

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND ACCOUNTS
YEAR ENDED 31 DECEMBER 2012**

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FOR YEAR ENDED 31 DECEMBER 2012**

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Board of Trustees

Mr. Peter Cassells (Chairperson)

Ms. Teresa Harrington

Ms. Margaret Pilkington

Mr. Fintan Lonergan

Mr. Rodney Rice

Mr. James Beale Retired Oct 2012 (ActionAid International representative)

Ms Belinda Calaguas Appointed Nov 2012 (ActionAid International representative)

Solicitors

Mc Grath & Mc Grane

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Bankers

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Chartered Accountants and Registered Auditors

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CEO

Olga Mc Donogh

Registered Office

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Dublin 1

Secretary

Olga Mc Donogh

Revenue Commissioners Charity Number

CHY6888

Company's Registered Number

95403



ActionAid Ireland has signed the Dóchas Code of Conduct on Images and Messages.

ActionAid Ireland adheres to the Irish Development NGO code of Corporate Governance.

Commitment to Standards in Fundraising Practice

ActionAid Ireland is fully committed to achieving the standards contained within the *Statement of Guiding Principles for Fundraising*.

The *statement* exists to:

Improve fundraising practice

Promote high levels of accountability and transparency by organisations fundraising from the public

Promote clarity and assurance to donors and prospective donors about the organisations they support.

We ActionAid Ireland have considered the Statement and believe we meet the standards it sets out.

We welcome your feedback on our performance.

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REPORT OF THE BOARD OF TRUSTEES

Constitution and Objects

ActionAid Ireland is an Irish charity, registered in 1983 as a company limited by guarantee. Its stated objects are “to promote the relief of poverty and distress in any manner which now or hereafter may be deemed to be charitable by law in any part of the world and for such other ancillary charitable purposes as the Trustees may determine.” It is the Irish affiliate of ActionAid International, which was established in December 2003.

Our Vision

A world without poverty and injustice in which every person enjoys their right to a life of dignity.

Our Mission

To work with poor and excluded people to eradicate poverty and injustice.

Our Values

Mutual respect requiring us to recognise the innate worth of all people and the value of diversity.

Equity and justice requiring us to work to ensure equal opportunity to everyone, irrespective of race, age, sex, sexual orientation, HIV status, colour, class, ethnicity, disability, location and religion.

Honesty and transparency being accountable at all levels for the effectiveness of our actions and open in our judgments and communications with others.

Solidarity with the poor, powerless and excluded will be the only bias in our commitment to the fight against poverty.

Courage of conviction requiring us to be creative and radical, bold and innovative – without fear of failure – in pursuit of making the greatest possible impact on the causes of poverty.

Independence from any religious or party-political affiliation.

Humility in our presentation and behaviour, recognising that we are part of a wider alliance against poverty.

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REPORT OF THE BOARD OF TRUSTEES – CONTINUED...

Structure, Governance and Management

Board of Trustees

ActionAid Ireland is governed by a Board of Trustees whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance, ensuring the efficient and effective use of resources and the establishment of policy. The Trustees are directors for the purpose of company law.

Governance

The Board of Trustees meets regularly and delegates the day-to-day operation of the organisation to the CEO and staff. New Trustees join at the invitation of the Board for a fixed period and are chosen to ensure that the Board has an appropriate balance of experience and skills relevant to the operations of ActionAid Ireland. When choosing new Trustees the Board undertakes a skills audit in advance of recruitment. In identifying a new Chairperson ActionAid has engaged the services of an external agency to ensure that the process is objective and impartial.

The Board of Trustees are responsible for strategic direction, financial and risk management, monitoring impact and good Governance. The Board meets quarterly and reviews the risk register and key performance indicators at each meeting. The Board has an established risk policy that is kept under review and the key risks identified are solvency and threats to our ability to continue operating on a going concern basis. In the current economic climate the risk of severe cutbacks to Irish Aid funding notwithstanding the four year funding agreement is kept constantly under review as are the attrition rates with existing child sponsors. Mitigation measures include timely reporting to Irish Aid and the implementation of a retention strategy for ActionAid supporters.

The Board carries out an annual Board review to monitor its own performance and every three years there is an external evaluation carried out to ensure an independent objective view on the extent to which high standards in Governance are maintained. The ActionAid Ireland Governance manual sets out the key guiding principles for the overall Governance of the organisation. A list of current Trustees is provided on page 1. The Annual General Meeting will be held on March 28th 2013.

Staff and Management

There are a total of seven staff members in ActionAid Ireland, six full-time and one part-time. The Senior Management team comprises the CEO, the Finance Manager, the Programme Manager and the Digital Fundraising and Communications Manager. The Digital Fundraising and Communications Manager is responsible for developing and maintaining the website and ActionAid's profile on a number of social media platforms. The Supporter Services co-ordinator is responsible for the administration of all sponsorship records and ensuring timely and efficient communications with our supporters. The office Administrator is responsible for managing the office and for the administration of the tax recovery scheme. In 2012 ActionAid Ireland was successful in recruiting an additional staff member for six months through the Job Bridge programme which proved to be of significant benefit to the Fundraising team.

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Organisation

Following a review of the previous strategy (2007-2011) in early 2012 ActionAid Ireland developed a new strategic plan in line with the ActionAid International strategy 'Rights to End Poverty'. The ActionAid Ireland strategy 2012-2017 was approved by the Board in June 2012. The key focus is on programmes in Women's Rights and Education and in particular:

1. To support and facilitate partner countries to implement an effective multi-country programme on Women's Rights
2. To mobilise resource & supporters nationally and raise our profile in Ireland as an International development organisation working on Women's Rights and Education
3. To develop improved sustainability, accountability and compliance systems to enhance organisational effectiveness.

The strategic plan is underpinned by an appropriate monitoring and evaluation framework and a long term finance plan. An operational plan is developed at the beginning of each calendar year taking into consideration lessons learned from the previous year. A key priority is to engage more closely with our supporters/donors to demonstrate the impact that their support is having on the people and communities with whom we work.

ActionAid Ireland's programme of support to overseas development was focused on six countries in 2012. Kenya and Uganda in Africa and Nepal, Vietnam and Cambodia in Asia received support for programmes funded via child and community sponsorship. The funding received from Irish Aid supported programme work in Kenya, Malawi, Nepal and Vietnam. The programmes in Africa and Asia are managed on a day-to-day basis by the country Directors and staff of each country programme who in turn report to the ActionAid International Africa and Asia Directors respectively.

