

ANNUAL REPORT

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OXFAM

Ireland

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**WE FIGHT INEQUALITY TO
END POVERTY AND INJUSTICE**

Cover image: Victoria Chikonde, from Zambia received non-food items (NFIs) from Oxfam partner organisation, Keepers Zambia Foundation. The project took place during the Cholera outbreak in early 2024. With Keepers Zambia Foundation, we responded to the cholera outbreak by providing cholera hygiene kits to the affected communities and schools. *Photo: Loliwe Phiri / Oxfam*



Shamsa Bishar Ahmed from Modogashe in Kenya received dignity kits from Oxfam and partner organisations. During drought, when water is limited, women face increased dangers to their health and safety. Seven out of 10 girls miss up to a week of school every month because they can't access sanitary pads. Oxfam in partnership with MID-P responded to these hygiene needs by offering dignity kits to 600 adolescent girls in Isiolo county.

Photo: Mark Wahwai / Oxfam

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ABOUT US

Oxfam is a global movement of people who fight inequality to end poverty and injustice. We're committed to ending poverty in the long-term, as well as addressing its devastating impacts right now. Together, we improve and save the lives of those hardest hit by poverty and injustice and campaign for a fairer, more sustainable world.

Oxfam Ireland is one of 21 Oxfam affiliates working together to provide support in 81 countries across the world. We're part of a global confederation of independent and interconnected affiliates, each with their own areas of activity and expertise. We combine to achieve shared goals.

Oxfam Ireland mobilises the power of people to create lasting change. We believe that everyone has the right to thrive in a just and sustainable world and we work collaboratively to challenge the inequalities that undermine this. When someone is denied their rights – to education, healthcare, land or essentials like water and food – the result is predictable, it's poverty.

OUR FOUR GLOBAL GOALS:

1. **Just Economies:** People and the planet are at the centre of just and sustainable economic systems.
2. **Gender Justice:** Women and girls in all their diversity live free from gender oppression, discrimination and violence.
3. **Accountable Governance:** Governance systems and governments are people-centred, just, inclusive, accountable and planet-focused.
4. **Climate Justice:** The climate crisis is abated; environmental 'tipping points' are averted by radical solutions which improve well-being, and there is environmental justice for all.

As part of the Oxfam confederation, Oxfam Ireland delivers specific programmes in Africa and the Middle East – in the Democratic Republic of Congo (DRC), Malawi, South Sudan, Somalia and Somaliland, Uganda, Zimbabwe, Zambia, Occupied Palestinian Territory, Rwanda and Syria.

In 2023, we secured a multi-year, multi country project under the EU-funded ReCIPE: 'Recentering the Civic Internet through Partner Engagement' grant. This will expand our programme reach in Bolivia, El Salvador, Cambodia, Kenya, Senegal, Somalia, the Occupied Palestinian Territory, Tunisia, Uganda, and Vietnam.

We also advocate and campaign at national and EU level for change that will tackle inequality, poverty and injustice across the world.

Supported by people across the island of Ireland for more than six decades, we are an independent, secular and not-for-profit organisation. We have 46 shops across the island, offices in Belfast and Dublin, a warehouse in Dunmurry, Belfast and more than 900 volunteers supporting our fight against poverty and inequality.

OUR VALUES

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

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

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

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

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

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



VISION

A just and sustainable world.

MISSION

We fight inequality to end poverty and injustice.

OUR ROLE

We challenge injustice and inequalities, shaping collective understandings and solutions:

We work with people to build more equal and sustainable systems. We tackle the economic inequalities that drive poverty. We speak out in solidarity on unpaid care work, tax justice, climate justice, and harmful business practices.

We work humanitarian, development influencing approaches:

We work with people and communities experiencing crisis, disaster, poverty and injustice. We support people to protect and rebuild their lives as well as find sustainable ways to live independently, free from disadvantage and inequality. We mobilise people to stand up and speak out and to influence those in power.

We amplify the agency and leadership of people experiencing exclusion, exploitation and crises:

We support individuals, communities and movements to demand social justice. We work with local, grassroots, feminist and youth-led organisations to call for an end to the injustices and inequalities that perpetuate poverty and crisis. Together, we demand an end to violence against women and girls and for equal access to education, employment, healthcare and other essential services for all.

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

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



OUR IDENTITY

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

We are feminist and anti-racist: We recognise that there is no justice without justice-for-all. Our feminist and anti-racist principles guide everything we do.

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

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

We are both local and global: We are a global network of locally rooted, interdependent civil society organisations.

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

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

STORIES FROM 2023-2024

1 CASE STUDY

MaMoyo owns and runs a restaurant in a caravan, helped by the skills she learned from an Oxfam programme. The profit she makes funds her two children's education. In Matobo, southwestern Zimbabwe, Oxfam and partner organisation, Hope for a Child in Christ (HOCIC), run the Income Savings and Lending Scheme programme, as part of "Self-help groups" training. This has helped women with skills in budgeting, saving and investing. Those taking part learned how to create sustainable sources of income and build financial independence.

Photo: Oxfam Zimbabwe/Oxfam



2 CASE STUDY

Mathieu Ushindi is a farmer from Mweso in eastern Democratic Republic of the Congo. He's learned new skills and practices to help with his tomato garden. Before he had training from Oxfam and local partner organisation FOPAC NK, he struggled with crop failure. At the training, Mathieu learned good farming planning techniques, like preparing the soil for harvest. He learned the importance of market research so he can target and adapt to customer expectations. Now his crops are of good quality and sell easily at the market. He earns a stable and good income. Mathieu is 25 years old, is married and has three children to support. With determination and training, Mathieu transformed his farming business into a thriving, sustainable success.

Photo: Castro Mwisha, FOPAC NK, Oxfam partner/Oxfam





3 CASE STUDY

Greenhouses have given a village in Ainabo in western Somaliland, better access to food. Asha Mohamed is the Farmers Committee Leader. Working with a local partner organisation, Oxfam started a project in the village. This has taught people climate-smart farming techniques. This region has been affected by a prolonged drought, so growing crops can sometimes be difficult. People used to entirely rely on fodder production and rainfed farming systems. When the Oxfam project introduced people to greenhouses for the first time, people learned skills such as the best way to plant, water, transplant and prune their crops. The greenhouses are mainly used for growing tomatoes, but people use their new skills to grow things like onions and carrots in the fields. They don't have to import vegetables anymore.

Photo: Oxfam Somalia/Oxfam



Click here to read the Impact story on our website



4 CASE STUDY

Hekima Mousa is a 19-year-old Sudanese refugee in South Sudan. She fled her country with her two children because of the recent fighting. In Akobo, she volunteered to help older refugees by cleaning and cooking for them. Working with local partners, Oxfam addresses people's needs. This work includes drilling and repairing boreholes for clean water, as well as providing food and sanitation facilities.

Photo: Fatuma Noor/Oxfam

OXFAM'S GLOBAL REACH AND SCALE 2023 - 2024

Oxfam Ireland contributes to the 15.3 million people directly reached through the Oxfam global confederation.

Last year, Oxfam Ireland directly and indirectly reached 2.3 million people across 11 countries through our own programme work.*

This includes our development and humanitarian work, including programmes funded by Irish Aid and the European Union. It also includes the number of people reached through our influencing, campaigning and global citizenship education work across the island of Ireland.

This last financial year saw the beginning of a new five-year grant with Irish Aid which saw significant reach and progress in Year One. The last year also saw the completion of a three-year grant with the European Union, which over the lifetime of the grant reached over 9.6 million directly and indirectly.

*This figure is based on both the calendar year and financial year, as per reporting period parameters.

Countries Oxfam Ireland worked in last year:

- Democratic Republic of Congo
- Malawi
- South Sudan
- Somalia and Somaliland
- Uganda
- Zimbabwe
- Zambia
- Rwanda
- Syria
- Occupied Palestinian Territory
- Northern Ireland and the Republic of Ireland



MESSAGE FROM THE CHAIR

The last year has not been a good one for our collective world. The now three-year-old war in Ukraine continues, while Israel's bombardment of Gaza has shocked the world. The world's fragile food system has been disrupted by real-time climate related drought and flooding across the world, including in Southern Africa. Through all of this, Oxfam Ireland has continued its work. This includes development, humanitarian and influencing work, while building solidarity and creating change through a network of partners, campaigners and supporters.

We have supported families, working to supply water and sanitation services and other basic needs to people displaced by war, conflict, famine and climate catastrophes. We have helped people to cope with trauma and shown solidarity and care to those we work with. We prioritised working with local partners to bring life-changing support to communities across our programme countries, ensuring people have access to the finance, tools and training needed to lift themselves out of poverty and build resilience. We showed solidarity with communities facing discrimination, exclusion and exploitation, especially with women, girls and people with disabilities. We partnered with feminist, youth and grassroots movements to hold those in power to account for essential services like healthcare and education and for an end to the policies and practices that perpetuate violence and injustice. We delivered all of this through a lens of feminist leadership and an awareness that women and girls are often the hardest hit by poverty and disaster.

I am particularly proud of Oxfam's voice through the annual reports at the World Economic Forum in Davos, an important counter-voice bringing attention to inequality as the world's wealthy meet at their annual gathering. Over the last year, Oxfam Ireland made great strides in drawing attention to Ireland's role in global inequality and to evidence how our tax system perpetuates fiscal injustice and related inequality, particularly through work on a wealth tax.

All of this is only possible because of the people who underpin Oxfam's work. Our expert and effective staff work hard to make Oxfam what it is in Ireland, in our international programmes and across the global confederation. Not to mention our network of volunteers, who give their time and talent to further Oxfam Ireland's vision and mission.

We know our work relies on our capacity to access funding for programmes and on the generosity and kindness of our donors and supporters. We are very

grateful for the support we are given across the island of Ireland and I want to take this opportunity to say thank you.

We are now at the end of the first three-year period of our 10 Year Strategic Framework and my fellow Board members and I have been working with Oxfam Ireland's staff and management to build a robust plan for the next three years. This plan, Horizon Plan 2024 – 2027, aligns with Oxfam International's overarching strategic direction and ambition and will bring greater focus, coordination, impact and accountability to Oxfam Ireland's great work across the entire organisation. I want to thank my fellow Board members for their efforts in this and for all they've delivered. Over the last year, the previous Chair Susan Murphy stood down from her role in both Oxfam Ireland and the Confederation, where she played a key leadership role stewarding transformation of Oxfam's structures. We are indebted to her work and offer her our deep gratitude. The Board of Oxfam Ireland and its committees continue to strive for good governance, and work to be accountable and transparent, working with and through Oxfam Ireland's management team to ensure the organisation is fit for purpose, nimble and able to play an effective role in stewarding the organisation to live up to its values and to empower global south communities through localisation and other processes including feminist leadership. We are actively listening to our international partners and our staff and continually mindful of the need to improve our culture and safeguarding processes, to ensure a good workplace for our staff, to promote the dignity of our volunteers, and the wellbeing of all who work to make us who we are and contribute to our efforts.

The staff of Oxfam represent the diversity and strength of the organisation. They do such incredible work, and often work remotely, it is inspiring to see them collectively inspiring and motivating each other to do the wonderful work they do.

On behalf of the Board of Oxfam Ireland, let me thank all of you, staff and volunteers, across the island of Ireland and in our programme countries, donors and supporters for all you do, for your passion for justice and steadfast commitment for better world.

Prof. Mary Murphy,
Chairperson,
Oxfam Ireland

Mary Murphy

Professor Mary Murphy
Chairperson
Oxfam Ireland



MESSAGE FROM THE CEO

The close of this financial year brought us to the end of the first three years of our 10 Year Strategic Framework, "Let's End Inequality and Poverty Together." A three-year period that began just as the Covid-19 pandemic swept across the globe, causing widespread devastation but hitting the poorest and most vulnerable hardest. Much uncertainty and instability followed: the climate crisis escalated unabated, Russia's war on Ukraine started and tragically continues. And following the despicable attacks in Israel on October 7th last year, we are witnessing the bombardment and destruction of Gaza at a human cost unprecedented in recent times. It has sparked global outrage, but disgracefully still no sign of a ceasefire or adequate humanitarian support for millions who are suffering with a man-made famine looming.

As we reflected on the last three years and planned for the next three, we were struck by all that unites us and the global movement of people who share our values, courageously working together for justice, equality, empowerment and inclusiveness. It can be easy to think the news headlines and the hate and division we see as we scroll through social media is the truest thing about the world we now live in, but it isn't.

In the last year alone, we reached 2.3 million people across 11 countries with development, humanitarian, influencing, global citizenship education and public engagement projects and initiatives. Across our programmes, we worked with local partners, grassroots organisations and communities to tackle the worst impacts of inequality, climate, conflict and disaster. This was particularly crucial in Gaza where, as humanitarian access is restricted and denied, we wouldn't have been able to reach anyone without our network of local partners. We've reached 262,424 people in Gaza since October 2023. We worked with allies and friends in civil society across the island of Ireland and mobilised with countless campaigners and supporters to call for justice, equality and peace.

I would also like to pay tribute to the staff, volunteers and Board of Oxfam Ireland for their hard work and dedication over the last year. Thanks to committed, creative and collective work throughout all parts of the organisation, we have continued to increase awareness, action, engagement, support and funds for people facing poverty and inequality across the world. I am so grateful to work alongside you. Thank you. It is our mission to fight inequality to end poverty and injustice. It's been proven time and time again that where there is inequality, there is poverty.

But we're working to combat inequality and we continued that work in the last year with notable progress, including in helping to start a national conversation on tackling extreme wealth. We hope to see this conversation translated into action this year.

To combat the effects of poverty, we live out our commitment to equality and empowerment. This includes championing development and humanitarian work that is locally-led. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty. The benefits of this commitment are particularly visible in our Irish Aid funded, Ireland's Civil Society Partnership (ICSP) for A Better World programme, which is being implemented in seven African countries. This is also being implemented in Ireland, through the Global Citizenship Education (GCE) programme, which is empowering people in Ireland to critically explore global issues of inequality and take action for positive change. Over the past year, we've also continued to increase our European Union grant portfolio, and are very grateful for EU support. We are particularly excited with the ReCIPE programme working across 10 countries which focuses on promoting and defending rights online.

I am proud of the work we've completed over the past year and in the last three years. As we look ahead to the next three-year period of our 10 Year Strategic Framework, Horizon Plan 2024 – 2027, we are committed to new ways of working that will make us more focused, connected and a stronger force for positive change in the world. We will continue to tackle inequality, injustice and poverty through a culture of collective planning, accountability and learning while always being true to our values as together with our dedicated donors and supporters, and our inspiring partners, we fight for a better world.

