

# ActionAid Ireland Annual Report 2021

**act:onaid**





Tchessie is one of the women leaders trained by ActionAid Haiti in a response to a recent humanitarian crisis

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**Cover:**

Mukta from Bangladesh attends training courses on journalism organised by ActionAid

(Credit: Md. Ariful Islam/ActionAid)



# About ActionAid Ireland

ActionAid Ireland is delighted to present its Annual Audited Accounts for the year 2021.

**ActionAid Ireland is part of the ActionAid global federation, which operates in 45 countries. ActionAid works towards a just, equitable and sustainable world in which every person enjoys the right to a life of dignity, freedom from poverty and all forms of oppression. Throughout the world, ActionAid works to strengthen the capacity and agency of people living in poverty and exclusion, especially women, to assert their rights.**

The federation consists of members from North and South of the globe (19 in Africa, 9 in Asia, 2 in the Middle-East, 9 in Europe, 5 in the Americas, and Australia). As a federation we have a commitment to shift power to the global south.

We are locally and nationally rooted - and globally connected. Each member of the federation is registered nationally and at the same time remains part of a bigger movement advancing struggles for systemic change globally. As an affiliate member, ActionAid Ireland is governed by its own Irish Board, but works closely with other ActionAid offices around the world for a shared mission of a just world.

Our international headquarters is in South

Africa and we are governed by an International Board and International General Assembly. The International General Assembly is where key strategic decisions are discussed and approved jointly. The Chair of the ActionAid Ireland Board participates in the global governance of the federation via this annual General Assembly. An International Board is elected by the General Assembly with the mandate to both manage the Global Secretariat and support key international processes. This shared international space gives voting power based on membership status rather than financial influence and enables those countries where we are implementing most of our programmes to shape what is happening at the top of the federation.

From the start, ActionAid's vision of internationalisation was all about shifting power to the South. As such from the first full General Assembly in 2008, the majority voice has been with southern countries and this has grown year on year. We work with communities, people's organisations, women's movements, groups and networks, social movements and other allies to overcome the structural causes and consequences of poverty and injustice. We connect the work we do at community level with broader efforts and struggles for justice at every level to make the greatest contribution towards a just, equitable and sustainable world.

**We spent €2,148,011 on charitable activities in 2021, which is 77% of our total expenditure of €2,780,309. ActionAid Ireland's total income was €2,733,309. In 2021 ActionAid Ireland worked closely with ActionAid members and their local partners in Bangladesh, Cambodia, Ethiopia, Haiti, Kenya, Lebanon, Nepal, Palestine, Uganda, and Vietnam to fund long-term women-led, human rights-based development projects and localised women-led response to acute crises. We also carried out fundraising, campaigning, public engagement and community development projects in Ireland.**

This was the final year of our five-year strategy **"Realising Rights for Women and Children"**.

Our next strategy covers 2022 - 2027 and was launched in April 2022.



Business woman and survivor of domestic violence Asiah, who was supported by ActionAid and now supports other women, pictured with her four children in Kampala Uganda.

Credit: Karin Scherbrucker/ActionAid

# Message from the Chair



**In our 2020 Annual Report, I described 2020 as a ‘most challenging’ year for the communities ActionAid Ireland works with, those working for ActionAid across the globe, our supporters and our team in Ireland. This report makes it all too clear that this description is also applicable to 2021.**

While we see glimmers of normality here, vaccine equity remains a challenge as does the increased vulnerability of women as a result of COVID related isolation. Throughout 2021 we continued to support communities, and their local women’s groups, in the countries we work in. This meant that our support was effectively targeted and had impact.

ActionAid Ireland is acutely aware that we would be unable to achieve our goals without the generosity of our supporters and funders. We are most grateful for the trust and confidence you have in us. On behalf of the Board, I thank all individual and institutional supporters and our committed and skilled staff. Together they are key to the effective realisation of our current and future mission and vision.

The departure of our CEO, Siobhan McGee after 5 years of great vision and leadership was a significant key challenge in 2021. Siobhan was instrumental in building our partnerships with the communities and groups we work with both in Ireland and the global South; our participation in the ActionAid federation; stabilising our financial position and consolidating our governance. She was committed, reflective, principled and cared deeply about the relevance and effectiveness of ActionAid Ireland.

We are very pleased to welcome Karol Balfe as our new CEO. Karol has worked in the not-for-profit sector leading major programmes of work on human rights, peacebuilding and gender equality, most recently as Head of From Violence to Peace with Christian Aid, overseeing the organisation’s global peacebuilding programming and policy work in Africa, Asia, the Middle East and Latin America. Karol is passionate about feminism, human rights and peacebuilding and has joined us at a particularly important time as we prepare our new strategy for the period 2022 - 2027. Our strategy will build on the best of our work to date and will identify, and contribute to removing the barriers to making a world where women’s rights are respected, and care of people and planet is central. The Board is committed to ensuring that this ambitious strategy is underpinned by first class governance and compliance practice.

Three new members joined our voluntary Board in 2021. Our Board members are enormously generous with their time and expertise. I very much appreciate their contribution and their willingness to give time to actively engage with committees, working groups, meetings and training. The Board is interested in strengthening

its links with the wider ActionAid federation. I represented Ireland at the federation General Assembly in October and November and my Board colleague, Claire Callanan, is a member of the ActionAid International Human Resources and Organisational Development Committee. Ireland is well placed to both contribute and learn.

ActionAid Ireland was very sorry to learn of the death of our former Chairperson Rodney Rice in the summer. A trailblazing journalist and broadcaster, Rodney served on the ActionAid Ireland Board for over seven years from 2011 to 2018. He was a Director and then Chairperson. We were and are very proud that Rodney chose to take-up this position with us and lend his name and considerable talents to our organisation. We miss him.

For 2022, we look forward with confidence that together we will continue to make a qualitative difference in the lives of those with whom we work.

Anna Lee,  
Chairperson,  
ActionAid Ireland

# Message from the CEO



**It was my privilege to join ActionAid Ireland in August 2021, an organisation I have always deeply admired for its commitment to women's human rights. ActionAid focuses on making a difference in people's lives whilst also bringing about long-term change by governments, institutions and global bodies. This is exciting, important and badly needed.**

The Covid19 pandemic altered our lives radically, but it did not affect us all equally. The pandemic has exacerbated existing inequalities between women and men in almost all areas of life, rolling back hard-won achievements on women's rights. Globally, and in Ireland, levels of violence against women skyrocketed. Women are on the frontlines of the pandemic, making up 70 per cent of poorly paid healthcare workers globally.

The pandemic also exacerbated inequalities between the Global North and South. Unjust trade rules created a "vaccine apartheid" between the richest and poorest countries. Extreme poverty rates are rising for the first time in over 20 years, pushing hundreds of millions of people into extreme poverty and chronic hunger, with more and more people needing humanitarian assistance.

We face a set of intersecting crises that affect us all - economic, climate, political, racism, patriarchy. But these are underpinned and made worse for those in lower income countries by power imbalances, colonial histories, systems and structures that result in huge inequality, injustice and denial of human rights.

We can feel helpless in the face of this. ActionAids all over the globe are working tirelessly to address this unjust world. Our work is deeply rooted and driven by women and their communities and civil society organisations who are fighting for justice. The collective efforts of 45 ActionAids in this unique federation allows us to be greater than the sum of our parts.

ActionAid Ireland played a role in this global effort, all made possible by the generous support of the Irish public and our committed givers. We supported nine local rights programmes in Cambodia, Kenya, Nepal, Vietnam and Uganda - building on decades of work standing with children, local communities and women. In 2021, donations from the Irish public allowed us to support women led responses to humanitarian crisis in Haiti, Afghanistan, India and Palestine.

In partnership with Irish Aid, we supported programmes seeking to advance women's rights, particularly reducing gender-based violence in Kenya, Nepal and Ethiopia, along with engaging secondary students in Ireland on development issues. We supported two innovative programmes working with women in direct provision in Ireland, funded by ReThink Ireland and the St. Stephen's Green Trust.

The Irish public sees that the world could and should be better. In 2021, almost 10,000 people engaged in our campaigns on tax justice, ending sexual harassment in the workplace and on addressing illegal settlements in Palestine.

ActionAid Ireland would like to acknowledge the extraordinary work of our dedicated and expert Board members who give their time and wisdom in an entirely voluntary capacity. We remain committed to

the highest levels of transparency and accountability, we are compliant with the 'Triple Lock' standards of good governance and hold ourselves as a team to account with Feminist Leadership Principles.

In our new strategy for 2022 to 2027, we remain committed to the 'furthest behind' women and children, those most left behind and excluded. We will connect their injustice to what needs to change at the macro levels, seeking to address these huge systemic issues in a way that builds power from below. We will bring a feminist analysis to issues such as economic inequality and climate change. We will seek to mobilise diverse resources, deeply value our supporters and are making a clear organisational commitment to anti-racism in our work and fundraising. We believe that a fundamental shift of power from the North to the South is needed, we will seek to contribute to this, in our own work and in campaigning for a world that deeply values care of people and planet.

I hope you are inspired by this work, we owe a huge thank you to our supporters who made it possible.

A handwritten signature in purple ink that reads "Karol Balfe".

Karol Balfe  
CEO

# Our Vision

**A world without poverty and injustice in which every person enjoys the right to a life with dignity.**

# Our Mission

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

# Our Values

- **Mutual Respect**
- **Equity and Justice**
- **Integrity**
- **Solidarity with People Living in Poverty and Exclusion**
- **Courage of Conviction**
- **Independence from any religious or party-political affiliation**
- **Humility**

**Mukta from  
Bangladesh**

**This mission, vision and values reflect those outlined in our 2017 to 2021 strategy. In designing our new strategy 2022-2027, we reflected on our core vision, mission and values and will update them in our next strategy and our 2022 annual report.**

# Our impact on women's and children's rights

Empowering women living in poverty and exclusion is crucial to achieving women's rights and ending patriarchy, and ultimately achieving social justice, gender inequality, and poverty eradication. This is the focus of ActionAid Ireland's work and the local partners we support in Afghanistan, Bangladesh, Cambodia, Ethiopia, Haiti, Kenya, Lebanon, Nepal, Palestine, Uganda, and Vietnam, along with working with female asylum seekers in Ireland.

ActionAid puts women's voices, hopes for the future and leadership at the heart of our work, supporting women to organise collectively and mobilise with other allies to strengthen their power to affect change. We work with those women that experience the greatest forms of discrimination and marginalisation using a human rights-based approach. Active and organised people develop and drive change; which will transform power when led by those who are directly affected by injustice.

Women - as the majority of the world's health workers, carers, home-schoolers and informal workers - have had to bear the worst impacts of the global pandemic. As lockdowns shut down cities and job losses increased, so too did poverty and hunger. And gender-based violence skyrocketed globally causing a "shadow pandemic" that threatened to undo a decade of advancement in women's rights.

The Covid-19 pandemic highlighted the critical role of women, their organisations

and networks at the forefront of leading Covid-19 response. Women's organisations remain active, focused and are pushing for change.

Our human rights based approach is built on international human rights law, along with recognising state accountability it goes beyond a legal or technical approach to rights. We support people to analyse and confront power imbalances and we take sides with people living in poverty. We place people living in poverty at the centre of our human rights-based approach. And we support people living in poverty to understand that many of their most fundamental needs are actually enshrined in specific human rights frameworks.

Women's rights are central to our human rights based approach, as the eradication of poverty and injustice will simply not be possible without securing equality and rights for women. In most cases of injustice, we need to change practices and not just policies. And, through our human rights-based approach, we think and act both globally and locally.

In a world where civic space is shrinking, inequality is growing and an increasing number of far-right governments retreat from providing basic rights and services, this year we supported movements of young people and women to collectively demand accountability from their States and leaders for protection of their rights.



