

BEYOND CHARITY

ANNUAL REPORT
2019-2020



ऑक्सफैम इंडिया
OXFAM
India

A movement
to end
discrimination

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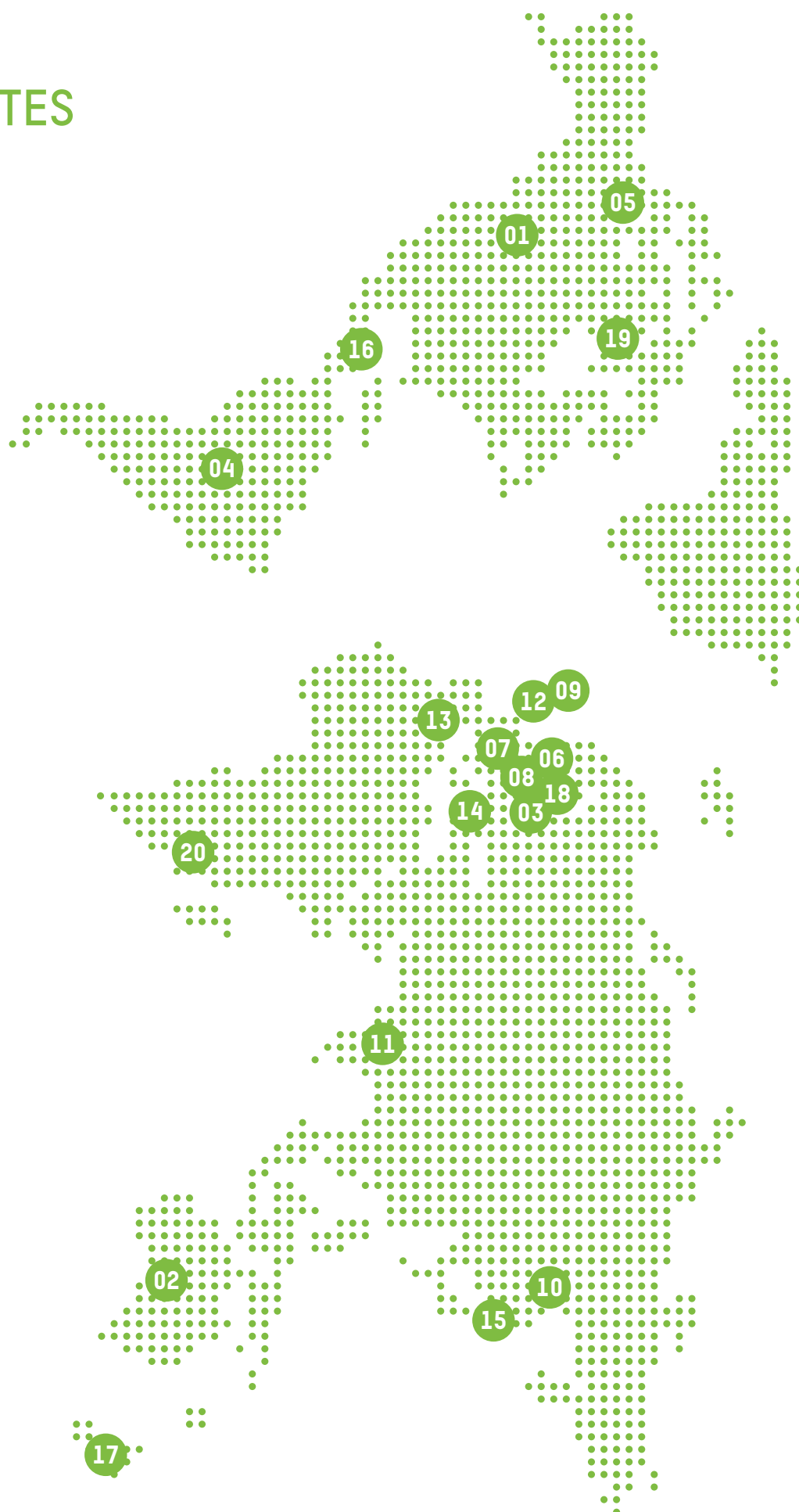
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Beyond Charity

OVERVIEW

- CHAIRPERSON'S MESSAGE
- CEO'S MESSAGE

CHAIRPERSON'S MESSAGE



Our core work of fighting discrimination believes in leadership, representation and participation of the most marginalized communities within our interventions.

I write my first message as Chair of Oxfam India for our last pre-COVID annual report for 2019-20 at a very difficult time. The once-in-a-century pandemic has left the communities we serve bruised and battered and has delayed this annual report by several months as colleagues underwent incredible hardships to provide succour to people who felt alone and abandoned. And regulatory changes further complicated the ability of organisations like us to fulfil our purpose to end discrimination and create a free and just society. Despite, and amongst these challenges, we managed to make progress which gives us greater occasion to celebrate our work in 2019-20.

Our core work of fighting discrimination believes in leadership, representation and participation of the most marginalized communities within our interventions. In Bihar, four out of our 20 CBOs partners working on health issues are led by members from the Muslim community, while the remaining sixteen are led by members from the Dalit and OBC communities. The Fight Inequality Alliance constituted by us includes representation from Dalit, Muslims, transgenders, tribal, elderly communities, persons with disabilities, youth, women agriculture workers, informal sector workers, migrant communities and slum-dwelling communities.

