

A close-up portrait of a woman with dark skin and long black braids. She is wearing large red beaded hoop earrings and a red garment with a colorful patterned collar. The background is a blurred outdoor setting with a textured wall and a green vertical element.

# ActionAid Ireland Annual Report 2022

**act!onaid**



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# Who we are

ActionAid Ireland, founded in 1983, is part of the ActionAid global federation, which operates in 45 countries.

ActionAid works with women and children, as they take the lead in claiming their human rights to build a more just world. 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 member countries from across the globe (19 in Africa, nine in Asia, two in the Middle-East, nine in Europe, five in the Americas, and Australia). As a federation we have a commitment to shift power to the Global South.

We are locally 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.

As part of the ActionAid federation, ActionAid Ireland supports programmes in Bangladesh, Cambodia, Ethiopia, Kenya, Nepal, Uganda, and Vietnam. Last year, we also responded to emergencies in Ukraine and Somaliland. We are an independent organisation with no political or religious affiliations. We are supported by people across Ireland, many of whom have been supporting us for almost four decades.





## Our mission

**A just and caring world where women's and children's human rights are respected.**

## Our vision

**To support the leadership and agency of women and children who are excluded and live in poverty.**

## Our values

### **Mutual respect**

We recognise the innate worth of all people and the value of diversity.

### **Justice and equity**

We ensure the realization of our vision for everyone, irrespective of gender, sexual orientation and gender identity, race, ethnicity, caste, class, age, HIV status, disability, location and religion.

### **Integrity and accountability**

We are honest, transparent and accountable at all levels for the effectiveness of our actions and our use of resources. We are open in our judgements and communications with others.

### **Solidarity with people living in poverty and exclusion**

Will be the only bias in our commitment to the fight against poverty, injustice, and gender inequality.

### **Courage of conviction**

We are creative and radical, bold and innovative – without fear of failure – in pursuit of making the greatest possible impact on the causes of poverty, injustice, and gender inequality.

### **Independence from any religious or party-political affiliation**

We are independent from any religion or party-political affiliation.

### **Humility**

We are part of a wider alliance against poverty and injustice

### **Feminist leadership principles**

# Where we work





# Message from the Chair

2022 was,  
regrettably,  
another very  
challenging year  
here in Ireland  
and around the  
world.

As we finally emerged from multiple Covid lockdowns and saw some glimmers of hope following a difficult two years, we watched in horror as Russia invaded Ukraine. This has left millions of Ukrainians displaced and a country ravaged by war. The implications have been far reaching, including heightening the food crisis in East Africa, where countries are facing long-term drought caused by climate change. ActionAid's Food and Fuel research study in March 2022 showed that food and fuel prices tripled in some of the world's poorest countries following the invasion of Ukraine. Tragically, we are seeing the food crisis have a major impact on women and children's rights, with girls being pulled out of school, cases of child marriage rising and violence against women increasing.

The war in Ukraine is having an impact in Ireland too, where we are also seeing rising food and fuel prices. We are always grateful for our supporters and funders, but more than ever we appreciate the amazing solidarity and response you have shown in 2022. We are most grateful for the trust and confidence you have in us and solidarity that you have with people around the world.

Thanks to the support of the public and Irish Aid, as well as continuing our programmes in Cambodia, Ethiopia, Kenya, Nepal, Uganda and Vietnam in 2022, we were also able to contribute to the ActionAid federation in supporting over one million people who have been displaced by the war in Ukraine and 300,000 people affected by the food crisis in East Africa. In addition, we began funding a new programme in response to the climate crisis in Bangladesh, focusing on supporting women farmers.

In 2022 we launched a new strategy, which will be our roadmap for the next five years. The four strategic priorities are to: address the systemic and structural causes of gender-based violence; promote women's leadership in humanitarian contexts; amplify feminist alternatives for economic and climate justice; and to pursue diverse sources of funding, inspire and engage all supporters. The board will oversee and track the progress of this strategy, as well as ensuring the strategy is underpinned by excellent governance. The day-to-day activities to meet these priorities will be delivered by the small but committed staff team in Dublin, in collaboration with our partners in ActionAid offices around the world.

We welcomed two new Board members in 2022 and three Board members stepped down during the period. As Chair, I value the contributions of all my fellow Board members, their insights and expertise and their commitment to our mission. I represented Ireland at the ActionAid Federation General Assembly in June, where I was delighted to join my fellow Chairs in ActionAid Brazil and Vietnam in putting forward a motion on decolonisation, calling upon the federation to further its commitment in this area.

Despite the many challenges we face all around the world, I remain hopeful for 2023 in the knowledge that ActionAid Ireland is making a positive, long-term difference in the lives of women and children. I am confident that we can continue and grow this work this year.



**Anna Lee**  
Chairperson,  
ActionAid Ireland



# Message from the CEO

I'm delighted to share with you ActionAid's Annual Report for 2022.



It was my first full year as CEO, and our dedicated team and voluntary board made important progress in delivering our new and ambitious strategy.

2022 presented many challenges, for the women whom we work with around the world. The war in Ukraine, caused huge devastation and destruction and had repercussions across the globe. Not least with the hunger crisis in East Africa and its devastating impact on women and girls.

Pressures from climate, humanitarian and economic crises are increasing in volume and intensity. Women are several times more likely to die from climate disasters as men, and the greater the gender and economic inequality, the greater the disparity.

During crises, girls are pulled out of school before their brothers to save on school fees or take up care responsibilities such as fetching water, setting them on an unequal path for life.

The situation can seem helpless; however, we are humbled to work with women leaders, civil society organisations and feminist movements in 45 countries around the world who work tirelessly to address injustice

and protect the rights of women and girls. Their work is truly inspirational.

In 2022 we were privileged to support the advancement of this work, through generous donations from the Irish public. Despite the cost-of-living crisis in Ireland, Irish people continued to recognise deep injustices outside of our own borders. Over 5,000 people supported our work on a monthly basis in 2022. In fact, we saw a 5% growth in public donations, including the associated tax rebates on donations and two humanitarian appeals. We were extremely fortunate to receive a large donation of €200,000 from one individual. These funds are much needed to support our ongoing work on women's rights and our response to climate and humanitarian crises.

In December we also heard the wonderful news that Irish Aid will support our women's rights programme in Ethiopia, Kenya and Nepal for a further five years. The programme focuses on advancing the rights of women who are the furthest behind, in particular on bringing an end to gender-based violence in their communities. We are grateful to Irish Aid and the Irish public that this vital work will continue.

In our strategy, we commit to making a difference in women's lives at the

individual and community level, but also changing the structures and systems that deny them their rights. This focus on connecting the local to the global is ActionAid's strength. In 2022, we supported women's organisations in several countries to hold governments to account, but we also worked ourselves to change policies at national and global levels to support the communities that we work with. In 2022 over 4,500 people signed our petitions. We supported ActionAid's climate Loss and Damage campaign at COP27 and global anti-austerity work to ensure education and healthcare are adequately funded where they are needed most.

On behalf of the team, I would like to also extend our thanks to our dedicated and expert Board members for their extraordinary work which is provided in an entirely voluntary capacity.

I hope you are inspired by the work laid out in our report and again I would like to say a huge thank you to our supporters who made it possible.

**Karol Balfe**  
CEO,  
ActionAid Ireland



# ActionAid Ireland's Strategy 2022 to 2027

In 2022 ActionAid Ireland developed and launched a new strategy. We worked with Caplor Horizons to reflect and review ActionAid Ireland's impact over the previous five years. We held inclusive consultations in partnership with the six ActionAid offices at the heart of our work in the Global South and engaged with the wider ActionAid federation. We also held 15 external stakeholder consultations with feminist thinkers and practitioners (the majority in the Global South) and 12 external stakeholder consultations in Ireland. We took the time to probe deeply on ways to deliver transformative change in women's lives, feminist leadership, decolonisation and anti-racism and effective fundraising approaches.

The result of this process is a strategy *"A just and caring world for women and children"* which is our roadmap for the next five years.

We will seek transformative changes in the lives of women and children. Our mission is to support their leadership and agency, their organisations and networks – and to improve their lives for the long-term. As well as this work, which is deeply rooted in communities, we will work with civil society and in partnership with ActionAid offices in the Global South to deliver long-term, sustainable change by demanding state and international accountability.

## Image Caption:

Women gather at the Rebuild Women's Hope coffee site Democratic Republic of Congo to greet founder Marcelline and spend time chatting. The image was used on the cover of our strategy 2022 to 2027 and is part of our Women by Women photo exhibition.

Photo: Pamela Tulizo/ActionAid



## Strategic priorities

**Address the systemic and structural causes of gender-based violence**

**Promote women's leadership in humanitarian contexts**

**Amplify feminist alternatives for economic and climate justice**

**Pursue diverse sources of funding, inspire and engage all supporters**

## Strategic enablers

- Uphold excellent standards of accountability and governance
- Commit to anti-racism, shifting power and decolonisation
- Ensure high quality programming, embed learning and evaluation
- Focus on safeguarding
- Feminist Leadership Principles



# How we are implementing our strategy

Our new strategy was developed following a period of deep consultation with our partners in the Global South, 15 feminists actors across the globe, 12 organisations in Ireland and in depth sessions with our staff, board, ActionAid global colleagues and external experts. We have an ambitious set of priorities, aligning us fully with the ambition of ActionAid, as a global federation committed to women's rights and systems change in our economic model and addressing climate injustice.

## Realising this ambition is challenging and vital.

Over the course of 2022, we developed a set of specific objectives for each strategic priority and enabling objective in our strategy.

