

2018-19
ANNUAL REPORT



ऑक्सफैम इंडिया
OXFAM
India

REACHING PEOPLE. EMPOWERING LIVES.





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CHAIRPERSON'S MESSAGE



The year 2018-19 has been another action-packed year for Oxfam India. Amongst the highlights of the year was the release of the second edition Oxfam India's inequality report 'Mind the Gap: The State of Employment in India'. Launched in March 2019, the report approaches structural inequalities in India's vast labour market with specific focus on gender disparities within it. The report received appreciation and wide media coverage; most importantly, it generated debate on the issue of inequalities, especially relating to jobs in India.

Sadly, it was one more year of various natural and man-made disasters. Our Humanitarian and Disaster Risk Reduction (DRR) Team took on the challenge, and responded with prompt action in Kerala, Assam, Karnataka, Manipur, Tripura and Odisha. It is a matter of pride that our teams have consistently been one of the first to reach the affected areas and people in times of crisis, re-emphasising their dedication to their work and Oxfam's values. Reaching out to nearly 30,000 people directly, we rendered humanitarian aid to approximately 2 lakh people. This year, Oxfam India's humanitarian

responses primarily focused on women, adolescent girls, children, persons with disability and the elderly in areas of intervention in the affected states.

Oxfam India along with its partners reached out to more than 100,000 people on the issue of violence against women and girls through various activities, events and other public engagement programmes in intervention areas. I am happy to report that 1500 women survivors were supported for accessing government schemes and over 2000 were linked to livelihood opportunities. 4556 women through 314 women collectives were empowered to challenge the social norms that make violence against women and girls acceptable.

Taking its work on private sector engagement to the next level, Oxfam India became a member of National Human Rights Commission (NHRC) Core Group on Business and Human Rights. There has been considerable development under this segment in the year 2018-19 in terms of developing knowledge products for advocacy and capacity building and outreach to its stakeholders.

Oxfam India along with its partners reached out to more than 100,000 people on the issue of violence against women and girls through various activities, events and other public engagement programmes in intervention areas. I am happy to report that 1500 women survivors were supported for accessing government schemes and over 2000 were linked to livelihood opportunities. 4556 women through 314 women collectives were empowered to challenge the social norms that make violence against women and girls acceptable.

On the financial front, our total income during 2018-19 was Rs. 68.89 crore, as against Rs. 57.21 crore in 2017-18, reflecting an increase of 17%. I would like to record my sincere appreciation to Oxfam International and fellow Oxfam affiliates for their sustained support and commitment to Oxfam India. I also thank all our other donors and supporters, both in the country and abroad.

Our partners across India continue to be a source of exceptional strength and I thank them for their dedication and cooperation. We continue to work on further strengthening the synergy between them and Oxfam India.

As I write this message, I am aware that this will be my last, as I move on from Oxfam India after a decade as Chair. Nostalgia combines with pride as I recall the many achievements of the organisation. It has been a privilege to be associated with Oxfam and to work with such a dedicated, motivated and dynamic team. I wish them continuing success, as they pursue an agenda that is so important to all people in the country and especially to the disadvantaged.

As in past years, my colleagues on the Board provided tremendous support. Their guidance and inputs have been indispensable. I thank them, as also past members of our Board for their time, commitment and efforts to furthering the cause of Oxfam India.



Kiran Karnik
Chairperson
Oxfam India Board

CEO'S MESSAGE



One more year has gone by and it's time for us to share our last year's journey with you all.

2018-19 witnessed a steep rise in humanitarian emergencies across India. Oxfam India responded in six states including Kerala, Assam, Karnataka, Manipur, Tripura and Odisha as part of its humanitarian mandate, reaching out to approximately 30,000 people directly and 2 lakh people indirectly. Our recovery and response strategy focused on both providing immediate and sustainable support to disaster-affected communities.

Acknowledging the need to deliver well-rounded relief responses, we tried to examine our activities through a gender lens to cater to specific needs of women and girls during crisis. We also directed our efforts towards ensuring inclusive spaces in times of disasters in order to bring to the forefront the challenges and problems faced by marginalised communities including those of Dalits, Adivasis, Muslims and women.

2018-19 was a year when we looked hard at widening inequalities in jobs and wages through the release of the second edition of our inequality report 'Mind the Gap: The State of Employment in India'. Launched in March 2019, the report unravels the poor state of labour laws, burden of unpaid care work on women, declining female labour participation and rise in contractual jobs without social security. The report received appreciation and wide media coverage, generating debate on the issue of inequalities relating to jobs in India.

Oxfam India in collaboration with its partners reached out to over 100,000 people on the issue of violence against women and girls. I take great pride in reporting that we supported 1500 women in attaining access to government schemes in our intervention states and over 2000 women were linked to livelihood opportunities in 2018-19.

2018-19 witnessed a steep rise in humanitarian emergencies across India. Oxfam India responded in six states including Kerala, Assam, Karnataka, Manipur, Tripura and Odisha as part of its humanitarian mandate, reaching out to approximately 30,000 people directly and 2 lakh people indirectly.

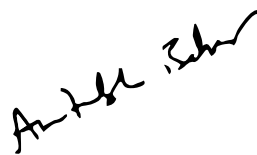
During 2018-19, our total income was Rs. 68.89 crore, as against Rs. 57.21 crore in 2017-18, reflecting an increase of 17%.

This year witnessed an exceptional expansion of our work on private sector engagement as a result of which, Oxfam India became a member of National Human Rights Commission (NHRC) Core Group on Business and Human Rights. This was a huge boost to our Private Sector Engagement work which is just about five-years old.

I would like to end this foreword with a deep sense of appreciation and gratitude to Kiran Karnik and Mridula Bajaj, who've steered Oxfam India through the last ten years. For me, personally, it has been an honour to be associated with the both of them. Their expertise and commitment to upholding Oxfam's values and vision has set the foundations of this organisation. They have relentlessly worked towards achieving our organisational goals. I wish you both all the very best for the future!

On behalf of Oxfam India, I would also like to thank our Board, donors (individuals and institutions), supporters, peers and partners who've stuck by our side through thick and thin; you are the bulwark of this organisation.

I am extremely proud of the work that we do and hope to keep up the momentum that we carried our work with this year.



Amitabh Behar
Chief Executive Officer
Oxfam India

68 YEARS OF OXFAM IN INDIA



OUR VISION

Oxfam’s vision is a just world without poverty; a world in which people can influence the decisions that affect their lives, enjoy their rights, and assume their responsibilities as full citizens of a world in which all human beings are valued and treated equally.

OUR MISSION

The purpose of Oxfam is to help create lasting solutions to address the injustice of poverty. We have to create a society for all, where equality prevails and every individual can exhibit his/her right to a safe and happy life.

OUR VALUES

COMMITMENT TO OUR VISION AND PURPOSE, HONESTY AND INTEGRITY

INCLUSIVENESS, SECULARISM AND PLURALISM RESPECT AND VALUE FOR PEOPLE’S RIGHTS

HIGH QUALITY RESULTS AND ACCOUNTABILITY TO STAKEHOLDERS

Oxfam is marking its 68th year in India this year. In 1951, Oxfam Great Britain came to India during the Bihar famine to launch its first fullscale humanitarian response in a developing country.

Over the past 67 years, Oxfam has supported civil society organisations across the length and breadth of the country. In 2008, all Oxfams working in India came together to form Oxfam India, a fully independent Indian organisation (with Indian staff and an Indian Board), which is a member of a global confederation of 20 Oxfams.

RIGHT TO SUSTAINABLE LIVELIHOOD

RIGHT TO LIFE AND SECURITY

RIGHT TO IDENTITY

RIGHT TO ESSENTIAL SERVICES

RIGHT TO BE HEARD

ECONOMIC JUSTICE

FAIR SHARE OF NATURAL RESOURCES

Under Economic Justice theme, our focus is on the indigenous and other forest dweller communities to realise their rights to access natural resources, influence decision-making process, transform power structures, and subsequently, reduce inequality and injustice.

The focus of our strategy has always been on the laggard states and the marginalised communities and this has been the focus of the programme as well. The programme engages with the marginalised communities in remote tribal areas of the country, simultaneously ensuring that the voices from the grassroots find a platform where these are heard and issues emanating from the work find audience in the larger civil society and government institutions and systems. Oxfam India has created new networks and engaged with alliances of like-minded organisations working on similar issues. The learnings from the grassroots work and engagement with larger alliances enabled us to upscale and deepen the current work; this has also helped introduce critical elements like sustainable energy which will further enhance livelihood security of the marginalised communities.

In the past, Oxfam India's work on enabling and increasing tribal forest dwellers access and securing of tenure rights to natural resources has resulted in recognition of their individual and community rights on forests. Oxfam's capacity building efforts have empowered tribal communities and their local institutions to govern their natural resources and exercise their right to informed choices on land usage patterns. While a significant number of communities and local institutions have exercised these rights, a large number of such communities and institutions still need to be worked with.



KEY HIGHLIGHTS

- Oxfam India and its partners advocated against the 13 Feb, 2019 SC order on eviction of those forest dwellers whose claims were rejected. The order set a deadline for 27 July, 2019. This would have impacted 10 million forest dwellers.
- Oxfam India in collaboration with Community Forest Resource Learning and Advocacy (CFRLA) advocated widely on the issue of draft National Forest Policy 2018, draft Indian Forest Act and the Compensatory Afforestation Fund Act 2016 (CAF)
- 55000 Ha of land was claimed under community forest rights (CFR) in Chhattisgarh; grazing control, non-timber forest product (NFTP) and nistar rights were granted over 36,000 Ha of land in 34 villages.
- In Odisha, over 400 families received individual forest right (IFR) titles which were pending for a year at the SDLC level in Keonjhar. Of the 2853 claims submitted in Jharkhand, 1310 families successfully received titles over forestland in Hazaribagh.
- In order to strengthen livelihood, 50 people from Bhanderi village in Hazaribagh (Jharkhand) were trained in cocoon cultivation. Additionally, seven leaf plate making units were set up in the state.
- 3018 women farmers from 35 project villages in Munger and Bhagalpur have been formed into 150 producer groups; a Farmer Producer Company (FPC) has been incorporated during 2018-19, which will operate through two district level business units in Munger and Bhagalpur. More than 750 women farmers are now shareholders of this FPC.

ADVOCACY

In 2018-19, Oxfam India partnered with Centre for Policy Research (CPR) to explore new advocacy strategies and develop legal empowerment skills of its partners, network organisations, and community representatives. Consultations were held in Chhattisgarh, Odisha, and Jharkhand to understand the adverse effects of non-compliance of regulations related to forests and

environmental laws in the three states. Based on these meetings CPR–Namati Environmental Justice Programme and Oxfam India launched a report 'Closing the Enforcement Gap' to highlight violations of environmental laws in Bodai Daldali mines, Chhattisgarh.

In Odisha and Chhattisgarh, micro planning on District Mineral Funds (DMF) was kick started in six villages to prepare a participatory plan of restoring and improving livelihoods based on natural resources. These plans were shared with the respective district administrations, who assured to replicate the planning in other villages of the states.

POLICY ADVOCACY

Oxfam India and its partners advocated against the **13 Feb, 2019 Supreme Court order** on the eviction of those forest dwellers whose rejections had attained finality, before 27 July, 2019; this would have impacted almost 10 million forest dwellers. The advocacy actions included video appeals, social media campaigns, political party meetings, press releases, etc. As a result of this, the Government of India appealed to the Supreme Court to modify their order and suspend it till 10 July, 2019 and then subsequently to 26 November when the next hearing is scheduled; they also asked the state governments to submit progress reports on implementation and status of rejections.

Oxfam India prepared a **People's Charter of Demands and Manifesto** related to the rights of forest dwellers at the national level and in Chhattisgarh and Jharkhand, to turn it into a macro-level election issue. This was successfully advocated and adopted by leading national parties in Chhattisgarh.

Oxfam India in collaboration with Community Forest Resource Learning and Advocacy (CFRLA) advocated widely through social media campaigns, consultations, meetings with nodal ministries, writing petitions and media outreach on the issue of Draft National Forest Policy 2018, Draft Indian Forest Act and the Compensatory Afforestation Fund Act 2016 (CAF).

In addition, through the national network, the issue was brought to the notice of Members of Parliament; two of whom gave public statements and raised questions in the Parliament. The members of the national network also



submitted their recommendations to the Ministry of Tribal Affairs (MOTA) on the implications of the proposed policy; MOTA then wrote to the Ministry of Environment, Forests and Climate Change, highlighting the problems pertaining to the **draft National Forest Policy 2018**.

CFRLA along with nodal ministries and members of parliament advocated against the misuse of Compensatory Afforestation Fund Act 2016 (CAF); this would mean forcible plantations on land where individual and community rights were already recognised. Oxfam India along with CFRLA initiated a Twitter campaign for the same. Additionally, a national consultation with civil society organisations (CSOs) and media was also organised to highlight the misuse of CAF provisions and violations related to FRA.

IMPLEMENTATION OF FOREST RIGHTS ACT

Throughout the year, Oxfam India extensively worked for the implementation of Forest Rights Act 2006 in Chhattisgarh, Odisha, and Jharkhand. In **Chhattisgarh**, gram sabhas in focus villages claimed CFR of over 55,000 Ha of land, giving the community their right to manage the forest. Grazing control, non-timber forest product (NFTP) and nistar rights were granted over 36,000 Ha of land in 34 villages. More than 500 families developed their

farmland with the help of their wage employment funds generated under the Mahatma Gandhi National Rural Employment Guarantee (MGNREGA) Act.

Similarly in **Odisha**, over 400 families received IFR titles which were pending for a year at the SDLC level in Keonjhar. In **Jharkhand**, 2853 claims were submitted out of which 1310 families successfully received titles over forestland in Hazaribagh.

Oxfam India is developing content for an **open source online learning module** on forest governance and using relevant legislation to ensure forest rights and confidently address rights violations. The resource is intended to be used by lawyers, para-legals, researchers, activists, and CSOs who can use it to directly benefit forest-dwelling communities with whom they work.

STRENGTHENING FOREST-BASED LIVELIHOODS

Management and conservation of community forest resources to strengthen basket of livelihoods is being carried out in the focus states through preparation of digitised CFR maps leading to CFR management and conservation plans. In few pilot villages in Jharkhand, Odisha and Chhattisgarh a livelihoods mapping exercise guided the selection of forest-based livelihood

interventions and integration with Renewable Energy (RE). Leaf plates and bowl-making models made from Sal leaves, an important minor forest produce, was integrated with off-grid RE solutions. This is going to have a huge impact on the livelihood and income of the tribal communities.

In a largely rainfed area, detailed irrigation plans were prepared and one such plan has already been sanctioned by the tribal department. The use of firewood, in order to meet the cooking needs, is very high in tribal areas; while this is detrimental to conservation efforts, it also puts a burden on woman's time and health. Improved cookstove designs that are amenable to cooking cultures of tribal communities have been constructed. Community cadres mostly consisting of women have been trained and they have been certified by the skill board. They are now taking lead in training in other villages and states.

In Hazaribagh, 50 villagers from Bhanderi village were trained by the Department of Industries on cocoon cultivation. In Jharkhand, seven leaf plate making processing units were installed and made functional with the support of over 100 SHG women members.

In Odisha, land-based development plans in association with the block administration were made under MGNREGA

for six villages of Mayurbhanj. Additionally, five villages were identified for skill building on Tassar Silk. In Jharkhand, women SHG members who have received their IFR titles, were linked to cocoon cultivation in collaboration with Jharkhand State Livelihood Promotion Society (JSLPS) Livelihood Scheme; this included 190 SHG women members from Godda district.

INTEGRATING RENEWABLE ENERGY

Research on ensuring access to clean energy solution was conducted in Jharkhand. Oxfam India collaborated with State Rural Health Mission (SRHM) to lobby for essential electrification — through renewable energy — of all **Health and Wellness Centres under Ayushman Bharat**. This Government of India flagship programme is being explored so that the research sees some action on the ground. Jhpiego and SELCO Foundation have already come on board to offer their strategic support to the initiative.