Combining our grassroots connect with evidence surfaced through meticulous research to inform our campaigns and advocacy work as well as those of our partners at the sub-national, national and global levels, remains central to Oxfam's work. We contributed to our global inequality report, "Time to Care" which was released at Davos where Oxfam India's CEO Amitabh Behar represented the Oxfam Confederation. Our study on representation of marginalized caste groups in Indian Newsrooms "Who tells our stories matters" highlighted the fact that Adivasis, Dalits and OBCs appeared only in the margins and rarely as journalists, indicating their lack of agency where it matters. To mark the 10 years of Oxfam India, we published the book "Beyond Charity" — this has helped us reach our corporate donors with our work in the last 10 years since the inception of Oxfam India in 2008. We collaborated with Land Conflict Watch and Rights and Resources Initiative to publish a report "Locating the Breach: Mapping the nature of land conflicts in India" which has identified 703 ongoing land conflicts.

We remain committed to running campaigns to build public and political engagement around our core issues. The "Yes Democracy" campaign that pushed for improvement in delivery of public health and education involved

more than 40 Civil Society Organizations, covered multiple states touching a base of over 5.50 lakh people and reached out to 122 elected representatives and candidates during the 2019 General Elections. Of the 122 candidates who signed the Yes Democracy pledge, 55 won. Out of these, 24 MPs were from five of our focus states; 17 supported the health agenda and 24 supported the education agenda. More than 15 questions were raised during Question Hour in Lok Sabha of Indian Parliament raising the campaign issues by MPs from OIN focus states who had supported the campaign. The campaign opened the lines of communication between the elected representatives and us.

The "Truth About Tea" campaign worked to support the benefits of plantation workers by reaching out to 6.5 million people and mobilising plantation workers and the public. Our total digital engagement was 1.3 million and 12,800 people signed our petition. The campaign brought to light the plight of the tea workers regarding wages, healthcare facilities, education and labour rights and it was well received by the public. It has helped us reach communities and the industry bodies to discuss and advocate for labour rights.

Our gender justice programme, through campaigns such as "Bano Nayi Soch", "16 Days of Activism" and "Marzi Bina Shaadi Nahi" used art, music and theatre to break gender stereotypes to challenge negative social norms which undervalue women and girls and undermine their right to a violence free life. Deep-rooted social norms are tough to change yet the different campaigns across the states have yielded some very encouraging changes — the Gond tribal community in Kalahandi in Odisha took a resolve to end child early and forced marriage, a trend prevalent in their community; our youth champions stood up against early marriage; sports was promoted across women groups as an effective way to break social norms.

Oxfam India and its 166 partners (of which 34 are women-headed) worked intensively in 11,344 villages of 274 blocks in 10 states, reaching out to 8.5 lakh people, of which 52% were women and girls. Additionally, we reached 32.31 lakhs people indirectly through our rights-based initiatives and campaigns. 70% of our total outreach belongs to the most marginalized sections i.e. Dalits, Muslims and Adivasis.

To make communities sustainable we have helped set up Sal leaf plate making units in Chhattisgarh and Jharkhand, liaised with the government to set up irrigation facilities in Jharkhand, and set up women farmers producer companies in Bihar. We trained 5062 villagers (2691 males, 2371 females) on filing claims and follow up processes; as a result we were able to get 361 Individual Forest Rights and 21 Community Forest Rights.

Through our humanitarian work, we reached 331,570 people from the most marginalized and vulnerable communities in six states of the country. In Kerala, Oxfam India's early recovery plan focused around "Build Back Better" by ensuring women's equal participation, strengthening capacities, providing input support and government linkages.

In closing, I wish to record my deepest appreciation to our partners, the staff team and my fellow board members for contributing to the vision and mission of Oxfam India. Their strength, sagacity and sincerity is so crucial in this fight against injustice and inequality.



Shankar Venkateswaran
Chairperson
Oxfam India Board

CEO'S MESSAGE



Doing an annual report for the previous year during the unprecedented Covid crisis has helped us take solace from the past but also equipped us with a unique lens to evaluate our work with an understanding of a 'disrupted' future.

Doing an annual report for the previous year during the unprecedented Covid crisis has surprisingly been enlightening. It helped us take solace from the past but also equipped us with a unique lens to evaluate our work with an understanding of a 'disrupted' future.

I am happy to report that the work we did in 2019-20 has helped us be in a position to respond effectively and at scale to the current pandemic which poses enormous challenges to humanity. In the year 2019-20, Oxfam India reached 109 districts through its interventions in 10 states. Oxfam India and its partners (166 organizations, out of which 80 partnerships were non-financial partnerships and 34 were women headed) worked intensively in 11,344 villages of 274 blocks. The total direct outreach in 2019-20 was 8.5 lakhs out of which 52% were women and girls. We have reached to 32.31 lakhs people indirectly through our rights based initiatives and campaigns. 70% of our total outreach belongs to the most marginalized sections i.e. Dalits, Muslims and Tribals. During this year, our total income was Rs. 72.41 crore, as against Rs. 68.89 crore in 2018-19, reflecting an increase of 5%.

Fighting inequality and ending discrimination lies at the heart of OIN's work. We work towards ensuring leadership, representation and participation from the most marginalized communities while executing our interventions. To advocate for the most discriminated groups in partnership with other social groups, OIN works with a three-pronged approach of, engagement with and organizing of discriminated communities; building knowledge on inequality and discrimination through a bottom up process along with cutting edge micro-macro research; and undertaking policy and public advocacy with duty-bearers and the public. For example, the 'Fight Inequality Alliance', a coalition of diverse civil society groups, anchored by OIN includes representation from Dalit, Muslims, transgenders, tribal, elderly communities, disabled, youth, women agriculture workers, informal sector workers, migrant communities and slum-dwelling communities. This process of inclusion has been intentional. Another example from this year, reflecting our attempt to influence the public narrative would be a OIN study, "Who tells our stories matters" - on representation of marginalized caste groups in Indian Newsrooms. The report highlights the predominance of upper castes in the Indian media. It also points out that the Scheduled Tribes are almost absent in the Indian media.

