a report, *Off the Hook*, which

criticised the EU's plans for a tax haven blacklist pointing out that some EU countries, including Ireland, should be deemed tax havens according to the EU's own criteria.

### Brand Engagement Highlights Included

Reached **3,008,453 PEOPLE** through **ONLINE CHANNELS** in 2019/20

Of these, **20%** or **590,291** went on to engage with the brand through **VISITING OUR WEBSITE** or **INTERACTING WITH BRAND CONTENT ON SOCIAL MEDIA AND/OR EMAIL**

Of **7,876 BRAND MENTIONS** across search and social media last year, **95%** had a positive or neutral sentiment

Secured **2,237 ALL-ISLAND MEDIA HITS**, exceeding our target by over 600 – and maintained **96% POSITIVE SENTIMENT** and **NUMBER ONE SHARE OF VOICE**






## Climate Change

During 2019/2020, we renewed our engagement 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 – and worked as part of the coalition to call on the Irish Government to take urgent climate action, including on issues directly relating to our work with those most vulnerable like climate finance. Leveraging our network of engaged campaigners, we also supported the climate strike marches across the island of Ireland, joining marches in Belfast, Dublin and beyond.

In conjunction with our trading network – part of our commitment to sustainability and tackling throwaway fashion – we also launched a public mobilisation campaign called *Second Hand September*. The initiative asked people to pledge to say no to new clothes and yes to shopping second hand for the month of September. In 2019, the first year of the campaign, we had 1,200 people sign up and join us on an online supporter journey to learn about throwaway fashion, its impact on the environment and what that means for the world's poorest people.

Ahead of the 2020 General Election in Ireland, we included our asks around rights in crisis, economic inequality and the climate crisis in our manifesto, rolling out a digital first communications campaign to influence political candidates and the voters. We received high levels of engagement across all our digital platforms and saw many of our asks included in the new Programme for Government.

## How Did We Do?

Worked with **19 PARTNERS**, including civil society, other NGOs, women's rights organisation and academia across all of our influencing work



Outreach to all members of the Oireachtas regarding our work on development, humanitarian and rights in crisis/inequality influencing, directly engaging **24** on migration issues, **34** on inequality issues, **59** on Overseas Development Assistance (ODA) and **59** in relation to key asks ahead of the European Elections



Mobilised **40,384 PEOPLE** across the island of Ireland to join us and take action on our influencing agenda, including on our rights in crisis work and *Stop Starving Yemen* and *Second Hand September* campaigns



## Challenges

The biggest challenges to our influencing work in 2019/2020 was ensuring our asks and priorities were heard with first Brexit and then COVID-19 dominating the political landscape. With both issues demanding the Government's time and legislative focus, issues around development, rights in crisis and inequality were de-prioritised – we found this truer for issues around rights in crisis, especially migration.

COVID-19 represents both a challenge and an opportunity. While it may distract from our issues and asks – as well as threaten reaching Ireland's

## OXFAM - A VOICE FOR CHANGE

targets around ODA and climate action – it also showed us more than ever how interconnected we are on a global level, bring more scope to discuss and address the biggest challenges facing our world.

### Going Forward

With the completion of the three-year influencing operational plan, we will be focusing on re-setting the strategy and direction of our influencing work, bringing it in line with the wider Oxfam Ireland and confederation-wide strategic framework.

As part of this we will be reviewing our influencing work over the last three years and deciding on key themes and priorities for the next three. These are likely to include rights in crisis, the climate crisis and private sector influencing.

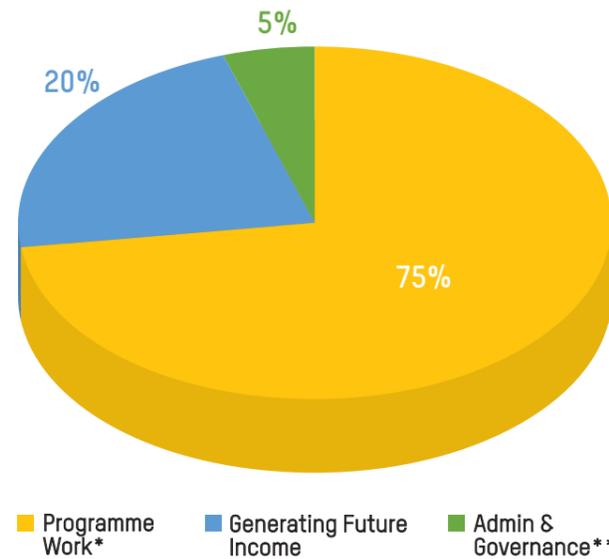
## INCOME GENERATION

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 2019/2020, we generated a total income of €15.42M from these channels, a 2.5% decrease on the previous year.

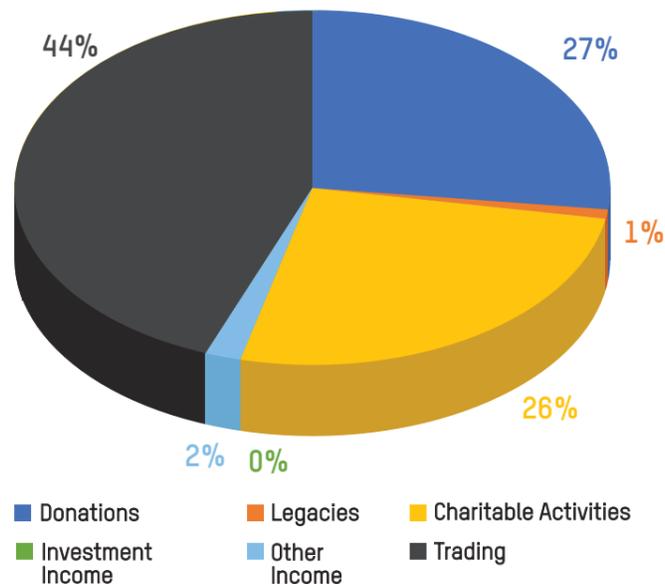
While income from fundraising and trading suffered a reduction, **we increased our income** from Institutional Fundraising by €217K, including by sourcing funds from new donors such as the European Union and the World Bank.

### How we spent our money in 2019/20



\*Our programme spending includes humanitarian, development, campaigning and advocacy work  
 \*\* Excludes support costs allocated to our shop network

### Where our funds came from in 2019/20



## FUNDRAISING

In 2019/2020, we continued to receive invaluable donations from our committed donors, all in support of our vision and mission to beat poverty for good. Donors responded well to our appeals on our humanitarian work with Rohingya refugees in Bangladesh and in the Democratic Republic of Congo, Iraq, Syria and Yemen as well as to our long-term development work in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe and our influencing work to ensure that those facing crises – from conflict to the climate crisis – are protected and supported.

We remain extremely grateful to our valued donors for their steadfast support despite the external challenges experienced this year, particularly in the wake of Covid-19.

In the last year, we exceeded our income target across our committed giving campaigns, direct marketing appeals and tax effective giving campaigns.

Unfortunately, we did not achieve our targeted income across major gifts, corporate partnerships, Unwrapped (our alternative gift cards), legacies or emergencies.

Due to a successful cautious approach to expenditure given these challenges, this resulted in a total income from fundraising of €4.23M (donations, gifts, sponsorship and legacies) which is only €108K down on last year.

## Challenges

In 2019/2020, we continued to recover ground lost during the safeguarding crisis across 2018/2019, while also responding to and managing the continued media and external communications around that issue and its impact on donors.

While some products and initiatives exceeded income targets, others struggled leading us to undertake a review of all our offerings to existing and new donors with the help of external agency Ask Direct.



## OXFAM - A VOICE FOR CHANGE

### Going Forward

As we did not reach budget within a number of key areas, we are reviewing our fundraising strategy alongside a wider organisational review and restructure in conjunction with the Board. This will lead to a new three-year sustainability plan that will inform our fundraising priorities and objectives.

