



OXFAM
Ireland



Annual Report 2018-2019
Beating poverty for good

Arif* washes his face with clean water pumped from a filter in Sulawesi, Indonesia, where Oxfam delivered vital aid in the aftermath of last year's devastating earthquake and tsunami. *Name changed to protect identity. Photo: Hariandi Hafid/Oxfam



C O N T E N T S

ABOUT US	Page 4
LOOKING BACK TO PLAN AHEAD	Page 5
2018-2019 AT A GLANCE	Page 6
MESSAGE FROM THE CHAIR	Page 10
MESSAGE FROM THE CEO	Page 11
OUR SIX GLOBAL GOALS TO CHANGE THE WORLD	Page 14
OXFAM – A VOICE FOR CHANGE	Page 26
MEET OUR SUPPORTERS	Page 36
OUR COMMITMENT TO THE ENVIRONMENT	Page 38
MANAGEMENT STRUCTURE	Page 40
LEGAL AND ADMINISTRATIVE INFORMATION	Page 47
DIRECTORS' REPORT AND STRATEGIC REPORT	Page 50
INDEPENDENT AUDITOR'S REPORT	Page 59
OUR FINANCES	Page 62

Cover Photo: Aisha teaches her community in Docoloha village, Sool region, Somaliland, about the importance of hygiene, water and waste management. Sool is one of the areas hardest hit by a severe drought which began in 2016. Last year, Oxfam reached more than 375,000 people across the worst-affected areas with clean water and food assistance. Photo: Pablo Tosco/Oxfam

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 19 Oxfam affiliates working as one in more than 90 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, Ethiopia, Indonesia, South Sudan, Tanzania and Yemen. 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 47 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 can influence decisions that affect their lives, enjoy their rights, and assume their responsibilities as full citizens of a world in which all human beings are valued and treated equally.

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.

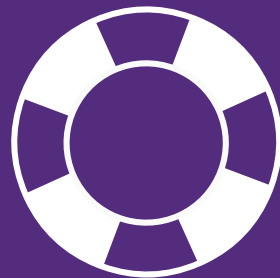
WHAT WE DO

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 on the big issues that keep people poor, like inequality and discrimination against women.

LOOKING BACK TO PLAN AHEAD

This is an exciting time for Oxfam as we look to develop our new global strategic plan, building on the successes we have had across our development programmes as well as our achievements in humanitarian contexts. In the coming years, we will continue to develop our place as the most influential organisation of our kind on the island of Ireland, attracting new supporters and appealing to a wide range of institutional donors and important stakeholders while pursuing the highest levels of governance and accountability.

Our plan is to continue to build on our work on inequality, women's rights and the rights of refugees and migrants, as well as campaigning for climate justice for the millions of vulnerable people whose lives are at risk due to the inaction of politicians in the face of a climate catastrophe. To that end, we plan to grow our Trading network and make sustainability a cross-organisational priority – this will take advantage of our unique ability to link our development and humanitarian work and influencing agenda to our social enterprise, enabling people to engage with us in a range of ways.

Technology and mobilised populations provide great opportunities in the fight against inequality and advancement of human rights and are two important tools in a dramatically changing geopolitical landscape where regressive, insular policies have been embraced by those in power. Many are determined to blame the most vulnerable in societies for the ills caused by the failings of policymakers who prioritise self-interest and wealth over global solidarity. Political capture by elites and rising inequality threaten the gains made by development as well as social cohesion.

In Ireland, we are fortunate to have a stable, largely progressive political and social dynamic, which creates space for influencing, and a broad-minded population interested in many of the issues important to Oxfam. This is clear from recent referenda which mobilised a new generation of activists who can support our work. The Irish government's policy document on international development, *A Better World* – which was released earlier this year – is an ambitious plan and one we welcome.

The safeguarding issues that embroiled our sector in early 2018 had a dramatic impact on the Oxfam confederation. As well as affecting key relationships with donors and the public, it challenged us to look not only at the work we do, but how we do it. We have delivered a large-scale review of operations and culture, engaging with those we work with as well as staff and partner organisations.

This has led to strong commitments to ensure that each and every person is protected and a pledge of the highest standards of behaviour from Oxfam staff. Despite the turmoil of the past 18 months, we will, in time, view it as a pivotal moment in the development of our global movement, which helped to transform the way we work and improve our accountability to each other and those we work for.

This annual report provides an overview of our work from April 2018 to March 2019

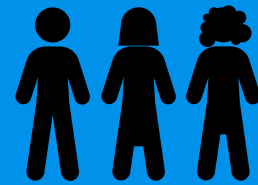
2018-2019 AT A GLANCE

*LAST YEAR, OXFAM IRELAND REACHED 8.05 MILLION PEOPLE ACROSS 10 COUNTRIES

Some successes:



63,000 people directly benefitted from our long-term development programmes in Malawi, Rwanda, Tanzania, Uganda and Zimbabwe, up from **52,000** the previous year



The monthly income of the women we worked with in **ZIMBABWE** rose from **\$31** to **\$65** and from **\$34** to **\$62** for young people

Our **SEMA INATOSHA**

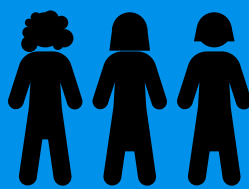
(say enough to violence against women and girls) campaign reached an estimated **1.9 MILLION** people across **TANZANIA**



1,255 vulnerable people living on remote islands in **SUDD, SOUTH SUDAN** - half of whom were women - received canoe vouchers to allow them travel for aid or healthcare



105,000 people living in poverty and experiencing injustice across the Democratic Republic of Congo, South Sudan and Tanzania, received humanitarian support



The monthly income of the women we work with in **MALAWI** increased by more than **100%**



through mass media campaigns with messages on **WOMEN'S ECONOMIC EMPOWERMENT** and **GENDER EQUALITY**

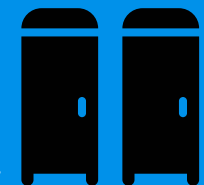


By the end of the year **95%** of the women we worked in **UGANDA** owned businesses



The monthly income of **UGANDAN** women we work with rose by **29%** through improved honey and coffee production

In Nyarugusu camp, **TANZANIA**, we installed latrines for **329** Burundian refugees - **179** women and **150** men - with special needs



83% of female members of farming groups we work with in **DRC** grew more produce last year



We provided water and sanitation facilities to **86,725** refugees from Burundi and **DRC** in Nyarugusu camp, **TANZANIA**, protecting them from disease

Our **ENOUGH!**

campaign to end violence against women and girls (VAWG) reached an estimated **3 MILLION PEOPLE** across **MALAWI**

ATTITUDES TOWARDS VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) IMPROVED FROM



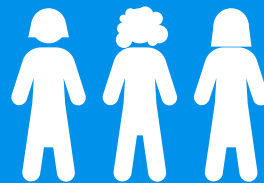
27% to **72%** among women



and from **21%** to **98.5%** among men

with whom we worked in **MALAWI**

The women we work with in **RWANDA** saw their monthly income rise by **31%** to **\$42**

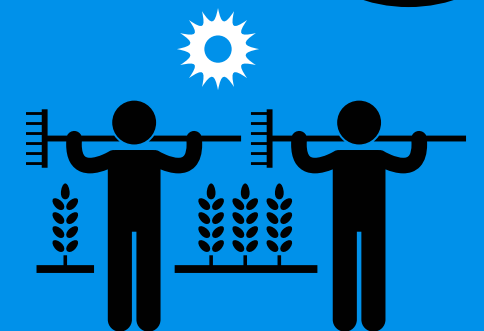


Employment grew by **27%** among communities we work with in **RWANDA**

4,000 vulnerable people in **SOUTH SUDAN** were given advice and information on threats including cattle raiding, sexual and gender-based violence (SGBV) and early marriage



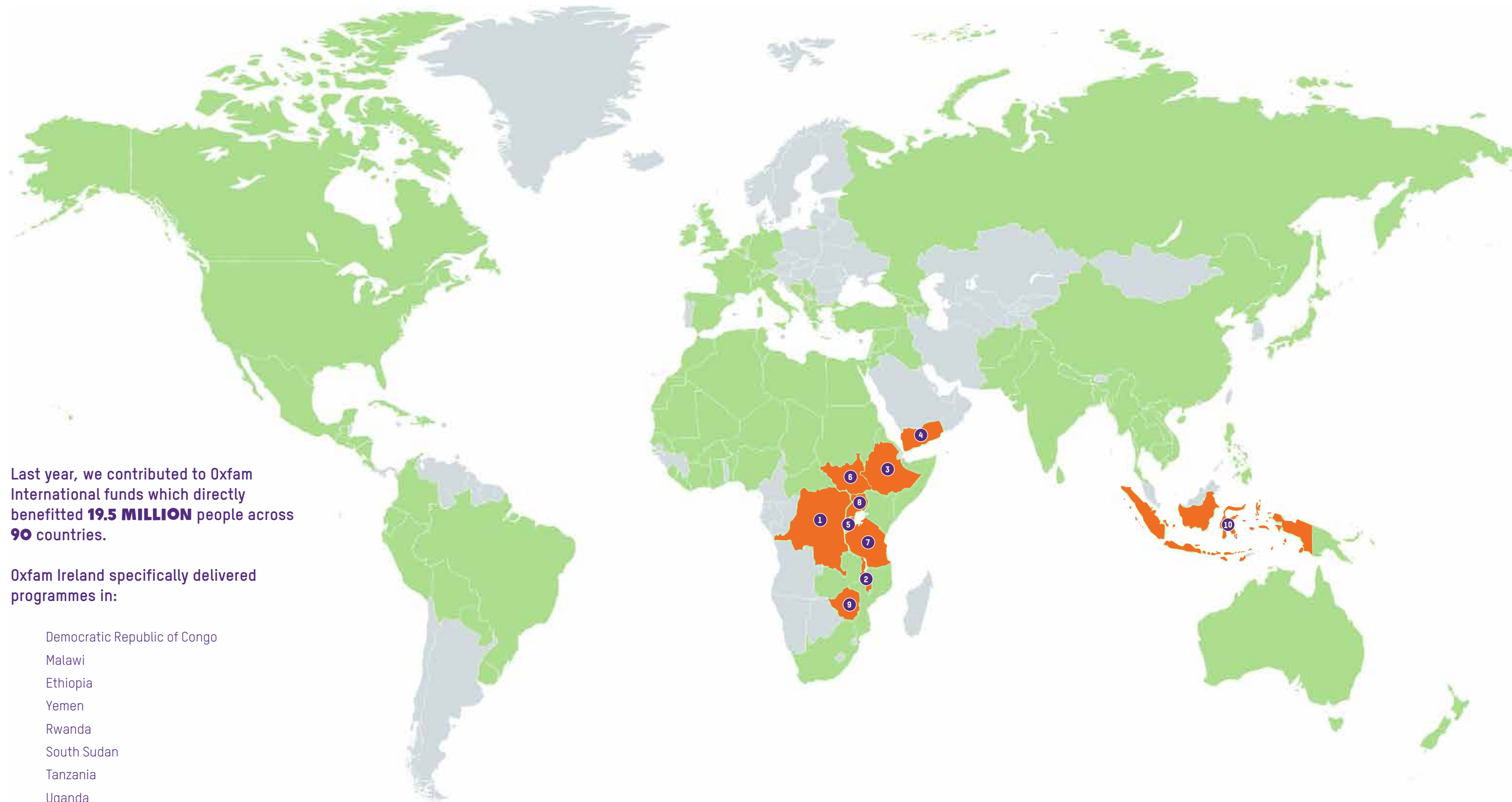
Seeds and tools were provided to **550** people to enable them to grow vegetables in **SOUTH SUDAN**



We supported **40** agricultural groups in **DRC** to complete business and marketing plans

*These figures are based on the calendar year and reflect our results from 1st January 2018 to 31st December 2018.

WHERE WE WORK



Last year, we contributed to Oxfam International funds which directly benefitted **19.5 MILLION** people across **90** countries.

Oxfam Ireland specifically delivered programmes in:

- Democratic Republic of Congo
- Malawi
- Ethiopia
- Yemen
- Rwanda
- South Sudan
- Tanzania
- Uganda
- Zimbabwe
- Indonesia

MESSAGE FROM THE CHAIR



(Standard of Reporting Practice under FRS102) and that the Board has formally adopted the Charities Governance Code as devised by the Charities Regulator.

All of this work was carried out against the backdrop of an extremely challenging year as we worked to address the safeguarding cases that emerged in February 2018. This led to a 10-Point Action Plan to strengthen Oxfam’s safeguarding policies and practices. It also prompted us to review and reflect on our organisational culture and internal practices. Following much consultation and review, actions are now afoot to transform our culture to give much greater expression to the feminist principles to which we are fully committed. This remains an area for continuous improvement and effort across the Oxfam Confederation – and at Oxfam Ireland we are committed to ensuring that we play an active role and do so in the open and transparent manner that has always been our approach.

Oxfam is a global organisation that mobilises the power of people against poverty with over 75 years of experience across 90 countries. Oxfam Ireland is part of this worldwide movement, which works with communities to tackle the drivers of poverty and injustice. Each and every member of this diverse group of people has that goal in their sights – and is determined to help beat poverty for good. I would like to thank our supporters, partners, volunteers, staff and my colleagues on the Board for their efforts, expertise and time. Your support makes all the difference.

Dr Susan Murphy,
Chairperson,
Oxfam Ireland

Oxfam’s work to eradicate poverty continued last year against a backdrop of increasing global inequality, where just a handful of billionaires have the same wealth as half the people on our planet. The fact that we enabled so many people to lift themselves out of poverty over the past 12 months – and supported them in creating a better future for their families – is a testament to the dedication of everyone in this organisation as well as the many people and partners who support us.

Last year we worked with households and communities to foster new livelihoods by enabling business ownership and improving access to markets, technology and finance. We supported female candidates in their run for political office in Zimbabwe and promoted the participation of women in politics in the run-up to elections in Malawi, Tanzania and Uganda. We also continued to support households and communities to access essential healthcare and medicine. In addition, we delivered life-saving support to those caught up in conflicts and disasters in countries struggling to cope with some of the worst humanitarian crises the world has ever seen.

Every day we strive to strengthen our governance structures and meet the highest standards and adhere to codes. We operate to the Charities Institute Triple Lock Standard, which demonstrates best practice in fundraising, governance and accounting. The Triple Lock ensures ethical fundraising and that our staff are trained to the highest standards, that our annual report and financial statements comply with the Charity SORP

MESSAGE FROM THE CEO

Over the past 12 months, tackling inequality was our primary focus. Inequality drives poverty, heightens tensions over natural resources and ensures that those least responsible will bear the brunt of climate chaos. It also prevents women from earning a living or educating themselves and their children. This, in turn, keeps the next generation trapped in the cycle of poverty.