As part of our commitment to fighting inequality and ending discrimination, this year Oxfam India launched an ambitious flagship initiative of setting up Oxfam Equality Clubs in schools. Oxfam India aims to familiarise students with the different types of inequalities - economic, gender, religious or

otherwise – that exist in society, help build empathy and appreciation of one's own privilege, and inspire students to take action. During the academic year 2019-20, the clubs have been set up across seven schools in Bengaluru, Hyderabad, Lucknow, and Raipur. The plan is to scale up the project in coming years.

While the focus on inequality and discrimination has been enhanced, the ongoing work of Oxfam India continued and was consolidated. Oxfam India has continued providing humanitarian assistance to people in crisis during conflicts or in disaster. In 2019-20 Oxfam has reached out to 3,31,570 people from the most marginalized and vulnerable communities in 6 states of the country. In Kerala, Oxfam India's early recovery plan focused on 'Build Back Better' while ensuring women's equal participation and social inclusion. The new edition of the inequality report 'Time to Care' was released on the eve of the Davos Summit. At a personal level it was a privilege to release the global inequality report and to represent the Oxfam confederation in Davos in Jan 2020. The capacity building work continued with a special focus on young people. Intensive youth mobilisation was undertaken, youth champions were identified to take issues of education and health among citizens. Under gender justice portfolio, 276 Bano Nayi Soch champions and 100 Samantha Saathis (Gender Equality Companions) were instrumental in taking forward the message of positive social norms in their actions.

It was a powerful year for Oxfam India from the perspective of campaigning. The Yes Democracy Campaign pushed for improvement in delivery of public health and education. The on-ground mobilisation covered multiple states of the country touching a base of over 5.50 lakh people. The Truth About Tea Campaign worked to support the benefits of workers and for the advancement of interest of Assam tea plantation workers. Reaching out to 6.5 million people, it mobilised plantation workers and the public, and garnered 25,517 pledges to support the campaign. Other campaign spikes under our gender justice

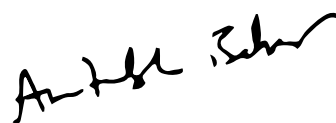
programme like 'Bano Nayi Soch', 16 Days of Activism and 'Marzi Bina Shaadi Nahi' were demonstrated to challenge negative social norms which undervalue women and girls and undermine their right to a violence free life. Using art, music and theatre to break gender stereotypes at various occasions, the campaigns reached out to men and boys, young people and their institutions, influencers, media and the public.

It would be important to note that the book Beyond Charity, on Oxfam India's journey of 10 years, was released on September 27, 2019. The book is a nonfiction narrative that will take the reader through the journey of Oxfam India's 10 years through 10 stories. The stories have been selected on the basis of the sustainable changes it has brought about in the community or shifts in policy from the perspective of ensuring rights and dignity for all.

These are some snippets from the vast amount of work undertaken in the financial year 2021. Hopefully, it will work as an appetiser for you to go through the entire report.

Let me take this opportunity to express our sincere gratitude and thanks to our donors, supporters, co-travellers, confederation and each and every member of the Oxfam India team. We would also like to extend our gratitude to the donors and corporates that support us and walkers who participate in the Trailwalker and raise money for Oxfam India. Do share your feedback with us. It will give us new energy to work towards a more just, sustainable, discrimination free and equal world.

In solidarity,



Amitabh Behar
Chief Executive Officer
Oxfam India

Beyond Charity

BUSINESS PREVIEW

- 69 YEARS OF OXFAM
- ECONOMIC JUSTICE
- ESSENTIAL SERVICES
- GENDER JUSTICE
- HUMANITARIAN AND DRR
- PRIVATE SECTOR ENGAGEMENT
- PUBLIC ENGAGEMENT

69 YEARS OF OXFAM IN INDIA

Oxfam is marking its 69th year in India this year. In 1951, Oxfam Great Britain came to India during the Bihar famine to launch its first full scale humanitarian response in a developing country.



Over the past 68 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.

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



RIGHT TO SUSTAINABLE LIVELIHOOD



RIGHT TO LIFE AND SECURITY



RIGHT TO IDENTITY



RIGHT TO ESSENTIAL SERVICES



RIGHT TO BE HEARD

ECONOMIC JUSTICE



The economic justice programme focuses on recognition of tenurial rights and mobilisation of communities at the ground level. We work with local partners and communities on conservation and management of forest and strengthening diverse forest-based livelihoods as a means to reduce vulnerability.

Mismanagement of natural resources coupled with the impacts of climate change is already pushing discriminated social groups into debt and poverty while increasing inequality. Burden of policies on natural resources and access and control over natural resources fall unequally on different groups of people. Therefore, the other important strategy is also to work with communities to safeguard their land and environmental rights and use multiple legal remedies to engage with enforcement authorities to hold them accountable.

This programme works primarily with Adivasi communities' in the three central-eastern forest-rich states of Jharkhand, Odisha and Chhattisgarh. The programme is investing in community institutions, CBOs and networks so that they can negotiate their space in asserting control over their natural resources and taking decisions over these resources and hold authorities to account.

KEY HIGHLIGHTS:

130 WOMEN-LED HOUSEHOLDS OF TRIBAL AND FOREST DWELLING COMMUNITIES IN EIGHT VILLAGES (ONE IN HAZARIBAGH AND SEVEN IN GODDA) IN JHARKHAND WERE ENGAGED IN SAL LEAF PLATE MAKING.