ActionAid International

ActionAid Ireland is a founding affiliate of ActionAid International and is represented at the General Assembly by the Chairperson of the ActionAid Ireland Board. All ActionAid Ireland staff members participate in relevant working groups within the wider Federation to both gain a broader perspective on the work of ActionAid and to make a valuable contribution from an Irish perspective to the wider organisation. ActionAid International provides valuable technical assistance to ActionAid Ireland in a number of key areas including fundraising, finance and monitoring and evaluation. In February 2012 we were delighted to welcome the ActionAid International CEO, Joanna Kerr on her first visit to ActionAid Ireland during which she met with Minister Joe Costello, Irish Aid officials, Dóchas and our own Staff and Trustees.

Objectives and Activities

ActionAid Ireland works with the poorest and most disadvantaged people in the world to address the root causes of their poverty and improve the quality of their lives. It seeks to achieve this objective primarily in two ways:

Firstly, it aims to tackle the causes and effects of poverty by supporting long-term development programmes. Together with ActionAid country programmes and their local partners it works

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with local communities and organisations in developing countries, helping to ensure access to vital services such as clean water, primary healthcare and education and to encourage local economic development. ActionAid's approach to development is Rights Based so we encourage local people and organisations to learn about their rights and to lobby to attain these rights.

ActionAid International's work fighting poverty reaches almost 14 million people in Africa, Asia and Latin America. In 2012 ActionAid Ireland worked in partnership with ActionAid Kenya, ActionAid Uganda, ActionAid Malawi, ActionAid Nepal, ActionAid Vietnam and ActionAid Cambodia.

Secondly, ActionAid seeks to influence the way in which others – especially governments and intergovernmental organisations such as the Irish Government, European Union, World Bank and International Monetary Fund – contribute to or obstruct the process of poverty eradication. This influencing work is carried out at local and national level, both in the developing countries where ActionAid operates and in developed countries. It is rooted in ActionAid's experience and understanding of the causes of poverty.

Through its fundraising and information sharing ActionAid Ireland offers its supporters and members of the public direct, practical ways to learn about the causes of poverty and to contribute to its elimination.

Wherever possible ActionAid Ireland works in partnership with other organisations and networks that strive to achieve the same objectives. It is an active member of Dóchas, the umbrella organisation of Irish non-governmental organisations involved in development and relief overseas.

In 2012 the consortia of organisations which ActionAid Ireland worked with included the Irish Consortium on Gender based Violence, ICTR (a representative body for charities) and Dóchas (the representative body of International development charities).

Fundraising and Communications

ActionAid Ireland raises funds primarily through the generosity of approximately 7,500 supporters throughout Ireland, most of whom are community or child sponsors of ActionAid's work in Kenya, Uganda, Nepal, Vietnam and Cambodia. These supporters contribute regularly, usually monthly or annually. Other donations are received from individuals, companies, foundations, employee giving schemes and from fundraising events. ActionAid Ireland can also reclaim tax on contributions made by PAYE tax-payers who contribute €250 or more in a tax year.

In addition ActionAid Ireland receives financial support for its work from the Irish Government (through Irish Aid, the development cooperation division of the Department of Foreign Affairs). In 2012 ActionAid Ireland was one of 19 organisations awarded programme funding from Irish Aid.

In 2012 ActionAid Ireland developed a new website which provides a very good opportunity for our supporters and the public to engage with our work worldwide. We also introduced two new

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Fundraising opportunities, a range of gifts called ‘Gifts in Action’, and a community sponsorship programme.

Monitoring and Evaluation

The overseas activities supported by ActionAid Ireland are monitored regularly by the CEO and staff of ActionAid Ireland. In 2012 the CEO visited Nepal, Kenya, Cambodia and Malawi while the Programme Manager visited Nepal, Kenya and Vietnam. The purpose of these visits is to monitor progress on agreed programme plans and to report back to donors and the Board of Trustees.

It is the policy of ActionAid Ireland to encourage all Trustees to visit the programme countries in order to better understand the organisation and its work and to promote more informed decision making. All current Trustees of ActionAid Ireland have visited at least one country programme to monitor progress.

Much of this work is guided by the organisational framework, Accountability, Learning and Planning System (ALPS), a well respected participatory approach to monitoring and evaluation developed by ActionAid International.

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Achievements and Performance

Overseas Programme

In 2012 ActionAid Ireland supported programmes in a total of six developing countries. Child and Community Sponsorship supporters funded work in Kenya and Uganda in Africa and Nepal, Vietnam and Cambodia in Asia. In addition Irish Aid funded a specific multi-country programme on Women's rights in Kenya, Malawi, Nepal and Vietnam.

Sponsorship

The overseas development work funded by supporters in Ireland via child and community sponsorship focuses on poor communities in five countries, two in Africa **Kenya** (Kongelai and Marafa) and **Uganda** (Uganda National Association for the Deaf UNAD and Amuru) and three in Asia **Nepal** (in Bara and Baitadi and supporting women to improve their lives in five areas of Western Nepal), **Vietnam** (Cao Bang, Quan Ba, and Kong Nong) and in **Cambodia** (Battambang). The following provides a brief outline of the work and some examples of progress in 2012.

Achievements through sponsorship

The sponsorship funded work mostly takes place in rural communities with people living in poverty. Sponsorship provides a wide range of supports to the community depending on their needs, for example, helping to dig a well to provide vital water to the village or providing seeds and tools to improve food production. There will always be a capacity building component to the work which involves training the community to manage the well or how best to use the seeds and tools. The underlying philosophy is always a Rights Based one which raises people's awareness of their rights and provides them with the necessary skills to negotiate and lobby for them. Our focus is on working for long lasting solutions to poverty together with our partners and allies.

There is generally a strong Education component in the work that ActionAid supports providing teaching materials such as school books but also providing training for teachers and other supports such as proper sanitation for the schools. Our funding also helps parents to both understand the importance of sending their children to school and encouraging them to become involved in helping the school for example by getting involved in parents committees. ActionAid also provides vital advocacy support helping communities to lobby government and local authorities to provide Education and other basic rights in their communities. Women and girls are at the heart of our work around the world therefore there is always a strong Women's Rights component to everything we do. All our activities are aligned with Objective 5 of the ActionAid International strategy: to ensure that women and girls can break the cycle of poverty and violence, build economic alternatives and claim control over their bodies.

The work funded through child sponsorship takes place in geographically designated areas (usually rural) called Local Rights Programmes (LRPs) in partnership with the community for at least a 10 year period. This enables the community take a long term perspective to bringing about change at both a local and national level.

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Child sponsors receive two reports each year – A Community newsletter and a Progress report which keeps the supporter informed and up to date about the work and ongoing progress in the community that they sponsor.

Examples of the many achievements include:

- In **Kenya** ActionAid Ireland child sponsors support work in two Local Rights Programmes in Kongelai in Western Kenya and in Marafa in the East. In Kongelai the Pokot people are pastoralist and the area is prone to drought. Families have animals as their main source of livelihood and this necessitates the father being away for long periods of time as they look for better pastures and a source of water. Animals frequently die in the dry season as the local breeds are not sufficiently robust to withstand the harsh drought. ActionAid has introduced 40 local farmers to an animal breeding centre where they saw improved breeds of sheep, goats, cattle and camels which they subsequently bought and as a result are getting better milk yields.