Alongside this, COVID-19 significantly impacted our fundraising ability, particularly offline, for the month of March. We are looking to pivot our activity to digital and other performing areas where possible so we can continue to raise funds effectively during these uncertain times.

### TRADING

Across 2019/2020, we continued to grow our trading network in alignment with our overall strategy. We continued to strengthen our point of difference in relation to competitors and diversify our business by opening our first 4Good shop in Belfast's Castlecourt shopping centre. The 4Good range is part of our commitment to sustainability, facilitating meaningful partnerships with other retail partners and helping us to deliver on our objectives in support of the circular economy.

While working to maintain performance across existing shops, we opened a new shop in Dublin's city centre on Talbot Street and continued to increase our stock generation through partnerships with retailers seeking to donate end-of-line/surplus stock rather than send to landfill / incinerate.

In 2019/2020, the total income from Trading was €6.8 million, which was 7.5% down on the previous year – this includes a loss of €497K reflecting closure of non-performing shops, the impact of COVID-19 and reductions in the supply from corporate partners.

**OXFAM IRELAND HAS 49 SHOPS ACROSS THE ISLAND OF IRELAND, SELLING:**

**Clothes and accessories**

**Books**

**Homeware**

**CDs and DVDs**

**Electrical Goods**

**Cards**

**Christmas Gifts**

### Challenges

Prior to COVID-19, Trading income was down due to difficulties securing stock - particularly new donated stock from existing partners - as well as from the closure of non-performing shops.

March saw a significant loss in income of €300K due to the need to close all shops across the island of Ireland because of the spread of COVID-19 and the necessary restrictions.

### Going Forward

As part of the wider organisational review and restructure, Trading will also be reviewing its income generation strategy and setting new priorities and objectives based on a new three-year sustainability plan.

While working within the Covid-19 related restrictions, to maintain and grow our income from our bricks-and-mortar shops, we are also continuing to explore an ecommerce model. We are expanding our partnership with Thriftify in order to sell our range of new and quality pre-loved items, including vintage and designer clothes and accessories. We are also exploring building our own ecommerce platform on our website to showcase and sell our new products on offer. These include the 'Sourced by Oxfam' range – brand new and beautifully made ethical homewares, jewellery, gifts, health and beauty products, Fairtrade food and much more – as well as new donated end of line or excess stock from retailers. We hope to launch both ecommerce platforms in time for Christmas 2020 shopping.

## MEET OUR WINNING RETAIL STAFF

Earlier this year, Oxfam Ireland took the big prize at the 2020 Irish Charity Shop Association Awards. Among the winners was Bridget Walsh, manager of Oxfam Navan, who was named “Shop Manager of the Year” by the Irish Charity Shop Association (ICSA) for her exceptional leadership and commitment to Oxfam, the shop she manages, and to her donors, customers, staff and volunteers.

Oxfam Ireland District Retail Manager Mark Sweeney said: “Bridget is one of the best examples of what a charity shop manager is – she works for

the charity and for her volunteers. In the two years I have worked with Bridget, I have learned that Bridget is not just a shop manager to her volunteers – she is family, she is a friend, she is a support. The volunteers in our Navan shop are not just there because it’s Oxfam, or indeed because it’s a charity, they’re there because of Bridget.”

The award was particularly special for Bridget, who in 2020 is celebrating a special anniversary with the organisation: “I was delighted to receive the award as this year I am celebrating 20 years with Oxfam,

so it was extra special to receive this recognition.” The ICSA Awards showcase how charity shops and the people who work and volunteer in them contribute to community life in Ireland. The award category was judged by Keelan Bourke of Retail Excellence, and was supported by 22 nominations from Bridget’s volunteers, CE/TUS workers and Mark Sweeney.

Mark said: “Our shops play a significant part in raising vital funds for Oxfam’s work around the world and they are run by wonderful dedicated

crews of volunteers. The shops are hives of activity with lots of chats and opportunities to meet new people, learn new skills and of course, have plenty of fun along the way.”

Runners-up at the event included Eli Garcia-Badia, Shop Manager at Oxfam Dundrum; Ali Mubashair from Oxfam Cork; Jacinta Maxwell from Oxfam Dun Laoghaire, and Oxfam Books on Dublin’s Parliament Street.



**Left:** Mark Sweeney, Dundrum Manager Eli Garcia-Badia, who was named runner-up in the Shop Manager of the Year Award's category, and DRM Stephanie Coady



**Below:** Patricia Kenny, volunteer Ali Mubashair – who was runner-up in the Volunteer of the Year category – and last year's winner Mary Bolger



**Above:** Staff from Oxfam Parliament Street, who missed out on the award for Shop Team of the Year, with Mark Sweeney

**Right:** Patricia Kenny, Stephanie Coady – accepting for Volunteer of the Year runner-up Jacinta Maxwell – and Mary Bolger



**Above:** Volunteer Ann Bird, Shop Manager of the Year Bridget Walsh, DRM and ICSA Chair Mark Sweeney and volunteer Elizabeth Ward.

## OUR COMMITMENT TO THE ENVIRONMENT

From life-threatening cyclones in Africa to devastating forest fires in Australia, the past 12 months have again shown us that the climate crisis is the most urgent issue facing humanity. Those most affected by climate change do least to cause it, with most greenhouse gas emissions generated by wealthy nations in the global North.

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.

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. Elsewhere, in Tanzania, we coordinated with the Forum for Climate Change and Tanzania Natural Resource to organise a Climate Change Symposium, officiated by the Minister of the Union and Environment. This formed the basis for discussions, data collection and consolidation of Tanzania’s commitments to the Paris Accord.

### Secondhand solutions

The corporate world has a huge impact on sustainability. Every decision can affect the most vulnerable people and fragile ecosystems, threatening livelihoods and exacerbating poverty. The fashion industry, for example, has completely changed our attitude towards clothes. The lack of regulation around fast fashion means that we are now buying cheap, easily disposable, low-quality clothes, many of which cannot be recycled.

The wages and working conditions of mostly female textile workers in countries like Bangladesh often fall well

### Carbon Data Trends 2019/20

**240 FLIGHTS**  
Down from 292 in 2018/2019



**701,785 KM**  
flown



**9% DECREASE**  
(Medium-haul down 2%;  
Long-haul down 22%)

**8 VEHICLES**

Down 3 in 2018/2019



**133,265 KM**  
travelled  
**DOWN 49%**

#### ENERGY



**834,000 KWH**  
consumption



**6.6% DECREASE**

#### GAS



**19,323 KWH**  
consumption



**12% INCREASE**

below basic human rights standards. Throwaway fashion is unsustainable and is stretching the planet’s resources way beyond its limits. Every year, Irish people dump 225,000 tonnes of clothing – a huge waste of water and energy considering that it would take 13 years to drink the amount of water needed to make one t-shirt and one pair of jeans. For over six decades, our shops have provided the public with a place to recycle their pre-loved goods, diverting them from landfill and reducing their carbon footprint. People who buy or donate through our shops are not only helping to protect the planet, they are also helping the world’s poorest people to lift themselves out of poverty.



Last year we rolled out Second Hand September, an initiative offering a solution to throwaway fashion and the devastating impact it is having on people and the planet. Throughout the month of September, we called 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. More than 1,200 people took on the challenge, diverting 29 tonnes of clothing from landfill – the emissions equivalent of driving around the world four times.

### 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. Since early March, however, the majority of our staff have been working from home due to government restrictions around the COVID-19 pandemic.

### Flights

The number of flights our staff took decreased in the 12 months to March 2020, partly as a result of the global lockdown, and also because we continued to encourage employees to participate in web meetings where possible to cut down on travel.