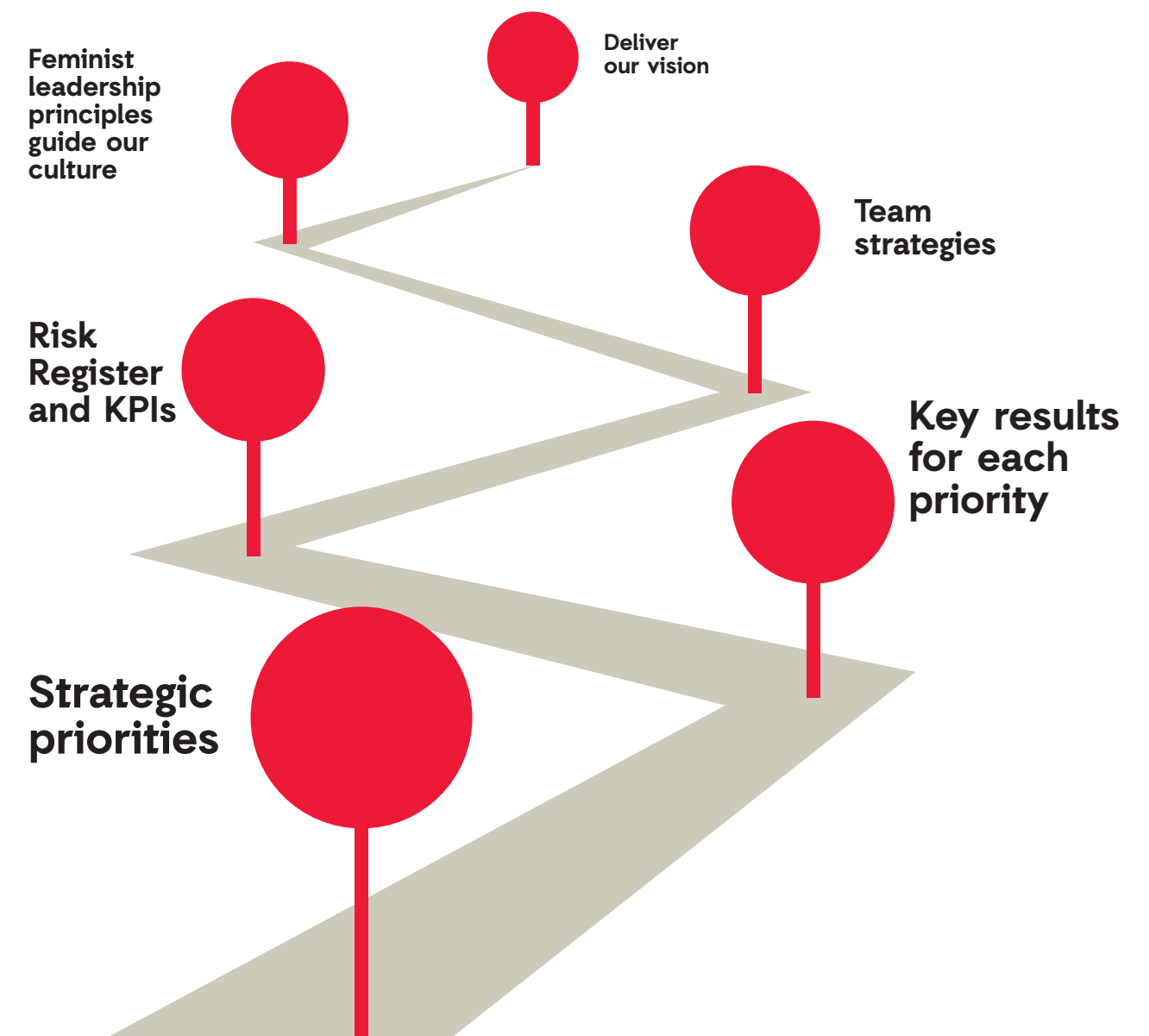
Each specific objective has an accompanying set of related Key Results (or key milestones) for ActionAid Ireland's strategy. This is the basis of board reporting, annual reviews and ongoing team priorities and strategies. The detail of how each Key Result will be achieved is in team strategies and operational plans. A set of Key Performance Indicators and Risk Register accompanies this to allow us to track progress on essential metrics and monitor risk.

## This will allow us to deliver our overall vision above.

Our people are fundamental to the implementation of our strategy. Feminist Leadership Principles guide our culture and ongoing performance management. Staff salaries are reviewed annually to ensure we are competitive and that we constantly update our policies to promote staff well-being.

In 2023, our key priorities are to develop an Income Generation Strategy, which will set out our ambitions for raising money from institutional donors, Trusts and Foundations, individuals and exploring high value giving. We will carefully assess our return on investment with the aim of ensuring we can contribute more to our work on women's rights and ensure we are financially sustainable.

## Our process to implement our strategy



# Why we focus on women's rights

All over the world women and girls have less social, economic and political power, which can lead to their human rights being denied. Gender inequality is the root cause of women's rights abuses. That is why 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 women who experience the greatest forms of discrimination and marginalisation using a human rights-based approach, which is built on international human rights law and recognises state accountability, going beyond a legal or technical approach to rights.

We place people living in poverty at the centre of our human rights-based approach. 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.

Active and organised people develop and drive change, which will transform power when led by those who are directly affected by injustice.

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.

Women, who pay the highest price of unjust policies and patriarchal societies, must play a key role in order to bring about social change.

**Aida Sarr and the women of Maya Island on the frontline of climate change.**





# Our impact on women and children's rights in 2022

Through our strategy we are committed to the 'furthest behind' women and children, those who are most excluded globally and in their own communities.

In 2022 the overall number of forcibly displaced people worldwide rose to an estimated 103 million. The war in Ukraine and other escalating emergencies has driven this number to an all-time high.

Meanwhile, climate change is also contributing to humanitarian crises worldwide. The past eight years are on track to be the warmest on record, and 2022 was among the hottest, with a mean temperature of 1.15°C above pre-industrial times. Climate-related disasters almost tripled in the current decade compared to 1980s.

The largest global food crisis in modern history is unfolding, driven by conflict, climate shocks and the looming threat of global recession. Acute food insecurity is escalating, and at least 222 million people across 53 countries needed food assistance in 2022.

These crises are all eroding progress on women's rights and deepening gender inequality. Crises are gendered and women and girls are double victims. Women, particularly young women, are greatly affected by these intersecting crises, as they continue to shoulder the brunt of the unpaid care burden and multiple decent work deficits. Gender-based violence is increasing, as is the number of girls being forced to drop out of school and women taking up unpaid caretaking in the home.

Empowering women living in poverty and exclusion is crucial to achieving women's rights and ending patriarchy, and ultimately achieving social justice, gender equality, and poverty eradication. This is the focus of ActionAid Ireland's work and the work of the local partners we supported in 2022 in Bangladesh, Cambodia, Ethiopia, Kenya, Nepal, Somaliland, Uganda, Ukraine, and Vietnam, along with working with female asylum seekers in Ireland.

Portrait of Cecila, Susan, Cynthia and Grace at a primary school in Makueni County.