Tackling inequality means lifting people out of poverty – and in the run-up to the World Economic Forum in Davos in January, our report *Public Good or Private Wealth?* highlighted how the global economy rewards those at the top while people living in poverty get poorer. It is estimated that tax avoidance by big businesses and wealthy individuals deprives developing countries of US\$170 billion every year.

We were proud to lead the way in demanding gender and economic equality at Davos this year and we will continue to urge corporations and politicians to tackle climate change and call on governments to end conflict. After all, without equality, stability and sustainability, millions of the world’s most vulnerable people will never be able to lift themselves out of poverty.

Our work in long-term development programmes and advocacy this year supported communities in achieving sustainable livelihoods, enabled farmers living in areas beset by climate change to diversify – giving them new opportunities to earn a living – and

provided protection and legal advice to those living in conflict-affected regions. Elsewhere, our work in the Democratic Republic of Congo to contain the spread of Ebola continues, and we are working in southern Africa to support those affected by this year’s cyclones. We are working hard to improve people’s lives, but without better co-operation from global leaders, inequality will go unchecked, climate change will be exacerbated and wars, like the ongoing conflict in Yemen, will continue to rage.

More than 6,600 people have died in the four years since the war in Yemen broke out, thousands more have been injured and 14 million men, women and children – half the population of the country – are facing famine. Cholera is rife and the country’s economy has collapsed. While Oxfam is on the ground to help those caught up in what the UN has described as the world’s “worst” humanitarian crisis, over the past 12 months we also delivered strong messages to the Irish and British governments, urging Irish politicians to use their influence with the international community to call for an end to blockades preventing the entry of food, medicine and other essentials into the country. Through our supporters in Northern Ireland, meanwhile, we called on the British government to respect the international Arms Trade Treaty and stop selling arms to the Saudi government, one of the parties to the conflict in Yemen.

At home, our Family Reunification Bill – which would enable more refugees living in Ireland to be reunited with their loved ones – passed through the Seanad with cross-party support in March 2018. In December, we engaged supporters across Ireland to send 1,500 cards to their local TDs, calling on them to ensure the Bill progressed and passed second stage in the Dáil. We’ll continue to work with Senators, TDs and partners until the Bill is enacted into law.

Women’s rights were also a major focus of our work this year. We know that the world will be transformed if women are enabled to become politicians,



MESSAGE FROM THE CEO

businesspeople and community leaders. The cost of excluding women from the economy and politics is well-recognised, yet women suffer more from poverty – and most of those living in poverty are women. The untapped contribution of women is a priority that we are working to correct by supporting organisations that focus on gender equality, legal reform and ending violence against women. Our current focus on women’s rights tied in with the Commission on the Status of Women at the United Nations Headquarters in New York in March, where social protection systems, access to public services, sustainable infrastructure for gender equality and the empowerment of women and girls, were among the topics for discussion.

Finally, 2018 was the year of Fashion Relief, a new fundraising initiative for Oxfam Ireland. Supported by the public, businesses, media and local authorities, we held our first fashion fundraiser in Dublin’s RDS in May of last year and the event was such a success that we organised a further four events for 2019, the first of which took place in Cork in February.

We are on a long journey with the work that we do, but I am certain that all of us – our staff, volunteers and supporters – are on the right path. I would like to thank every single person who brings so much energy, enthusiasm and generosity to our work in Oxfam Ireland. With your help, I know we are on the road to a brighter future.



Jim Clarken,
Chief Executive,
Oxfam Ireland



Oxfam Ireland’s Humanitarian Manager Colm Byrne travelled to Yemen this year to see first-hand the work being carried out by Oxfam. Since July 2015, the organisation has reached more than 3 million people in nine provinces with clean water, cash assistance and food vouchers. Photo: Stephen Rusk

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.

More than half of the population of Uganda is aged 15 and under. The private sector cannot create enough jobs to employ the growing population of young people and Uganda's youth – even those with an education – face huge levels of unemployment.

Last year, we worked with young people in Gulu, northern Uganda, to influence its district government to increase the agricultural budget so that young farmers might benefit. Our target for 2018 was a 0.5 percent increase in the budget, but we saw an actual rise of 0.6 percent. This enabled young people who had lobbied for the change to get better access to food systems and markets.

Other young people in Uganda who want their voices to be heard by politicians and leaders can use an app we developed with a partner organisation. The Youth Go Budget app allows young people living outside our programme areas to log their issues and concerns at district or national level, depending on the nature of the problem. Last year, 788 young people voiced their concerns through this innovative application.

Marginalised women and young people who work as beekeepers are making enough money to survive, but those who create other products besides honey can earn even more. We encouraged beekeepers in Uganda to produce more valuable products like beeswax and propolis and represented smallholder beekeepers during meetings with district authorities and politicians to educate them on the importance of bee pollination

for crop productivity. This resulted in a 15% rise in the Gulu district entomology budget. An insect expert was also hired to support the community's beekeepers.

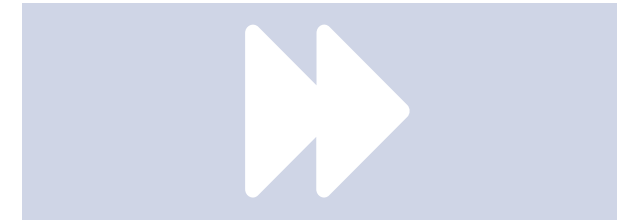
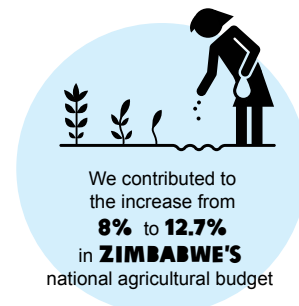


Elsewhere, in Rwanda, we worked with government institutions to create an environment that enabled smallholder farmers to understand and achieve their rights. In all, 8,473 poor and marginalised smallholder farmers – 71% of whom were women – saw their income rise to \$42 per month, up from \$32 when we first started working with them two years ago. This 31 percent rise was also slightly above our 30 percent target for the year.

Last year, we worked to implement Malawi's National Youth Policy which helps young farmers to produce and market their goods. The policy aims to enable all young people to develop their full potential so that they can contribute to the economy. In line with this, we got young people involved in farming, seed production and marketing to boost their earning power.

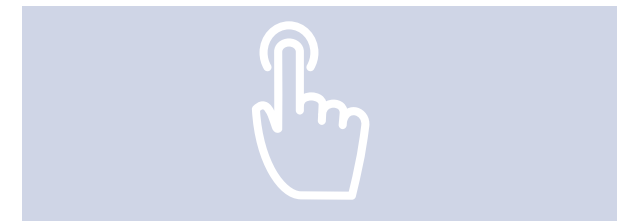
In Zimbabwe, we met 207 local leaders and government officials to make them aware of the importance of women and young people in sustainable development. This led to a higher agricultural budget allocation as well as more women benefitting from farming schemes. Of the \$989 million agricultural budget, 86 percent was allocated to capital expenditure programmes such as irrigation schemes, which will directly benefit the people with whom we work.

In Tanzania, we continued to support smallholder farmers in trying to influence local government authorities to increase the budget allocation to the agricultural sector. We analysed budgets in several areas to determine the amount of money being set aside for marginalised women and youth projects. To make local people more aware of the budgeting process, we encouraged 200 change-makers to work with us to influence the government to set aside more funds to farming projects aimed at lifting communities out of poverty.



Going Forward

In 2019 we will continue to work with poor and marginalised people to influence local and national government officials to improve their ability to earn a living and provide for their families.



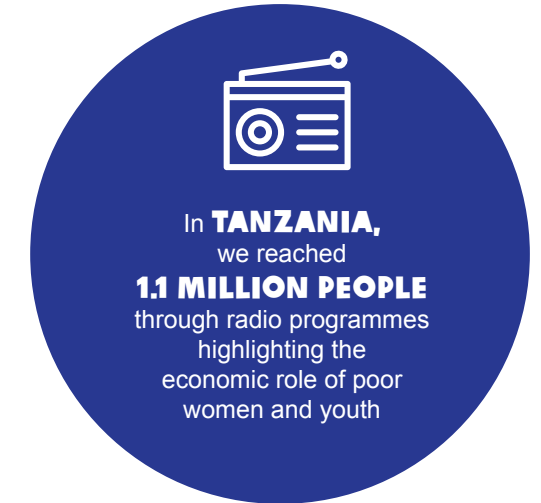
Our Work in Action

Young people make up most of Jordan's population but opportunities for them to influence decision-making are limited. Work is also hard to come by, leaving many frustrated, bored and unable to improve their situation. Youth unemployment hit 40

percent last year and for young women, it reached 57 percent.

Oxfam is now helping young people to find their voice. Building on decades of experience with youth-led filmmaking around the world, Oxfam's TABIR project worked with 33 young men and women to film, edit, and produce their own films in Jordan last year.

The young men and women produced seven short films, celebrating culture and highlighting important national social issues. In December 2018, hundreds of people came together across Jordan for the very first screenings of these truly incredible stories.



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, our efforts to increase awareness of violence against women and girls (VAWG) continued last year. The campaign – *Ending Violence Against Women and Girls* (EVAWG) – tackles harmful traditional practices including child marriage, gender-based violence (GBV) and harassment. We also work to make sure that VAWG is reported by victims and that the authorities deal with the complaints.

We used important dates in the calendar such as *16 Days of Activism against Gender-Based Violence* to get the most media coverage. Now another campaign, *Ndiulula*, launched by the Ministry of Gender and Action Aid, will work alongside the EVAWG campaign.

In all, we reached 3 million Malawians with messages on the need to tackle all forms of GBV in society through the EVAWG campaign. As a result, we saw attitudes against GBV rise from 27 percent to 72 percent among women, and from 21 percent to 98.5 percent among men. Satisfaction with GBV services also rose from 45 percent – when our work first started – to 71 percent.

Although we have also been trying to increase the number of female leadership roles in our partner organisations, we saw a 5 percent decrease in the number of female board members last year. In contrast, the number of women in senior management positions rose by 18 percent. Meanwhile, we reached 1.9 million people in



Tanzania with our *Sema Inatosha* (Say Enough) campaign in 2018. The result was an 87 percent increase in perceived reduction of GBV targeted communities since our work first began. In Rwanda, we highlighted GBV in through awareness sessions, training and campaigns to improve understanding of the issue. Last year, we directly reached 2,022 people and another 9,000 indirectly. In addition, we organised training for 125 women on GBV prevention and response across all the areas where we work.

We reached 2,298 people in Uganda – 1,429 women and 869 men – with information on the types and causes of GBV, and its negative effects. We also provided information on reporting GBV and made the authorities and service providers aware of the Domestic Violence Act. This led to an increase to 64.5% in the number of people in authority who were aware of their responsibilities under the Act. Last year, 2,223 people reported incidents of GBV – a significant increase from 500 when we first started working with these communities.

87% of the people we worked with in **TANZANIA** reported a perceived decrease in gender-based violence

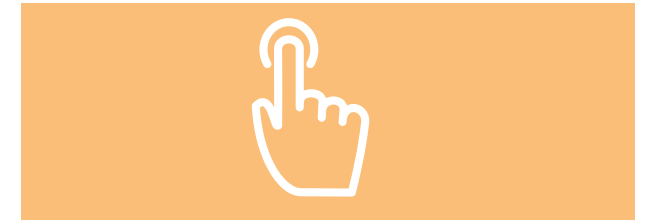
In Zimbabwe, we reached 2,257 people – 1,809 of whom were women – through safe clubs, training, access to GBV services and community meetings. We also highlighted the issue of GBV to 8,426 people – 2,950 men and 5,476 women – as well as 72 young people and people living with disabilities. We also made 250 people in authority aware of their responsibilities on gender equality and trained communities on reporting GBV. This led to a 46 percent increase in the number of people going to health centres while satisfaction with GBV services rose from 71 percent to 99 percent.



Going Forward

Next year, our work to educate communities on GBV and its impact and encourage more women to assume leadership roles in business, communities and national politics will continue. Where targets have not been met, such as in the number of female board members in partner organisations, we will work with our partners to increase their awareness of the importance of gender balance on boards.

We trained **125 RWANDAN** women in gender-based violence prevention and response



Our Work in Action

Last year, we launched the *50:50 Elect Her* campaign to increase the number of female Malawian parliamentarians, with a meeting of the Women's Parliamentary Caucus attended by Irish Ambassador to Malawi, Gerry Cunningham. After the launch, we profiled female MPs across the media to inspire more women to get involved in politics. We also visited six female MPs' constituencies to bring our campaign messages to their constituents.

We got funding to buy bicycles for community activists, while bags and EVAWG-branded clothes were given to activists in the MPs' constituencies. The campaign led to 333 women planning to contest as MPs in this year's election, up from 261 in the 2014 election.



Oxfam's Lingalireni Mihowa (left) presents bikes to gender activists. Photo: Oxfam in Malawi

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 and other fundamental needs met, to be free from violence and coercion, and to take control of their own lives in dignity.



Our Impact

When disaster strikes, it is those living in poverty who are the most vulnerable. Last year, we responded to crises in countries including the Democratic Republic of Congo (DRC), South Sudan and Tanzania. Our global response delivered clean water, food and other vital supplies to those forced to flee their homes and helped rebuild communities torn apart by violence.

The conflict in South Sudan has forced more than four million people to flee their homes, with almost two million people left internally displaced. We have been working with communities in and around the town of Nyal, Panyijar County, to which thousands of people have fled. There, they live on remote islands in the swampy region, leaving them no access to basics such as food and medicine. They are also vulnerable due to the continuing conflict, with women and children most at risk.

Last year, we provided 1,255 vulnerable people living on these remote islands – half of whom were women – with vouchers, so that they could travel by canoe to reach aid and healthcare. We also distributed fishing kits to 500 households in the Sudd wetlands area to help them to feed themselves. In addition, we trained 538 people – 312 of whom were women – in how to grow their own vegetables and provided seeds and tools to 550 people.

Meanwhile, we gave 4,000 people advice and information on threats such as cattle raiding, sexual and gender-based violence and early marriage, and helped establish two new community protection committees (CPCs), which promote rights and protection in times of conflict. This brings the total

number of CPCs in the area to eight and the total membership to 138. Now, all of the men and women we work with in this area of South Sudan feel that they are equipped to deal with threats or are confident about reporting threats to the authorities.