### Energy

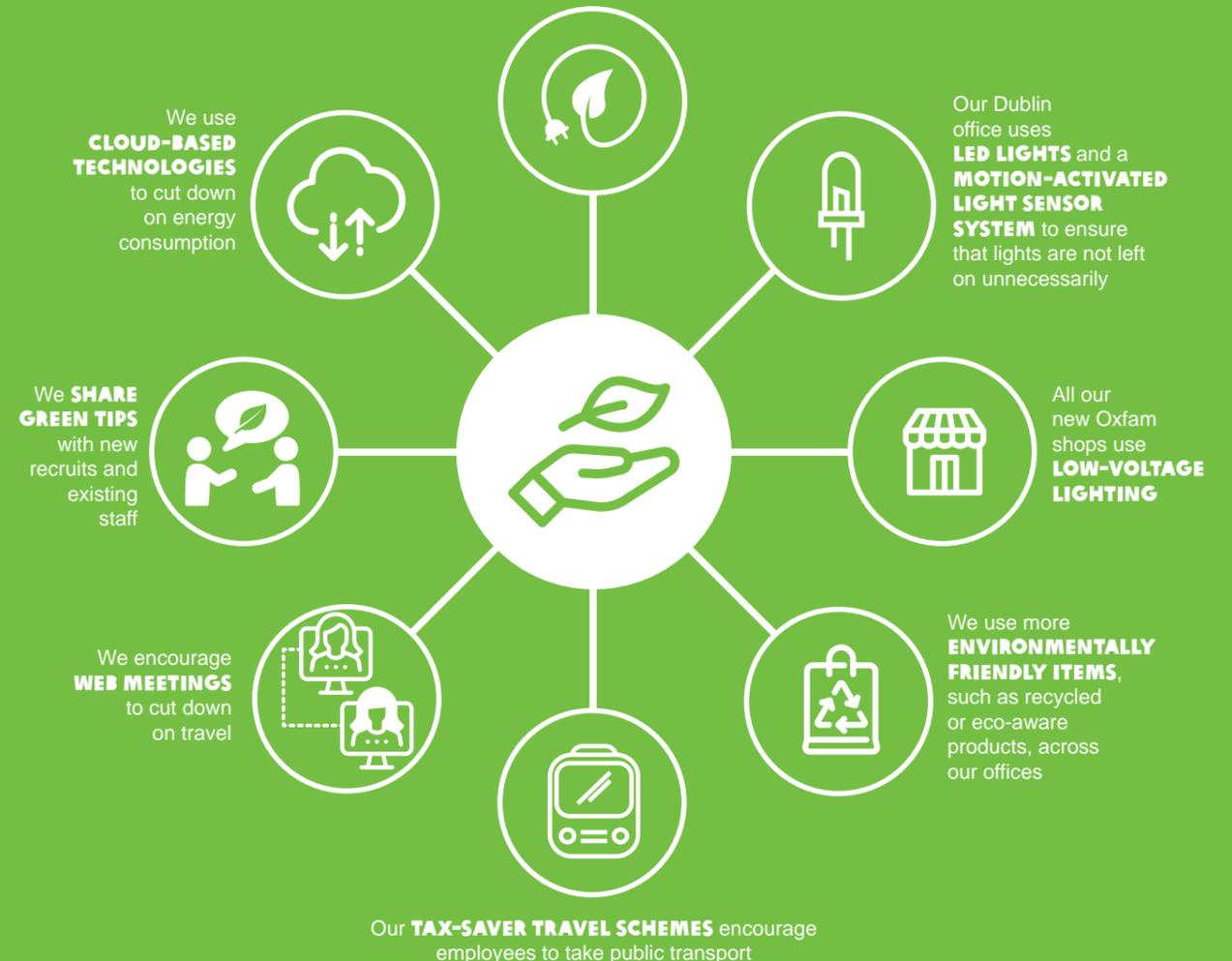
Our energy consumption fell by more than 6.5 percent last year, reflecting the temporary closure of our shops and offices due to COVID-19. Currently, 49 out of our 52 buildings are powered by renewable sources.

### Future plans

Our Board is overseeing a three-year sustainability plan featuring clear targets that will be subjected to regular monitoring and reporting. Meanwhile, a cross-organisation sustainability team has been auditing our workplace and our operations to ensure that we are continuously making improvements around our commitments to the environment.

### Current Initiatives

49 of our 52 premises across the island of Ireland are powered by renewable energy sources



## 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.

After a potential candidate has been interviewed, the Chair decides whether to recommend his/her 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 going on a field visit to Oxfam Ireland’s programme work within the first year.

Since 2012, members are appointed for, at most, two three-year terms, while Board members appointed as Chair can serve for a maximum of two three-year terms in that role. The Trustees also sit on special committees set up by management to guide decisions on strategic planning, employee pensions and organisational assessments.

A Board committee on remuneration and performance appoints 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.

### Robin Masefield

*Appointed 14/02/2014*



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).

### 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 RTE 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.

### Dr Mary Murphy

*Appointed 20/04/2018*



Dr 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.

The Board was required to attend five meetings over the past year

Dr Susan Murphy (Chair)	4/5
Robin Masefield	4/5
Maria McCann	3/5
Dr Maurice Manning	2/5
Andrew McCracken	4/5
Dr Mary Murphy	4/5
Deirdre Grant	5/5
Alf Smiddy*	3/5

\*Appointed 28/06/2019



## 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
- 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 has implemented many of the recommendations included in the report to further strengthen the governance of the organisation. The annual internal review to monitor progress against the recommended changes was unable to be carried out in time for inclusion in the annual report, but the Board intends to have it completed by December 2020.

## LEGAL AND ADMINISTRATIVE INFORMATION

### Directors

Dr Susan Murphy	Chair
Robin Masefield	
Maurice Manning	
Maria McCann	
Andrew McCracken	
Dr Mary Murphy	Chair of Programme Performance & Impact Committee
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee

### Chief Executive

Jim Clarken

### Executive Directors\*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Emer Mullins	Public Engagement
Frank Long	Chief Operating Officer

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

### Secretary

Andrew McCracken	(appointed 4 November 2019)
Frank Long	(resigned 4 November 2019)

### 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

## STRENGTHENING OUR SYSTEMS

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 in Action

We will not tolerate sexual misconduct or stand for harassment of any kind.

In February 2018, we agreed on a comprehensive global action plan (our 10 Point Plan) to review and update our safeguarding policies and procedures in line with global best practice.

### Ongoing Work in Oxfam Ireland

Since the beginning of our comprehensive action plan (our 10 Point Plan) to review and update our safeguarding policies and procedures across Oxfam Ireland and the confederation, we continue to make significant progress in strengthening our own all-island safeguarding systems by:

- Providing training on our robust policies and procedures. This includes safeguarding policies specific to our work in Northern Ireland and the Republic of Ireland as well as globally.
- Reforming our HR systems, including by strengthening our referencing processes and enhancing our staff inductions and performance management to include a focus on behaviours, culture and safeguarding
- Introducing new standard operating procedures to improve safeguarding reporting here and throughout the confederation
- Responding to feedback from staff gathered at 7 different Living Our Values workshops with a total of 151 participants from across the organisation
- Signing up to the Dochas Safeguarding Code, in addition to continuing to adhere to existing codes

We are committed to making Oxfam Ireland a safe place to work and volunteer and will continue working to develop even more robust policies and procedures that prevent abuse and protect, value and empower people.

In the last financial year (2019-2020), we received no complaints in Oxfam Ireland relating to safeguarding, nor do we have any open safeguarding cases.

### Ongoing Work across Oxfam Globally

As an international organisation, we remain committed to working with others across the sector and in government to implement changes that protect people and prevent abuse all while working to ensure that gender equality becomes a stronger part of our work.

As part of our 10 Point Plan, we established an Independent Commission on Sexual Misconduct led by women's rights experts and asked them to hold us to the highest standards in reviewing all aspects of our culture, policies and practices relating to safeguarding.

They released their final report in June 2019 and we accepted their criticisms and welcomed their recommendations, many of which we have already acted on.

In May 2019, we released our fourth update on progress against our 10 Point Plan.