Oxfam India is in discussion with the Mission Director of **National Health Mission, Jharkhand**, to work on bridging energy gaps through a decentralised off-grid solar system for rural healthcare institutions, keeping Universal Health Coverage in purview. A facility level survey based study in Jharkhand has been proposed to assess the potential of solar power to electrify Primary Healthcare Centres (PHCs).



In Odisha, four capacity building meetings were organised for more than 200 community members to discuss and plan livelihood options such as Sal leaf plate making, Mahua processing and oil exploration. Similar training programmes were also organised for village renewable energy committees, CFR management committees, and gram sabhas. Training for Village Energy Committees of five villages were organised to demonstrate the operations of RE equipments and the do's and don'ts around it.

WORKING WITH WOMEN FARMERS

The German Government (BMZ) funded the project **Economic Empowerment of Women Farmers through Vegetable Supply Chain in Munger and Bhagalpur districts** of Bihar. This funding came through Oxfam Germany and Oxfam India for a period of three years i.e. from 2016 to 2019; it was implemented by SEWA Bharat. The goal of this project was to contribute to the socio-economic empowerment of women farmers of these two districts through increased vegetable production, supply chain management, increased bargaining capacity in the market and increased social recognition of women as farmers. The impact of the project at the end of the three years has been very impressive.



PROJECT IMPACT

- 3018 women farmers from 35 project villages in Munger and Bhagalpur were formed into 150 producer groups
- A Farmer Producer Company (FPC) has been incorporated during 2018-19, which will operate through two district level business units in Munger and Bhagalpur. More than 750 women farmers are now shareholders of this FPC
- The FPC obtained a GST Number and also applied for other business licenses. Periodic refresher trainings and visioning exercises for 20 key functionaries of the FPC were conducted during the reporting period to equip them with managing the FPC's operations and its legal aspects
- Nearly 285 women farmers established their space in 18 different vegetable vending zones. They are running their business as regular vegetable vendors. Additionally, 15 women farmer groups initiated their own business of spices to utilise their free time during off-season
- The project implementation team interacted with 16 private sector companies through state level round table conferences and district level buyer-seller meets. These linkages helped women farmers in procuring input and selling their agricultural produce
- Linkages were established with more than 20 block level and cluster level local traders; this helped in increasing net returns to farmers on selling their produce
- Monthly meetings of women producers' organisations were conducted to create a collective force for the realisation of women's rights, and to enhance knowledge/information about their presence in markets
- More than 2400 farmers now receive regular market updates by directly visiting the market, through phone, and with regular meetings with the project team

ESSENTIAL SERVICES

Oxfam India through its grassroots NGO partners is involved in facilitating and developing models of community-based monitoring and management of schools and public health facilities. This has helped create a common platform for village, district and state level networks that works towards improving access to quality health and education services.

There is a nucleus of a strong health & education programme in the states that Oxfam India works in. Apart from the work in the states, Oxfam India was also involved in national-level policy advocacy with focus on Right to Education Act, Universal Health Coverage, increased investment in health and education, and state and national-level budget and expenditure tracking.

Oxfam India's work in the states as well as at the national level establishes it as a recognised voice both within the civil society and with state governments to develop future work in this regard. It has been engaged in working towards inclusive planning and delivery of essential services reaching out to the most marginalised like Dalits, Adivasis, Muslims and women and girls. In addition to communities', strong civil society networks and alliances have been supported and nurtured on the national and state level on the issues related to right to education and health.

KEY HIGHLIGHTS

1. Enrolled 3000 children in schools in 2018-19
2. 524 teachers were supported and trained on various teaching methodologies
3. Over 2353 SMC (School Management Committee) members were engaged, through the state forums, on advocacy and awareness on compliance of RTE Act
4. Oxfam India kickstarted the process of forming the Fight Inequality Alliance (FIA), a national civil society alliance
5. In Chhattisgarh, Oxfam India advocated against a proposed Request for Proposal (RFP) to outsource diagnostic services, which was put on hold after that



EDUCATION

Oxfam India, along with its partner NGOs in **Bihar, Jharkhand, Odisha and Uttar Pradesh** enrolled 3000 children in schools. 524 teachers were supported and trained on different teaching methodologies, which would help ensure that they are able to bring to speed children who were lagging behind either because they were out of school or had to drop out.

Learning levels of 4057 children improved with innovative teaching learning materials and support classes. The remedial support classes provided to children focused on enhancing their learning level in language, Mathematics and EVS; this proved very useful for children. This was particularly useful in rekindling the enthusiasm to learn especially in those children who had either dropped out of school or were likely to drop out. The school drop outs have been re-enrolled. Nearly 2700 children were enrolled (new and dropped out) in various schools.

In an effort to bring back children to school, it was important that parents understand the importance of education and are able to track RTE compliances in their children's schools. 2353 SMC (School Management Committee) members were engaged, through the state forums, on advocacy and awareness on compliance of



RTE Act. In fact, 120 School Development Plans were developed with active participation of SMC members and the community leaders. In 2018-19, Oxfam India was successful in making 400 schools functional in terms of quality of education, infrastructure, mid day meals, etc.

ADVOCACY THROUGH RTE FORUM

During 2018-19, the RTE Forum raised the issue of inadequate allocation for education and made a submission for the same at the pre-budget consultation held by the Ministry of Finance. Similar issues were raised by the state. In Uttar Pradesh, the State Collective for Right to Education (SCoRE) analysed education budgeting as part of the state RTE Status Report, 2018. As a result of advocacy by our partner, Lokmitra, the Uttar Pradesh government increased the budget of library in primary schools from Rs 5,000 to Rs 10,000 per school.

In Bihar, a Peoples’ Manifesto was prepared; the RTE Forum held a meeting of the Parliamentarians Forum on Education where the manifesto was shared with MPs.

STATUS OF RTE COMPLIANCE IN PROJECT AREAS

The RTE Forum regularly tracks the progress of the implementation of RTE Act. A National RTE Stocktaking Convention was held in 2018-19 and a five-year progress

report on the compliance of the RTE Act was prepared. Similar processes were held in other states, including Oxfam India’s focus states. In Uttar Pradesh, the report included primary data collection. The district alliances of SCoRE were strengthened in 40 districts and trained to track RTE compliance. Work with communities on the ground was also strengthened.

RTE COMPLIANCE IN SCHOOLS

In Balangir and Rayagada districts in Odisha, 312 SMC (151 men and 161 women) and other community members were sensitised on Early Childhood Education (ECE) and preschool norms and guidelines. Mother committees set up are now monitoring activities in 20 ICDS Centres (Anganwadi). In these districts, SMC and youth have started maintaining a register on teachers’ attendance, the time spent in classrooms, student absenteeism and drop out students. In 25 villages, the committees are ensuring that uniform, text books and Mid Day Meal are received on time and students are able to get it without being discriminated against.

With the efforts of Oxfam India and its partners, in the four districts of Uttar Pradesh—Raebareli, Banda, Lucknow and Balrampur—Cluster Resource Centres and Block Resource Centres provided support to teachers which has given some very encouraging results. They are as follows:

- 93% children of grade 4th can read a word; it was just 54% in the baseline study
- 82% children of grade 4th can read sentences; it was 40% in the baseline study
- 51% children of grade 4th can read a paragraph; it was 17% in the baseline study

In Bihar, the supply of textbook to students enrolled in Government schools was disrupted in 2017-18. The State RTE Forum took up this issue with the Department of Education; our partner Dalit Vikas Abhiyaan Samiti (DVAS) advocated with the Education Minister on the issue of delay in transfer of money in bank accounts of children to purchase textbooks. The Minister assured to take action in this regard.



HEALTH

In Odisha, Oxfam India along with the civil society organisations working on health and free access to medicine, demanded an increase in the budget of the Niramaya scheme to Rs 400 crore. While the state had increased the budget of the free medicine scheme from Rs 263 crore in 2017-18 to Rs 304 crore in 2018-19, 40% of this budget was being spent on the management and administration of the Odisha State Medical Corporation Limited (OSMCL).

As part of the advocacy and monitoring of the Free Medicine Scheme in Odisha, an analysis was done on the allocation and spending of the scheme. This was widely used by the Civil Society Organisations, Gaon Kalyan Samitis, and youth to demand the proper implementation of the scheme at the district and state level.

Civil society organisations in Bihar drafted a people's manifesto, which was later shared with all political parties highlighting the various dimensions of development, including health and education.

Oxfam India in collaboration with the Bihar's wing of Jan Swasthya Abhiyaan (JSA) conducted a survey in 15 districts of Bihar to collect data from public health facilities to understand Out of Pocket Expenditure (OOPE) and provisioning of health services; this fed into the Inequality report on Health. Like-minded stakeholders and media were part of the dissemination process and a joint statement was released highlighting 'Inequality in Health' and how it was affecting the poorest of the poor and acted as a barrier to a just and equitable society.

With the efforts of Oxfam India and its partners in Bihar, Anganwadi Workers are keeping a track of children's growth through growth charts. This has become a regular practice in all Anganwadi Centres in our intervention areas; the elected ward representatives in these areas are taking a keen interest in the centres. Health Baby Show was also organised, in our intervention slums, to promote Infant Young Child Feeding practices (IYCF).

In Odisha, members of health watch groups, Gaon Kalyan Samiti (GKS), and the general public raised concerns over the public health system; they shared their case studies with the Chief District Medical Officer during six interface meetings held at the district level. A health plan was prepared by health watch group members, GKS and frontline functionaries; the resources for village health facilities is integrated in the annual budget of GKS. Maternal health and nutrition services are functioning regularly in the 20 villages of Odisha. With the support of GKS, the Village Health and Nutrition Day (Mamta Diwas) and Anganwadi are now held regularly.



In Chhattisgarh, advocacy was done against a proposed Request for Proposal (RFP) to outsource diagnostic services; this was put on hold due to advocacy efforts. Influencing efforts are on with the new government of Chhattisgarh on the issue of Universal Healthcare where the government seems to be disinclined towards the insurance-based model of healthcare at present.

INEQUALITY

First steps towards the formation of the Fight Inequality Alliance (FIA) were taken by Oxfam India nationally in 2018-19. An **FIA mobilisation event was organised in Trilokpuri, New Delhi**, which combined musical performances, stand-up comedy, and discourse on myriad facets of inequality by noted voices from the civil society. The highlights of the event was a performance by Rahul Ram (of the noted band Indian Ocean) and Sanjay Rajoura (comedian and satirist) who performed 'Aisi Taisi Democracy', a portrayal of forms of inequality through music and comedy.

Cultural performances and group discussions were a part of the event that addressed manifestations of inequality

in the country. The mobilisation witnessed a gathering of at least 2000 people; similar small scale events were also organised in 19 states in India.

Fight Inequality Alliances were also formed in Uttar Pradesh, Odisha, Chhattisgarh, Bihar, and Jharkhand, where civil society organisations (CSOs) came together to fight inequality and thus become a part of the forum. State consultations were organised in Bihar and Jharkhand to prepare a joint action plan for the fight against inequality in these states.

Oxfam India launched the Global Inequality Report along with an India supplement. The latter included inequalities in the field of health and education in India. Additionally, an **India Inequality Report** was also released, emphasising on inequalities in jobs and the wages received by workers. It also reflected upon the poor state of labour laws, burden of unpaid care work on women, declining female labour participation, and rise in contractual jobs without social security in India. Both reports were well received by the media.



GENDER JUSTICE

ADVANCING GENDER JUSTICE

The Advancing Gender Justice programme works towards the goal that, 'more poor and marginalised women claim and advance their rights through the engagement and leadership of women and their organisations and, that violence against women is significantly less socially acceptable and prevalent'. Violence Against Women and Girls (VAWG) is partly a result of gender relations that assumes men are superior to women. Given the subordinate status of women, much of VAWG is considered normal and enjoys social sanction. There is a need to challenge structures and ideologies that justify and perpetuate gender inequality and power imbalances; this is possible through the vision of transformative leadership for women's rights (TLWR). This form of leadership promotes gender justice by advancing women's participation and leadership.



KEY HIGHLIGHTS

1. Oxfam India (OIN) partners have reached out to more than one lakh men, women, boys, and girls on the issue of violence against women through various activities, events, and public engagement programmes in intervention areas
2. 1500 women survivors were supported for accessing government schemes and 2030 women were linked to livelihood
3. 4556 women through 314 women collectives were empowered to challenge the social norms that make violence against women and girls acceptable

BANO NAYI SOCH CAMPAIGN

Throughout the year, Oxfam India engaged with 161 universities and colleges. Oxfam India will take forward Gender Audits of these universities and colleges in 2019-20. Other educational institutions have approached Oxfam India to conduct activities in their premises and **identify Gender Champions**, particularly Chhattisgarh. In addition, **100 Samantha Saathis** are being sensitised through an online module developed by Centre for Health and Social Justice. This is part of the collaboration with the '**Ek Saath**' campaign with men and boys.

'Bano Nayi Soch' Champions have both individually and collectively stopped child marriage, tracked dropout of girl students from schools, fought for equal wages for women, led and organised a survey on #MeToo among students, held gender mela, and formed human chain in public to demonstrate their support for **#PyarMeinVaarNahi**. As a result of our intervention, 10-12 Gram Panchayats have passed resolutions to stop child marriages.

Approximately, 124 media persons were engaged in conversations around women's rights and the role of print and electronic media in the promotion of women's rights and gender justice. Media guidelines and a tool for Gender Audit for media houses will be developed this year.

OXFAM INDIA'S CURRICULUM USAGE AND CHANGE

The widespread usage of Oxfam India's curriculum on gender justice and Violence Against Women and Girls (VAWG), in the five states, has resulted in various community level changes.

In **Odisha**, around 1791 young students (Male-916, Female-875), from 20 colleges in three districts (Kandhamal, Rayagada and Dhenkanal), were trained in Bhubaneswar using these curriculum sessions. Furthermore, 411 influencers (media representatives, college teachers, caste and Samaj leaders, advocates, Anganwadi functionaries) in Kalahandi, Kandhamal and Rayagada districts were sensitised on gender norms and its links with domestic violence and child marriage. The results were as follows:

- The Gond Caste Samaj inducted women members in decision-making spaces in their traditional structures. Gond Samaj in Kalahandi District also adopted a resolution to ban child marriage and to ensure education of girls up to intermediate level
- The Panchayati Raj Institution (PRI) members in three villages, in Dhenkanal district, adopted resolution to ban child marriage in their villages
- The youth collective members of 19 villages initiated a discussion in the Gram Sabha on the issue of wage inequality in Dhenkanal district. Initiated by youth collective, a resolution was adopted by Gram Sabha in one village of Kalahandi district to ensure equal wages for equal work for women

Similar impact could also be seen in other states such as Bihar, Uttar Pradesh, Jharkhand and Chhattisgarh where youth stand up against violence against women and girls, and child marriages; the youth in Oxfam India's intervention areas have also started participating in domestic and household chores.