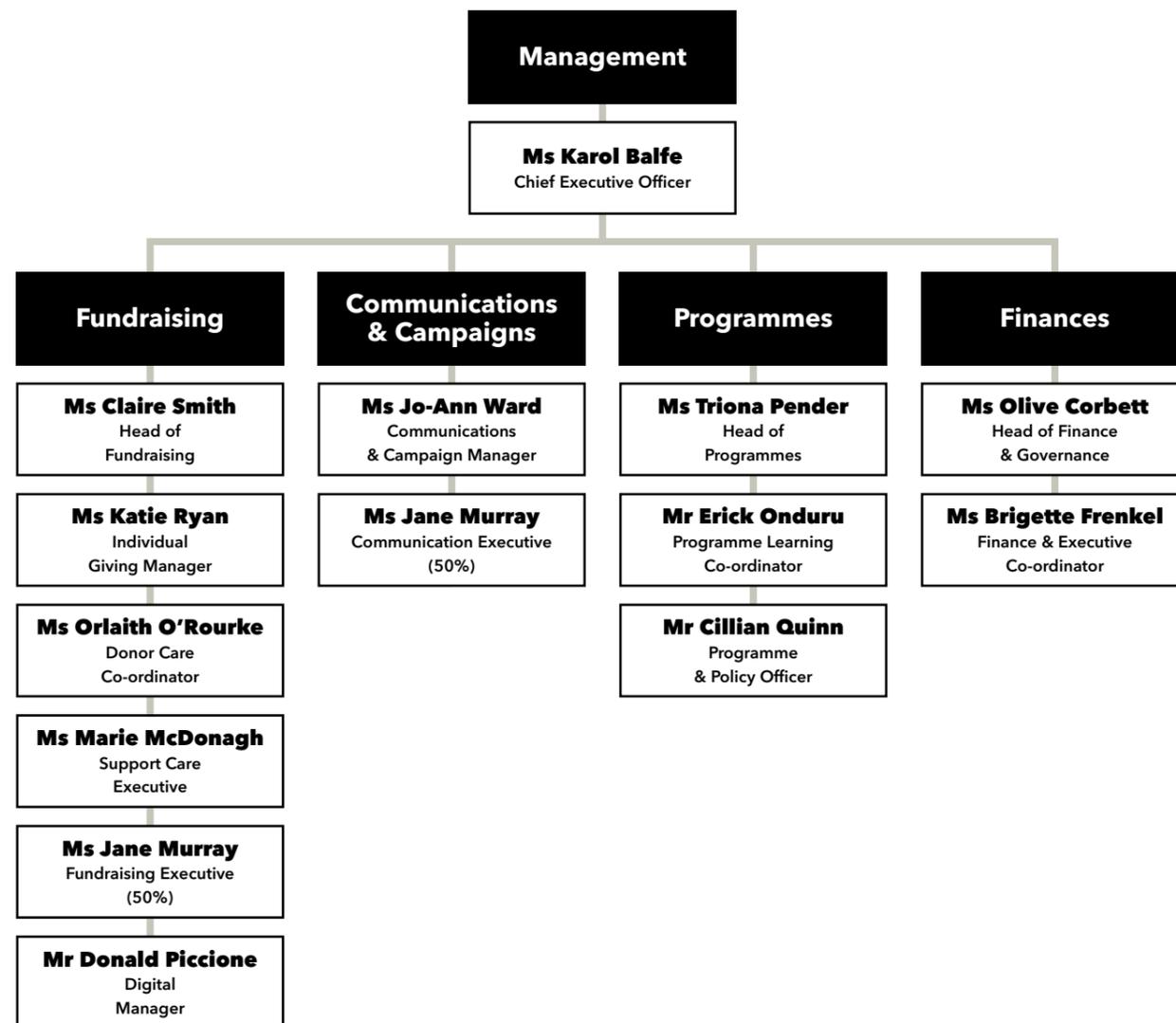
Susan (32) is a survivor of GBV and is now fighting for Climate Justice as part of Earth Walk Kenya

## In 2021

We responded to four humanitarian crises, we supported 4,681 women in empowerment work and reached a further 23,586 community members with Covid-19 prevention interventions through our Irish Aid funded programme, we worked with nine communities in local rights programming, we worked with 37 women in Ireland as part of our anti-FGM programme, 9,000 people in Ireland took action on solidarity campaigns. 77% of our expenditure was spent on charitable activities.

# Our team

The ActionAid Ireland team has 14 paid staff members as of March 2022, as outlined below. In 2021 three team members left ActionAid and we recruited four new team members, including a new CEO who was recruited by the voluntary Board of ActionAid Ireland. In 2022 we aim to recruit a new role, a Digital Specialist within the fundraising team. The staff team carry out the day-to-day activities of the organisation as per the strategic direction of the voluntary Board of Directors.



Back line left to right:  
Cillian Quinn, Olive Corbett, Brigitte Frenkel, Orlaith O'Rourke

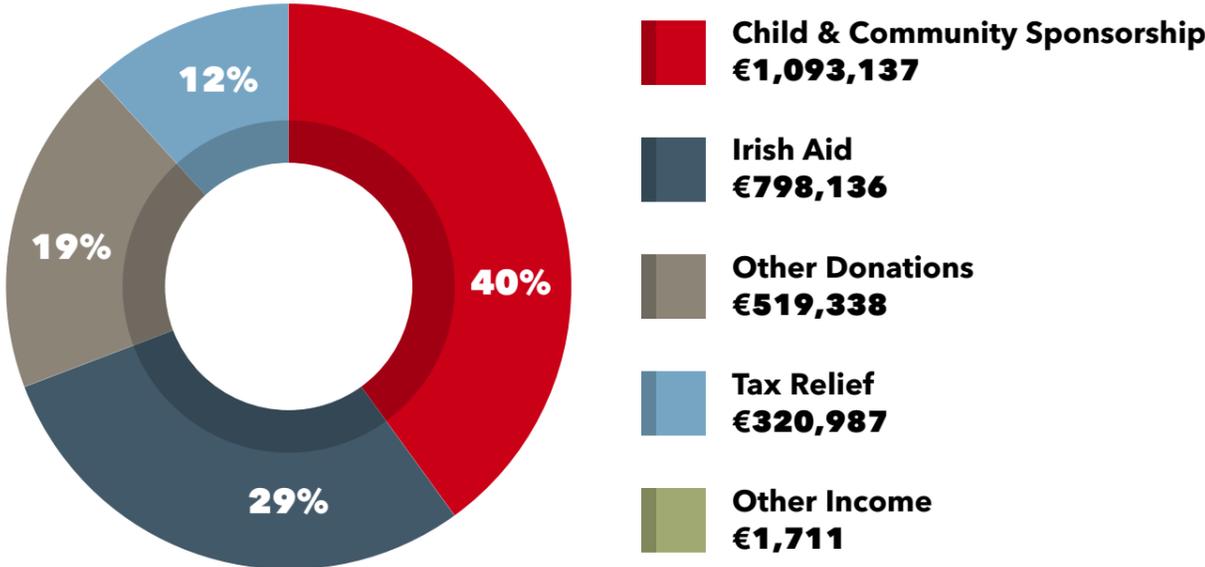
Middle line left to right:  
Eric Onduru, Katie Ryan, Donald Piccione

Front line left to right:  
Triona Pender, Jane Murray, Jo-Ann Ward, Karol Balfe, Claire Smith, Marie McDonagh.