# 2022 in numbers

**3,587** Child Sponsors

**1,643** Monthly Supporters

**802** New monthly Supporters

**1,124** New one-off Supporters

**€2,261,632** raised in income from our amazing supporters

**176** Media Hits

**13,841** Social media followers

**134** entries to the ActionTalks competition

**>50,000** people viewed our Women by Women photography exhibition on its Dublin tour

**>1,100** people signed our petition on direct provision

**>3,100** people signed our pledge to end gender-based violence

**>300** people signed our petition on ending cuts to education

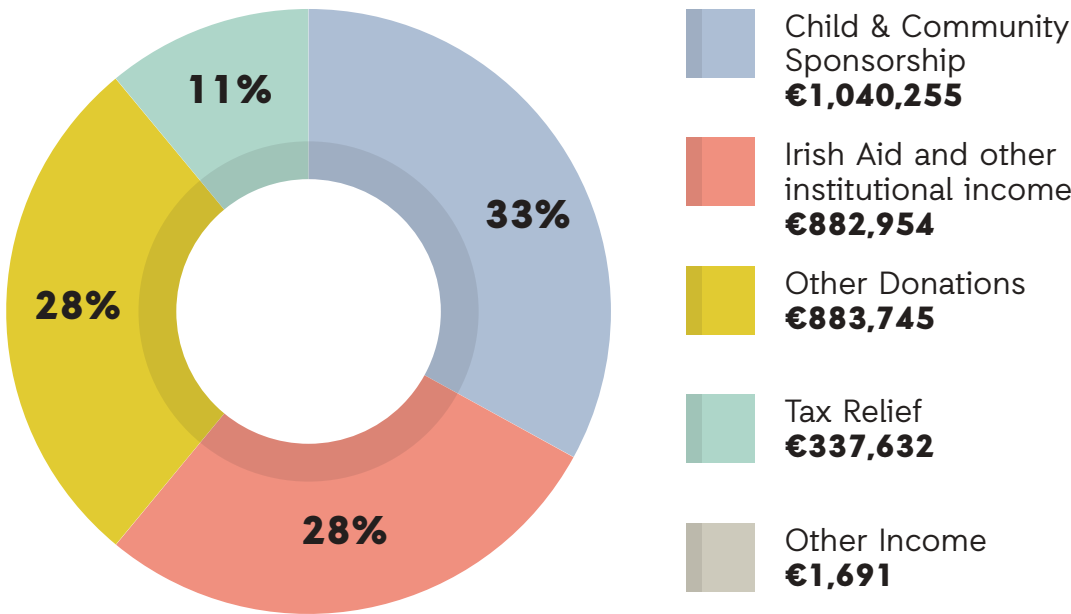




# Income & Expenditure 2022

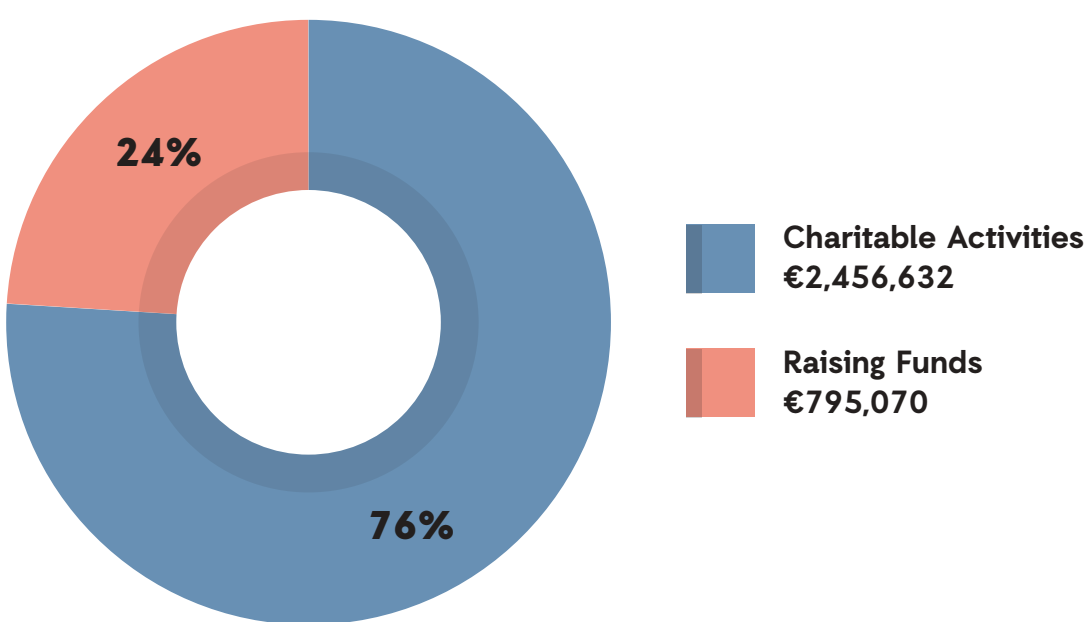
## Income

€3,146,277



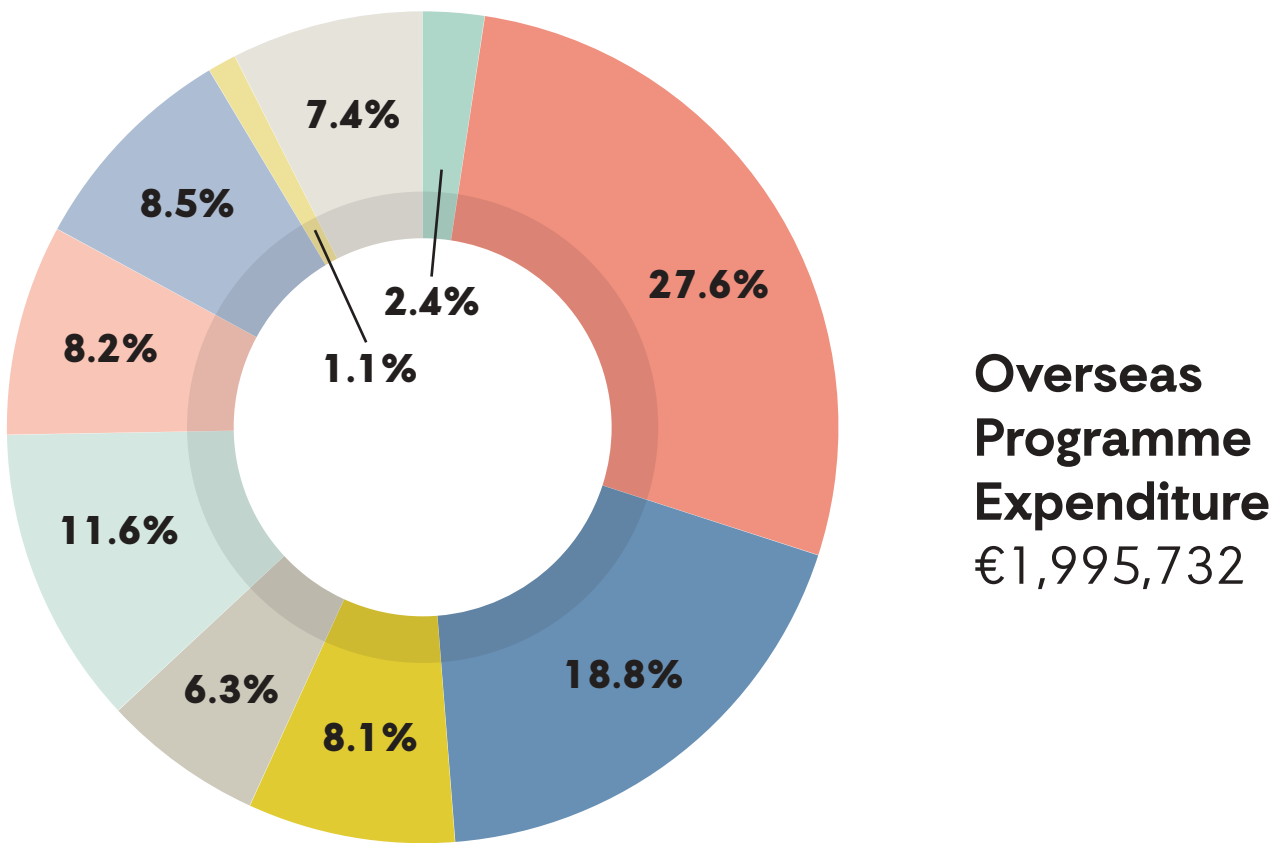
## Expenditure

€3,251,702



# Where your money goes 2022

In 2022 we funded work in 10 countries and also supported the wider federation.



ActionAid Cambodia	€47,960	Humanitarian and rehabilitation funding to five regions: Ukraine, East Africa, Haiti, Afghanistan and Palestine	€163,725
ActionAid Kenya	€550,521		
ActionAid Nepal	€374,689	Bangladesh	€170,000
ActionAid Vietnam	€161,005	Projects funded by other appeals and donations	€22,175
ActionAid Uganda	€124,748	Additional Irish Aid support costs	€148,722
ActionAid Ethiopia	€232,187		

# 2022 at a glance

## 1 Address the structural causes of gender-based violence

### Key successes

- ActionAid reached 5,036 women and girls living in poverty who are most marginalised within their communities through the Irish Aid-funded women's rights programme in Nepal, Ethiopia and Kenya, supporting them to live lives free from violence and to earn an income.
- Throughout our local rights programmes, funded through child sponsorship, we support survivors of gender-based violence. For example 9,617 survivors of gender-based violence in Amuru, Uganda were given psychosocial support and counselling, case follow-ups, accommodation, referrals, legal awareness and advice, court representation, and we communicated gender-based violence prevention messages throughout their communities.

## 2 Promote women's leadership in humanitarian contexts

### Key successes

- ActionAid supported 2,620,210 people through emergencies including earthquakes, droughts, cyclones, conflict and disease outbreaks. This included a response to the East Africa hunger crisis and supporting people fleeing the war in Ukraine.
- Through the Irish Emergency Alliance, we raised €68,771 for our humanitarian response in Ukraine.
- Through the Irish Emergency Alliance, we raised €28,910 for our response to the hunger crisis in East Africa. ActionAid Ireland also hosted Susan Otieno, Country Director of ActionAid Kenya for a political advocacy visit to highlight the impact of the drought in the East Africa on the human rights of women and girls with media, supporters and decision-makers.

## 3 Amplify feminist alternatives for economic and climate justice

### Key successes

- 4,638 people took campaigning actions, including signing our petitions on loss and damage, stopping education cuts, and respecting the rights of people in Direct Provision (as part of our Amplify Our Voices programme), as well as signing our pledge to end gender-based violence.
- We took part in ActionAid's international advocacy work on economic and climate justice, including publishing a paper Education V Austerity in collaboration with four Irish teachers' unions and national advocacy in the run-up to and during COP27.
- Through our local rights programmes, funded by child sponsorship, we have been supporting communities to use agroecological farming practices.
- In 2022 we began supporting a new programme in Bangladesh "Women-led solutions to insecurity in the face of climate change" benefitting 500 women in 2022.

## 4 Pursue diverse sources of funding, inspire and engage all supporters

### Key successes

- We raised €1,182,002 from Irish Aid, other institutional donors, trusts and foundations and other large donors (a 37% increase from last year).
- We raised €1,962,584 (5% increase), from public donations, associated tax relief and appeals including two appeals for our humanitarian responses in Ukraine and East Africa raised through the Irish Emergency Alliance.



# Our impact in 2022

## Strategic objective one: Address the systemic and structural causes of gender-based violence

*Violence against women is a fundamental human rights violation. Millions of women and girls face many forms of violence throughout their lives, including rape, female genital mutilation (FGM), sexual exploitation and child marriage. This violence is inextricably bound with patriarchal social norms, behaviours and economic inequality.*

ActionAid works with women who are the ‘furthest behind’ to support them to realise their rights and to end gender-based violence. To address gender-based violence we are seeking systemic change from the community level to the national and international level. We are committed to a survivor-centred approach.

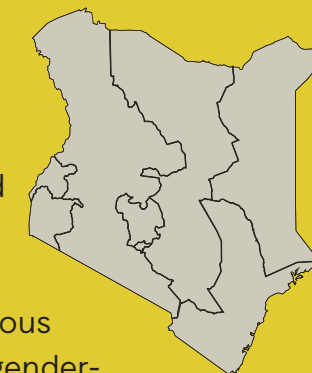
2022 was the final year of our Women’s Rights Programme II, a multi-annual programme funded by Irish Aid, Department of Foreign Affairs. Through the programme we worked with women in Ethiopia, Kenya and Nepal to end gender-based violence and support women’s economic empowerment.

In 2022 ActionAid Ireland continued to fund eight local rights programmes in five countries: Kenya, Uganda, Nepal, Vietnam and Cambodia, from funding raised through child sponsorship. Addressing the systematic and structural causes of gender-based violence continued to be a core part of our work in local rights programmes, which is led by the communities themselves.

## Examples of our impact in 2022:

### KAMUTHE, KENYA

Many women living in Kamuthe, northern Kenya, live in poverty and have no control over money or other resources. Female genital mutilation (FGM) is also practiced within the community. To break the cycle of poverty, discrimination and violence there was a need for systemic change. Through the Irish Aid funded women’s rights programme, ActionAid has worked with local government, women and cultural and religious leaders on the importance of preventing and responding to gender-based violence, including FGM. As a result, a gender policy was developed and passed by the county government. In addition, women were given training and supported to form cooperative groups to help improve their livelihoods and social status. Many women are now participating in decision making and are taking up leadership positions. Nationally in Kenya there has been a decrease in FGM from 21% of girls in 2014 to 15% of girls in 2022.



### NEPAL

In Nepal, 37% of girls are married before their 18th birthday, depriving them of an education and opportunities to reach their full potential. As part of the Irish Aid funded women’s rights programme, we are working with Jyoti girls’ group and their community to end child marriage. Through documentaries, posters and continuous learning sessions on the consequences of child marriage and reporting mechanisms there has been an increased awareness on the harmful impact it has on girls. Discussions between parents and children have also challenged the idea that daughters are perceived to be a burden to the expectation that they should have a dowry. Communities are now reporting and stopping harassment, which was not common before our work began.

Rinkhu, a member of the group, said:  
*“Today I am continuing my education because of ActionAid. I now speak out and raise my voice in any case of violence against girls.”*



## Examples of our impact in 2022:

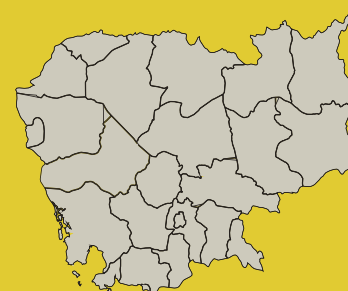
### MENJA, ETHIOPIA

The Menja community in Ethiopia lived in poverty and were discriminated against by other communities because of their low social status and high levels of illiteracy. According to one member of the community, Tsheynesh: *“Others were always disgusted when they saw us”*. Women from the community were sent away from their homesteads during their periods because they were believed to be unclean. Through the Irish Aid-funded programme, we helped the women form part of an organised women-led social movement where they were educated on their rights and alternative income generating activities. It enabled them to participate in savings and credit cooperatives where they saved and took loans. We also worked with men, helping them to recognise women’s efforts outside of the home which led to an increase in household income.



### PURSAT, CAMBODIA

In Pursat, Cambodia, ActionAid provided a refresher training session on gender-based violence to women and men from four villages. The training included information on the cause, effects, and solutions to gender-based violence and raised awareness on gender equality within families.