Our humanitarian work in Nyarugusu camp, Tanzania, saw us provide water and sanitation facilities to 86,725 refugees from Burundi and DRC, protecting them from disease. In all, we delivered 20 litres of clean safe water, per person, per day, to every refugee we worked with in the camp. Almost two-thirds of them had access to clean water within 300 metres of their home or shelter. We installed 329 latrines for Burundian refugees – 179 women and 150 men – living with disabilities. We also installed 1,038 handwashing stands in the camp, including 570 for latrines recently built by Oxfam.

We supported refugees in Nyarugusu to earn an income through activities such as baking, beekeeping, carpentry and tailoring, and provided 1,980 households with seeds and tools to help them grow vegetables including aubergines, lettuce and sweet peppers. Our work on protection also yielded positive results, with 84 percent of female – and 88 percent of male – refugees reported that they felt safe earning an income or selling at markets.

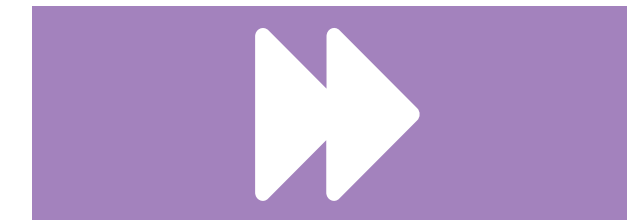
More than 4.5 million people have been left internally displaced in DRC, a mineral-rich country which has been caught up in years of conflict and poverty. Even those who have not been forced to flee their homes struggle to feed themselves and find that their lives are under constant threat.

In North Kivu, one of the provinces experiencing ongoing conflict, we work with 21,000 men and women across seven communities to ensure that they can earn a living, put food on the table and protect themselves. Last year, these communities reported being better able to cope despite living in an area prone to violence. This was down to several factors including better use of new farming technologies, the creation of new business plans, good weather and higher demand for produce.

We can also report that 100 percent of the 40 farming groups we work with across these communities have adopted business and marketing plans which will undoubtedly improve their earning power even more. Last year, 83 percent of women and 78 percent of the men in these groups reported that they grew more produce, while more than three-quarters of women (77 percent) and seven

out of 10 men said they had better access to markets because they were using the new business plans.

Our work in DRC also supports community protection structures (CPSs) to provide protection and advice to people who feel at risk from violence. By the end of last year, 96 percent of male and 94 percent of female CPS members said they were confident to approach the authorities to raise any risks to protection or threats to the community. Furthermore, 80 percent of women and 92 percent of men in these communities would be confident to do the same.



Going Forward

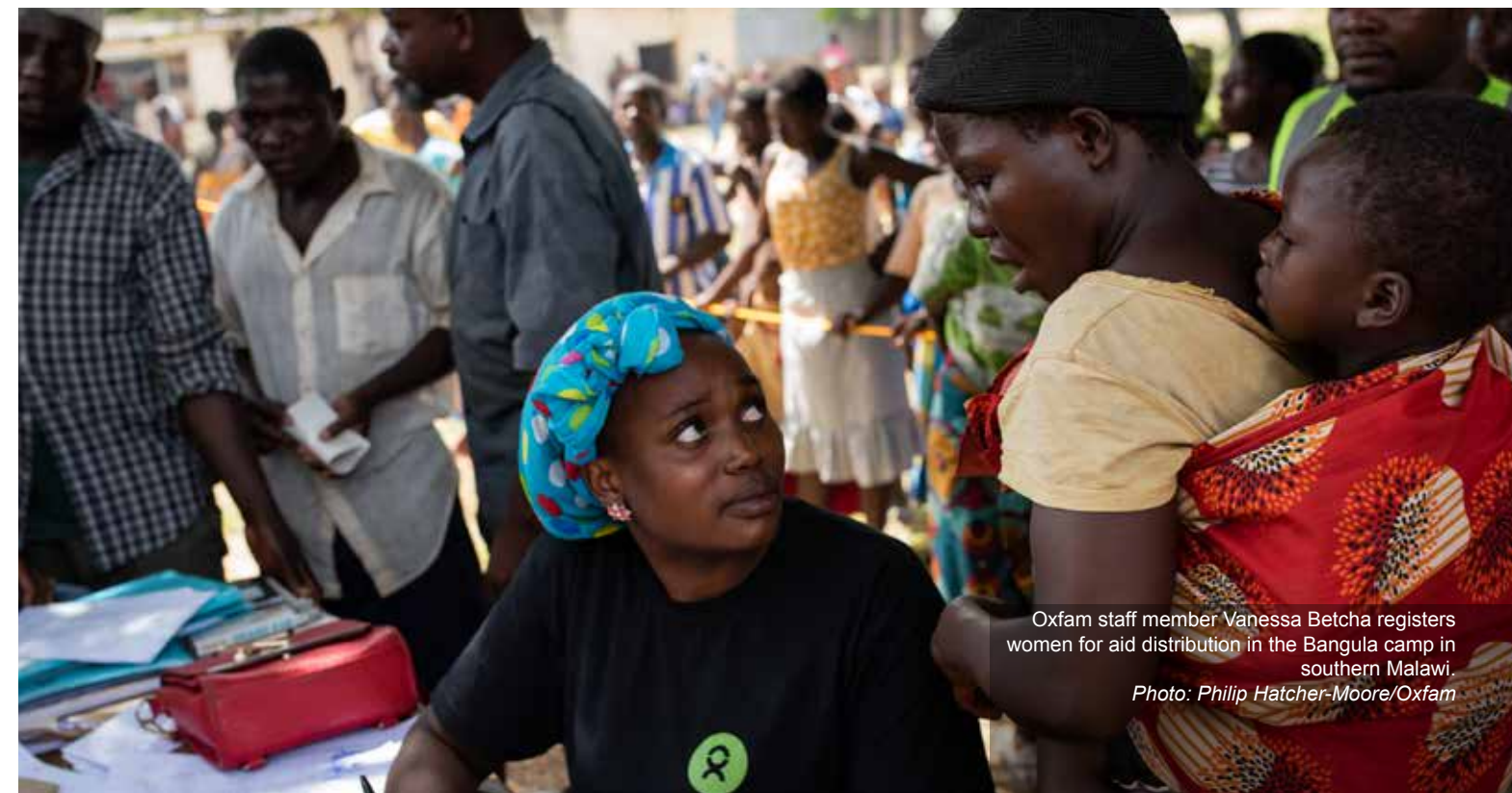
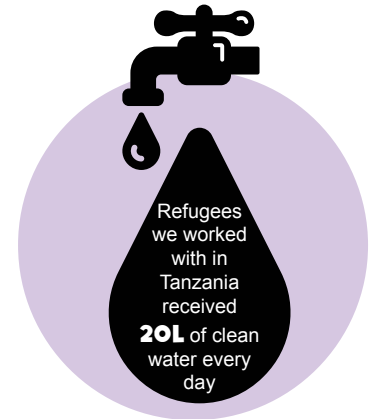
We intend to carry out research in eastern DRC on sustainable solutions for stronger economic integration of displaced people in host communities. We will also be working on Oxfam's new 10-year strategic plan and strengthening cross-learning across all our country programmes.



Our Work in Action

In March of this year, Cyclone Idai – one of the worst tropical storms to ever hit Africa – devastated the lives of 3 million people across Mozambique, Malawi and Zimbabwe. This included more than 900,000 people in Malawi where heavy rains caused massive flooding across the southern part of the country, destroying people's houses and washing away their livestock and crops.

Some people left homeless by the cyclone made their way to Bangula camp in Nsanje district, one of the worst-hit areas of Malawi. Oxfam trucked in and distributed clean water and hygiene kits containing essential items such as buckets, soaps, jerry cans and sanitary items to thousands of the camp's residents.



Oxfam staff member Vanessa Betcha registers women for aid distribution in the Bangula camp in southern Malawi. Photo: Philip Hatcher-Moore/Oxfam

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.

Over the past 12 months, we gave seeds and equipment to farmers in Malawi and trained them in new techniques to allow them to cope with climate change-related weather extremes. Elsewhere, Village Savings and Loans (VSL) groups saved more than €1,000 which was distributed to members, most of whom were women. They used their share to get involved in different businesses, giving them the chance to earn more money.

In Rwanda, we continued to encourage smallholder farmers to save money and diversify their crops. We set up 23 demonstration plots on farms to train communities in modern techniques to help increase productivity. So far, 3,404 soybean farmers have adopted these new practices. They have also set up savings groups to help them cope during stressful times, such as periods of drought.

Meanwhile, in Tanzania, we worked with groups of marginalised women, people living with disabilities and young people, training them in enterprise skills and Village Community Banks (VICOBAs). These groups took part in several moneymaking activities including beekeeping, sunflower growing, fish farming, carpentry and selling food. Through beekeeping alone, 117 litres of natural honey worth around €465 was produced, while the sunflower growers harvested 153 bags worth approximately €4,450.



This improved earning power means that the groups we work with now find it easier to access vital services such as education and health care. But they also have better food security and the option of buying livestock to further boost their income. They are now earning more than the national average of \$77 per month.

In Uganda, we supported farmers to sell in markets which deal in high-quality produce. One group of 208 poor women and young people got the chance to sell their products in supermarkets and go to trade fairs and exhibitions. Smallholder honey and coffee producers were able to produce in bulk at micro-processing stations at these events, attracting buyers prepared to pay more.

To help communities in Uganda cope with the unpredictability of climate change, we worked with smallholder farmers to introduce climate-smart agricultural practices including mulching, tree planting and planting short-term crops such as vegetables and beans. Young people also got involved in cash-generating activities, such as craft making, that do not rely on the weather.

We encouraged women and young people living in poor communities to use Village Savings and Loans Associations (VSLAs) which allow them to borrow from VSLAs rather than selling vital farm or household equipment during bad times. We are working with smallholder coffee farmers to pilot an initiative entitled Savings with a Purpose (SWAP). So far, we have trained 512 farmers in SWAP, which encourages them to set individual and household savings goals. In all, 121 farmers – 44 of whom were women – reached their target and bought new items such as bicycles, livestock, land and seeds. They also rented land and started small businesses. Others have been able to use a small portion of the savings to overcome short-term shocks.

In Zimbabwe, 73 per cent of the women we work with have become businesses owners, earning an average of \$65 per month. Last year, 224 women were trained as farmers to manage vegetable gardens. Currently, 234 women are managing gardens which will supply supermarkets and boarding schools in the area. The women we work with now have an average of \$490 in savings to help them deal with crises such as drought or allow them to invest in tools or grow new businesses.



Going Forward

We will expand our work to support more marginalised women and young people to plant crops and establish businesses so that they can feed themselves and their families. We will also train more communities in new farming techniques to help them cope with climate change-related weather extremes and encourage more vulnerable people to use VSLAs instead of being forced to sell assets to get access to money in the short term.



Our Work in Action

In Ethiopia, Deyab inherited all his father's livestock. Before he died, his father was a pastoralist – a nomadic herder who travelled long distances to find water for his animals. But Ethiopia has been ravaged by drought in recent years and Deyab found it increasingly difficult to feed his livestock.

“The only asset we had was livestock and we lost a lot to drought,” said Deyab. “We were malnourished, and our animals were not getting enough food and water. In 2016 during the last drought, my livestock were hit. I lost many animals.”

Oxfam now supports former pastoralists like Deyab by training them in farming techniques and providing them with drought-resistant crops. Not only does this enable them to put food on the table, it also gives them the chance to grow food to sell at the market so they can earn an income.

3,404 soybean farmers have been trained in new farming practices to help them increase productivity



Former livestock farmer Deyab (33) on his land. Photo: Kieran Doherty/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.



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.

When our land project in Tanzania began two years ago, just half of the women we worked with either solely owned their land or co-owned a plot with a husband or relative. Our aim this year was to increase that figure by 40 percent. But after two years, 100 percent – or 561 of the women we support – have received certificates of customary rights of occupancy (CCRO) title deeds, making them sole or joint landowners.

We also worked to transfer ownership of a forest in Hanang district, in northern Tanzania, to a group of female beekeepers. Not only will this allow these women to continue producing honey and other products, giving them communal ownership of the forest will protect the area and prevent deforestation. We aim to expand land titling even further by increased collaboration with Tanzania's Land Use Planning Commission.

Meanwhile, we also worked with community members and local government officials to improve the implementation of the Village Land Act 1999, which would make it easier for people – especially marginalised women – to own their own land. The Land Commissioner told us that the Tanzanian government is planning to raise money from the World Bank for land formalisation. This could see more than 5,000 villages benefitting from CCROs.

In addition, we analysed the country's Land Policy and submitted recommendations for improvement in 15 areas – some of which will feature in the next

draft of the document, set to be published next year. In the meantime, we will continue to follow up with the government and the Land Advisory Council, one of the bodies in charge of implementing Tanzania's land policy.



Going Forward

We aim to continue to give more people land ownership while contributing to other land-related and agricultural budgeting policies.



Our Work in Action

In Tanzania, smallholder Felista Nterevu grows beans and maize on the farm she inherited from her parents. Although she had been farming the land, Felista's name was not on the title deed. And without her name on the title, her land could have been taken off her without her consent.

When we led female empowerment meetings, the 50-year-old farmer learned about customary land ownership. Customary land is land owned by indigenous communities and administered in accordance with their customs. With the help of a district planning officer, Felista got her land surveyed at a cost of \$9 per acre – instead of the usual price of \$125 per acre.

Better still, she discovered during the survey that her plot measured 39 acres even though she had previously thought it was a 20-acre farm. Felista has since divided the land with some of her relatives, with each having secured certificates of customary rights of occupancy (CCRO). She

has also become a land ambassador to educate other women on becoming sole or joint owners of land. Felista wants her children to inherit her land and feels reassured knowing that nobody can now take her land from her. "I am so happy to receive my certificate because I am sure that my farm is secured and will be accessed by my inheritors who are my children," she said.



My farm is secured and will be accessed by my inheritors who are my children.



388 marginalised women in **TANZANIA** were able to claim their rights to land last year



Felista Nterevu (pictured left) with other women after receiving their certificates. Photo: Kisuma Mapunda/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 private sector to account for how revenue is raised and spent. More women and men, girls and boys will exercise their right 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

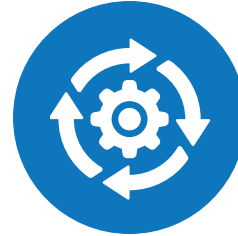
Unless services such as health and education are properly funded, we will never eradicate poverty. Over the past 12 months, we have continued to advocate for more budget allocation and spending on these essential services.