Jim Clarken,
Chief Executive,
Oxfam Ireland

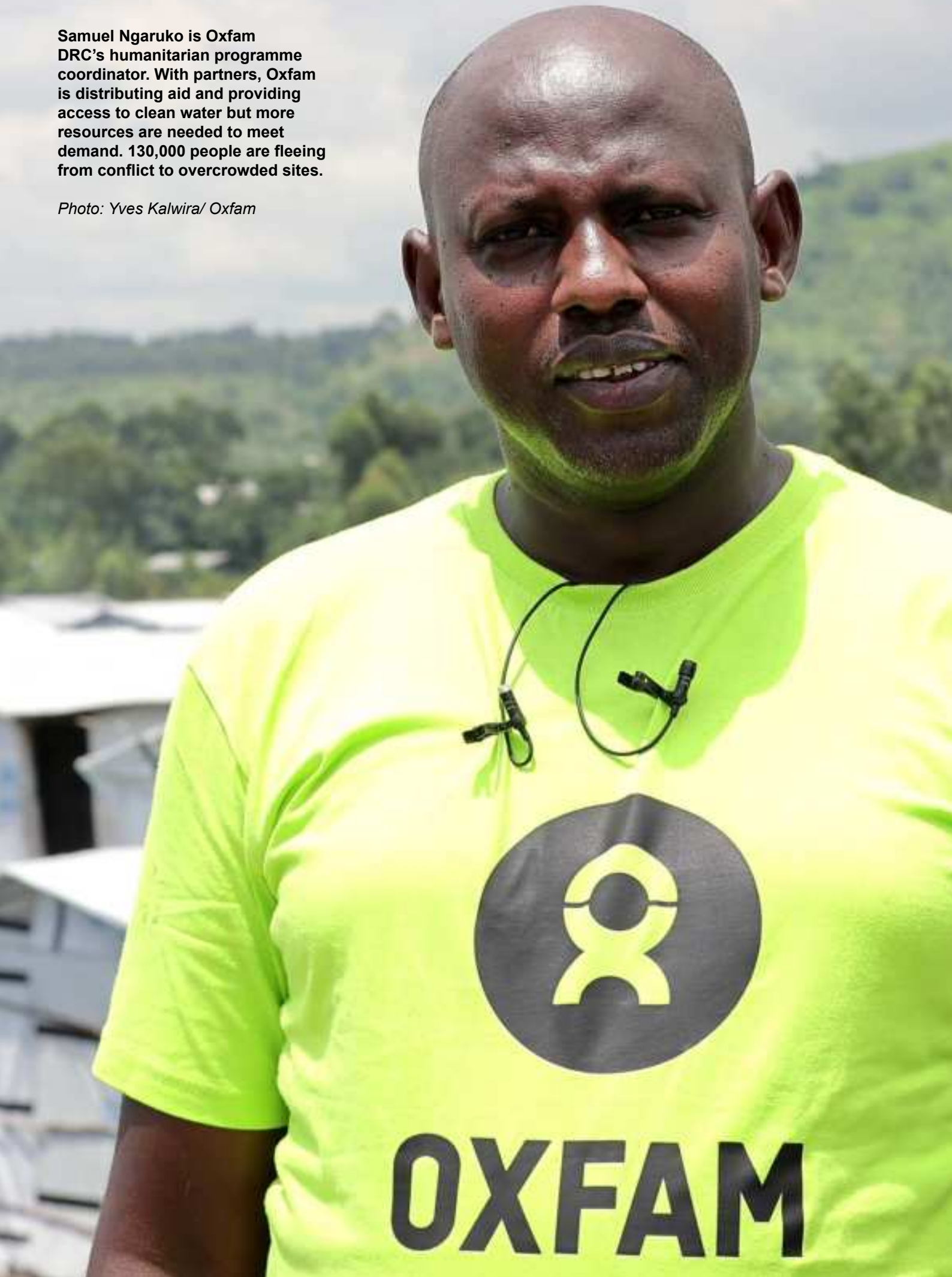
Jim Clarken



Jim Clarken
Chief Executive
Oxfam Ireland

Samuel Ngaruko is Oxfam DRC's humanitarian programme coordinator. With partners, Oxfam is distributing aid and providing access to clean water but more resources are needed to meet demand. 130,000 people are fleeing from conflict to overcrowded sites.

Photo: Yves Kalwira/ Oxfam



OXFAM

OUR VISION FOR 2030

Horizon Plan

2024 – 2027

In 2020 we embarked on a **10 Year Strategic Framework**, *Let's End Inequality and Poverty Together*. Our Strategic Framework lays out a bold and ambitious vision for 2030 that builds on our existing work while developing and delivering new approaches that make us more connected, collaborative and focused yet adaptive. It also aligns with the Oxfam confederation's Global Strategic Framework.

Ending inequality as a root cause of poverty and injustice is central to our Strategic Framework and to achieving its **four key goals**:

- Just Economies
- Gender Justice
- Climate Justice
- Accountable Governance

Our **Theory of Change** guides our ways of working, including a strong focus on **Systemic Change**, **People Power** and a **Feminist and Anti-racist Approach**. Through the lens of Systemic Change, we're working in partnership to transform the unequal and harmful social, political, economic and cultural systems that perpetuate poverty and injustice. By leveraging **People Power**, we're prioritising solidarity and partnership, ensuring the voices, stories and actions of those most impacted by poverty and injustice are amplified. When we talk about a **Feminist and Anti-racist Approach**, we mean we will share power, challenge our behaviour, prioritise partnerships, ensure everyone is heard and champion safety, diversity and inclusion.

Horizon Planning

To ensure we deliver on our overarching goals by 2030, we are implementing our Strategic Framework in a block of three or four years called a Horizon Plan. This mirrors implementation of the Global Strategic Framework and aims to align affiliate Horizon Plans across the confederation.

Horizon Plan 2024 – 2027

The close of this financial year saw us complete our first three-year Horizon Plan and begin a new one, **Horizon Plan 2024 – 2027**. This will guide our cross-organisational work over the next three years.

In reviewing the Horizon Plan 2020 – 2023 we concluded it was largely dominated by responding to the Covid-19 pandemic across the organisation and adapting where necessary. This included across our development, humanitarian and influencing programme, our public engagement and our financial stability. In terms of our Strategic Framework, we began to transition systems and structures from the previous organisational strategy and review our ways of working, including across cross-organisational agendas and our cultures and values.

Under Horizon 2024 – 2027, we want to ensure that our work is more focused and aligned across all parts of the organisation – programming, influencing, public affairs, digital, fundraising and marketing, trading and operational support. We also want to enhance our collective planning, accountability and learning culture and build a robust monitoring and evaluation framework that allows us to clearly measure impact across the organisation.

In 2023/2024, we progressed Horizon Plan 2024 – 2027 in the following ways:

- Reviewed and collated learnings from Horizon Plan 2023 – 2024
- Explored Oxfam International's Horizon Planning Process for 2024 – 2027 and agreed how that would inform our process in Oxfam Ireland
- Held a cross-organisational workshop and determined six Focus Areas that would underpin Horizon Plan 2024 - 2027
- Established an internal, cross-organisational Steering Group to develop the Focus Areas in detail and determine a number of Outcomes under each. (By Outcomes we mean objectives that determine where we want to be at the end of 2027).
- Developed Focus Areas and Outcomes and communicated to key stakeholders and cross-organisationally

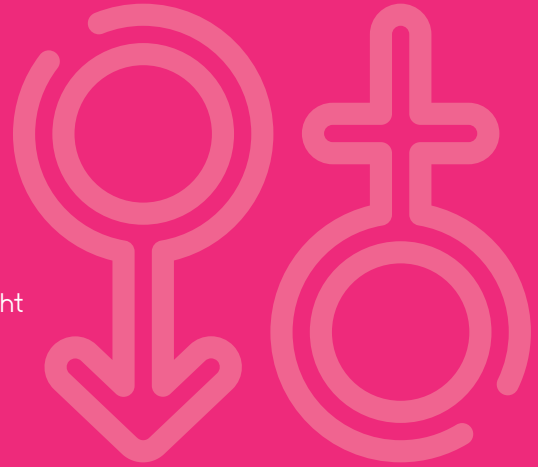
THE SIX FOCUS AREAS

Focus Area 1:

Gender

Summary of Focus Area

- Ending gender-based violence,
- Ensuring the rights of women, girls and the LGBTQIA+ community are recognised and upheld, including their right to bodily autonomy and reproductive justice,
- Confronting sexist, patriarchal, unfair and harmful norms and practices across all our work.



Focus Area 2:

Inequality

Summary of Focus Area

- Fighting inequality and its root causes,
- Realising fair tax systems and a more sustainable economy,
- Protecting human rights, including in business and across migration issues.



Focus Area 3:

Enhanced Humanitarian Action

Summary of Focus Area

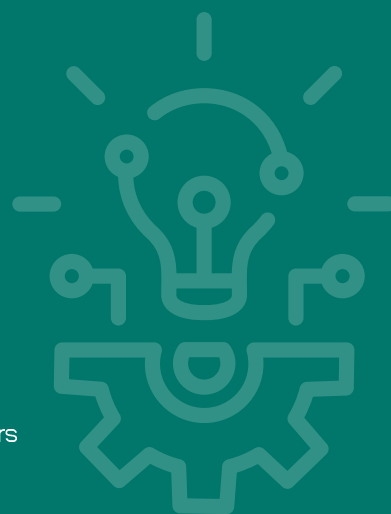
- Contributing to more collaborative, inclusive, principled, and effective humanitarian action that tackles gender inequality,
- Ensuring humanitarian action is locally led, more prepared and better resourced so that it can support everyone in crisis without discrimination.

Focus Area 4:

Digital Innovation

Summary of Focus Area

- Contributing to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space,
- Leveraging digital technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with.



Focus Area 5:

Confronting Climate Breakdown

Summary of Focus Area

- Confronting climate breakdown with decolonial feminist action,
- Addressing inequalities in climate action, including climate finance and Loss and Damage,
- Strengthening and prioritising partnerships and the voices of those most impacted



Focus Area 6:

Ways of Working

Summary of Focus Area

- Championing solidarity and partnership,
- Protecting civic space,
- Embracing our values,
- Addressing the root causes of poverty, injustice and disaster,
- Ensuring an enabling and well-resourced environment.



HORIZON PLAN - NEXT STEPS

This work was concluded by the end of March 2024. The next steps will see each department using the six Focus Areas and their Outcomes to develop Annual Operational Plans (AOPs) for 2024 – 2025. These AOPs will build on the Focus Area Outcomes by developing Outputs, Activities and Indicators. The Indicators will enable us to clearly and tangibly track progress and measure impact. All AOPs will recognise synergies and cross-organisational collaborations and we will prioritise shared work.

Through Horizon Plan 2024 - 2027, we aim to make a greater collective impact both in programme countries and across the island of Ireland. We will also strengthen our own ways of working to ensure everything we do is in line with the values and approaches we committed to in our Strategic Framework. At the end of the three years, we plan to be more a more focused, more joined up and more thoughtful organisation with a strong and sustainable resource base and a work environment that even better enables all of us to give our very best.

10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist

Years one to four: 2020 - 2024

Milestone	Notes on Status
2020	
Develop first Three-Year Horizon Plan for 2020-2023	Developed and delivered by the end of 2023.
Review and adapt Trading Strategy in response to the ongoing impact of the Covid-19 pandemic	
Enhance our Management Information Systems to enable staff to work more effectively as a flexible, dispersed and well-connected team	
2021	
Define and embed an organisational culture	Work began on this in 2021 as part of the transition to our new 10 Year Strategic Framework. We aim to complete this work under Horizon Plan 2024 – 2027.
Begin to transition existing programmes and influencing work according to the new strategic framework and invest in new initiatives to achieve our goals	This will be further enhanced under Horizon Plan 2024 – 2027.
Develop a new fundraising strategy to support Oxfam Ireland to grow and diversify its income up to 2030	This will be further enhanced under Horizon Plan 2024 – 2027. A key output under the Ways of Working Focus Area is delivering an ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding.
Deploy a new influencing agenda which challenges inequality, climate change and promotes gender justice.	In 2024, we established a Public Affairs Department which brought the Communications and Campaigns and Policy and Advocacy teams together under one strategic function. This department’s work under Horizon Plan 2024 – 2027 will further enhance work delivered under this milestone, including cross-organisationally.

On Track	Largely on Track	Off Track
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10 YEAR STRATEGIC FRAMEWORK

Critical Milestones Checklist (Contd)

Years one to four: 2020 - 2024

Milestone	Notes on Status
Develop a monitoring and reporting framework for measuring results and impact	This will be further enhanced under Horizon Plan 2024 – 2027. A key priority under Horizon Plan 2024 – 2027 is further establishing a robust planning, monitoring, learning and accountability culture.
2022	
Implement learning and knowledge approaches to help us understand how we contribute to systems change	
Further strengthen organisational systems, policies and processes aligned to restricted funding obligations	This will be progressed under Horizon Plan 2024 – 2027.
Develop and implement a new supporter engagement strategy	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop a new partnership strategy	
2023	
Achieve formal recognition for our top-class governance processes	We have seen significant improvement in this area since 2020, including by being shortlisted for the Good Governance Awards several times. It is our ambition to continue to improve across all our governance processes and structures and become award-winning.
Complete and evaluate first Three-Year Horizon Plan for 2020 - 2023	
2024	
Financial position has stabilised	
Stock take on organisational culture	This will be fully delivered under Horizon Plan 2024 – 2027.
Develop second Three-Year Horizon Plan for 2024 - 2027	The Focus Areas and Outcomes under Horizon Plan 2024 – 2027 have been established. The next step is to use these to develop cross-organisational Annual Operational Plans and metrics.

On Track
Largely on Track
Off Track

Ciciliya Simati, a Cyclone Freddy survivor, looking at a photo taken a few days after Cyclone Freddy at her home in a village in southern Malawi on 3 October 2023. Shortly after the cyclone, Oxfam provided cash support to help people meet their urgent needs.

Photo: Thoko Chikondi / Oxfam



OUR VISION FOR 2030

OUR FOUR GOALS AND STRATEGIC OBJECTIVES

SUMMARY OF PROGRESS

In line with our 10 Year Strategic Framework, we delivered a range of programme work, including long-term development projects, humanitarian action, influencing and campaigning, to achieve our four goals – Just Economies, Gender Justice, Climate Justice and Accountable Governance.

Our overarching objective across our programme work was, and is, to enable communities to realise their rights, exercise leadership and build resilience for a life free from poverty, violence, and discrimination. In the last financial year across EU and Irish Aid funded development, humanitarian and influencing programmes, we directly reached 109,370 people and indirectly reached 2,184,366 people. In addition to this, we reached a further 20,223 people through our influencing, campaigning and global citizenship education work across the island of Ireland. Combined this means we reached 2.3 million people directly and indirectly in the last year alone.

The last financial year saw the beginning of a new five-year programme response under Irish Aid's Irish Civil Society Programme (ICSP). This built on the success of our development, humanitarian, influencing and public engagement work under the previous six-year Irish Aid grant. It incorporated key learnings. The ICSP (2023 – 2027) represents a new, blended programme that works across development, humanitarian, and acute crisis streams to bring greater coordination and effectiveness. It also includes a Global Citizenship Education programme that increases awareness and understanding about development and humanitarian issues and

facilitates critical exploration and action by people in Ireland. Despite being in its fledgling stages, the ICSP has delivered significant scope and progress. In Year One it reached 60,155 people directly and an estimated 839,366 people indirectly across the seven programme countries. The ICSP can also spotlight some early achievements in terms of best practice, for example, the pilot Farmer Field Schools in Zimbabwe, Malawi and Zambia established to promote climate-smart agricultural technologies while providing communities with fresh food and income.

In the last year, we also secured funding from the European Commission to deliver an innovative programme focusing on digital rights. The ReCIPE (Recentering the Civic Internet through Partner Engagement) project will contribute to the creation of a digital environment that respects and upholds people's rights and promotes equality, gender justice and social well-being and protects civic space. It will leverage digital innovation technologies to unlock opportunities and find solutions to the problems facing the communities and partners we work with. This work began in January 2024 and will scale up across 2024/2025.

Across our programme work, we follow a Localisation Model and this continued to be a priority over the last year. Localisation means supporting local and national organisations, or partners, to respond to the issues impacting their communities and develop their own solutions. Local partners are embedded in the communities we work with so they can respond quickly when crises happen. They also best understand the cultural context where they are working. Strengthening local links means that local organisations can take the lead when we are addressing the root causes of poverty.

Embedding a "Triple Nexus Approach" also remained a priority for us over the last

year. This means delivering a humanitarian response that supports communities before, during and after crisis, while also enhancing opportunities for peace. The Nexus Approach combines humanitarian, development and peace-building work to ensure that individuals can enjoy the full spectrum of human rights. For example, in the last year, we supported three projects in Malawi, South Sudan, and Syria, which focused on access to food, WASH (Water, Sanitation, and Hygiene), and protection (ensuring people are safe and that their rights are upheld). We also supported the establishment of Peacebuilding Committees in Somaliland.

Over the last year we continued to focus on tackling systemic change across all our programme work. In the countries we work in, we engaged with a range of local and national leaders and duty-bearers across the community and political spectrum. For example, in order to eliminate the systems and structures that perpetuate violence against women and girls and other vulnerable groups in South Sudan, we secured roundtable discussions with government and community leaders.

At home on the island of Ireland, we also continued to work for systemic change in order to fight inequality. We worked on a range of issues that tackle the root causes of poverty and injustice, including calls for more progressive taxation, confronting climate breakdown and supporting people forced to flee their homes. We amplified the voices and stories of those most impacted by poverty and inequality, especially our partners. We held political leaders and decision-makers to account for their action and inaction. We showed solidarity, working with our supporters, with local and grassroots organisations, and with partners. For example, we developed and delivered a Global Citizenship Education campaign to support people to critically explore and respond to the unprecedented humanitarian catastrophe

in Gaza. Over 2,800 people meaningfully engaged with the content and a number went on to attend a webinar entitled, *Conflict Hits the Poorest Hardest*.

Localisation investment fund for 2024/25 will be launched in its pilot year to inform how we can best and most effectively increase such support for the future.

Challenges and Learnings

During the reporting period of ICSP, the programme had to operate in situations where political and security issues are high in certain countries. In DRC, the volatile security context resulted in large-scale population movements and internal displacements, making it difficult to access communities.

Changes to government policies in programme-supported countries regarding the work and activities of international non-governmental organisations and civil society organisations, limited our ability to work with certain populations.