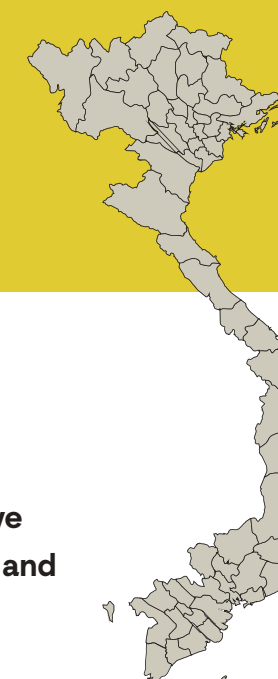
### GUNA, ETHIOPIA

In Guna, Ethiopia, we ensured girls attending school will have access to safe and accessible education through the construction of a safe room for girls, funded by Electric Aid.



### KRONG BONG, VIETNAM

In Krong Bong, Vietnam, 3,000 students and 15,000 adults including teachers, students' parents and others in the community learned about how to prevent violence and sexual abuse of children.



## Challenge and risk

Under the Irish Aid funded Women’s Rights Programmes we are committed to reaching the most marginalised women and their communities, including female headed households, families living below the poverty line, women with high illiteracy rates, women with disabilities, and women from ethnic minorities who face discrimination and are often ostracised from the wider community. It can be a significant challenge to reach these women, given the lack of physical and digital infrastructure among marginalised communities in some parts of Kenya, Nepal and Ethiopia. To overcome this challenge, we use creative and alternative ways to ensure consistent communication and support for marginalised communities, for example staff and partners live close to the communities and local radio programmes are used to engage marginalised women.

## Looking forward

In December 2022 we were granted €950,000 for 2023 from Irish Aid. This will allow us to continue our women’s rights programmes in Ethiopia, Kenya and Nepal, as well as continuing our response to the climate crisis.

We will also continue to support local rights programmes funded through child sponsorship in 2023.



# Pabrita's story

As part of our local rights programme in Kathmandu, which is funded by child sponsorship, we have created women-friendly spaces for survivors of violence, a referral mechanism for cases of violence and a task force to help support survivors.

Some impacts of these spaces include:

- 30 survivors of violence who were helped to develop alternative sources of income are now earning a living and can provide for their families.
- Local women have established an emergency fund to support survivors of violence to get justice, covering expenses like legal fees and travel costs if required.
- ActionAid's local partners successfully lobbied the local government to allocate funds to awareness raising and supporting survivors to generate new income.

39-year-old Pabitra has benefited from the women-friendly spaces. She said:

*"I was 18 years old when I got married to a man from another caste. As I used to live in another district, I did not have anyone I knew except for my husband and sister in-laws here. We had a small wrought iron grille factory where my husband and I used to work. Even though I used to work at the grille factory with my husband, I had to always ask my husband*

*for money for every little thing I wanted. Even after having children, I was not allowed to go out and even if I did, I was questioned about where I went and whom I went with. My husband used to verbally and physically assault me, consume excessive alcohol, and verbally and physically abuse our children as far as not letting them eat. My neighbours did not come to help because they were scared.*

*For many years, I and my children tolerated violence from my husband. After the 2015 earthquake my sister in-laws also used to go to the women friendly spaces. After that, I also started to go on a regular basis. From then on, I learned about reproductive health rights, women's rights and legal consultation. I put my problems forward in the meeting and got advice and recommendations as well as support, due to which I have gained courage and inspiration. With the courage of believing that without a man I could earn a living I went to the local police station to file a complaint against my husband about the violence. After submitting the application, I, my husband and my daughter went to the police station. They warned my husband about all the legal consequences for conducting any forms of violence and women and children. After this incidence my husband was really scared and there was a significant change in his behaviour."*

Pabitra Nakarmi, 39, a member of ActionAid's women's group in Kathmandu, Nepal.





# Our impact in 2022

## Strategic objective two: Promote women's leadership in humanitarian contexts

*ActionAid promotes women-led, sustainable and transformative interventions, whilst focusing on addressing need and providing protection. Working closely with feminist movements and networks, ActionAid grounds its work in the lived experiences of women, girls and communities who bear the brunt of unequal power systems.*

ActionAid Ireland aims to support women-led humanitarian responses that address need and link with human rights to enhance the agency, leadership and decision making of women, their organisations and networks, in resource allocation and coordination at local, national and global levels.

### Examples of impact:

ActionAid supported 300,000 people suffering in the East Africa hunger crisis. Our response included school feeding programmes and providing clean water and cash for food to the most marginalised families.

ActionAid Ireland supported this work by raising €28,910 through the Irish Emergency Alliance. We also hosted Susan Otieno, Country Director of ActionAid Kenya, for a political advocacy visit to highlight the impact of the drought in the Horn of Africa on the human rights of women and girls with media, supporters and decision makers.



Through a grant from Electric Aid we rehabilitated a community borehole in Kishushe, Kenya. The funding will also support the installation and repair of broken piping near two schools.

The carcass of an animal in Togdheer, Somaliland. East Africa is experiencing a devastating food crisis following five consecutive failed rainy seasons.





# Our impact in 2022

ActionAid supported over one million women and children in Ukraine and at Ukraine's borders with Poland, Romania, Hungary, Slovakia and Moldova, with food, blankets, hygiene products, medicine, counselling and safe spaces.

ActionAid Ireland's response to Ukraine (€68,770.81 funded by the Irish Emergency Alliance) resulted in two services for refugees, a community centre and a humanitarian aid depot. Both services provided food, clothes and other essential items as well as educational activities, social support, language classes, counselling and psychotherapy. A total of 723 women and other vulnerable people visited the community centre with 234

children participating in activities and 570 Ukrainians accessing humanitarian assistance. In our Ukraine response we have applied a women-led community-based protection approach.

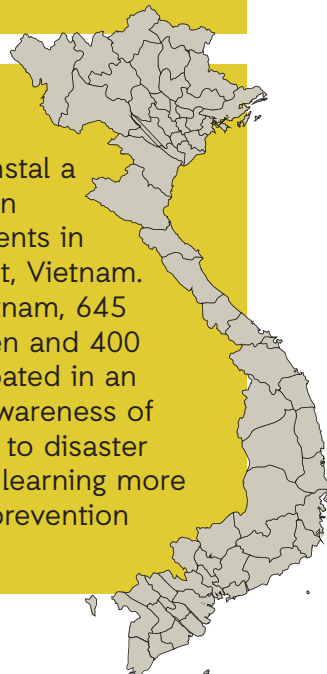
A priority for us in 2023 is engaging policy makers on women's protection (including trafficking, gender-based violence, referral services), dignified living (including resilience, job opportunities and access to education) and discrimination (including treatment of third country nationals and minority groups like LGBT+).



Through grants and donations from Electric Aid, Permanent TSB and a private donor we created a concrete block-making project to create stronger buildings that are earthquake resistant in Haiti. The project goal is to address disaster risk reduction on shelters and livelihoods of women affected by the 2021 earthquake through the reinforcement of the women's organisation Fanm Konba.



A grant from Electric Aid also enabled us to instal a water purification system for students in Krong No district, Vietnam. In Quan Ba, Vietnam, 645 women, 655 men and 400 children participated in an event to raise awareness of how to respond to disaster risks, as well as learning more about disaster prevention plans.



## Challenge and risk

Programmes in Ethiopia and Haiti were severely impacted by political instability and political violence. In Ethiopia, the war in Tigray, which began in 2020 has caused immense humanitarian need and large numbers of internally displaced persons. Our programmes have adapted to such needs and have supported the government in its humanitarian response to mitigate the effects of violence and displacement and support peoples resilience and capacity to re-build their lives. In Haiti, gang violence and the collapse of government has exacerbated levels of poverty, malnutrition, violence against women and gender inequality. ActionAid's programmes have continued to work with local partners and overcome barriers such as road blockages and gang activities in order to reach impacted and marginalised communities.

Displaced women and children arrive at Hrebenne, a crossing point on the Polish side of the Ukraine-Poland border where ActionAid and partner PAH are working.



## Looking forward

We support women-led humanitarian response through the generosity of individual donations and through grants from funders such as Electric Aid. In 2023 we will continue to look for additional funding for humanitarian response and support programmes that help communities adapt to and mitigate against the impacts of climate change.



# Amina's story

*"It used to be better in the past, but now the world is ending."*

Amina Yusuf Cige, 90, has survived 12 droughts in her lifetime, but says the current situation in Xidhinta, and the whole of Somaliland, is the worst she's ever experienced. *"It is not only us who have this problem but also other people. For me, some water is still in my burked (well). It does get empty but now the reason it is not empty is because the people who would have emptied it are no longer here, they are looking for water elsewhere. Now we do not have the food we used to eat. We are starving."*

Amina said that when she was younger, pastures and trees flourished. Now, many people are guarding their livestock or restricting others from going on their land because resources are so scarce. Now you can't go anywhere you don't own.

*"In the past, the land was shared and prosperous but now people do not pass [around] their livestock; they dig their own farms, and they don't allow anyone else to come in."*

The food crisis has been caused by multiple factors including the escalating effects of climate change driving back-to-back droughts and locust plagues, the Covid-19 pandemic and protracted conflict.

The climate crisis is fuelling recurring droughts and erratic weather patterns, causing displacement, hunger, water shortages, malnutrition and increased poverty. There has been widespread crop failure and death of livestock in the worst affected areas, forcing families to sell their few remaining assets at significantly lower prices and leave their homes in search of food and water.

The war in Ukraine has also aggravated an already acute situation. Rocketing global food and energy costs are disproportionately affecting those already experiencing hunger in Eastern Africa. With crops and livestock dying or dead, people are having to rely on bought staples, which are now becoming too expensive to buy. ActionAid's own research into rising food prices shows that some communities are facing price increases of 163% for bread, 275% for pasta and 253% for fuel.

ActionAid's emergency teams are working with local partner organisations, women leaders and young people to provide life-saving food, water, and livelihoods support in Ethiopia, Kenya and Somaliland. In Somaliland, the autonomous region of Somalia where Amina lives, we are providing emergency food, and helping to build resilience in local communities by growing fruit and vegetable gardens and adopting sustainable agriculture. We've also provided life-saving cash assistance in the past couple of months.

In Ethiopia, ActionAid is responding to the devastating humanitarian crisis with food and cash support, and providing dignity kits including soap and period pads for women and girls. ActionAid is also helping people to improve the health of their livestock, which they rely on for food and income. We are setting up safe spaces to support survivors of gender-based violence and protection services, including psychosocial counselling, medical and legal support. Women-led disaster committees and local women's organisations across Ethiopia are being trained in disaster management and climate adaptation to help them lead their communities' responses to the crisis. In Kenya, ActionAid is providing cash transfers, rehabilitating water sources and providing food to the most vulnerable families and through school feeding programmes.