UNDER SKILL COUNCIL FOR GREEN JOBS (SCGJ) INDIA, 18 PEOPLE, OUT OF WHICH SEVEN WERE WOMEN, WERE TRAINED AND ARE NOW CERTIFIED FOR TECHNICAL CONSTRUCTION OF IMPROVED COOK-STOVES (SMOKELESS 'CHULHA') IN JHARKHAND. THIS GIVES THEM RS 350 PER 'CHULHA' AS LABOUR CHARGE.

19 WOMEN-LED SHGS WITH 190 MEMBERS IN GODDA AND 50 WOMEN-LED HOUSEHOLD IN HAZARIBAGH RECEIVED DISTRICT LEVEL TRAINING ON COCOON (SILK) CULTIVATION WORTH RS. 80,000 FROM JHARKHAND STATE LIVELIHOOD PROMOTION SOCIETY (JSLPS).

120 TRIBAL TASSAR WOMEN FARMERS IN KEONJHAR IN ODISHA FORMED PRODUCER GROUPS. ODISHA LIVELIHOOD MISSION (OLM) PROVIDED TRAINING ON TASSAR CULTIVATION AND EACH MEMBER WAS PROVIDED FINANCIAL SUPPORT OF RS 10,000 FOR TASSAR SEED PURCHASE. THEY WERE EVENTUALLY CONNECTED TO THE TELKOI BLOCK-LEVEL TASSAR SOCIETY FOR MARKETING THEIR PRODUCE.

INTEGRATED TRIBAL DEVELOPMENT AGENCY (ITDA) OF KEONJHAR (ODISHA) PROVIDED POTATO AND VEGETABLE SEEDS TO 240 WOMEN MEMBERS FROM IFR HOUSEHOLDS OF 15 VILLAGES.

ITDA SUPPORTED FIVE WOMEN SHGS WITH 50 MEMBERS TO UNDERTAKE POULTRY. MEMBERS FROM IFR HOUSEHOLDS WERE SUPPORTED WITH FARM EQUIPMENT, RICE HULLER, AND FOUR POWER TILLERS TO UNDERTAKE CULTIVATIONS.

**STRENGTHENING COMMUNITY INSTITUTIONS**

In 2019-20, Oxfam India built capacities of its partners and community level institutions to apply claims for Individual Forest Rights (IFRs) and Community Forest Rights (CFRs) to manage their forest resources in a better manner. Workshops for over 5062 villagers (2691 men and 2371 women) were conducted on filing claims and following up on the entire process; this resulted in the approval of 360 IFRs and 21 CFRs. This further strengthened community level bodies that were required to engage in forest management as per the Forest Rights Act 2006 in their overall execution of duties.

Our dedicated focus on community-based management practices of the forest land and its produce significantly resulted in increased awareness levels of people. The community-led biodiversity mapping and systematic post-CFR management processes were particularly effective in this. Capacity building strategies also included trainings on building inventory of forest resources and tech-savvy management of forests. In the three states, livelihood integrated draft management plans were prepared and piloted in five villages; information centres were set up in 36 out of 45 villages; community institutions in 25 villages were strengthened to bolster decision making on issues of forest resources.

Minor Forest Produce (MFP) provide incomes to tribal communities almost through the entire year. Oxfam India piloted technologically enhanced livelihood projects to improve incomes of forest dwellers, especially women. The first solar Sal leaf pressing unit was successfully installed in Chhattisgarh in 2019-20 with a potential of benefitting 100 households and three-fold increase in their incomes; women were especially trained to run this unit. In Jharkhand, six such units were installed in four villages in 2019-20. Around 100-120 from these four villages are already trained and engaged in this business. We built improved cook stoves in 586 households across the three states. In a primarily rain-fed area, 27 detailed irrigation project reports were prepared. One such irrigation project was even sanctioned and undertaken by the Jharkhand Tribal Development Society, benefitting 25 families. All of these initiatives have collectively resulted in improved outcomes with regard to time management, women's health, earning capacity of households, and forest management and conservation.



INFLUENCING AND ADVOCACY

In 2019-20, Oxfam India participated in and initiated public campaigns using a combination of print and online platforms to campaign against the implementation of the Draft Forest Policy. Along with widespread and highly visible critiques, the concerted advocacy strategy of OIN and Community Forest Rights Learning and Advocacy (CFRLA), contributed to the government decision to review the draft forest policy and withdraw the Indian Forest Act amendments in November 2019.

A delegation of women groups met the Governor of Odisha and submitted their demands on proper implementation of the Forest Rights Act 2006 to ensure gender inclusivity among the tribals and other forest dwellers; this was an attempt to protect them from illegal evictions; this was held ahead of the Supreme Court hearing to evict forest dwellers whose claims were rejected. Moreover, due to the wide-scale protests



and campaigning around the Supreme Court's order to evict forest dwellers whose claims were rejected, the order was suspended and the apex court allowed for tribal groups to be part of the intervening party; this was previously limited to just the petitioner and the governments at the State and Centre.

In Chhattisgarh, a state-level consultation on community forest rights was held in January 2020; civil society organisations (CSOs) from different states attended and discussed the challenges and actions required from the government to implement CFR. The consultation was attended by Bhupesh Baghel, Chief Minister of Chhattisgarh, who also reinforced the ownership and decision making rights of forest dwellers over forests.