# Income & Expenditure 2021

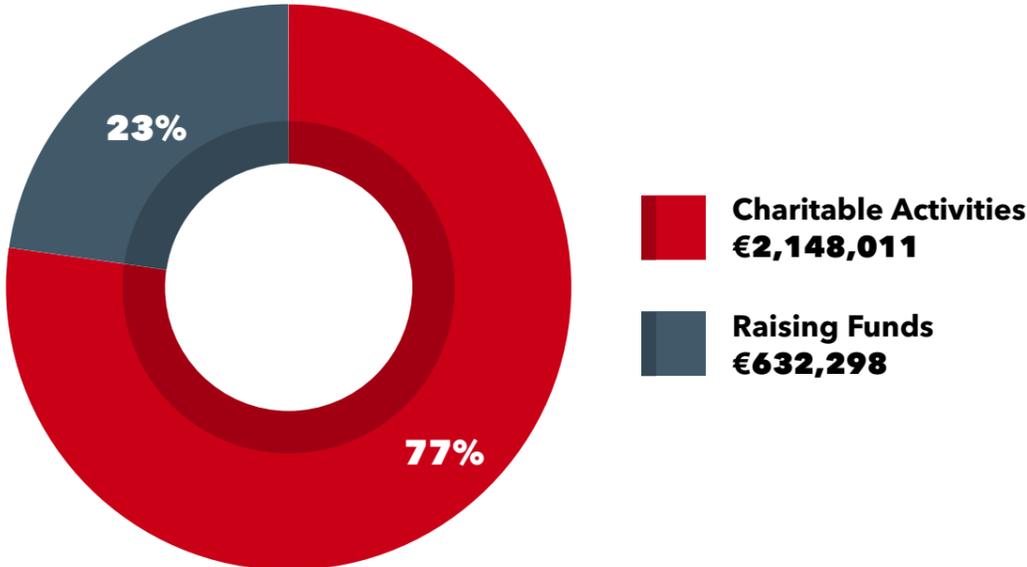
## Income

€2,733,309



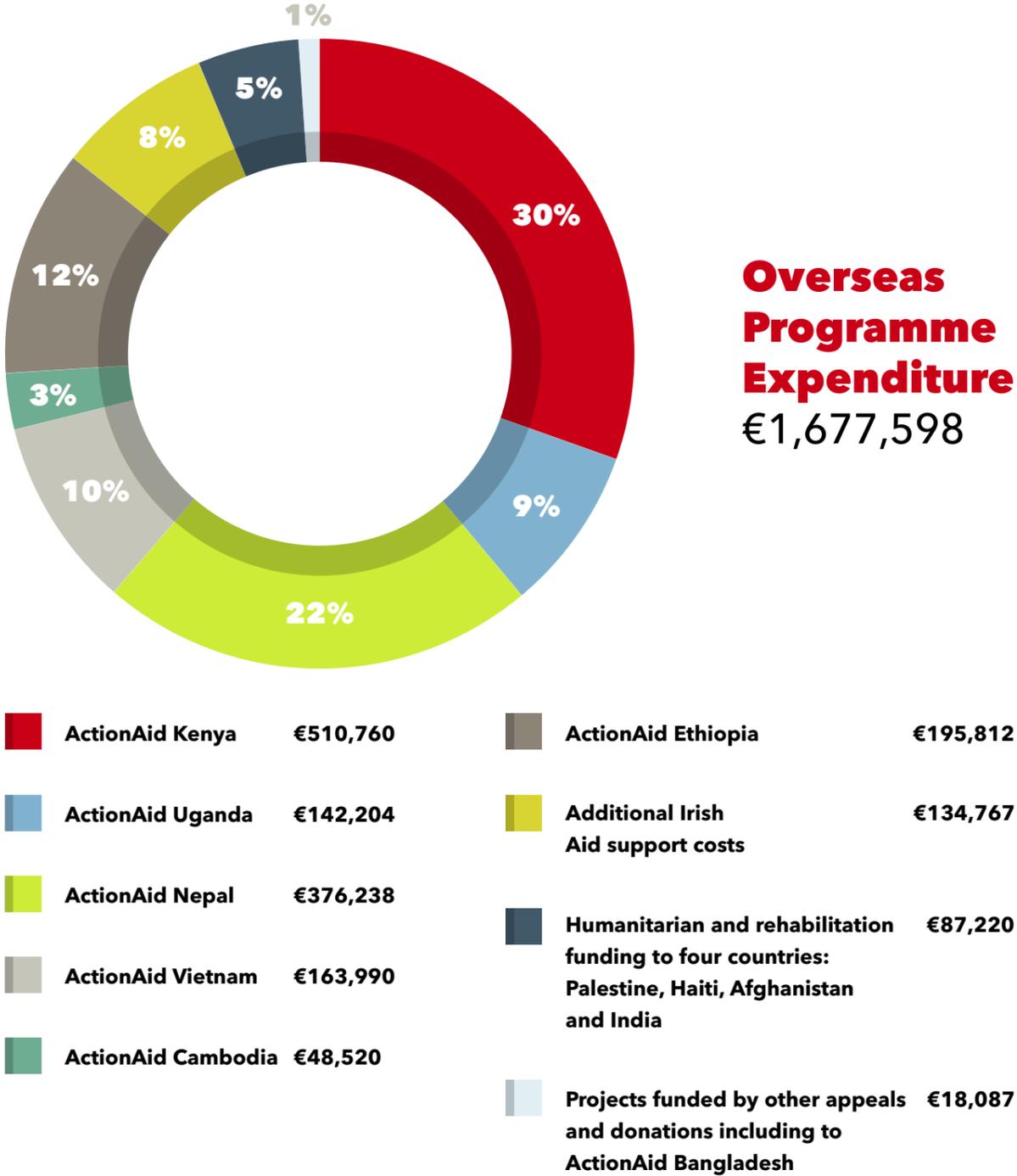
## Expenditure

€2,780,309

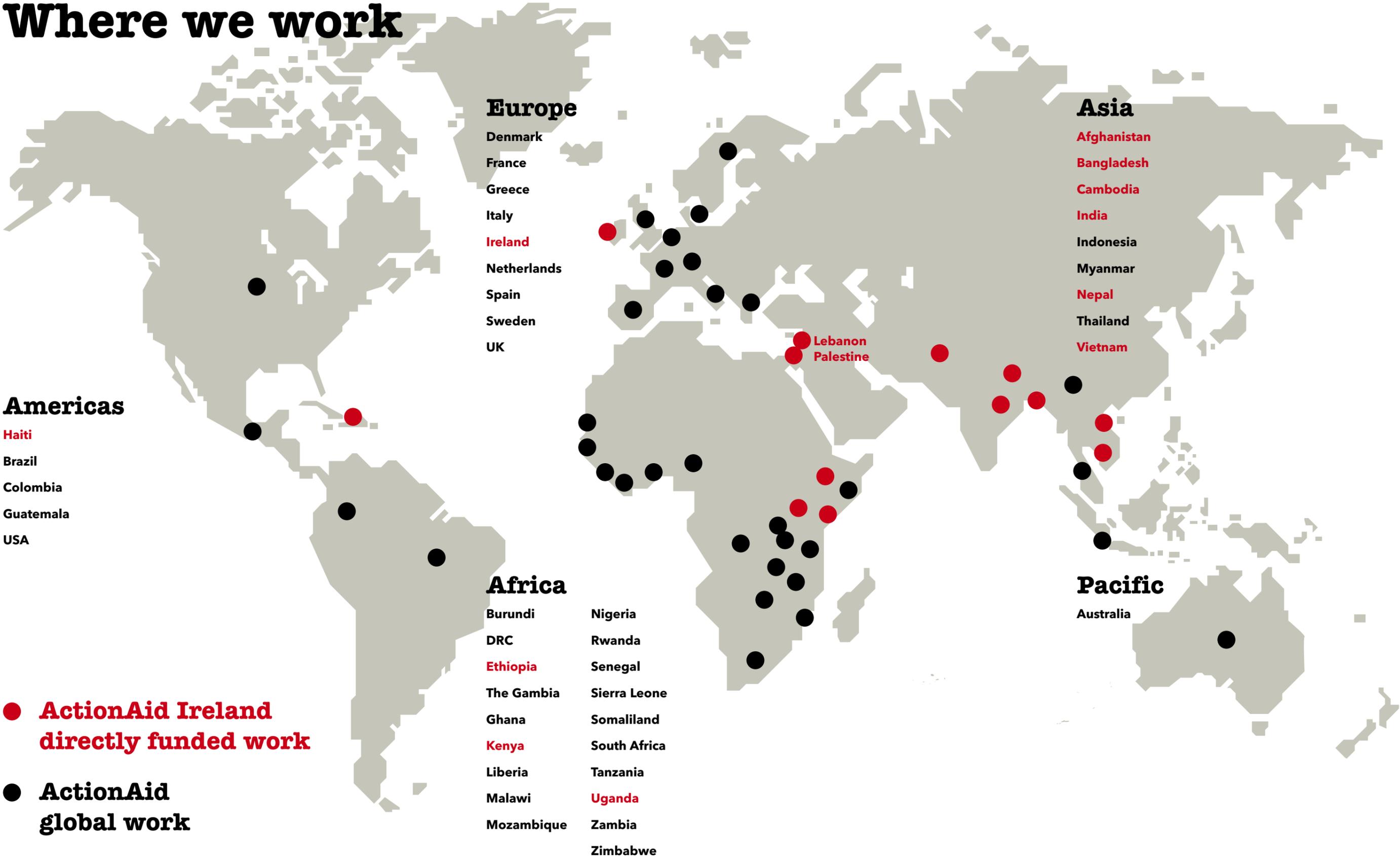


# Where your money goes 2021

In 2021 we funded work in 10 countries and also supported the wider federation.



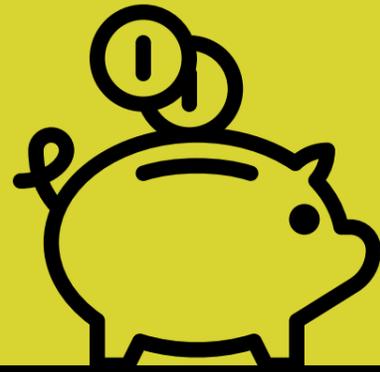
# Where we work



# 2021 in numbers

## FUNDRAISING

- 3,765** Child sponsors
- 1,301** Monthly supporters
- €320,987** Income from Tax rebate
- 1,279** New one-off supporters
- 599** New monthly supporters



## GOVERNANCE

- 1** Shortlisting for a Good Governance Award for our Annual Report



## PUBLIC ENGAGEMENT

- 12,920** Social media followers
- 177** Entries to the ActionTalks competition
- 279** Attended Online events
- 185** Media hits



## CAMPAIGNING

- >1500** People signed our petition calling for an end to violence and harassment in the workplace
- >1500** People signed our petition calling for Ireland to support a more transparent tax system
- 6500** People signed our petition calling for Ireland to pass the Occupied Territories Bill



# Highlights of our work in 2021

2021 was the final year of ActionAid Ireland's strategy "**Realising Rights for Women and Children; Strategy 2017-2021.**" While developing our new strategy, we continued to work on our three goals, and we met or exceeded our targets in most circumstances.

## Goal 1

**Realise Rights for Women and Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children. In 2021 we:**

- Worked with communities in nine local rights programmes in five countries, working with communities to support them to enjoy their rights and to support communities to protect themselves against Covid-19.
- Supported humanitarian response in India, Palestine, Afghanistan, and Haiti, which are led by local communities and, where possible, local women are trained to lead the response.
- Through our Women's Rights Programme in Kenya, Nepal, and Ethiopia, we worked with 4,681 women to directly improve their economic status and ensure safety from violence.
- Through the Amplify Our Voices project we worked with thirty three women in Ireland to support them to develop and host an online conference on what challenges need to be addressed in Direct Provision and what can be done now to tackle these challenges.
- The participants engaged in evening sessions throughout 2021 where they explored topics such as the White Paper on Direct Provision, Introduction to Digital Conferencing, Marketing and a Masterclass in Public Speaking.
- 37 women who live in four Direct Provision centres throughout Ireland, graduated our anti-FGM project in September 2021.

## Goal 2

**Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals.**

- In 2021, our total voluntary income was €1,933,462.
- Our income from regular giving, including child sponsorship, was €1,321,573, a 2% increase on 2020.
- We received €229,003 by way of one off donations in 2021, against a target of €103,774.
- We were mentioned 185 times in Irish media, surpassing the target of 160.
- We had 177 entries to the ActionTalks national speech competition, against a target of 150.
- Almost 9,000 people signed three new petitions, which we launched in 2021.

## Goal 3

**Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.**

- Maintained compliance with the Charity Regulator's Governance Code; this saw us review our Governance Handbook and update certain policies.
- We maintained our Triple Lock status with Charities Institute Ireland. Triple Lock status is awarded to charities who reach the highest standards of reporting and transparency.
- We were shortlisted for a Good Governance Award for our Annual Report by Carmichael.

# Realising rights for women & children

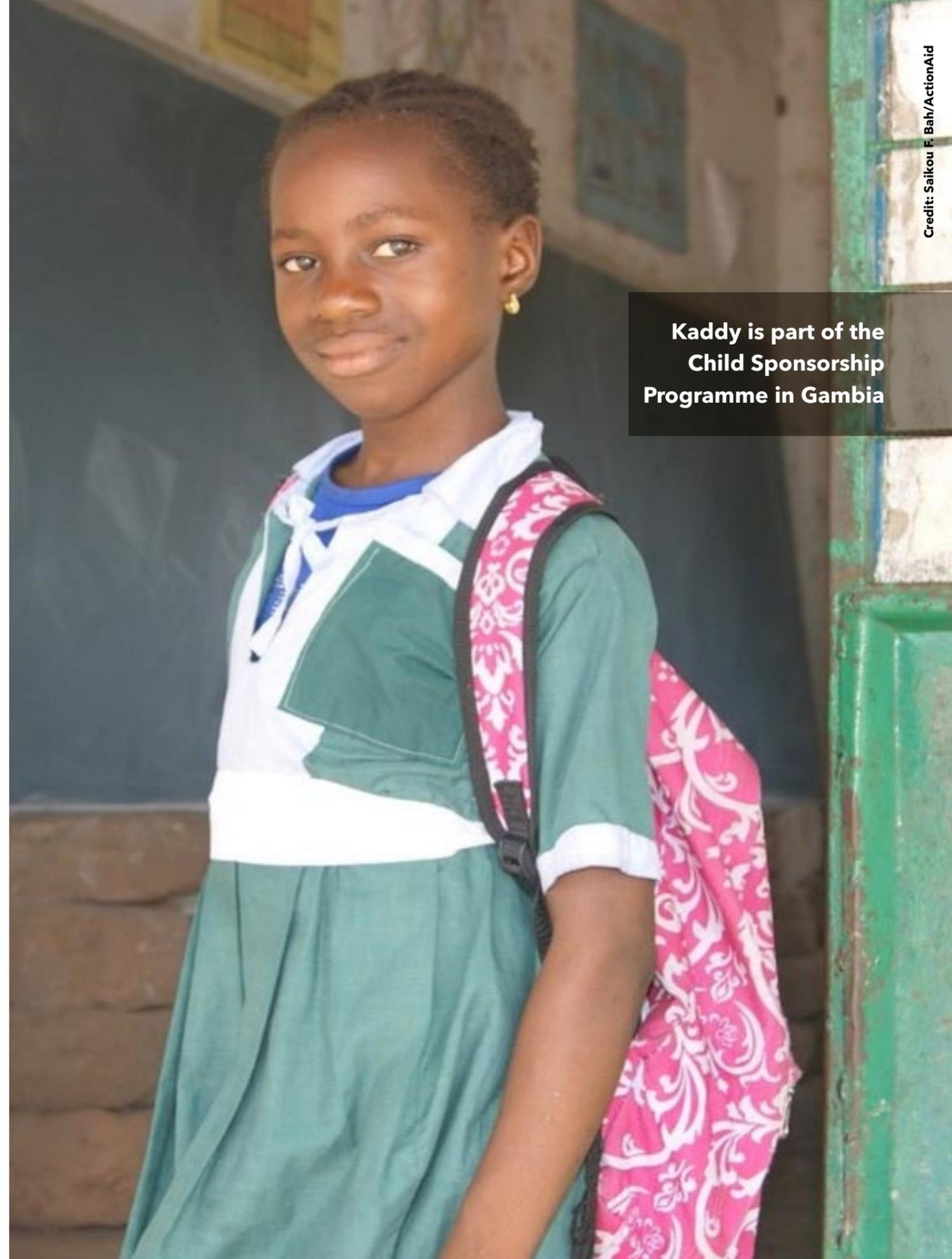
Our strategy "Realising Rights for Women & Children; Strategy 2017 - 2021" has three goals. The first is to "Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children." This section outlines how we used valued funds from our supporters to deliver change for women and children's human rights.

In 2021, 77% of our spending, €2,148,011 out of €2,780,309, was on charitable activities. This includes funding nine communities in five countries directly through monies raised from child sponsorship; we also worked with partners in six communities in Ethiopia, Kenya and Nepal as part of our women's rights programme; and providing funds to women led humanitarian response.

# Realising rights for women & children

## Child Sponsorship

Through the support of Irish child sponsors, ActionAid is working with local people in nine communities in five countries to support them to realise their rights. Child Sponsorship is rooted in communities and builds lasting change. Through the funds raised from Child Sponsorship, ActionAid usually works with communities for between 10-15 years, until the community themselves feel they are self-sufficient and have a firm grounding. This long-term funding and development work led by communities ensures that this work is sustainable long into the future.



Kaddy is part of the Child Sponsorship Programme in Gambia

Credit: Saikou F. Bah/ActionAid

# Vietnam

Expenditure **€163,990**

Number of child sponsors **778**



Ms Tac Thi Keue pictured with her family. Ms Tac Thi Kieu took part in training led by the local women's group, with support from ActionAid Vietnam where she learnt skills in beekeeping. She is delighted with the extra income her children can attend school.

**ActionAid has been working in Cao Bong, Vietnam for 16 years and the community have made massive progress and feel that they are ready to take the next step in their development.**

**As our work in Cao Bang is coming to an end, ActionAid will be transferring Child Sponsors from Cao Bong to the local rights programme in Krong Bong, so they can begin sponsoring a child in another community that needs support. It allows the supporters to help transform another community and continue supporting ActionAid's work.**

With the supporters help, the community have made some fantastic achievements over 16 years in Cao Bong. ActionAid worked with this community using our human rights-based approach to support the community to reflect on what they need to improve their lives. This helps to identify the practical needs they have but also is a process of empowering them to advocate for their rights themselves. Over the last 16 years some of this work included:

- 1 Domestic Violence Prevention: Violence against Women denies women their human rights and is underpinned by wider inequalities that women experience. 2,400 people took part in educational sessions and communication activities to enhance their knowledge on domestic violence and how to prevent themselves from experiencing it.
- 2 Education/Children: 2,389 children from 14 kindergartens and 3 primary schools were provided with warm jackets, shoes, socks, and raincoats to ensure their health and development during harsh weather. The community had identified that the harsh winters were a barrier for some children going to school and these items early on in the programme would help children continue their schooling while long term solutions were established.
- 3 Education/Children: 18 local elementary and secondary schools received water purifiers to provide clean water and ensure safety and health for all students.
- 4 Community Development: 1,621 people benefited from road construction in Thong Nong district, including 8.3km road connecting 6 hamlets within Thong Nong, 2.4km road in Rac Ray hamlet and new cement road to Nam Ngua village. These roads have enhanced peoples travelling experiences and increased school enrolment rate in local community.
- 5 Emergency Preparedness: 40 communication events and training courses on resilience against natural disasters were held for 2,925 people with the purpose of enhancing their knowledge and responding skills to natural disasters and climate change.