**Amina Yusuf, aged 90  
- has lived through  
12 different droughts  
in her home in  
Somaliland.**





# Our impact in 2022

## Strategic objective three: Amplify feminist alternatives for economic and climate justice

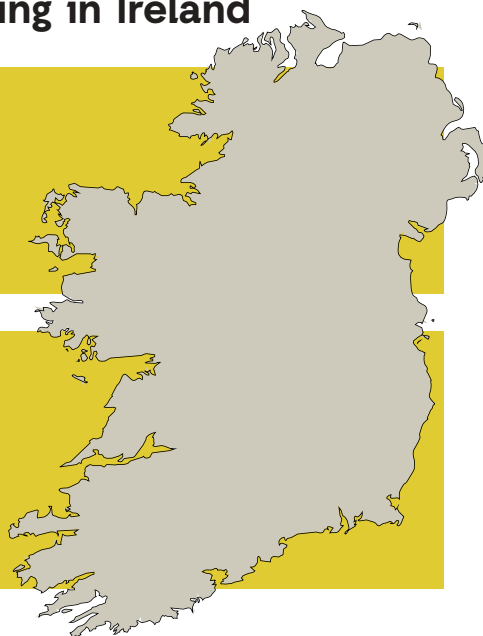
*ActionAid Ireland aims to support, develop and amplify feminist alternatives on economic and climate justice rooted in women's lives and in the care of people and planet, exploring how change happens and using feminist research methodologies.*

To deliver this objective ActionAid will develop programming, policy and advocacy work, rooted in the Global South. We will seek state and international accountability on issues such as tax justice, redistribution, austerity, care, gender-responsive public services (including healthcare and education), access to rights and resources; and contribute to climate justice. We will partner with allies in Ireland and across the world to seek major changes in economic and climate systems and structures. We will seek connections between the North and South on feminist alternatives for economic and climate justice, connecting with shifting power and decolonisation. And we will support engagement and education that deepens understanding of sustainable development issues, the root causes of poverty and our global interconnectedness.

### Examples of impact: Policy and campaigning in Ireland

ActionAid received a grant from the Irish Human Rights and Equality Commission to hold a Symposium on Care in 2023 in conjunction with the National Women's Council.

We held a series of policy labs with other Irish NGOs to devise new ways of working together to amplify alternatives for economic and climate justice and to develop an ActionAid Ireland policy paper, which will be launched in 2023.



We published a paper Education V Austerity in collaboration with Irish National Teachers' Organisation (INTO), the Irish Federation of University Teachers (IFUT), the Association of Secondary Teachers, Ireland (ASTI) and the Teachers' Union of Ireland (TUI), which highlights how cuts to the public sector wage bill are undermining Ireland's aid to education.

This resulted in the issue of austerity being raised in an Oireachtas committees and political engagement with relevant Ministers.

**Jeniffer is a teacher in Malindi, Kenya.**



In the run-up to and during COP27 we met with Irish policy makers to advocate for a loss and damage funding mechanism.

At COP27 it was agreed to establish a loss and damage fund! The UN has finally agreed to set up this crucial fund that will help communities on the front lines of the climate crisis to recover and rebuild in the aftermath of climate disasters. This is a huge - and long overdue win for climate justice and the rights of people harmed by climate change. ActionAid has been one of the key organisations leading this fight at UN climate negotiations for more than a decade, and over the last year and months we dramatically escalated our efforts on all fronts.

### Examples of impact: Our programme in Ireland

In 2021 ActionAid Ireland launched a programme called Amplify Our Voices. It began as an alliance of women who have lived or are living in Direct Provision, who wanted to share their perspective to ensure change that happens is based on their lived experience. They did this by delivering a conference on privacy and mental health. Since the conference the women have maintained momentum and began a collaboration with AkiDwA,

the leading national network of migrant women in Ireland. The women, AkiDwA and ActionAid came together to develop a campaign based on the outcome of the conference, called My Rights, My Privacy. The campaign includes a petition, which to date has had over 1,130 signatures. The petition lists out four key requests from the government to change with regards to privacy in Direct Provision.

# Our impact in 2022

## Strategic objective three:

### Amplify feminist alternatives for economic and climate justice

#### Examples of impact: Ireland

34 schools from 19 counties sent in 134 entries to the ActionTalks competition. The topics focused on vaccine equity, unpaid care and gender-based violence, with the aim of deepening young people's engagement and understanding of sustainable development issues. In 2022 we joined Irish Development Education Association (IDEA) and are now signatories of the IDEA Code of Good Practice for Development Education, supporting us to further develop the competition and our resources.

#### Examples of impact: overseas programmes

Through our local rights programmes, funded by child sponsorship, we have been supporting communities to use agroecological farming practices. In Pursat, Cambodia, ActionAid provided training on agroecology concepts and principles resilient to climate change. In Bardiya, Nepal, 102 members of five

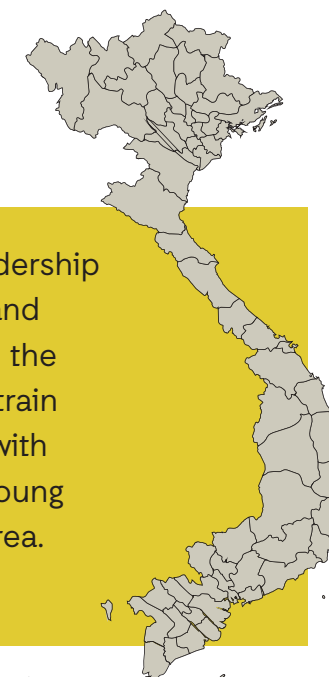
women farmer's groups attended training sessions on agriculture and organic farming. In Amuru, Uganda, ActionAid helped build the capacity of 39 young people and their organisations to respond to climate risks and become more resilient to climate change.

Through our local rights programmes and our Irish Aid programme, we use care diaries to track the amount of time women spend on unpaid care. These are effective tools to highlight the unseen burden of work on women and girls. In our local rights programme in Bardiya, Nepal, the diaries were used by 20 women in the local women's group. We also worked strategically with men in the programme on unpaid care work. This has enabled women to take up income generating activities which has increased household income and improved the lives of women and girls.



In Krong Bong local rights programme in Vietnam, 13 young women and 17 young men participated in a "Leadership skills and network building and Communication skills and teamwork" event. The participants learnt about, climate change

adaptation, and gained leadership skills, networking building and communication skills. After the training, they were able to train and share this knowledge with approximately 300 other young people living in the local area.



In 2022 we began supporting a new programme in Bangladesh, called "Women-led solutions to insecurity in the face of climate change". As part of the programme, four local groups were formed, helping 500 women receive seeds which are more resilient to the changing climate and gain access to markets to sell their produce.



## Challenge and risk

Climate change is having an increasing risk on our programmes, including droughts, floods, locust infestations and cyclones. For example, our programme in Bangladesh was impacted by Cyclone Sitrang, which disrupted our work with communities in Kalpara as there was considerable damage to crops there. The programme however adapted by providing watermelon seeds to replace the damaged crops, ensuring communities were able to recover quickly from the impact of the cyclone.

## Looking forward

In 2023 we will publish a policy paper setting out our vision for a just, green feminist transition.

We have funding from the Irish Human Rights and Equality Commission (IHREC) to hold an event on paid and unpaid care work, in collaboration with the National Women's Council.

We will continue to advocate for an end to austerity and the funding of vital public services.

ActionAid will also launch a global climate campaign in 2023.



# Caroline's story

## Agroecology

In Marafa, Kenya, poverty rates currently stand at 72%, and there are widespread food insecurity issues affecting 67% of families in the community. To combat this, ActionAid is working with the community to strengthen resilient farming practices. These agroecological farming methods have been effective in mitigating the worst effects of climate change such as drought and changing weather patterns.

One beneficiary of the training is 24-year-old Caroline. She is a member of Garashi Smallholder Farmers, which in partnership with ActionAid is training young people in climate resilient sustainable agriculture to address the food insecurity in their community. With the support of ActionAid, she attended a two-week training on farming and village saving and loaning. Now with the knowledge she has obtained, Caroline has trained and mobilised the youth in her community and has also become more informed on children and women's Rights. As Caroline says, *'Before, I did not have skills to engage on good agricultural practices. I didn't know my rights, and even engage my local government to demand for delivery of public services.'*

ActionAid supported 150 women and young smallholder farmers, like Caroline, with seed capital and also linked them with the county government department for sustainable food systems. ActionAid also supported Sauti Ya Wanawake women's rights network to mobilise 300 women to meet county government officials to implement a rural women's land rights charter.

Similarly, in Pursat, Cambodia, 42-year-old Pov was in debt and she and her family were struggling to make ends meet. ActionAid helped to train Pov in new agroecological methods to increase her harvests. She also took part in marketing training to help her get a fair price for her produce. She says: *"I was so delighted because I learned a lot, especially about agroecology, and I now have the ability to produce natural fertilizer and pesticide by myself for my own growing. I can expand my growing more than before, and I have designed my vegetable garden to be resilient to climate change in accordance with agroecology principles and other techniques."*

Caroline, Marafa Kenya, with her chickens.





# Our impact in 2022

## Strategic objective four: Pursue diverse sources of funding, inspire and engage all supporters

Our work is not possible without the generosity and long-term support of our supporters, funding partners and institutions.

Our priority is to raise funds for programmatic work and ensure we are financially sustainable in Ireland to support this work in the long-term. We are committed to mobilising funding from a range of diverse sources that share our commitment to women's rights.

None of our work would be possible without our amazing and loyal supporters. We are committed to anti-racism, particularly in how we fundraise and ensuring that we portray people with dignity and recognise the systemic racism they face. We are also committed to examining our own power and ensuring we contribute to decolonisation.

### Income for the Year

Income this year came from individual supporters, institutional funders, trusts and foundations.

In 2022, we raised a total of €3,146,277 from the Irish public and our institutional donors. This was an increase on the previous year, due in part to an increase in funds raised through major donors, an increase in donations to our emergency appeals and an increase in the money received in tax relief.

During the last year, funding was also provided by Trust and Foundation supporters ElectricAid and St Stephen's Green Trust.

### Public Fundraising

We are hugely grateful to our committed and loyal supporters in Ireland, for their ongoing generosity and for making our work possible. In 2022, the Irish public continued to give an exceptional amount given the economic uncertainty and cost of living crisis. None of our work would be possible without the vital support of the general public.

Throughout 2022 people continued to support ActionAid monthly through direct debit donations, which funds our local rights programmes and other work.