Oxfam India in collaboration with Tata Institute of Social Sciences (TISS) and other CSOs organised a state consultation meeting with MLAs from Jharkhand in 2018-19 regarding the implementation of FRA in the

state. A Charter of Demands was released that was also included in the election manifesto of the different parties. We undertook a gap analysis study on FRA 2006 along with TISS. The report **Promise and Performance Report on Forest Rights Act in Jharkhand** was published in December 2018. This report was widely used for awareness building and to lobby with policy makers.

A national convention on women and forest rights was organised in collaboration with MAKAM, CSOs and other FRA networks in Odisha in December 2019. This was attended by around 250 adivasi women leaders from eight states. The objective of this convention was to create a common platform for the civil society, community members, policy makers, and the media to discuss issues of women's participation in natural resource management; it also served as an advocacy space for tribal women leaders. A charter of demands was prepared and endorsed in this convention; this was later sent to the Governor of Odisha.



KNOWLEDGE BUILDING

- We launched an online course on community rights and forest governance in partnership with the Centre for Policy Research, and Nagrik Open Civic Learning. The course catered to a wide range of stakeholders including lawyers, journalists, students, activists, and researchers to initiate discourse on social and legal background of forest laws and the practice tools that communities can use to protect and advance their interests in these conflicts. The course was also replicated in Hindi and Odiya to have a wider outreach.
- The report **Locating the Breach: Mapping the Nature of Land Conflicts in India** was launched in March 2020. The report done in collaboration with Land Conflict Watch and Rights and Resources Initiative identified 703 ongoing land conflicts in India and analysed the nature of these conflicts. This was followed by a day-long boot camp for journalists from across India to encourage the systematic reporting of land conflicts.



- In Odisha, a dedicated website (www.banjibika.com), developed in collaboration with WOSCA, was developed for information and marketing of the NTFPs available in Keonjhar district. The district administration agreed to collaborate in making this website live; this will enable buyers as well as primary NTFP collectors to get information on the availability and the price of forest produce in the district.



CAPACITY BUILDING

Oxfam India in collaboration with Centre for Policy Research (as knowledge partners) and BIRSA (as on-ground partners) developed a module to impart legal empowerment skills and train community leaders and youth in Jharkhand on legal remedies around land and environmental violations. The training led to evidence building and groundtruthing of violations by communities; its documentation is underway.

In Bihar, we developed a Transformative Leadership for Women's Rights (TLWR) tool kit; this was launched with the Board of Directors of Farmer Producer Organisations to provide a basic training on gender power relations, leadership development, and negotiation skills. So far, we have trained 60 master trainers of TLWR, who will further conduct this training at the community level in the coming months.



STRENGTHENING WOMEN'S LEADERSHIP IN FOREST MANAGEMENT

Recognising the role of women within forest communities and the challenges faced by them with respect to health and livelihood we launched a programme to address these issues and encourage more female involvement in day to day activities. They are now actively involved in CFR implementation processes. The programme focused on the importance of women in enhancing livelihood opportunities and income generation.





FIELD NOTES - A DREAM FULFILLED

Despite living in the forest, the community in Tilaypara village struggled for water for all their daily needs. Irrigation for their subsistence agriculture was a distant dream for the Pahariya (PVTGs) and the Santhal community in this Jharkhand village. Though there was abundant water in streams and ponds within the forest, there was none for the fields. Women trekked for kilometres into the forest to collect water for household chores; usually 2-3 trips a day.

Oxfam India and Badlao Foundation started working in the village in 2015 and helped them file their claim for forest rights. Tilaypara has three hamlets and 72 households. Forest rights was only a stepping stone to build resilience and Oxfam India scaled up its work on livelihoods and resilience. And access to irrigation to improve agriculture seemed like the most important step for making the community resilient.

Oxfam India carried out a technical assessment to harness nearby surface water and developed an irrigation plan; this was submitted to Jharkhand Tribal Development Society (JTDS) in December 2018. A stream uphill from the village was tapped to develop a gravity-based flow structure to bring water to the village. JTDS executed the scheme in September 2019 with an investment of Rs 3 Lakh. The project has benefited 32 families; it irrigates seven acres of land. For the first time people cultivated potato, sweet potato and mustard on this piece of land which was lying barren all these years.

It is a win-win situation for the village. Men are happy, they could cultivate their land, women are happy they don't have to trek to fetch water. They also see the potential to expand this water system to other hamlets and collect waste water in a pond. The land for pond is already demarcated. According to them, if government helps them a bit to dig this pond they will conserve water for their animals and could also start a fishery project.

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 and education programme in the states that Oxfam India works in.



FINANCING FOR DEVELOPMENT AND UNIVERSAL ESSENTIAL SERVICES

2019-20 focussed around three areas: strengthening response against rising inequality in India, strengthening public healthcare and education systems, and opposing privatisation of these sectors. We placed specific emphasis on campaigning in support of public education and healthcare through the #YesDemocracy Campaign, which also coincided with the national elections at the time, reiterating the need for the state to invest in public services.

KEY HIGHLIGHTS:

THE #YESDEMOCRACY CAMPAIGN, AN ADVOCACY EFFORTS TO DEMAND GOVERNMENT'S ACCOUNTABILITY FOR HEALTHCARE AND EDUCATION IN THE COUNTRY, REACHED NEARLY 5.5 LAKH PEOPLE ACROSS SIX FOCUS STATES.

IN ODISHA, SCORECARDS ON HEALTH, NUTRITION, AND EDUCATION SERVICES WERE DEVELOPED AND SHARED WITH POLICYMAKERS TO SERVE AS EVIDENCE TO GO WITH OUR ADVOCACY.