# Kenya

Expenditure **€274,496**

Number of child sponsors **1,457**



Children attending school in Nyokal, where ActionAid has been working in the community since 2020.

**In Kenya we supported local rights programmes in the new community of Nykol and in Marafa. Here is one example of the work we supported in Marafa.**

## Supporting the community to fight for their rights in Marafa

The community in Marafa are prone to both frequent droughts and floods and as a result, many households within the area have moved from their ancestral land along the river to the villages on higher and safer ground. In particular, the Kaya community has over 7,000 of its people living in poverty and exclusion, alongside living with an acute shortage of water.

The local community approached ActionAid for support and together they established that women have been walking up to 8km a day to collect water, where they then queued for three to four hours to access the limited water supply there is. This has placed a huge burden on women as well as girls, who fail to attend school regularly because they skip several days to help their households get water. Compounded with the outbreak of COVID-19, it has been difficult for the communities to practice handwashing and thereby help prevent the transmission of COVID-19.

The local women's rights group Sauti ya Wanawake, in partnership with ActionAid, have been working to address this serious problem in the community and challenged the County Government to provide water to the community. This has resulted in the building of the Kwa Genya pipeline which is 2km long, served by a 6.5 hose pipe water pump that pumps water to an elevated 10,000 litres tank. This tank then in turn flows by gravity through 14 water collecting points that the community and schools' are now able to use. This project serves six villages

and two schools, which is helping bring clean water to a community of 3,712 people (470 households) as well as all students attending both Kaya Primary School (410 pupils) and Dagamra Secondary School (280 students). Covering a radius of 2km, this water tank reduces the burden on women and girls who spend so much of their time in search of water, which in turn frees up time to undertake economic activities, improving children's hygiene and regular attendance of girls in school. Supporting local women's movements like Sauti ya Wanawake to advocate and lobby for better public services, ensures a long-term benefit to the whole community. Governments are obliged to deliver services under human rights law and we support local groups to ensure that this obligation is met.

'This project is a blessing. Thank God and the efforts from Sauti ya Wanawake, ActionAid and our community leaders', says Peris Kadzo, a community resident. 'It has been very expensive for me to hire a motorbike to fetch water from River Sabaki at Sh20 per 20 litres jerrican, or to spend three to four hours a day to have water in my house. On average, I spend Sh300 on water alone per day, which I will now save to start my kitchen garden.' Peris says the project is 'a miracle come true'. 'Today I am collecting clean and portable water at the doorstep of my house,' adds Peris as she takes a cup of water from the new water point at her compound.

# Cambodia

Expenditure **€48,520**

Number of child sponsors **232**

**In 2021 we continued our work in the local rights programme in Pursat Cambodia, thanks to the support of child sponsors from Ireland.**

This included supporting the Covid-19 response in the area. The local community identified that there was a lack of public health materials and that families in the most marginalised communities were not able to access vital materials. The local team distributed facemasks and sanitiser and held awareness raising for communities and children.

Chandoeurn has received trainings on climate change resilience and how to respond to gender-based violence and is now a leader of this work in her community in Pursat. She says, 'Since I become the woman champion, I have learnt a lot about disasters and gender-based violence through various meetings and trainings. I would like to say thank you to the Children and Women Development Center in Cambodia and ActionAid Cambodia in supporting me and other women to have more knowledge, and able to help our community be well-prepared for emergencies so that we can minimise the risks and able to improve our livelihood by being more resilient to climate change and disasters.'



Awareness building on Covid-19 carried out by ActionAid Cambodia



Chandoeurn (55) with her granddaughter

Credit: ActionAid Cambodia

Credit: Savorn Sum, Sophorn Sorm, Rithy Hun/ActionAid

# Uganda

Expenditure **€132,537**

Number of child sponsors **622**

## ActionAid Uganda Covid-19 response

In Amuru district, through funding raised from Irish child sponsors, ActionAid Uganda is continuing its human rights-based community work. In addition, in 2021 the team provided emergency support to the community, which was required as a result of the pandemic. This included:

- 40 hand washing facilities, 65 litres of hand sanitisers, 8 thermometer guns and 60 boxes of washing soap have been delivered to local health centres.
- 80 women from the Amuru 'Reflect Action Group' benefited from food and farming resources, including 20kgs of Groundnuts & 20kgs of beans. This was aimed at guarding against food scarcity and enabling the members of the group to carry on with their agricultural activities to secure their livelihoods.
- 400 women with disabilities received emergency food items such as beans, sugar and cooking oil. The items offered relief to the women and their families during Lockdowns when it became difficult to get essential items.

## Land rights in Amuru

ActionAid Uganda supports land rights for smallholder farmers particularly for women farmers, whose land rights are mostly violated or remain totally unfulfilled. By increasing women's access to and control over productive resources and social and economic rights, while challenging the patriarchal institutions that deny these rights, ActionAid seeks to significantly reduce the risk of violence against women and girls.

Molly Angwech, 56, is a widow and a mother living in Amuru, Uganda. Her husband died during the Lord's Resistance Army insurgency while people were still living in Internally displaced People's camps. Her son was abducted and never returned. After her husband died she moved away for a short time and when she returned to her home, her nephew was living there. She told us:

"When I approached my nephew to inform him that I wanted to re-settle on my land and that he should leave, he said to my face that women do not own land and that I was not officially married. He also

said my late husband had no surviving son and hence being his nephew, he had all the right to inherit his uncle's land. Every time I tried accessing the land to farm, he would stop me and my daughters. I sought redress from the courts of law however there was no progress."

Molly was referred to the ActionAid Uganda team, which is run by people local to her area who are familiar with cases like this. The team intervened and set up several mediation meetings, which resulted in the land being returned to Molly and her daughters. She told us: "We now grow our food on it without disturbance. The whole processes of mediation empowered me and made me learn that as woman and a widow, I also have the right to own, and control land through all the legal means. The leaders themselves were challenged by the way the case was managed. ActionAid gave me back my life because land is life here in Acholi. I will forever be grateful."

Molly (56) with the support of ActionAid Uganda now has her land back

# Nepal

Expenditure **€166,876**  
Number of child sponsors **853**



Credit: Ramlal Chaudhary/ActionAid

Shyani with her baby in Nepal

In response to the pandemic, ActionAid Nepal has been delivered a large and effective programme of work right across the country, this has included:

- 10,499 families reached with packages of food
- 7,086 breastfeeding mothers received packages of nutritious food for mother and child
- 8,165 sanitary pads distributed to young girls and women
- 178,997 masks distributed to vulnerable families and frontline workers
- 17,327 Covid-19 prevention kits
- 10,301 PPE sets given to health institutions

Irish sponsors supported this work to respond to the pandemic, along with their long-term support to advancing the rights of children and communities in the two local rights programme we directly support in Kathmandu and Bardiya. During times of emergency, local women leaders support our response ensuring the specific needs of people in the community are met, for example Shyani, whose story you can read below.

### Shyani's story

"My name is Shyani. I am 23 years old. I live in a small village in Bardiya in the Terai region of Nepal with my two children and my husband. My husband is a rickshaw driver, and I am a housewife. We could not have any income due to the Covid-19-induced lockdown. I had delivered my second child just before the lockdown began in our village, and we were facing a lot of difficulties to meet our needs, especially with food. As a new mother, I was struggling to have nutritious as well as a balanced diet. We didn't have much savings, and the markets were closed. I could not eat a proper diet and I was also facing the problem to breastfeed my newborn. ActionAid distributed relief packages for pregnant and lactating women, including a Covid-19 kit,

which included a thermometer, masks, soap to wash hands, and detergent to wash clothes. Food packages included baby food as well. I am among the 2,563 women, who were happy to receive these relief packages during this pandemic. Additionally receiving the thermometer has helped me to check the temperature of my children whenever I have doubt if they have fever. I am happy to see my children growing in a healthy environment. Even during this crisis and global pandemic, I feel healthy and safe. I would like to thank ActionAid on behalf of all the women for supporting us with nutritious food as well as a Covid-19 kit during this difficult time and helped us to lead a healthy life."

# Realising rights for women & children

## Women's Rights Programme II



Abaynesh Gebre Mariam from Decha, Ethiopia.

Since 2017, ActionAid has been working on phase two of its Women's Rights Programme, funded by Irish Aid, Department of Foreign Affairs. The programme is implemented in Nepal, Kenya and Ethiopia.

The programme focused on enabling women in the community, along with religious and traditional leaders, government officials, boys and men, to reduce violence against women and girls. Additionally, the programme team worked with women to help them to earn an income. Across the three countries, we worked with a total of 4,681 women (Nepal 1,804, Kenya 1,296 and Ethiopia 1,581) to directly improve their economic status and ensure safety from violence. In 2021, the programme supported 23,586 community members in the prevention of Covid-19, including supporting with access to water, soap and sanitisers.



**Irish Aid**  
Department of Foreign Affairs  
An Roinn Gnóthaí Eachtracha

## Ethiopia

In Ethiopia the programme focuses on empowering women who live in marginalised communities, including from the Menja community, to support them to provide for themselves and their families through education and training.

- In Decha, 135 women engaged in courses on adult education, numeracy and literacy skills, educating their children.
- Women collectives, including the Women Watch Groups and Saving and Credit Cooperatives, were strengthened to become more effective and sustainable.
- In Decha, the team provided training on gender-based violence and the rights of people living with disabilities to 77 people. People living with a disability were supported with materials to access social and legal services. Facilities in one local school were also improved so it is now accessible for students living with a disability.
- In Guna, as part of humanitarian crises response, psychosocial training and counseling services were provided to 76 survivors of gender-based violence. In Guna, 21 women in marginalised communities and government stakeholders were trained on agroecological or sustainable farming practices.
- ActionAid Ethiopia has revitalised its engagement with the Federal courts where it piloted an Audio system replacement of the CCTV systems to create survivor friendly courtrooms so that survivors of gender based violence will not have to appear in the main courtroom.

Mother of six Abaynesh Gebre Mariam, 31, (pictured left) is from the marginalized Menja community in Decha, Ethiopia is a member of her local saving and credit cooperative which was established by ActionAid Ethiopia in 2017.

Her husband has also participated in different trainings organised by ActionAid Ethiopia. Abaynesh told us that the women right's programme has created major changes in her life. **"My savings have grown; my participation in the women's rights group increased; my children's school attendance improved; I now live in love with my family; I can read and write; I have more self-confidence; I have changed my diet; and I am now very happy."**

# Nepal

- In Chitwan, after the establishment of a complaints box in school for adolescent girls, girls are raising their voices against violence in school. During the last three months, three complaints have been submitted to school management committee by girls.
- In Parsa, our partners work with teenage girls who have dropped out of school, to stop child marriage, supporting them to return to school or to learn skills to earn an income. In 2021, following the pandemic, the girls we worked with in the area all wanted to earn income. Our partners provided training in tailoring. The girls are now convincing their parents to push back their age of marriage and let them earn an income for themselves.
- Legal officials in eight municipalities of Nepal were trained in gender awareness, including making considerations for pregnant women, single women, and women with a disability when developing policy.
- ActionAid Nepal jointly organised a regional workshop on “Reinforcement of Referral Mechanism/pathways to End Violence Against Women & Girls”. The workshop had 85 people from government agencies, civil society organisations, media, youth groups, activists and women’s group. At the event there were recommendations developed on how to improve management and referral mechanisms for cases of gender-based violence. At an upcoming national workshop, the group will lobby the government to implement these recommendations to ensure better services at the local level.
- ActionAid Nepal collaborated with NGO Hami DajjuVai to conduct the 2nd National Feminism and Men's Conference 2021. The conference aimed to create a platform to learn and share ideas on effective approaches and innovative strategies on ending gender-based violence with the meaningful and active participation of men and boys.