To date, we have:

- Increased budget, resources and staff to drive culture change across the entire confederation
- Introduced new policies on child safeguarding, protection, sexual diversity, and ethical content gathering
- Reformed our HR systems to strengthen our referencing processes and better recruit and train staff and volunteers.
- Introduced a new performance management process that emphasises accountability
- Implemented new standard operating procedures to improve timeliness and consistency of safeguarding reporting
- Planned for a new global safeguarding shared service and case management system
- Completed a staff-wide survey to help us to understand our culture
- Started workshops and staff initiatives for self-reflection, discussion and actions to change our culture
- Made an organisation-wide commitment to make gender equality an even stronger part of our work

We are determined to show leadership when it comes to safeguarding, implementing and championing policies and procedures in line with national and international best practice.

### Wellbeing and Culture

In the last year, 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.

Oxfam Ireland is also leading the way in the development of a global Oxfam Wellbeing Strategy and its successful model is admired across the confederation. OxCalm, one of the strategy's initiatives, was shortlisted as a finalist at the 2019 Northern Ireland Health and Fitness Awards and 2020 Republic of Ireland HR Awards.

How did we do?

- Last year, over 30 initiatives were delivered with over 400 attendances recorded. These included step challenges, quiet rooms, coffee mornings, talks on financial wellbeing and promotion of our free Employee Assistance Programme.
- We measured the impact of the wellbeing programme in June 2019, with 46% of respondents saying there had been an improvement in their health and wellbeing within the workplace since the beginning of the programme and 67% of respondents feeling more comfortable discussing health and wellbeing related topics with colleagues.
- 60% of respondents rated their current wellbeing in the workplace as very good/excellent.

### Challenges

Going forward, our wellbeing initiative faces challenges due to reduced resources across the HR Team and wider organisation as a result of the review and restructure process.

We are also having to adapt our aims and objectives in light of COVID-19 and the impact that will have on staff's personal and professional lives.

### Going Forward

In the next financial year, our wellbeing initiatives will focus on providing support and resources to staff in a new working environment due to COVID-19 and its restrictions, this will include support and training around remote working and looking after our mental, physical and financial health during uncertain times.

### Safety First

The safety and wellbeing of staff is a priority for our management and Board. A strong health and safety culture in the office 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.

In early March, as COVID-19 began to spread across the island of Ireland, our Health and Safety team issued guidelines to staff on the precautions they should take to help keep their colleagues safe from the virus. These guidelines adhered to the recommendations of government health experts and included advice on handwashing and social distancing. However, as the month progressed and the numbers of infections increased, office staff were asked to work from home where possible.



Marwan (52) is a farmer from Rural Damascus and one of 434 farmers in Syria who have benefited from Oxfam's seed distribution response to help them retain their lands and livelihoods. Last year Oxfam reached more than one million people across Rural Damascus, Dar'a and Aleppo with emergency food, clean water, cash transfers, winter kits and farming tools.  
*Photo: Dania Kareh/Oxfam*

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

THANK YOU



## DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2019 - 2020		
	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Bangladesh	113	-
Colombia	106	106
Democratic Republic of the Congo	409	372
Dominican Republic	39	-
Indonesia	40	-
Malawi	450	350
Papua New Guinea	44	-
Rwanda	321	300
Somalia	118	118
South Sudan	410	373
Syria	60	-
Tanzania	1,201	1,073
Uganda	300	300
Yemen	145	118
Zimbabwe	304	295
Ireland	270	80
Oxfam Collective Resource Allocation	541	-
	4,871	3,485

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 43 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 Charities Commission for Northern Ireland. 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 (CEO) 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, at most, two three-year terms through open competition. The Board 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, the 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 CEO and sets pay rates for the CEO 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 Finance, Audit and Risk Committee is appointed by the Council. In addition to the Chair, the Finance, Audit and Risk 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 Finance, Audit and Risk 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 and Risk Committee also monitors the effectiveness of the external audit function and is responsible for liaison with the external auditors.

### Programme Performance and Impact Committee

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 the Council and staff.

## Performance and Remuneration Committee

Oxfam Ireland's Council has also set up a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO 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 Board. 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, budget variances 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 on 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 organisation's financial sustainability. We allocate resources based on 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 FARC and approved by the Board.

We publish comprehensive, SORP-compliant, statutory accounts and annual reports. These are available at [oxfamireland.org/provingit/accountability](https://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 and 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. We also carry out 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 men and women we seek to benefit as well as the perspectives of other stakeholders.

In addition, we are continuing to try 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. This enables us 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 affiliates and external organisations, we evaluate and audit our development programme to look at the effects of the work from a wider range of perspectives and share best practices.
- Impact evaluations: Performed retrospectively, this type 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.

## 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 HIV/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 UN's 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, the publication of SORP compliant annual accounts on our website and information about our Board. In addition, 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.

We are listed on the Charities Regulatory Authority's Register of Charities (Charity Reg. No. 20009946) in the Republic of Ireland and on the Charity Commission for Northern Ireland's Register of Charities (Charity No. NIC100848).

As we are conscious that governance standards are constantly improving, we are continuously trying to improve our own standards.

## Key Performance Indicators

We have adopted a set of high-level Key Performance Indicators (KPIs) to assist in monitoring performance across the organisation. Under the umbrella of these high-level KPIs is a more detailed suite of organisation-wide KPIs used to assess and report on performance within teams and departments.

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

The high-level KPIs currently in use – and the performance in the year to March 2020 against each target – can be summarised as follows:

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

A number of factors contributed to the failure to meet the Trading KPI including an inability to find suitable locations to open new shops and the costs associated with this process, a reduction in the volumes of stock provided by some corporate partners and the closure of the shops in March as a result of Covid-19.

This underperformance in Trading was a key factor also in the failure to meet the Finance KPI of Unrestricted Net Contribution with the impact being mitigated by the net contribution from Fundraising increasing due to a strong income performance and an underspend reflecting the difficulty in recruiting staff.

## Governance Codes

We adhere to and implement the following:

- Charity Commission for N.I. Code of Good Governance
- The Charities Governance Code as devised by the Charities Regulator
- Dóchas-CGAI Irish Development NGOs Code of Corporate Governance
- Republic of Ireland Charities Act
- Northern Ireland Charities Acts
- 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: [oxfamireland.org/provingit/accountable-you](https://oxfamireland.org/provingit/accountable-you)

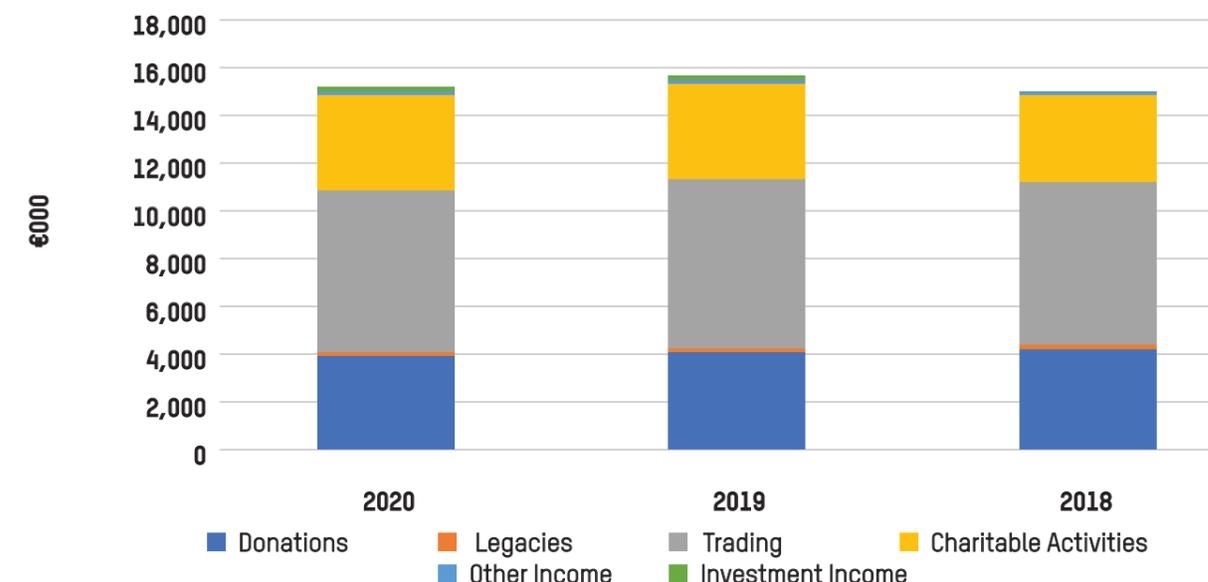
## Public Benefit

The Directors report in the Annual Report on our public benefit and demonstrate that they are clear about the charity's strategic goals and 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 we meet these public benefit requirements.