Last year, we supported public action in Malawi to demand better healthcare. We achieved our 12-month target to get five health issues addressed by supporting communities lobbying their local authorities for better services. As a result of our work, communities in Karonga, in the north of the country, got the authorities to hire more nurses for two local health centres. Locals using one of the centres, Lupembe, also built a waiting shelter for pregnant women who had to travel long distances. This led to more expectant mothers having their babies at the clinic instead of using traditional midwives.

Elsewhere, citizen-led advocacy led to the re-opening of another clinic, cutting the travel distance for locals who need medical attention, while communities in Balaka persuaded officials to install running water at their local health centre. Another community insisted that their centre should offer inclusive healthcare – this led to more people with disabilities, HIV patients and young people attending the facility.

Just 5.8 percent of last year's total national budget in Malawi was allocated to health, significantly less than the 15 percent previously pledged by the government. This was due to the diversion

of money to fund the 2019 elections which hit health and other essential services hard. However, we have been exploring alternative ways of funding universal healthcare and have put forward some recommendations to the government.

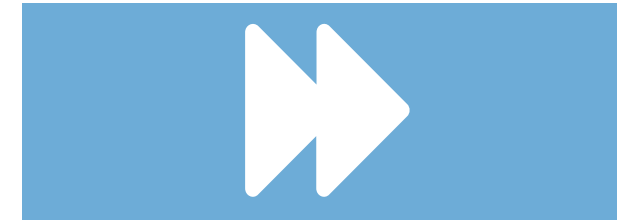


Despite the budgetary setback, we saw improvements in, for example, satisfaction with health services in the areas we cover. Satisfaction with health services among women, young people, HIV patients and people living with disabilities rose by an average of 16 percent last year, exceeding our 15 percent target. Other positive outcomes included the quality of HIV counselling and testing services; the availability of essential drugs; quality of maternity services, and the presence of recommended health facilities within an 8km radius of the communities where we work. We saw a 25 percent improvement across these areas – well above our target of 15 percent for the year.

In our efforts to improve healthcare for local communities, we regularly meet at a national level with other civil society organisations as well as the government. Since we first started working on this project two years ago, we have had 34 meetings, exceeding our target of 18 discussions to boost the finances of the health sector and reduce inefficiencies. Last year, we also lobbied for a specific budget for an essential health package (EHP) – a minimum package of public health and clinical interventions that tackle the major sources of disease burden. As a result, EHP funding has been included in Malawi's national budget for the first time.

We have also lobbied for more staff and better HIV testing, immunisation and family planning services, leading to positive responses from those in authority.

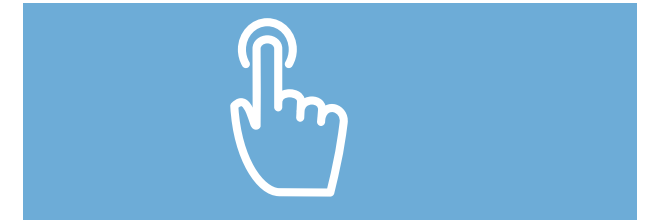
Meanwhile, we also focused on getting the real-life stories of Malawians experiencing poor healthcare into the media. We aimed to get 50 stories aired or published over the past year, but the final total reached 66. Following media coverage highlighting how difficult it was for a poor community to get healthcare in one target area, the district council reopened a clinic. Engaging with the media has led to the real-life experience of Malawians being included in policy discussions, a development worth exploring.



Going Forward

Last year, we carried out research into the persisting stigma around HIV as well as disability inclusiveness in Malawi's healthcare system. The results of our HIV-related study helped us shape our programme work and ultimately led to a rise in the number of HIV patients attending clinics in the areas in which we work. Next year, we aim to better represent people with disabilities when it comes to advocating for universal healthcare.

Attendance at public health clinics is up **34%** while satisfaction with services has risen **16%**



Our Work in Action

Enock Kamanga is Chair of the Development Committee for Mwenilondo village. He claims that in 2018 alone, 11 people from the community died – deaths he believes could have been prevented if the area had a functioning health centre. Yet the village did have a health centre – a brand new one – which despite being finished in 2017, was never opened. This meant that only people with money could make the 15km journey to Karonga District Hospital for treatment. But after we encouraged local people to lobby authorities, including the district health office, the centre was opened in November 2018. Residents can now access healthcare – which Mr Kamanga describes as a “lifesaver” – without having to travel or walk long distances.



Enock Kamanga, Chair of the Development Committee for Mwenilondo village, and above, the community health centre.
Photo: Modester Ramundi

OXFAM - A VOICE FOR CHANGE

The Public Engagement department is responsible for driving engagement, understanding and support for our work with the Irish public. The impact of our work is measured across the following areas: **Influence, Brand Engagement and Income Generation.**

INFLUENCE

We worked across two global thematic areas for Oxfam last year – *Rights in Crisis*, which focused on global displacement and migration, and *Even it Up*, which focuses on global inequality through the lens of tax justice.

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.

How Did We Do?

As a co-founder and member of the Irish Refugee and Migrant Coalition, we lobbied the government to deliver on its commitments, in Ireland and at the UN meeting on the Global Compacts for refugees. We held press events and brought the voices of migrants to the debate to highlight the impact on families. This work is ongoing.


Meanwhile, we continued to work with Senator Colette Kelleher and partner organisations to seek an amendment to the International Protection Act 2015 to expand the definition of family to include adults who are dependent on the family unit prior to

flight, including parents, siblings and in-laws. 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. We hope the Bill will come before the Dáil in the autumn in the wake of recommendations from the Joint Committee on Justice and Equality, including that the current regime is too restrictive and needs to better reflect the realities of refugee familial relationships.

Elsewhere, we were involved in overseeing the Government's new national action plan on Women, Peace and Security that covers protection for women and girls in crisis situations, while we worked with our colleagues in Oxfam's Brussels office to ensure joint advocacy to the Irish government and MEPs on migration to ensure European Union policy is based on human rights instead of security concerns. Our work in this area continues.

In addition, we engaged with the Irish government ahead of the 2018 Global Compacts meeting to ensure our policy messages were heard and relevant language on refugee rights and responsibility-sharing was contained in the outcome documents. We attended the UN meeting as part of the Oxfam delegation to engage with Irish policymakers and highlight Ireland's commitments.

To meet these targets; we set public engagement objectives:

-  That key segments of the public are mobilised to support our advocacy through an effective public campaign strategy, with an initial focus on family reunification.
- To ensure that Oxfam Ireland has a strong voice on issues of global displacement.

How Did We Do?

We launched a campaign called *Speak out: Save Lives* to highlight the refugee crisis at public events and festivals, and across our digital channels. We asked the public to support our proposed amendment to the International Protection Act 2015 on family reunification, to advocate to "Keep Families Together". The campaign attracted over 30,000 supporters, was key in supporting political advocacy and was widely covered by Irish media. A bespoke research project with refugees in Ireland highlighted their trauma at being separated from loved ones and was used by

media and commentators to support our advocacy.

We also supported the production of content on the impact of EU policies on people's lives, including field research from some of the countries which the EU entered into third-party agreements with for the resettlement of refugees such as Turkey and Libya. Furthermore, we worked to highlight the humanitarian catastrophe in Yemen and presented Oxfam's position and stories of the Yemeni people to the Oireachtas Joint Committee on Foreign Affairs and Trade.

Challenges

The greatest obstacle to changing Irish government policy on issues of migration and refugees is concerns about Irish issues such as the housing crisis and homelessness. Political actors are, in the main, supportive of the concerns we are raising, but they are not a key concern for voters. Despite this we managed to build a strong political caucus and strengthen relationships with key stakeholders so we may continue our work in the coming year.

Going Forward

We will continue to work at a political level on the reform of the International Protection Act 2015 through the Irish Refugee and Migrant Coalition. We will engage with the UN's planned Global Refugee Forum in December both in Ireland and at EU and global levels.

We will contribute to Oxfam's new pan-European programme on migration to ensure the rights of people on the move are protected and their dignity and right to asylum are upheld.


Even it Up

Oxfam's *Even it Up* campaign seeks to address global inequality through shifting the terms of debate on inequality and supporting civil society and the voice of citizens. It works on reforming the global tax system, addressing inequalities relating to work and wages and supporting the development and maintenance of free and accessible public services.



Oxfam staff highlight the plight of those fleeing the horrors of war, famine and natural disaster during our What Would You Pack to Survive? campaign event. Photo: Oxfam

Inequality is a cause of – and a barrier to – addressing global poverty. Our campaign initially concentrated on reform of the corporate tax system in Ireland and globally, as there is a clear link between reform and increasing resources available for developing countries. We were also part of an Oxfam consortium that received funding from September 2016 – March 2019 for tax justice advocacy work within Ireland and the EU. We set the following objectives for the *Even it Up* campaign:

-  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.

OXFAM - A VOICE FOR CHANGE

How Did We Do?

Our report, *Mantras and Myths*, included several recommendations for the Irish government to address corporate tax avoidance in Ireland. This report formed the basis of our advocacy, delivered through meetings with Finance Department officials, politicians and private sector actors and media. Oxfam advocates for public Country-by-Country Reporting (CBCR), or increased transparency, in corporate tax affairs. After Oxfam's *Opening the Vaults* report – to which we contributed – was published, a detailed briefing was disseminated to all Irish parliamentarians and key stakeholders in government departments, academia and policy think tanks. This report was also discussed in the Irish parliament and in follow-up meetings with the Department of Finance.

We used the publication of the Apple ruling and the Paradise Papers to highlight our proposals to tackle corporate tax avoidance. After the Apple ruling, the Irish government carried out a comprehensive review of its corporate tax code for which we produced a detailed submission, outlining the negative impact of several Irish corporate tax rules and how they should be phased out. We also produced a briefing paper with the Irish Tax Justice Network (ITJN) highlighting areas of the Irish corporate tax system that negatively impact developing countries and proposing solutions.

In June 2018, we and the ITJN held a session on the briefing paper with the political parties' Finance spokespeople. When the Irish government published its Corporation Tax Roadmap in July 2018, we produced a detailed analysis that was circulated to political parties, as well as a blog targeted at policymakers. In September, we published our report *Hard to Swallow: Facilitating tax avoidance by Big Pharma in Ireland*, which highlighted how the pharmaceutical industry in Ireland may be still using the 'Double Irish' tax loophole or the so-called 'Single Malt'. The government agreed to phase out the 'Single Malt' by the end of 2019.

Meanwhile, our work on tax reform was widely covered by media, including an opinion piece in the Irish Independent. As a result of our public engagement, we delivered a petition with over 15,000 signatures to the Irish government calling for public CBCR. We have also worked very closely with the Oxfam Confederation's tax justice team to progress corporate tax reforms at an EU and global level, including being the commissioning editor of

the highly successful *Whitewash or Blacklist* report on the EU blacklisting process. In the process, we have ensured that any new policy proposals developed by the Oxfam confederation are cognisant of the economic realities in Ireland.

Challenges

While the Irish government has made some policy changes and has accepted the need for corporate tax reform, the corporate tax system still facilitates significant tax avoidance. Ireland's position will only change due to diplomatic processes at EU and OECD level. We will continue to work on tax reform to ensure there are no negative impacts on developing countries and their ability to raise resources and deliver key public services to eradicate extreme poverty.

Going Forward

Our tax reform advocacy will continue with a focus on digital taxation and the development of a global minimum effective tax rate through the OECD process. We are also working on a new strategic plan and considering the future of our influencing work. In addition, we are planning to ramp up our work on climate and sustainability and focus more on women's rights and economic empowerment as part of our inequality work.

We will deepen our partnership approach in Ireland by working with others in the social justice sphere to ensure we are bringing an international perspective to bear on Irish policy. Elsewhere, we will leverage the work of our sister organisation in Great Britain where it applies to Northern Ireland and engage with the Stormont Assembly via the Coalition of Aid and Development Agencies (CADA) to ensure international development is considered in national and regional plans.

BRAND ENGAGEMENT

In the last year, we delivered a number of brand engagement initiatives to increase people's awareness and understanding of our work worldwide to fight poverty and injustice.

Our key focus was to communicate our purpose and impact as a global movement working to end poverty through long-term development and emergency response and to tackle its root causes through campaigning. We worked to put the people we serve at the centre of this work, to amplify their voices and tell stories of transformation from our programmes. Our goal was to drive compassion and connection by sharing personal stories that resonate with our supporters and the public and communicate our ongoing commitment to

accountability and transparency and our credibility. An increasing focus of our brand engagement work is to facilitate two-way conversation with our target audiences and provide opportunities for meaningful brand engagement that truly increases people's awareness, understanding of our work and the positive impact they can and do make.

We rolled this out through online and offline initiatives, some of which were supported by public engagement funding as part of the Irish Aid programme grant.

The Irish Aid-funded work focused on two key themes – the important role local communities play in humanitarian crises and the important role women play in development. As part of that, we carried out a programme of work aimed at changing people's attitudes and beliefs around the key themes and development issues in general.

How did we do?

Our brand engagement initiatives across all channels had a combined reach of 3.9million people and met key objectives around attitudinal change, engagement and sentiment.

Highlights Included



14% of those reached online – over **320,000** people – went on to engage with our brand through our website or social media channels



94% of **7,636** online mentions of our brand by the public were positive or neutral



100% POSITIVE FEEDBACK from brand engagement event attendees



An **11% INCREASE** in e-newsletter sign-ups based on last year



Qualitative research that showed initiatives changed participants' minds about the role women and local communities play in tackling poverty and disaster



An increase in positive sentiment in media mentions of our brand with **74.9% POSITIVE** or neutral

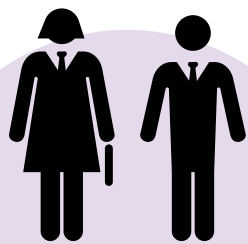
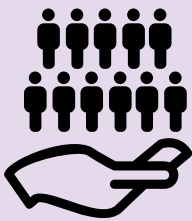
OXFAM - A VOICE FOR CHANGE

Going Forward

In the coming year, we aim to increase awareness and positive sentiment and continue to drive meaningful engagement with target audiences.

DID YOU KNOW?