ActionAid has also trained local farmers on improved cultivation methods including how to space out crops and grow vegetables and fruit. They irrigate their land using machines for pumping water from the shallow wells to their farms which were provided by ActionAid. ActionAid works with 8 farmers' groups in Kongelai in an area with a total population of 29,150. In the past up to 18,000 could not feed their families during the dry season whereas now all have a regular supply of food throughout the year.

ActionAid has been working in Marafa for two years now and girls' forum clubs have been set up in ten schools. To date 1,500 girls have benefitted from the club activities such as training on self esteem, HIV/AIDS, career development and reproductive health. In February 2012 ActionAid distributed 200 desks to 8 primary schools which will enable 400 children who previously sat on the floor to be more comfortable at school and better able to learn. ActionAid is also working with the local community to help them build four classrooms to accommodate 200 children locally who have previously been walking over 6km to the next nearest school. The local women's group continues to build awareness about the importance of children attending and staying in school and they follow up with parents to encourage them to send their children to school.

- **UNAD** (Uganda National Association of the Deaf) continues to do very good work in two communities - Kyenjojo and Mbarara. There are 121 deaf children in school with UNAD. The biggest challenge for deaf children in Uganda is that they are hidden in their villages and do not get an opportunity to be educated. There is a total population of 750,000 deaf children in Uganda and only 20,000 are registered in school. UNAD and ActionAid are raising awareness through radio publicity, funding school infrastructure and working with community groups to mobilise people to ensure that deaf children go to school. ActionAid is also working with UNAD to construct a vocational training centre so that children who complete Standard 7 in Primary school can go on to learn skills such as carpentry and dress making. A total of 22 community groups received grants of €700 each to provide 590 families with improved agricultural seeds, pigs and goats. Training in sign language is an important part of the work in UNAD and in 2012 they trained 203 health workers in Ibanda hospital and as a result the nurses and other hospital staff are

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able to communicate better with deaf patients and understand their symptoms. ActionAid has been working with UNAD for a long time and will begin a phased withdrawal over the next two years having successfully completed the agreed programme.

The biggest challenge for the communities in **Amuru** the second community where ActionAid Ireland supports development work in Uganda is food security. Only 1.4% of the households in the district have granaries leading to significant food security problems. ActionAid has supported the communities with oxen and ox ploughs, an improved variety of seeds to increase food production, heifers, goats, chickens and an improved variety of mango seedlings for alternative income generation. ActionAid also trained 48 women and 15 men on how to use animals such as oxen for farming and on effective management of animal diseases as well as distributing 2,720kgs of bean seeds to 396 women. The seeds were planted and over 40,000 kg of crops harvested leading to a reduction in food insecurity and an increase in the number of households eating two meals a day.

- In **Cambodia** working in 12 target villages in Battambang Province ActionAid together with its partner organisation KABB promotes improved agriculture, health services and working with women and girls. Twelve children's clubs have been set up in the target villages with 454 members – these clubs promote children's rights and encourage children to play and develop social skills. Access to water is a problem for all the communities and KABB and ActionAid has supported the building of 12 ponds in four villages which provide water for 85 people. 607 people have been trained on effective land use, 32 people have been trained in seed selection and protection and have been provided with agricultural equipment such as hoes, rakes and water tanks. ActionAid worked with government health centre staff to provide training sessions for women about the difficulties that can arise before and after childbirth with the result that there have been no recent cases of mother or infant mortality in the target villages.
- ActionAid Ireland child sponsors fund programme work in three Local Rights Programmes in **Vietnam** in Quan Ba and Cao Bang in the North and in Krong Bong in the central highlands. The main focus of the work in all three areas is Education – training for teachers including the provision of teaching and learning materials, improving the condition of schools and providing in-school lunches. In Krong Bong 57% of the children come from Ethnic minority groups and the first time they learn Vietnamese is when they go to primary school which they naturally find very difficult - they are generally lost and do not understand the teacher. ActionAid provided Vietnamese language classes for children during the summer holidays which made a significant difference to language comprehension.

In the North children have to travel long distances to school in high and isolated mountain regions. ActionAid started supplying lunches to the children and as a result school attendance has improved significantly. In Cao Bang 96% of children currently attend school regularly and 46% have improved test results.

In Quan Ba where there are 14 different ethnic minority groups ActionAid worked with the Government Bureau of Education to improve the skills of 81 primary school teachers

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while the District Women's Association was supported to run a training course on health care for women and children.

ActionAid Vietnam also provides agricultural training for local farmers to improve the quality of seeds and agricultural practice. In the Dang Kang commune ActionAid provided farm- skills training including the supply of new varieties of rice seeds and fertiliser leading to almost double the rice yield. In Quan Ba ActionAid trained farmers in maize growing using hybrid maize seeds. Each farmer was given 3kg of maize to start planting and the yields were almost doubled from 8 tons per hectare to 15 tons per hectare.

- ActionAid Ireland child sponsors support work in three Local Rights Programmes in **Nepal** – Bara, Baitadi and a Women and Development programme working with Badi and Kamaiya communities. In early 2013 two of these programmes (Baitadi and the Women & Development programme) will be phased out after over 10 years and the funding will be transferred to a new community in Bardiya. When ActionAid started working with the Badi and Kamaiya communities ten years ago (**Women & Development Programme**) school attendance was about 35% compared to the current level of 98%. Free Education is now provided up to class 8 for all Kamaiya children and free education and free books for all Badi children up to class 10. An additional two years of free education is available to Badi girls to encourage them to continue their education to level 12. The introduction of free education for Badi children is a direct result of the lobbying efforts of the Badi community supported by ActionAid. In **Baitadi** where the terrain is mountainous with no transport linking villages and very long distances to school (journeys on foot of an hour or more) ActionAid established nine early childhood development (ECD) classes in local villages as preparation for the children going to Government schools when old enough to make the journey i.e. in class 1. This proved very effective as ActionAid was able to demonstrate to Government that the children were attending school getting an education appropriate to their age. Following an effective lobbying campaign all nine schools have been taken over by government and provide education up to class 5 which means that the youngest children no longer have to travel long distances to school.

In Bara ActionAid has supplied a reliable water supply to a number of villages. A good example is the village of Uchidiha where 24 hand pumps were built supplying 484 households with safe clean drinking water. The people in the village use these not only for drinking water but also for irrigating their vegetable gardens.