These challenges have been recognised as pre-identified risks and teams had mitigation strategies in place. Dealing with these risks however, has provided valuable learning for OIE and country teams and will help to strengthen programming moving forward.

Locally-Led development had mixed response from local authorities, as they were used to working with Oxfam in the past as the direct implementer of the response and programmes. There is a possibility that reduced visibility of Oxfam may reduce funding and make it difficult to explain Oxfam's role.

Future Plans

To support implementation of the Oxfam Ireland Framework for Action on Localisation, we have established a dedicated investment fund. This provides funding that countries can apply for annually for initiatives/processes that embed and support localisation. The

GOAL 1 - JUST ECONOMIES

People and planet are at the centre of feminist and sustainable economic systems that address inequality and end poverty.



Abdilahi Shire is a farmer from the Sanag region in eastern Somaliland. He received seeds from Oxfam. This helps his family in times of drought, as they have stored food.

Photo: Ahmed Osman/Oxfam

GOAL 1 - JUST ECONOMIES

Economic inequality hits the poorest hardest. We want to see just economies that promote equality, protect the planet and end poverty. Together, we want to build an economy that works for everyone, not just the richest elite. Across our programmes, we support the economic empowerment of women, young people and marginalised groups.

Across the island of Ireland and globally, we work to ensure that governments and the private sector fulfil their obligations in implementing fair, sustainable and responsible business policies and practices. We work to ensure that they are held accountable whenever they contribute to inequality or the climate crisis.



1. Transformed economic models and practices that address poverty and inequality, prevent exploitation and abuse, and advance environmental and social well-being.
2. Fairer tax systems in Ireland and globally and an end to tax avoidance by corporations and wealthy individuals.
3. Better mechanisms to help communities prevent, mitigate and respond to shocks and crises while supporting resilience and early recovery.
4. The private sector aligns its core business strategies and purpose with the Sustainable Development Goals and human rights principles.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

400 Households in South Sudan were provided with fishing gear and 300 households were provided with seeds and tools for food-producing economic activities.

348 Households were given cash assistance during the lean season in South Sudan. The lean season is the time of year when it's most difficult to find enough food.

105 People were trained on early warning and early action, disaster management, and community fund handling in Somalia (land). Oxfam, along with the National Disaster Preparedness and Food Reserve Authority (NADFOR), formed Disaster Risk Management committees in 15 project areas. Each village received \$1,000 as seed capital. Committees oversee fund management.

Through our influencing and campaigning work:

We continued our work on economic justice, in particular our advocacy work on taxing extreme wealth and on corporations

- In January, our report – Inequality Inc – published to coincide with the World Economic Forum in Davos showed how corporate power divides our world and argued for a new era of public action. It showed how, since the beginning of the decade the richest five men in the world have doubled their fortunes. During the same period, almost five billion people globally have become poorer. This report calls for a wealth tax and moves to curb excess corporate power received widespread coverage and was raised on the floor of the Dáil.
- Our pre-budget submission strengthened our call for a permanent wealth tax and temporary windfall taxes to yield income that could address national issues as well as our international commitments on Overseas Development Assistance, climate finance and humanitarian action.
- Oxfam Ireland was a guest of the Budgetary Oversight Committee where we presented evidence and argued for smarter taxation of assets and wealth.
- We met directly with a Vice President of the World Bank, alongside other NGOs and pressed the need for the institution to publish international inequality statistics and to work with countries on policy plans to reduce income inequality.
- We were happy to play our part in the Tax Justice coalition culminating in the report of UN's Economic, Social and Cultural Rights Committee calling on Ireland to strengthen measures to combat tax evasion and tax fraud, with a particular focus on wealthy individuals and businesses.
- With our partners in the Coalition for Business and Human Rights we lobbied MEPs to maintain the strength of the EU's Corporate Sustainability Due Diligence Directive in the face of major corporate pushback. This Directive is designed to ensure that large companies would be legally required to demonstrate how they are adhering to human rights and climate obligations.

GOAL 2 - GENDER JUSTICE

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



Amina Mohammed Abdi lives in Gol'Anod village in Ethiopia. The 35-year-old runs a small tea shop across the street from one of the water points Oxfam installed in her village. By providing water close to people's homes, people don't have to spend as much time, or travel as far to get water. This helps to reduce the risk of gender-based violence for women and girls. It used to take Amina four hours to get water and she would have to carry it on her back, as she didn't always have a donkey or camel to carry it.

Photo: Petterik Wiggers/Oxfam

GOAL 2 - GENDER JUSTICE

Ending poverty means tackling all of the discriminations and inequalities that fuel it. We want to see a just society where women and girls in all their diversity live free from gender oppression, discrimination and violence. We want to see them meaningfully contribute to political processes and spaces, and participate in decent work for fair wages.

Across the island of Ireland and globally, we work to challenge harmful social norms and belief systems that impact women living in poverty the most. We focus on supporting women and girls to practice agency and choice in their lives and to challenge the patriarchal practices that prevent them from realising their rights. We're working to end the unequal and oppressive policies and practices that prevent women, girls and the LGBTQI+ community from living full, free lives.



1. Women and girls lead and meaningfully participate, safely and freely, in social, economic, cultural and political life with full respect for their rights and dignity. They exercise agency and autonomy over their bodies and lives.
2. Women and girls live free from all forms of sexual and gender-based violence and any such threats. Social norms, legal frameworks, policies and practices prevent violence and hold perpetrators accountable. Survivors have access to free quality support, services and justice at all levels including within customary and religious laws.
3. Women are represented equally in leadership positions – receiving the same recognition and reward as men. They drive public policy, including decision-making on peace and security.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

8,600 People were reached in advocating for improved gender-based violence services in Malawi.

180 Survivors of gender-based violence received training in technical and entrepreneurial skills in Malawi.

140 People took part in community gatherings in 14 villages in Somalia (land). These events were to promote support for women's economic and leadership rights. The events aimed to raise awareness for gender equality in decision-making, accessing resources and resolving conflict. One village was unable to host an event due to accessibility issues caused by local conflicts.

11 Radio talk shows were organised on topics about women and child rights, education policies, and human rights in the mining sector in Uganda.

791 People were reached through community engagements addressing harmful social norms that contribute to violence against women and girls in Zambia.

3,501 People were reached by our partner in Zimbabwe, Bethany, during the 16 Days of Activism against Gender-based Violence. They conducted door-to-door calls and held 91 village meetings. These provided information on GBV prevention services and support for survivors. Other partner organisations raised awareness of gender-based violence also. Hope for a Child in Christ (HOCIC) reached 650 people through roadshows, providing access to services.

256 People attended conflict resolution skills training in Somalia (land). This included women who were given a platform to express their needs and views. Local leaders also took part and can now advocate for the rights of all.

Through our influencing and campaigning work:

We joined a platform of feminist, equality and children's rights NGOs calling for a Yes Yes in the family and care referendums. We took part in platform events, held an information webinar and amplified the messages of our partners.

We took this position to help remove outdated, stereotypical language from the Irish constitution, to argue for true equality for women and men and to campaign for Government investment in all forms of care and support for people in need.

GOAL 3 - CLIMATE JUSTICE

The climate crisis is abated, environmental 'tipping points' are averted through well-resourced, radical solutions which improve people's well-being, and there is environmental justice for all.



In a village in north eastern Somaliland, Deka Aden gets water from a water point that was newly built as part of an Oxfam project. Recurrent droughts mean that access to clean and reliable water remains one of the most urgent challenges for communities in Somaliland. Oxfam in Somalia, with support from the German Federal Foreign Office (GFFO), is providing access to clean water and better sanitation facilities. Through this project, six boreholes have been constructed and rehabilitated, including two solar-powered ones. Additionally, 60 emergency household latrines have been built in four villages, improving sanitation and reducing health risks. Before, families had to travel long distances using donkey carts to get water. Now they can access water close to their homes.

Photo Ahmed Osman/Oxfam

GOAL 3 - CLIMATE JUSTICE

The climate crisis affects all of us, but it hits the poorest people hardest, those least responsible for causing it. We want to see governments and big business across the world do more to protect our planet, recognising that climate change is a man-made disaster that is already reversing progress made in the fight against poverty and inequality. Globally, we want a sustainable food system that ensures no person goes hungry and a circular economy that eliminates waste and tackles over-production and over-consumption.

Across the island of Ireland and globally, we work to tackle the impact of climate change by holding governments and corporations to account, calling on them to stop destructive practices and instead invest in sustainable solutions. We work to ensure that the voices of feminist organisations, youth and indigenous peoples are amplified in climate negotiations and lead the transition towards greener and fairer economic solutions. We also work with local communities most impacted by the climate crisis to prevent, mitigate and respond to climatic shocks and disasters, building resilience and long-term solutions.



1. The systems and practices that drive the climate crisis are transformed while guaranteeing the rights of those most impacted.
2. Governments and corporations are held to account and take responsibility for adaptive responses.
3. Local knowledge, expertise and leadership ensure governments at all levels are held accountable for just, equitable and timely responses, which consider the gendered impacts of the climate crisis and how it impacts conflict and fragility.
4. All productive systems, especially the food and textile sectors, are transformed to operate within planetary boundaries and enable all people working within them to live with dignity, earn a living wage and adapt to the impacts of the climate crisis, protecting the rights of those most affected.

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

421 People reached in Zambia through community awareness meetings at seven “agricultural camps” across four districts. Farmers were equipped with the knowledge and resources needed to adapt to climate change and improve their crop harvests.

557 People were trained in Uganda by our partner, The Uganda National Apiculture Development Organisation (TUNADO). Beekeepers were trained in sustainable apiculture. “Bee champions” passed on their training to 407 beekeepers.

150 Farmer households in Somalia(land) received greenhouse technology support and training. Each greenhouse supported 1,000 tomato plants

18,045 People increased their ability to avert environmental protection risks in Democratic Republic of the Congo (DRC). There has also been an increase in the ability to prevent and respond to causes of violence, inequality, and conflict, with 50% of people reporting improvement.

2,963 People benefited from the construction of water channels to avert flooding in South Sudan, with a focus on gender equality. Rainwater collection systems were installed in four institutions to enhance water supply to surrounding communities. There was also a focus on establishing an early warning system in Pibor to provide timely information about potential hazards using Solar powered radio. These initiatives aim to minimise the impact of disasters and improve water access in the area.

500 People actively contributed to climate adaptation plans in Somalia(land). These were aligned with existing national and regional early warning contingency plans. Additionally, a group of people from 14 villages received training on collecting and using data from early warning information systems.

Through our influencing and campaigning work:

- We continued our long-term lobbying for a Loss and Damage fund – a fund to assist countries most vulnerable and most impacted by climate change. We held a briefing including partner NGOs with Minister Ryan, the lead EU negotiator at COP28. The Loss and Damage fund was announced in COP28 UN Climate Change Conference in Dubai and we welcomed this move, while stressing the scale of the Fund needs to exponentially increase and the monies dispersed via grants to those countries most in need.
- In advance of COP28 we presented at the Joint Oireachtas Committee on Environment and Climate Action with Fati N’Zi-Hassane the Oxfam in Africa Director. We used this opportunity to highlight the need for a Loss and Damage Fund and to stress the responsibilities on rich polluting countries and systems towards the global south.
- We worked closely with Dóchas to include our asks on climate financing and for Ireland to lead the way in global financial reform by reallocating its IMF Special Drawing Rights (SDRs) to countries of the global south.

-
- We directly lobbied Irish politicians with our 7% campaign calling for accountability in the implementation of Irish climate targets.
 - We began building a network of Youth Ambassadors for Climate Justice and undertaking a capacity-building programme with these activists for the future.
 - We marched with our partners in the Global Day of Action in advance of COP28.
 - We held a night of action-planning and drama with Comhlámh to highlight our campaign on climate and biodiversity and how everyone can play their part.

GOAL 4 - ACCOUNTABLE GOVERNANCE

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



With help from Oxfam partner JAGO NARI, Dulu Begum from Bangladesh became a community leader and an outspoken advocate for reducing disaster risks.

Credit: Elizabeth Stevens/Oxfam

GOAL 4 - ACCOUNTABLE GOVERNANCE

We want the systems and structures that govern our world to be transformed to tackle poverty and inequality, instead of often perpetuating them. We demand accountable and inclusive governance, that upholds the hard-won gains achieved by global movements across human rights and women's rights. A just and sustainable future depends on safe and vibrant spaces that allow all people to hold the powerful to account.

Across the island of Ireland and globally, we work to influence and hold the Irish government and world leaders accountable for their obligation to uphold protective international norms, including international humanitarian law, human rights and refugee law.



1. People, particularly those who experience exploitation, exclusion and crises, can exercise their agency to defend, claim and realise their rights and can challenge structures of inequality and injustice to build democratic, equal and sustainable societies.
2. Digital rights are respected and digital technology is accessible to all, surveillance free, and can be used safely without fear to claim and access rights from governmental, corporate and other duty bearers safely.
3. Governments uphold people's right to essential services such as healthcare, water, education, and social protection in gender-responsive ways that do not exclude the poorest and most vulnerable populations.
4. Governments respect and enable safe democratic and civic society space, so that people can hold governments accountable for their actions and their duty to protect and uphold human rights

HERE ARE JUST SOME OF OUR KEY ACTIVITIES TO FURTHER THESE OBJECTIVES IN 2023/2024:

Through our programmes:

1.2M People from marginalised groups (women, youth and people with disabilities) were reached through social media, radio, TV and print channels on the reforms of the energy sector and clean energy solutions in Malawi.

46% of people in the project in Democratic Republic of the Congo (DRC), were better informed about their rights and laws. This percentage could name and explain at least two laws after the first year of the project.

50 Puppeteers were trained to raise awareness about different issues in Uganda. Puppet shows raise awareness of the dangers of child labour, mining governance and climate change.

450 People were engaged in three round table discussions in South Sudan. The discussions identified issues related to protecting people from harmful cultural norms and practices. Community leaders and government stakeholders committed to preventing and responding to any act of violence perpetrated against women and girls and other groups.

Through our Global Citizenship Education programme:

2,845 People in the Republic of Ireland directly engaged with a campaign exploring how conflict, inequality and poverty intersect and almost half of those signed up to continue the conversation with us through a series of webinars and workshops.

Through our influencing and campaigning work in Ireland:

- We lobbied the Irish Government to work within the EU to stop illegal pushbacks at the European border and inhumane detention camps.
- We coordinated an open letter signed by all Irish MEPs to the European Commission asking for urgent action on pushbacks at EU borders.
- We organised a seminar series with Comhlámh with guest speakers including survivors, journalists, NGO partners and academics on the reality of migrants' experiences at the EU border.
- We met with officials from the Department of Justice on pushbacks at EU borders, the external aspects of EU migration policy and the need for search and rescue.
- We began a partnership with the Irish Refugee Council on a project "Activists and Advocates" to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.
- As part of our ongoing pushbacks campaign, we joined with Comhlámh to run an event at the Dublin International Film Festival screening of the Polish film about pushbacks, 'Green Border' in Lighthouse cinema.

RESOURCING TO DELIVER

Fundraising & Marketing

Looking back on this year, we see our generous supporters and partners behind everything we do in the fight against poverty and inequality.

Over the past year, support from all donors through their donations and legacies realised €4.3M. This funds our programmes, advocacy and influencing activities as well as the supports and funding generation campaigns needed to deliver a sustainable organisation.

We are deeply grateful to everyone who made, and continues to make our mission possible. The contribution to our mission-delivery from all our public fundraising, private sector, communities and trusts and foundations in 23/24 was 4.5% ahead of budget.

Our fundraising teams are driven by the vision and mission of Oxfam Ireland and the people we work with, as well as our responsibility to our donors and supporters. We hold ourselves to the highest standards of integrity and accountability and operate in compliance with the Irish Charity Regulator's Guidance for Charitable Organisations on Fundraising from the Public and the Fundraising Regulator's code in Northern Ireland. Oxfam Ireland was awarded the Charities Institute Ireland's Triple Lock Standard for best practice in transparency and accountability again in 2023/24.

Over 15,000 people supported our work on a monthly basis via direct debit or standing orders. Over the past year, the Regular Giving Team exceeded its growth target for new monthly supporters by more than 100%. This regular committed income allows us to plan our work to help people build better lives for themselves. It also means that when disaster strikes, we can mobilise quickly and be there to save lives and help rebuild communities.

Our teams were also inspired by the thousands who donated to our appeals including the East Africa Appeal in 2023 and the ongoing Gaza Emergency Appeal.