ADVOCACY

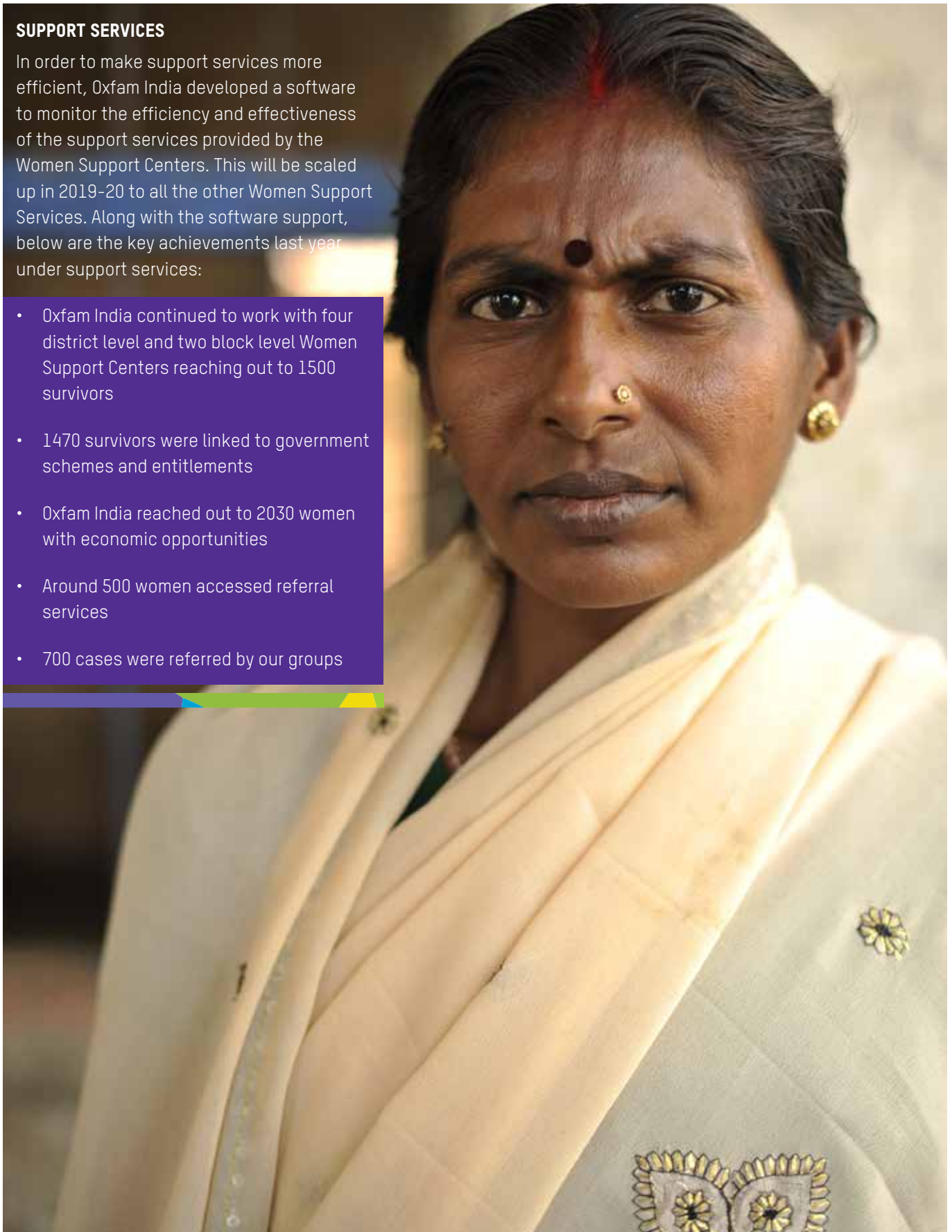
Different strategies were undertaken to take forward Oxfam India's advocacy efforts both at the state level and at the national level. These included:

- A national consultation on preventing child marriage was held in Delhi, in collaboration with Girls Not Brides, to arrive at a common advocacy agenda for civil society organisations
- A national conference on prohibition of child marriage was held in collaboration with South Asia Initiative on Ending Violence Against Children (SAIEVAC) and National Human Rights Commission (NHRC). This conference was attended by Oxfam India partners who have taken this learning forward. NHRC has submitted the recommendations from civil society to Ministry of Women and Child Development (MWCD); the ministry has further presented it to the Cabinet for approval
- Oxfam India anchored and held a consultation on Transformative Financing for Gender Equality, along with other women's organisations. The idea is to bring the feminist politics within the financing work
- Oxfam India has been a part of the alliance on Women's Reservation Bill, which met with different stakeholders for its inclusion in the elections
- OIN developed a community scorecard to track the incidence of domestic violence and child marriage in 100 villages and used this data to influence the community leaders
- In **Odisha**, Oxfam India was inducted as a **member in the Committee set up by Women and Child Development department** of government of Odisha. The mandate of the Committee is to review the State Rule to implement the Prohibition of Child Marriage Act (PCMA) and to suggest for its amendment. On behalf of our alliance, a set of recommendation has also been submitted to the WCD to this effect
- In Uttar Pradesh, on the occasion of International Women's Day in Muzaffarnagar, Oxfam India partner Astitva brought together 300 women and submitted a 11-point demand letter of women's rights to the Chief Minister and SDM, Muzaffarnagar

SUPPORT SERVICES

In order to make support services more efficient, Oxfam India developed a software to monitor the efficiency and effectiveness of the support services provided by the Women Support Centers. This will be scaled up in 2019-20 to all the other Women Support Services. Along with the software support, below are the key achievements last year under support services:

- Oxfam India continued to work with four district level and two block level Women Support Centers reaching out to 1500 survivors
- 1470 survivors were linked to government schemes and entitlements
- Oxfam India reached out to 2030 women with economic opportunities
- Around 500 women accessed referral services
- 700 cases were referred by our groups



HUMANITARIAN AND DISASTER RISK REDUCTION

Oxfam India’s core humanitarian competencies are in Water, Sanitation and Hygiene (WASH) and in Emergency Food Security and Vulnerable Livelihoods (EFSVL). Humanitarian and Disaster Risk Reduction hub have thus developed its strategy around its core competencies with additional emphasis on delivering high quality life-saving humanitarian assistance, increasing resilience of communities in the focus states, working with state government authorities for improving disaster preparedness and response, and playing a leadership role in WASH and EFSVL.

The Disaster Risk Reduction (DRR) programme is the link between Oxfam India’s work on advocacy and humanitarian response. The DRR programme has two core areas of competencies: WASH and Food Security and Livelihoods. Moreover, the DRR programme provides the overarching framework for Oxfam India’s partnerships with local stakeholders. The longer timeframe of DRR planning enables its teams to monitor and analyse Oxfam India’s impact relating to overall programme effectiveness and improving community resilience to shock.

Oxfam’s triple mandate (development, humanitarian and campaigning) means that it is ideally placed to influence DRR policy and practice from local to national levels, including for preparedness and response. Therefore, Oxfam India collaborates with other key players and relevant coordinating or networking bodies, sharing information, expertise and resources.

Oxfam India has mandated itself to influence policy change and thus, it will lead the sector’s preparedness and capacity building at State level. Furthermore, where appropriate, it or its partners’ will directly intervene – and thereby enable those most at risk of humanitarian crisis to exercise their right to have clean water, food and sanitation and other fundamental needs met, to be free from violence and coercion, and to take control of their own lives in dignity.

KEY HIGHLIGHTS

- Oxfam India responded to floods and cyclones in Kerala, Assam, Karnataka, Manipur, Tripura, and Odisha in 2018-19 reaching out to around 30000 people directly
- Humanitarian aid given to approximately 200,000 people
- 600 existing water resources including hand pumps, open wells, and supply water points tested and repaired
- 40,000 men, women, and children engaged in public health promotion activities
- More than 18,000 families supported with Non-Food Items (NFI), shelter, and livelihood opportunities
- 611 women farmers trained on Climate Resilient Agriculture



HUMANITARIAN RESPONSE OXFAM’S RESPONSE & EARLY RECOVERY PHASE

Oxfam India initiated its flood emergency response in Kerala in July 2018. Its response and recovery strategy focused on providing immediate and sustainable support to flood affected communities in the four worst affected districts of Idukki, Alappuzha, Pathanamthitta, and Wayanad. The 2018 Kerala Floods impacted over 1 lakh people; Oxfam India aimed at reaching out to at least 15% of them with short-term and long-term support.

Apart from Kerala, India also experienced floods and cyclones in Assam, Tripura, and Odisha. **In 2018-19, Oxfam India assisted more than 30,000 families with Shelter and Non-Food Items (NFI)** which included tarpaulins, groundsheet, bed sheets, blankets, solar lamps, and mosquito nets to protect communities from extreme weather condition.

In order to reduce the risk of public health diseases during disasters, Oxfam India took a two-pronged strategy focusing of installation of Water, Sanitation and Hygiene (WASH) infrastructures to ensure access to safe drinking water along with safe sanitation facilities. Seventy-two toilets and 52 hand pumps were installed and rehabilitated in four states of Assam, Tripura, Odisha, and Kerala to prevent health hazards. Oxfam India reached out to approximately 94,000 people across 10 districts through public health promotion activities to improve community hygiene and sanitation practices.

Along with this Oxfam also assisted communities with WASH NFI which included buckets, mugs, washing and bathing soaps, oral rehydration solutions, and antiseptic solution to over 18,000 families overall. Chlorination of 536 hand pumps and other water sources was done to ensure access to safe drinking water in affected villages.

Apart from providing humanitarian aid, Oxfam India undertook several monitoring and evaluation activities both internally and externally to guide existing responses as well as to strengthen future strategies. These included Baseline, KAP Survey, Endline, Post-Distribution Monitoring, and Real Time Review.

DISASTER RISK REDUCTION (DRR)

Oxfam India's Disaster Risk Reduction (DRR) work has played a very crucial role in helping communities we work with cope with unprecedented disasters and minimise its impact through the years. Its key outcomes in 2018-19 include:

- **Community Disaster Preparedness Measures**

In Uttar Pradesh, Village Disaster Management Committees (VDMC) have been formed and are functional in 35 project villages with well-defined roles and responsibilities for all its members. There are 3639 members in VDMCs – 2183 females & 1513 males. It is mandatory that women comprise more than 50% of VDMCs; this is done to encourage female participation in decision-making processes.

Village Disaster Management Committees (VDMCs), led by women, are active in 30 project villages in Odisha.



The VDMCs have integrated the government’s disaster management framework to prepare and manage shelters. Strong task forces with over 900 members are deployed in 30 project villages and another 30 neighbouring villages to respond to emergencies; their capacities are built on search and rescues operations, camp and shelter management, and WASH.

Lok Sahyog Samitis (LSS) and Gram Sahyog Samitis (GSS) were formed in 45 project villages in three districts of Bihar along with task forces to promote unity within the community. They have been trained and their capacities built to enable both individual and collective resilience towards disasters. These committees are similar to VDMCs and can mobilise government resources as and when needed.



• **Early Warning System**

Early warning systems play a crucial role in any humanitarian response; it can reduce the impact of a disaster and can save lives. The Volunteer Network Management System (VNMS), an exclusive pilot initiative in Odisha, was developed to improve access to real time critical information to flood prone communities during a disaster. The VNMS system was specially developed for NGOs and CBOs (community-based organisations) to disseminate important information to their volunteer bases at the time of a disaster. This information is sent out in vernacular languages through digital display scrolls, SMS, audio messages, and siren alerts.

The VNMS provided early warning messages during the 2018 floods and Cyclone Titli. 62 location specific

messages were sent to nearly 700 village volunteers to coordinate early action. The VNMS base has increased to nearly 3000 active volunteers, spread across five coastal districts of Odisha. Similarly in Bihar, UP, and north-eastern states of India, community-based organisation networks serve as early warning systems.

• **Water, Sanitation and Hygiene (WASH)**

In Uttar Pradesh, WASH committees were formed in all 35 project villages to sensitize communities on different aspects of WASH, with special emphasis on emergency preparedness. In Gorakhpur, an Iron Removal Plant (IRP) was installed and 1033 hand pumps chlorinated to provide access to safe drinking water to over 270 people. In addition, 364 raised toilets were constructed in the state to benefit over 500 families.

123 WASH committee members and Task Force Team (TFT) members in 3 districts of Uttar Pradesh were trained on water source chlorination, minor repairs of drinking water sources in emergencies and safe water storage and handling in three separate trainings in the three districts. These trainings helped in chlorination of 676 water sources during and after floods in the 2018 monsoon.

Oxfam India’s successful pilot implementation of decentralised water filtration unit–Iron Removal Plant–operated by renewable energy in Odisha helped to raise additional funds of Rs 37.66 lakh to replicate the model in all project villages. So far 10 IRPs have been installed in Balasore and Puri district. All these filtration units are being managed by the villagers.



In Bihar, 45 WASH groups were formed in three flood-prone districts to monitor the progress of its activities; they also liaised with government and other stakeholders for WASH requirements. WASH committee members worked towards ensuring 100% chlorination of hand pumps prior to floods and also repaired them at regular intervals. To sanitize villages and prevent water-borne diseases in Bihar, the committees' adopted the practice of spraying bleaching powder in all of the focus villages.

Hand pump toolkits have been provided in each of the 15 project villages to WASH committee members to enhance the repair of hand pumps and maintenance work at the village level. The user group members were trained on the use of these toolkit.

Adolescents and women were trained on Sexual Reproductive Health and Rights (SRHR); an SRHR toolkit was developed by Oxfam India especially for emergencies covering three districts in three states Bihar, Uttar Pradesh and Odisha. This toolkit comprises eight cards which talk about understanding challenges faced by women during emergencies, key processes to address these challenges, ensuring women and girls Sexual Reproductive Health and Rights, Menstrual Health Management, prevention of gender-based violence, and access to maternity care and services.

Four raised Tiger Worm Toilets were constructed in two of the most vulnerable villages in our project districts – Raipur village in Sitamarhi district and Meenapur village in Muzaffarpur district in Bihar. These toilets have now ensured easy access of toilets to women, especially, in these two villages.

In 2018-19, 90 volunteers were identified and trained on disaster preparedness, maintaining gender balance in humanitarian emergencies, and leveraging government schemes in times of crisis. Encouraging this initiative, the Bihar State Disaster Management Authority (BSDMA) offered to train the next batch of 50 volunteers in Sitamarhi district and bear all its related expenses.

- **Livelihood**

To ensure sustained disaster preparedness and mitigation, Oxfam India initiated livelihood options in different geographies.

In Uttar Pradesh, a women farmers' collective was formed in the Lakhimpur Kheri district with more than 1000 active members involved in agricultural activities. They submitted five village agriculture plans to the Gram Panchayat and Department of Agriculture and Horticulture, Government of Uttar Pradesh, to improve linkages and extension services. A delegation of 15 women farmers met with Dr. Soraj Singh, Director of Agriculture, and handed their demand letter to set up a mandi (local market place) in their locality.

In Uttar Pradesh, 13 Farmers Clubs are formed in the target villages with 218 farmers, who are now reaping the benefits of eight seed banks. 161 household in the target communities have increased their household income by 30% in the current financial year. A total of 133 farmers have benefitted from high value crops and 83 others have received and introduced improved variety of Stress Tolerant crops in farming practices.

Twenty-three community Para Vets were trained in livestock vaccination, along with breed and feed improvement of livestock in Maharajganj in Uttar Pradesh. By leveraging government support, 2842 livestock from Maharajganj were vaccinated by Para Vets before monsoon this year. 35 women farmers from WASH committees were provided resilient varieties of vegetable seeds such as (Cauliflower, Tomato, Brinjal, Broccoli, Bitter Gourd, Gourd, Radish) for kitchen gardening.

In Bihar, mushroom cultivation was promoted along with vermicomposting. The communities were able to sell product worth Rs 60,000 and the rest was consumed locally.





• Influencing and Institutional Linkages

A network of civil society organisations (CSOs) from the Mahakali River basin was identified under Project TROSA (Transboundary Rivers of South Asia) in Uttarakhand to advocate and influence water governance policies and practices in the river basin.

The Indo-Nepal Joint Action Forum (INJAF) prepared an action plan to advocate on the issue of water governance for the economically weaker sections in the Indo-Nepal Transboundary Area. Recommendations were sent to the Ministry of Water Resources, Government of India, based on the state level consultation organised in the month of November 2018 on draft River Basin Management Bill 2018. The suggestions included strengthening river basin authorities, adopting a participatory approach of planning, laying out clear roles and responsibilities of stakeholders, etc.

In Odisha, the Inter Agency Groups (IAGs) are working closely with the Odisha State Disaster Management Authority (OSDMA) and the State Relief Commissioner (SRC); Oxfam India chairs IAG-Odisha. It is consistently engaging with government at state and other levels. The IAG strengthened and played an important role in coordinating cyclone Titli response and state level action on Risk Informed Programme; three block level federations of the Task Force Teams (TFTs) were formed and moved towards integration with government's institutional arrangements for disaster management.

In Uttar Pradesh, 140 task forces were formed on information and broadcasting, search and rescue, WASH, and relief and assistance; all of these are active in the project area with more than 1000 members.