Programme Development Work funded by Irish Aid
Irish Aid Programme 2012

ActionAid Ireland has been in receipt of Irish Aid funding since 1995 and in 2012 ActionAid was one of 19 organisations to be awarded programme funding for a four year programme. Following a rigorous application process ActionAid was awarded €877,473 for a women's rights programme in four countries – Kenya, Malawi, Nepal and Vietnam. A results based framework was developed for the four year programme which is aligned to the ActionAid International Strategy with a clear focus on Objective 5 and Key Change Promise 9 '*By 2017 we will have*

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organised over five million women & girls in rural and urban areas to challenge & reject gender –based violence that would have denied them control over their bodies & sexuality & made them vulnerable to HIV&AIDS’.

All four countries have developed their programmes with a view to contributing to the achievement of this objective. While it is difficult at this early stage to identify measurable progress there are already signs that this new multi-country programme is bringing about positive change in each of the four countries as illustrated by the following examples:

Vietnam

ActionAid Vietnam’s Women’s Rights Programme is focused on Preventing Gender Based Violence (GBV) and Promoting women’s participation in politics’ in 3 urban Local Rights Programs (LRPs), including Long Bien District (Ha Noi city), Uong Bi city (Quang Ninh province) and Go Vap District (Ho Chi Minh City).

A number of key activities were implemented during the course of 2012 including capacity building of local authorities and awareness raising activities within communities. The following immediate results were recorded:

- ✓ As a result of participation in a number of events a total of 1,139 people (902 women/girls and 237 men/boys) realized that GBV is unacceptable. As a result of specifically tailored training for women, 20.1% increased their knowledge and understanding of gender based violence and have been trained in counselling skills.
- ✓ 41 REFLECT circles were established and participants trained to use a variety of methodologies e.g. report cards as core tools for both making and measuring progress in their empowerment work¹. The project initially targeted the establishment of 28 groups but a surge in demand resulted in 41 REFLECT groups working in the community. REFLECT circle facilitators were provided with training to enhance their skills in facilitating meetings; mobilising community activities; understanding gender equality; women’s rights and the different laws that exist to protect women. A total of 191 women benefited from this input leading to a greater understanding of gender equality; women’s rights and laws - this was almost double the planned target.
- ✓ There are 105 local authorities, including court staff, community chiefs, medical staff and women's unions in 3 target areas trained in women's rights and gender based violence. 62% of these reported that they are able to actively engage in activities to combat such violence.

Kenya

The Women’s Rights Programme funded by Irish Aid in Kenya covered 4 Local Rights Programs (LRPs), including Marafa, Kongelai, Elangata Wuas and Kishushe.

¹ REFLECT is an innovative approach to adult learning and social change using participatory methodologies. REFLECT provides an on-going democratic space for a group of people to meet and discuss issues relevant to them.

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The key focus in 2012 was to build on the work already undertaken in recent years on the issue of violence against women and girls and to build women and girls' leadership skills through training programmes provided by established women's networks and girls' forums. This has seen community support systems being put in place with support service staff including police, judiciary, medics and provincial administrators becoming more responsive to the problem of gender based violence. More cases of violence are being reported which has acted as a deterrent to the perpetrators.

The focus on women at the national level has been to develop their capacity to seek elective political positions in the General Election on 4th March 2013. This involved training for women candidates, increasing their public profile and developing their political agenda to present to the voters. Partnerships were developed with state organs such as the National Women's Steering Committee and UN Women. The following are the key results of the work undertaken in 2012:

- ✓ A total of 1,032 women were trained overall. The training of trainers resulted in outreach activities by the female trainees to approximately 1,000 women through education forums.
- ✓ A total of 160 community leaders (chiefs, elders, religious leaders, youth leaders, and teachers) are reported to be addressing GBV in their communities using various platforms. In Elangata Wuas, 60 stakeholders address GBV through a number of different fora and are involved in follow up work in the communities. In Marafa, the number is 70 drawn from different sectors and locations within the programme area. In Kongelai, 30 leaders are directly addressing the prevention of and response to Gender Based Violence.
- ✓ A total of 92 service providers were trained – 40 in Marafa, 32 in Kongelai and 20 in Elangata Wuas. The service providers included representatives of the children's department, social services department, health workers, judicial officials, police officers and security personnel.
- ✓ As a result of joint advocacy efforts two key policies were influenced by partners working closely with ActionAid. The first was a mechanism to achieve the '*no more than two thirds*' constitutional principle on gender parity in elective and appointive bodies. Although the implementation date for this mechanism has unfortunately been pushed to 2015 by a Supreme Court ruling, our partners significantly influenced the outcome of the final document. The second was in relation to the development of a Government/Electoral Commission policy on the handling of gender-based electoral violence which was an initiative promoted in partnership with UN Women.

Malawi

The Malawi programme which operates in 5 Local Rights Programme areas (LRPs), including Salima, Rumphu, Chitipa, Chirazulu and Karonga builds on previous programme work with women's groups and forums in order:

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1. To mobilise women and girls in target areas to challenge and reject gender-based violence in a supportive environment, and
2. To support women to have greater access to resources, more control over their income and more time to engage in commercial activities.

In order to achieve these objectives a number of programme activities were undertaken with the following key results:

- ✓ 129 community educators were trained on women's rights including gender-based violence. These community educators are now equipped and motivated to defend women's rights and to focus on changing behaviour and attitudes in the areas where they work
- ✓ 779 women in targeted communities were trained on gender equality, women's rights and the laws protecting women to equip them to take action on improving the situation for women in these communities
- ✓ 3,650 community leaders were trained to challenge and reject gender-based violence in their communities
- ✓ 936 women were trained in business management, twice as many as originally planned

Nepal

In four districts in the central Terai region of Nepal (Chitwan, Makwanpur, Parsa, and Mahottari) women and girls were trained to challenge and reject Gender Based Violence. A women's network 'Mahila Adhikar Manch' was supported at national, district and local levels to organize different campaigns against Gender Based Violence with the following results to date:

- ✓ Mahila Adhikar Manch networks were involved in mediation work to solve 179 cases of violence against women in the 4 programme districts at Village Development Committee (VDC) level, out of which 27 cases were registered in the district courts in order to file a case and obtain a hearing.
- ✓ Legal camps were organized at the VDC level to inform women on legal provisions and processes related to cases of Violence Against Women and other women's rights issues. These camps were able to provide psycho-social (marital rape, physical and mental violence) and legal (property right) counselling services to a total of 292 women in the communities.
- ✓ As a result of training, lobbying and advocacy work by ActionAid a total of 130 women are now represented on local decision making bodies such as Community Forestry Users Groups (CFUGs), School Management Committees (SMCs), Health Service Management Committees (HSMCs), drinking water management committees and in local units of political parties. They also succeeded in accessing government budgets from Village Development Committees and District Development Committees for women's programmes in their communities.

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- ✓ A joint land ownership campaign was organized at the national and local levels to raise awareness and advocate for equal land ownership for women. As a result, a total of 147 women received land ownership certificates. Women also received training on how to develop a cooperative.