Tax effective giving, where donations are augmented by a government refund of the related income tax, also delivered substantial additional income during 2023/24.

We were so grateful for the support of those people around Ireland who organised collections, took part in sporting events, various marathons and mini marathons, coffee mornings and many other creative ways to raise funds to support our work.

We were proud to continue several major multi-annual funding partnerships with Trusts, Foundations and companies including Electric Aid, Dalata, EVAD, Gowan Group, Hibernia, Kore Energy, Marsh, Mazars, McInerney Saunders, Osbourne King, PPFs, Red Flag, Stonebridge Commercial Estates, SYSCO Software, to name just a few.

Digital Engagement

Across 2023/2024, we achieved over 19 million impressions through our various digital engagement activities and over 610,239 took direct actions. That's a 68% increase in direct actions compared to the previous year. This is a testament to Oxfam Ireland's ability to engage and mobilise Irish society in digital spaces.

This level of engagement shows how well we leverage digital platforms and behaviour trends to spread our message, enable action and mobilise. It also highlights the extent of our influence and the united strength of individuals rallying behind our cause. Each impression helps fight the root causes of poverty, as it sparks awareness and builds empathy.

During this year, we successfully launched a new website, resulting in a substantial 10% reduction in bounce rate. This was due to us putting the user experience at the core of the changes, reviewing our content and making the navigation more intuitive. We also transitioned to analytics service, Google Analytics 4 (GA4), for enhanced cross-tracking capability. This data will help us make more informed decisions on our strategy and further understand our users' needs and interests.

We supported income generation totalling over €435,000 in digital and digital-assisted income. As part of a team effort across departments, we successfully launched multiple emergency appeals through the year in response to global crises. Our #CeasefireNow digital campaign garnered over 12,000 signatures.



Artist and musician
Tolú Makay
participating in
our Second Hand
September campaign
2023

Photo: Sasko Lazarov
Photocall Ireland

RESOURCING TO DELIVER (CONT'D)

Our efficiency to act when an emergency hits like last year's earthquake in Türkiye and Syria led us to take part in Oxfam International's content production for the Gaza response. This meant we could support colleagues and affiliates that don't have the capacity to act when a crisis hits, as well as expanding our capacity to respond to the emergency.

We helped deliver the best-performing #SecondhandSeptember campaign to date, creating a tailored, immersive landing page and a strong social strategy. We used competitions and influencers to drive engagement and reach, and to increase our campaign awareness.

We focused on a design centric user experience to develop a website for our ReCIPE programme. We supported the development of the ReCIPE website and branding. ReCIPE stands for "Recentering the Civic Internet through Partner Engagement." This EU-funded grant covers 10 countries and focuses on promoting and defending rights online. This project will be a flagship programme as part of our Horizon plan.

In 2022/2023 it was agreed that local partners would benefit from Digital and storytelling capacity building and it was made a key priority for the digital team this year. We provided training in building digital capacity in Rwanda and Uganda. We're looking forward to continuing this initiative next year.

Trading

Performance

Over the past financial year, we've had an outstanding performance, beating budget across all departments. Over €9 million income was achieved, with a contribution of over €2 million being delivered.

Following a successful pilot last year in 2022/2023 selling vintage clothing and accessories in selected stores, we invested more resources into this department across more shops. This achieved significant growth on the previous year.

Our list of partnerships with brands and retailers continues to grow, as our support for the circular economy builds momentum and recognition across the island of Ireland and Europe.

People

We're continuing our drive to attract a younger demographic across our staff, donors, customers and volunteers. We now have over 900 volunteers across the shop network. This figure is lower than it was in pre-Covid years. However, our current volunteers are of all ages, more fashion conscious, very energetic and enthusiastic. The largest cohort are aged under 25 years old.

Of our volunteers, 299 or 33% are aged between 16 and 25 years. 171 or 18% are aged between 26 and 40 years. There are 224 or 24% in the 41-65 age bracket. 207 or 23% are 65 years old or above.

We continued our relationship with the European Solidarity Corps. We hosted two volunteers from Spain and Italy in Wexford and Castlebar for six months.

In terms of our brand, we refitted our Malahide shop with new messaging to highlight our circular economy work. We plan to roll out this messaging across the shop network over the next few years.

Following internal digital training, more shops are now posting content across several social media platforms. This is helping us to increase our influence in local communities where our shops are and beyond.

At the start of 2024, we began to publicise our plans to open Oxfam's first superstore in the country. This store is located in Holywood, Co Down. The official opening took place in May.

We continued to collaborate with several stakeholder groups across the island of Ireland and further afield. These collaborations included CISUTAC, Textiles 2030, Circle Economy, UCD Innovation Academy, Rathmines College, APARTO, Hibernia Windmill Lane, Textiles Advisory Group/EPA.

RESOURCING TO DELIVER (CONTD)

Institutional Funding

Over the last year, we continued to implement our Institutional Funding Strategy in line with our organisational 10 Year Strategic Framework. This strategy seeks to strengthen our engagement with Irish Aid and Irish institutions, while diversifying our institutional funding portfolio and increasing institutional funding capacity.

In the last financial year we have reached our income record, securing Institutional grants for a total value of €11.7m. The EU became, for the first time, the primary source of institutional funds, with Oxfam Ireland winning two large contracts amounting to €7m. In addition to this, Oxfam managed to secure an extra €1m funding from the Irish government through the Embassy of Vietnam, for Oxfam's work in Cambodia.

The Irish Aid funded Irish Civil Society Programme (ICSP), which supports our development, humanitarian and global citizenship education work, entered its second year of implementation. It began in January 2023 and will run until December 2027. ICSP is a multi-year, multi-country programme that implements €4.7m every year and targets more than 300,000 people.

To improve our management of all these new funds, the Institutional Funding team welcomed its third member, our Grants Manager this year. They will oversee all the different contracts secured by Oxfam Ireland over the last few years.

Jade Augis and her band 'ALL THINGS EVE' organised a Gig for Palestine in April 2024. Plans for this were underway in March. Money donated went to Oxfam's work in Gaza.



RESOURCING TO DELIVER (CONTD)

Challenges

When we embarked on our 10-Year Strategic Framework in 2020, we referred to the world as being in a state of polycrisis. This is the idea that there were simultaneous occurrences of several catastrophic events happening worldwide. Now experts and thought leaders prefer to use the terms permacrisis. This is an extended and ongoing period of instability and insecurity, especially one resulting from a series of catastrophic events.

This contributes to a challenging fundraising landscape for organisations like ours. With extended and ongoing crises across the world, including as a result of climate breakdown and conflict, we rely on the generosity of the public more than ever. At the same time, it can be difficult to effectively communicate how people can show support and contribute to solutions in the face of multiple crises requiring attention, including many specific to the island of Ireland. This is something we navigate across all our public-facing departments, including fundraising and marketing, trading, public affairs and digital. We are exploring how we can communicate in a more coordinated way through our Horizon Planning process, including how to better amplify the voices of the people and partners we work with across our programme countries.

Specifically in terms of digital, we continue to see an impact from the privacy changes in digital marketing as well as the increase in content created and posted across digital platforms. As content volume continues to increase, we need to look at fresh and innovative ways to reach new and existing audiences and develop strategies to retain them. We also continue to evaluate the risk and opportunities of utilising new technologies and tools, like Artificial Intelligence (AI), throughout the digital journey.

Future Plans

Under the Ways of Working Focus Area as part of our Horizon Plan 2024 – 2027, we have a specific Outcome to develop an ambitious income generation strategy that invests in and maximises opportunities across public fundraising, trading and institutional funding. This strategy will align with our decolonial, feminist values and approaches, and will deliver diverse and sustainable income that enables impact across all Focus Areas.

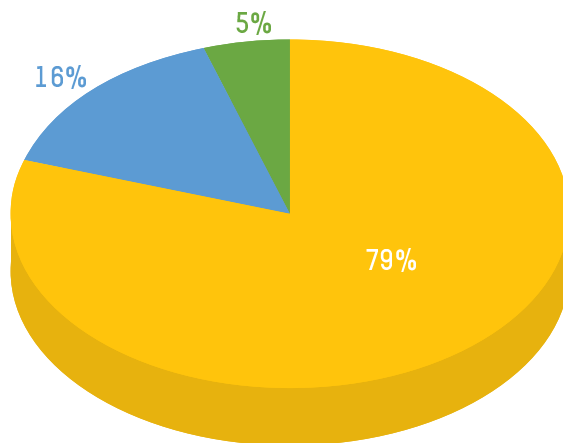
This is a key priority for the next financial year, beginning with a working group with key stakeholders to start strategy development.

Across all departments, increasing staff coordination and capacity will help us to address challenges and achieve greater impact across our income generation. As we seek to bring all of our work under the six Horizon Plan Focus Areas, we will also address our internal structure to ensure maximum efficiency and effectiveness.

For example, we are increasing the digital team's capacity as part of our Trading Digital Strategy to better support our brick-and-mortar shops through online communications, social media and driving our e-commerce work.

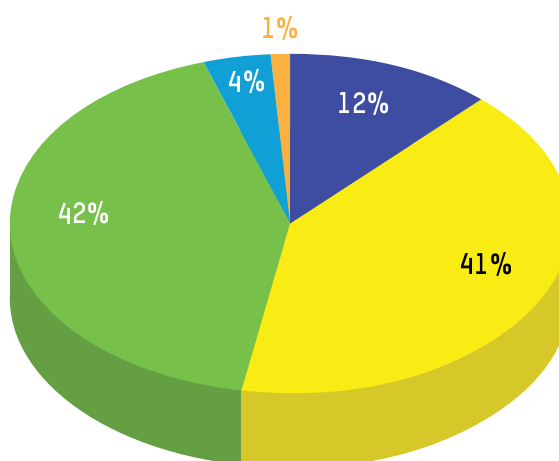
Across all of income generation functions, we will continue to contribute to the global Oxfam confederation. We'll do this through continued relationship building, knowledge sharing and learning and using our capacity and experience to support on global projects. This includes focusing our efforts on digital capacity building for local and country partners.

How we spent our money in 2023 / 2024



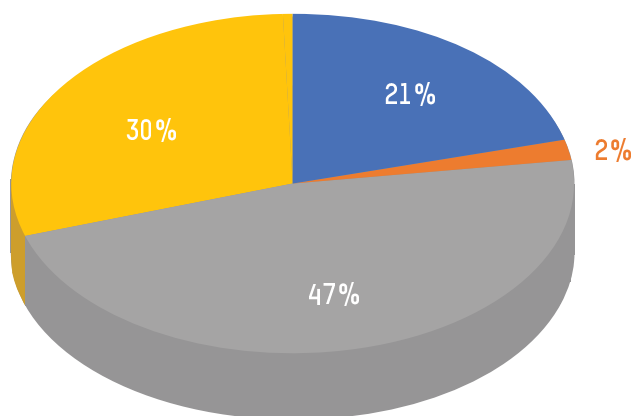
■ Programme Work*
 ■ Generating Future Income
 ■ Admin & Governance**

Where our money goes:



■ Fundraising
 ■ Trading
 ■ Programme Costs
■ Advocacy & Campaigns
 ■ Marketing & Comms

Where our money comes from:



■ Donations
 ■ Legacies
 ■ Trading
■ Charitable Activities
 ■ Other Income

*Our programme work includes long-term development projects, humanitarian action, influencing and campaigning work.
 ** Excludes support costs allocated to our shop network.



Oxfam Ireland staff with other organisations, participating in the Global Day of Action for a Ceasefire in Gaza.

Public Affairs

New Department of Public Affairs

This year, we established a Public Affairs Department bringing Communications and Campaigns and Policy and Advocacy together. Our main goal in this amalgamation is for Oxfam Ireland to have greater impact on domestic audiences – the public and policymakers – in order to have a truly transformative impact tackling inequality as the root cause of poverty and injustice.

Policy and Advocacy

Wealth inequality: We lobbied policymakers to introduce a tax on extreme wealth and to implement the recommendations of the Commission on Taxation and Welfare, appearing before the Oireachtas Committee on Budgetary Oversight and via our Inequality Inc report.

Climate breakdown: We emphasised the need to agree a Loss and Damage fund for countries of the global south in advance of COP28 in Dubai. We need this via in person briefings, including with the Minister for Climate, and in front of the Oireachtas Committee on Environment and Climate Action. COP28 did agree a Loss and Damage fund, albeit with very small amounts pledged. We began an EU-funded campaign to work with grassroots groups demanding action and accountability from the Irish government on climate change and biodiversity loss.

Migration: We lobbied Irish MEPs against the Pact on Migration and Asylum demonstrating the significant human rights issues with the legislation and proposed. We began a partnership with the Irish Refugee Council called “Activists and Advocates” to share advocacy skills and policy knowledge. This project is funded by the Irish Human Rights and Equality Commission.

Business and Human Rights / Occupied Palestinian Territory: Irish taxpayer’s money was being invested in companies operating in illegal settlement in Palestinian land. We made a submission to the Joint Oireachtas Committee on Finance, Public Expenditure, Reform, and Taoiseach and lobbied policymakers to stop this practice.

Communications and Campaigns

Our communications work continued to support our organisation-wide objectives across brand, profile, income and influence.

In terms of media, we had just over 2,130 mentions across online, print and broadcast media with the third largest share of voice across the sector. We laid claim to the month of September with our Second Hand September campaign across traditional and new media. Once again with our Davos report we provided a strong counter narrative on extreme wealth inequality. Our work and that of our partners in Greece was featured in top tier media.

38,389 actions were taken in support of our Campaigns, which included our Ceasefire Now Campaign, Rights in Crisis, Stop Starving Yemen and Pushbacks not Protected.

This year, we continued our work on Global Citizenship Education (GCE). GCE is part of the Irish Civil Society Programme (ICSP) five-year Irish Aid-funded grant. It began in 2023 and runs until 2027. Under GCE, we aim to increase awareness and understanding about development and humanitarian issues. Ultimately, we want people to become active and empowered global citizens who can effect meaningful change in the fight against inequality to end poverty and injustice.

We ran a campaign this year entitled, “Conflict Hits the Poorest Hardest.” This campaign explored how inequality fuels poverty and how it means people and communities living in poverty are hardest hit by crises. This involved an informative webpage and video, where people signed up to participate in a webinar, which took place in February. Over 2,800 people engaged directly with this campaign, with almost half of those signing up to attend a series of webinars and workshops. 54 people attended our first webinar.

Our Future Plans

Guided by our Horizon Plan II we will further integrate the teams and our campaigning, communications and policy work. We aim to increase the profile of our partners in the global south or those most affected by the crises we address while at the same time increasing public awareness of the work of Oxfam Ireland. All of this will contribute to greater ability to influence policy change to challenge injustice.

T O A L L O U R

SUPPORTERS

VOLUNTEERS

CAMPAIGNERS

CORPORATE SPONSORS

LEGACY DONORS

PARTNERS

AMBASSADORS AND

INSTITUTIONAL DONORS

THANK YOU



Yangjee Sherpa is a gardener at a nursery cooperative in Nepal. Sowing Diversity= Harvesting Security (SDHS) project helps smallholder farmers adapt to changing climatic conditions by developing seed varieties of climate-resilient crops and varieties.

Photo: Kishor Sharma / Oxfam

OUR COMMITMENT
TO THE ENVIRONMENT

Organisation

We continue to work hard to improve sustainability within our organisation.

This period saw continued use of online meetings in place of in-person meetings. The hybrid office/remote working model continued where possible, reducing staff journeys to the office and to meetings. We continue to promote tax saver commuter and bike to work schemes to staff to promote cycling and use of public transport.



There has been a conscious effort from staff all over the island of Ireland to submit metre reads. Staff also aim to limit use of air conditioning and heating where possible, switch off computers, lights and screens when not in use. Some other measures include boiling the amount of water required for one cup of tea per person, using recycled paper for printing, recycling printing cartridges and batteries and travelling less.

We have seen a decrease of oil consumption in this reporting period. We have also seen a decrease of kilometres that staff vehicles travelled.