IN UTTAR PRADESH, WE ENGAGED WITH 153 SCHOOLS AND 133 ANGANWADIS TO MONITOR PROPER IMPLEMENTATION OF THE RIGHT TO EDUCATION ACT AND PRE-SCHOOL INDICATORS IN THE COMMUNITY.

IN CHHATTISGARH, RTIS (RIGHT TO INFORMATION) WERE FILED IN ORDER TO IDENTIFY PRIVATE PRACTICES OF GOVERNMENT DOCTORS SINCE THAT EMERGED AS A MAJOR ISSUE PLAGUING AND WEAKENING THE GOVERNMENT HEALTH SECTOR, RESULTING IN HIGH EXPENDITURE OR DENIAL OF SERVICE TO PATIENTS.



STRENGTHENING COMMUNITY INSTITUTIONS

State-specific mobilisation measures were undertaken to enhance social accountability in healthcare and education in India. We conducted regular meetings with different stakeholders for healthcare to build rapport and identify the health service delivery points such as Urban Primary Health Centres and Anganwadi Centres. In Patna, while four out of 20 community-based organisations (CBOs) working on health issues were led by members of the Muslim community, the rest were headed by Dalits and people from other backward classes (OBCs). Women CBOs (Nari Sabha, Khatoon Majlis) asserted to enhance quality of healthcare services in government facilities. Nearly 100 members of the Nari Sabha and Khatoon Majlis shared key finding of the scorecards with Shri Shyam Rajak, Bihar's cabinet minister; the minister promised to take up the issue with concerned officials at the earliest.



CAMPAIGNS

The **#YesDemocracy Campaign** served as a crucial aspect of our advocacy efforts to demand government's accountability for healthcare and education in the country. We reached out to nearly 5.5 lakh people through the campaign across our six focus states. With a single vision and ask to enhance public healthcare and education services for all in the country, our campaign ran in tandem with the general elections and state elections in Odisha simultaneously. The campaign, in no way, was a commentary on the political ideology of contesting parties at the time; it was definitely apolitical.

The campaign fared on both online and offline platforms through the year. While our online efforts included awareness building on social media platforms, as part of the latter, an on-ground 'Pay My Bill' spike was organised outside reputed hospitals in Bhubaneswar and Cuttack to highlight the issue of patients' high out-of-pocket expenditure due to over-charging by private hospitals.





We reached out to 122 candidates contesting for the MP elections across five states during the #YesDemocracy Campaign. Of the 122 candidates who signed the Yes Democracy pledge, 55 won. Out of these, 24 MPs were from five of our focus states; 17 supported the health agenda and 24 supported the education agenda. More than 15 questions were raised during Question Hour in Lok Sabha of Indian Parliament raising the campaign issues by MPs from OIN focus states who had supported the campaign. 54 candidates contesting for MLA elections in Odisha supported our campaign. Manifestos of political parties including Congress, CPI (Communist Party of India), and regional parties of Odisha and Jharkhand reflected a hint of our campaign asks to address inequalities in healthcare and education in India. Moreover, many contesting candidates also signed our campaign pledge in support of our advocacy. Nearly 10% of the elected MPs came out in support of the #YesDemocracy Campaign across India. More than 15 questions were raised during the Question Hour in Lok Sabha; MPs raised key issues highlighted in our campaign.

This year, **Fight Inequality Alliance (FIA) Campaign** against inequality coincided with the World Economic Forum's annual meeting at Davos in January; it culminated during the Global Week of Action Against Inequality. We mobilised over 50,000 people in 19 states and union territories in partnership with allied networks like RTE (Right to Education) Forum, Wada Na Todo Abhiyan, National Hawkers Foundation, National

Centre for Promotion of Employment for Disabled People (NCPEDP), National Youth Equity Forum, and National Coalition for Education. The Fight Inequality Alliance in India was strengthened and formalised in two states; the process of alliance formation is also on-going in three more states.

includes representation of groups working to address various manifestations of inequality in the form of health and education and the groups facing inequality like Dalits, Muslims, and Adivasis.



INFLUENCING AND ADVOCACY

In 2019-20, our advocacy efforts to address inequality in India went through a range of state level actions. These include:

- In Odisha, Oxfam India along with Jan Swasthya Abhiyan (JSA) and eight other civil society organisations submitted a Charter of Demands to the health minister, principal health secretary, and family welfare government for better regulation of private hospitals in order to reduce out-of-pocket expenditure for healthcare.
- In Bihar, Oxfam India along with Jan Swasthya Abhiyan (JSA) undertook a child death audit report around Acute Encephalitis Syndrome; the result highlighted

gaps in the public health system and presented specific suggestions to prevent recurrence of similar situations.

- In Uttar Pradesh, Oxfam India along with SCoRE advocated with the state government on the issues of out-of-school children.
- Our partner, RTE Forum represented the education segment in the pre-budget education consultation organised by the Ministry of Finance. Oxfam India also reached out to the Parliament Standing Committee on HRD (Human Resource Development) with respect to the need to enhance national budget allocations for education.
- Oxfam India undertook concerted advocacy around the draft National Education Policy (NEP). We made submissions, participated in several state and national CSO consultations in our five focus states and in Rajasthan and Delhi (the latter was led by Delhi Commission for Protection of Child Rights [DCPCR]), and

reached out to the state governments. In Uttar Pradesh, SCoRE representatives met 12 elected representatives (MLAs & MPs) in person and wrote e-letters to 60 elected representations with our recommendations on the NEP.