# Kenya

- The local women’s rights group Sauti ya Wanawake, in partnership with ActionAid, successfully lobbied the county Government to develop and adopt a data collection tool for gender-based violence cases. The tool has been adopted by the county and it is already being used.
- In response to the Covid-19 pandemic, 750 women who live in marginalised communities (Kishushe 500 and Garissa 250) were supported with cash transfers. Cash transfers are direct payments of money to people so they can decide and buy what they need the most during emergency situations.
- Kamuthe Women’s Rights Network supported five survivors of violence against women and girls to access justice by referring, reporting and linking to the government authorities for action. Two of the cases are now in court and three are with the police for investigation.
- Women farmers who live in marginalised communities have switched from planting the traditional maize to planting green grams yields earlier and better. This better suits the conditions in Kishushe, which experiences frequent droughts. Green grams are replacing maize as a cash crop in Kishushe, enhancing women’s livelihoods.
- During a celebration for International Day of the Girl Child in October 2021, girls taking part in the programme in Garrisa presented their demands to the local government, police department and department of health. As a result, an action plan was developed to meet these demands.
- ActionAid in partnership with Kamuthe Women’s Network conducted two radio programmes reaching 2,000 people with messages on Covid-19 and supporting people who experienced gender-based violence, through providing information on available services and resources and giving community members the opportunity to ask questions.

# Realising rights during emergency response

**ActionAid Ireland raised funds to support the response to four humanitarian situations in 2021. ActionAid is part of the Feminist Humanitarian Network. ActionAid's response in emergencies is led by local women's groups who assess the needs in their communities and ensure the most vulnerable are reached. In 2021 we responded to four emergencies, raising over €52,000 for life-saving response.**

## Haiti

The deadliest natural disaster of 2021 was caused by the magnitude 7.2 earthquake which hit Haiti on 14th August 2021. At least 2,248 people were confirmed killed as of 1 September 2021 and above 12,200 injured, and an estimated 650,000 people were in need of assistance. With help from supporters in Ireland, the local women led response in Haiti:

- Reached 5,000 affected families in the rural communities of Jérémie and Roseaux
- Gave 5,150 households in Les Cayes 50 kg of rice, 4.6 kg of cooking oil and 12.5 kg of beans

Thanks to funding from Electric Aid of €16,000 we were also able to assist in the rehabilitation of the school of Carrefour-Charles Haiti following the earthquake.

ActionAid Ireland's Head of Programmes Triona Pender was seconded to Haiti in September to support the local team in their response.



Tessa (orange t-shirt) with her daughters and an ActionAid first responder in Haiti

Credit: Fabienne Douce/ActionAid

## Afghanistan

The ActionAid humanitarian response in Afghanistan is focused on cash support to enable families to buy food and essential items such as fuel, heating equipment, winter clothing and blankets, as temperatures plummet across Afghanistan. Women are receiving hygiene kits with essential items including soap and sanitary pads. Support from Ireland helped the local team to distribute emergency cash and hygiene kits to over 900 vulnerable families

Over half the population of Afghanistan - 22 million people continue to face acute hunger.



ActionAid humanitarian workers make their way through deep snow

Credit: ActionAid Afghanistan

## India

In May 2021 India became the epicentre of the Covid-19 pandemic. The unprecedented surge of infections overwhelmed the healthcare system. Hospitals struggled hard to cope amid a shortage of medical oxygen and life-saving drugs. At the same time, the most vulnerable sections which were still recovering from the distress caused by the first wave struggled to make ends meet. The ActionAid India team were on the ground immediately, responding to this massive humanitarian crisis, including:

- Bringing meals to the doorsteps of families infected with the virus.
- Supporting the strengthening of the medical infrastructure across states.
- Setting up helpdesks across several districts to support people with information on facilities available at hospitals, including oxygen cylinders and hospital beds, besides the availability of local ambulance services and cooked food services.
- Delivering nearly 6,500 oxygen concentrators to community health centres and public hospitals across several states.



Santvir (35) a volunteer-driver with ActionAid as part of the Covid relief program

Credit: Sahiba Chawdhary/ActionAid

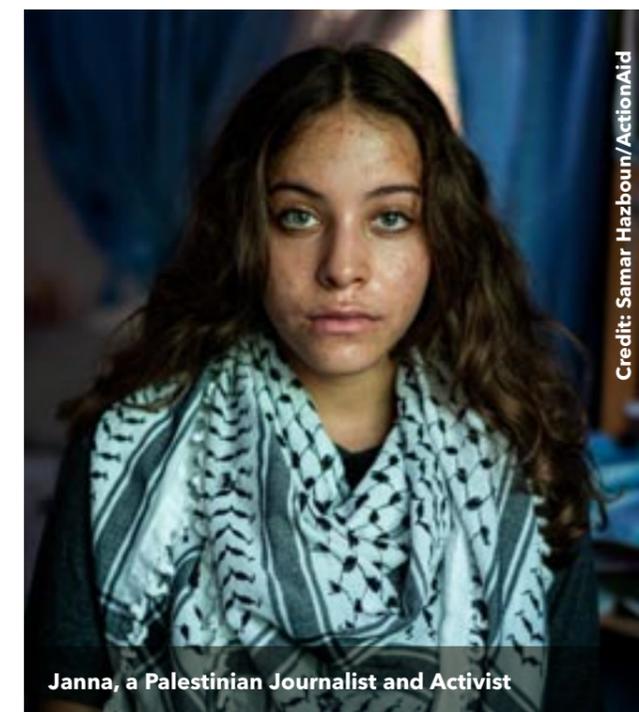
## Palestine

May 2021 saw an escalation of violence in Palestine. According to the Office of the High Commissioner for Human Rights (OHCHR), during the escalation, 256 Palestinians, including 66 children and 40 women were killed in Gaza. Almost 2,000 Palestinians were injured during the hostilities in Gaza, including over 600 children and 400 women.

Palestinian people continue to experience forced displacements from their homes, have restrictions around their movement and access, and face humanitarian, economic and social impacts caused by the ongoing Israeli occupation and ongoing settlement expansion, which marginalize their human rights. 12 Israeli people lost their lives during the escalation, and 796 Israeli people were injured.

With support from Irish donations, ActionAid Palestine immediately reached 1,424 people providing dignity kits to women, psychosocial support, clothes for children, and food parcels.

Thanks to Electric Aid we also spent a further €10,717 to ensure the education of children in marginalised vulnerable Bedouin communities in Al Maleh and Badou Al Kaabneh in the West Bank.



Janna, a Palestinian Journalist and Activist

Credit: Samar Hazboun/ActionAid

# Mobilising resources

The second goal of ActionAid Ireland strategy “Realising Rights for Women & Children 2017 to 2021” is to “Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid’s social justice, gender equality and poverty eradication goals.”

Mervat with her daughter, Sedra, in Palestine

## Our fundraising strategy

In 2021 we continued to work on our fundraising plans developed in 2020.

Fundraising has had a solid performance across 2021, delivering 10% more on total income than budgeted. The following are some of our fundraising highlights for 2021.

Child Sponsorship continues to be the most significant form of income received through 2021. Over the year 3,765 sponsors gave €1,084,457. This was down from 2020 when €1,119,261 was received from 3899 sponsors, although this was expected as we concentrated on growing other forms of regular income.

In 2021 other Regular Givers (people who give monthly outside of child sponsorship) raised €237,117 from 1,368 donors. (This was an increase from €172,563 from 1,024 donors in the same period last year). We further developed our digital fundraising, including running pay per click and social media ads throughout the year. This is an area that has seen growth over the year and contributed to new regular givers supporting ActionAid.

In total, Committed Giving increased over the year, from €1,291,823 from 4923 supporters in 2020 to €1,321,573 from 5133 donors in 2021.

Over Christmas 2021, we appealed to 6,296 of our supporters, to make a donation to the ‘Happy Homes’ project in Bangladesh. The appeal followed the story of a young girl called Anu who was often alone and vulnerable on the streets of Dhaka, Bangladesh while her mother worked long hours as a garment worker. ActionAid’s ‘Happy Home’s is active in Anu’s community in Dhaka and helps provide safety, shelter and education to vulnerable young girls so that they can get the education and childhood they deserve. Overall, we received a 7.3% response rate from our generous supporter base (462 responses), donations to the value €40,076 and an average gift of €87. From mid-October into the Christmas period we ran a series of direct response TV ads focusing on the same project, which further boosted our fundraising over the period.

We are delighted to report that in 2021, we were able to claim a tax rebate on donations over €250, thanks to the generosity of our donors in both the size of their donations and their willingness to sign the claim form we have income receivable of €320,987 through this tax rebate scheme.

# Mobilising resources

## Supporter communications

We have a loyal donor base and a fast-growing base of non-financial supporters.

In 2021, we continued to keep in contact with our supporters via post, email, social media, events and telephone to demonstrate and report back on how their fantastic support was put to use. We also sent two issues of our ActionTimes newsletter in February and September which provided updates on various projects and was warmly received by supporters.



Using a variety of means to engage with our supporters helps us show more of the complexities of our work. In 2021, we held four supporter events online in February, May, July and October. These were attended by 279 supporters and friends of ActionAid.

## Our funding partners

In 2021 we received institutional funding from Electric Aid (€57,899) to:

- Provide support services to survivors of Gender Based Violence in Amuru District, Uganda.
- Support the education of children of marginalized Bedouin communities West Bank, Palestine.
- Improve water access and supply to ensure better sanitation for the communities in the Rainadevi Chhahara municipality of Nepal.
- Respond to the earthquake that hit Haiti on the 14th of August 2021.



Rethink Ireland provided ActionAid Ireland in total with €20,000 in funding which has allowed us to bring our anti-FGM project AFTER online in 2021.

We received €15,000 from the Stephen's Green Trust towards a project working with women living in Direct Provision in Ireland. The project is called Amplify Our Voices and was carried out throughout 2021 and resulted in a conference attended by 77 people in December 2021.

In 2021 our funding of €798,136 from Irish Aid, Department of Foreign Affairs, for our Women's Rights Programme was higher than in 2020. Due to the pandemic, an additional year has been added to this programme, so it will now continue until end of 2022. In 2022 we will apply for further funding to continue this programme.

## Mobilising youth to support development issues

Our flagship youth engagement event as part of our Irish Aid funded programme is ActionTalks, our national Speech Writing Competition, open to young people aged 14-17. The aim of the competition is to give greater understanding of overseas development and increased ownership and support of Ireland's aid programme to young people. Reaching its seventh year in 2021, we had our highest number of entries to date, with over 170 students entering from over 50 schools across the country.



## Mobilising support through media engagement

In 2021 we set a target of 160 media clippings, we surpassed our target by the end of the year reaching 185 media clippings in national, regional and online press.



## Irish Emergency Alliance

We continued to work closely with the Irish Emergency Alliance in 2021.





Credit: Fabeha Monir/ActionAid

# Transparent and accountable

**The third goal in our strategy “Realising rights for women & children 2017 to 2021” is that we aim to be: “Transparent and accountable: to ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.”**

Our vision of a just world, free from poverty, oppression and patriarchy requires us to be transformative feminist leaders; leaders who enable others to lead, building power with people rather than over them. We held monthly feminist leadership workshops throughout 2021 with our staff.

Additionally, new staff members are inducted on ActionAid’s Ten Feminist Leadership principles - self-awareness; self-care and caring for others; dismantling bias; inclusion; sharing power; responsible and transparent use of power; accountable collaboration; respectful feedback; and courage and zero tolerance. We aim to recognise, embody and champion feminist principles not only in our work and what we do, but also in the way we work and our workplace culture. This includes our work with staff, supporters, partners, suppliers and everyone we connect with through our work.

ActionAid is committed to ensuring we are sustainable, accountable and meet the highest standards of transparency. Being accountable to our supporters is one of our three key strategic objectives. We are compliant with the ‘Triple Lock’ standards of good governance, which encompasses the Charities Regulator’s Governance Code, the Statement of Guiding Principles for Fundraising and Charity Statement of Recommended Practice (SORP).

As well as having our audited accounts and Annual Report easily available to all our supporters, we also invite anyone interested in learning more about our work, or how we operate to call (01 878 7911) or email ([info@actionaid.ie](mailto:info@actionaid.ie)) to speak with any member of the staff about the work.

We continue to improve our communications on our work and impact through events, email, social media and by post.

Our commitment to consistently meet the highest standards of governance was recognised in 2021 when ActionAid Ireland was shortlisted for an award for our Annual Report by Carmichael.

From September to December, an inclusive and participatory process was put in place to develop the new organisational strategy for ActionAid Ireland. Involving both internal and external stakeholders, comprising of a set of workshops to probe issues and assess our contribution. Along with an ActionAid Ireland staff strategy steering committee, we established an international advisory committee made up of the Country Directors of our partner ActionAids in the Global South and senior colleagues within the Global Secretariat. The process aimed to build on the review work completed in 2021, and to assess our contribution to transformative change in women and children’s lives, to engage in a participatory way that would enhance partnerships and seek greater strategic alignment and collaboration within the ActionAid federation to enhance our effectiveness, impact and reach.