Flights

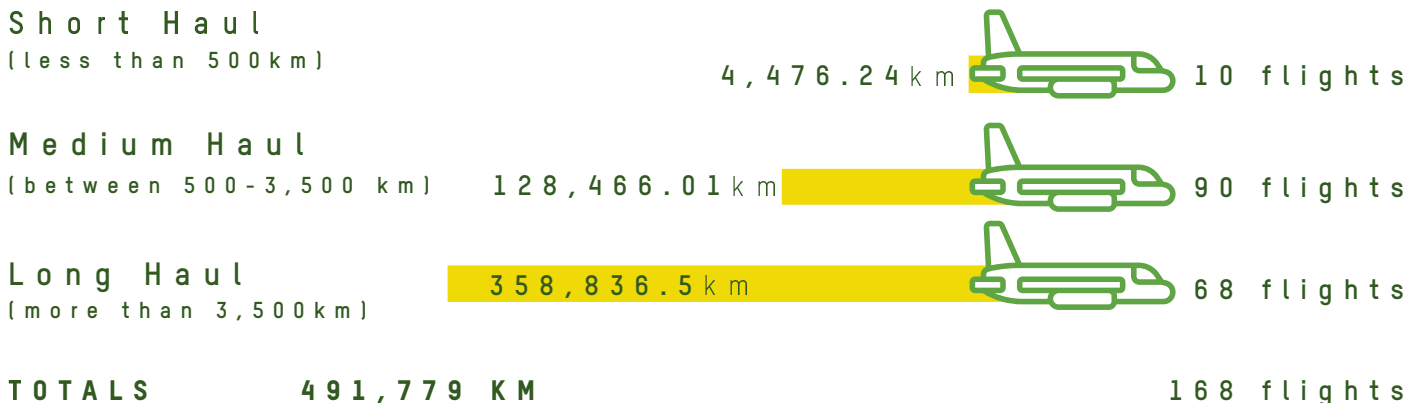
There was a rise in number of flights taken this year compared to the previous reporting period, with a 39.15% increase recorded. Substantially more air kilometres overall were travelled this year, compared to the previous reporting period, with a 67.58% increase. There was also a significant rise in international long-haul flights this year compared to the previous reporting period, with an increase of 102.22%. Therefore, there was a significant rise in kilometres for long-haul flights this year from last, with a rise of 82.58%. There was a rise in the number of medium-haul flights taken (30.77% difference) and therefore a rise in kilometres travelled (42.09% difference) compared to the previous reporting period.



However, there was a significant decrease in number of short-haul flights taken (85.71%) and therefore a decrease of short-haul air kilometres travelled (80.16%) compared to the previous reporting period.

35.19% reduction of air KMs travelled this year from pre-covid figures (namely April 2019 - March 2020 period). There was a 35.29% reduction of flights taken this year from pre-covid figures (namely April 2019 – March 2020 period).

From the data collected for 23/24, there has been noticeably less short-haul flights taken and more long-haul flights visits to our programme countries – Uganda, Rwanda, and Kenya.



Vehicles



Our consumption recorded for this reporting period was 93093.98 km. This is from the five Oxfam vehicles owned or leased by us, which are in the Trading department. Two members of staff got company vehicles halfway through the reporting year, so there are actually now seven company vehicles but as they are electric no diesel or petrol was purchased. There was a 2.60% decrease from the last reporting period and also 26.80% decrease since pre-covid figures (namely April 2019-March 2020 period).

Energy



During this reporting period we occupied 48 premises, (two offices, one distribution centre, one warehouse and 44 shops). We use electricity sourced from renewable sources except our Belfast office billed indirectly so cannot opt for green energy. We saw a decrease of oil used in the reporting period compared to last year.

Electricity use



Our energy usage this period was 637,546.11 kwh. There was an increase in electricity usage of 21,046.11 (3.36%) KWH from last year. Pre-pandemic figures for electricity was 834,000 kwh which means there is still a decrease of kwh used since pre-pandemic (namely April 2019-March 2020 period) figures of 196,454 kwh (26.70%).

Figures may be at a higher level due to meters, especially in the North, not being read and submitted. There is an ongoing programme for LED lights to be installed in all the shops across Ireland, which could explain figures being lower than pre-pandemic.

Gas



Total for gas usage for this reporting period was 10,190 kwh. There was an increase in gas usage of 9,121 kwh (162.02%) from last year. A replacement boiler has been fitted which should reduce consumption going forward. Pre-pandemic (namely April 2019-March 2020 period) gas usage was 19,323 kwh, so this year saw a decrease of 9,133 kwh (61.89%) since then.

Kerosene Oil



The total figure for this reporting period was 3,213 litres. There was a decrease between 2022/2023 and 2023/2024 in oil of 129 litres (3.94%). These figures are for one shop and the distribution centre.

Future Plans



We will continue to work with our Carbon Partner, Auditel, to develop carbon reporting and reduction. As a result of our carbon footprint being certified with Auditel, we have identified waste management, and the distribution network to and from the distribution centre to our shops, as areas we are going to target to achieve reductions. OIE is considering supporting the Global Oxfam Fund to provide investment capital to country teams for carbon reduction projects over the coming years.

Across the island, we are changing to EnviroGreen Waste. This is to improve consistency across all sites - one Mixed Waste, one Recycled Waste, and one General Waste. Each of the shops will then have a report on how much has gone to waste.

We have an ongoing programme for LED light fittings to be installed across all shops across the island, helping to reduce KWH for electricity.

We will continue to replace petrol and diesel driven vehicles with more carbon neutral vehicles as they come up for renewal.

OXFAM

Gaza emergency response
2023

Hygiene kits were distributed in the South Gaza Strip by Oxfam and its local partner in Gaza The Palestinian Environment Friends (PEF). This was part of the emergency response to the crisis in Gaza. These kits contained items like toothbrushes, toothpaste, soap, sanitary pads, shampoo, sponges, cloths, cleaning detergent for toilets.

Our partner organisations work in an extremely challenging context in Gaza.

Credit: Palestinian Environment Friends (PEF)/ Oxfam

**PROTECTING
OUR PEOPLE**

Oxfam Ireland are committed to creating a safe, inclusive and respectful environment for everyone. The expectations among staff, donors, communities, and political entities have shifted, and Oxfam Ireland must ensure comprehensive preventative measures are in place.

S a f e g u a r d i n g



By implementing effective safeguarding measures, we have a zero tolerance to inaction on sexual abuse, exploitation, and harassment. It goes against our values and everything we stand for. When any concern or allegation of abuse is raised, it is dealt with rigorously, enabled by strong processes of reporting, investigation and action, holding those responsible to account.

In the last financial year (2023-2024), we received no safeguarding complaints in Oxfam Ireland and no safeguarding cases were reported during the period in programmes funded by Oxfam Ireland.

Online safeguarding training for all staff continues to be compulsory and completion rates are tracked, shared, and acted on to ensure all staff complete the required training. Risk assessment templates and guidance are also in place to support countries to mitigate risks relating to safeguarding during change processes. Training webinars in different languages are held for staff across the confederation on the Safeguarding Core Standards and on the Safeguarding Case Management Standard Operating Procedures.

Over the past 12 months we've made significant progress towards the key objectives that we set for the last financial year. Not all targets were fully achieved last year but this was mainly down to other tasks that took priority.

Key areas of success included a review of the staff handbook to ensure all policies are fit for purpose and in line with legislative requirements. This was also integrated into our new HR Information System which allows all staff to access the documentation on their handheld devices. From a talent management perspective, we successfully appointed 40 new employees to the team and with the help of other affiliates, this included success in USA and Europe. Safeguarding was also key and we continue to work with the Global Safeguarding Team to ensure we adhere to international best practice in this field. Employee benefits was also an area where we invested a lot of resource throughout the year, with our benefits package having been further enhanced demonstrating our commitment to staff engagement and retention.

H e a l t h a n d S a f e t y



The health and safety and wellbeing of staff remains an ongoing priority for our management and Board. A strong Health and Safety culture is driven by our Chief Executive who ensures that adequate resources are available to achieve all our key Health and Safety objectives.

Health and Safety training is provided to all staff, workplace audits take place and our policies are reviewed regularly to ensure statutory compliance.

A Health and Safety Steering group, which includes staff representation, meets monthly to review and progress Health and Safety management systems.

Our proactive Health and Safety team continues to identify and apply best practice initiatives to further improve on a safe working environment for both staff and customers.

G e n d e r P a y G a p R e p o r t i n g



As an organisation with less than 150 employees we are not required to publish our Gender Pay Gap until 2025. We continue to gather relevant data and prepare so that we can publish a meaningful report in 2025 on any gap that exists and our plans to address it.

Fridah Musiime, Head of Programmes at Resource Rights Africa (RRA), a partner organisation we work with in Uganda.

Photo: Colin Carey/ Oxfam Ireland



MANAGEMENT STRUCTURE

As a not-for-profit, charitable status company, Oxfam Ireland is governed by a maximum of 11 unpaid 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 the Chief Executive Officer.

Members are appointed for a maximum of two three-year terms.

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

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

Board members who served during the period are:

Prof. Mary Murphy (Chair)

Appointed 20/04/2018



Mary Murphy is a Professor in Irish Politics and Society in Maynooth University's Department of Sociology. Her research interests include eco-social welfare, social security policy, power and civil society, and gender equality. Her latest book, *Creating an Ecosocial Welfare Future* (Policy Press) was 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. She was a commissioner on the Irish Human Rights and Equality Commission (2013-2017) and is a member of the Council of State.

Deirdre Grant

Appointed 20/04/2018



Deirdre Grant is the Managing Director of communications consultancy firm Red Flag. She provides strategic advice to her clients' Leadership 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.

She 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.

Dónal Rooney

Appointed 27/09/2021



Dónal Rooney is a chartered accountant, experienced business leader, non-executive director, and highly accomplished Group CFO. He currently acts as an independent business advisor and is also a non-executive director with Enterprise Ireland.

Dónal has over 25-years' experience operating in plc, large-cap private equity and public sector environments. He has significant board-level experience and is highly skilled across financial management, treasury, tax, M&A, investor/exit readiness, investor relations and transformational change. He has a demonstrable track record of success across four Group CFO roles including NAMA (deleveraging a €74 billion highly distressed, real estate-backed loan portfolio) and Amaris Hospitality, a Lone Star portfolio company (delivering a £2 billion enterprise value private equity exit process). He also has 12-years' prior senior-level professional services experience, with KPMG and Arthur Andersen, working with large plcs and other blue-chip companies.

Andrew McCracken

Appointed 20/04/2018



Andrew McCracken is Global Director of WaterAid International, the world's largest NGO focused on getting clean water, decent toilets, and good hygiene to everyone, everywhere. After originally studying Physics, he 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. His previous roles include leading the Community Foundation in Northern Ireland and serving as Global Fundraising Director for Tearfund. Andrew and his partner Harriet are based in Belfast and have a large and noisy family of fostered, adopted and birth children.

Joyce Bourne

Appointed 27/09/2021



Joyce Bourne worked for over 30 years in diplomacy and public service. She served in senior positions in the Foreign Service of Barbados, including postings at the Permanent Mission of Barbados to the Organisation of American States; the Consulate-General of Barbados at Miami; and the Permanent Mission of Barbados to the United Nations in New York. She has extensive experience in bilateral and multilateral diplomacy as well as the implementation of foreign policy, particularly on social, political, economic and environmental issues. She is an advocate for development issues, focusing on improving people's lives, poverty eradication and global sustainability. She has a strong background in administration and management, having served as Deputy Permanent Secretary in the Ministry of Foreign Affairs and Foreign Trade of Barbados and Deputy Permanent Secretary in the Office of the Attorney General of Barbados. Ms Bourne holds a Bachelor's degree in Language and Linguistics from the University of the West Indies, Cave Hill campus; a post-graduate diploma in international relations from the University of the West Indies, St. Augustine campus; a Master's degree in Linguistics from Georgetown University, Washington, DC and a Master's degree in Business Administration from Johns Hopkins University, Washington, DC. She relocated to Ireland in 2020.

Yvonne Byrne

Appointed 13/10/2021



Yvonne Byrne is a Partner in Deloitte Digital in Dublin, Ireland. Yvonne works with clients across industry on their customer and digital transformation agenda, specialising in customer experience analysis and design, channel strategy and management, sales and service transformation and new proposition development. She has over 20 years within the UK Financial Services and consulting industry, having previously worked with the Royal Bank of Scotland, Tesco Bank and KPMG UK. Yvonne has extensive experience in all aspects of customer experience, growth strategy, product management, customer and channel strategy and new proposition development.

Susan Murphy

*Appointed 20/04/2018
Susan Murphy's term ended on 8th September 2023*



Dr Susan Murphy is an Associate Professor in development practice with the Department of Geography, School of Natural Sciences, Trinity College Dublin. Her research interests are in development ethics, governance, and practice. She is a European Research Council (ERC) funded principal investigator on the GEOFORMATIONS project examining dynamic governance assemblages in transnational development cooperation and leads a research group on Climate Justice in Development. She teaches and publishes on matters related to development, climate justice, poverty, inequality, gender, and social inclusion. Susan is also a member of the Department of Foreign Affairs Audit Committee.

Catherine Gaynor

Appointed 19/06/2020



Catherine (Cathy) Gaynor has worked as a planner, evaluator, researcher, trainer and technical director in development programmes spanning many countries for 40 years. This has included nine years across three full-time assignments in Lesotho, Zimbabwe and Malawi and multiple short- and long-term assignments for a range of multilateral, bilateral and non-governmental organisations in Africa (mostly), Asia and Latin America. She has a BSc from NUIG and a Masters in Social Policy and Planning from London School of Economics. Particular areas of expertise include gender equality and results-based management. She has conducted a number of global evaluations and assessments of and for multilateral and bilateral organisations and has worked on cutting-edge programmes, generating learning in areas such as changing gender norms and the measurement of change. Cathy recently went back to her roots in Co. Clare and currently engages both locally and globally on development issues and also enjoys her year-round daily sea swim.

Nellie Nyang'wa

Appointed 13/10/2021



For over 30 years, Nellie has held various roles in the development sector. For 21 of those years, the roles were within the Oxfam family. Prior to joining Oxfam, Nellie worked for World Vision International as Associate Director of Micro Finance where she advocated and successfully led in the setting up of an independent Micro Finance Organisation which focused on micro and small enterprises. Nellie joined the Oxfam Malawi country office in 1999 as Programme Coordinator, responsible for managing grants to partners and two years later was appointed Malawi Country Director. Nellie successfully ran, for the first time in the history of the country office, a major humanitarian response in 2001/2002, and later in 2004/2005 advocated to Oxfam to have a locally-led response which eventually transformed the way Oxfam resourced humanitarian responses. In 2006, Nellie was appointed Regional Programme and Campaigns Manager for Oxfam, based in the Southern Africa office in Pretoria, South Africa. In 2010, she moved back into a Country Director role in the Zambia country office in order to be with her family. In 2015, Nellie was appointed Oxfam International Regional Director for Southern Africa based in Lilongwe, Malawi. Nellie left Oxfam in 2021, having led the region to transform its operating model from a country-based programme model to a regional approach which has offered Oxfam an innovative and alternative approach within the context of shrinking resources. Nellie now spends her time supporting the development of family business interests in hospitality, farming and consultancy. She is also serving on a number of Boards; Board member for CEPA, Chair of the Board for Gates of Hope, Board member for PC Mark, and Member of Advisory Panel for Tilitonse Foundation.

Alf Smiddy

Appointed 28/06/2019



Alf is a chartered accountant who trained with PwC. He was Chairman and Managing Director of Beamish & Crawford plc for over 12 years and on the Board of its parent company, Scottish & Newcastle (UK) Ltd. He is a member of the National Executive Council of IBEC, Director of Cork Chamber of Commerce, Chairman of the Cork Local Government Committee and served on the Board of Cork Airport Authority. He is a Fellow of the Irish Marketing Institute and a Commerce graduate from University College Cork (UCC), with a Masters in Executive Leadership from Boston College and the University of Ulster. External appointments include: Adjunct Professor at the College of Business and Law, UCC; Director of the Government-backed Rethink Ireland (Social Innovation); Non-Executive Director of the ESB; Chairman and/or Director of various independent companies including Bridgewater Construction Ltd, Aperee Ltd (healthcare) and Granite Digital (Digital Marketing). Alf served as Senior Independent Non-Executive Director and Director with designated responsibility for workforce engagement at The Dalata Hotel Group Plc.