KNOWLEDGE BUILDING

Oxfam India developed the inclusive education country profile and the India background paper for the 2020 UNESCO Global Education Monitoring Report (UN's flagship report on education). The report focused on inclusive education and policies to provide quality education for all. We co-organised the South Asia Consultation for the GEM Report on the role of non-state actors in education in Asia, particularly India, for the framing of the 2022 report. We also presented a paper on inclusive education at the UNESCO Conference in Bangkok, ensuring that our expertise and voice on these issues reaches a wider global audience.





Other knowledge products from 2019-20 included:

- A working paper on Universal Health Coverage (UHC) in Chhattisgarh to provide a roadmap for implementation of the same in the state.
- Case stories from Chhattisgarh and Odisha in collaboration with Oxfam Great Britain to understand the impact of European investment in private healthcare providers in India.
- A joint submission to the Committee on Economic, Social and Cultural Rights (CESCR) on violation of France's obligations 'vis-à-vis the International Covenant on CESCR through its investment in Bridge International Academies (BIA)' highlighting the negative equity impact of Bridge's operations.



WORKING WITH WOMEN AND ADDRESSING DISCRIMINATION

Creating and working in inclusive spaces lies at the core of what we do. The #YesDemocracy Campaign saw greater engagement of women than men in 2019-20. In Uttar Pradesh, women were mobilised with the help of mothers' groups and SHGs. In Delhi, we supported our partners in building capacities of women leaders (SMC members and Aangan Samooths) and adolescent girls, demanding improved education for girls from marginalised communities.

Other areas where we addressed discrimination were:

- In Chhattisgarh, we advocated for the rights of the members of the Baiga Tribes to be employed as Shiksha Sangwaris in schools.
- In Odisha, documentation of case studies and evidence-based advocacy was undertaken on the issue of school closure and multi-lingual education impacting children from tribal communities. As part of our advocacy for seasonal hostels for children belonging to migrant communities (in absence of which the school dropout rate of children increases), we facilitated opening of two seasonal hostels and

ensured that over a 100 children receive education support from government seasonal hostel facilities.

- In Bihar, we worked with the Musahar community and advocated with the local and state government to address educational discrimination. This supported members of the community to regularly participate in education committees and put their issues forward to the administration.
- In Uttar Pradesh, advocacy with the Dalit Action Group around discrimination against Dalits in education was undertaken. A survey was carried out in the state, highlighting a range of exclusion faced by children belonging to Dalit communities. This formed the basis of two state consultations to advocate against caste-based discrimination in schools.



FIELD NOTES - YOUTH AGAINST DISCRIMINATION

Gopal Sada, a 14 years old Dalit boy, had to discontinue his school after class four when he faced caste-based discrimination from his teachers and classmates. He and other children from his community were treated as sweepers and were made to clean classrooms. If they refused they were beaten up. Though Gopal's father knew about this, he felt helpless as the teachers were upper caste. Gopal eventually left school.

Gopal lives in Chak Shyam Nagar of Samastipur district in Bihar. Gopal has 3 siblings — two elder sisters are married and the brother is a daily wage labour in another district. He lives with his parents; his father is the sole breadwinner and it isn't enough to meet the needs of the family.

At a village meeting organised by Oxfam India's NGO partner Dalit Vikas Abhiyan Samiti (DVAS) it came to light that most children were out of school due to caste based discrimination. In the village, a women group named 'Agaz Gram Samiti' and a youth group named 'Lakshya Yuva Group' were formed. Several meetings were organised to discuss the inequality in education.

They were asked a basic question — 'We all know that inequality is rising. But if children of their community will not attend school who this gap is going to reduce?' The youth members decided to mobilise parents to send children to school. Gopal and others like him were re-enrolled in the school.

The youth group monitors school on regular basis and interacts with teachers about inclusive practices, adherence to RTE norms and classroom practices. Gopal now feels confident and wants to continue his education. He wants to become a government officer so that he can end caste-based discrimination in society.

GENDER JUSTICE

Deeply entrenched social and structural gender inequalities and the resultant subordination of women and girls in India is a lived reality in India. Violence against women and girls (VAWG) is one of the factors driving women into poverty, and poverty is one of the factors that shape the ways in which women experience violence.



Oxfam India is working in 20 districts in 5 states to reduce the acceptance of violence and its prevalence in the society. The programme works with women's rights organisations, networks and alliances to mobilise women and communities by building their awareness of gender issues and relevant provisions under various

laws and ensure direct access to justice. It also works with men and boys, young people and their institutions, influencers (religious leaders, celebrities, academic institutions, traditional leaders, etc.), media and the public to campaign on changing social norms.

KEY HIGHLIGHTS

23,000 YOUTH WERE CAPACITATED THROUGH 17,520 AWARENESS SESSIONS AND DIALOGUES, IN FIVE STATES, ON THE NEED FOR GENDER-EQUAL SPACES FOR ALL.

50 WOMEN CONTESTED FOR GRAM PANCHAYAT OR LOCAL SELF GOVERNMENT ELECTIONS IN CHHATTISGARH; 35 WERE ELECTED.

FIVE GRAM SABHAS IN CHHATTISGARH RESOLVED TO EARMARK FOR A WOMEN'S RESOURCE CENTRE IN ALL PANCHAYAT BHAWANS.

27 GIRLS WERE PREVENTED FROM DROPPING OUT OF SCHOOLS IN ODISHA; THEY WERE SUPPORTED TO CONTINUE EDUCATION. EARLY MARRIAGE OF SEVEN GIRLS WAS PREVENTED AS WELL.