In 2022, as well as continuing to ensure we meet the highest standards of transparency and accountability, we will launch our new strategy, ensuring we remain on track over the next 5 years to deliver our important mission.

Further work detailing our governance structure and practices is detailed in the Director’s Report.

Rahima (pseudonym) working as a garment worker in Bangladesh



Credit: Ina Makosi/ActionAid

Local women's group who specialise in Climate Adaptation in Senegal

# Looking forward to 2022

In 2022 we will launch a new strategy, following the completion of the participatory strategy development process which began in 2021. We are committed to the 'furthest behind' women and children, those most left behind and excluded. We will ground this very rooted community work in our human rights-based approach, feminist analysis and connect their injustice to what needs to change at the macro levels.

We will engage and inspire our supporters in Ireland, many of whom have supported us for decades, and thereby allowed us to provide decades of support to communities.

While we are a small organisation in Ireland, we are part of a wider federation that is seeking to change global systems of injustice and

oppression in relation to economic structures and climate crisis.

While most of our work is in the Global South, where there is an added value, we will engage in programmatic work in Ireland.

Shifting power will guide our work overall. We will explicitly commit to anti-racist communications to ensure that we never tell a stereotyped story about a person or a place. We will engage with the issue of decolonisation to challenge unequal power dynamics between north and south that persist today.

We will deeply value our people, Feminist Leadership culture and engage in equitable partnerships with our partner countries.

## Strategic priorities

- 1 Address the structural causes of gender-based violence
- 2 Promote women's leadership in humanitarian contexts
- 3 Amplify feminist economic alternatives for economic and climate justice
- 4 Mobilise diverse resources and deeply value all supporters

## Strategic enablers

- 1 Deliver excellent standards of accountability and governance
- 2 Commit to anti-racism, shifting power and decolonisation
- 3 Ensure high quality safeguarding, learning and evaluation
- 4 Feminist leadership principles

**We look forward to developing an operational plan to deliver on these ambitious objectives and to reporting on the progress made within our next annual report.**

# The Directors' Report

The Directors (also referred to as Trustees) present their annual report together with the audited financial statements of ActionAid Ireland for the year ending 31st December 2021.

In 2021, we worked in 45 countries around the world, this work was made possible because of generous support of people in Ireland. ActionAid Ireland directly supported work in Kenya, Ethiopia, Uganda, Vietnam, Nepal, Cambodia, Lebanon, India, Haiti, Afghanistan and Palestine.

Ireland's contribution to the ActionAid federation also helped strengthen work by members in other countries. Throughout 2021, Covid-19 continued to impact the team in Ireland as well as the communities that we work with right around the

world. The ActionAid Ireland team continued to work remotely throughout 2021. The CEO and senior leadership team worked closely with external HR support to track emerging guidance on the Covid-19 pandemic and remote working and offered updates and supports to colleagues as the pandemic evolved.

ActionAid Ireland is a public benefit entity, established as a company limited by guarantee and governed by a voluntary Board of Directors whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance and ensuring the efficient and effective use of resources towards achieving our mission.

## Governance structure, roles and responsibilities

The Board of Directors held six meetings in 2021, as well as holding the AGM in June. The Board had met remotely since April 2020 but has now recommenced a hybrid of in person and remote meetings.

Aggie Kalungu-Banda stood down at the end of 2021 after a seven-year term. The Board recruited three new members in 2021.

Assistant General Secretary at the Association of Secondary Teachers in Ireland (ASTI) Moria Leydon; International Development professional and ActionAid Ireland supporter Graham Roe; and experienced communications advisor Ben Burton.

When recruiting new members, the Board uses a skills-matrix to ascertain the skill sets needed and

identify any gaps; using this approach in late 2020 the Board identified three additional Board profiles and these vacancies were advertised on Boardmatch, the ActionAid Ireland website, Dóchas News and through the organisation's networks. All new board members participated in an induction process following their appointment.

The Finance and Audit Committee met four times in 2021; committee members comprised Anna Lee and James Foley and were supported by the CEO and Head of Finance and Governance. The Governance & Board Development Committee comprised Anna Lee and Claire Callanan who were supported by the CEO and Head of Finance and Governance, this committee met four times in 2021.

# Board profile

## Ms Anna Lee

Appointed Chair in January 2019. She has a distinguished record of accomplishment over many decades of working at community level in Ireland on anti-poverty and social inclusion strategies and local development.

## Ms Claire Callanan

Became Company Secretary in June 2019. She is a partner in Beauchamps' litigation & dispute resolution team, with extensive experience in the financial services, healthcare, and public sectors.

## Mr James Foley

Has been Treasurer since February 2020. He was Manager of ElectricAid - the ESB and Eirgrid's staff social justice and development fund - until retirement in 2018 during which time he oversaw the growth of ElectricAid to become Ireland's premier occupationally based charity, raising and disbursing a fund of €1.2 million a year.

## Ms Makena Mwobobia

A multi-skilled development practitioner with over thirty years in senior leadership in the civil society sector. She has both local (Kenya) and international field experience from Ethiopia, Nigeria, Somaliland, India and South Sudan.

## Mr Dan Ryan

A child sponsor with ActionAid Ireland in Nepal since April 1987. Dan has a strong commercial background, having spent his working life in senior roles in retail (Selfridges, Brown Thomas, LifeStyle Sports, Shop Direct, Primark/Penneys and more).

## Mr Greg Maher

Marketing Manager for Portakabin Ireland. As a marketing professional Greg has worked within a diverse range of industry sectors including FMCG, construction, insurance, finance, hospitality.

## Ms Moira Leydon

Assistant General Secretary at the Association of Secondary Teachers in Ireland (ASTI).

## Mr Graham Roe

A professional in the International Development sector and a supporter of ActionAid Ireland.

## Mr Ben Burton

A highly experienced strategic communications advisor, he brings a blend of journalism and communications agency experience to the Board.

# The Directors' Report

Among the work completed by the Board in 2021 was the oversight of the fundraising strategy and plan to invest excess reserves so as to build and sustain ActionAid Ireland's income base and ensure the organisation is sustainable and able to support our international programmes into the medium term. This plan will see us progressively over the next three years, reduce reserves levels towards the minimum operating level of four months. Another key piece of work in 2021 was the recruitment of a new CEO.

The Board contributed to the ActionAid International Federation's general assembly, with Chairperson Anna Lee attending online the events held in October. The Chair represented the Irish Board and engaged in setting policy for the federation as a whole, as well as marking progress towards the global strategy.

The Governance Handbook sets out the guiding principles for the overall governance of the organisation, setting clear distinctions between the functions of the Board, the CEO and the staff team to whom day-to-day management is delegated. This means that matters such as policy, programme, fundraising, planning, and budgets are prepared by the management team for discussion with, and approval by, the Board. The Board monitors the implementation of policies, plans and budgets on a quarterly basis and through their work on committees. Board members are required to confirm their compliance with the Conflict of Interest policy in the Governance Handbook as a standing agenda item. The Handbook was reviewed by the Board in July 2021.

The Board oversees the implementation of plans on a quarterly basis and through their work on committees. The Chair, on behalf of the Board,

reviewed the CEO's performance in 2021 and she in turn ensured the performance management of staff members.

ActionAid Ireland is fully committed to and compliant with the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public. The organisation meets the Triple Lock standards of good governance: (i) the Statement of Guiding Principles for Fundraising, (ii) the Charity Regulator's Governance Code and (iii) Charity Statement of Recommended Practice (SORP) under FRS102, as well as complying with the Dóchas Code of Conduct on Images and Messages. In 2021 we reconfirmed our adherence to the Charities Regulator Governance Code.

ActionAid's approach to emergencies is accredited under the Core Humanitarian Standard (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQAI). The CHS on Quality and Accountability (CHS) puts the active agency of people living in poverty and impacted by an emergency first. By committing to meeting the nine core standards of the CHS, ActionAid is ensuring that affected communities are aware of their rights and are involved in all levels of the response. Critically, the commitments of the CHS have helped ActionAid improve the quality, efficiency, and the effectiveness of our humanitarian response.

The organisation is committed to facilitating and encouraging Board and employee training. On average there were 21 hours per employee devoted to training employees in 2021. This included training on feminist leadership, Integrity at Work, ethical communications, and Behaviour Change. The Board participated in training on feminist leadership with a focus on Diversity, Equity, and Inclusion.

## Risk management

The Board reviews the risk register and key performance indicators quarterly. Directors have identified and reviewed the major strategic, business, and operational risks faced by the organisation and are satisfied that reasonable steps are being taken to mitigate exposure and impact.

The principal risks and uncertainties identified by the Board are the impact of the pandemic on our supporters and our ability to fundraise effectively in Ireland, security and access in programme countries, the onset of humanitarian disasters affecting the ability of the programme to meet its goals, and the ability to recruit and retain key skilled staff in Ireland in the context of a competitive labour market. Operating in contexts such as Ethiopia, Kenya, Nepal, Vietnam, Cambodia and Uganda pose a range of risks, from staff security, to climate related disasters, political crisis, terrorism to government restrictions on civil society space to operate. Mitigation measures include operating a well-defined fundraising and income generation strategy, high quality programme oversight, regular risk analysis with local partners, security planning, quality reporting to Irish Aid and institutional donors, and communicating with and listening to our supporters, funders, and staff. For specific security concerns in certain contexts, control measures include continuous assessment, regular security updates by Security Focal Points in country, and liaising with the Security Focal Point in ActionAid International for support when required.

The organisation continued to implement a quarterly Risk Register review; the format and structure of the Risk Register was reviewed and updated in 2021.

## Internal control

The Directors have overall responsibility for ActionAid Ireland's systems of internal control. Directors recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. The Directors remain satisfied that ActionAid Ireland's systems provide reasonable assurance that the charity operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

We operate a wide-ranging accountability system based on annual plans and budgets. Directors consider quarterly results compared with plans and forecasts as well as non-financial performance data. Other controls include delegation of authority and segregation of duties.

ActionAid Ireland pays great attention to the value-for-money objectives of the international programme and country programmes report on same. In 2021 monitoring visits were not possible

due to Covid-19 pandemic restrictions, these will resume when safe to do so.

Programme countries' internal audit departments routinely review their own country programmes. Relevant audit findings are considered by the Board with necessary actions undertaken by management.

ActionAid International conducts an annual Assurance process whereby members report on their alignment with standards and policies set out by the federation for its members; a traffic light system catalogues any gaps that are identified, and plans are put in place to address those gaps. The Chair, on behalf of the Board signs off on ActionAid Ireland's Assurance report. ActionAid Ireland was internally audited by ActionAid International in 2020 and the audit identified strong governance processes and internal systems were in place. Recommendations for further strengthening systems and actions were followed up on by the team, with Board oversight, in 2021.

# The Directors' Report

## Reserve statement

Reserves help to maintain financial stability and allow a charity to meet its commitments, continue to undertake work, and deliver services, even when unexpected events or costs arise.

Why we hold reserves:

- to meet our commitments when expenditure overruns or unplanned events occur;
- to fund shortfalls in income, for example when income is delayed or does not reach expected levels;
- to fund unexpected events calling on our services.
- to fund future commitments or projects;
- to respond to unexpected difficulties or crisis.

By holding appropriate reserves, we are acting to protect the charity from future challenges and uncertainties and changes in economic circumstances.

ActionAid Ireland considers it appropriate to hold four months of 'core' unrestricted expenditure as minimum reserve levels. As of December 2021, we are holding reserves of c12 months' 'core' unrestricted expenditure. The Board expects to reach minimum reserves levels over the next three years in line with our approved strategy to invest excess reserves above minimum levels into fundraising in order to secure the medium-term financial sustainability of the organisation. The Board monitors the Reserves position closely. The Board deems it prudent to carefully test fundraising spend; aiming to balance judicious use of funds to reach a solid financial basis by 2024, by which time it is anticipated the reserves will be at the minimum level.

## Climate change

The Board are aware of the continuing detrimental effects of climate change on the world in which we all live and look forward to continuing to respond to these effects as we operationalise our new strategic plan for the charity. We will also campaign for climate justice as part of our new strategy.

## Statement of directors' responsibilities

Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with Irish law and regulations. Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with best accounting practices in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

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 assets, liabilities and financial position of the company for the financial year end date and of the income and expenditure of the company for that financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Directors are required to:

- 1 select suitable accounting policies and then apply them consistently;
- 2 make judgements and estimates that are reasonable and prudent;
- 3 state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- 4 prepare the financial statements on a going concern basis unless it is inappropriate to presume the company will continue in business.

The Directors confirm that they comply with these requirements in preparing the financial statement.

The Directors are responsible for ensuring the company keeps, or causes to be kept, adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors Report comply with the Companies Act 2014 and enable the financial statements to be audited.