In Bihar, 116 personnel were trained on Joint Rapid Need Assessment which was being led by Oxfam India under the banner of Bihar Inter Agency Group. These trained personnel were from several INGOs, NGOs and CSOs in 26 districts of Bihar. A consultation was held in Patna with CSOs, INGOs, local partners and government functionaries to comment on the draft National Disaster Management Plan. Oxfam India led the discussion on the issue of inclusion in disaster planning.

A study to review the effectiveness of the Disaster Management Act was initiated by Oxfam India. This was done to review the effectiveness of the implementation of the Disaster Management Act, 2005 at the national, state, district and local levels, with special emphasis on the implementation of the Act in Assam, Bihar, Odisha and Uttar Pradesh. Two district level consultations were carried out in Assam by Oxfam India partner organisations after they attended the State Workshop at Guwahati. The State Workshops at Guwahati, Patna, Bhubaneswar and Lucknow were attended by representatives of various stakeholder groups like senior government officials, administrators from State and District Disaster Management Authorities, CSOs and multi-disciplinary professionals.

PRIVATE SECTOR ENGAGEMENT

The Private Sector Engagement (PSE) programme advocates for **transparency in private sector policies. It also intends to create platforms where CSOs can represent the marginalised communities and make their voices heard.** The genesis of Private Sector Engagement is Oxfam India's Theory of Change and its first change goal that refers to the people's right to be heard. Traditionally Oxfam has been focusing on advocacy with the government and at public policy level to make the voices of marginalised heard.

In the current context, the private sector has significant

impact on the lives and livelihoods of the marginalised. Furthermore, the civil society has started recognising the role of private sector in social development especially, since Sustainable Development Goals (SDGs) have emphasised the role of private sector and forums like World Economic Forum have gained more significance than multilateral forums. The concept of business responsibility has found support from regulators, investors and progressive business leaders. It is however, also a sector, which is opaque and has limited or no access for the marginalised communities to raise their concerns.



KEY HIGHLIGHTS

- 88 CSO participants attended two capacity building programmes – Learning Lab and Labour Rights Workshop
- 88% of the Learning Lab participants responded along the following parameters: Increased knowledge, improved understanding, and enhanced networks through peer learning and exchange
- 40 CSO participants participated in 7 network meetings held this year - Human Rights and Business Network (HRBN), Fair Finance coalition, UP sugar roundtable and SRI Working Group
- 49 company representatives participated across 8 events organised in the year – Learning Lab,

Sugar Roundtable, SRI Working Group meetings, IT roundtable, Supply Chain roundtable, PwD roundtable, SDGs awareness roundtable

- 27 representatives from companies, investors, regulators, civil society and information providers have engaged in the SRI working group

ADVOCACY WITH REGULATORY BODIES

Government, Regulator and NHRC actively acknowledged the importance of business and human rights in India, and is taking crucial policy actions related to responsible business in India, which includes the National Action Plan on business and human rights and the National Guidelines and Binding Treaty. Oxfam India is a member of the newly formed core group on business and human rights within the National Human Rights Commission (NHRC). Government of India published the revised National Guidelines for Responsible Business Conduct and its corresponding Business Responsibility Reporting Framework, which incorporates several comments/feedback from the Human Rights and Business Network-India.

INCREASED ENGAGEMENT WITH CIVIL SOCIETY AND GOVERNMENT ON BUSINESS RESPONSIBILITY POLICY FRAMEWORKS

Oxfam India’s engagement between civil society and government on business responsibility policy frameworks is increasing steadily. The **Human Rights and Business Network-India (HRBN)** is strengthened with an agreed charter of the network. HRBN is being considered an important civil society network on business and human rights in the country acknowledged by the Ministry of Corporate Affairs (MCA), UNDP, the UN Working Group on Business and Human Rights and human rights defenders.

Representatives of the **European Commission and the German Government** interacted with the CSOs at the **Global Goals Learning Lab**. The **Additional Cane Commissioner** attended the **sugar roundtable** held in Lucknow, where he interacted with the CSOs and the sugarcane farmers.

The dialogue on SRI in India is gaining momentum with top companies, investors and information providers engaging in the process. Securities and Exchange Board of India (SEBI) representatives participated in Sustainable and Responsible Investing (SRI) Working Group meeting.



The project was able to engage 30 companies through focussed discussions, meetings and roundtables. These companies include those among the BSE top 100 listed ones and asset management companies. Compared to previous years these engagements provided greater depth and more strategic value. These engagements were focussed on sectoral or thematic issues and focussed on potential solutions or actions.

Webinar on 'India's Upcoming Business Responsibility Report: What Has Changed?' received a phenomenal response with 158 registrations from Indian and international companies, investors and information providers. A group of 20 representatives from companies, investors, regulators, and information providers have expressed interest to be part of the working group. The SRI Working Group issued two public documents stressing on the significance of responsible business, ESG and transparency. In addition to this, two new asset management companies published public statements on the significance of ESG (Environmental, Social and Governance) as an investment strategy. The SEBI has engaged with the working group.

KNOWLEDGE DEVELOPMENT

- **Five case studies** were published in the year. Three of the case studies focussed on practice assessment of companies in the automobile, Fast Moving Consumer Goods (FMCG), and the IT and ITeS sector. The fourth case study focussed on 'Inclusion of Persons with Disabilities in Business', while the fifth case study focussed on 'Health and Safety Risks faced by Informal Workers'. The case studies were developed based on primary research and stakeholder consultations.
- **Two reports were developed analyzing the changes in new policy disclosure framework.** One of the report titled 'India's Upcoming Business Responsibility Report: What Has Changed?' was developed to promote dialogue on SRI. The report focussed on the comparative analysis of the Draft National Guidelines (NGs) on Social Environmental and Economic Responsibilities of Business and the Corresponding Business Responsibility Framework. The second report is a white paper on the changing NGs, and its corresponding business responsibility reporting 2.0 framework. The white paper outlined the recommendations for SEBI. Both these reports were

developed through consultation and engagement with representatives of SRI ecosystem and civil society.

- A study assessing the human rights violations in the sugarcane supply chain of Uttar Pradesh was completed. The study focussed on the farm-to-mill segment of the supply chain.

CAPACITY BUILDING

- 88 CSO participants attended two capacity building programmes—Learning Lab (January 2019, New Delhi) and Labour Rights Workshop (February 2019, Bangalore).
- 40 CSO participants participated in 7 network meetings held this year; these included Human Rights and Business Network (HRBN), Fair Finance Coalition, UP sugar roundtable and SRI Working Group meetings.

ADVOCACY

- To strengthen the dialogue on SRI in India, two face-to-face meetings were organised; this led to the formation of a working group on SRI in India. A webinar was organised on October 10, 2018, to disseminate the finding from the 'India's Upcoming Business Responsibility Report: What Has Changed?' report;
- 27 representatives from companies, investors, regulators, civil society and information providers have engaged in the SRI working group;
- Fair Finance India civil society coalition created with 14 CSO representatives;
- Through consultations and endorsement, HRBN (India) submitted comments and recommendations on the then draft National Guidelines for the Economic, Social and Environment Responsibilities of Businesses. A number of recommendations as suggested by the network were incorporated in the final version.
- HRBN (India) submitted comments and recommendations on zero draft of 'Legally Binding Instrument to Regulate in International Human Rights Law, the activities of Transnational Corporation and Other Business Enterprises'.
- Meetings with 11 sugar mills in Uttar Pradesh held during the sugar research. Five food and beverage brands have shown interest in working on a common agenda.

PUBLIC ENGAGEMENT

In 2018-19, the Public Engagement team continued its work in building more visibility for Oxfam India’s work across the focus states. We continue to build an integrated and coherent public engagement vision.

The primary focus for overall PE function for 2018-2019 has been to engage a larger number of public to become supporters for Oxfam India and inspire these supporters to take more actions, to drive unrestricted incomes and to develop a stronger brand.

OXFAM TRAILWALKER

Oxfam Trailwalker is the world’s greatest team challenge to overcome inequality! Oxfam’s biggest annual fundraiser requires teams of four to walk 100km in 48 hours (or walk 50km in 24 hours) – in a fierce test of physical endurance, mental strength and team skills – in addition to raising funds to fight discrimination.

Oxfam India **raised INR 5,03,15,910** from the two Indian editions in 2018-19.

A growing global phenomenon, Oxfam Trailwalker is currently being held in 17 locations across 9 different countries. The first edition of Oxfam Trailwalker India was held in Bengaluru in 2012, followed by Mumbai in 2013. The event has since grown manifold in both the cities, witnessing participation from across the world.

BENGALURU (18-20 January 2019): This year marked the 8th edition of the Bengaluru event where a total

of 235 teams participated. The beautiful countryside trail in **Nandi Hills** takes the walkers through more than 30 villages including our well-appointed checkpoints, farmlands, grape vineyards, flower beds and valleys.

MUMBAI (23-25 November 2018): A new trail was introduced for the 6th edition of the Mumbai event in 2018. The trail, located in the town of Karjat, spans over regions of the majestic **Western Ghats**, a UNESCO World Heritage Site. 133 teams walked to support Oxfam India’s fight against inequality and discrimination!

Over years, Oxfam Trailwalker has become a preferred team building exercise across leading corporates. In addition, the event attracts widespread participation from fitness enthusiasts and other individuals. Trailwalker knows no bounds - inspired people with the will to change the world for better and motivated people who want to prove their mettle take on this arduous challenge.

DIGITAL ENGAGEMENT:

Public Engagement numbers

- Total Reach: 66.5 Million
- Total Engagement: 307,300
- New people added to social media channels: 15,354



The digital engagement during the period has come primarily from our access to medicines campaign, focus on education and healthcare campaign, our planned and reactive work on gender issues, and humanitarian response work by Oxfam India in Kerala and Northeast India.

The access to medicines, focus on education and healthcare with discrimination as an underlying theme generated a lot of engagement in the digital space and ensured our messages reached a larger audience with informative videos.

SMASH INEQUALITY

Oxfam India, along with other leading civil society institutions organised a mass mobilization to fight rising inequality in India. The mobilization titled, Asamanta Bhagao (#SmashInequality)

was held at East Delhi’s Trilokpuri area on 19th January, 2019 with local residents, youth volunteers, artists and prominent voices of human rights activism collectively taking a stand against inequality and urging the government to end inequality in India.

Over 25 organizations were part of the event. Apart from Delhi, simultaneous action events were planned in 18 states, including five of our focus states.



BEST FILM FOR GENDER EQUALITY AWARD AT MAMI 2018

Oxfam India is now a recognized name in the Indian film industry and an important stakeholder in conversations around gender justice and influencing change in norms through cinema.

Media hits increased from 163 in 2017 to over 300 media in 2018. This includes stories in regional, national, online and international publications. Media partnerships went well due to pre-planning and concentrated efforts with Cineestaan.com and The News Minute.

Best Film on Gender Equality Award went to 'Soni', directed by debutant director Ivan Ayr explores the lives of two Delhi women police officers. The film shows how these two female officers react to the rise of sexual violence. The film is an attempt to understand the rage women police officers feel against the sexual violence in the capital of the country while at the same time being saddled with the responsibility to enforce and uphold the law.

Full coverage of all Oxfam India press releases and interviews by Cinestaan and The News Minute. Cinestaan.com was present at the Oxfam MAMI Brunch and conducted over 20 interviews. The News Minute also did five news stories on Oxfam MAMI Award. Feminism in India, an online portal, partnered with us for review of the films shortlisted for the Oxfam MAMI Award.



The Twitter India partnership was a new initiative. The Twitter blue room interaction with Oxfam juror Anjali Menon and Oxfam award nominated film Hamid director Aijaz Khan. Twitter Mirror Helped us achieve constant update on the Oxfam Twitter timeline about the brunch. We got over 25 celebrities on that which gave huge traction.

Radio interactions were also done with Radio One, Fever FM, and Big FM.

LIKE A GIRL BOOK:

Like A Girl is a children’s book of the year and Oxfam India is the Art Patron! Published by Amazon Westland, here are 56 short stories of real Indian women who have grit, courage and ambition that has been beautifully brought together through Art. This book challenges all societal norms and is meant to inspire kids, especially girls who are chasing their dreams. Like A Girl is a fully women-led production; Laadli Prize winning author, Aparna Jain, Art Director- Ayesha Broacha and 27 talented women artists from all parts of the country.

Oxfam India’s contribution to this book: Apart from supporting all the women artists of Like A Girl, few stories are from Oxfam India’s projects on gender justice. We



also worked closely with Aparna Jain during the story collection process and have contributed a graphic piece "How to raise a Feminist Child" that encourages parents to inspire gender equality! A lot of people who have been covered in the book have been suggested by Oxfam India

keeping in mind our work in the social justice space in India. The names covered in the book were jointly drawn up by Oxfam India and the author.

MEDIA BOOTCAMPS:

Oxfam India tied up with Dataleads and Google for a data bootcamp for the journalists in Northeast. The sessions ranged from using data for journalism, spotting fake news, data visualization tools and techniques among others.

Oxfam India also had a session on covering gender violence in Northeast through data and another session on political economy of data disinformation.

The second bootcamp took place in Bangalore. It was done in collaboration with Dataleads and Google News Initiative. The sessions ranged from Open Data and Artificial Intelligence in India, can Artificial Intelligence solve fake news problem in India, Media and Artificial Intelligence being the main ones.

Some 60 editors, journalists, educators and some 30 technologists, coders and data researchers joined the day long interaction.



MANAGEMENT AND GOVERNANCE

OXFAM INDIA BOARD

At the core of Oxfam India's governance practices, is the Oxfam India Board, which ensures that the objectives of the organisation are met. It facilitates and exercises due diligence on how the management serves and protects long-term interests of stakeholders, at the same time, ensuring the highest standards of governance. The Board comprises of non-executive Directors and is supported by three sub-committees, namely, the Finance and Audit Committee, the Nominations Committee and the Fundraising Committee.

RESPONSIBILITIES OF THE BOARD

1. Oversee policy formulation, strategic thinking, management supervision and accountability to supporters, donors, staff and those affected by its work.
2. Ensure that the views and concerns of key stakeholders are heard and addressed through efficient mechanisms and processes.

3. Provide strategic leadership to develop strategies, manage proposals and challenge assumptions.
4. Recruit, encourage and support the CEO, while monitoring and evaluating his/her performance.
5. Determine the organisation's mission, purpose, strategic direction and policies.
6. Steer the organisation to enable it to maintain a high level of accountability and transparency.

BOARD MEETING DATES AND AGENDA

Dates for the Board meetings are decided in advance. The Chief Executive Officer, after consulting other Directors, drafts the agenda for each meeting and prior to its finalisation, circulates it to all members. The Board meets a minimum of four times in a calendar year. No business is transacted at any meeting, unless a quorum exists. All statutory business is carried out in the Annual General Meeting which is held within six months of the close of the financial year.

Sr#	Directors Name	Quarter 1 Board Meeting	Quarter 2 Board Meeting	Quarter 3 Board Meeting	Quarter 4 Board Meeting
1	Kiran Sharadchandr Karnik	Yes	Yes	Yes	Yes
2	Mridula Bajaj	Yes	Yes	Yes	Yes
3	Ammu Joseph	Yes	Yes	Yes	Yes
4	Somasekhar Sundaresan		Yes	Yes	Yes
5	Neelam Deo	Yes		Yes	
6	Sutapa Banerjee	Yes	Yes	Yes	
7	Anita Ramachandran		Yes	Yes	Yes
8	Santosh Desai		Yes	Yes	Yes
9	Gagan Siriram Sethi	Yes	Yes	Yes	
10	Anup Singh Khosla		Yes	Yes	Yes
11	Tanweer Fazal	Yes	Yes	Yes	Yes
12	Arjun Jayadav		Yes		Yes

BOARD MEMBERS



KIRAN KARNIK, Chairperson

Kiran Karnik took over as the Chairperson of Oxfam India Board in August 2010. He was the President of the National Association of Software and Services Companies (NASSCOM) and the Managing Director of the Discovery Network in India. He served as the Founder-Director of the Consortium for Educational Communication and the Indian Space Research Organisation. Awarded the Padma Shri in 2007, he is on numerous Government committees and has been a member of the Scientific Advisory Council to the previous Prime Minister and Central Employment

MRIDULA BAJAJ, Vice Chairperson

Mridula Bajaj is a specialist in Child Development with more than three decades of experience in programme, research and training. She took over as the Vice Chairperson of the Oxfam India Board in August 2010, and has been a Board member since its inception. Holding a Master’s degree in Science and Child Development from Lady Irwin College, Delhi University, she has worked extensively for empowerment of women and child development.