Monitoring and Evaluation

ActionAid Ireland works in partnership with country programmes so that processes for monitoring and evaluation of programme activities are agreed jointly. Much of this work is guided by the organisational framework Accountability, Learning and Planning System (ALPS) and in 2012 the new guide on People’s Action to End Poverty provides further guidance on how to apply the human rights based approach to our work.

The change from project management to results-based programme management necessitated the development of agreed baselines and a better understanding of our ‘theory of change’. All programme countries developed a baseline for their specific programmes and as a result are better able to understand and direct them.

The key focus in 2012 was on the development of results-based management frameworks to ensure a strong and coherent programme across the four countries with a clear added value for both ActionAid Ireland and the Federation. Partner countries have fully appreciated the effort and are now looking at ways to further integrate results based management into their overall programming.

Challenges in 2012

Given the very difficult economic climate in Ireland fundraising proved very challenging in 2012. Sponsorship income was down by 4% on the previous year. This is understandable given the difficulties many of our supporters are facing and while we are sad to lose them we fully understand why they have had to opt out of planned giving due to their own difficult personal circumstances.

In the previous round of Irish Aid funding under the Civil Society Fund (CSF) mechanism ActionAid was in receipt of funding for an Education programme in Nepal and Vietnam. This programme achieved significant results and it was included in the new Programme funding proposal submitted to Irish Aid but unfortunately it was not funded. This was very disappointing for both ActionAid, Nepal and Vietnam but again is in a context where every government department is having to retrench on funding rather than any problem with the ActionAid programme or proposal.

Income from the tax reclaim from Revenue was also down on previous years with rejection rates increasing to 20% over the past few years versus a steady trend of 4% before this. This trend is not confined to ActionAid. ICTR has found that it is the same pattern across the sector indicating that Revenue are checking claims much more closely and that the Data Protection bar on them giving feedback to charities on the status of donors has had a significant impact on the quality of the claims. The changes that have been achieved by ICTR re simplifying the taxback scheme will help to improve the situation in the future since the tax benefit will in all cases now go to the charity and not the “self-assessed” donor removing the key reason for rejections i.e. that particular donors are not PAYE only. The new system will apply for all donations received from 1st January 2013.

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

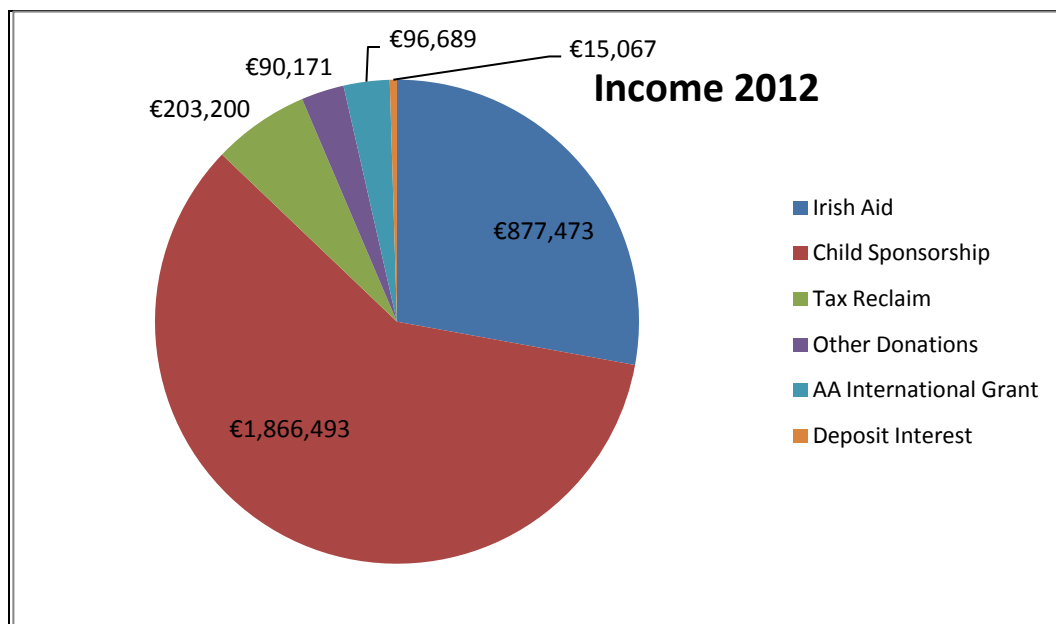
REPORT OF THE BOARD OF TRUSTEES – CONTINUED...

Financial Review

Income

ActionAid Ireland receives its income from the following sources – Child & Community Sponsorship, Irish Aid, Revenue Tax Reclaim, Special Appeals and Bank Interest.

In 2012 the total Income for ActionAid Ireland was €3,149,093 compared with €3,733,080 in 2011. 68% of the reduced income is accounted for by the cutback in Irish Aid funding in 2012 compared to 2011 i.e. a drop of €398k. Child Sponsorship was down 4.2% on 2011 which was a reasonable performance, considering the difficult economic climate and income from the Revenue tax reclaim was down by €60k. Grant funding from ActionAid International was for one project in 2012 compared to two the previous year. The big disappointment for us from an income point of view was the reduced tax recovered under the Revenue charitable tax reclaim scheme. Revenue cannot disclose reasons for rejecting claims due to the Data protection legislation so it is difficult to understand the increased rate of rejections. On investigation through ICTR we have discovered that a similar pattern i.e. rejection rates of up to 20% or more, has emerged across the sector.



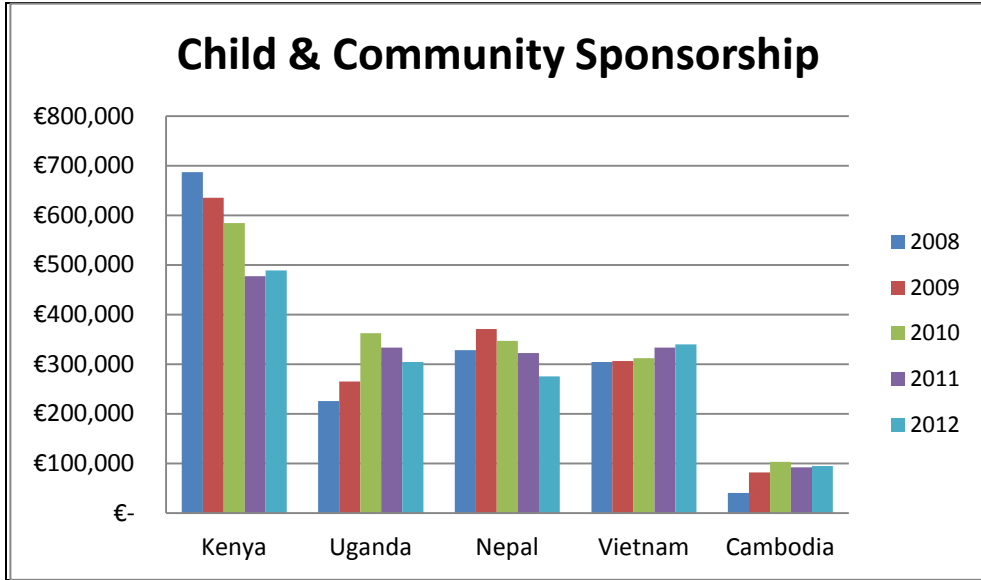
Irish Aid

A grant of €877,473 was received from Irish Aid in 2012. This is the first year of a four year programme which was approved by Irish Aid in early 2012. The Programme focuses on Women's Rights work in Kenya, Uganda, Nepal and Vietnam.