We worked with **11 NATIONAL PARTNERS** and **ALLIES**



and engaged over **36,000** people with our campaigns on rights in crisis and economic inequality



with over **800 PEOPLE** deepening their engagement through actions like writing to a decision-maker or becoming a Volunteer Campaigner



Oxfam campaigners in Belfast launch our Stop Starving Yemen campaign on the fourth anniversary of the conflict.
Photo: Neil Harrison Photography/Oxfam

OXFAM - A VOICE FOR CHANGE

INCOME GENERATION

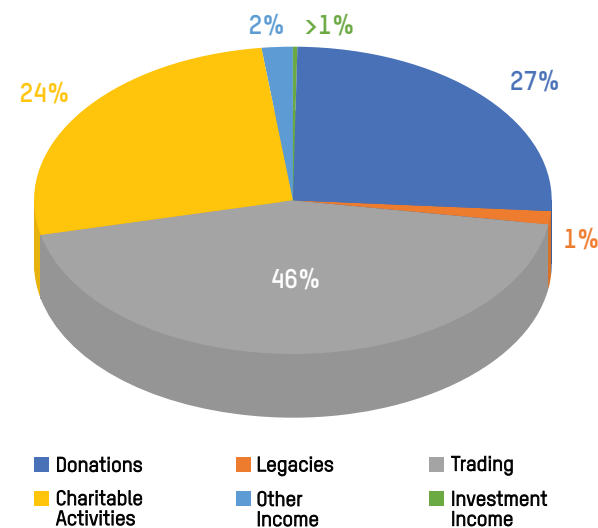
We generate funds from the public, from generous individuals, corporate donors and trusts and foundations. Our retail network also generates significant funds for our work – these are crucial in helping us to plan our long-term programming and deliver on our goals.

Last year, we raised a total of €11.67m through these channels. Overall, our total income of €15.8m represented a 3.4% increase on the previous year.

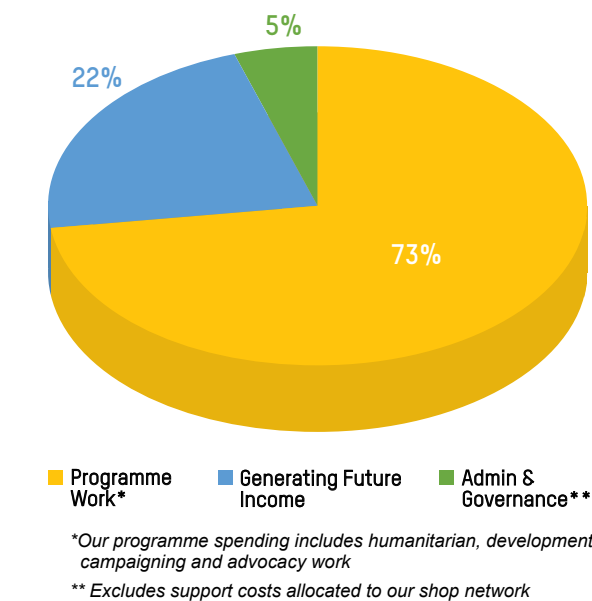
Fundraising

Fundraised income, at €4.339m, represented a decrease of € 84k on the previous year, or just under 2 percent. Despite this we delivered a small budget surplus in fundraising by controlling our spending to deliver a healthy net contribution. This took place against a backdrop of uncertainty due to the impact of safeguarding on our brand. However, we worked hard to reassure our supporters that Oxfam was determined to create a positive internal culture and introduce robust safeguarding policies. Our progress in this area is set out on page 43.

Where our funds came from in 2018/2019



How we spent our money in 2018/2019



Oxfam and our beneficiaries would like to thank all our donors who continued to support our work during the year.

Challenges

Public income growth and the ability to attract new sources of institutional funding are among the principle risks and uncertainties we face.

Going forward

Oxfam's board has endorsed a new three-year fundraising plan designed to generate significant growth in regular giving, corporate fundraising and major gifts. A focus area is digital innovation to drive both fundraising and e-commerce. A new joint venture approach with Oxfam Great Britain is being developed to future-proof the organisation's work in Northern Ireland post-Brexit.

Our projected income growth is based on attracting new donors and dependable income sources as well as strengthening engagement and growing income among existing supporters. We will continue to invest in our face-to-face recruitment as a key source of unrestricted revenue growth – last year's net growth recovery as well as our success in overcoming challenges in staff and donor recruitment represented positive signals for the future.

The introduction of innovative new initiatives, such as Fashion Relief, is key to our ongoing brand growth and fundraising. Fashion Relief, supported by brand ambassador Lorraine Keane, is a fashion fundraiser which invites celebrities, designers and the public to donate high-quality new and pre-loved items for a series of sales events and fashion shows. During the year we raised significant funds at three events attended by almost 5,000 people. The accompanying media and social coverage amplified our engagement and brought our work to new audiences who were willing to support us.



Trading

Total income from trading and commercial activities of €7.3m represented growth of 4.4% or €308k on the previous year.

Our all-island retail operation offers us a unique point of difference for the public and an opportunity for people to engage in shopping, donating, volunteering and learning about our work to end poverty. Our network of 47 shops supports sustainable communities, preventing textiles and other items from going to landfill and providing a local recycling hub.

A team of more than 900 volunteers is the backbone of our retail operation, while 90 per cent of our stock is generously donated to us by the public and corporate partners. As part of our new three-year plan we are strengthening our point of difference by introducing new business models that include traditional shops, specialist shops, superstores, unbranded pop-up outlets, and social enterprises.


OXFAM IRELAND HAS 47 SHOPS ACROSS THE ISLAND OF IRELAND, SELLING:





OXFAM - A VOICE FOR CHANGE


For instance, our Six4Good range of shops, in partnership with Beeline, operate on a commercial basis, selling new donated stock for our work empowering women and girls.


During the past year, we:


 Opened our first 'one-stop-shop' in Ballymena, Co. Antrim, which included donated and new goods such as cards, gifts and accessories

 Opened a new shop in Ringsend, Dublin

 Developed a concept for a new '4 Good' business model to drive our work on sustainability in the textile and fashion sector through offering an end-to-end recycling solution for clothing manufacturers and retailers with excess goods by preventing them from going to landfill – this is part of the circular economy required to deliver on the UN's Sustainable Development Goals

 Substantially increased the volume and quality of donated stock by strengthening our supply chain and securing new corporate partners

 Maximised the return from stock by implementing a new stock control system in our distribution centre

 Deepened our work to engage and retain a strong volunteer force through training and ongoing support

Challenges

The ongoing uncertainty around Brexit is damaging consumer confidence and we have experienced a slight reduction in footfall as a result. The charity shop sector is highly competitive, and we need to continue to develop our offering, making strong links to our work and the impact consumers have on tackling poverty when they support our shops. Developing new corporate partnerships is key to our future growth and is a major area of focus.

Going forward

Oxfam's retail network is uniquely positioned to offer the private sector a solution to their sustainability concerns. By diverting clothing and textiles from landfill and ensuring they are resold or recycled, we are protecting the environment from the effects of climate change. We will develop this offering further in partnership with retailers, clothing manufacturers and other Oxfam affiliates as part of our new sustainability campaign to drive improvements in businesses supply chains. Our ambition is to become the 'go-to' charity retailer driving sustainability with the public and retailers and supporting the circular economy.

We are also developing an e-commerce pilot. This work will help us attract new customers concerned about the environment and new volunteers who want to make a difference by protecting our planet for future generations.



Mapalo* (15) holds a banner outside the Oxfam-supported Luasobe Community School, Mufulira District, Zambia. *Name changed
Photo: Aurelie Marrier d'Unienville/Oxfam

MEET OUR SUPPORTERS

Last November, we took three Oxfam Ireland supporters, Kate Lavelle, Des Moran and Vincent McCusker to see our work in Uganda. The See for Yourself trip included a visit to a coffee farm, a beekeeping programme and an advocacy initiative for youths.

Vincent, from Belfast, was amazed by the transformation that even a small donation can make to people's lives. At the coffee farm in Nebbi, he heard how production has grown from a domestic business into an income provider for the community.

"It's fantastic to see the way they work, it's very inspiring to see them all collaborating and working together," said Vincent. "And it's really important to see how the money is being spent on the ground and the benefit it's having on people's lives."

"They were saying how grateful they are and how even a tiny donation from us can make this difference and give them the resources that they wouldn't have had otherwise," added Kate, from Donegal. The fact that women make up more than half of the workforce was inspirational, she said. "It just makes me feel really proud to be part of it."

Seeing how young people have benefitted from the Youth Ignite Change Project which provides advocacy and business training was inspirational, said Dubliner Des. "One girl, in particular, springs to mind. She was funding herself to go to college, which is brilliant. It's changing lives, the programme that Oxfam in partnership with the local guys here, is doing."

Kate was impressed too by the beekeepers who received training from Oxfam. With the right resources and tools, their earning power has increased – helping them to provide for their families. "Now they can send their kids to school," she explained.

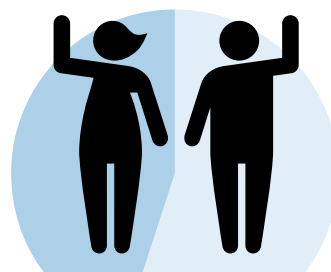
However, she added: "As much as they're grateful for the donation, they're proud of what they're doing with the support. They really want us to see that, so they want to talk about what it's given them. They want to show that the money's going somewhere... They're really proud of what they've achieved."



2,000
coffee growers in
UGANDA
and more than half of those
involved in coffee farming
are women



BEE BETTER UGANDA
is giving women and
young people
the skills for starting
and growing sustainable
beekeeping businesses



84 LEADERSHIP ROLES
have been created in
business networks, and
18 women and **22** men
have been elected into
influencing positions

Coffee farmers

The Agency for Community Empowerment (AFCE) – one of our partners in Uganda – works with 2,000 coffee growers in the districts of Nebbi and Zombo to get more from their crops. Not only does AFCE support growers to improve the quality of their coffee and increase the price they can make, it also empowers female farmers to get involved in coffee production and take their place in the enterprise as owners and leaders. As a result, more than half of those involved in coffee farming are women.

Beekeepers

For many years, beekeeping has been dominated by men – and most of the work, such as harvesting honey at night, placing hives high up in the trees and away from the home, meant that women were mostly excluded. But now, a five-year project called Bee Better Uganda aims to give women and young people the skills for starting and growing sustainable beekeeping businesses. Our partner TUNADO, which is heading the project, will also link these beekeepers to markets for the honey, beeswax and propolis their hives produce.

Young people

The Youth Ignite Change project, which we run with our partners IFRAD and UYONET, gets young people involved in civil society and politics so that they can campaign for human rights, greater opportunities and a better quality of life. Jobs for young Ugandans are scarce – even for those with an education. Youth Ignite provides entrepreneurship, business skills and teamwork training, and helps young people make professional connections. So far, 84 leadership roles have been created in business networks, and 18 women and 22 men have been elected into influencing positions.



Des Moran, Vincent McCusker and Kate Lavelle visiting a coffee farm in Uganda. Photo: Ben Clancy/Oxfam

OUR COMMITMENT TO THE ENVIRONMENT

Those most affected by climate change do least to cause it – most carbon emissions are generated by wealthy, western economies. Through our programme we support people at risk of climate-related disasters or drought to become more resilient. We advocate at national and global levels for governments to address the climate crisis.

We also know that personal behaviour change is key to protecting our planet – eating less red meat, taking public transport, reducing energy use and using environmentally-friendly items.

Recycle, reuse, donate

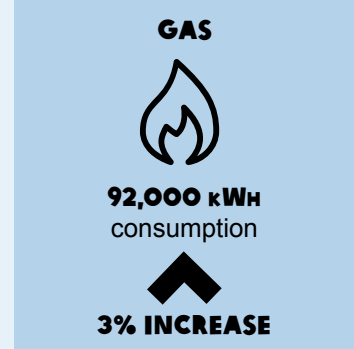
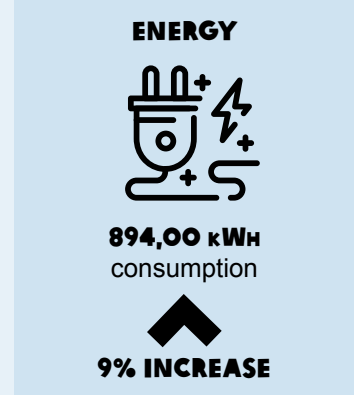
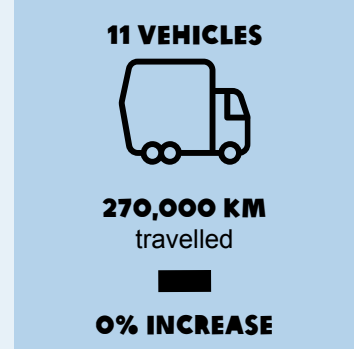
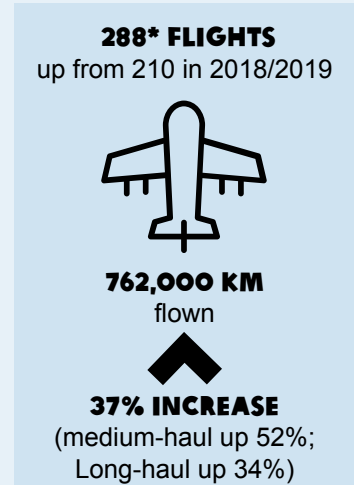
For over 60 years our shops have offered consumers a place to recycle their pre-loved goods, diverting them from landfill and reducing their carbon footprint. In Ireland, over 225,000 tonnes of clothing goes to landfill each year. We are determined to change that.

The global fashion industry has never been bigger – and fast fashion is cheap fashion. But there is a human cost. Much of the fashion industry is proving to be detrimental to both people and planet. Garment workers in countries such as Bangladesh and Cambodia are often not paid a living wage. This injustice keeps families trapped in a cycle of poverty.

The fashion industry also requires vast amounts of precious water resources, making life even tougher for some of the world's poorest people. It also accounts for more of the world's greenhouse gas emissions than international aviation and shipping combined. Despite the emerging climate crisis, this is only set to rise.

Those who buy or donate clothes through our Oxfam shops are helping to protect the planet while helping the world's poorest people to escape the injustice of poverty.

Carbon Data Trends 2018/19



Our organisation

We have responsibility to the people we work with around the world, so we are working hard to improve our sustainability measures.

Flights

As an international development agency, it is often impossible for our staff to find alternative means of transport and travel. We ensure that we offset our carbon emissions through our flight operators.

Energy

Our energy consumption rose as we opened new shops to grow our income. We monitor our usage and when shops are refitted always opt for low-energy and/or solar options.

Future plans

Our Board is overseeing a new three-year sustainability plan which contains clear targets that will be monitored and reported on regularly. An internal Green Team of voluntary champions is auditing our workplace and our operations to ensure we are constantly improving.

Current Initiatives



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



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.

PAST BOARD MEMBERS

Joe Quinn

Resigned 12/04/2018

Mr Quinn is Managing Director of Resources Global Professionals (formerly Deloitte) which is an international consulting and corporate advisory firm dealing with Finance, Governance, Risk, Compliance and IT. He has an extensive background in financial management, governance and risk management.