## Financial Review

### Income



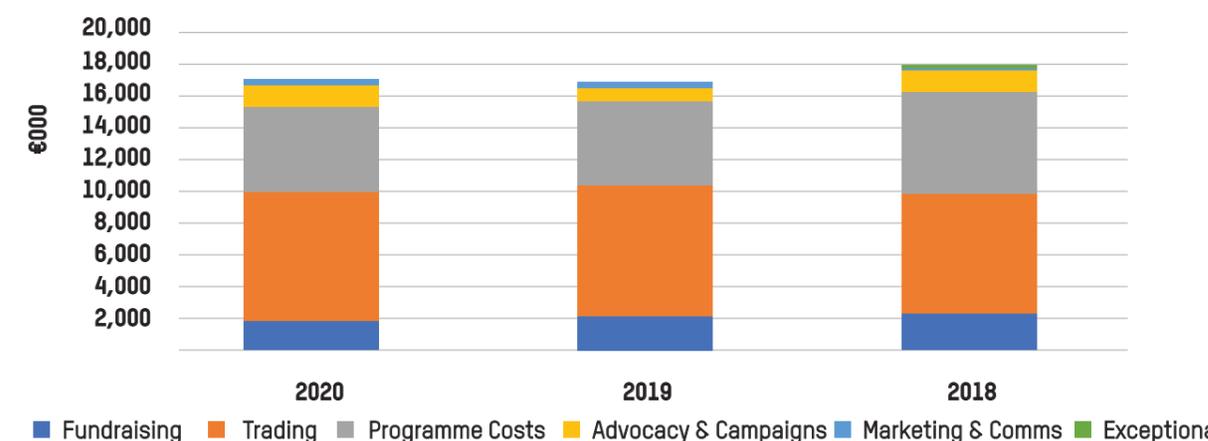
Over the past 12 months, we generated income of €15.42m which was a 2.5 percent decrease on the previous year.

It was another difficult year for **Voluntary Income**. Although we recovered ground lost during the safeguarding crisis, we found it difficult to recruit fundraising staff in a strong market, restricting our ability to achieve growth in this area. We continued to have a cautious approach to expenditure. The reduction in income of just €108k was a good result, reflecting continued investment in face-to-face fundraising activities.

**Trading Income** fell by €497K, reflecting the closure of the shops in March 2020 due to COVID-19 restrictions. Prior to this, Trading income was down slightly due to reductions in the supply of new product from corporate partners and the closure of non-performing shops.

Income from **Charitable Activities**, which represents funds received from Institutional Fundraising, grew by €217k. While the Irish Government, through the Irish Aid Programme Grant scheme, continues to be our primary source of institutional funds, we have made good progress in 2020 in sourcing funds from other donors such as the European Union and the World Bank.

### Expenditure



**Total expenditure** in 2020 was €16.8m, so there was no change from the previous year. This includes a reduction in Fundraising and Trading expenditure and an increase in Programme and Advocacy and Campaigns spending.

The reduction in **Fundraising** expenditure reflects the difficulty in recruiting staff referred to in the previous section.

The reduction in **Trading** expenditure is due to the savings from the closure of a number of underperforming shops.

The increase in **Programme costs** is due to increased programme activity funded by the growth in Charitable Activities income noted above while the increase in **Advocacy** and **Campaigns expenditure** is due to having a full team complement in the current year compared to a reduced team in 2019.

It will not be possible to address the net deficit in Unrestricted Funds of €1.2m and return the organisation to a minimum of breakeven through income growth, given the additional impact of the COVID-19 crisis. This has led to a decision to reduce costs within the organisation through a significant restructure and reduction in numbers employed through voluntary and compulsory redundancies. This restructure is discussed further under Future Plans below.

## Balance Sheet

For the year ended 31 March 2020, the sale of our Belfast building was completed, giving rise to the significant reduction in Tangible Assets and a reduction in the Revaluation Reserve.

Funds brought forward of €4m include €670k of Restricted funds. The Designated fund of €440k to cover the costs of selling our Belfast office and relocation to a new building was released to Unrestricted funds as the sale and move are now completed. The remaining funds are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

## Reserves Policy

Oxfam Ireland maintains its charitable funds at a level that protects our programme work from risk of unforeseen disruption due to lack of funds, 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. The target reserves level is currently €1.9M based on a calculation of three months of key operational costs.

From time to time and for specific purposes, amounts may be moved from unrestricted income to a Designated Fund.

### (i) Restricted Funds

Funds we receive subject to donor-imposed restrictions are credited to Restricted Funds for subsequent disbursement in accordance with the donor’s wishes.

### (ii) Designated Funds

We are currently carrying €1.9m in Designated Funds which are earmarked for working capital requirements.

### (iii) Unrestricted Funds

Unrestricted Funds represent the amount of unrestricted funds that are not designated for any specific purpose.

## Future Plans

The long-term impact of the COVID-19 crisis on our income streams is difficult to determine. In order to minimise risk, we plan to protect our key income streams from Trading, Public and Institutional Fundraising while at the same time reducing costs through a combination of process changes, introduction of efficiencies facilitated by IT investment and changes to ways of working, outsourcing of certain activities and redundancies where no other alternative is possible.

Our retail operation continues to be a critical contributor to the unrestricted income necessary to fund our programme work. We intend to continue building strong relationships with suppliers of new stock for our retail outlets and improving the quality of the customer experience.

We aim to continue growing our base of supporters who donate regularly to support our programme activities. This will be done through further 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 by successfully applying for grants from a broad range of institutional donors will also be an important part of our plans. Alongside working closely with programme countries, we will – when appropriate – partner with other Oxfam affiliates to maximise chances of success.

No specific financial adjustments have been made to our forecasts as a result of Brexit – however, the Board continues to consider the implications of Britain leaving the European Union on our future plans, and will continue to monitor the situation as the ultimate outcome becomes clearer.

## 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 programme locations. Our approach and policies aim to make the honest majority feel empowered to tackle fraud and corruption.

We acknowledge that we work in areas where it may be difficult to implement conventional control programmes. This necessitates innovation in managing the risk of fraud and corruption.

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

During the period to March 2020, two minor thefts occurred in our retail network, but there was no fraud detected in our programme work. The total value of the funds involved in these two incidents was €456, representing 0.003% 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.

Oxfam Ireland manages risk through culture, processes and structures directed towards realising 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 ten categories set out below with the level of appetite Oxfam Ireland attaches to each:

Risk Area	Appetite
Compliance with legislative and regulatory requirements	Very low
Fraud & Corruption	Very low
Security of staff and people we work with	Very low
Financial	Low
Human Resources	Low
Programme	Medium
Public Fundraising	Medium
Reputational	Medium
Strategic	Medium
Information Systems	Medium

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 Risk and Audit Committee.

## Safeguarding

Oxfam Ireland continues to prioritise the safety of our staff, volunteers, partners and those we serve. We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal and we have a robust whistleblowing policy in place. Safeguarding is a standing item on the agenda of all Council meetings where one of the Trustees has designated responsibility for this area. There were no safeguarding cases reported to the Council in the year.