Tax efficient giving, where supporters' donations are augmented by a government refund of the related income tax, continues to be a significant source of income for ActionAid. We are also extremely grateful to those who chose to include a donation or donating a share of their estate in their will, as legacy donations also remain important to our ongoing fundraising.

The cost-of-living crisis presented a new challenge in 2022, with rising food and fuel prices in Ireland impacting on our appeals in the latter half of the year. The closure of Ulster Bank and KBC bank also posed a major challenge to ActionAid in 2022, as the majority of our income is from direct debits.

The external environment continues to be uncertain with risks to future funding opportunities, and we must respond accordingly. Over the course of this strategic period, we aim to continue to diversify our income to ensure the long-term financial sustainability of the organisation.

### Institutional Fundraising

Total institutional funding income in 2022 was €882,954. Irish Aid continues to be our most significant institutional donor, representing 28% of our total income.

We are delighted to report that in 2022 we successfully applied for a further five years of Irish Aid funding and have been awarded €950,000 to fund our 2023 women's rights programmes in Ethiopia, Kenya and Nepal. Throughout this strategic period, we will endeavor to mobilise further institutional funding and funding from trusts and foundations, in particular in support of the growing humanitarian need.



### Engaging and inspiring our supporters

Communicating the impact of the support of the general public is fundamental to our strategy.

We send our ActionTimes newsletter twice a year to all of our financial supporters. People who support our local rights programmes through child sponsorship receive an additional update from the programme every year through our Community Voices newsletter. We also communicate monthly by email to our supporters, highlighting the impact of their contribution.

In 2022 we held four events for our supporters and the wider public: the online launch of our strategy, the launch of our Women by Women exhibition, a hybrid event with Director of ActionAid Kenya Susan Otieno and our in-office event for Culture Night. 200 people attended these events. A further 52,170 people viewed our Women by Women photography exhibition when it went on tour to cafes and libraries around Dublin from April to December.

In 2023 we will continue to prioritise our current supporters and communicate to them the importance of their donations.

### Communications

During 2022, our communications work supported the delivery of our four strategic objectives. We secured media coverage in support of our policy and advocacy work, contributing to thought leadership on topics relating to women's rights, economic justice and climate justice. We also secured media coverage in support of our emergency appeals, our ActionTalks speech writing competition and fundraising appeals.

Last year, we mobilized 4,638 people to support our campaigns, including signing our petitions on loss and damage, stopping education cuts, and respecting the rights of people in Direct Provision, as well as signing our pledge to end gender-based violence.

We received pro-bono branding support from Brand Led Growth in 2022 to support us to develop brand messaging and tone of voice to align with our new strategy. In 2023 we will develop a whole organisation communications strategy.

**Mothers Group for School Children meeting with Catherine, 50, ActionAid Local Rights Programme Coordinator at a primary school in Makueni County.**



Photo: Sarah Waiswa/ActionAid

# Enabling objectives

## Governance

ActionAid continued to meet the highest standards of accountability and governance in 2022. We take our obligations around transparency and good governance seriously. We are governed by a voluntary board of directors, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance, ensuring the efficient and effective use of resources and the establishment of policy. You can read more about the board in our Director's Report on page 55.

### Triple Lock

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 2022 we reconfirmed our adherence to the Charities Regulator Governance Code.



### Integrity at work

ActionAid Ireland is a member of the Integrity at work programme, a Transparency International Ireland initiative that supports employers to foster an environment where staff feel safe to share concerns of wrongdoing. As part of our commitment to protecting workers who raise concerns, and proactively addressing wrongdoings, ActionAid Ireland has signed the Integrity at Work Pledge to ensure that workers reporting wrongdoing will not be penalized, and that timely appropriate action will be taken in response to the concerns raised.



## Core Humanitarian Standard (CHS) on Quality and Accountability

ActionAid Ireland's approach to emergencies is accredited under the Core Humanitarian Standard (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQA). ActionAid was the first global organisation to have its approach to emergencies independently verified by the Core Humanitarian Standard on Quality and Accountability in August 2019. The accreditation demonstrates commitment to putting communities and people affected by crises at the centre of what we do and the alignment of our own internal procedures to the CHS framework. 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.

## Dóchas Code of Conduct on Images & Messaging

ActionAid Ireland adheres to the Dóchas Code of Conduct on Images and Messaging. In 2022 we provided input into the development of an updated code.



## IDEA Code of Good Practice for Development Education

In 2022 ActionAid Ireland became a member of the Code of Good Practice for Development Education. Members of this Code commit to strengthening their Development Education practice through an annual self-assessment process. Further information on this Code is available from [www.ideaonline.ie](http://www.ideaonline.ie)



## Regulation of Lobbying Act 2015

ActionAid Ireland is registered on the Register of Lobbying and provides information to the Standards Commission about its lobbying activities.



# Enabling objectives

## Safeguarding

We are committed to upholding the highest standards of safeguarding. Each member of the team is trained on the issue and it is included in our induction process. We have an international safeguarding policy that every team member has committed to upholding. There is an international safeguarding lead and a safeguarding lead within the ActionAid Ireland team. We are currently in the process of developing an ActionAid Ireland specific safeguarding strategy.

## Anti-racism, shifting the power and decolonisation

In 2022 we began to deliver on our commitment to anti-racist storytelling. We brought the Women by Women photography exhibition to Ireland, which champions the inspirational stories of women and girls, and the incredible talent of women photographers in the countries where ActionAid works. The exhibition is designed to deliver an anti-racist approach to storytelling. We will develop our anti-racism work further in 2023 and develop a robust plan to ensure our communications and

fundraising meets the highest possible standards.

In 2022 ActionAid Ireland put forward a motion to the ActionAid International General Assembly (part of the federation's overall governance structure), alongside Brazil and Vietnam, calling for tangible actions across the federation to contribute to the process of decolonisation. We aim to look at ways to bring a decolonial approach to all of our work over the strategic period.

## Embed learning and evaluation

2022 was the final year of the Women's Rights Programme II funded by Irish Aid. In December we held a learning review in Kenya with our partners from Ethiopia, Kenya and Nepal. We prepared a learning review paper, based on the experiences and insights of ActionAid programme staff from Nepal, Kenya, Ethiopia and Ireland, also drawing on other resources including feedback from Irish Aid since 2017, Irish Aid's monitoring trip, and the learning review conducted by independent consultants. The paper will guide us in our next programme, beginning January 2023.

In order to implement our strategy, we developed a set of organisational Vision Statements and Key Results for 22/23 and 2025 (the mid point of the strategy) and 2027 (the end point). These set out specifically how we will achieve the

ambition in our strategy and will be reviewed annually by our board and staff. This is now the basis of board reporting, annual reviews and ongoing team priorities and strategies. Along with this, we have a set of Key Performance Indicators and an over-arching Monitoring, Evidencing and Learning Framework to track progress on essential metrics for each priority.

## Feminist leadership

ActionAid is committed to the values of the 10 feminist leadership principles. These include: dismantling bias to help us uncover and challenge discrimination in any form; inclusion, encouraging us to create ways for everyone to be equally heard and respected; sharing power; responsible and transparent use of power including transparency in how decisions are made; and a zero tolerance approach to any form of discrimination or abuse of power. We aim to reflect these values and principles at every level of the organisation and hold monthly meetings to advance the principles.

## Collaboration and partnership

- ActionAid is a member of the Irish Emergency Alliance, and takes a coordinated joint approach to fundraising and communications during emergencies. We launched two appeals in 2022.
- Throughout 2022 we engaged in Dochas working groups including; Policy, Safeguarding and Results, Communications, and Public Engagement, we were also part of the Worldview Steering Group.
- In 2022 we were an active member of the Irish climate coalition, Stop Climate Chaos, attending meetings, inputting into policy submissions and taking part in joint action around COP27.
- We took part in the formation and launch of a campaign to recognise apartheid in Palestine.
- We are continuing to engage with the Tax Justice Network, and support work led by Christian Aid on the impact of tax avoidance on the rights of children.
- We continued to be an active member of the Irish Consortium on Gender Based Violence.
- Our CEO was appointed as a board member of Dochas in 2022. We worked in close collaboration across the ActionAid federation, the CEO is actively engaged with the European ActionAid Directors and attends a global forum with all 45 Directors twice annually.

# 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 2022.

In 2022, 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, Bangladesh, Ukraine, Somaliland.

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 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 will be reviewed again in July 2023.

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 2022 and she in turn ensured the performance management of staff members.

The Board of Directors held six meetings in 2022, as well as holding the AGM in July. The Board meetings were a hybrid of in person and remote.

Board meetings attendance 2022:

Meeting Date	Board Members	Apologies	AA Staff	TOTAL
14 February 2022	7	2	3	10
9 May 2022	8	1	2	10
13 June 2022	7	2	3	10
25 July 2022	6	1	3	9
3 October 2022	4	3	2	6
21 November 2022	7	1	3	10

The Board contributed to the ActionAid International Federation's General Assembly, with Chairperson Anna Lee attending online the events held in June. 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 Finance and Audit Committee met four times in 2022; committee members include Chairperson Anna Lee and Board Directors James Foley and Ben Burton, and were supported by the CEO and Head of Finance and Governance. The four Finance and Audit Committee meetings were attended by all members. The role of the Finance and Audit sub-committee is to monitor the financial reporting processes; manage the statutory audit process; and to monitor internal controls and risk management.

The Governance and Board Development Committee includes Chairperson Anna Lee and Board Director Makena Mwobobia, and is supported by the CEO and Head of Finance and Governance and met four times in 2022. The role of the Governance and Board Development Committee is to ensure periodic reviews of the Governance handbook and relevant governance policies; ensure compliance with the Charities Regulatory Governance Code; oversight of the annual ActionAid International/ GS assurance process; ensure the timely recruitment, selection and induction of new Members, including the ActionAid International board representative, and managing the exits/debriefing of outgoing Members; ensure biannual Board Self-Assessments occur and ensure the annual performance review of the CEO.



# 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.

## 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.

## 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, currently working with the Central Bank of Ireland. He brings a blend of journalism and communications agency experience to the Board.

## Ms Everjoice J. Win

Active in feminist and social justice movements in her country Zimbabwe, the

African continent and globally for over 30 years, she served as ActionAid International’s Global Head of Women’s Rights between 2002 and 2011 and Director for Programs and Global Engagement between 2014 and 2020.

## Mr Silvio Caccia Bava

Appointed in November 2022, Silvio is based in Brazil and is a sociologist with a master’s degree in political science. Silvio is currently chairman of the Board of Directors of ActionAid Brasil, president of the NGO Palavra Livre, Executive Director of the newspaper Le Monde Diplomatique Brasil, member of the Strategic Council University-Society of the Federal University of São Paulo – UNIFESP.