GOVERNANCE:

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

Trustee Name	Board Meetings Attended	FARC Meetings Attended	PPIC Meetings Attended
Dr. Susan Murphy*	1		
Andrew McCracken	3	3	
Alf Smiddy	3	4	
Prof. Mary Murphy	4		4
Deirdre Grant	4		4
Cathy Gaynor	3		4
Donal Rooney	4	4	
Yvonne Byrne	2	3	
Neilie N'yangwa	3		4
Joyce Bourne	4		

*Susan Murphy's term ended on 8th September 2023

LEGAL AND ADMINISTRATIVE INFORMATION

Directors who served during the year

Dr Susan Murphy	Susan Murphy's term ended on 8th September 2023
Andrew McCracken	
Prof Mary Murphy	Chair
Deirdre Grant	
Alf Smiddy	Chair of Finance, Audit and Risk Committee
Catherine Gaynor	Chair of Programme Performance and Impact Committee
Nellie Nyang'wa	
Donal Rooney	
Joyce Bourne	
Yvonne Byrne	

Chief Executive Officer

Jim Clarken

Executive Directors*

Niamh Carty	International Programmes
Trevor Anderson	Trading
Frank Long	Chief Operating Officer
Mark Mellett	Fundraising & Marketing
Brid McGrath	Public Affairs

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

Secretary

Andrew McCracken

Registered Office

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

Company Number

NI33800

Charity Number

XN89651

Charity Commission for Northern Ireland Number

NIC100848

Solicitors

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

Bankers

Bank of Ireland, University Road, Belfast

Independent auditors

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

A mother and her young son sitting in their tent in Turkiye, surrounded by boxes of materials provided by Oxfam and KEDV. Oxfam is worked with communities to meet the needs of people displaced by the earthquakes in February 2023. Oxfam KEDV has worked with both refugee and Turkish communities for years and are reached those worst-affected by this disaster in the months that followed.

Photo: Delizia Flaccavento/Oxfam



DIRECTORS' REPORT AND STRATEGIC REPORT

DIRECTORS' REPORT AND STRATEGIC REPORT

International Programme Department - projects supported in 2023 - 2024				
	Irish Aid	EU	Other	Total
Bolivia	-	19	1	20
Cambodia	-	19	1	20
Democratic Republic of the Congo	500	-	65	565
El Salvador	-	19	1	20
Global	-	43	-	43
Horn East & Central Africa	-	-	60	60
Kenya	-	19	34	53
Malawi	681	840	283	1,804
Occupied Palestinian Territory & Israel	-	19	201	220
Rwanda	-	309	150	459
Senegal	-	19	1	20
Somalia	565	19	66	650
South Africa	-	-	153	153
South Sudan	610	-	90	700
Syria	135	-	56	191
Tunisia	-	19	1	20
Uganda	545	19	98	662
Vietnam	-	19	1	20
Zambia	510	187	129	826
Zimbabwe	545	-	97	642
Ireland	20	36	150	206
Ireland Management	411	123	618	1,152
Oxfam Collective Resource Allocation	-	-	100	100
	4,522	1,727	2,357	8,606

The Oxfam Collective Funding Mechanism 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.

DIRECTORS' REPORT AND STRATEGIC REPORT

Structure, Governance and Management

The information with respect to the Council members and advisers set out on page 3 forms part of this report. Oxfam Ireland is a Company Limited by Guarantee operating under the Companies Act 2006. It is a Northern Irish charity registered with the Charities Commission. The company is a public benefit entity as defined by the Financial Reporting Council.

Oxfam Ireland has two subsidiaries:

- **Oxfam Republic of Ireland** a not-for-profit company limited by guarantee where there is common control through one Council for both entities and,
- **Oxfam Properties (Ireland) Limited** a private company limited by shares which is dormant since 2018.

Oxfam Ireland is governed by its Council members in accordance with the Memorandum and Articles of Association. The Chief Executive Officer (CEO) reports to the Council members.

Our Board

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

Directors are appointed for a maximum of two three-year terms through open competition. The Board holds the CEO to account via policies, procedures and controls that ensure performance, transparency, accountability, risk management and financial stability.

Council Selection, Appointment and Competence

The Directors were first elected by the original members (formed as an Association) who came together to establish the charity. The existing Directors are also the members of the company. New Directors are recruited through online advertisements and through selection based on applicants, and other potential candidates identified by the existing Directors and CEO. A formal interview takes place to establish the candidate's eligibility which includes a commitment to Oxfam's core values and mission as well as professional experience and expertise across a range of disciplines appropriate to the needs of the organisation.

New Directors are provided with induction training shortly after joining the Board, involving the provision of written materials, meetings with senior management and staff and visits to workplaces, retail units and programme work. This ensures that the Directors become familiar with their role and responsibilities and understand the governance structure and risk management processes of the organisation and the nature of the work it does.

The Board meets at least four times annually. A formal evaluation mechanism for each meeting is in place.

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

DIRECTORS' REPORT AND STRATEGIC REPORT

Committees

Directors have participated from time to time in special committees established to consider, and make recommendations, on specific topics such as strategic planning, employee pensions, governance and organisational assessment. This expertise is contributed through the Performance and Remuneration Committee, the Programme Performance and Impact Committee, and the Finance, Audit and Risk Committee which oversees the financial health of the organisation.

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

Finance, Audit and Risk Committee

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

The main objectives of the Committee are:

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

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

Programme Performance and Impact Working Group

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

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

Performance and Remuneration Committee

Oxfam Ireland's Council also has a separate Performance and Remuneration Committee. This Committee reviews the performance of the CEO and recommends remuneration changes for the CEO and key leadership team members with reference to benchmarking reports and comparative salaries in the sector.

DIRECTORS' REPORT AND STRATEGIC REPORT

Governance Responsibility

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

The Council has overall governance responsibility, including the establishment of all general policies under which management operates. There is clear separation between the responsibilities of the Council and Leadership Team to whom the Council delegates the responsibility for the drafting of strategic plans, policies and budgets for approval by the Council. The Council then oversees the implementation of the budgets, policies and plans once they are approved.

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

They include;

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

Oxfam International

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

Managing our resources

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

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

We publish comprehensive, SORP-compliant, statutory accounts and annual reports that are available at oxfamireland.org/how-our-money-is-spent.

Monitoring our work for impact

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

DIRECTORS' REPORT AND STRATEGIC REPORT

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

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

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

We carry out:

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

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 Code of Conduct for the International Red Cross and Red Crescent Movement (the Movement) and Non-Governmental Organizations (NGOs) in Disaster Relief.
- The Inter-Agency Standing Committee (IASC) Guidelines for Human Immunodeficiency.
- Viruses (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) interventions.
- The Core Humanitarian Standard.
- The Grand Bargain.
- Charter for Inclusion of Persons with Disabilities in Humanitarian Action.
- Call for Action on Commitment to Disability Inclusive Humanitarian Action.
- The Charter 4 Change.
- IASC Guidelines for GBV Interventions in Humanitarian Settings.
- The Call to Action on Protection from GBV in Emergencies.
- The Sustainable Development Goals.
- Irish Aid Security Management Guidelines.
- Oxfam Partnership Principles.
- The Climate and Environment Charter for Humanitarian Organizations.

DIRECTORS' REPORT AND STRATEGIC REPORT

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 publication of the Charities Statement of Recommended Practice (SORP) compliant annual accounts on our website, in addition to information about our Board. We regularly publish information about our programme work, campaigns and advocacy.

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

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

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

Key Performance Indicators

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

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

The high level KPIs that are currently in use and the performance in the years to March 2024 and March 2023 against each of the targets set are summarised as follows:

Area	Key Performance Indicator	2024 Result	2023 Result
Programme	Value of Grant Income	1% below target	20% Above target
Finance	Unrestricted Net Contribution	70% above target	More than 100% above target
Trading	Total Income	7% above target	13% Above target
People	Staff Satisfaction as measured in survey	At 105% of target	At 90% of target
Supporters	Levels of Trust	At 97% of target	At 105% of target
Fundraising	Total Income	2% above target	23% Above target

We continue to perform very well against most of our core KPIs with a particularly positive result in the Staff Satisfaction indicator where it reached its highest level to date. However, the Levels of Trust indicator was disappointing at only 97% of target, albeit a higher target than last year.

Our Grant Income ended the year just 1% below an ambitious target. We continue to have success in accessing EU funding and our Institutional Funding team will continue its efforts in this area.

Unrestricted Net Contribution is 70% above our target for the period thanks to the strong performances in income generation in both Trading and Fundraising but also to the tight management of costs across the organisation with the income results generated despite some teams being under the full budgeted number of employees.

DIRECTORS' REPORT AND STRATEGIC REPORT

Total Income in Trading achieved a result 7% above target for the period, reflecting high quality stock with a continuation of high levels of donations of new goods from corporate partners and strong demand from younger shoppers with an increased awareness of the importance of shopping sustainably.

Our continued focus on staff wellbeing initiatives and updating our policies and terms and conditions of employment, saw Staff Satisfaction rise to 105% of target which was a significant increase on the prior year level of 90%. Our most recent staff survey highlighted a couple of areas of concern which we are committed to addressing through workshops with staff and an improved level of performance feedback and management.

We are disappointed to see the Levels of Trust KPI revert to a below target performance. This target was increased last year as an upward trend in the KPI was observed. While we are still at 100% of the previous target the reversal of the trend is concerning, and further work is needed to understand and address the reasons for it.

Total Income in Fundraising was 2% above target in the period. While this was significantly down on last year, this was due to high income levels in 2023 in areas such as Legacies and Emergencies that were not expected to repeat and therefore not budgeted for.

Governance

We adhere to and implement:

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

Our Donor Charter and our Public Compliance Statement are also available online and we provide detailed information regarding our adherence to a variety of industry codes oxfamireland.org/accountable-to-you.

Public Benefit

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

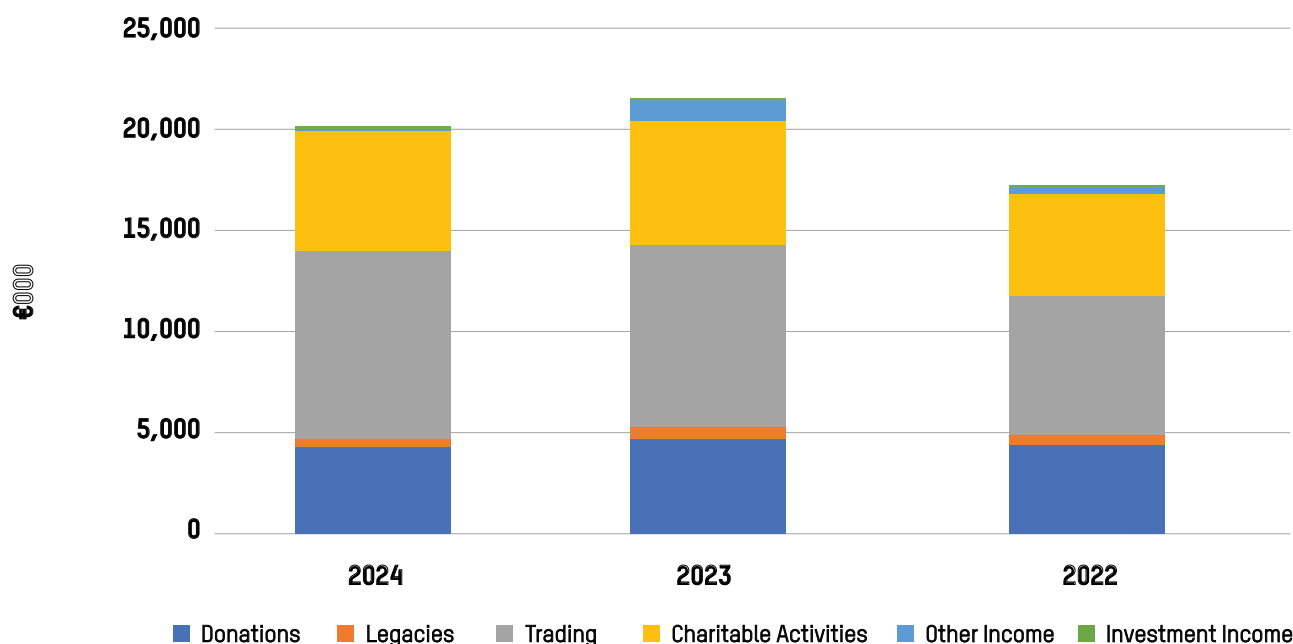


DIRECTORS' REPORT AND STRATEGIC REPORT

Financial Review

Our Trading and Fundraising divisions continued to perform very well in the period. Trading income continued to grow and benefit from availability of high-quality stock and strong demand from young, sustainably aware shoppers. Increased investment in our fundraising teams and additional support from agencies has generated a significant increase in regular givers that will generate additional income in future years. Our institutional funding team continued to focus on growing our grants from the EU and other donors.

INCOME



In 2024 we generated income of €19.7M which was a 9.6% decrease on 2023.

Voluntary Income from Donations and Legacies saw a 15.8% decrease on 2023 or €833K. Almost €300K of this reduction was in Legacies and another €250K in Emergency Income, which are income categories that tend to vary significantly from year to year depending on the timing of receipt of significant legacies and the occurrence of global humanitarian emergencies. Some of the other voluntary income categories failed to achieve the same levels as 2023, however the core income from Regular Giving in 2024 was marginally up on the previous year.

Trading Income grew by 0.8% over 2023 with similar numbers of shops and continued support from corporate donors as well as the public.

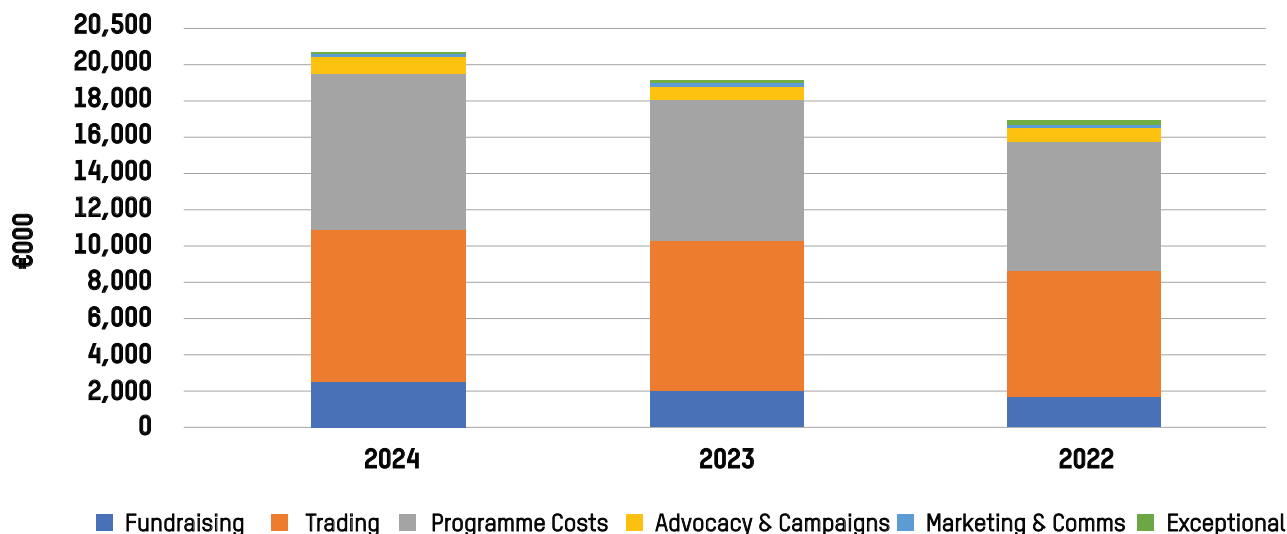
Income from **Charitable Activities** which represents funds received from Institutional Fundraising decreased by 4.6% or €286K compared to 2023. However, we had significant success in the year in sourcing funding which will be recognised in future years. The Irish Government through the Irish Aid Programme Grant scheme continues to be the primary source of institutional funds for Oxfam Ireland, while we continue to make progress in sourcing funds from other donors particularly the EU.

Other Income in the current period decreased by 96% to €38K. In 2023 this category included income from a Covid Business Interruption insurance claim, whereas in 2024 the only income in this category is for hosting of Oxfam International employees in Ireland.

Investment Income increased by 85.4% to €76K. The increase is explained by interest earned on bank deposits in 2024. This also includes rental income from another business operating from one of our ex-shop premises.

DIRECTORS' REPORT AND STRATEGIC REPORT

EXPENDITURE



Total expenditure in 2024 was €20.4M which was up 8.9% on the previous year.

Trading expenditure was almost the same as last year with only a 0.2% or €18K reduction.

Fundraising expenditure increased by 24.6% or €482K. Most of this increase is additional expenditure on face-to-face fundraising activities which will have a direct impact on future income from regular giving.

The 14.2% or €1M increase in **Programme costs** reflects an increase in grants to partners of almost €700K and additional investment in our Programme and Institutional Funding teams.

The 26.8% or €186K increase in **Advocacy & Campaigns expenditure** is due to successful recruitment to fill positions in our Communications and Policy and Advocacy teams, which were vacant for some time in the prior year.

Exceptional Expenditure reflects €35K relating to costs incurred with other Oxfam affiliates for hosting Oxfam Ireland employees and an additional €37K of costs relating to the processing of our Covid Business Interruption Insurance claim.