## Events after the End of the Reporting Period

Although the Covid-19 pandemic commenced before the end of the reporting period, it required the continued closure of our shop network in April and May which has had a significant impact on our Trading income and our Door to Door fundraising teams were prevented from carrying out their work in the first quarter also. We have reduced costs through voluntary and compulsory redundancies and availed of government supports where available to mitigate the effects of this loss.

## 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 2020.

## 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 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

Each Council Member who held office at the date of approval of this report confirms that:

- so far as the Council Members are aware, there is no relevant audit information needed by the company's auditor in connection with preparing their report of which the company's auditor is unaware; and
- the Council Members have taken all the steps that they ought to have taken as a Council Member in order to be aware of any relevant audit information and to establish that the company's auditor is aware of that information.

## Independent Auditors

The Auditors, Mazars, Chartered Accountants and Statutory Audit Firm, have indicated their willingness to be re-appointed in accordance with Section 485(2) of the Companies Act 2006.

On behalf of the Board,



Dr. Susan Murphy – Chair

Date: 27 August 2020



Andrew McCracken – Director

Date: 27 August 2020

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

We have audited the financial statements of Oxfam Ireland for the year ended 31 March 2020 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 2020 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.

### Emphasis of matter – Impact of Covid-19

In forming our opinion on the consolidated financial statements, which is not modified, we draw your attention to the directors' view on the impact of Covid-19 as described on pages 54 to 58 of the Directors' Report and Strategic Report, on page 74 and 75 in the disclosures around judgements and key sources of estimation uncertainty and on page 89 in the subsequent events note.

### Conclusions Relating to Going Concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you **where**:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's and the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other Information

The directors are responsible for the other information. The other information comprises the information included in the Annual Report and Strategic Report, other than the financial statements and our auditor's report thereon. 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 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.



Immaculee Muhawentamana, Bernadette Ntawutumishari and Bertilde Mukarugema are members of an Oxfam-supported pineapple cooperative in Gakenke district, Rwanda. Photo: Kieron Crawley/Oxfam

## 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 pages 21 and 22, 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.

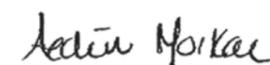
In preparing the financial statements, the directors are responsible for assessing the company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate 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 these financial statements.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK). Those standards require us to comply with the Financial Reporting Council's Ethical Standard. 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.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.



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

Date: 3 September 2020

## OUR FINANCES



Members of the Oxfam-supported Culamuk Coffee Group in Nebbi District, Uganda, holding some of their coffee cherries.  
Photo: Kieron Crawley/Oxfam

Consolidated Statement of Financial Activities as at 31 March 2020  
(Including an Income and Expenditure Account)

	Notes	Unrestricted funds	Restricted funds	Total 2020	Total 2019
		€'000	€'000	€'000	€'000
<b>Income</b>					
Donations, gifts and corporate sponsorship	5	3,782	331	4,113	4,172
Legacies and gifts in kind	5	110	8	118	167
Other trading activities	6	6,834	-	6,834	7,331
Investments	7	44	-	44	47
Charitable activities	8	185	3,878	4,063	3,846
Other income	30	248	-	248	245
<b>Total income</b>		<b>11,203</b>	<b>4,217</b>	<b>15,420</b>	<b>15,808</b>
<b>Expenditure</b>					
<b>Costs of generating funds</b>					
Raising funds	9	1,943	11	1,954	2,154
Trading activities	6	8,005	3	8,008	8,216
		<b>9,948</b>	<b>14</b>	<b>9,962</b>	<b>10,370</b>
<b>Charitable activities:</b>					
Overseas programme costs	10	1,088	4,295	5,383	5,274
Advocacy and campaigns	10	1,146	4	1,150	910
Marketing and communications	10	267	75	342	248
<b>Total expenditure</b>		<b>12,449</b>	<b>4,388</b>	<b>16,837</b>	<b>16,802</b>
<b>Net expenditure for the year</b>		<b>(1,246)</b>	<b>(171)</b>	<b>(1,417)</b>	<b>(994)</b>
Transfers between funds		(156)	156	-	-
Unrealised currency movement		2	(3)	(1)	(19)
<b>Net expenditure</b>		<b>(1,400)</b>	<b>(18)</b>	<b>(1,418)</b>	<b>(1,013)</b>
<b>Other gains</b>		-	-	-	1,989
<b>Net movement in funds</b>		<b>(1,400)</b>	<b>(18)</b>	<b>(1,418)</b>	<b>976</b>
<b>Reconciliation of funds:</b>					
<b>Total funds brought forward</b>		<b>4,758</b>	<b>688</b>	<b>5,446</b>	<b>4,470</b>
<b>Total funds carried forward</b>		<b>3,358</b>	<b>670</b>	<b>4,028</b>	<b>5,446</b>

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 69 to 89 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2020			
	Notes	Total 2020	Total 2019
		€'000	€'000
<b>Fixed assets</b>			
Tangible assets	15	3,165	4,601
		3,165	4,601
<b>Current assets</b>			
Stocks and work in progress	17	76	34
Debtors	18	803	1,343
Cash at bank and in hand	19	4,666	5,388
		5,545	6,765
<b>Current liabilities</b>			
Creditors: amount falling due within one year	20	(4,390)	5,584
<b>Net current assets</b>		<b>1,155</b>	<b>1,181</b>
<b>Total assets less current liabilities</b>		<b>4,320</b>	<b>5,782</b>
Creditors: amount falling due after more than one year	21	(292)	336
<b>Net assets</b>		<b>4,028</b>	<b>5,446</b>
<b>Funds</b>			
Restricted funds	27	670	688
Designated funds	27	1,980	2,440
Unrestricted funds	27	-	329
Revaluation reserve	27	1,378	1,989
<b>Total charity funds</b>		<b>4,028</b>	<b>5,446</b>

The notes on pages 69 to 89 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy

Chair



Andrew McCracken

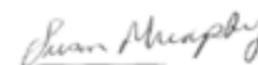
Director

Date: 27 August 2020

Company Balance Sheet as at 31 March 2020			
	Notes	Total 2020	Total 2019
		€'000	€'000
<b>Fixed assets</b>			
Tangible assets	15	341	1,803
Investments	16	-	-
		341	1,820
<b>Current assets</b>			
Stocks and work in progress	17	73	32
Debtors	18	228	202
Cash at bank and in hand	19	983	640
		1,284	874
<b>Current liabilities</b>			
Creditors: amount falling due within one year	20	(2,875)	2,801
<b>Net current assets</b>		<b>(1,591)</b>	<b>(1,927)</b>
<b>Total assets less current liabilities</b>		<b>(1,250)</b>	<b>(124)</b>
Creditors: amount falling due after more than one year	21	-	-
<b>Net liabilities</b>		<b>(1,250)</b>	<b>(124)</b>
<b>Funds</b>			
Restricted funds	28	173	232
Designated funds	28	-	440
Revaluation reserve	28	-	579
Unrestricted funds	28	(1,423)	(1,375)
<b>Total funds</b>		<b>(1,250)</b>	<b>(124)</b>

The notes on pages 69 to 89 form part of these financial statements.

On behalf of the Council,



Dr Susan Murphy

Chair



Andrew McCracken

Director

Date: 27 August 2020

Consolidated Statement of Cash Flow as at 31 March 2020

	Notes	Total 2019	Total 2018
		€'000	€'000
<b>Net cash (used in) / provided by operating activities</b>	23	<b>(1,654)</b>	<b>1,928</b>
<b>Cash flow from investing activities</b>			
Sale of property, plant and equipment	15	1,608	(338)
Purchase of property, plant and equipment	15	(436)	-
<b>Net cash provided by / (used in) investing activities</b>		<b>1,172</b>	<b>(338)</b>
<b>Cash flow from financing activities</b>			
Repayment of bank loans		(240)	(40)
<b>Cash used in financing activities</b>		<b>(240)</b>	<b>(40)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(722)</b>	<b>1,550</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>5,388</b>	<b>3,838</b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>4,666</b>	<b>5,388</b>

**TO READ MORE ABOUT  
OUR FINANCES AND  
THE GOVERNANCE CODES  
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VISIT  
[WWW.OXFAMIRELAND.ORG](http://WWW.OXFAMIRELAND.ORG)**

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 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 2014, 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 all of its subsidiary undertakings for the year ended 31 March 2020.