## Ms Sadhbh O’Neill

Appointed in March 23, she is currently lecturing at TUD in EU and national energy and climate law as part of its MSc programme in energy management, as well as completing a research project for the Climate Change Advisory Council. She is a member of the EPA Advisory Committee and writes a monthly column on climate change for the Irish Times.

Claire Callanan and Greg Maher stood down in 2022 after two four-year terms and Dan Ryan also stood down in 2022 after a three-year term. The Board recruited two new members in 2022, Everjoice J. Win and Silvio Caccia Bava and one new member so far in 2023, Sadhbh O’Neill.

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 team

## Karol Balfe

CEO

## Olive Corbett

Head of Finance & Governance

## Brigitte Frenkel

Finance Coordinator  
(resigned August 2022)

## Kate Carroll

Finance Coordinator  
(joined September 2022)

## Sarah Marshall

Executive Assistant  
(joined December 2022)

## Triona Pender

Head of Programmes  
(resigned May 2022)

## Grainne Kilcullen

Head of Programmes  
(joined September 2022)

## Cillian Quinn

Programme & Policy Coordinator

## Erick Onduru

Programme Coordinator  
(resigned December 2022)

## Jo-Ann Ward

Communications &  
Campaigns Manager

## Claire Smith

Head of Fundraising  
(on maternity leave)

## Natalie Bridge

Head of Fundraising  
(maternity leave contract)

## Katie Ryan

Individual Giving Manager  
(on maternity leave)

## Joel Voysey

Consultant  
Individual Giving Manager  
(maternity leave contract)

## Donald Picone

Digital Manager  
(resigned January 2023)

## Mariana Musse

Digital Marketing Executive  
(joined May 2022)

## Orlaith O’Rourke

Donor Care Coordinator

## Marie McDonagh

Supporter Care Executive

## Jane Murray

Fundraising Executive

## Bláithín Duggan

Supporter Care Administrator  
(joined July 2023)

# The directors' report

## Staff Training and Professional Development

The organisation is committed to facilitating and encouraging Board and employee training.

## Working from home

In 2022 ActionAid Ireland introduced a new hybrid working policy, with most members of the team now expected to attend the office at least once a week.

## 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 cost-of-living crisis 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.

## Diversity and inclusion

We do not discriminate based on race, ethnicity, colour, class, ancestry, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, anti-body status, marital status, membership of the Roma or Travelling community, or any other legally protected status.

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.

## 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 the same. In 2022 monitoring visits were carried out in Ethiopia, Kenya and Nepal.

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.



# The directors' report

## Reserves 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.

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 (€347,834) as minimum reserve levels. As of December 2022, we are holding reserves of c10.3 months' 'core' unrestricted expenditure (€897,022). 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 2025, by which time it is anticipated the reserves will be at the minimum level.

## Climate crisis

Across our programmes, we are increasingly seeing the devastating impact of climate change. This affected implementation of our women's rights work in all contexts where we work, most notably in Kenya and Ethiopia where the food crisis in this Horn of Africa region is most acute. In response to this, the ActionAid federation is scaling up its work on the climate crisis. In Ireland, we have made this part of our new strategy and began our first climate project in Bangladesh supporting women farmers. The ActionAid federation will have a major focus on climate change in 2023

## 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 the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at 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 standard, 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 taking 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.

# The directors' report

## Lobbying and political donations

There were no political donations in 2022 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.

## 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: 8th May 2023

## 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 Makena Mwobobia

(appointed 20/07/20)  
(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)

### Ms Everjoice J. Win

(appointed 09/05/2022)  
(First Three Year Term)

### Mr Silvio Caccia Bava

(appointed 21/11/2022)  
(First Three Year Term)

### Ms Sadhbh O'Neill

(appointed 07/03/2023)  
(First Three Year Term)

### Ms Claire Callanan

(4/12/18 – 08/06/2022)

### Mr Greg Maher

(23/04/18 – 25/07/2022)

### Mr Daniel Ryan

(11/11/19 – 25/07/2022)

## Management Team 2022

### CEO

Ms Karol Balfe

### Head of Programmes

Ms Triona Pender (left May 2022)  
Ms Grainne Kilcullen (Appointed Sept 2022)

### Head of Fundraising

Ms Claire Smith (Maternity Leave)  
Ms Natalie Bridge (Appointed April 2022 on fixed term maternity contract)

### Head of Finance & Company Secretary

Ms Olive Corbett

### Company Secretary

Ms Claire Callanan (10/06/19 – 08/06/2022)

## 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**

\* 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)



# Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2022

## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2022, 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 2022 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 2022

## 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.

# Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2022

## 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.

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: ??????

## STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an Income & Expenditure Account)  
12 Months ending December 2022

	Notes	Unrestricted Funds	Restricted Funds	2022 Total Funds	Unrestricted Funds	Restricted Funds	2021 Total Funds
		€	€	€	€	€	€
<b>Income from:</b>							
Donations and legacies	2	1,123,629	1,138,003	<b>2,261,632</b>	1,043,668	889,794	1,933,462
Charitable activities	3	53,744	829,210	<b>882,954</b>	47,888	750,248	798,136
Other	4	1,691	-	<b>1,691</b>	1,711	-	1,711
<b>Total income</b>		<b>1,179,064</b>	<b>1,967,213</b>	<b>3,146,277</b>	<b>1,093,267</b>	<b>1,640,042</b>	<b>2,733,309</b>
<b>Expenditure on:</b>							
Raising funds	5	786,811	8,259	<b>795,070</b>	632,298	-	632,298
Charitable activities	6	472,536	1,984,096	<b>2,456,632</b>	462,837	1,685,174	2,148,011
<b>Total expenditure</b>		<b>1,259,347</b>	<b>1,992,355</b>	<b>3,251,702</b>	<b>1,095,135</b>	<b>1,685,174</b>	<b>2,780,309</b>
<b>Net expenditure and net movement in funds for the year</b>	8	<b>(80,283)</b>	<b>(25,142)</b>	<b>(105,425)</b>	<b>(1,868)</b>	<b>(45,132)</b>	<b>(47,000)</b>
<b>Reconciliation of funds</b>							
Fund balances brought forward at 1 January 2022	18	1,027,719	40,325	<b>1,068,044</b>	1,029,587	85,457	1,115,044
<b>Fund balances carried forward at 31 December 2022</b>	18	<b>947,436</b>	<b>15,183</b>	<b>962,619</b>	<b>1,027,719</b>	<b>40,325</b>	<b>1,068,044</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 71 to 83 form part of these financial statements.



# ACTIONAID IRELAND (Company limited by guarantee)

## BALANCE SHEET as at 31 December 2022

	Notes	2022 €	2021 €
<b>Tangible fixed assets</b>	11	<b>5,701</b>	<b>6,603</b>
<b>Current assets</b>			
Debtors	13	<b>307,578</b>	<b>317,949</b>
Cash at bank and in hand	14	<b>905,858</b>	<b>963,533</b>
		<b>1,213,436</b>	<b>1,281,482</b>
<b>Creditors</b> (amounts falling due within one year)	15	<b>(256,518)</b>	<b>(220,041)</b>
Net current assets		<b>956,918</b>	<b>1,061,441</b>
<b>Total assets less current liabilities</b>		<b>962,619</b>	<b>1,068,044</b>
<b>Funds of the charity</b>			
Restricted Funds	18	<b>15,183</b>	<b>40,325</b>
Unrestricted Funds	18	<b>947,436</b>	<b>1,027,719</b>
Total charity funds		<b>962,619</b>	<b>1,068,044</b>

These financial statements were approved and authorised for issue by the Board of Trustees on 8th May 2023 and are signed on their behalf by:



**Anna Lee**  
Director



**James Foley**  
Director

The notes on pages 71 to 83 form part of these financial statements.

# ACTIONAID IRELAND (Company limited by guarantee)

## CASH FLOW STATEMENT for year ended 31 December 2022

### Reconciliation of net outgoing resources to net cash used in operating activities

	Notes	2022 €	2021 €
Net movement in funds		<b>(105,425)</b>	<b>(47,000)</b>
Depreciation	11	<b>5,786</b>	<b>5,665</b>
Decrease in debtors		<b>10,371</b>	<b>3,269</b>
Increase / (Decrease) in creditors		<b>36,477</b>	<b>(209,255)</b>
<b>Net cash used in operating activities</b>		<b>(52,791)</b>	<b>(247,321)</b>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	<b>(4,884)</b>	<b>(5,600)</b>
Net cash used in investing activities		<b>(4,884)</b>	<b>(5,600)</b>
Change in cash and cash equivalents in the period	19	<b>(57,675)</b>	<b>(252,921)</b>
Cash and cash equivalents at the beginning of the period	19	<b>963,533</b>	<b>1,216,454</b>
Total cash and cash equivalents at the end of the period	19	<b>905,858</b>	<b>963,533</b>

The notes on pages 71 to 83 form part of these financial statements.

# NOTES TO THE ACCOUNTS

For year ended 31 December 2022

## GENERAL INFORMATION

ActionAid Ireland CLG 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 2022, and 2021, 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.

### 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.

# NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

## 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.

## 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'.



# NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

## 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 2022 continued...

## 2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
Child and Community Sponsorship	291,738	748,517	1,040,255	1,093,137
<b>Tax relief</b>				
Tax relief on designated charities	337,632	-	337,632	320,987
<b>Other donations</b>				
Trusts and other larger donors	32,406	266,642	299,048	61,899
Appeals	334,122	122,844	456,966	228,182
Other donors	127,731	-	127,731	229,257
	494,259	389,486	883,745	519,338
Total Donations and Legacies	1,123,629	1,138,003	2,261,632	1,933,462

Income from Trusts and other larger donors includes the following grants received:	Total Income 2022	Total Income 2021
	€	€
Electric Aid	57,969	57,899
Bank of Ireland Begin Together Charity Fund	500	-
St. Stephen's Green Trust	15,000	-
ReThink Ireland	-	4,000
ActionAid International grants	14,320	-
Other Major donors	211,259	-
Total	299,048	61,899

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

### 3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
<b>Department of Foreign Affairs (Irish Aid) - Women's Rights Programme</b>				
ActionAid Kenya	-	285,495	<b>285,495</b>	264,120
ActionAid Nepal	-	234,495	<b>234,495</b>	213,120
ActionAid Ethiopia	-	234,495	<b>234,495</b>	213,120
Public Engagement and Project Administration	-	68,389	<b>68,389</b>	59,888
ActionAid Ireland - 6% of Grant Received	52,524	-	<b>52,524</b>	47,888
	52,524	822,874	<b>875,398</b>	798,136
Irish Human Rights and Equality Commission	704	6,336	<b>7,040</b>	-
Pobal - Community and Voluntary Sector Energy Support Scheme	516	-	<b>516</b>	-
<b>Total Income from Charitable activities</b>	<b>53,744</b>	<b>829,210</b>	<b>882,954</b>	<b>798,136</b>