They are responsible for safeguarding the assets of the company and hence for making reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

## Lobbying & political donations

There were no political donations in 2021 and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulations of Lobbying Act 2015, ActionAid Ireland records all lobbying activity and communications with Designated Public Officials. It has made the returns and submissions required by the Act.

# The Directors' Report

## Disclosure of information to the Auditors

Each of the persons who are Directors at the time when the Directors' Report is approved has confirmed that:

- 1 so far as the Director is aware. There is no relevant audit information of which the company's auditors are unaware, and;
- 2 that the Director has taken all steps that ought to have been taken as a Director in order to be aware of any relevant information and to establish that the company's auditors are aware of that information.

## Accounting records

The Board of Directors is responsible for ensuring adequate books and records are kept in accordance with Section 281 to 285 of the Companies Act 2014.

The Directors have engaged appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are maintained at 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

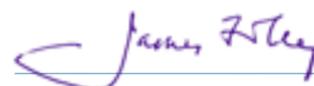
## Auditors

The company's auditors, Crowe Ireland, being eligible, have expressed a willingness to continue in office in accordance with Section 383 (2) of the Companies Act 2014.

## Signed on behalf of the Board of Directors



**Anna Lee**  
Director



**James Foley**  
Director

Date: 9th May 2022

# Board of Directors

## Board of Directors

### Ms Anna Lee \*#

Appointed 22/10/18.  
Chair from 1/01/19.  
Second Three Year Term.

### Mr James Foley \*

Appointed 23/04/18.  
Appointed Treasurer 4/02/20.  
Second Three Year Term.

### Ms Claire Callanan #

Appointed 4/12/18.  
Appointed Company Secretary 10/06/19.  
Second Three Year Term.

### Ms Agnes Kalungu-Banda

Appointed 8/12/14, Resigned 8/12/21, Zambia.  
Completed Two Three Year Terms and served one additional year in 2021.

### Mr Greg Maher

Appointed 23/04/18.  
Second Three Year Term.

### Mr Daniel Ryan

Appointed 11/11/19.  
First Three Year Term.

### Ms Makena Mwobobia

Appointed 08/06/20.  
First Three Year Term.

### Ms Moira Leydon

Appointed 08/02/21.  
First Three Year Term.

### Mr Ben Burton

Appointed 08/02/21.  
First Three Year Term.

### Mr Graham Roe

Appointed 08/02/21.  
First Three Year Term.

\* Finance and Audit committee member. # Governance and Board Development committee member. The CEO is not a member of the Board.

## ActionAid Ireland is fully committed to and compliant with:

- 1 The Charities Regulatory Authority Guidelines for Charitable Organisations on Fundraising from the Public.
- 2 Triple Lock standards of good governance:
  - Statement of Guiding Principles for Fundraising
  - Charity Regulator's Governance Code
  - Charity Statement of Recommended Practice (SORP) under FRS102
- 3 Dóchas Code of Conduct on Images and Messages
- 4 The Core Humanitarian Standard (CHS)

## Management team 2021/2022

### CEO

Ms Karol Balfe (appointed August 2021)

### Head of Programmes

Ms Triona Pender

### Head of Fundraising

Ms Claire Smith

### Head of Finance and Governance

Ms Olive Corbett

### Company Secretary

Ms Claire Callanan (appointed 10/06/19)

## Auditors

Crowe Ireland  
Chartered Accountants and Statutory Audit Firm,  
40 Mespil Road, Dublin 4.

## Solicitors

McGrath & McGrane  
Suite 323, The Capel Building,  
Marys' Abbey, Dublin 7.

## Bankers

Bank of Ireland  
6 Lower O'Connell Street Dublin 1.

Revenue Commissioners Charity Number  
**CHY6888**

Company's Registered Number  
**95403**

Charities Regulatory Number  
**20013790**

# Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2021

## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2021, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)" ("Charities SORP").

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2021 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

### Conclusions relating to going concern

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

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

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

# Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2021

## Other information

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

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

We have nothing to report in this regard.

### Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

### Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

### Respective responsibilities

#### Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, 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.

# Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2021

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 management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

## Auditors' 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 Auditors' 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 (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditors' report.

## The purpose of our audit work and to whom we owe our responsibilities.

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. 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 Auditors' 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.

Signed by:



**Roseanna O'Hanlon**

for and on behalf of

**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4

Date: 19 May 2022

## STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an Income & Expenditure Account)  
12 Months ending December 2021

	Notes	Unrestricted Funds	Restricted Funds	2021 Total Funds	Unrestricted Funds	Restricted Funds	2020 Total Funds
		€	€	€	€	€	€
<b>Income from:</b>							
Donations and legacies	2	1,043,668	889,794	<b>1,933,462</b>	1,050,252	1,140,597	2,190,849
Charitable activities	3	47,888	750,248	<b>798,136</b>	46,723	732,652	779,375
Other	4	1,711	-	<b>1,711</b>	2,775	-	2,775
<b>Total income</b>		<b>1,093,267</b>	<b>1,640,042</b>	<b>2,733,309</b>	<b>1,099,750</b>	<b>1,873,249</b>	<b>2,972,999</b>
<b>Expenditure on:</b>							
Raising funds	5	632,298	-	<b>632,298</b>	565,435	-	565,435
Charitable activities	6	462,837	1,685,174	<b>2,148,011</b>	426,435	1,787,792	2,214,227
<b>Total expenditure</b>		<b>1,095,135</b>	<b>1,685,174</b>	<b>2,780,309</b>	<b>991,870</b>	<b>1,787,792</b>	<b>2,779,662</b>
<b>Net (expenditure)/income and net movement in funds for the year</b>	8	<b>(1,868)</b>	<b>(45,132)</b>	<b>(47,000)</b>	<b>107,880</b>	<b>85,457</b>	<b>193,337</b>
<b>Reconciliation of funds</b>							
Fund balances brought forward at 01 Jan 2021	18	1,029,587	85,457	<b>1,115,044</b>	921,707	-	921,707
<b>Fund balances carried forward at 31 Dec 2021</b>	18	<b>1,027,719</b>	<b>40,325</b>	<b>1,068,044</b>	<b>1,029,587</b>	<b>85,457</b>	<b>1,115,044</b>

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 year as set out above.

The notes on pages 65 to 77 form part of these financial statements.

## ACTIONAID IRELAND (Company limited by guarantee)

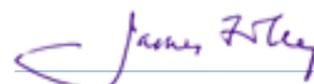
### BALANCE SHEET as at 31 December 2021

		2021	2020
	Notes	€	€
<b>Tangible fixed assets</b>	11	<u>6,603</u>	<u>6,668</u>
<b>Current assets</b>			
Debtors	13	317,949	321,218
Cash at bank and in hand	14	963,533	1,216,454
		<u>1,281,482</u>	<u>1,537,672</u>
<b>Creditors</b> (amounts falling due within one year)	15	<u>(220,041)</u>	<u>(429,296)</u>
Net current assets		<u>1,061,441</u>	<u>1,108,376</u>
<b>Total assets less current liabilities</b>		<u><u>1,068,044</u></u>	<u><u>1,115,044</u></u>
<b>Funds of the charity</b>			
Restricted Funds	18	40,325	85,457
Unrestricted Funds	18	1,027,719	1,029,587
Total charity funds		<u><u>1,068,044</u></u>	<u><u>1,115,044</u></u>

These financial statements were approved and authorised for issue by the Board of Directors on 9th May 2022 and are signed on their behalf by:



**Anna Lee**  
Director



**James Foley**  
Director

The notes on pages 65 to 77 form part of these financial statements.

## ACTIONAID IRELAND (Company limited by guarantee)

### CASH FLOW STATEMENT for year ended 31 December 2021

#### Reconciliation of net (outgoing)/incoming resources to net cash (used in)/from operating activities

	Notes	2021	2020
		€	€
Net movement in funds		(47,000)	193,337
Depreciation	11	5,665	1,532
Decrease / (Increase) in debtors		3,269	(25,339)
(Decrease)/ Increase in creditors		(209,255)	123,249
<b>Net cash (used in)/from operating activities</b>		<u><u>(247,321)</u></u>	<u><u>292,779</u></u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	(5,600)	(3,144)
Net cash used in investing activities		<u><u>(5,600)</u></u>	<u><u>(3,144)</u></u>
Change in cash and cash equivalents in the period	19	(252,921)	289,635
Cash and cash equivalents at the beginning of the period	19	1,216,454	926,819
Total cash and cash equivalents at the end of the period	19	<u><u>963,533</u></u>	<u><u>1,216,454</u></u>

The notes on pages 65 to 77 form part of these financial statements.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021

### GENERAL INFORMATION

ActionAid (Ireland) Limited 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. The company's registered office is 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

### ACCOUNTING POLICIES

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the company's financial statements:

#### 1 (a) Basis of Preparation

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) ("Charities SORP").

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 1.1).

The following principal accounting policies have been applied:

#### 1 (b) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants from Governments and other institutional donors: where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of its recognition it is deferred and included in creditors. Where entitlement occurs before income being received the income is accrued. Where no performance and specific deliverables are imposed the income is recognised when the charity is entitled to the income, it is probable that the charity will receive the funds and the amounts can be reliably measured.

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 2021, and 2020, 72% of Child Sponsorship income was credited to restricted funds relating primarily to work in the project area where the sponsored child/community lives. 28% was taken to unrestricted funds and associated overheads and was used for the Charity's general charitable purposes.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

#### 1 (c) Resources expended

All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of raising funds represents expenditure incurred in Ireland on raising funds from committed supporters and other members of the public. Support costs include expenditure on general management, payroll administration, budgeting and accounting, information technology, property management, human resources and financing.

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.

#### 1 (d) Fund Accounting

##### 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.

##### 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.

##### Designated funds

Designated funds are unrestricted funds earmarked by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the Board's discretion in applying the funds.

#### 1 (e) Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. 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	20% Straight line
Database	25% Straight line
IT Hardware	33.3% Straight line
Leasehold Improvements	The shorter of the life of the lease or the first break clause - Straight line

##### Impairment:

Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

#### 1 (f) Debtors

Short term debtors are measured at transaction price, less any impairment.

#### 1 (g) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

#### 1 (h) Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 1 (i) Currency

#### Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

#### 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 that relate to borrowings and cash and cash equivalents are presented in the statement of financial activity within 'costs of charitable activities'. All other foreign exchange gains and losses are presented in the statement of financial activity within 'expenditure on charitable activities'.

### 1 (j) Creditors

Short term creditors are measured at the transaction price.

### 1 (k) Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

### 1 (l) Taxation

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

### 1 (m) 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 Statement of Financial Activities.

### 1 (n) Going concern

The Directors have assessed whether there are any significant doubts regarding the company's ability to continue as a going concern and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

#### 1.1 Judgements in applying accounting policies and key sources of estimation

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

#### (a) Cost allocation

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include time spent on activities and judgement is exercised in applying cost drivers to cost categories.

#### (b) Taxation Recoverable

The Directors assess the estimated tax rebate income due based on the level of voluntary donations received during the financial year and the actual tax rebate received in the previous financial year.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
Child and Community Sponsorship	306,718	786,419	<b>1,093,137</b>	1,128,865
<b>Tax relief</b>				
Tax relief on designated charities	320,987	-	<b>320,987</b>	351,386
<b>Other donations</b>				
Trusts and other larger donors	3,605	58,294	<b>61,899</b>	263,964
Appeals	185,601	42,581	<b>228,182</b>	258,698
Other donors	226,757	2,500	<b>229,257</b>	187,936
	415,963	103,375	<b>519,338</b>	710,598
Total Donations and Legacies	1,043,668	889,794	<b>1,933,462</b>	2,190,849

	Total Income 2021	Total Income 2020
	€	€
<b>Income from Trusts and other larger donors includes the following grants received:</b>		
Electric Aid	<b>57,899</b>	27,946
Bank of Ireland Group Staff Third World Fund	-	22,498
St. Stephen's Green Trust	-	15,000
ReThink Ireland	<b>4,000</b>	16,000
Brigidine Sisters	-	25,000
Permanent TSB	-	28,720
Dublin City University	-	7,500
Other Major donors	-	121,300
Total	<b>61,899</b>	263,964

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

3 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
<b>Irish Aid - Women's Rights Programme</b>				
ActionAid Kenya	-	264,120	<b>264,120</b>	246,820
ActionAid Nepal	-	213,120	<b>213,120</b>	205,918
ActionAid Ethiopia	-	213,120	<b>213,120</b>	199,954
Public Engagement and Project Administration	-	59,888	<b>59,888</b>	79,960
ActionAid Ireland - 6% of Grant Received	47,888	-	<b>47,888</b>	46,723
<b>Total Income from Charitable activities</b>	<b>47,888</b>	<b>750,248</b>	<b>798,136</b>	<b>779,375</b>

4 OTHER INCOME	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
Income from VAT Compensation Scheme	1,711	-	<b>1,711</b>	2,775