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

3. Accounting Policies (Continued)

c) Income (Continued)

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.

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

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.

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

	Total 2020	Total 2019
	€	€
Average Rate Pounds Sterling	1.15	1.13
Closing Rate Pounds Sterling	1.15	1.17

NOTES TO THE FINANCIAL STATEMENTS

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.

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:

Assets held for resale	0% per annum
Leasehold properties	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

## NOTES TO THE FINANCIAL STATEMENTS

## 3. Accounting Policies (Continued)

**j) Tangible assets (Continued)**

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.

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) Investment 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

## NOTES TO THE FINANCIAL STATEMENTS

charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

**o) Cash and cash equivalents**

Cash and cash equivalents 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 Sections 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.

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.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures (i.e. listed investments), are initially measured at fair value, which is normally the transaction price.

Such assets are subsequently carried at fair value and the changes in fair value are recognised in the consolidated statement of financial activities, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

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,

## NOTES TO THE FINANCIAL STATEMENTS

## 3. Accounting Policies (Continued)

## j) Tangible assets (Continued)

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. Critical Accounting Judgements and Estimation Uncertainty

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.

The 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.

*Preparation of the accounts on a going concern basis*

The Council Members have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which 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 potential 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 2020 and will continue into 2021; the attrition rate on direct debit donations is assumed to continue to be low as was observed during the period of strict lock down; shop trading activity will continue at 70% of normal levels from 1 September and recover to 100% of normal levels from 1 January 2021 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 2020 and the known cost impacts of Covid-19 have been considered and mitigated against where possible.

## NOTES TO THE FINANCIAL STATEMENTS

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 2020	Restricted income funds 2020	Total charitable funds 2020	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	110	8	118	167	-	167
Donations, gifts & corporate sponsorships	3,782	331	4,113	3,583	589	4,172
	<b>3,892</b>	<b>339</b>	<b>4,231</b>	<b>3,750</b>	<b>589</b>	<b>4,339</b>

## 6. Income from Donated and Commercial Trading Activities

This represents the net income 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.

	€'000	€'000
Turnover from donated goods & commercial trading activity	6,834	7,331
Operating expenses	(6,494)	(6,751)
Support costs (note 12)	(1,514)	(1,465)
Net expenditure	(1,174)	(885)

Operating expenses include €154,256 (2019: €124,407) for depreciation on fixtures and fittings and leasehold property specific to the sale of donated goods.

## 7. Investment Income

	Total 2020	Total 2019
	€'000	€'000
Rent receivable	44	47

## NOTES TO THE FINANCIAL STATEMENTS

## 8. Income from Charitable Activities

	Unrestricted funds 2020	Restricted income funds 2020	Total charitable funds 2020	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	185	3,878	4,063	230	3,616	3,864
<b>Grant income by donor</b>						
Government bodies	180	3,841	4,063	230	3,586	3,816
Major donors	5	37	-	-	30	30
	185	3,878	4,063	230	3,616	3,846

## 9. Costs of Raising Funds

	Unrestricted funds 2020	Restricted income funds 2020	Total charitable funds 2020	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,195	-	1,195	1,316	-	1,316
Travel and subsistence	44	-	44	36	-	36
Other fundraising costs	325	11	336	397	25	422
<i>Direct fundraising costs:</i>						
- Direct marketing	7	-	7	-	11	11
- Events	89	-	89	81	5	86
- Committed givers	79	-	79	19	4	23
Support costs (note 12)	204	-	204	260	-	260
	1,943	11	1,954	2,109	45	2,154

## NOTES TO THE FINANCIAL STATEMENTS

## 10. Charitable Activities

	Unrestricted funds 2020	Restricted income funds 2020	Total charitable funds 2020	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
<b>Overseas Programme</b>						
Grants paid	538	4,071	4,609	912	3,819	4,731
Operation costs	355	224	579	172	184	356
Governance costs (note 11)	130	-	130	133	-	133
Support costs (note 12)	65	-	65	54	-	54
	1,088	4,295	5,383	1,271	4,003	5,274
<b>Advocacy and Campaign Programme (ASC)</b>						
Operation costs	438	2	440	348	-	348
Advocacy and Campaign Programme	621	2	623	477	30	507
Support costs (note 12)	87	-	87	55	-	55
	1,146	4	1,150	880	30	910
<b>Marketing and Communications Programme</b>						
Operation costs	183	75	258	133	74	207
Support costs (note 12)	84	-	84	41	-	41
	267	75	342	174	74	248

	Total 2020	Total 2019
	€'000	€'000
Legal & professional fees	3	7
Audit fees (excluding VAT)	28	30
Council expenses	12	2
Other costs	87	94
	130	133

## NOTES TO THE FINANCIAL STATEMENTS

## 11. Governance Costs

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	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	3	1	1	1
Bank interest & charges	19	-	14	2	1	1	1
Depreciation	59	3	37	8	4	3	4
	<b>1,989</b>	<b>35</b>	<b>1,514</b>	<b>204</b>	<b>87</b>	<b>65</b>	<b>84</b>

Governance costs are fully funded from unrestricted funds.

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	1,227	-	954	173	36	37	27
Property costs	454	23	333	61	13	13	11
Office running costs	11	1	8	2	-	-	-
Computer & equipment costs	148	7	122	14	3	1	1
Legal & professional expenses	21	1	17	2	1	-	-
Bank interest & charges	16	1	10	2	1	1	1
Depreciation	33	2	21	6	1	2	1
	<b>1,910</b>	<b>35</b>	<b>1,465</b>	<b>260</b>	<b>55</b>	<b>54</b>	<b>41</b>

## 12. Allocation of Support Costs and Overheads

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 193 (2019: 194). 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 €12k (2019: €2k).

	Total 2020	Total 2019
	€'000	€'000
Staff costs are comprised of:		
Wages and salaries	5,529	5,397
Social welfare costs	561	527
Pension costs	296	274
	<b>6,386</b>	<b>6,198</b>

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 €120k (2019: €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 2020	Total 2019
	€'000	€'000
Salary	542	469
Health Insurance	4	4
Employer Contributions	62	52
Pensions	50	43
	<b>658</b>	<b>568</b>

## 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 2020	Total 2019
	Number	Number
€60,000 to €70,000	1	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
	<b>6</b>	<b>6</b>

Remuneration includes salary but excludes pension scheme contributions.



## 17. Stocks and Work in Progress

	Group 2020	Group 2019	Company 2020	Company 2019
	€'000	€'000	€'000	€'000
Finished goods for resale	76	34	73	32

There is no significant difference between the replacement cost of the inventory and its carrying amount.

## 18. Debtors

	Group 2020	Group 2019	Company 2020	Company 2019
	€'000	€'000	€'000	€'000
Prepayments and accrued income	595	1,235	142	147
Trade debtors	114	13	-	-
Other debtors	12	7	4	17
VAT repayable	82	38	82	38
	803	1,343	228	202

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 20 days. Trade debtors are shown net of impairment in respect of doubtful debts.

## 19. Cash at Bank and in Hand

	Group 2020	Group 2019	Company 2020	Company 2019
	€'000	€'000	€'000	€'000
Cash on short term deposit	502	502	-	-
Cash and bank balances	4,164	4,886	983	640
	4,666	5,388	983	640

## 20. Creditors: Amounts Falling due within One Year

	Group 2019	Group 2018	Company 2019	Company 2018
Group and Company	€'000	€'000	€'000	€'000
Trade creditors	809	1,600	175	216
Tax and Social Security	177	163	66	48
Accrued expenses	3,349	3,570	375	289
Amounts owed to Oxfam ROI (note 24)	-	-	2,259	2,051
Bank loan	55	251	-	197
	4,390	5,584	2,875	2,801

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 3% (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.