### 4 OTHER INCOME

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
Income from VAT Compensation Scheme	1,691	-	<b>1,691</b>	1,711

### 5 EXPENDITURE ON RAISING FUNDS

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
Advertising and promotion	372,873	-	<b>372,873</b>	305,293
Salary and pension costs	353,058	-	<b>353,058</b>	290,424
Other costs	40,880	8,259	<b>49,139</b>	36,581
Irish Emergency Alliance	20,000	-	<b>20,000</b>	-
	<b>786,811</b>	<b>8,259</b>	<b>795,070</b>	<b>632,298</b>

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

### 6 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
<b>Overseas programme expenditure</b>				
<b>Community and Child sponsorship</b>				
ActionAid Kenya	-	268,271	<b>268,271</b>	274,496
ActionAid Uganda	-	124,748	<b>124,748</b>	132,537
ActionAid Nepal	-	157,502	<b>157,502</b>	166,876
ActionAid Vietnam	-	150,036	<b>150,036</b>	163,990
ActionAid Cambodia	-	47,960	<b>47,960</b>	48,520
<b>Irish Aid</b>				
ActionAid Kenya	-	265,297	<b>265,297</b>	236,264
ActionAid Nepal	-	217,187	<b>217,187</b>	195,812
ActionAid Ethiopia	-	217,187	<b>217,187</b>	195,812
<b>Other expenditure</b>				
Rehabilitation of the school of Carrefour-Charles Haiti	-	14,681	<b>14,681</b>	23,922
Women-led solutions to food insecurity in the face of climate change - Bangladesh	-	170,000	<b>170,000</b>	-
Solar Water Purification Systems - Vietnam	-	10,969	<b>10,969</b>	-
Concrete Jeremie - Haiti	-	26,200	<b>26,200</b>	-
Nepal Water Supply	-	-	-	13,550
Safe Room - Ethiopia	-	15,000	<b>15,000</b>	-
Rehab Paranga - Kenya	-	16,000	<b>16,000</b>	-
Enhancing access to Gender Equality for communities in Amuru District Uganda	-	-	-	9,667
Education of children in marginalised vulnerable Bedouin communities in Al Maleh and Badou Al Kaabneh- West Bank	-	-	-	10,717
Kishushe Water Project - Kenya	-	953	<b>953</b>	-
Emergencies and Crisis relief	-	122,844	<b>122,844</b>	52,581
Projects Funded by Other Appeals and Donations	22,175	-	<b>22,175</b>	18,087
<b>Irish Aid</b>				
Salaries	8,684	52,524	<b>61,208</b>	65,116
Other Costs	7,056	80,458	<b>87,514</b>	69,651
	<b>37,915</b>	<b>1,957,817</b>	<b>1,995,732</b>	<b>1,677,598</b>
<b>Overseas Support costs</b>				
Travel	2,949	-	<b>2,949</b>	35
Office costs	136,344	-	<b>136,344</b>	133,376
Salary and pension costs	175,277	-	<b>175,277</b>	177,103
ActionAid International Contribution	45,000	-	<b>45,000</b>	45,000
	<b>359,570</b>	<b>-</b>	<b>359,570</b>	<b>355,514</b>



## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

6 Continued...	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
<b>Other programme expenditure</b>				
Salaries	28,526	4,091	32,617	40,336
Other expenditure	12,576	3,278	15,854	33,064
	41,102	7,369	48,471	73,400
<b>Influencing, education and research</b>				
System Change for Economic Justice / Public Services	-	3,044	3,044	-
Memberships	15,510	-	15,510	10,751
Public Engagement and Awareness Raising (including salary costs)	1,940	15,866	17,806	15,393
	17,450	18,910	36,360	26,144
<b>Governance Costs</b>				
Travel	677	-	677	-
Professional fees	15,431	-	15,431	15,355
Other expenditure	391	-	391	-
	16,499	-	16,499	15,355
<b>Total Expenditure on Charitable activities</b>	472,536	1,984,096	2,456,632	2,148,011

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS	2022	2021
	€	€
<b>Governance and Support Costs</b>		
Salaries and related costs	201,156	198,901
Office costs	136,344	133,376
Other support costs	47,949	45,035
Governance Costs	16,499	15,355
Total governance and support costs	401,948	392,667

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	2022	2021
	€	€	€	€
Expenditure on raising funds	25,879	-	25,879	21,798
Expenditure on charitable activities	175,277	200,792	376,069	370,869
Total governance and support costs	201,156	200,792	401,948	392,667

8 NET INCOME / (EXPENDITURE)	Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	€	€	€	€
This is stated after charging:				
Auditors' remuneration	15,375	-	15,375	15,335
Depreciation	5,786	-	5,786	5,665
Operating lease - building	32,000	-	32,000	25,504

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

### 9 STAFF COSTS

	2022	2021
<b>The average monthly headcount of staff during the year was:</b>		
Management	1	1
Finance	2	2
Programmes	2	2
Fundraising/Communications	8	7
Administration and project support	-	1
Irish Consortium on Gender Based Violence	-	1
	<b>13</b>	<b>14</b>

#### Total remuneration of employees (full time and part time) was:

	€	€
Wages and salaries	<b>534,629</b>	535,866
Social welfare costs	<b>58,824</b>	58,803
Pension costs	<b>30,683</b>	36,835
	<b>624,136</b>	631,504

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 for 2021.

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

Salary Range:	2022	2021
€60,000 to €70,000	0	2
€70,000 to €80,000	0	0
€80,000 to €90,000	1	0

#### 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 €229,377 (2021: €229,928) in the year. Pension contributions were €21,581 (2021: €20,069). Included in these figures is the CEO's salary of €81,700 and pension contributions of €10,837.

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 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 (2021: €nil), nor did any Director receive payment for professional or other services supplied to the company during the year (2021: €nil).

The total amount of expenses reimbursed to directors or paid directly to third parties was €677 (2021: €nil).

### 11 TANGIBLE FIXED ASSETS

	Leasehold Improvements	Office Equipment	IT Hardware	Database	Total
	€	€	€	€	€
<b>Cost</b>					
<b>At 1 January 2022</b>	<b>16,852</b>	<b>16,298</b>	<b>12,957</b>	<b>40,744</b>	<b>86,851</b>
Additions	-	1,451	3,433	-	4,884
<b>At 31 December 2022</b>	<b>16,852</b>	<b>17,749</b>	<b>16,390</b>	<b>40,744</b>	<b>91,735</b>
<b>Depreciation</b>					
<b>At 1 January 2022</b>	<b>12,893</b>	<b>16,298</b>	<b>10,313</b>	<b>40,744</b>	<b>80,248</b>
Charge for period	3,360	169	2,257	-	5,786
<b>At 31 December 2022</b>	<b>16,253</b>	<b>16,467</b>	<b>12,570</b>	<b>40,744</b>	<b>86,034</b>
<b>Net Book Value 31 December 2022</b>	<b>599</b>	<b>1,282</b>	<b>3,820</b>	<b>-</b>	<b>5,701</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>

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



## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

### 12 FINANCIAL INSTRUMENTS

	2022	2021
	€	€
<b>Financial Assets</b>		
Financial Assets	<b>915,348</b>	976,276
<b>Financial Liabilities</b>		
Financial Liabilities	<b>240,527</b>	205,740

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

	2022	2021
	€	€
Tax recoverable (estimate of probable receipts)	<b>298,088</b>	305,206
Sundry debtors and prepayments	<b>9,490</b>	12,743
	<b>307,578</b>	317,949

All debtors are receivable within one year.

### 14 CASH AND CASH EQUIVALENTS

	2022	2021
	€	€
Cash at bank and on deposit	<b>905,858</b>	963,533

### 15 CREDITORS

	2022	2021
	€	€
<b>Amounts falling due within one year</b>		
Accruals including pensions and salaries	<b>33,758</b>	39,348
Amounts payable to overseas and local programmes	<b>189,348</b>	115,932
PAYE/PRSI	<b>15,991</b>	14,301
Trade creditors	<b>17,421</b>	50,460
	<b>256,518</b>	220,041

## NOTES TO THE ACCOUNTS

For year ended 31 December 2022 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 €30,683 (2021: €33,413). The 2021 figure 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 €2,531 (2021 : €nil).

### 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.

	2022	2021
	€	€
Within one year	<b>7,537</b>	30,147
Within 2 - 5 years	-	7,537

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

18.1 Movement in Funds	Balance at 1 Jan 2022	Movement in the year	Balance at 31 Dec 2022
	€	€	€
Restricted funds	40,325	(25,142)	<b>15,183</b>
Unrestricted funds - general fund	1,009,632	(84,371)	<b>925,261</b>
Unrestricted funds - designated fund	18,087	4,088	<b>22,175</b>
Total unrestricted funds	1,027,719	(80,283)	<b>947,436</b>
Total funds	1,068,044	(105,425)	<b>962,619</b>

The directors have designated €22,175 of our 2022 income from appeals to be allocated to Education and Gender Based Violence projects in Kenya.

18.2 Analysis of Net Assets	Unrestricted Funds	Restricted Funds	2022 Total Funds
	€	€	€
Tangible Assets	5,701	-	<b>5,701</b>
Current Assets	1,198,253	15,183	<b>1,213,436</b>
Current Liabilities	(256,518)	-	<b>(256,518)</b>
	947,436	15,183	<b>962,619</b>

# NOTES TO THE ACCOUNTS

For year ended 31 December 2022 continued...

## 19 ANALYSIS OF CASH AND CASH EQUIVALENTS

	1 Jan 2022 €	Cashflow €	31 Dec 2022 €
Cash at bank	963,533	(57,675)	905,858

## 20 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

## 21 POST BALANCE SHEET EVENTS

The Directors note the company was successful in its application for inclusion in the Department of Foreign Affairs (Irish Aid) programme 'Ireland's Civil Society Partnership for A Better World 2023-2027.

## 22 CONTROLLING PARTY

The company is controlled by the Board of Directos 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 8th May 2023.

# IMAGE CAPTIONS



**Cover:**  
**Rosemary, an agro-pastoralist and community leader living through climate change impacts in Isiolo, Kenya.**  
Photo: Mumbi Bakari/ActionAid



**Contents:**  
**Nimo, 21 and the youngest of her four children pictured in her village in Somaliland, the autonomous region of Somalia.**  
Photo: Khadija Farah/ActionAid





**act!onaid**

172 Ivy Exchange, Granby Place,  
Parnell Square, Dublin 1, D01 V125.

Photo: Hannah Gurney/ActionAid

**Image Caption:**

ActionAid staff and activist protest at  
COP27 campaigning for a loss and  
damage funding facility.

Photo credit: Hannah Gurney/ActionAid

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