AMU JOSEPH, Board Member

Ammu Joseph is a journalist and author who writes primarily on issues relating to gender, human development and the media. She began her career in Mumbai in the mid-1970s. Since then she has been contributing to a number of newspapers and magazines. She received the Donna Allen Award for Feminist Advocacy from the US-based Association for Education in Journalism and Mass Communication and the UNFPA-LAADLI Media Award for Gender Sensitivity in recognition of her consistent engagement with gender issues. She is a founder-member of the Network of Women in Media, India.

NEELAM DEO, Board Member

Neelam Deo is a former Indian Foreign Service (IFS) officer who served as India’s Ambassador to Denmark and Cote d’Ivoire, with concurrent accreditation to Sierra Leone, Niger S Guinea. After serving 33 years in the IFS, she co-founded Gateway House: Indian Council on Global Relations in 2009. She is also a distinguished fellow with the Centre for Air Power Studies, and a member of the Advisory Board of the Morgan Stanley Mutual Fund. Neelam is also a frequent commentator on issues that involve India’s economic emergence, diaspora and global politics.



ANUP KHOSLA, Board Member

Anup Khosla was the Chief Financial Officer of HelpAge India from May 2003 to March 2012 and thereafter Financial Advisor till his retirement. Since then he has consulted with NASSCOM Foundation as their Financial Advisor and Mobile Creches to review their Accounting processes. He is currently a member of Mobile Creches’ General Body, Accounts and Audit Committee and ERP Advisory Committee. Prior to joining HelpAge India he was in the corporate world for 28 years.

BOARD MEMBERS

GAGAN SETHI, Board Member

Gagan Sethi has over 30 years of experience in organizational development, capacity building and advocacy at local, national and international levels in diverse cultural settings in Asia. He is a recognised leader in policy formulation, facilitating development projects and advocate for minority rights. He is the founder of ten development organizations working on areas of human and institutional development, access to legal justice, women empowerment, conflict management, minority and dalit rights as well as youth employment and education.



TANWEER FAZAL, Board Member

As a political sociologist, Tanweer Fazal specializes in sociology of nationalism, community formation and identifications with specific focus on their implications on discourse of rights and entitlements. Fazal was a faculty at the Nelson Mandela Centre for Peace and Conflict Resolution, Jamia Millia Islamia from 2006 to 2014. He has been a Research Consultant with Prime Minister's High Level Committee (Sachar Committee, 2006) wherein he worked specifically on status stratification with particular reference to the OBCs among the Muslims of India.

SOMASEKHAR SUNDARESAN, Board Member

Somasekhar Sundaresan is a partner with J. Sagar Associates, a large national law firm in India. He heads the firm's securities law and financial sector regulatory practice. He has experience and expertise in advising clients in the area of foreign investment, banking, and the financial institutional sector, mergers and acquisitions, particularly, those involving listed companies. He has advised a number of banks, security issuers, stockbrokers, mutual funds, non-banking financial companies, stock exchanges and foreign institutional investors.



SANTOSH DESAI, Board Member

Santosh Desai is the Managing Director and CEO of Future Brands Ltd. He has been the President of McCann-Erickson, one of India's premier advertising agencies. He has served on the boards of ING Vysya Bank, ACK Media Limited, Future Consumer Products Limited, Breakthrough and CFAR (Centre for Advocacy & Research) and on the Governing Councils of Mudra Institute of Communication and Praxis Business School. He writes a weekly column for The Times of India.

ANITA RAMACHANDRAN, Board Member

Anita Ramachandran is a human resource expert with over 35 years of experience as a management consultant. She has been a strategic advisor to many family groups and small and medium enterprise companies. She has been the Chairperson of TIE Women and on the Executive committee of TIE Mumbai and earlier on the Advertising Standards Council of India. Anita is an independent Director on the board of Aditya Birla Retail, Geometric Ltd., Godrej & Boyce and Rane.



BOARD MEMBERS

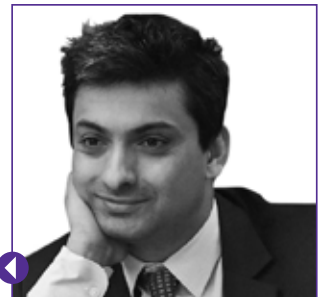


SUTAPA BANERJEE, Board Member

Sutapa Banerjee has over 23 years of experience across two multinational banks in the financial services industry. She has built and led the business of banks in the last 16 years. She is well recognised as a thought leader in the Wealth Management industry. The Institutional Investor Group has voted her as one of the 'Top 20 Global Rising Stars of Wealth Management'. She drove Ambit Private Wealth to be the 'Best Private Bank in India' in the 2013 Asia Money Polls. She was shortlisted in the '50 most powerful women in India' by Fortune India in 2012.

ARJUN JAYADEV, Board Member

Arjun Jayadev is a Professor of Economics at the School of Liberal Studies at Azim Premji University, Bangalore. He has also worked as an Associate Professor of Economics at University of Massachusetts, Boston, as a Fellow at Roosevelt Institute, New York, and as the visiting research Fellow at the Columbia University Committee on Global Thought, New York. His research interests are economics and development, with focus across multiple areas such as macroeconomics, income distribution and inequality, intellectual property, and the economics of power. Arjun is also the co-editor of 'The Journal of Globalization and Development' since 2013.



SENIOR LEADERSHIP TEAM



AMITABH BEHAR, Chief Executive Officer

Amitabh is a civil society leader and former Executive Director of National Foundation for India. He is recognised for his work on governance accountability, social and economic equality, and citizen participation. He is one of the leading experts of people-centred advocacy and chairs organisational boards of Navsarjan and Yuva NGO. He is the vice board chair of CIVICUS and also sits on the board of other organisations like Centre for Budget and Governance Accountability, Mobile Crèche, VANI, Global Fund for Community Foundation.

SATYA PRAKASH, Director Operations

Satya Prakash has 28 plus years of experience of which 16 years have been in the development sector, with organizations such as VHAI, CARE India, CHF, ACCESS and BREAKTHROUGH. He led a large team which managed systems and procedures, putting in place policies to ensure a smooth and effective working environment. He comes with a degree in Chartered Accountancy and has vast experience of working in ERP packages.



SENIOR LEADERSHIP TEAM



RANU BHOGAL, Director - Policy, Research & Campaigns

Ranu has been working in the development sector for almost 30 years. She has extensive experience on issues related to gender, natural resource management and sustainable development with a special focus on rural development. She has several years of hands on field experience of working with Dalit and Tribal communities. She has been involved in policy analysis and dialogues on issues of rural livelihoods, environment, and forest rights.

PANKAJ ANAND, Director - Programme & Advocacy

Pankaj is a professional with over two decades of rich, relevant and varied experience in programme management, evidence-based advocacy, knowledge management, development communication and resource mobilisation in India and South Asia. He has worked on a wide canvas of issues including Public Health, Gender, Citizen Action, Governance, Sustainable Development and the issues of Farmers and Adivasis. Pankaj has looked at all issues within a rights-based framework.



RINA SONI, Director - Public Engagement

Rina is a financial sector professional with over 18 years of experience in sales and business development, strategic planning and marketing across consumer finance and insurance industry. She was part of the founder's team at Max Life Insurance and has been well recognized for her contributions in the many roles she straddled within the organisation. She last worked as Vice President (Marketing) with Max Life Insurance Co. Ltd.

TEJAS PATEL, Deputy Director - Public Engagement

Tejas is a communication professional with extensive experience of over 17 years in leading media houses as well as international human rights organization Amnesty International. A core member of the Oxfam Senior Leadership Team, Tejas works on creating compelling strategies to engage the public on Oxfam India's public campaigns and work on the ground.



OPERATIONS

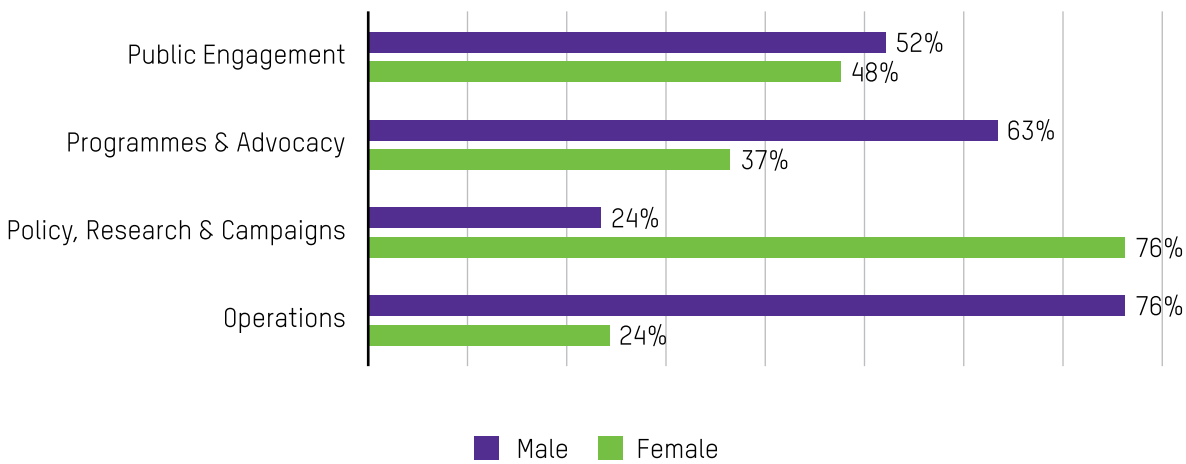
Oxfam India’s HR plays a significant role in securing the future success of our organization with a long-term vision to create a thriving environment for employees in enabling them to achieve excellence. We made progress in HR functionality in defining and managing controls.

For the FY 2018-19, Oxfam India’s overall attrition rate

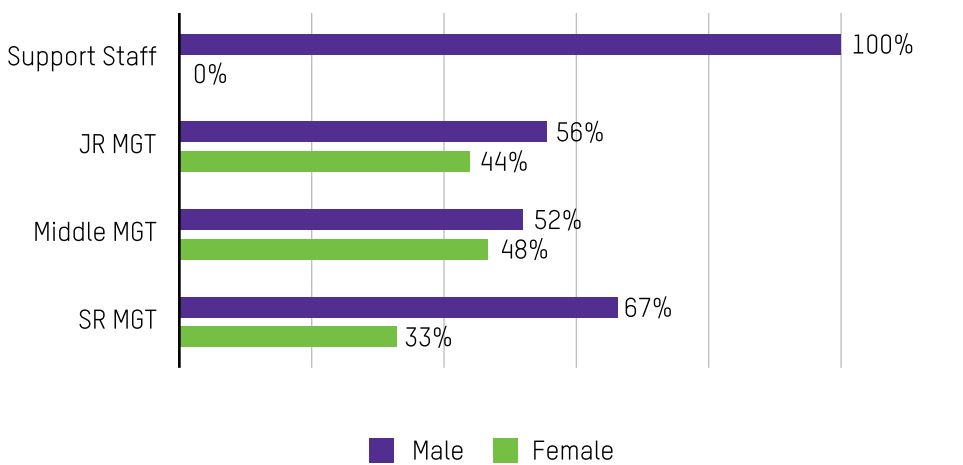
reduced; to 16% in 2018-19 as compared to 21% from the previous year. The total number of new joinees 33 and the leavers for the year were 32.

With regards to the gender breakup in the organisation at all levels, female staff stands at 43% as compared to male staff who are at 57%.

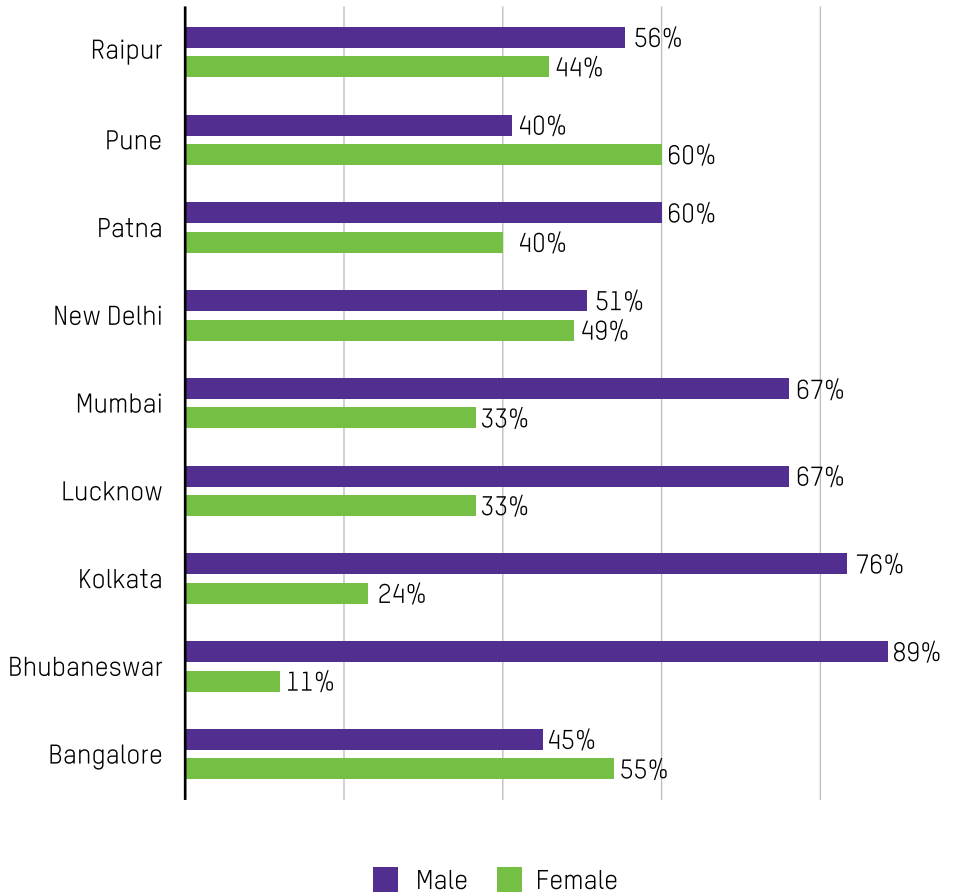
GENDER PERCENTAGE : DEPARTMENT WISE



GENDER PERCENTAGE: LEVEL-WISE



GENDER PERCENTAGE: LOCATION-WISE



Following policies were introduced by HR:

1. Security Management Plan, the purpose is to outline the basic principles of security management to ensure the safety of Oxfam’s staff, visitors, property and brand. The OIN CEO is the Security Lead and day-to-day security matters in all offices are the responsibility of the SLT, supported by Country Security Focal Points (CSFP).
2. OI’s Safeguarding awareness online training was introduced to OIN staff. The training page has links to existing external resources on Safeguarding and the Prevention of Sexual Exploitation and Abuse (PSEA). These have been chosen to help raise awareness on the topic of safeguarding in our sector, filling a gap whilst we develop our own up to date training.

THAKUR, VAIDYANATH AIYAR & CO.
Chartered Accountants
New Delhi, Mumbai, Kolkata, Chennai,
Patna and Chandigarh

221-223, Deen Dayal Marg, New Delhi-110002
Phones : 91-11-23236958-60, 23237772
Fax : 91-11-23230831
E-mail : tvande@rediffmail.com
: tvandeca@gmail.com

INDEPENDENT AUDITORS' REPORT

To,
The Members of OXFAM INDIA
(A Section 8 Company registered as "Not for Profit"
Organisation under the Companies Act, 2013)

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED ON 31 MARCH, 2019

1. OPINION

We have audited the accompanying financial statements of **OXFAM INDIA** ("the Company"), which comprise of the Balance Sheet as at 31 March, 2019, the Statement of Income and Expenditure and Cash Flow Statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies and other explanatory information which we have signed under reference to this report.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 (the Act) in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India:

- (a) In the case of Balance Sheet, of the state of affairs of the Company as at 31 March, 2019;
- (b) In the case of Statement of Income and Expenditure, of the surplus for the year ended on 31 March, 2019;
- (c) In the case of the Cash Flow Statement, its cash flows for the year ended on 31 March, 2019.