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 3% (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 2020	Group 2019	Company 2020	Company 2019
	€'000	€'000	€'000	€'000
Bank loans and overdrafts	292	336	-	-
<b>Maturity of the financial liabilities</b>				
Between one and two years	109	109	-	-
Between two and five years	109	109	-	-
After more than five years	74	118	-	-
	292	335	-	-

## 22. Financial instruments

Oxfam Ireland has the following financial instruments:

Financial assets held at amortised cost			
Cash at bank and in hand		4,666	5,388
Trade debtors		114	13
Other debtors		12	57
Financial liabilities held at amortised cost			
Trade creditors		309	1,600
Accrued expenses		3,349	3,570
Bank loan		347	587

The company has the following financial instruments:

Financial assets held at amortised cost			
Cash at bank and in hand		983	640
Other debtors		4	17
Financial liabilities held at amortised cost			
Trade creditors		175	216
Accrued expenses		375	289
Amounts owed to Oxfam ROI		2,259	2,051
Bank loan		-	197

## NOTES TO THE FINANCIAL STATEMENTS

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

	Total 2020	Total 2019
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	(1,418)	976
<b>Adjustment for:</b>		
Depreciation charges	238	229
Loss on disposal of assets	-	6
Increase in stocks	(42)	(9)
Decrease in debtors	540	347
(Decrease)/Increase in creditors	(998)	2,419
Revaluation of property	-	(1,989)
Currency movements	26	(51)
<b>Net cash (used in) / provided by from operating activities</b>	<b>(1,654)</b>	<b>1928</b>

## 24. 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.

## 25. Commitments

	Total 2020	Total 2019
	€'000	€'000
<b>Land &amp; Buildings Operating leases which expire:</b>		
Within one year	1,384	1,442
In the second to fifth years inclusive	4,281	3,831
After five years	3,381	3,532
	9,046	8,805

## NOTES TO THE FINANCIAL STATEMENTS

## 26. 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 2020	At 31 March 2019
	%	%
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	2.60	3.30
Rate of inflation (RPI)	2.60	3.30
Rate used to discount scheme liabilities*	2.40	2.40

\*Under FRS102 the rate used to discount scheme liabilities is based on corporate bond yields.

	At 31 March 2020	At 31 March 2019
	Years	Years
<b>Non-pensioners:</b>		
Males	22.9	23.5
Females	24.9	25.5
<b>Pensioners:</b>		
Males	10.6	22.1
Females	22.7	24.0
	At 31 March 2020	At 31 March 2019
Scheme assets	€m	€m
Equities	101.1	105.2
Government Bonds	117.8	91.9
Property	10.5	8.7
Cash	1.2	0.9
<b>Total fair value of assets</b>	<b>230.6</b>	<b>206.7</b>

## NOTES TO THE FINANCIAL STATEMENTS

## 26. Pension Commitments (Continued)

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

The total return on scheme assets for the year was £ 25.2m (/2019: £14.1m)

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

	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	206.7	(201.2)	5.5
Current service cost and expenses	-	(1.2)	(1.2)
Interest income/(cost)	4.9	(4.7)	0.2
Actuarial gain/ (loss)	20.2	(8.0)	12.2
Contributions by employer	6.6	-	6.6
Contributions by scheme participants	0.1	(0.1)	-
Benefits paid	(7.9)	7.9	-
	230.6	(207.3)	23.3
Unrecognised surplus scheme assets			(23.3)
Scheme assets/(liabilities) at the end of the year			-

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 profit and loss account.

## 27. Movement in Consolidated Funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	Designated Reserve	Revaluation Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
<b>At 1 April 2018</b>	594	2,440	-	1,436	4,470
Total income	4,236	-	1,989	11,572	17,797
Total expenditure	(4,152)	-	-	(12,650)	(16,802)
Currency gains & losses	10	-	-	(29)	(19)
<b>At 31 March 2019</b>	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)
<b>At 31 March 2020</b>	<b>670</b>	<b>1,980</b>	<b>1,378</b>	<b>-</b>	<b>4,028</b>

## NOTES TO THE FINANCIAL STATEMENTS

## 28. 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
<b>At 1 April 2018</b>	594	2,440	-	1,436	4,470
Total income	4,236	-	1,989	11,572	17,797
Total expenditure	(4,152)	-	-	(12,650)	(16,802)
Currency gains & losses	10	-	-	(29)	(19)
<b>At 31 March 2019</b>	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)
<b>At 31 March 2020</b>	<b>670</b>	<b>1,980</b>	<b>1,378</b>	<b>-</b>	<b>4,028</b>

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

## 29. Analysis of net assets between funds

GROUP	Unrestricted Funds	Designated Funds	Revaluation Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
Fixed assets	1,787	-	1,378	-	3,165
Current assets	2,895	1,980	-	670	5,545
Current liabilities	(4,390)	-	-	-	(4,390)
Non-current liabilities	(292)	-	-	-	(292)
<b>Net assets at 31 March 2020</b>	<b>-</b>	<b>1,980</b>	<b>1,378</b>	<b>670</b>	<b>4,028</b>
Net assets at 31 March 2019	2,318	2,440	-	688	5,446

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible fixed assets	341	-	-	341
Current assets	1,111	-	173	1,284
Current liabilities	(2,875)	-	-	(2,875)
Non-current liabilities	-	-	-	-
<b>Net assets at 31 March 2020</b>	<b>(1,423)</b>	<b>-</b>	<b>173</b>	<b>(1,250)</b>
Net assets at 31 March 2019	(796)	440	232	(124)

## NOTES TO THE FINANCIAL STATEMENTS

## 30. Other Income

	2020	2019
	€'000	€'000
Hosting arrangement	238	241
Other	10	4
	248	245

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.

## 31. Irish Aid funded programmes

	2020	2019
	€'000	€'000
<b>Opening Restricted Irish Aid funds 1 April</b>	<b>132</b>	<b>1,128</b>
<b>Income</b>		
Restricted grant income	3,586	3,234
	3,586	3,234

	2020	2019
	€'000	€'000
<b>Expenditure</b>		
<i>Operational Overseas grants</i>		
Central African Republic	-	135
Colombia	106	-
Democratic Republic of the Congo	372	511
Ethiopia	-	93
Haiti	-	-
Malawi	350	335
Rwanda	300	296
Somalia	118	-
South Sudan	372	365
Tanzania	1,073	1,021
Uganda	300	293
Yemen	118	165
Zimbabwe	295	288
Ireland	80	74
	3,484	3,576
	139	134
Management and administration costs	3,623	3,710
Closing restricted Irish Aid funds 31 March	80	8

## NOTES TO THE FINANCIAL STATEMENTS

## Analysis of Grants – Activities &amp; 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.

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 &amp; Contingencies

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

## 32. Subsequent events

Although the Covid-19 pandemic commenced before the end of the reporting period, it required the continued closure of our shop network in April and May which has had a significant impact on our Trading income and our Door to Door fundraising teams were prevented from carrying out their work in the first quarter also. We have reduced costs through voluntary and compulsory redundancies and availed of government supports where available to mitigate the effects of this loss.

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.

## 33. Movement in consolidated net debt

	At 1 April 2019	Net Cash Flows	At 31 March 2020
	€'000	€'000	€'000
Cash in hand	5,388	(722)	4,666
Loans falling due within one year	251	(196)	55
Loans falling due after one year	336	(44)	292
<b>Total</b>	<b>5,975</b>	<b>(962)</b>	<b>5,013</b>

## 34. Movement in company net debt

	At 1 April 2019	Net Cash Flows	At 31 March 2020
	€'000	€'000	€'000
Cash in hand	640	343	983
Loans falling due within one year	197	(197)	-
<b>Total</b>	<b>837</b>	<b>146</b>	<b>983</b>

## 35. Approval of financial statements

The financial statements were approved by the Council on 27 August 2020.

## OXFAM IRELAND

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