Balance Sheet

Funds carried forward of €8.9M includes €1.1M of Restricted funds, which is €259K lower than 2023 reflecting the timing of the flow of restricted funds to programme countries. Unrestricted funds amounting to €7.8M are sufficient to cover working capital requirements and provide protection from risk of disruption to our programme work.

Reserves Policy

As a result of continued operational surpluses, we currently have reserves in excess of this minimum level. These excess reserves will be carefully invested in our programme work for maximum impact and will also support income generation and organisational development.

DIRECTORS' REPORT AND STRATEGIC REPORT

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

(i) Restricted Funds

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

(ii) Designated Funds

Currently we are carrying €2.7M in Designated Funds which are designated towards working capital requirements based on the calculation described above.

(iii) General Funds

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

Going Concern

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

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

Future Plans

Horizon Plans

We have recently completed a Horizon Planning Process under our 10 Year Strategic Framework which has resulted in a detailed three-year operational plan for every area of the organisation.

These plans are built around six focus areas:

Confronting Climate Breakdown

Tackling Inequality and its root causes

Digital Innovation

Enhanced Humanitarian Action

Gender Inequality

Ways of Working

With specific defined outcomes for every department in each relevant focus area, we are currently developing metrics for each outcome so that monitoring and evaluation can be facilitated.

Income Growth

We will continue to target ways to increase our income to fund our work. Our Institutional Funding team will focus on growing restricted income by successfully applying for grants from a broad range of institutional donors, while our Public Fundraising team will grow our pool of regular donors through effective Face-to-Face and digital fundraising

DIRECTORS REPORT AND STRATEGIC REPORT

initiatives. Our Trading division will continue to target growth through careful management of existing shops and targeting opportunities to open new shops where appropriate, while continuing to position Oxfam Ireland as a sustainability partner with unique solutions for Irish and international businesses.

Cyber Security and Data Privacy

We are planning to invest further in our systems and procedures to protect our data and comply with relevant legislation and best practice. We recognise that this is an area where there are significant risks and continued vigilance, and effort is necessary to ensure that we meet all requirements and that our data is kept safe and private.

Our projects to migrate our remaining IT applications into Cloud based solutions continue to make progress with our new financial system due to go live before the end of December 2024 and our CRM system in 2025.

Culture and People

We recognise that our organisational culture continues to develop and change. We are committed to a continuous process of internal communication to develop and improve our culture while ensuring it aligns with and embraces our values.

Hybrid Working Environment

We have embraced the ability for staff to combine working remotely as well as in our Belfast and Dublin offices. This has allowed us to recruit and retain high calibre teams in critical areas. We plan to continue to develop our systems and procedures to facilitate hybrid working while providing opportunities for regular face to face interaction at frequent intervals.

Operationally we will continue to embrace the benefits that hybrid working brings while providing high quality office spaces and regular opportunities for face-to-face meetings. We are continuing with a project to move all of our IT systems into the Cloud to improve security and facilitate remote access.

Fraud

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

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

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

During the period to March 2024, there were no significant thefts or instances of fraud in our operations.

Risk Management

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

Oxfam Ireland faces both internal and external factors that influence its ability to deliver on its strategic goals. These factors create a degree of uncertainty that can result in positive and negative consequences, and it is critical that they

DIRECTORS REPORT AND STRATEGIC REPORT

are managed in a forward-looking manner so that decisions can be made with the relevant information taken into consideration.

We believe that effective risk management involves 6 key steps:

1. Preparation and understanding of the context in which the risk assessment is carried out: What are we trying to accomplish? What areas of concern will we be looking at?
2. Identification of potential risks and outcomes: What could happen and what would be the result if it did happen?
3. Identification and valuing of controls in place which have a mitigating effect on the risk: What is in place now that reduces either the likelihood of the risk occurring or the consequence if the risk does occur?
4. Analysis of the risk in terms of its likelihood to occur and consequence if it does occur thus producing a risk that is either acceptable or unacceptable, this is determined by using the assessment matrix.
5. Development and implementation of an appropriate strategy and action plan to reduce the unacceptable risks: What action can we take to reduce either the likelihood or consequence of the risk?
6. Appropriate monitoring and reporting of the treatment strategy and overall effect of the Risk Management process.

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

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

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

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 Directors at every Board meeting and a detailed review of the full register is carried out annually by the Finance, Audit & Risk Committee.

DIRECTORS REPORT AND STRATEGIC REPORT

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

Risk	Mitigating Actions
<p>Safeguarding</p> <p>We completely condemn any form of abuse against the people we work to protect and support. We have a zero-tolerance approach to sexual misconduct and will not stand for any kind of harassment of staff, partners, volunteers or those we serve.</p>	<p>We have several safeguarding policies in operation to prevent harassment and abuse, including a prevention of sexual exploitation and abuse policy. Staff are encouraged to raise any concerns they may have without reprisal, and we have a robust whistleblowing policy in place.</p> <p>We have robust recruitment processes which involve vetting, reference checks, probationary periods and adherence to Oxfam’s codes of practice and conduct, as required by the role.</p>
<p>Fraud & Corruption</p> <p>The impact of significant instances of fraud and corruption can immediately reduce the resources available for our work and impact on our ability to raise funds in the future by damaging our reputation with our donors.</p>	<p>To mitigate the risks of significant fraud we maintain strong financial controls including strict segregation of duties and regular detailed review of management information against detailed budgets. We have also implemented a whistleblowing policy to facilitate staff and members of the public to bring to our attention any activities of concern.</p>
<p>Health & Safety of Staff</p> <p>The risk of injury or harm to our staff is ever present and, in some areas, where we work is heightened by the type of work we do.</p>	<p>To mitigate the risk of injury or harm to our staff we invest in rigorous health and safety policies and procedures overseen by our own internal team. We carry out risk assessments regularly and provide appropriate induction to new staff and frequent training specific to roles in the organisation.</p>
<p>Cybersecurity/Critical IT Systems Failure</p> <p>Cyber-attack is an international concern, while organisations transmit sensitive data across networks and to other devices over the course of doing business. As the volume of cyber-attacks grows, we need to take steps to protect sensitive business and personal information.</p>	<p>We have policies and processes in place to ensure the confidentiality, integrity and availability of key data needed to run and manage the organisation. These help us to carefully balance protection with access, to identify and manage vulnerabilities, and ensure that we have appropriate secure backups of data necessary to restore operations in a worst-case scenario.</p>

Events after the end of the reporting period

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

Political contributions

There were no political contributions made during the year.

Research and development activities

Oxfam Ireland did not engage in any research and development activities for the year ended 31 March 2024.

DIRECTORS REPORT AND STRATEGIC REPORT

Statement of Directors responsibilities

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

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors 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 Directors 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 Directors 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,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

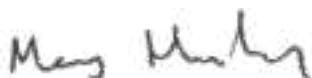
In accordance with company law, as the company's Directors, we certify that:

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

Independent Auditors

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

On behalf of the Council,



Prof. Mary Murphy – Chair

Date: 8 Sept 2024



Andrew McCracken – Secretary

Date: 8 Sept 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND



Report on the audit of the financial statements

Opinion

We have audited the financial statements of Oxfam Ireland (“the company”) and its subsidiary undertaking (“the group”) for the year ended 31 March 2024 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 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

Responsibilities of Directors

As explained more fully in the statement of council members' responsibilities set out on page 74, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

- Making enquiries of the Directors and management on whether they had knowledge of any actual, suspected or alleged fraud;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFAM IRELAND

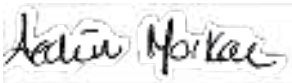
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

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

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

Use of the audit report

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



Aedín Morkan

Date: 8 Sept 2024

Senior Statutory Auditor
for and on behalf of Forvis Mazars
Chartered Accountants and Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

**Consolidated Statement of Financial Activities for the year ended 31 March 2024
(Including an Income and Expenditure Account)**

	Notes	Unrestricted funds	Restricted funds	Total 2024	Total 2023
		€'000	€'000	€'000	€'000
Income from					
Donations and legacies	5	4,116	333	4,449	5,284
Other trading activities	6	9,088	110	9,198	9,126
Investments	7	76	-	76	41
Charitable activities	8	252	5,712	5,964	6,250
Other income	9	38	-	38	1,120
Total income		13,570	6,155	19,725	21,821
Expenditure on					
Raising funds:					
Fundraising	10	2,420	20	2,440	1,958
Trading activities	6	8,210	52	8,262	8,244
		10,630	72	10,702	10,202
Charitable activities					
Overseas programme costs	11	2,266	6,266	8,532	7,487
Advocacy and campaigns	11	863	35	898	693
Marketing and communications	11	241	47	288	269
Exceptional expenditure	36	71	-	71	88
Total expenditure		14,071	6,420	20,491	18,739
Net income for the year		(501)	(265)	(766)	3,082
Transfers between funds		-	-	-	-
Unrealised currency movement		(62)	5	(57)	68
Net movement in funds		(563)	(260)	(823)	3,150
Reconciliation of funds:					
Total funds brought forward	29	8,387	1,372	9,759	6,609
Total funds carried forward	29	7,824	1,112	8,936	9,759

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

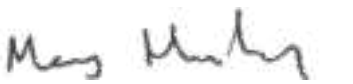
The notes on pages 83 to 106 form part of these financial statements.

Consolidated Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	628	566
Investments	18	80	-
		708	566
Current assets			
Stocks and work in progress	19	57	37
Debtors	20	2,725	2,718
Cash at bank and in hand	21	10,967	10,647
		13,749	13,402
Current liabilities			
Creditors: amount falling due within one year	22	(5,521)	(4,209)
Net current assets		8,228	9,193
Total assets less current liabilities		8,936	9,759
Net assets		8,936	9,759
Funds			
Restricted funds	29	1,112	1,372
Designated funds	29	2,665	2,511
Unrestricted funds	29	5,159	5,876
Total charity funds		8,936	9,759

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Andrew McCracken
Secretary

Date: 8 Sept 2024

Company Balance Sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Fixed assets			
Tangible assets	16	357	233
		357	233
Current assets			
Stocks and work in progress	19	56	35
Debtors	20	373	288
Cash at bank and in hand	21	656	976
		1,085	1,299
Current liabilities			
Creditors: amount falling due within one year	22	(3,899)	(3,179)
Net current liabilities		(2,814)	(1,880)
Total assets less current liabilities		(2,457)	(1,647)
Net liabilities		(2,457)	(1,647)
Funds			
Restricted funds	30	201	152
Unrestricted funds	30	(2,658)	(1,799)
Total funds		(2,457)	(1,647)

The notes on pages 83 to 106 form part of these financial statements.

On behalf of the Council,



Prof Mary Murphy
Chair



Andrew McCracken
Director

Date: 8 Sept 2024

Consolidated Statement of Cash Flow for the year ended 31 March 2024

	Notes	Total 2024	Total 2023
		€'000	€'000
Net cash provided by / (used in) operating activities	25	597	(210)
Cash flow from investing activities			
Purchase of tangible assets	16	(232)	(163)
Investments		(80)	-
Interest received		35	-
Net cash used in investing activities		(277)	(163)
Cash flow from financing activities			
Repayment of bank loans		-	-
Cash used in financing activities		-	-
(Decrease) / Increase in cash and cash equivalents in the reporting period		320	(373)
Cash and cash equivalents at the beginning of the reporting period		10,647	11,020
Cash and cash equivalents at the end of the reporting period		10,967	10,647

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NOTES TO THE FINANCIAL STATEMENTS

1. General Information

These financial statements comprising the consolidated Statement of Financial Activities, the consolidated Balance Sheet, the company Balance Sheet, the consolidated Statement of Cash Flows and the related notes 1 to 36 constitute the group financial statements of Oxfam Ireland for the financial year ended 31 March 2024.

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

Oxfam Ireland is a not-for-profit company with charitable status and it is a public benefit entity. It is a company limited by guarantee and is incorporated and domiciled in Northern Ireland with company registration number NI33800. The address of its registered office is Elizabeth House, Suite 1, 116-118 Holywood Road, Belfast BT4 INY.

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).

3. Accounting Policies

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

a) Basis of preparation

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

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

The consolidated financial statements of Oxfam Ireland incorporate the results of its subsidiary undertakings for the year ended 31 March 2024.

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.

NOTES TO THE FINANCIAL STATEMENTS

c) Income

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

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 Company's entitlement becomes legally enforceable, where the receipt is probable and the amount can be measured reliably. Where these criteria are not satisfied the income is deferred.

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.

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

Other Donations.

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

d) Cost of generating funds

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

e) Charitable expenditure

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

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

f) Support Costs

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

When support costs cannot be allocated directly to an activity (such as Trading, Fundraising, and Programme work), they are allocated proportionally based on the numbers of staff in that area of activity.

NOTES TO THE FINANCIAL STATEMENTS

g) Foreign currencies

Functional and presentation currency:

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

Transactions and balances:

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

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

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

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

	Total 2024	Total 2023
	€	€
Average Rate Pounds Sterling	1.16	1.16
Closing Rate Pounds Sterling	1.17	1.14

h) Employee benefits

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

Short-term benefits:

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

Defined contribution pension plan:

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

The Oxfam GB defined benefit pension scheme:

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

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

NOTES TO THE FINANCIAL STATEMENTS

i) Taxation

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

j) Tangible assets

Tangible assets 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.

Depreciation and residual values:

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

Leasehold properties	2% per annum
Furniture and fixtures	10% to 20% per annum
Equipment	20% to 33.3% per annum
Motor vehicles	20% per annum

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

Subsequent additions and major components:

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

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

Derecognition:

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

k) 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.

NOTES TO THE FINANCIAL STATEMENTS

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

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

Operating leased assets:

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

l) Investments in subsidiaries

Investments in subsidiaries are held at 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 consolidated statement of financial activities. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the consolidated statement of financial activities.

n) Cash at bank and in hand

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

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.

NOTES TO THE FINANCIAL STATEMENTS

p) Financial instruments

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

(i) Financial assets

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

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

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

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

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

(ii) Financial liabilities

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

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

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

(iii) Offsetting

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

q) Related party transactions

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

NOTES TO THE FINANCIAL STATEMENTS

4. Critical Accounting Judgements and Estimation Uncertainty

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

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

Deferral of grant income

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

In determining the extent to which the income is deferred management examine all information available to them to determine the extent to which the terms and conditions have been met. Due to the timing of the financial year end and the fact that many grants relate to a calendar year it is not always possible to precisely determine the degree to which terms and conditions have been achieved by the financial year end date and an element of estimation is required. Where for example it is estimated that a quarter of the terms and conditions have been met by the end of the accounting period then one quarter of the grant income is recognised in the period and three quarters is deferred. The amount of grant income deferred at 31 March 2023 amounts to €265K (31 March 2022: €2,490K).

Preparation of the accounts on a going concern basis

Budgets and cash flows were prepared by the Directors and reviewed by the Directors for a period of at least twelve months from the date of approval of the financial statements and demonstrate that there is no material uncertainty regarding the Company's ability to meet its liabilities as they fall due, and to continue as a going concern. The assessment performed is based on a number of key judgements and assumptions including: increases in costs from inflationary pressures, some reduction in regular donations due to potential adverse economic conditions, additional key roles to be filled in our Advocacy and Finance teams and additional investment in our programme work from our unrestricted reserves. We have also assumed modest growth in our Trading income as a result of our continued focus on providing sustainable fashion solutions to the public and our corporate partners, and in our Fundraising income through continued investment in growing our Door to Door and Telefundraising teams.

Our levels of accessible reserves remain strong and we expect to continue to achieve at/ or close to operational breakeven in future years ensuring reserves will be preserved for investment in our programme work and income growth.

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

NOTES TO THE FINANCIAL STATEMENTS

5. Donations and Legacies

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	U f 2023	R f 2023	Total charitable funds
	€'000	€'000	€'000	€'000	€'000	€'000
Legacies	321	-	321	619	-	619
Donations, gifts & corporate sponsorships	3,795	333	4,128	3,997	668	4,665
	4,116	333	4,449	4,616	668	5,284

6. Net income on donated and commercial trading activities

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

	Unrestricted funds 2024	Restricted funds 2024	Total Trading Activities 2024	Total Trading Activities 2023
	€'000	€'000	€'000	€'000
Turnover from donated goods & commercial trading activity	9,088	110	9,198	9,126
Operating expenses	(7,113)	(52)	(7,165)	(7,137)
Support costs (note 13)	(1,097)	-	(1,097)	(1,107)
Net income	878	58	936	882

Operating expenses include €120,398 (2023: €114,876) for depreciation on fixtures and fittings, and leasehold property specific to the sale of donated goods.