The Board was required to attend six meetings – including the AGM – over the past year

Dr Susan Murphy (Chair)	6/6
Robin Masefield	5/6
Maria McCann	5/6
Dr Maurice Manning	4/6
Andrew McCracken	5/6
Dr Mary Murphy	6/6
Deirdre Grant	5/6
Joe Quinn*	1/6

Resigned 12/04/2018

Our Board is currently made up of **4 WOMEN** and **3 MEN**



OUR COMMITMENT TO GOOD GOVERNANCE

Oxfam Ireland carried out a review of the performance of its Board in the 12 months to March 2019. A specialist consultancy firm – Board Excellence – facilitated the review and supported the work of the Chair, Dr Susan Murphy.

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.

As part of the review, Board members and Oxfam Ireland’s Leadership Team had to complete questionnaires followed by meetings between the evaluator and each Board member as well as the CEO and COO. The evaluator also reviewed the minutes of Board and committee meetings as well as key documentation including the Oxfam Ireland Governance Manual, which sets out a vision and priorities for effective governance.

The evaluator noted 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

A report was then presented to the Board with recommendations made in several areas including meeting format and content, Board composition, Board member induction, interaction with the Leadership Team, strategic planning and the format and content of Board reports.

The report was formally adopted with a commitment from the Board to implement all recommendations as soon as possible. An internal review will be carried out every year to monitor progress.

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. We will not tolerate sexual misconduct or stand for harassment of any kind. We are continually working to improve our culture and safeguarding processes and have made significant progress by:



Streamlining, updating and 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

Creating a designated safeguarding team to support staff and volunteers

Completing an all-staff survey on our culture and delivering workshops on our values

Developing and implementing an action plan based on the outcomes of the survey and workshops

Introducing new standard operating procedures to improve safeguarding reporting here and throughout the confederation

Reforming our HR systems, including by strengthening our referencing processes and enhancing our staff induction and performance management to include a focus on behaviours, culture and safeguarding

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.

Last year, we agreed on a comprehensive action plan (our 10-Point Plan) to review and update our safeguarding policies and procedures across the global confederation.

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.

We accepted their criticisms and welcomed their recommendations, many of which we have already acted on.

Earlier this year, we released our fourth update on progress against our 10-Point Plan.

To date, we have:



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



We set up 2 new community protection committees (CPCs) in **SOUTH SUDAN** – bringing the number to **8**, and membership to **138** – to promote rights and protection in times of conflict



The women we work with in **RWANDA** had increased access to technology and markets, with **1,139** accessing technology and **4,685** accessing markets – up **36%** and **19%**, respectively



500 households in the Sudd wetlands area of **SOUTH SUDAN** were provided with fishing kits



We trained **538 SOUTH SUDANESE** people, of which **312** were women, in how to grow vegetables



1,980 households in **NYARUGUSU** camp in Tanzania **1,402** women and **398** men, received vegetable seeds and gardening tools to enable them to grow food



There are now **7** active groups – **32** women and **44** men – earning an income in **NYARUGUSU** through activities such as making bread, beekeeping, carpentry and tailoring

Water and sanitation engineer Takudzwa helped install an Oxfam-funded solar piped water system in Somertone village, Masvingo district, Zimbabwe, where many people previously had to walk long distances to collect clean drinking water.
Photo: Aurelie Marrier D'Unienville/Oxfam

STRENGTHENING OUR SYSTEMS

Our Staff: Living the Values

We are determined to play a leadership role in the area of safeguarding, implementing and championing policies and procedures in line with national and international best practice. Above all, we will continue to work hard to strengthen our systems so that we can do more and better for the world's poorest and to ensure that nothing stops our life-saving and life-changing work. Over the past year, we organised Safeguarding Awareness training which was attended by 140 out of 164 members of staff.

Elsewhere, we organised Living the Values workshops for staff, giving them the opportunity to explore our organisation's values – empowerment, accountability and inclusiveness – as well as personal behaviour and how it can affect others. It also offered staff the chance to further discuss our revised Code of Conduct and examine what it means to live our values in real-life situations. These workshops were attended by 151 out of 164 staff members.

Safety First

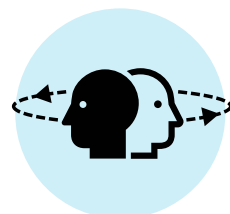
Our priority is to build a strong health and safety culture in our workplaces. This is led by our CEO who is responsible for ensuring that the health and safety of our staff is paramount. There is mandatory accredited training for all staff during their first six months of employment and refresher training takes place every three years.

Our systems, which are in line with industry-recognised standards, assist the CEO and management to carry out their duties. A steering group meets each month to review and progress our management systems while the Board also receives quarterly updates on health and safety matters. We carry out ongoing audits and risk assessment and there are periodic reviews of all our policies.

Health and Well-being

As part of our efforts to achieve a healthy workplace, we introduced a new health and well-being programme – entitled OxCalm – over the past year. Driven by staff and fully endorsed by management, the project is tailored to serve a diverse workforce across our two head offices, our distribution centre and 47 shops. In the past 12 months, we have organised numerous events and activities including a Step Challenge and discussions on health issues designed around the interests and priorities of staff.

Safeguarding Awareness Training



140/164
staff attended

Living the Values Workshops



151/164
staff attended

LEGAL AND ADMINISTRATIVE INFORMATION

Directors

Dr Susan Murphy
Joe Quinn
Robin Masefield
Maurice Manning
Maria McCann
Andrew McCracken
Dr Mary Murphy
Deirdre Grant

Chair, Chair of Finance, Audit and Risk Committee
Resigned 12 April 2018

Appointed 20 April 2018
Appointed 20 April 2018
Appointed 20 April 2018

Chief Executive

Jim Clarken

Executive Directors*

Niamh Carty
Trevor Anderson
Emer Mullins
Frank Long

International Programmes
Trading
Public Engagement
Chief Operating Officer

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

Secretary

Frank Long

Registered Office

115 North Street
Belfast
BT1 1ND

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



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 2018 - 2019

	Oxfam ROI (Including Irish Aid)	Irish Aid
	€'000	€'000
Central African Republic	136	135
Democratic Republic of the Congo	511	511
Philippines	17	-
Nigeria	5	-
Malawi	403	335
Ethiopia	94	93
Yemen	188	165
South Africa	25	-
Rwanda	337	296
South Sudan	412	365
Tanzania	1,245	1,021
Uganda	413	293
Zimbabwe	318	288
Ireland	206	74
Contribution to Oxfam International Funds	521	-
Horn East & Central Africa	20	-
	4,851	3,576

The Contribution to Oxfam International Funds 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

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. The company is a public benefit entity as defined by the Financial Reporting Council and is governed by its Council Members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer reports to the Board members.

Our Board

We are governed to national and international standards by an independent Board of leaders from the public, private and academic sectors. This Board is made up of 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.

Board Selection, Appointment and Competence

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

A minimum gender balance and Republic of Ireland/Northern Ireland balance is kept to at least one third and Trustees are picked from across communities. New members are formally elected at the AGM. As a not-for-profit, charitable-status, limited liability Company, the liability of each Trustee is limited to €1.27.

Committees

From time to time, Board members sit on special committees set up to consider and make recommendations on topics such as strategic planning, employee pensions, governance and organisational assessment. These include the Performance and Remuneration Committee – which appoints the Chief Executive and sets pay rates for the Chief Executive and senior staff – and the Council Working Group on Programme Performance and Impact. The Finance, Audit and Risk Committee oversees the financial health of the organisation.

Individual members are also occasionally asked for their expertise and advice in 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 Board, which appoints the committee's Chair. As well as the Chair, the committee is made up of up to three other Trustees appointed by the Board as members with scope to co-opt additional external expertise as required.

The main objectives of the Committee are:

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

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

Programme Performance and Impact Working Group

Oxfam Ireland is committed to continuously improve programme quality and has established a Working Group on Programme Performance and Impact to support that work. This group reports to the Board and liaises with other Board groups as appropriate. It is made up of three Trustees with scope to co-opt additional external expertise if needed.

In addition, the group's members act as an advisory group to the International Programme Department on issues such as programme quality improvement and serves as a forum for discussions on wider programme issues identified by the Board and staff.

Performance and Remuneration Committee

Our Council has also set up a separate Performance and Remuneration Committee to review the performance of the Chief Executive and recommend salary changes for the CEO and key leadership team members.

Governance Responsibility

We are committed to a programme of continuous improvement of organisational governance. To further enhance governance, directors' performance will be regularly reviewed and reported upon.

The Board 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 <https://www.oxfamireland.org/provingit/accountability>.

Monitoring our Work for Impact

To ensure we make the most of every donation, we constantly monitor and evaluate our work to improve its quality 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 continuously try to improve our own standards.

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: <https://www.oxfamireland.org/provingit/accountable-you>

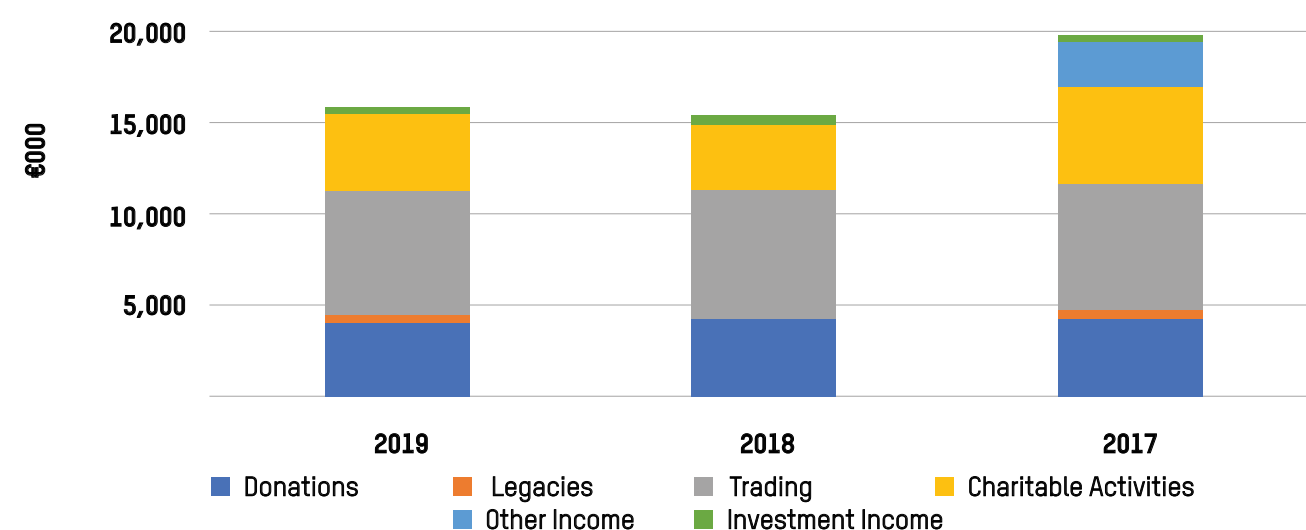
Public Benefit

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



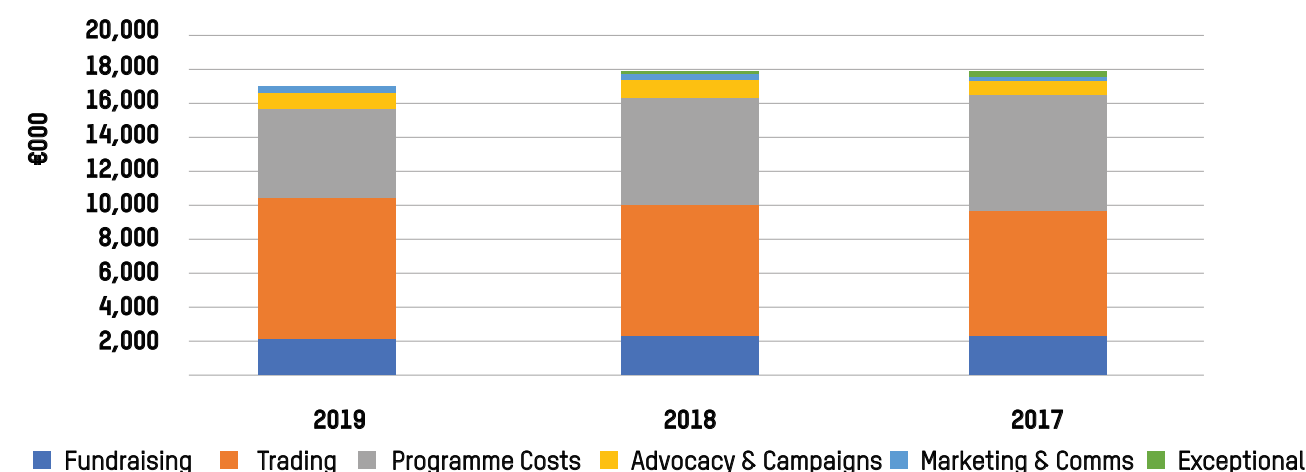
Over the past 12 months, we generated income of €15.8m which was a 3.4 percent increase on last year.

It was a difficult year for **Voluntary Income** due to the impact of the safeguarding crisis which restricted our ability to achieve growth in this area. In the light of this – and a resulting cautious approach to expenditure – the reduction in income of just €84k was a strong result and reflects continued investment in face-to-face fundraising activities.

Trading Income grew by €308k, reflecting the increased activity from opening new shops in targeted areas and underlying growth in core sales despite a difficult retail climate.

Income from **Charitable Activities** which represents funds received from institutional fundraising rose by €284k. The Irish government, through the Irish Aid Programme Grant scheme, continues to be the primary source of our institutional funds.

Expenditure



Total expenditure in 2019 was €16.8m – down 5.6 percent on the previous year. This includes a reduction in Programme, Fundraising and Advocacy and Campaigns spending and an increase in Trading expenditure.

The reduction in **Programme costs** of €1.1m relates to the inclusion in previous years of grants to Tanzania which now flow through other Oxfam companies due to an internal reorganisation of Oxfam International, and to the inclusion of €212k of due diligence expenditure in last year's figures.

The increase in Trading activities expenditure of €629k reflects the opening of several new shops and costs associated with relocating shops to better premises. However, this will increase revenue into the future. Some of these shops opened quite late in the period so it will be the year to March 2020 before the trading results reflect a full year's income.

The reductions in **Fundraising and Advocacy and Campaigns** spending reflect a cautious approach to incurring costs during a period of uncertainty caused by the safeguarding crisis.