2. BASIS FOR OPINION

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

3. OTHER INFORMATION

The Company's Board of Directors is responsible for the other information. We have been provided with the other information included in the Director's Report and Annexure thereto, Corporate Governance Report and Secretarial Audit Report which did not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information referred to above and 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.



Based on the audit work we have performed, we have nothing to report in this regard.

4. RESPONSIBILITY OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

The Company's Board of Directors is responsible for the matters stated in section 134(5) of the Companies Act, 2013 ("the Act") with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance, and cash flows of the Company in accordance with the accounting principles generally accepted in India and other applicable Accounting Standards specified under section 133 of the Act.

This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statement that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. The Board of Directors are also responsible for overseeing the company's financial reporting process.

5. AUDITOR'S RESPONSIBILITY FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due

to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs 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.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Companies Act, 2013, we are also responsible for expressing our opinion on whether the company has internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the



Company's ability to continue as a going concern. If we conclude that a material uncertainty exist, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

6. REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

1. This report does not include a statement on the matter specified in the paragraph 4 of the Companies (Auditors Report) Order, 2016 (the order) issued by the Central Government of India in terms of Sub-Section (ii) of Section 143 of the Companies Act, 2013, since being a Section 8 Company, the said order is not applicable to the Company.
2. As required by Section 143(3) of the Act, we report that:
 - a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.

- b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books.
- c) The Balance Sheet, the Statement of Income and Expenditure, the Cash Flow Statement for the year ended on 31 March, 2019, dealt with by this Report are in agreement with the books of account.
- d) In our opinion, the aforesaid financial statements comply with the Accounting Standards specified under Section 133 of the Act to the extent applicable, read with Rule 7 of the Companies (Accounts) Rules, 2014.
- e) On the basis of the written representations received from the directors as on 31 March, 2019 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March, 2019 from being appointed as a director in terms of Section 164(2) of the Companies Act, 2013.
- f) With respect to the adequacy of internal financial controls over financial reporting of the Company and the operating effectiveness of such controls, refer to our separate report in Annexure-A. Our report expresses an unmodified opinion on the adequacy and operating effectiveness of the company's internal financial controls over financial reporting.
- g) As the company is a Section 25 (corresponding to Section 8 of the Companies Act, 2013) Company, the provisions of Section 197 read with Schedule V to the Companies Act, 2013 is not applicable to the company.
- h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:
 - i) As the company does not have any litigation, no disclosure of the impact of pending litigation on its financial position has been made.
 - ii) The Company did not have any long-term contracts including derivative contracts for



which there were any material foreseeable losses;

- iii) There were no amounts which were required to be transferred to the Investor Education and Protection Fund by the Company.

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm's Registration No.: 000038N
UDIN:



K. N. Gupta
Partner
Membership No.: 09169



Place: New Delhi
Date: 16th September, 2019

ANNEXURE 'A' TO INDEPENDENT AUDITORS' REPORT

Referred to in paragraph 6(2) (f) of the Independent Auditors' Report of even date to the members of OXFAM INDIA on the financial statements for the year ended March 31, 2019.

Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Act

MANAGEMENT'S RESPONSIBILITY FOR INTERNAL FINANCIAL CONTROLS

1. We have audited the internal financial controls over financial reporting of **OXFAM INDIA** ("the Company") as of March, 31, 2019 in conjunction with our audit of the financial statements of the Company for the year ended on that date.
2. The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

AUDITORS' RESPONSIBILITY

3. Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing deemed to be prescribed under section 143(10) of the Act to the extent applicable to an audit of internal financial controls, both applicable to an

audit of internal financial controls and both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.

4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

PROCESS OF INTERNAL FINANCIAL CONTROLS OVER FINANCIAL REPORTING

6. A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally



accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

INHERENT LIMITATIONS OF INTERNAL FINANCIAL CONTROLS OVER FINANCIAL REPORTING

7. Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

OPINION

8. In our opinion, the Company has, in all material respects, an adequate internal financial controls

system over financial reporting and such internal financial controls over financial reporting were operating effectively as at March, 31, 2018, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India.

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm's Registration No.: 000038N
UDIN:



K. N. Gupta
Partner
Membership No.: 09169



Place: New Delhi
Date: 16th September, 2019

FINANCIAL STATEMENTS AND NOTES

OXFAM INDIA BALANCE SHEET AS AT MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

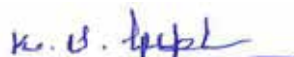
	Note	As at March 31, 2019	As at March 31, 2018
EQUITY AND LIABILITIES			
Funds			
Corpus fund	2	4,485	4,485
Reserves and surplus	3	126,694	104,035
Capital assets fund	4	15,376	13,675
		146,555	122,195
Non-current liabilities			
Other long term liabilities	5	239	86
Long-term provisions	6	12,059	9,999
		12,298	10,085
Current liabilities			
Trade payables	7		
Dues to micro and small enterprises		6,518	1,190
Dues to others		24,293	15,561
Other current liabilities	5	181,393	99,838
Short-term provisions	6	1,987	1,772
		214,191	118,361
TOTAL		373,044	250,641
ASSETS			
Non-current assets			
Property, plant and equipment			
Tangible assets	8	9,350	8,266
Intangible assets	9	6,026	5,411
Long-term loans and advances	10	14,280	12,592
Other non-current assets	12	1,835	1,890
		31,491	28,159
Current assets			
Cash and cash equivalents	11	258,913	165,696
Short-term loans and advances	10	25,780	25,738
Other current assets	12	56,860	31,048
		341,553	222,482
TOTAL		373,044	250,641

Significant accounting policies 1

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm Registration No.: 000038N



K.N. Gupta
Partner
Membership No.: 009169


Place: New Delhi
Date : 16th September, 2019



"For and on behalf of the Board of Directors of
Oxfam India"



Kiran Karnik
Director
DIN: 00542951



Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date : 16th September, 2019





Mridula Bajaj
Director
DIN: 02029817



Satya Prakash Mishra
Director Operations

Place: New Delhi
Date : 16th September, 2019

OXFAM INDIA STATEMENT OF INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

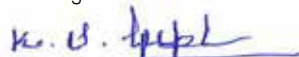
	Note	For the year ended March 31, 2019	For the year ended March 31, 2018
INCOME			
Grants/ Donations	13	673,750	559,200
Other income	14	15,167	12,900
TOTAL INCOME (I)		688,917	572,100
EXPENDITURE			
Programme expenses	15	440,522	412,071
Fundraising cost	16	101,967	85,870
Employee benefit expenses	17	50,660	54,011
Co-ordination and administration costs	18	64,504	61,074
Capitalised assets purchased out of grant	19	8,593	6,987
Prior period expenses	20	12	96
TOTAL EXPENDITURE (II)		666,258	620,109
Excess of income over expenditure / (expenditure) over income (I-II)		22,659	(48,009)

Significant accounting policies 1

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm Registration No.: 000038N


K.N. Gupta

Partner

Membership No.: 009169

"For and on behalf of the Board of Directors of
Oxfam India"


Kiran Karnik

Director

DIN: 00542951


Mridula Bajaj

Director

DIN: 02029817

Place: New Delhi

Date : 16th September, 2019



Amitabh Behar

Chief Executive Officer

Place: New Delhi

Date : 16th September, 2019


Satya Prakash Mishra

Director Operations

Place: New Delhi

Date : 16th September, 2019

OXFAM INDIA CASH FLOW STATEMENT FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2019	For the year ended March 31, 2018
A. Cash flow from operating activities		
Excess of income over expenditure [Surplus/(Deficit)]	22,659	(48,009)
<i>Adjustments for:</i>		
Capitalised assets purchased	8,593	6,987
Interest income on fixed deposits	(11,016)	(7,796)
Lease Equalisation Reserve	158	-
Profit on sale of fixed assets	(234)	(379)
Unrealised foreign exchange gain	(178)	(482)
Operating cash flow before working capital changes	19,981	(49,679)
Increase / (Decrease) in provisions	2,275	2,252
Increase/ (Decrease) in trade payables	14,060	4,580
Increase / (Decrease) in other current and long term liabilities	81,456	48,920
Decrease/ (Increase) in loans and advances	(2,831)	(13,789)
Decrease in other assets	(22,377)	9,215
	92,564	1,499
Net Income taxes paid (including tax deducted at source)	1,102	(779)
Net cash generated from operating activities	(A) 93,666	720
B. Cash flows from investing activities		
Purchase of fixed assets	(8,421)	(4,992)
Proceeds from sale of fixed assets	234	379
Investments in bank deposits	-	86,855
Interest received on bank deposits	7,738	10,652
Net cash from investing activities	(B) (449)	92,894
C. Cash flows from financing activities	-	-
Net cash from financing activities	(C) -	-
Net increase in cash and cash equivalents	(A + B + C) 93,217	93,614
Cash and cash equivalents at the beginning of the year	165,696	72,082
Cash and cash equivalents at the end of the year	258,913	165,696
Components of cash and cash equivalents		
Cash on hand	-	2
Cheques in hand	-	16
Balances with banks:		
- in current accounts	203	88
- in saving accounts	77,835	46,330
- Bank deposits:	180,875	119,260
Total cash and cash equivalents (note 11)	258,913	165,696

Note: The above Cash Flow Statement has been prepared in accordance with the 'Indirect method' as set out in the Accounting Standard - 3 on 'Cash Flow Statements' prescribed under section 133 of the Companies Act, 2013 ('Act') read with Rule 7 of the Companies (Accounts) Rules, 2014.

As per our report of even date

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm Registration No.: 000038N



K.N. Gupta
Partner
Membership No.: 009169

Place: New Delhi
Date : 16th September, 2019



"For and on behalf of the Board of Directors of
Oxfam India"



Kiran Karnik
Director
DIN: 00542951



Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date : 16th September, 2019




Mridula Bajaj
Director
DIN: 02029817



Satya Prakash Mishra
Director Operations

Place: New Delhi
Date : 16th September, 2019

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

BACKGROUND

Oxfam India is a not for profit Company limited by guarantee without share capital incorporated u/s 25 of the Indian Companies Act, 1956 (corresponding to Section 8 of the Companies Act, 2013) with its registered office at New Delhi. The Company is a rights-based organization that fight poverty, injustice and exclusion by linking grassroots programming through partner NGOs to local, national and global advocacy and policy making.

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES**a) Basis of accounting and preparation of financial statements**

"The financial statements have been prepared on an accrual basis under the historical cost convention in accordance with the applicable Accounting Standards specified under section 133 of the Companies Act, 2013 read together with Rule 7 of Companies (Accounts) Rules, 2014.

Accounting policies are consistently applied except where a newly issued accounting standard is initially adopted or a revision to an existing accounting standard requires a change in accounting policy hitherto in use. Where a change in accounting policy is necessitated due to changed circumstances, detailed disclosures to that effect along with the impact of such change is duly disclosed in the financial statements."

The financial statements are presented in INR (Rupees) and all values are rounded to the nearest thousands except when indicated otherwise.

b) Current–non-current classification

The financial statements are presented as per Schedule III to the Companies Act, 2013. All assets and liabilities have been classified as current or non-current as per the Company's normal operating cycle and other criteria set out in the revised Schedule III to the Companies Act, 2013.

Based on the nature of activities of the Company, the Company has determined its operating cycle as 12

months for the purpose of classification of its assets and liabilities as current and noncurrent.

All assets and liabilities are classified into current and non-current based on below criteria:

Assets

An asset is classified as current when it satisfies any of the following criteria:

- i) it is expected to be realised in, or is intended for sale or consumption in, the Company's normal operating cycle;
- ii) it is held primarily for the purpose of being traded;
- iii) it is expected to be realised within 12 months after the reporting date; or
- iv) it is cash or cash equivalent unless it is restricted from being exchanged or used to settle a liability for at least 12 months after the reporting date.

Current assets include the current portion of non-current financial assets.

All other assets are classified as non-current.

Liabilities

A liability is classified as current when it satisfies any of the following criteria:

- i) it is expected to be settled in the Company's normal operating cycle;
- ii) it is held primarily for the purpose of being traded;
- iii) it is due to be settled within 12 months after the reporting date; or
- iv) the Company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date. Terms of a liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.



Current liabilities include current portion of non-current financial liabilities.

All other liabilities are classified as non-current.

c) Use of estimates

"The preparation of the financial statements in conformity with generally accepted accounting principles requires the management to make estimates and assumptions that affect the reporting balances of assets and liabilities and disclosures relating to contingent assets and liabilities as at the date of the financial statements and reporting amounts of income and expenses during the year. Contingencies are recorded when it is probable that a liability will be incurred, and the amount can be reasonably estimated. The management believes that the estimates used in preparation of the financial statements are prudent and reasonable.

Future results could differ from those estimates. The effect of changes in accounting estimates are reflected in the financial statements in the period in which results are known and, if material, are disclosed in the financial statements."

d) Accounting for grants/donations

(i) Unrestricted/ General Fund

The Company receives unrestricted general funds from donors. The excess of income over expenditure during the year, being general purpose in nature is carried forward for use in the future periods.

(ii) Restricted Fund

Only those Grants are account for as income which have been accrued and become due as per the sanctions of the funding / donor agencies on the basis of matching principle i.e income is recognized to the extent of expenditure incurred during the year. These are held by the Company as liability until it is being used as per donor requirement mentioned in donor agreement At the end of the agreement, the un-utilized restricted fund is returned to the respective donors and in case un-spent amount is not required to be returned to the respective donor, the same is considered as unrestricted fund and transferred to statement of income and expenditure in the relevant year in which the project is completed.

(iii) Donation in kind

Donations received in kind are not valued or accounted for in the books of account.

(iv) Interest Income

Interest income is recognized on a time proportion basis, taking into account the amount invested in bank deposit and the interest rate applicable. Interest income is included under the head "Other income" in the statement of income and expenditure.

e) Expenditure

Grants made to other partners are accounted for in the year of expenditure incurred by the concerned partners for implementation of project, awarded under grant agreement, on basis of quarterly expenditure reports and finally settled on the basis of utilization certificates certified by independent firms of Chartered Accountants or by the Management.

"At the end of project if there is any un-utilized grants balance with partners then it shall be deducted from next grants amount to be paid to partners for a new project.

Relief materials purchased out of the grants have been charged to the expenditure in the year of purchase and undistributed relief material at the end of financial year is being disclosed in note-30."

f) Provisions and contingent liabilities

Provision

A provision is recognized when the Company has a present obligation as a result of past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Provisions are not discounted to their present value and are determined based on the best estimate required to settle the obligation at the reporting date. These estimates are reviewed at each reporting date and adjusted to reflect the current best estimates.

Contingent liability

A contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more



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uncertain future events beyond the control of the company or a present obligation that is not recognized because it is not probable that an outflow of resources will be required to settle the obligation. A contingent liability also arises in extremely rare cases where there is a liability that cannot be recognized because it cannot be measured reliably. The Company does not recognize a contingent liability but discloses its existence in the financial statements.

g) Cash and cash equivalents

Cash and cash equivalents for the purpose of cash flow statements comprise cash at bank, cash on hand, bank deposits and short-term investments with an original maturity period of three months or less.

h) Income Tax

"The Company is exempt from income tax under Section 12AA of the Income Tax Act, 1961 and hence no provision for taxation is required for current year tax expense. Since the Company is exempt from income tax, no deferred tax (asset or liability) is recognized in respect of timing differences."

i) Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation/amortization and impairment losses, if any. Cost includes purchase price and all other attributable costs of bringing the assets to working condition for intended use.

Assets purchased out of grants received are capitalised and an equal amount is transferred to Capital Fund. Accordingly, deletions of such fixed assets are also adjusted from the Capital Fund.