7. Investment Income

	Total 2024	Total 2023
	€'000	€'000
Rent receivable	41	41
Interest receivable	35	-
	76	41

NOTES TO THE FINANCIAL STATEMENTS

8. Income from Charitable Activities

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Overseas programme grant income	252	5,712	5,964	424	5,826	6,250
Grant income by donor						
Government bodies	252	5,712	5,964	424	5,826	6,250
Major donors	-	-	-	-	-	-
	252	5,712	5,964	424	5,826	6,250

9. Other Income and Other Gains

	Total 2024	Total 2023
	€'000	€
Hosting arrangement	38	75
Miscellaneous income	-	1
Insurance claim	-	1,044
	38	1,120

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

10. Costs of raising funds

	Unrestricted funds 2024	Restricted funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Salaries	1,155	-	1,155	969	-	969
Travel and subsistence	4	-	4	3	-	3
Other fundraising costs	616	5	621	289	27	316
<i>Direct fundraising costs:</i>						
- Direct marketing	2	15	17	-	-	-
- Events	59	-	59	112	-	112
- Committed givers	142	-	142	72	-	72
Support costs (note 13)	442	-	442	486	-	486
	2,420	20	2,440	1,931	27	1,958

NOTES TO THE FINANCIAL STATEMENTS

11. Charitable activities

	Unrestricted funds 2024	Restricted income funds 2024	Total charitable funds 2024	Unrestricted funds 2023	Restricted income funds 2023	Total charitable funds 2023
	€'000	€'000	€'000	€'000	€'000	€'000
Provision of charitable activities by objective:						
Overseas Programme						
Grants paid	1,455	5,823	7,278	870	5,621	6,491
Operation costs	629	443	1,072	396	435	831
Governance costs (note 12)	149	-	149	130	-	130
Support costs (note 13)	33	-	33	35	-	35
	2,266	6,266	8,532	1,431	6,056	7,487
Advocacy and Campaign Programme (A&C)						
Operation costs	288	13	301	246	14	260
Advocacy and Campaign Programme	537	22	559	377	44	421
Support costs (note 13)	38	-	38	12	-	12
	863	35	898	635	58	693
Marketing and Communications Programme						
Operation costs	206	47	253	162	86	248
Support costs (note 13)	35	-	35	21	-	21
	241	47	288	183	86	269

12. Governance Costs

	Total 2024	Total 2023
	€'000	€
Legal & professional fees	14	15
Audit fees	30	31
Council expenses	2	3
Other costs	103	81
	149	130

Governance costs are fully funded from unrestricted funds.

NOTES TO THE FINANCIAL STATEMENTS

13. Allocation of Support Costs and Overheads

Allocation to activities by number of staff:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	802	-	521	222	26	16	17
Property costs	648	32	416	165	9	13	13
Office running costs	7	-	6	1	-	-	-
Computer & equipment costs	174	9	122	35	2	3	3
Legal & professional expenses	36	1	21	11	1	1	1
Depreciation	21	1	11	8	-	-	1
	1,688	43	1,097	442	38	33	35

In respect of prior year:

Cost type	Total allocated	Governance activities	Trading activities	Fundraising activities	Advocacy activities	Overseas programmes	Communication activities
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Staff costs	788	-	520	247	-	17	4
Property costs	672	34	415	186	10	13	14
Office running costs	14	1	11	2	-	-	-
Computer & equipment costs	189	9	131	40	2	4	3
Legal & professional expenses	27	1	21	4	-	1	-
Depreciation	17	1	9	7	-	-	-
	1,707	46	1,107	486	12	35	21

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

NOTES TO THE FINANCIAL STATEMENTS

14. 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 174 (2023: 163) analysed as follows.

	2024 Average Number	2023 Average Number
Retail	100	96
Administration	15	15
Public Engagement	50	45
Programme	3	2
Management	6	5
	174	163

Members of Oxfam's Council received no remuneration for their services in the current or previous financial year. Directly incurred out of pocket expenses may be reimbursed. These amounted to €nil (2023: 3k). Directly incurred out of pocket expenses may be reimbursed.

	Total 2024	Total 2023
	€'000	€
Staff costs are comprised of:		
Wages and salaries	5,859	5,389
Social welfare costs	604	551
Termination costs	-	16
Pension costs	277	237
	6,740	6,193

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 €140k (2023: 126k)

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 2024	Total 2023
	€	€
Salary	659	586
Health Insurance	4	4
Employer Contributions	56	67
Pensions	73	46
	792	703

NOTES TO THE FINANCIAL STATEMENTS

The remuneration of higher paid employees

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

	Total 2024	Total 2023
	Number	Number
€60,000 to €70,000	5	5
€70,001 to €80,000	1	1
€80,001 to €90,000	4	2
€90,001 to €100,000	-	2
€100,001 to €110,000	2	-
€110,001 to €120,000	-	1
€120,001 to €130,000	1	1
€130,001 to €140,000	1	-
€140,001 to €150,000	-	-
	14	12

Remuneration includes salary but excludes pension scheme contributions.

15. Net Income for the Year

	2024	2023
	€'000	€'000
Net income for the year is stated after charging:		
Depreciation on tangible fixed assets	176	164
Stock obsolescence	-	-
Operating lease rentals		
- Property	1,826	1,865
Fees payable to the company's auditors for audit of the financial statements		
Audit fee (including VAT)	30	31
Non-audit fee – tax services	1	1
Realised loss on foreign exchange transactions	-	3
Stock recognised as an expense	167	150

NOTES TO THE FINANCIAL STATEMENTS

16. Tangible Assets

Group	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	2,075	3,400	1,588	118	7,181
Currency movements	44	4	30	1	79
Additions	154	9	60	9	232
Disposal	-	-	-	-	-
At 31 March 2024	2,273	3,413	1,678	128	7,492
Accumulated depreciation					
At 1 April 2023	(1,731)	(3,281)	(1,485)	(118)	(6,615)
Currency movements	(39)	(4)	(29)	(1)	(73)
Charge for the year	(94)	(28)	(54)	-	(176)
Disposal	-	-	-	-	-
At 31 March 2024	(1,864)	(3,313)	(1,568)	(119)	(6,864)
Net book values					
At 1 April 2023	344	119	103	-	566
At 31 March 2024	409	100	110	9	628

Company	Leasehold property	Furniture and fixtures	Equipment	Motor vehicles	Total
	€'000	€'000	€'000	€'000	€'000
Cost					
At 1 April 2023	1,489	142	1,016	30	2,677
Currency movements	44	4	30	1	79
Additions	154	4	8	9	175
Disposals	-	-	-	-	-
At 31 March 2024	1,687	150	1,054	40	2,931
Accumulated depreciation					
At 1 April 2023	(1,319)	(118)	(977)	(30)	(2,444)
Currency movements	(39)	(3)	(29)	(1)	(72)
Charge for the year	(27)	(15)	(16)	-	(58)
Disposal	-	-	-	-	-
At 31 March 2024	(1,385)	(136)	(1,022)	(31)	(2,574)
Net book values					
At 1 April 2023	170	24	39	-	233
At 31 March 2024	302	14	32	9	357

NOTES TO THE FINANCIAL STATEMENTS

17. Investments in Subsidiaries

Oxfam Ireland has two subsidiary undertakings as follow:

In respect of Oxfam Republic of Ireland, there is common control through one Council for both entities.

	Oxfam Republic of Ireland	Oxfam Properties (Ireland) Limited
Nature of organisation:	Not for profit, Company Limited by Guarantee	Private company limited by shares
Nature of business and activities:	The Company is helping to fight poverty and inequality. Funding is received from Irish Aid, the EU and also from their many shops across the country where they sell clothes.	Dormant, ceased in 2018
Registered office:	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4	Ground Floor, Portview House, 8 Thorncastle Street, Ringsend, Dublin 4
Country of Incorporation:	Republic of Ireland	Republic of Ireland
Proportion of holding:	100%	100%
		2024
		2023
Oxfam Republic of Ireland		€'000
Total assets		13,041
Total liabilities		4,678
(Deficit) / Surplus for the year		(619)
Total funds at 31 March		8,336
		8,955

18. Investments

Financial investments represent the market value of 2,903 shares of Diageo plc donated to the Company as at 31 March 2024.

19. Stock in Progress

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€'000	€'000	€'000
Finished goods for resale	57	37	56	35

A provision for stock obsolescence of nil (2022: nil) has been recognised during the year.

NOTES TO THE FINANCIAL STATEMENTS

20. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€'000	€'000	€'000
Prepayments and accrued income	2,595	2,522	289	162
Trade debtors	1	98	-	51
Other debtors	65	34	22	11
VAT repayable	63	64	63	64
	2,725	2,718	373	288

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is 30 days.

21.

	Group 2024	Group 2023	Company 2024	Company 2023
	€ 0	€'000	€'000	€'000
Cash on short term deposit	7,000	501	-	-
Cash and bank balances	3,967	10,146	656	976
	10,967	10,647	656	976

22. Creditors: Amounts Falling due within One Year

	Group 2024	Group 2023	Company 2024	Company 2023
Group and Company	€'000	€ 000	€'000	€'000
Trade creditors	894	1,137	211	246
Tax and Social Security	210	185	71	61
Accrued expenses	2,564	2,622	560	420
Amounts owed to Oxfam ROI (note 27)	-	-	3,057	2,452
Deferred Income (note 23)	1,853	265	-	-
	5,521	4,209	3,899	3,179

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

23. D

	Group 2024	Group 2023	Company 2024	Company 2023
	€'000	€ 000	€'000	€'000
At 1 April	265	2,490	-	-
Credited to Statement of Financial Activities	(265)	(2,490)	-	-
Deferred during the year	1,853	265	-	-
At 31 March	1,853	265	-	-

24. Financial Instruments

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

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	10,967	10,647
Trade debtors	1	98
Other debtors	66	34
Financial liabilities held at amortised cost		
Trade creditors	894	1,137
Accrued expenses	2,564	2,622
Deferred income	1,853	265

The company has the following financial instruments:

	Total 2024	Total 2023
	€'000	€'000
Financial assets held at amortised cost		
Cash at bank and in hand	656	976
Financial liabilities held at amortised cost		
Trade creditors	211	246
Accrued expenses	560	420
Amounts owed to Oxfam ROI	3,057	2,452

NOTES TO THE FINANCIAL STATEMENTS

25. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	Total 2024	Total 2023
	€'000	€'000
Net movement in funds for the reporting period (as per the consolidated statement of financial activities)	(823)	3,150
Adjustments for:		
Depreciation charges	176	164
Deposit interest receivable	(35)	-
(Increase) / Decrease in stocks	(20)	54
Decrease / (Increase) in debtors	(7)	(1,042)
Increase / (Decrease) in creditors	1,313	(2,545)
Currency movements	(7)	9
Net cash provided by / (used in) operating activities	597	(210)

26. 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 22.

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 14.

27. C

Operating leases

At 31 March 2024 the total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2024	Total 2023
	€'000	€'000
Land & Buildings Operating leases which expire:		
Within one year	1,209	1,231
In the second to fifth years inclusive	2,968	3,020
After five years	2,671	2,626
	6,848	6,877

NOTES TO THE FINANCIAL STATEMENTS

28. 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 2024	At 31 March 2023
	%	%
Rate of increase in salaries	2.00	1.90
Rate of increase of pensions (deferred and in payment)	3.15	3.18
Rate of inflation (RPI)	3.15	3.18
Rate used to discount scheme liabilities*	4.90	4.87

*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 2024	At 31 March 2023
	Years	Years
Non-pensioners:		
Males	23.2	23.3
Females	25.3	25.4
Pensioners:		
Males	21.6	21.7
Females	23.9	24.0

	At 31 March 2023	At 31 March 2022
Scheme assets	€m	€m
Equities	0.1	-
Government Bonds	120.6	137.2
Property	18.8	22.4
Cash	19.5	9.4
Total fair value of assets	159.0	169.0

NOTES TO THE FINANCIAL STATEMENTS

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	169.0	(154.4)	14.6
Current service cost and expenses	(0.2)	(0.2)	(0.4)
Experience on plan assets – gain (loss)	(12.3)	-	(12.3)
Interest income/(cost)	8.1	(7.5)	0.6
Actuarial gain/ (loss)	-	1.1	1.1
Contributions by employer	0.7	-	0.7
Contributions by scheme participants	-	-	-
Benefits paid	(6.3)	6.3	-
Scheme assets/(liabilities) at the end of the year	159.0	(154.7)	4.3
Unrecognised surplus scheme assets			(4.3)
Scheme assets/(liabilities) at the end of the year			-

The total return on scheme assets for the year was £4.3m (2023: £68.7m).

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%.

NOTES TO THE FINANCIAL STATEMENTS

29. Movement in Consolidated Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	1,024	2,257	3,328	6,609
Total income	6,585	-	15,236	21,821
Total expenditure	(6,230)	-	(12,509)	(18,739)
Transfers	-	254	(254)	-
Currency gains & losses	(7)	-	75	68
At 31 March 2023	1,372	2,511	5,876	9,759
Total income	6,155	-	13,570	19,725
Total expenditure	(6,420)	-	(14,071)	(20,491)
Transfers	-	154	(154)	-
Currency gains & losses	5	-	(62)	(57)
At 31 March 2024	1,112	2,665	5,159	8,936

The overseas programmes relate to monies received from various funds which are restricted in nature and are used to fund our overseas programmes. Funds amounting to €154k were transferred to the designated funds to meet the working capital requirements at the end of the financial year.

30. Movement in Company Charitable Funds

	Restricted	Unrestricted Funds		Total
	Overseas Programme	Designated Reserve	General Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
At 1 April 2022	164	-	(1,599)	(1,435)
Total income	178	-	3,895	4,073
Total expenditure	(183)	-	(4,170)	(4,353)
Gains & losses	(7)	-	75	68
At 31 March 2023	152	-	(1,799)	(1,647)
Total income	139	-	3,388	3,527
Total expenditure	(95)	-	(4,185)	(4,280)
Gains & losses	5	-	(62)	(57)
At 31 March 2024	201	-	(2,658)	(2,457)

NOTES TO THE FINANCIAL STATEMENTS

31. Analysis of Net Assets between Funds

GROUP	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Fixed assets	708	-	-	708
Current assets	9,972	2,665	1,112	13,749
Current liabilities	(5,521)	-	-	(5,521)
Net assets at 31 March 2024	5,159	2,665	1,112	8,936
Net assets at 31 March 2023	5,876	2,511	1,372	9,759

COMPANY	Unrestricted Funds	Designated Funds	Restricted Funds	Total Charitable Funds
	€'000	€'000	€'000	€'000
Tangible Fixed assets	357	-	-	357
Current assets	884	-	201	1,085
Current liabilities	(3,899)	-	-	(3,899)
Net assets at 31 March 2024	(2,658)	-	201	(2,457)
Net assets at 31 March 2023	(1,799)	-	152	(1,647)

NOTES TO THE FINANCIAL STATEMENTS

32. Irish Aid Funded Programmes

	2024	2023
	€'000	€'000
Opening Restricted Irish Aid funds 1 April	20	15
Income		
Restricted grant income	4,420	4,746
	4,420	4,746
Expenditure		
<i>Operational Overseas grants</i>		
Democratic Republic of the Congo	500	397
Ireland/OI	20	-
Kenya	-	691
Malawi	681	638
Occupied Palestine territory and Israel	-	185
Rwanda	-	322
Somalia	565	261
South Sudan	610	397
Syria	135	
Tanzania	-	(5)
Uganda	545	857
Zambia	510	128
Zimbabwe	545	556
	4,111	4,427
Management and administration costs	411	314
	4,522	4,741
Closing restricted Irish Aid funds 31 March	(82)	20

The Group receives a number of funds from donors which are restricted in nature, along with donations from the general public. We acknowledge all forms of donations and thank you.

Analysis of Grants – Activities & Projects Being Funded

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

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

Analysis of Grants – Unfulfilled Conditions & Contingencies

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

33. S

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

34. M

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	10,647	320	10,967
Total	10,647	320	10,967

35. Movement in Company Net Debt

	At 1 April 2023	Net Cash Flows	At 31 March 2024
	€'000	€'000	€'000
Cash in hand	976	(320)	656
Total	976	(320)	656

36. Exceptional Expenditure

	2024	2023
	€'000	€'000
Redundancies	-	16
Hosting	35	72
Other Expenditure	36	-

37. Approval of Financial Statements

The financial statements were approved by the Council on 8th of September 2024

OXFAM IRELAND

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