The net deficit in Unrestricted funds of €1.1m continues to be addressed by initiatives to grow income in the three key areas of Public and Institutional Fundraising and Trading. These initiatives are being funded by judicious use of reserves and tight control of costs.

Balance Sheet

In the year to 31 March 2019 we revalued our properties in Belfast and Dublin to reflect their fair value. This gave rise to a gain of €1.989m and a Revaluation Reserve equal to this amount.

The sale of our Belfast building was completed after the year end, realising some of this gain.

Funds brought forward of €5.4m include €688k of Restricted funds and a Designated fund of €440k specifically to cover the costs of selling our Belfast office and relocating our operations to a new building. The remaining funds are enough to cover working capital requirements and investment in income growth.

Reserves Policy

Charitable Funds

We maintain our Charitable Funds at a level that protects our programme work from the risk of unforeseen disruption due to lack of funds. This ensures that we have enough working capital while making sure that we do not retain income for longer than required. The basis of calculation of this target reserves level is reviewed periodically and adjusted as perceptions of risk and other factors change. From time to time, amounts may be moved from unrestricted income to a Designated Fund, for specific purposes.

(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 €2,440k in Designated Funds, €440K of which is to cover the cost associated with the relocation of our Northern Irish premises. This is expected to be completed by the end of December 2019. The balance is designated for working capital requirements.

(iii) General Funds

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

Future Plans

Oxfam Ireland plans to grow its income from Trading, Institutional Fundraising and Public Fundraising through investment in people, infrastructure and technology. Current reserves are being carefully used to achieve maximum returns from these areas.

Oxfam Ireland's retail operation is a critical contributor to the unrestricted income necessary to fund our programme work. Strong relationships have been formed in recent years with suppliers of new stock for our retail outlets. The intention is to continue growing the shop network and improve customer experience.

Oxfam Ireland also plans to continue to invest in growing its base of supporters who donate regularly to support its programme activities. This will be done through further development of its in-house face-to-face fundraising capabilities, telemarketing and direct mail activities and building donations from corporate donors and events.

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

While no specific financial adjustments have been made to our forecasts due to Brexit, the Board continues to consider the implications of Brexit on our growth plans. It 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 program 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 always informed as soon as possible and kept updated throughout the investigation.

During the period to March 2019 a number of minor thefts occurred in our retail network and two instances of fraud were detected in our program work. The total value of the funds involved in these two instances was €15,935 which represented 0.09% of our Total Expenditure.

Risk Management

Risk is managed in Oxfam Ireland on a proactive basis. 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 each board meeting. A detailed review of the full register is carried out annually by the Finance Risk and Audit Committee.

Internal and external factors can influence our ability to deliver on our strategic goals. These factors create a degree of uncertainty that can result in positive and negative outcomes – therefore, 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.

We manage risk through culture, processes and structures aimed at realising potential opportunities while managing adverse effects.

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

Risk is categorised into 10 categories – set out below – with the level of appetite we attach 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

Events after the End of the Reporting Period

The sale of our Belfast property was completed after the year end. We remain in the property under a short-term licence to provide us with an opportunity to secure an alternative building for our Belfast-based staff.

Statement of Board 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

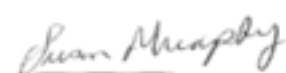
In so far as the Council Members are aware:

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

Independent Auditors

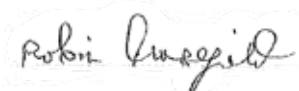
The Auditors Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provisions of Section 485(2) of the Companies Act 2006.

On behalf of the Board,



Dr. Susan Murphy – Chair

Date: 28th June 2019



Robin Masefield – Director

Date: 28th June 2019

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Opinion

We have audited the financial statements of Oxfam Ireland for the year ended 31 March 2019 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 2019 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for Opinion

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

Conclusions Relating to Going Concern

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.

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 directors' responsibilities set out on pages 57 and 58, 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.

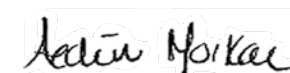
In preparing the financial statements, the directors are responsible for assessing the company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate 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. 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: 12th September 2019

OUR FINANCES



Agnes Nyiramana (53) dries sorghum as part of From Trauma to Peace, a psycho-social project supported by Oxfam in Gicumbi District, northern Rwanda, an area severely affected by the 1994 genocide. Photo: Aurelie Marrier d'Unienville / Oxfam

Consolidated Statement of Financial Activities as at 31 March 2019

	Notes	Unrestricted funds	Restricted funds	Total 2019	Total 2018
		€'000	€'000	€'000	€'000
Income					
<i>Income from generated funds</i>					
<i>Voluntary income</i>					
Donations, gifts and corporate sponsorship	5	3,583	589	4,172	4,351
Legacies and gifts in kind	5	167	-	167	72
<i>Activities for generating income</i>					
Trading activity	6	7,300	31	7,331	7,023
Investment income	7	47	-	47	61
Income from charitable activities	8	230	3,616	3,846	3,561
Other income	30	245	-	245	215
Total income		11,572	4,236	15,808	15,283
Expenditure					
<i>Costs of generating funds</i>					
Raising funds	9	2,109	45	2,154	2,298
Trading activities	6	8,216	-	8,216	7,587
		10,325	45	10,370	9,885
<i>Cost of charitable activities by objective:</i>					
Overseas programme costs	10	1,271	4,003	5,274	6,366
Advocacy and campaigns	10	880	30	910	1,094
Marketing and communications	10	174	74	248	243
Exceptional expenditure	31	-	-	-	212
Total expenditure		12,650	4,152	16,802	17,800
Net income for the year		(1,078)	84	(994)	(2,517)
Unrealised currency movement		(29)	10	(19)	(36)
Net (expenditure) / income		(1,107)	94	(1,013)	(2,553)
Other gains/ (losses)	33	1,989	-	1,989	-
Net movement in funds		882	94	976	(2,553)
Reconciliation of funds:					
Total funds brought forward		3,876	594	4,470	7,023
Total funds carried forward		4,758	688	5,446	4,470

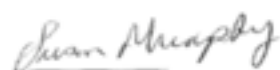
The Charitable Company has no other items of comprehensive income. All the activities of the Charity are classified as continuing.

The notes on pages 67 to 87 form part of these financial statements.

Consolidated balance sheet as at 31 March 2019

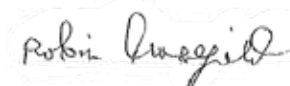
	Notes	Total 2019	Total 2018
		€'000	€'000
Fixed assets			
Tangible assets	15	4,601	2,458
		4,601	2,458
Current assets			
Stocks and work in progress	17	34	25
Debtors	18	1,343	1,690
Cash at bank and in hand	19	5,388	3,838
		6,765	5,553
Current liabilities			
Creditors: amount falling due within one year	20	5,584	3,165
Net current assets		1,181	2,388
Total assets less current liabilities		5,782	4,846
Creditors: amount falling due after more than one year	21	336	376
Net assets		5,446	4,470
Funds			
Restricted funds	27	688	594
Designated funds	27	2,440	2,440
Unrestricted funds	27	329	1,436
Revaluation reserve	27	1,989	-
Total charity funds		5,446	4,470

On behalf of the Council,



Dr Susan Murphy

Chair



Robin Masefield

Director

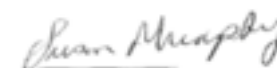
Date: 28th June 2019

Company balance sheet as at 31 March 2019

	Notes	Total 2019	Total 2018
		€'000	€'000
Fixed assets			
Tangible assets	15	1,803	1,145
Investments	16	-	-
		1,820	1,145
Current assets			
Stocks and work in progress	17	32	25
Debtors	18	202	196
Cash at bank and in hand	19	640	687
		874	908
Current liabilities			
Creditors: amount falling due within one year	20	2,801	1,946
Net current assets		(1,927)	(1,038)
Total assets less current liabilities		(124)	107
Creditors: amount falling due after more than one year	21	-	-
Net assets		(124)	107
Funds			
Restricted funds	28	232	215
Designated funds	28	440	440
Revaluation reserve	28	579	-
Unrestricted funds		(1,375)	(548)
Total funds		(124)	107

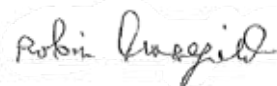
The notes on pages 67 to 87 form an integral part of these financial statements

On behalf of the Council,



Dr Susan Murphy

Chair



Robin Masefield

Director

Date: 28th June 2019

Consolidated Statement of Cash Flow as at 31 March 2019

	Notes	Total 2019	Total 2018
		€'000	€'000
Net cash provided by operating activities	23	1,928	(810)
Cash flow from investing activities			
Purchase of property, plant and equipment		(338)	(137)
Proceeds from the sale of property		-	-
Interest received		-	-
Net cash used in investing activities		(338)	(137)
Cash flow from financing activities			
Repayment of bank loans		(40)	(330)
Net cash used in financing activities		(40)	(330)
Change in cash and cash equivalents in the reporting period		1,550	(1,277)
Cash and cash equivalents at the beginning of the reporting period		3,838	5,115
Cash and cash equivalents at the end of the reporting period		5,388	3,838

TO READ MORE ABOUT
OUR FINANCES AND
THE GOVERNANCE CODES
WE ADHERE TO,
VISIT
WWW.OXFAMIRELAND.ORG

NOTES TO THE FINANCIAL STATEMENTS

1. General Information

Our purpose is to help create lasting solutions to the injustice of poverty. We are 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 115 North Street, Belfast, BT1 1ND.

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).

Our consolidated financial statements incorporate the results of all of its subsidiary undertakings for the year ended 31 March 2019.

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) Trading income

Income, including donations, legacies and investment income is recognised in the period in which we are entitled to receipt and where the receipt is probable the amount can be measured with reasonable certainty.

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 or entered into the company’s accounting records.

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.

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 we undertake - 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.

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.

f) 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 statement of financial activities.

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

	Total 2019	Total 2018
	€'000	€'000
Average Rate Pounds Sterling	1.13	1.14
Closing Rate Pounds Sterling	1.17	1.12

g) Employee benefits

We provide 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:

We operate a defined contribution scheme for employees. A defined contribution plan is a pension plan under which we pay fixed contributions into a separate entity. Once the contributions have been paid we have no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the 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 profit or loss. The unwinding of the discount is recognised as a finance cost.

h) Taxation

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

i) 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 statement of financial position 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 land and 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 statement of financial activities to the extent of the decrease previously expensed. A decrease in carrying amount arising on the revaluation of such land and buildings is charged as an expense to the extent that it exceeds the balance, if any, held in the properties 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 buildings	2% per annum
Furniture, fixtures and fittings	10% to 20% per annum
Motor vehicles	20% per annum
Computer equipment	20% to 33.3% per annum

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

Subsequent additions and major components:

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

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

Derecognition:

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

j) Borrowing costs

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

k) 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 statement of financial activities on a straight-line basis over the period of the lease.

l) Investments in subsidiary companies

Investments in subsidiary companies are held as cost less accumulated impairment losses.

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

n) 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.

o) 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.

p) Financial instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other receivables, cash and bank balances and investments in commercial paper, 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 and other payables, bank loans, loans from fellow Group companies and preference shares that are classified as debt, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

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

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables 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.

(iv) Related party transactions

We disclose 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 1, 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 directors do not consider there are any critical judgments or sources of estimation requiring disclosure.

Preparation of the accounts on a going concern basis

Having considered forecast results including possible sensitivities, together with banking facilities available to the charity, The Board is confident that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, it continues to adopt the going concern basis in preparing the financial statements.

5. Voluntary Income

	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019	Unrestricted funds 2018	Restricted income funds 2018	Total charitable funds 2018
	€'000	€'000	€'000	€'000	€'000	€'000
Committed giving	2,358	59	2,418			
Donations, gifts & corporate sponsorships	1,225	530	1,754	3,739	612	4,351
	3,583	589	4,172	3,739	612	4,351
Legacies	168	-	168	72	-	72
	3,751	589	4,340	3,811	612	4,424

6. Income from Donated and Commercial Trading Activities

This represents the net income from the sale of donated goods and commercial trading activity through our shops, after deduction of operating and administration expenses. We believe this most fairly represents the value to the charity of donated goods. The income and expenditure from trading activities is unrestricted.

	2019	2018
	€'000	€'000
Turnover from donated goods & commercial trading activity	7,331	7,023
Operating expenses	(6,751)	(6,176)
Support costs (note 12)	(1,465)	(1,413)
Net (expenditure)	(885)	(564)

Operating expenses include €170,437 (2017: €189,720) for depreciation on fixtures and fittings and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2019	Total 2018
	€'000	€'000
Rent receivable	47	60
Deposit interest receivable	-	1
	47	61

8. Income from Charitable Activities

	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019	Unrestricted funds 2018	Restricted income funds 2018	Total charitable funds 2018
	€'000	€'000	€'000	€'000	€'000	€'000
Income						
Overseas programme grant income	230	3,616	3,846	297	3,264	3,561
Grant income by donor						
Government bodies	230	3,586	3,816	297	3,234	3,531
Major donors	-	30	30	-	30	30
Other	-	-	-	-	-	-
	230	3,616	3,846	297	3,264	3,561

9. Fundraising Costs

	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019	Unrestricted funds 2018	Restricted income funds 2018	Total charitable funds 2018
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,316	-	1,316	1,409	4	1,413
Travel and subsistence	36	-	36	34	-	34
Other fundraising costs	397	25	422	518	4	522
<i>Direct fundraising costs:</i>						
- Direct marketing	-	11	11	2	5	7
- Events	81	5	86	70	-	70
- Committed givers	19	4	23	14	-	14
Support costs (note 12)	260	-	260	239	-	239
	2,109	45	2,154	2,285	13	2,298

Other fundraising costs include specific depreciation of €24,702 (2018: €43,303).

10. Charitable Activities

	Unrestricted funds 2019	Restricted income funds 2019	Total charitable funds 2019	Unrestricted funds 2018	Restricted income funds 2018	Total charitable funds 2018
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	912	3,819	4,731	669	4,999	5,668
Operation costs	172	184	356	367	101	468
Governance costs (note 11)	133	-	133	159	-	159
Support costs (note 12)	54	-	54	71	-	71
	1,271	4,003	5,274	1,266	5,100	6,366
Advocacy and Campaign Programme (ASC)						
Operation costs	348	-	348	471	-	471
Advocacy and Campaign Programme	477	30	507	531	42	573
Support costs (note 12)	55	-	55	50	-	50
	880	30	910	1,052	42	1,094
Marketing and Communications Programme						
Operation costs	133	74	207	129	90	219
Support costs (note 12)	41	-	41	24	-	24
	174	74	248	153	90	243

11. Governance Costs

	Total 2019	Total 2018
	€'000	€'000
Legal & professional fees	7	7
Audit fees (excluding VAT)	30	30
Council expenses	2	4
Other costs	94	118
	133	159

Governance costs are fully funded from unrestricted funds.

12. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Charitable activities	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
	1,910	35	1,465	260	55	54	41

Cost Type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Charitable activities	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	1,172	81	848	149	31	47	16
Property costs	349	17	255	47	10	15	5
Office running costs	29	1	24	3	1	-	-
Computer & equipment costs	147	7	119	15	3	2	1
Legal & professional expenses	33	2	23	5	1	2	1
Bank interest & charges	47	2	34	6	1	3	1
Depreciation	134	4	110	14	3	2	1
	1,911	114	1,413	239	50	71	24

In respect of prior year:

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.

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 160 (2018: 183). Our Board members 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 €2k (2018: €3k).

	Total 2019	Total 2018
	€'000	€'000
Staff costs are comprised of:		
Wages and salaries	5,397	5,298
Social welfare costs	527	517
Other pension costs	274	286
	6,198	6,101

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 (2018: €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 2019	Total 2018
	€'000	€'000
Salary	469	459
Health Insurance	4	4
Employer Contributions	52	44
Pensions	43	56
	568	563

The remuneration of higher paid employees

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

	Total 2019	Total 2018
	Number	Number
€70,000 to €80,000	2	1
€80,001 to €90,000	1	1
€90,001 to €110,000	1	-
€110,001 to €120,000	2	2
	6	4

Remuneration includes salary but excludes pension scheme contributions.

14. Net (Expenditure) / Income for the Year

	2019	2018
	€'000	€'000
Net (expenditure)/income for the year is stated after charging/(crediting):		
Depreciation on tangible fixed assets	229	313
Loss/(Profit) on disposal of fixed assets	6	466
Operating lease rentals		
- Property	1,775	1,804
Fees payable to the company's auditors for audit of the financial statements	30	30
Operating leases	12	-
Indemnity insurance	20	10
Stock recognised as an expense	89	80

15. Tangible Assets

Tangible Assets							
	Assets for Resale	Leasehold property	Freehold buildings	Furniture fixtures	Equipment	Motor vehicles	Total
Group	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cost							
At 1 April 2018	1,996	1,400	1,242	3,192	1,257	123	9,210
Currency movements	88	54	-	2	38	1	183
Additions	-	180	-	74	84	-	338
Revaluation	(452)	-	1,258	-	-	-	806
Disposal	-	-	-	-	-	(6)	(6)
At 31 March 2019	1,632	1,634	2,500	3,268	1,379	118	10,531
Accumulated depreciation							
At 1 April 2018	(960)	(1,399)	(123)	(2,966)	(1,186)	(118)	(6,752)
Currency movements	(42)	(51)	-	(2)	(36)	(1)	(132)
Charge for the year	(29)	(32)	(29)	(76)	(65)	2	(229)
Revaluation	1,031	-	152	-	-	-	1,183
Disposal	-	-	-	-	-	-	-
At 31 March 2019	-	(1,482)	-	(3,044)	(1,287)	(117)	(5,930)
Net book values							
At 31 March 2018	1,036	1	1,119	226	71	5	2,458
At 31 March 2019	1,632	152	2,500	224	92	1	4,601

Fair value measurement of the Group's freehold buildings

The Group's freehold buildings are stated at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. The fair value measurements of the Group's freehold land and buildings as at 31 March 2019 is based on a valuation by an independent valuation expert. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties.

Tangible Assets (Continued)					
	Assets for Resale	Furniture & fixtures	Equipment	Motor vehicles	Total
Company	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2018	1,996	1,263	862	29	4,150
Currency movements	88	56	38	1	183
Additions	-	99	51	-	150
Revaluation	(452)	-	-	-	(452)
At 31 March 2019	1,632	1,418	951	30	4,031
Accumulated depreciation					
At 1 April 2018	(960)	(1,206)	(812)	(27)	(3,005)
Currency movements	(42)	(54)	(36)	(1)	(133)
Charge for the year	(29)	(39)	(51)	(2)	(121)
Revaluation	1,031	-	-	-	1,031
At 31 March 2019	-	(1,299)	(899)	(30)	(2,228)
Net book values					
At 31 March 2018	1,036	57	50	2	1,145
At 31 March 2019	1,632	119	52	-	1,803

16. Investments in Subsidiaries

We have one subsidiary undertaking as follows:

- In respect of Oxfam Republic of Ireland, a charity limited by guarantee and not having share capital which is registered in the Republic of Ireland, there is common control through one Council of Directors for both entities.

Nature of organisation :	Not for profit, Company Limited by Guarantee	
Registered office:	2nd Floor, Portview House, Ringsend Dublin 4.	
Country of Incorporation:	Republic of Ireland	
Proportion of holding:	100%	
	2019	2018
	€'000	€'000
Surplus / (deficit)	1,205	(1,578)
Total funds at 31 March	5,568	4,363

17. Stocks and Work in Progress

	Group 2019	Group 2018	Company 2019	Company 2018
	€'000	€'000	€'000	€'000
Finished goods for resale	34	25	32	25

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

18. Debtors

	Group 2019	Group 2018	Company 2019	Company 2018
	€'000	€'000	€'000	€'000
Prepayments and accrued income	1,235	1,565	147	176
Trade debtors	13	65	-	-
Other debtors	57	40	17	20
VAT repayable	38	20	38	-
	1,343	1,690	202	196

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 2019	Group 2018	Company 2019	Company 2018
	€'000	€'000	€'000	€'000
Cash on short term deposit	502	501	-	-
Cash and bank balances	4,886	3,337	640	687
	5,388	3,838	640	687

20. Creditors: Amounts Falling due within One Year

	Group 2019	Group 2018	Company 2019	Company 2018
	€'000	€'000	€'000	€'000
Group and Company	€'000	€'000	€'000	€'000
Trade creditors	1600	344	216	96
Tax and Social Security	163	185	48	72
Accrued expenses	3,570	2,281	289	320
Amounts owed to Oxfam ROI (note 25)	-	-	2,051	1,157
Bank loan (see note 22)	251	355	197	301
	5,584	3,165	2,801	1,946

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.

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

	Group 2019	Group 2018	Company 2019	Company 2018
	€'000	€'000	€'000	€'000
Bank loans and overdrafts	336	376	-	-
Maturity of the financial liabilities				
Less than one year or on demand	55	355	-	301
Between one and two years	109	109	-	-
Between two and five years	109	109	-	-
After more than five years	118	158	-	-
	391	731	-	301

The Bank of Ireland loans are secured by a first legal charge over 82-88 Union Street, Belfast, 115-121 North Street, Belfast and a mortgage on Portview House, Second floor, Ringsend, Dublin 4. Current interest is incurred at a rate of 2% on longer term loans.

22. Financial Instruments

	Total 2019	Total 2018
	€'000	€'000
The group has the following financial instruments:		
Financial assets held at amortised cost		
Cash at bank and in hand	5,388	3,838
Trade debtors	13	65
Other debtors	57	40
Financial liabilities held at amortised cost		
Trade creditors	1,600	344
Accrued expenses	3,570	2,281
Other creditors	163	185
Bank loan	587	731

	Total 2019	Total 2018
	€'000	€'000
The company has the following financial instruments:		
Financial assets held at amortised cost		
Cash at bank and in hand	640	687
	640	687
Financial liabilities held at amortised cost		
Trade creditors	216	96
Accrued expenses	289	320
Amounts owed to Oxfam ROI	2,051	1,157
Bank loan	197	301
	2,753	1,874

23. Reconciliation of Net (Expenditure) / Income to Net Cash Flow from Operating Activities

	Total 2019	Total 2018
	€'000	€'000
Net income / (expenditure) for the reporting period	976	(2,553)
Deposit interest	-	(1)
Depreciation charges	229	313
Disposal of assets	6	-
Decrease/(Increase) in stocks	(9)	15
Decrease/(Increase) in debtors	347	(92)
(Decrease)/Increase in creditors	2,419	1,439
Revaluation of investment	(1,989)	
Currency movements	(51)	69
Net cash inflow/(Outflow) from Operating Activities	1928	(810)

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

Operating leases

At 31 March 2019 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2019	Total 2018
	€'000	€'000
Land & Buildings Operating Leases which expire:		
Within one year	1,442	1,607
In the second to fifth years inclusive	3,831	4,775
After five years	3,532	4,013
	8,805	10,395

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 2019	At 31 March 2018
	%	%
Rate of increase in salaries	1.90	1.90
Rate of increase of pensions (deferred and in payment)	3.30	3.20
Rate of inflation (RPI)	3.30	3.20
Rate used to discount scheme liabilities*	2.40	2.60

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

	At 31 March 2019	At 31 March 2018
	Years	Years
Non-pensioners:		
Males	23.5	23.6
Females	25.5	25.2
Pensioners:		
Males	22.1	22.2
Females	24.0	24.0

	At 31 March 2019	At 31 March 2018
	€m	€m
Scheme assets		
Equities	105.2	102.2
Government Bonds	91.9	80.7
Property	8.7	10.3
Cash	0.9	0.1
Total fair value of assets	206.7	193.3

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

	Fair value of scheme assets	Present value of scheme liabilities	Scheme assets less scheme liabilities
	€m	€m	€m
Scheme assets/(liabilities) at the start of the year	193.3	(196.6)	(3.3)
Current service cost and expenses	-	(1.0)	(1.0)
Interest income/(cost)	5.0	(5.0)	-
Actuarial gain	9.1	(5.7)	3.4
Contributions by employer	6.5	-	6.5
Contributions by scheme participants	0.1	(0.1)	-
Benefits paid	(7.3)	7.3	-
Scheme assets/(liabilities) at the end of the year	206.7	(201.1)	5.6

The total return on scheme assets for the year was £14.1m (2017/18: £14.4m)

A defined contribution scheme has been established for new employees. The contributions are payable monthly and comprise 5% of the gross salaries of participating employees and 9% from Oxfam Northern Ireland.

A separate defined contribution scheme is set up in the Republic of Ireland where the same contributions apply.

The assets of the schemes are held separately from those of the company in an independently administered fund. The annual contributions payable are charged to the profit and loss account.

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

27. Movement in Consolidated Funds

	Restricted	Unrestricted Funds			Total
	Overseas Programme	Designated Reserves	Revaluation Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000	€'000
At 1 April 2017	1,973	2,440	-	2,610	7,023
Total income	3,876	-	-	11,407	15,283
Total expenditure	(5,245)	-	-	(12,555)	(17,800)
Transfers	-	-	-	-	-
Currency Gains & losses	(10)	-	-	(26)	(36)
At 31 March 2018	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)
At 31 March 2019	688	2,440	1,989	329	5,446

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
At 1 April 2017	200	440	-	443	1,083
Total income	159	-	-	3,244	3,403
Total expenditure	(134)	-	-	(4,209)	(4,343)
Transfers	-	-	-	-	-
Gains & losses	(10)	-	-	(26)	(36)
At 31 March 2018	215	440	-	(548)	107
Total income	127	-	579	3,195	3,901
Total expenditure	(119)	-	-	(3,993)	(4,112)
Gains & losses	9	-	-	(29)	(20)
At 31 March 2019	232	440	579	(1,375)	(124)

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	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Fixed assets	2,161	2,440	-	4,601
Current assets	6,108	-	657	6,765
Current liabilities	(5,584)	-	-	(5,584)
Non-current liabilities	(336)	-	-	(336)
Net assets at 31 March 2019	2,349	2,440	657	5,446
Net assets at 31 March 2018	1,436	2,440	594	4,470

	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible fixed assets	1,363	440	-	1,803
Current assets	642	-	232	874
Current liabilities	(2,801)	-	-	(2,801)
Non-current liabilities	-	-	-	-
Net assets at 31 March 2019	(796)	440	232	(124)
Net assets at 31 March 2018	(548)	440	215	107

30. Other Income

	2019	2018
	€'000	€'000
Hosting arrangement	241	215
Other	4	-
	245	215

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. Exceptional Expenditure

	2019	2018
	€'000	€'000
Due Diligence	-	212
	-	212

32. Irish Aid Funded Programmes

	2019	2018
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	132	1,128
Income		
Restricted grant income	3,586	3,234
	3,586	3,234

	2019	2018
	€'000	€'000
Expenditure		
<i>Operational Overseas grants</i>		
Central African Republic	135	10
Democratic Republic of the Congo	511	654
Ethiopia	93	-
Haiti	-	5
Malawi	335	412
Nairobi	-	88
South Africa	-	118
Rwanda	296	369
South Sudan	365	-
Sudan	-	466
Tanzania	1,021	1,254
Uganda	293	362
Yemen	165	-
Zimbabwe	288	356
Ireland	74	136
	3,576	4,230
Management and administration costs	134	-
	3,710	4,230
Closing restricted Irish Aid funds 31 March	8	132

Analysis of Grants – Activities & Projects Being Funded

We support 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 & Contingencies

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

33. Change in Accounting Policy

During the year, the company changed its accounting policy with respect to the valuation of buildings. The company now applies the revaluation model, having previously applied the cost model.

This change results in the financial statements providing reliable and more relevant information as the buildings were revalued by independent property valuation experts with an effective date of 31 March 2019.

The impact of this voluntary change in accounting policy on the consolidated financial statements is an increase to the net book value of tangible assets and a gain on revaluation resulting in the creation of a revaluation reserve. The impact of the change on the financial statements since the adoption of the revaluation model is shown in the table below:

Change in Accounting Policy	
	€000's
Carrying amount of revalued properties at 31 March 2019	4,132
Carrying amount of properties prior to revaluation	2,143
Gain arising on revaluation	1,989

34. Approval of Financial Statements

The financial statements were approved by the by the Council on 28th June 2019.

OXFAM IRELAND
BELFAST OFFICE

Oxfam Ireland
115 North Street
Belfast
BT1 1ND

t: +44 (0) 28 9023 0220
f: +44 (0) 28 9023 7771

Charity Number
(Northern Ireland) XN 89651
Charity Commission for Northern Ireland
Charity Number NIC100848
Company Number
(Northern Ireland) 33800

e: info@oxfamireland.org
 facebook.com/oxfamireland
 twitter.com/oxfamireland
www.oxfamireland.org



DUBLIN OFFICE

Oxfam Ireland
2nd Floor, Portview House
Thorncastle Street
Ringsend
Dublin 4

t: +353 (0) 1 672 7662
f: +353 (0) 1 672 7680

Charity Number
(Republic of Ireland) 5988
Charities Regulatory Authority
Charity Reg. Number 20009946
Company Number
(Republic of Ireland) 284292