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

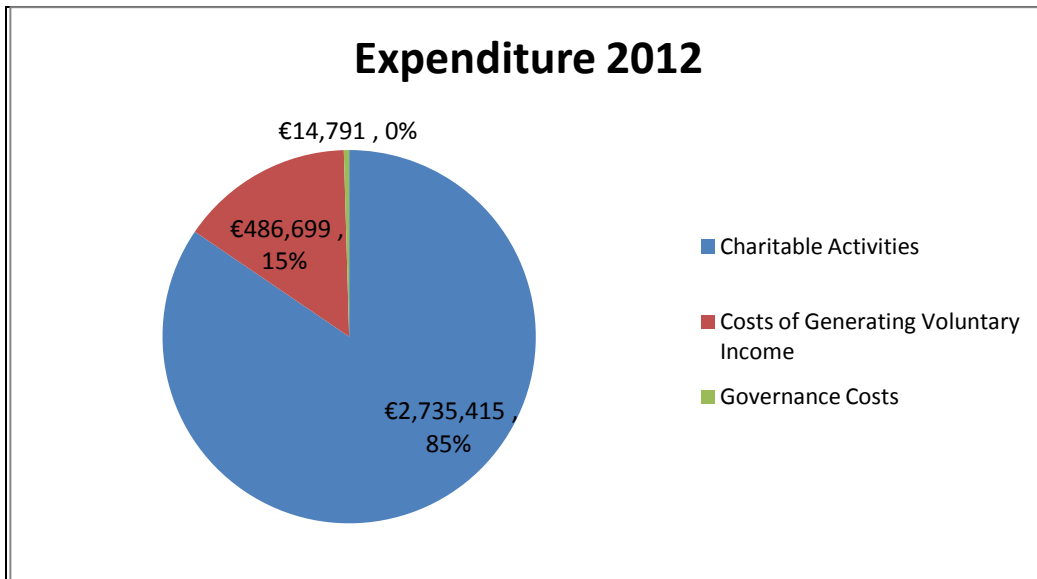
REPORT OF THE BOARD OF TRUSTEES – CONTINUED...

Child & Community Sponsorship decreased from €1,949,126 in 2011 to €1,866,493 in 2012. This represents a 4.2% decrease. Towards the end of 2012 we introduced a new regular giving product for community sponsorship which has a lower monthly ask.



Expenditure

In 2012 €2.7m was spent on our overseas programmes. The cost of generating voluntary income was €486,699 in 2012. This figure represents 21% of Voluntary income in 2012. The cost of Fundraising was boosted by a grant from ActionAid International to invest in diversifying our fundraising sources and we hope the benefits of this will be consolidated in 2013.



**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

REPORT OF THE BOARD OF TRUSTEES – CONTINUED...

Reserves Policy

ActionAid Ireland has a policy of retaining sufficient reserves to safeguard the continuity of its operations, thereby committing the maximum possible resources to support work overseas. Total Reserves at the end of December 2012 amounted to €286,006 of which unrestricted reserves accounted for €261,992 and restricted reserves €24,014. This represents a reduction of unrestricted reserves compared to 2011 due to the fact that we have contributed €45,000 in 2012 for the first time to the ActionAid International Federation.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board in Ireland and promulgated by the Institute of Chartered Accountants in Ireland.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Trustees are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Acts, 1963 to 2012. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Books of Account

The Board of Trustees is responsible for maintaining proper books and records. The books and records are maintained at Unity Building, 16-17 Lower O'Connell Street, Dublin 1.

Auditors

The company's auditors, Crowe Horwath, will continue in office in accordance with section 160(2) of the Companies Act 1963.

On behalf of the Board of Trustees

Trustee:

Trustee:

INDEPENDENT REPORT OF THE AUDITORS TO THE MEMBERS OF ACTIONAID IRELAND

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2012 on pages 20 to 30, which have been prepared under the historical cost convention, and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act 1990. 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.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As described on page 17, in the Statement of Trustees Responsibilities, the Trustees are responsible for the preparation of the financial statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are prepared in accordance with Generally Accepted Accounting Practice in Ireland. We also report to you whether in our opinion proper books of account have been kept by the company, and whether the information given in the Report of the Trustees is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the organisation's financial statements are in agreement with the books of account.

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where practicable, include such information in our report.

We read the Report of the Trustees and consider the implications for our report if we become aware of any apparent misstatement within it.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**INDEPENDENT REPORT OF THE AUDITORS TO THE MEMBERS OF ACTIONAID IRELAND -
CONTINUED**

OPINION

In our opinion, the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of ActionAid Ireland's affairs as at 31 December 2012 and of its incoming resources, application of resources and cash flows for the year ended on that date and have been properly prepared in accordance with the Companies Acts, 1963 to 2012.

We have obtained all the information and explanations that we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by ActionAid Ireland. The financial statements are in agreement with the books of account.

In our opinion, the information given in the Report of the Trustees on pages 2 to 17 is consistent with the financial statements.

For and behalf of:

**Crowe Horwath
Bastow Charleton
Chartered Accountants and Registered Auditors
Marine House
Clanwilliam Court
Dublin 2**

Date:

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2012**

<u>Incoming resources</u>	Notes	Unrestricted	Restricted	2012 Total	2011 Total
Incoming resources from generated funds		€	€	€	€
- Voluntary income					
- Community and child sponsorship	2a	368,107	1,498,386	1,866,493	1,949,126
- Tax relief	2b	203,200	-	203,200	263,209
- Other donations	2c	54,691	35,480	90,171	80,287
- Investment income					
- Deposit interest		15,067	-	15,067	17,258
Grant Received from ActionAid International		96,689	-	96,689	148,200
Incoming resources from Charitable Activities					
- Irish Aid	2d	<u>53,473</u>	<u>824,000</u>	<u>877,473</u>	<u>1,275,000</u>
Total income resources		<u>791,227</u>	<u>2,357,866</u>	<u>3,149,093</u>	<u>3,733,080</u>
<u>Resources expended</u>					
Costs of generating funds					
- Costs of generating voluntary income	3	486,699	-	486,699	458,364
Charitable activities					
- Overseas programme expenditure	4	-	2,409,492	2,409,492	2,780,626
- Overseas support costs	5	318,958	-	318,958	284,842
- Influencing, education and research	6	6,965	-	6,965	10,079
Governance costs	7	<u>14,791</u>	-	<u>14,791</u>	<u>13,703</u>
Total resources expended in the year		<u>827,413</u>	<u>2,409,492</u>	<u>3,236,905</u>	<u>3,547,614</u>
Net incoming resources		(36,186)	(51,626)	(87,812)	185,466
Fund balances brought forward at 1 Jan 2012		<u>298,178</u>	<u>75,640</u>	<u>373,818</u>	<u>188,352</u>
Fund balances carried forward at 31 Dec 2012		<u>261,992</u>	<u>24,014</u>	<u>286,006</u>	<u>373,818</u>

All of the activities of the company are classed as continuing.
The company has no recognised gains or losses other than the results for the period as set out above.