Assets received in donations are capitalised at nil value. There were no such receipts during the year.

j) Depreciation on property, plant and equipment

Depreciation on fixed assets except intangible assets is provided on the written down value method at rates prescribed under Schedule XIV of the Companies Act, 2013

Particulars	Life (years)
Office equipment	5
Vehicles	8
Computers (excluding server & network)	3
Computers (for server & network)	6
Furniture and fittings	10

Leasehold improvements are amortised on a straight line basis over the lower of lease term or useful life of the respective assets.

Depreciation on fixed assets purchased out of grants received is debited to the Capital Fund.

k) Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less accumulated amortization and accumulated impairment losses, if any. Intangible assets are amortized on a straight line basis over their useful lives of one to five years, as technically assessed.

The amortisation period and the amortisation method are reviewed at least at each financial year end. If the expected useful life of the asset is significantly different from previous estimates, the amortisation period is changed accordingly. If there has been a significant change in the expected pattern of economic benefits from the asset, the amortisation method is changed to reflect the changed pattern. Such changes are accounted for in accordance with AS 5 Net Profit or Loss for the Period, Prior Period Items and Changes in Accounting Policies.

A summary of amortisation policies applied to the company's intangible assets is as below:

Name of intangible assets	Life (years)
Website development cost	3
Computer software	5



l) Foreign exchange transactions

Foreign exchange transactions are recorded at the rates of exchange prevailing on the date of the transaction. Realised gains and losses on foreign exchange transactions during the year are recognised in the Statement of income and expenditure account. Foreign currency monetary items (assets and liabilities) denominated in foreign currencies, at the year-end are restated at the prevailing rates on year end. Non-monetary items are carried at historical cost and resultant gains/losses on foreign exchange translations are recognised in the Statement of income and expenditure account.

m) Employee benefits

(i) Defined benefit plans:

Gratuity liability is provided for on the basis of an actuarial valuation on projected unit credit method made at the end of each financial year. The scheme is funded with an insurance company in the form of a qualifying insurance policy. The gratuity benefit obligation recognized in the balance sheet represents the present value of the obligations as reduced by the fair value of assets held by the Insurance Company. Actuarial gain/losses are recognised immediately in the statement of income and expenditure account. Total expense recognised during the year aggregated to Rs 2,572 (FY 2017-18 -Rs 1,986).

(ii) Defined contribution plans:

Contributions in respect of Employees Provident Fund and Pension Fund which are defined contribution schemes, are made to a fund administered and managed by the Government of India and are charged as an expense based on the amount of contribution required to be made and when service are rendered by the employees.

(iii) Compensated absences:

Accumulated leave, which is expected to be utilized within the next twelve months, is treated as short term

employee benefit and the accumulated leave, expected to be carried forward beyond twelve months is treated as long – term employee benefit for measurement purposes. Accumulated compensated absences are provided for based on actuarial valuation using the projected unit credit method at the end of each financial year but classified as current since there is no unconditional right to defer its settlement for twelve months after the reporting date. Provision for Compensated absences of Rs. 14,046 (FY 2017-18 - Rs 11,771) is based on actuarial valuation:

n) Lease commitment

Operating Lease - Where the Company is lessee

Leases where the lessor effectively retains substantially all the risks and rewards incidental to ownership of the leased asset are classified as operating leases. Operating lease charges are recognised as an expense in the income and expenditure account on a straight-line basis over the lease term.

p) Impairment of Assets

The carrying amounts of assets are reviewed at each reporting date. Impairment is recognised wherever the carrying amount of an asset exceeds its recoverable amount. Recoverable amount is greater of the asset's net selling price and the value in use.

After impairment, depreciation is provided on the revised carrying amount of the asset over its remaining useful life.

A previously recognised impairment loss is increased or reversed depending on the changes in circumstances. However, the carrying value after reversal is not increased beyond the carrying value that would have prevailed by charging usual depreciation as if there was no impairment.



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

	As at March 31, 2019	As at March 31, 2018
NOTE 2 : Corpus fund		
Corpus Fund		
Balance as per last financial statements	4,485	4,485
Closing Balance	<u>4,485</u>	<u>4,485</u>
NOTE 3: Reserves and surplus		
General fund		
Balance as per last financial statements	75,535	123,544
Add: Excess of income over expenditure /(expenditure) over income transferred from Statement of Income and Expenditure	22,659	(48,009)
Less: Transfer to Contingency fund	(20,000)	-
Less: Transfer to Humanitarian assistance fund	(22,659)	-
Closing balance	(A) <u>55,535</u>	<u>75,535</u>
Designated funds		
Special reserve fund - catastrophe fund		
Restricted reserve - catastrophe fund		
Balance as per last financial statements	13,500	13,500
Closing Balance	(B) <u>13,500</u>	<u>13,500</u>
Special reserve fund - contingency fund		
Balance as per last financial statements	15,000	15,000
Add: Transfer from General fund	20,000	-
Closing Balance	(C) <u>35,000</u>	<u>15,000</u>
Special reserve fund - humanitarian assistance fund		
Balance as per last financial statements	-	-
Add: Transfer from General fund	22,659	-
Closing Balance	(D) <u>22,659</u>	<u>-</u>
Total (A) + (B) + (C) + (D)	<u>126,694</u>	<u>104,035</u>
NOTE 4: Capital assets fund		
Balance as per last financial statements	13,675	13,940
Add: Additions during the year	8,593	6,987
	<u>22,268</u>	<u>20,927</u>
Less: Depreciation and amortization for the year	(6,892)	(7,252)
Closing balance	<u>15,376</u>	<u>13,675</u>



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 5: Other liabilities

	Non-current		Current	
	As at March 31, 2019	As at March 31, 2018	As at March 31, 2019	As at March 31, 2018
Grants/Donations received in advance	-	-	175,765	97,271
TDS payable	-	-	2,305	1,001
Other duties and taxes payable	-	-	1,678	21
Lease equalisation reserve	239	86	37	32
Payable on purchase of property, plant and equipment	-	-	1,608	1,513
	239	86	181,393	99,838

NOTE 6: Provisions

	Non-current		Current	
	As at March 31, 2019	As at March 31, 2018	As at March 31, 2019	As at March 31, 2018
Provision for employee benefits				
Provision for gratuity (note 21)	-	-	-	-
Provision for leave benefits	12,059	9,999	1,987	1,772
	12,059	9,999	1,987	1,772

NOTE 7: Trade Payables**Trade payables**

	As at March 31, 2019	As at March 31, 2018
# Dues to micro and small enterprises	6,518	1,190
#Others	24,293	15,561
	30,811	16,751

The Ministry of Micro, Small and Medium Enterprises has issued an Office Memorandum dated 26 August 2008 which recommends that the Micro and Small Enterprises should mention in their correspondence with its customers the Entrepreneurs Memorandum Number as allocated after filing of the Memorandum. Based on the information presently available with the management, the disclosures required under Micro, Small and Medium Enterprises Development Act, 2006 ("MSMED Act") are given below:

Particulars	As at March 31, 2019	As at March 31, 2018
-The principal amount remaining unpaid to any supplier as at the end of the year	6,518	1,190
-The interest due on the principal remaining outstanding as at the end of the year	-	-
-The amount of interest paid under the MSMED Act, along with the amounts of the payment made beyond the appointed day during the year	-	-
-The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act	-	-
-The amount of interest accrued and remaining unpaid at the end of the year	-	-
-The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise, for the purpose of disallowance as a deductible expenditure under the MSMED Act	-	-
	6,518	1,190



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 8: Tangible assets purchased out of grants

	Leasehold improvements	Office equipment	Furniture and fittings	Computers	Vehicles	Total
Cost						
As at 1 April 2017	5,932	11,163	6,402	24,561	5,398	53,456
Additions	-	1,265	202	2,072	-	3,539
Disposals	-	(1,060)	(143)	(2,937)	-	(4,140)
As at 31 March 2018	5,932	11,368	6,461	23,696	5,398	52,855
Additions	-	935	318	4,758	-	6,011
Disposals	-	(1,954)	(815)	(1,182)	-	(3,951)
As at 31 March 2019	5,932	10,349	5,964	27,272	5,398	54,915
Accumulated Depreciation						
As at 1 April 2017	5,932	8,490	5,615	19,456	4,145	43,638
Charge for the year	-	1,659	228	2,789	415	5,091
Reversal	-	(1,060)	(143)	(2,937)	-	(4,140)
As at 31 March 2018	5,932	9,089	5,700	19,308	4,560	44,589
Charge for the year	-	1,235	413	3,017	262	4,927
Reversal	-	(1,955)	(815)	(1,181)	-	(3,951)
As at 31 March 2019	5,932	8,369	5,298	21,144	4,822	45,565
Net Property, plant and equipment						
As at 31 March 2018	-	2,279	761	4,387	838	8,266
As at 31 March 2019	-	1,980	666	6,128	576	9,350

NOTE 9: Intangible assets purchased out of grants

	Computer software	Website development cost	Intangible Assets under Development	Total
Cost				
As at 1 April 2017	5,507	5,088	-	10,595
Additions	1,380	2,068	-	3,448
Disposals	-	-	-	-
As at 31 March 2018	6,887	7,156	-	14,043
Additions	484	-	2,098	2,582
Disposals	(4,164)	-	-	(4,164)
As at 31 March 2019	3,207	7,156	2,098	12,461
Accumulated Amortisation				
As at 1 April 2017	3,189	3,300	-	6,489
Charge for the year	1,047	1,096	-	2,143
Disposals	-	-	-	-
As at 31 March 2018	4,236	4,396	-	8,632
Charge for the year	1,046	920	-	1,966
Disposals	(4,163)	-	-	(4,163)
As at 31 March 2019	1,119	5,316	-	6,435
Net intangible assets				
As at 31 March 2018	2,651	2,760	-	5,411
As at 31 March 2019	2,088	1,840	2,098	6,026



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 10: Loans and advances

	Non - current		Current	
	As at March 31, 2019	As at March 31, 2018	As at March 31, 2019	As at March 31, 2018
Security deposits				
Unsecured, considered good	9,998	9,090	534	1,233
(A)	9,998	9,090	534	1,233
Advances recoverable in cash or in kind				
Unsecured, considered good	-	-	15,811	18,476
(B)	-	-	15,811	18,476
Other loan and advances				
Tax deducted at Source (TDS)	4,282	3,502	1,102	780
Prepaid expenses	-	-	6,912	5,174
Loan to employees	-	-	1,421	75
(C)	4,282	3,502	9,435	6,029
Total (A) + (B) + (C)	14,280	12,592	25,780	25,738

NOTE 11: Cash and cash equivalents

	As at March 31, 2019	As at March 31, 2018
Cash on hand	-	2
Cheques/draft on hand	-	16
Balances with banks		
In Current Account	203	88
In Saving Account	77,835	46,330
	78,038	46,436
Bank deposits:		
Deposits with original maturity for more than 12 months	7,555	22,060
Deposits with original maturity upto 12 months	173,320	97,200
	180,875	119,260
	258,913	165,696

NOTE 12: Other assets

(Unsecured, considered good)

	Non - current		Current	
	As at 31 March 2019	As at 31 March 2018	As at March 31, 2019	As at March 31, 2018
Other bank balances				
Deposits (under Bank Lien)	1,835	1,890		
Other receivable				
Employee benefit plan surplus (note 21)	-	-	3,287	2,567
Interest accrued on Bank deposits	-	-	5,932	2,654
Capital advances	-	-	-	77
Grants/Donations receivable	-	-	47,641	25,750
	1,835	1,890	56,860	31,048



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2019	For the year ended March 31, 2018
NOTE 13: Grants/ Donations		
Grants from affiliates	368,139	333,036
Grants from affiliates - humanitarian	92,352	87,417
Grant from corporate and institutions	78,126	14,813
Donation - corporate and institutions	20,817	33,020
Donation - individuals	62,865	34,132
Donation - events (refer note 26)	51,451	56,782
	673,750	559,200
NOTE 14: Other income		
Interest income		
- Bank deposits	11,016	7,796
- Saving bank a/c	3,086	2,803
Profit on sale of fixed assets	234	379
Exchange differences (net)	-	376
Other non-operating income	831	1,546
	15,167	12,900
NOTE 15: Programme expenses		
Grant paid to Partners (refer note 28)	121,753	117,655
Humanitarian response including relief materials	114,529	115,507
Workshops and consultation charges	69,137	68,203
Programme related travel cost	20,944	17,240
Programme evaluation and training cost	11,876	9,339
Add: Personnel expenses related to programme activities	102,283	84,127
	440,522	412,071



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2019	For the year ended March 31, 2018
NOTE 16: Fundraising cost		
Retainership fees	21,498	11,703
Other fundraising expenses	53,982	47,822
Add: Personnel expenses related to fundraising activities	26,487	26,344
	101,967	85,870
NOTE 17: Employee benefit expenses		
Salary, wages and bonus		
- Programme staffs	94,918	76,395
- Fundraising staffs	22,147	23,922
- Other staffs	40,039	40,714
Contribution to provident fund	10,584	9,266
Gratuity (refer note 21)	2,572	1,986
Leave benefits	2,927	3,023
Staff welfare expenses	4,450	4,775
Training & recruitment expenses	1,793	4,402
	179,430	164,482
Less: Personnel expenses related to programme activities	(102,283)	(84,127)
Less: Personnel expenses related to fundraising activities	(26,487)	(26,344)
	50,660	54,011
NOTE 18: Co-ordination and administration costs		
Rent (refer note 22)	26,262	24,915
Travelling and conveyance	8,457	4,726
Communication costs	4,306	5,168
Repair and maintenance		
- Computers	1,600	1,169
- Other than computers	9,717	9,790
Electricity charges	2,486	2,486
Printing and stationery	3,204	3,781
Professional charges	4,882	4,602
Insurance	154	142
Rates and taxes	4	63
Bank charges	1,308	1,420
Payment to auditors		
- Statutory audit fee	1,062	1,488
- Other certifications	-	100
- Out of pocket expenses	69	79
Exchange differences (net)	271	-
Miscellaneous expenses	722	1,145
	64,504	61,074



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2019	For the year ended March 31, 2018
NOTE 19: Capitalised assets purchased out of grants		
Capital assets purchased		
Tangible Assets	6,011	3,539
Intangible Assets	2,582	3,448
	8,593	6,987

NOTE 20: Prior period expense

Professional charges	12	96
	12	96

Note 21: Post-employment benefit plan

The Company operates a defined benefit group gratuity scheme under a trust, "Oxfam India employees group gratuity assurance trust", managed by the trustees of the scheme for its employees and approved by Income Tax Act, 1961. Under the scheme, employees who have completed 3 years of service gets a gratuity on departure @ 15 days salary for each completed year of service, however, with effect from 1 February 2016 the minimum service period has been revised to 5 years for all the new joinees. The scheme is funded with an insurance company in the form of qualifying insurance policy.

The following table summarize the components of net benefit expense recognized in the statement of income and expenditure and the funded status and amounts recognized in the balance sheet for the plan.