5 EXPENDITURE ON RAISING FUNDS	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
Advertising and promotion	305,293	-	<b>305,293</b>	284,698
Salary and pension costs	290,424	-	<b>290,424</b>	240,118
Other costs	36,581	-	<b>36,581</b>	20,619
Irish emergency alliance	-	-	-	20,000
	<b>632,298</b>	<b>-</b>	<b>632,298</b>	<b>565,435</b>

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

6 EXPENDITURE ON CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
<b>Overseas programme expenditure</b>				
<b>Community and Child sponsorship</b>				
ActionAid Kenya	-	274,496	<b>274,496</b>	272,895
ActionAid Uganda	-	132,537	<b>132,537</b>	138,606
ActionAid Nepal	-	166,876	<b>166,876</b>	172,925
ActionAid Vietnam	-	163,990	<b>163,990</b>	174,188
ActionAid Cambodia	-	48,520	<b>48,520</b>	53,239
<b>Irish Aid</b>				
ActionAid Kenya	-	236,264	<b>236,264</b>	231,283
ActionAid Nepal	-	195,812	<b>195,812</b>	193,368
ActionAid Ethiopia	-	195,812	<b>195,812</b>	187,404
<b>Other expenditure</b>				
Rehabilitation of the school of Carrefour-Charles Haiti	-	23,922	<b>23,922</b>	-
Flood Response Vietnam	-	-	-	20,000
Water Reservoir Access project Nepal	-	-	-	30,000
Solar Water Pumps Cambodia (II)	-	-	-	30,000
Nepal Water Supply	-	13,550	<b>13,550</b>	-
Improving Access to Education, Ethiopia	-	-	-	22,498
Kenya Irrigation project	-	-	-	18,000
Enhancing access to Gender Equality for communities in Amuru District Uganda	-	9,667	<b>9,667</b>	-
Education of children in marginalised vulnerable Bedouin communities in Al Maleh and Badou Al Kaabneh- West Bank	-	10,717	<b>10,717</b>	-
Elangata Education Kenya	-	-	-	9,000
Solar Water Pumps Cambodia (I)	-	-	-	7,151
Emergencies and Crisis relief	5,000	47,581	<b>52,581</b>	127,935
Projects Funded by Other Appeals and Donations	18,087	-	<b>18,087</b>	16,492
<b>Irish Aid</b>				
Salaries	17,228	47,888	<b>65,116</b>	78,984
Other Costs	8,296	61,355	<b>69,651</b>	31,685
	<b>48,611</b>	<b>1,628,987</b>	<b>1,677,598</b>	<b>1,815,653</b>

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

6 Continued....	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
<b>Overseas Support costs</b>				
Travel	35	-	<b>35</b>	3,333
Office costs	133,376	-	<b>133,376</b>	108,268
Salary and pension costs	177,103	-	<b>177,103</b>	187,139
ActionAid International Contribution	45,000	-	<b>45,000</b>	45,000
	<u>355,514</u>	<u>-</u>	<u><b>355,514</b></u>	<u>343,740</u>
<b>Other programme expenditure</b>				
Salaries	29,213	11,123	<b>40,336</b>	930
Other expenditure	-	33,064	<b>33,064</b>	13,060
	<u>29,213</u>	<u>44,187</u>	<u><b>73,400</b></u>	<u>13,990</u>
<b>Influencing, education and research</b>				
Memberships	10,751	-	<b>10,751</b>	11,150
Public Engagement and Awareness Raising (incl salary costs)	3,393	12,000	<b>15,393</b>	19,811
	<u>14,144</u>	<u>12,000</u>	<u><b>26,144</b></u>	<u>30,961</u>
<b>Governance Costs</b>				
Office costs	-	-	-	364
Travel	-	-	-	1,199
Professional fees	15,355	-	<b>15,355</b>	8,320
	<u>15,355</u>	<u>-</u>	<u><b>15,355</b></u>	<u>9,883</u>
<b>Total Expenditure on Charitable activities</b>	<u>462,837</u>	<u>1,685,174</u>	<u><b>2,148,011</b></u>	<u>2,214,227</u>

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS	2021	2020
	€	€
<b>Governance and Support Costs</b>		
Salaries and related costs	<b>198,901</b>	217,122
Office costs	<b>133,376</b>	108,268
Other support costs	<b>45,035</b>	48,333
Governance Costs	<b>15,355</b>	9,883
Total governance and support costs	<u><b>392,667</b></u>	<u>383,606</u>

Salary and related support costs have been allocated in proportion to estimated time spent and are apportioned as below. All other support and governance costs have been attributed to expenditure on charitable activities.

Analysis of governance and support costs	Salaries and related costs	Other Costs	2021	2020
	€	€	€	€
Expenditure on raising funds	21,798	-	<b>21,798</b>	29,983
Expenditure on charitable activities	177,103	193,766	<b>370,869</b>	353,623
Total governance and support costs	<u>198,901</u>	<u>193,766</u>	<u><b>392,667</b></u>	<u>383,606</u>

8 NET INCOME / (EXPENDITURE)	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
This is stated after charging:				
Auditors' remuneration	15,335	-	<b>15,335</b>	8,300
Depreciation	5,665	-	<b>5,665</b>	1,532
Operating lease - building	25,504	-	<b>25,504</b>	26,429

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 9 STAFF COSTS

	2021	2020
The average monthly headcount of staff during the year was:		
Management	1	1
Finance	2	2
Programmes	2	1
Fundraising/Communications	7	6
Administration and project support	1	1
Irish Consortium on Gender Based Violence	1	2
	<b>14</b>	<b>13</b>
Total remuneration of employees (full time and part time) was:	€	€
Wages and salaries	<b>535,866</b>	520,908
Social welfare costs	<b>58,803</b>	56,605
Pension costs	<b>36,835</b>	40,479
	<b>631,504</b>	<b>617,992</b>

From 1st January 2020 to 30 July 2021, ActionAid Ireland agreed to act as employer for two staff who belong to the Irish Consortium on Gender Based Violence (ICGBV). Their costs were recharged in full to the ICGBV and are included in the above staff cost disclosures.

The number of employees whose remuneration, excluding employer's pension contributions, fell within the following bands were:

Salary Range:	2021	2020
€60,000 to €70,000	<b>2</b>	1
€70,000 to €80,000	<b>0</b>	1

#### Key Management Personnel

Key management personnel include the CEO and the Heads of Finance and Governance, Programme and Fundraising, for whom the total pay was €229,928 (2020: €217,089) in the year. Pension contributions were €20,069 (2020: €21,698).

Included in these figures is the CEO's salary of €79,221 and pension contributions of €5,040. These figures represent the total amounts paid to both our outgoing CEO Siobhán McGee and our current CEO Karol Balfe in 2021.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 10 DIRECTORS' REMUNERATION

The Directors were not paid or did not receive any other benefits for their services as Board Members in the year (2020: €nil), nor did any Director receive payment for professional or other services supplied to the company during the year (2020: €nil)

The total amount of expenses reimbursed to directors or paid directly to third parties was €nil (2020: €1,388).

11 TANGIBLE FIXED ASSETS	Leasehold Improvements	Office Equipment	IT Hardware	Database	Total
	€	€	€	€	€
<b>Cost</b>					
<b>At 1 January 2021</b>	<b>12,142</b>	<b>16,951</b>	<b>12,767</b>	<b>40,744</b>	<b>82,604</b>
Additions	4,710	-	890	-	5,600
Disposals	-	(653)	(700)	-	(1,353)
<b>At 31 December 2021</b>	<b>16,852</b>	<b>16,298</b>	<b>12,957</b>	<b>40,744</b>	<b>86,851</b>
<b>Depreciation</b>					
<b>At 1 January 2021</b>	<b>9,716</b>	<b>16,951</b>	<b>8,525</b>	<b>40,744</b>	<b>75,936</b>
Charge for period	3,177	-	2,488	-	5,665
Disposals	-	(653)	(700)	-	(1,353)
<b>At 31 December 2021</b>	<b>12,893</b>	<b>16,298</b>	<b>10,313</b>	<b>40,744</b>	<b>80,248</b>
<b>Net Book Value 31 December 2021</b>	<b>3,959</b>	<b>-</b>	<b>2,644</b>	<b>-</b>	<b>6,603</b>
<b>Net Book Value 31 December 2020</b>	<b>2,426</b>	<b>-</b>	<b>4,242</b>	<b>-</b>	<b>6,668</b>

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

During 2021 the charity reclassified its Fixtures & Fittings assets as Leasehold Improvements assets and split its IT Hardware assets separately from Office Equipment.

The charity revised its depreciation policy to better reflect the useful lives of the newly categorised assets. Details of the new depreciation rates can be found in Note 1 (g).

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 12 FINANCIAL INSTRUMENTS

	2021	2020
	€	€
<b>Financial Assets</b>		
Financial Assets	<b>976,276</b>	1,223,822
<b>Financial Liabilities</b>		
Financial Liabilities	<b>205,740</b>	376,110

Financial assets consist of sundry debtors and cash and cash equivalents.

Financial liabilities consist of trade and other creditors, accruals, and amounts payable to overseas and local programmes.

Financial instruments are measured at transaction price.

### 13 DEBTORS

	2021	2020
	€	€
Tax recoverable (estimate of probable receipts)	<b>305,206</b>	313,850
Sundry debtors and prepayments	<b>12,743</b>	7,368
	<b>317,949</b>	321,218

All debtors are receivable within one year.

### 14 CASH AND CASH EQUIVALENTS

	2021	2020
	€	€
Cash at bank and on deposit	<b>963,533</b>	1,216,454

### 15 CREDITORS

	2021	2020
	€	€
<b>Amounts falling due within one year</b>		
Accruals including pensions and salaries	<b>39,348</b>	34,733
Amounts payable to overseas and local programmes	<b>115,932</b>	324,023
Irish Consortium on Gender Based Violence	-	38,014
PAYE/PRSI	<b>14,301</b>	15,172
Trade creditors	<b>50,460</b>	17,354
	<b>220,041</b>	429,296

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 16 PENSION SCHEME

The company operates a defined contribution scheme for employees. Employer contributions, including insurance, fees and levies, for the year amounted to €33,413 (2020: €34,426). This excludes pension costs related to the ICGBV staff members which were recharged in full to the ICGBV. Contributions outstanding at the year end amounted to nil (2020 : €6,613).

### 17 COMMITMENTS UNDER OPERATING LEASES

Leasing commitments on a non-cancellable operating property lease payable on leases are set out below to the next break clause:

Following a scheduled rent review, effective 1st April 2018, an increased monthly payment of €2,512 inclusive of VAT was agreed for a period of 5 years.

	2021	2020
	€	€
Within one year	<b>30,147</b>	30,147
Within 2 - 5 years	<b>7,537</b>	37,683

### 18 MOVEMENT IN FUNDS AND ANALYSIS OF NET ASSETS

18.1 Movement in Funds	Balance at 01 Jan 2021	Movement in the year	Balance at 31 Dec 2021
	€	€	€
Restricted funds	85,457	(45,132)	<b>40,325</b>
Unrestricted funds - general fund	1,014,395	(4,763)	<b>1,009,632</b>
Unrestricted funds - designated fund	15,192	2,895	<b>18,087</b>
Total unrestricted funds	1,029,587	(1,868)	<b>1,027,719</b>
Total funds	1,115,044	(47,000)	<b>1,068,044</b>

The directors have designated €18,087 of our 2021 income from appeals to be allocated to the Happy Homes project in Bangladesh (€10,133) and to a Violence against Women project in Kenya (€7,954).

18.2 Analysis of Net Assets	Unrestricted Funds	Restricted Funds	2021 Total Funds
	€	€	€
Tangible Assets	6,603	-	<b>6,603</b>
Current Assets	1,241,157	40,325	<b>1,281,482</b>
Current Liabilities	(220,041)	-	<b>(220,041)</b>
	1,027,719	40,325	<b>1,068,044</b>

## NOTES TO THE ACCOUNTS

For year ended 31 December 2021 continued...

### 19 ANALYSIS OF CASH AND CASH EQUIVALENTS

	01 Jan 2021	Cashflow	31 Dec 2021
	€	€	€
Cash at bank	1,216,454	(252,921)	<b>963,533</b>

### 20 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

### 21 POST BALANCE SHEET EVENTS

The Directors note the continuing significant impact of the Covid-19 outbreak in Ireland, and around the world. The Directors have reviewed the impact of this on the company's working practices. Based on knowledge to hand, the Directors consider that while there are significant risks to be managed, the company expects to survive this period of uncertainty and has the financial resources to do so.

### 22 CONTROLLING PARTY

The company is controlled by the Board of Directors however the Directors do not derive economic benefit from the company.

### 23 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.

### 24 APPROVAL OF ACCOUNTS

The Board of Directors approved the accounts on 9th May 2022.



# act!onaid

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