These financial statements were approved and authorised for issue by the Trustees on and are signed on their behalf by:

Trustee:

Trustee:

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**BALANCE SHEET
AS AT 31 DECEMBER 2012**

		2012	2011
	Notes	€	€
TANGIBLE FIXED ASSETS	11	<u>43,863</u>	<u>58,318</u>
CURRENT ASSETS			
Debtors	12	1,118	12,743
Cash at bank and on deposit		<u>657,108</u>	<u>790,296</u>
		658,226	803,039
CREDITORS (amounts falling due within one year)	13	<u>(416,083)</u>	<u>(487,539)</u>
NET CURRENT ASSETS		<u>242,143</u>	<u>315,500</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>286,006</u>	<u>373,818</u>
NET ASSETS REPRESENTED BY:-			
Restricted Funds	16	24,014	75,640
Unrestricted Funds	16	<u>261,992</u>	<u>298,178</u>
Total charity funds		<u>286,006</u>	<u>373,818</u>

These financial statements were approved and authorised for issue by the Trustees on and are signed on their behalf by:

Trustee:

Trustee:

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**CASH FLOW STATEMENT
FOR YEAR ENDED 31 DECEMBER 2012**

**Reconciliation of net incoming resources to net cash inflow
from operating activities**

		2012	2011
	Notes	€	€
Net (outgoing) / incoming resources		(87,812)	185,466
Depreciation	11	14,455	14,454
Decrease/ (Increase) in debtors		11,625	(9,894)
(Decrease) / Increase in creditors		(71,456)	35,257
Interest receivable		<u>(15,067)</u>	<u>(17,258)</u>
Net cash (outflow)/inflow from operating activities		<u>(148,255)</u>	<u>208,025</u>

Cash flow statement

Net cash (outflow)/inflow from operating activities		(148,255)	208,025
Interest received		<u>15,067</u>	<u>17,258</u>
Net cash (outflow)/inflow		<u>(133,188)</u>	<u>225,283</u>

Reconciliation of net cash flow to
movement in cash at bank

Cash at bank 1 January 2012	17	790,296	565,013
Cash at bank 31 December 2012	17	<u>657,108</u>	<u>790,296</u>
(Decrease) Increase in cash	17	<u>(133,188)</u>	<u>225,283</u>

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012**

ACCOUNTING POLICIES

1 (a) Principles of Preparation

The financial statements have been prepared in accordance with generally accepted accounting principles under the historic cost convention and comply with the financial reporting standards of the Accounting Standards Board, as promulgated by the Institute of Chartered Accountants in Ireland. The financial statements have also been prepared to comply with “Accounting and Reporting by Charities” (Charities SORP), the revised statement of recommended practice issued by the Accounting Standards Board in 2000 and the Accounting Standards Board “Statement on Update Bulletin 1 of the Charities SORP” issued in December 2005.

1 (b) Sponsorship

The principal component of ActionAid Ireland’s income is regular, usually monthly, donations from individuals, families and others in Ireland. Most of these supporters are linked to one or more children or communities in ActionAid Ireland’s programmes and receive regular information about that child / community and about ActionAid Ireland’s development work in the area in which the child / community resides and an annual report.

In 2012, 80% of an ActionAid Ireland’s supporters’ donations were credited to restricted funds relating primarily to work in the project area where the sponsored child/community lives. 20% was taken to unrestricted funds and associated overheads and was used for the Charity’s general charitable purposes.

1 (c) Incoming Resources

Incoming resources have been included in the financial statements only when realised or when the ultimate cash realisation of which can be assessed with reasonable certainty.

1 (d) Resources expended

All expenditure is accounted for on an accruals basis.

Costs of generating funds represents expenditure incurred in Ireland on raising funds from committed supporters and other members of the public.

Governance costs are the costs associated with the governance arrangements of the charity. The costs included in this category relate to the organisational administration and compliance with constitutional and statutory requirements.

Support costs include expenditure on general management, payroll administration, budgeting and accounting, information technology, property management, human resources and financing.

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)**

1 (e) Restricted Funds

Restricted funds consist of grants and donations received which can only be used for the purpose for which they are specified by the donors. These purposes are the aim of the charity.

1 (f) Unrestricted Funds

Unrestricted funds consist of grants and donations which the charity can spend based on its own discretion to enable it to achieve its overall aim and objectives.

1 (g) Tangible Fixed Assets

Tangible fixed assets are stated at cost.

Depreciation is provided at rates calculated to write off the cost of each asset, less estimated residual value, on a straight line basis over its expected useful life at the following annual rates.

Office Equipment	10% Straight line
Data Base	25% Straight line

1 (h) Taxation

No charge to taxation arises as the company is exempt under Section 207 and 208 of the Taxes Consolidation Act 1997.

1 (i) Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the profit and loss account.

1 (j) Tax relief income

Tax relief income is recognised on a cash receipts basis and is treated as unrestricted income.

ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)

	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
2a VOLUNTARY INCOME				
Community and child sponsorship				
Community and child sponsorship	<u>368,107</u>	<u>1,498,386</u>	<u>1,866,493</u>	<u>1,949,126</u>
	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
2b VOLUNTARY INCOME				
Tax relief				
Tax relief on designated charities (Section 848A TCA 1997)	<u>203,200</u>	<u>-</u>	<u>203,200</u>	<u>263,209</u>
	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
2c VOLUNTARY INCOME				
Other donations				
Other donors	42,691	35,480	78,171	65,287
Children Direct	<u>12,000</u>	<u>-</u>	<u>12,000</u>	<u>15,000</u>
	<u>54,691</u>	<u>35,480</u>	<u>90,171</u>	<u>80,287</u>
2d VOLUNTARY INCOME				
Irish Aid				
	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
Block Grant (Civil Society Funding)				
ActionAid Kenya	-	200,000	200,000	200,000
ActionAid Malawi	-	200,000	200,000	200,000
ActionAid Nepal	-	175,000	175,000	352,900
ActionAid Vietnam	-	175,000	175,000	352,900
Project Administration	-	74,000	74,000	92,700
ActionAid Ireland	<u>53,473</u>	<u>-</u>	<u>53,473</u>	<u>76,500</u>
	<u>53,473</u>	<u>824,000</u>	<u>877,473</u>	<u>1,275,000</u>

ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)

	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
3 COSTS OF GENERATING FUNDS				
- Costs of generating voluntary income				
Advertising and promotion	330,610	-	330,610	330,377
Salaries	<u>156,089</u>	-	<u>156,089</u>	<u>127,987</u>
	<u>486,699</u>	-	<u>486,699</u>	<u>458,364</u>
	Unrestricted	Restricted	2012 Total	2011 Total
	€	€	€	€
4 CHARITABLE ACTIVITIES				
- Overseas programme expenditure				
Community and child sponsorship				
ActionAid Kenya	-	489,155	489,155	477,099
ActionAid Uganda	-	304,656	304,656	333,418
ActionAid Nepal	-	275,219	275,219	322,446
ActionAid Vietnam	-	340,015	340,015	333,709
ActionAid Cambodia	-	94,861	94,861	92,651
Irish Aid				
ActionAid Kenya	-	200,000	200,000	200,000
ActionAid Malawi	-	200,000	200,000	200,000
ActionAid Nepal	-	175,000	175,000	352,900
ActionAid Vietnam	-	175,000	175,000	352,900
Other donations				
Uganda	-	14,863	14,863	21,825
Vietnam	-	1,200	1,200	-
Kenya	-	-	-	3,000
Kamaiya Appeal	-	18,537	18,537	20,018
Emergency Appeals	-	882	882	16,263
Irish Aid				
Salaries	-	90,896	90,896	51,422
Overseas travel	-	15,616	15,616	2,975
Irish Aid expenditure	-	<u>13,592</u>	<u>13,592</u>	-
	-	<u>2,409,492</u>	<u>2,409,492</u>	<u>2,780,626</u>

ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)

	Unrestricted	Restricted	2012 Total	2011 Total
5 CHARITABLE ACTIVITIES	€	€	€	€
- Overseas Support costs				
Travel	6,314	-	6,314	6,883
Office costs	95,974	-	95,974	103,011
Salaries	171,670	-	171,670	174,948
ActionAid International Contribution	<u>45,000</u>	-	<u>45,000</u>	-
	<u>318,958</u>	<u>-</u>	<u>318,958</u>	<u>284,842</u>
			2012	2011
	Unrestricted	Restricted	Total	Total
6 CHARITABLE ACTIVITIES	€	€	€	€
- Influencing, education and research				
Membership / Other Costs	<u>6,965</u>	-	<u>6,965</u>	<u>10,079</u>
	<u>6,965</u>	<u>-</u>	<u>6,965</u>	<u>10,079</u>
			2012	2011
	Unrestricted	Restricted	Total	Total
7 GOVERNANCE COSTS	€	€	€	€
Office costs	914	-	914	84
Travel	4,043	-	4,043	4,516
Professional fees	<u>9,834</u>	-	<u>9,834</u>	<u>9,103</u>
	<u>14,791</u>	<u>-</u>	<u>14,791</u>	<u>13,703</u>
			2012	2011
	Unrestricted	Restricted	Total	Total
8 RESULTS (stated after charging)	€		€	€
Auditors' remuneration	8,610	-	8,610	8,610
Depreciation	<u>14,455</u>	-	<u>14,455</u>	<u>14,454</u>

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)**

9 PARTICULARS OF EMPLOYEES

	2012	2011
The average number of employees throughout the year was:		
Management	1	1
Finance manager	1	1
Programme manager	1	-
Fundraising/Communications	3	2
Administration and project support	<u>1</u>	<u>1</u>
	<u>7</u>	<u>5</u>
Total remuneration of employees (full time and part time) was:		
	€	€
Wages and salaries	331,986	264,181
Social welfare costs	35,516	24,772
Pension costs	<u>51,006</u>	<u>65,404</u>
	<u>418,508</u>	<u>354,357</u>

No employee had remuneration greater than €90,000.

10 TRUSTEES' REMUNERATION

No remuneration is paid to Trustees for their services as Board Members. Directly incurred expenses are reimbursed, if claimed.

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)**

11 TANGIBLE FIXED ASSETS

	Office Equipment €	Data Base €	Total €
Cost			
At 1 January 2012	42,682	40,744	83,426
Additions	-	-	-
Disposals	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2012	<u>42,682</u>	<u>40,744</u>	<u>83,426</u>
Depreciation			
At 1 January 2012	9,829	15,279	25,108
Provision for year	4,269	10,186	14,455
Disposals	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2012	<u>14,098</u>	<u>25,465</u>	<u>39,563</u>
Net Book Value 31/12/2012	<u>28,584</u>	<u>15,279</u>	<u>43,863</u>
Net Book Value 31/12/2011	<u>32,853</u>	<u>25,465</u>	<u>58,318</u>

All fixed assets are held by the charity for use in meeting its charitable objectives.

12 DEBTORS

	2012	2011
	€	€
Other debtors	<u>1,118</u>	<u>12,743</u>
	<u>1,118</u>	<u>12,743</u>

All debtors are receivable within one year.

13 CREDITORS

	2012	2011
Amounts falling due within one year		
	€	€
Accruals	35,573	40,488
Amounts payable to overseas programmes	356,586	400,927
PAYE/PRSI	8,773	6,644
Trade creditors	<u>15,151</u>	<u>39,480</u>
	<u>416,083</u>	<u>487,539</u>

**ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2012 (CONTINUED)**

14 PENSION SCHEME

The company operates a defined contribution scheme for permanent employees. Employer contributions for the year amounted to €51,006 (2011: €65,404).

15 CAPITAL COMMITMENTS

There were no capital commitments at the balance sheet date.

16 MOVEMENT IN FUNDS

	1 January 2012 €	Movement €	31 December 2012 €
Restricted fund	75,640	(51,626)	24,014
Unrestricted fund	<u>298,178</u>	<u>(36,186)</u>	<u>261,992</u>
	<u>373,818</u>	<u>(87,812)</u>	<u>286,006</u>

17 ANALYSIS OF CHANGES IN NET DEBT

	1 January 2012 €	Cashflow €	31 December 2012 €
Cash at bank	<u>790,296</u>	<u>(133,188)</u>	<u>657,108</u>

18 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year that require to be disclosed under FRS 8.

19 CONTROLLING PARTY

The company is controlled by the board of trustees however the trustees do not derive economic benefit from the company.

20 APPROVAL OF ACCOUNTS

The Board of Trustees approved the accounts on