Statement of Income and expenditure

	For the year ended March 31, 2019	For the year ended March 31, 2018
Net employee benefit expense :		
Current service cost	2,398	2,018
Interest cost on benefit obligation	762	632
Net actuarial (gain)/loss recognised in the year	347	401
Expected return on plan assets	(936)	(1,065)
Net expense	2,571	1,986

Balance Sheet

	For the year ended March 31, 2019	For the year ended March 31, 2018
Benefit asset/ liability:		
Present value of defined benefit obligation	(11,088)	(9,893)
Fair value of plan assets	14,375	12,460
Plan asset	3,287	2,567

Changes in the present value of the defined benefit obligation are as follows:

Opening defined benefit obligation	9,893	8,377
Current service cost	2,398	2,018
Interest cost	762	632
Benefits paid	(2,223)	(1,038)
Actuarial (gains)/ losses on obligation	258	(96)
	11,088	9,893



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

Note 21: Post - employment benefit plan (continued)

	For the year ended March 31, 2019	For the year ended March 31, 2018
Changes in the fair value of the plan assets are as follows:		
Opening fair value of plan assets	12,460	12,908
Expected return	936	1,065
Contributions by employer	3,035	105
Benefits paid	(1,967)	(1,120)
Actuarial gains/(losses)	(89)	(498)
Closing fair value of plan assets	14,375	12,460

Composition of plan assets

Plan assets comprise of 100% insurer managed funds. Fund is managed by LIC as per IRDA guidelines. The major categories of plan assets as a percentage of the fair value of total plan assets are as follows:

Investments with insurer	100%	100%
--------------------------	------	------

Experience adjustments for the current and previous four years are as follows:

	As at 31 March 2019	As at 31 March 2018	As at 31 March 2017	As at 31 March 2016	As at 31 March 2015
Defined benefit obligation	(11,088)	(9,893)	(8,377)	(8,257)	(7,507)
Plan assets	14,375	12,460	12,908	9,515	6,817
Surplus/ (deficit)	3,287	2,567	4,531	1,258	(690)
Experience adjustments on plan liabilities	(230)	33	543	(738)	73
Experience adjustments on plan assets	(89)	(498)	13	17	131

The principal assumptions used in determining gratuity obligations for the Company's plan are as follows:

	As at March 31, 2019	As at March 31, 2018
Discount rate	7.65%	7.71%
Salary escalation rate	7.00%	7.00%
Expected return on plan assets	7.72%	7.51%
Attrition rate	20.00%	20.00%
Retirement age	60 Years	60 Years

The estimates of future salary increases, considered in actuarial valuation, take account of inflation, seniority, promotion and other relevant factors.

The overall expected rate of return on assets is determined based on the market prices prevailing on that date, applicable to the period over which the obligation is to be settled.

Note 22: Operating leases

The Company has taken various properties under cancellable and non-cancellable rental agreements. These agreement ranges from 5 months to 5 years. There are no contingent rentals payable. There are no restrictions imposed by these arrangements. There are no subleases.

The rental payments recognised in the Statement of income and expenditure for the year ended 31 March 2019 was Rs. 26,262 (31 March 2018 Rs. 24,915).

Future minimum rentals payable under non-cancellable operating leases are as follows:

	As at March 31, 2019	As at March 31, 2018
Within one year	2,875	1,233
After one year but not more than five years	3,365	1,788
	6,240	3,021



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

Note 23: Related party transactions**(A) Related parties with whom transactions have taken place during the year:****Key management personnel**

Mr. Amitabh Behar, Chief Executive Officer, w.e.f April 02, 2018

Ms. Nisha Agrawal, Former Chief Executive Officer, upto April 02, 2018

(B) Related party transactions during the year:**Remuneration to key management personnel**

Particulars	For the year ended March 31, 2019	For the year ended March 31, 2018
Mr. Amitabh Behar, Chief Executive Officer	5,485	-
Ms. Nisha Agrawal, Former Chief Executive Officer	30	5,398

Note: The remuneration to the key managerial personnel does not include the provisions made for gratuity and leave benefits, as they are determined on an actuarial basis for the Company as a whole. During the financial year 2018-19 gratuity of Rs 1,298 was paid to Ms. Nisha Agrawal, Former Chief Executive Officer which was received from LIC against group gratuity scheme.

(B) Outstanding balances in respect of related party transactions as at year end:

Particulars	For the year ended March 31, 2019	For the year ended March 31, 2018
Payable towards expenses incurred by key management personnel		
Mr. Amitabh Behar, Chief Executive Officer	-	-
Ms. Nisha Agrawal, Former Chief Executive Officer	-	-

Note 24: Earnings in foreign currency

Particulars	For the year ended March 31, 2019	For the year ended March 31, 2018
Grants from affiliates (including humanitarian)	404,150	312,217
Grants from corporate and institutions	76,083	25,140
Donation - corporate and institutions	29,107	15,908
Donation - individuals	139	3,400
Donation - events	7,275	6,910
	516,754	363,575

Note 25: Expenditure in foreign Currency

Particulars	For the year ended March 31, 2019	For the year ended March 31, 2018
Consultancy cost	163	62
Staff international travel	2,231	1,888
Programme Workshop	73	306
Others	498	426
	2,965	2,682



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

Note 26: Trailwalker events of Oxfam India

During the year, the Company has organized two Trailwalker events in India near Bengaluru and Mumbai. 133 teams participated in Mumbai trailwalker (86 teams in 100km event and 47 teams in 50kms event) - (31 March 2018: 87 teams in 100kms and 61 teams in 50kms) and 233 teams participated in Bengaluru trailwalker (126 teams in 100km event and 107 in 50km event) - (31 March 2018: 244 teams in 100kms and 95 teams in 50kms) from India and abroad participated in the Trailwalker in India and the Company has raised Rs. 51,451 (31 March 2018 Rs. 56,782) through these events. The net funds raised through Trailwalker events will support programmes on education, health, livelihood, women empowerment and Even It Up Campaign (on Inequality). The Company incurred an expenditure of Rs. 42,592 (31 March 2018 Rs. 40,193) on these events.

Note 27: Grant paid to Partners - Geographical and Thematic presentation

The Company works in partnership with grassroot level NGOs to address the root causes of absolute poverty and injustice focusing on five themes spread into seven focused states.

Geographical and thematic summary of Grant paid to partners extracted from management's internal reporting's is as follows:

For the year ended 31 March 2019:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Emerging Theme	Essential Services	Gender Justice	Social Inclusion	Grand Total
Focus States							
-Assam	11,475	-	-	-	-	-	11,475
-Bihar	3,871	6,596	-	2,402	3,472	1,171	17,512
-Chattisgarh	-	2,996	-	2,443	3,525	442	9,406
-Jharkhand	-	3,685	-	1,641	5,680	958	11,964
-National	-	-	-	-	-	6,179	6,179
-Odisha	4,968	3,802	-	5,855	6,144	473	21,242
-Uttar Pradesh	7,595	-	-	4,664	4,405	681	17,345
	27,909	17,079	-	17,005	23,226	9,904	95,123
Non Focus States	10,646	5,630	1,803	7,951	600	-	26,630
Grand Total	38,555	22,709	1,803	24,956	23,826	9,904	121,753

For the year ended 31 March 2018:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Emerging Theme	Essential Services	Gender Justice	Social Inclusion	Grand Total
Focus States							
-Assam	13,781	-	-	-	-	-	13,781
-Bihar	4,001	5,609	-	4,152	4,266	-	18,028
-Chattisgarh	-	2,970	-	3,033	3,604	-	9,607
-Jharkhand	-	3,870	-	2,150	6,193	-	12,213
-National	-	-	-	595	-	9,091	9,686
-Odisha	6,053	3,916	-	4,771	5,368	-	20,108
-Uttar Pradesh	7,257	1,316	-	3,697	4,578	-	16,848
	31,092	17,681	-	18,398	24,009	9,091	100,271
Non Focus States	4,086	579	2,812	7,505	2,402	-	17,384
Grand Total	35,178	18,260	2,812	25,903	26,411	9,091	117,655



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2019

(All amounts in Rupees thousands, unless otherwise stated)

Note 28: During the year, the Company has not received in kind donations and hence, there is no distribution of relief materials. However, in the previous year, the company has distributed relief materials aggregating to Rs 15,311.

Note 29: During the current year, programme expenditure includes Rs. 2,937 (Previous Year Rs. 28,499), the corresponding income of which was booked in the earlier years.

Note 30: Undistributed relief materials of the aggregate value of Rs 19,451 (Previous Year Rs 20,628) are lying at various locations of Oxfam / partners at the end of financial year which was expensed off in the year of purchase as programme expenditure.

Note 31: a) During the year gross value of Rs. 2,906 and accumulated depreciation of Rs. 2,201 was re-grouped from office equipment to computers and gross value of Rs. 196 and accumulated depreciation of Rs. 169 was re-grouped from computers to computer software to correct the assets classification.

b) Employee benefit expenses of programme and fund raising staff aggregating to Rs. 1,28,770 (Previous Year 1,10,471) and travel costs pertaining to programme staff of Rs 20,944 (Previous Year Rs 17,240) have been re-classified as programme / fund raising related costs.

Note 32: The Company has implemented the recent judgment dated 28th February 2019 of Hon'ble Supreme Court of India on EPF contribution w.e.f 1st April, 2019. The company has also examined its past wage / salary structure of employees and there is no material / significant impact on the financials of the company. Appropriate steps are being taken during the Financial Year 2019-20 to mitigate this liability and /or as and when appropriate government authorities provide more clarity in this regard. Hence, no provision for the same has been made in the financials.

Note 33: Previous year figures were audited by last year's statutory auditors "B S R & Associates LLP" and current year's statutory auditors have relied on it. Previous year figures have been regrouped / reclassified, wherever necessary, to conform current year's classification.

As per our report of even date

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
Firm Registration No.: 000038N



K.N. Gupta

Partner

Membership No.: 009169

Place: New Delhi
Date : 16th September, 2019



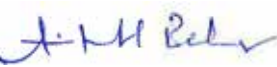
"For and on behalf of the Board of Directors of
Oxfam India"



Kiran Karnik

Director

DIN: 00542951



Amitabh Behar

Chief Executive Officer

Place: New Delhi
Date : 16th September, 2019



Mridula Bajaj

Director

DIN: 02029817



Satya Prakash Mishra

Director Operations

Place: New Delhi
Date : 16th September, 2019

PARTNERS

Sr. no.	Partner name	Partner acronym (if applicable)	Regional Office
1	Aaranyak		Humanitarian Hub
2	ADHAR		Bhubaneswar RO
3	Adithi		Patna RO
4	AMAGAM		Bhubaneswar RO
5	Arshabharath Bahujana Bodhavalkarna Grama Vikasana Samithi	ARSHABHARATH	Humanitarian Hub
6	Asian Institute of Management	AIM	Lucknow RO
7	Association For Social & Human Awareness	ASHA	Patna RO
8	Astitwa Samajik Sansthan	ASTITVA	Lucknow RO
9	Badlao Foundation		Patna RO
10	Baitarani		Bhubaneswar RO
11	BLESS		Humanitarian Hub
12	Centre for Health And Resource Management	CHARM	Patna RO
13	Centre for Policy Research	CPR	Delhi Office
14	Centre for Social Equity and Inclusion	CSEI	Delhi Office
15	Centre for Youth and Social Development	CYSD	Bhubaneswar RO
16	Chaupal Gramin Vikas Prashikshan Avam Shod Sansthan		Raipur RO
17	Community Movement for Education	COME	
18	Council for Social Development	CSD	Delhi Office
19	Dalit Association For Social And Human Rights Awareness	DASHRA	Patna RO
20	Dalit Vikas Abhiyan Samiti	DVAS	Patna RO
21	Deep Jyoti Kalyan Sansthan		Patna RO
22	Disha Samaj Sevi Sanstha		Raipur RO
23	Dr.B.R.Ambedkhar Jharkhand Dalit Samaj Vikas Samity		Patna RO
24	Empowerment for Rehabilitation, Academic & Health	EFRAH	Delhi Office
25	Grameen Development Services	GDS	Lucknow RO
26	Gramin Jeevan Vikas Training & Research Institute	GJVTRI	Lucknow RO
27	Grammitra Samaj Sevi Sanstha		Raipur RO
28	Gyan Sagar Chhattisgarh Sarvangin Vikas Sangathan		Raipur RO
29	Humsafar		Lucknow RO
30	Indira Social Welfare Organisation	ISWO	Bhubaneswar RO

PARTNERS

Sr. no.	Partner name	Partner acronym (if applicable)	Regional Office
31	Indranarayanpur Nazrul Smriti Sangha	INSS	Humanitarian Hub
32	Institute For Social Development	ISD	Bhubaneswar RO
33	Integrated Development Foundation	IDF	Patna RO
34	Integrated Rural Management Association	IRMA	Humanitarian Hub
35	International Association of Women in Radio and Television	IAWRT	Delhi Office
36	Jan Vikas Parishad Evam Anusandhan Sansthan		Raipur RO
37	Jan Vikas Sansthan	JVS	Lucknow RO
38	JOSH		Delhi Office
39	KABIL		Delhi Office
40	Khoj Avam Jan Jagriti Samiti		Raipur RO
41	Kottayam Social Service Society	KSSS	Humanitarian Hub
42	Labour Education and Development Society	LEDS	Delhi Office
43	Life Education And Development Support	LEADS	Patna RO
44	Lok Astha Sewa Sansthan	LASS	
45	Lok Swar		Raipur RO
46	Lokmitra		Lucknow RO
47	Majdoor Kisan Vikas Sansthan		Patna RO
48	Morigaon Mahila Mehfil	MMM	Humanitarian Hub
49	National Alliance for Women	NAWO	Bhubaneswar RO
50	National Foundation for India	NFI	Delhi Office
51	Nav Bhartiya Nari Vikas Samiti	NBNVS	Lucknow RO
52	Nav Jagriti		Patna RO
53	Naya Sawera Vikas Kendra	NSVK	Patna RO
54	New Hope India	NHI	Bhubaneswar RO
55	Nivedita Foundation		Raipur RO
56	North East Research and Social Work Networking	NERSWN	Humanitarian Hub
57	North-East Affected Area Development Society	NEADS	Humanitarian Hub
58	Pallishree		Bhubaneswar RO
59	Partners in Change	PiC	Delhi Office
60	People's Action for Development	PAD	Humanitarian Hub

PARTNERS

Sr. no.	Partner name	Partner acronym (if applicable)	Regional Office
61	People's Resource Development Association	PRDA	Humanitarian Hub
62	Poorvanchal Gramin Vikas Sansthan	PGVS	Lucknow RO
63	Praxis		Delhi Office
64	Purvanchal Rural Development and Training Institute	PRDTI	Lucknow RO
65	Rachna Manch		Raipur RO
66	Rapid Action For Human Advancement Tradition	RAHAT	Patna RO
67	Regional Centre for Development Cooperation	RCDC	Bhubaneswar RO
68	Rights A Society For Human Rights		Humanitarian Hub
69	Sakhi Ree Mahila Vikas Sansthan		Patna RO
70	Samajik Seva Sadan	SSS	Bhubaneswar RO
71	Samerth Charitable Trust		Raipur RO
72	Samudaik Kalyan Evam Vikas Sansthan		Lucknow RO
73	SEWA Bharat		Patna RO
74	Shohratgarh Environmental Society	SES	Lucknow RO
75	Shreyas		Humanitarian Hub
76	Sikshasandhan		Bhubaneswar RO
77	Social Action for Appropriate Transformation and Advancement in Rural Areas	SATRA	Humanitarian Hub
78	Social Action For Manpower Creation	SAMPARC	Bhubaneswar RO
79	Society For Leprosy Amelioration And Rehabilitation	SOLAR	Bhubaneswar RO
80	Society for participatory action research and knowledge	SPARK	Patna RO
81	Sri Ramanand Saraswati Pustakalaya		Lucknow RO
82	Srijan Mahila Vikas Manch	SMVM	Patna RO
83	Support for Network and Extension Help Agency	SNEHA	Bhubaneswar RO
84	SWADHIKAR		Humanitarian Hub
85	Tarun Chetna Sansthan	TCS	Lucknow RO
86	Tata Institute of Social Sciences		Delhi Office
87	Technology Informatics Design Endeavor	TIDE	Delhi Office
88	Unnayan		Bhubaneswar RO
89	Vasundhara		Bhubaneswar RO

PARTNERS

Sr. no.	Partner name	Partner acronym (if applicable)	Regional Office
90	Vigyan Foundation		Lucknow RO
91	Vikas Foundation		Patna RO
92	Warsi Sewa Sadan	WSS	Lucknow RO
93	Women Power Connect	WPC	Delhi Office
94	Women's Organisation for Rural Development	WORD	Bhubaneswar RO
95	Women's Organisation for Socio-Cultural Awareness	WOSCA	Bhubaneswar RO
96	Youth for Social Development	YSD	Humanitarian Hub



ऑक्सफैम इंडिया
OXFAM
India

4th and 5th Floor, Shriram Bharatiya Kala Kendra 1,
Copernicus Marg, New Delhi - 11 00 01
Tel: +91 11 4653 8000, Fax: +91 11 4653 8099



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