20 PUBLIC ADVOCACY MEETINGS OR JAN VAKALAT SESSIONS WERE ORGANISED IN 20 WARDS OF SIX PANCHAYATS IN BIHAR TO PROMOTE GENDER POSITIVE ACTIVE CITIZENSHIP. PARTNERS ACTIVATED THE INTERNAL COMPLAINTS COMMITTEES IN KISHANGANJ BLOCK OFFICE, PUBLIC WORKS DEPARTMENT (PWD), EDUCATION DEPARTMENTS, AND AT OFFICES OF THE BORDER SECURITY FORCES (BSF).

A YOUTH MANIFESTO WAS DRAFTED BY YOUNG GENDER CHAMPIONS IN BIHAR TO PLACE THEIR DEMANDS AHEAD OF THE STATE ELECTIONS.

FOOTBALL FOR GIRLS AND WOMEN FROM ADIVASI COMMUNITIES WAS PROMOTED IN JHARKHAND; WOMEN FOOTBALL TEAMS WERE FORMED TO PROMOTE EQUAL PARTICIPATION OF WOMEN IN SPORTS.



BANO NAYI SOCH CAMPAIGN

In 2019-20, Oxfam India engaged with over 530 groups of adolescent girls and boys and 650 groups of young women and men. Out of this, 276 youth were Bano Nayi Soch Champions or gender champions, who spearheaded ground level work to creating a gender equal society.

In collaboration with Ek Saath Campaign, 100 Samantha Saathis (Gender Equality Companions) were sensitised through online workshops and seminars on gender positive behaviours to achieve greater awareness and empathy to ensuring inclusive spaces. These champions were selected after a thorough screening process through surveys that indicated that these young people believed in questioning and re-defining norms and had immense potential to become change makers.

Oxfam India also supported six Crisis Support Centres that are run by our NGO partners in Uttar Pradesh, Chhattisgarh, and Odisha; five Bijayini Support Centres are run in collaboration with police stations in Odisha. As part of this initiative, nearly 300 women in Chhattisgarh and 460 in Odisha received psycho-social and emotional support along with direct linkages to avail legal services. In Odisha, 42 domestic violence victims were also supported to file a complaint/DIR under Protection of Women from Domestic Violence (PWDV) Act.



INSTITUTIONAL ENGAGEMENT

Oxfam India collaborated with four State Universities, 10 colleges and four media institutions in five states in India to enable young girls and boys to become gender champions. 40 media students were engaged in awareness sessions about the current scenario of gender inequality and how it was imperative for them to incorporate a gender-balanced lens in their work in future. Critical film appreciation sessions were also conducted with youth to help them understand and reject gender discrimination in popular culture.

In Chhattisgarh, Oxfam India collaborated with the Pandit Ravi Shankar Shukla University to develop a gender audit tool for students and teachers in order to facilitate gender ration assessments at the institutional level. The 'Towards Equality' Campaign and a Gender Mela was also organised in the University along with the State Women's Commission.

In Odisha, we collaborated with Utkal University to deliver a one-year training programme on 'Gender, Masculinity, and Violence Against Women and Girls (VAWG)'; we also collaborated with the Institute for Media Studies through the campaign.



ADVOCACY

Our advocacy for policy changes to address violence against women in India picked up and gained momentum in 2019-20. Oxfam India, in partnership with UN Women, co-organised the Eastern Region Civil Society Consultation in Bhubaneswar on the 25th anniversary of Beijing Declaration and Platform for Action 1995. The proceedings of the consultation were used to submit a shadow report on Beijing+25; Oxfam India was one of the contributors to the report.

Oxfam India organised a meeting of women's organisations and alliance partners in Patna to contribute to a shadow report on Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). In Odisha, along with our partners we contributed to the State Strategy Action Plan to address the issue of child marriage.

In Jharkhand, Oxfam India and partners were instrumental in preparing Standard Operating Procedures (SOPs) for implementation of the Protection of Women from Domestic Violence Act (PWDVA) 2005. State-level alliances were formed in Bihar, Chhattisgarh, Jharkhand, Odisha, and Uttar Pradesh to handhold alliance members on the PWDV Act monitoring tool to track proper implementation of the Act. In Bihar, a round table was organised to engage with state-level agencies responsible for the implementation of PWDVA 2005.



KNOWLEDGE PRODUCTS

- The India Inequality Report 2020 'On Women's Backs' a study on unpaid care work in India, was released in Oxfam India's focus states during DAVOS at World Economic Forum.
- A compendium as well as a ready reckoner on the PWDV Act was developed to build capacity of influencers. The document details the roles and responsibilities of duty bearers in the Act.

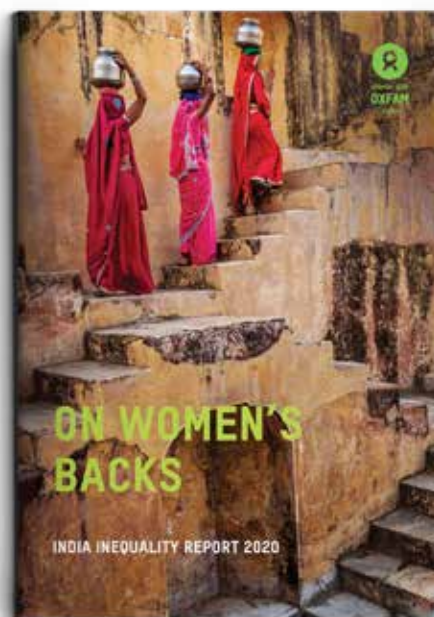
- A compendium on Child Early and Forced Marriage was developed to engage with stakeholders. A Community Diagnostic Tool was developed to map early and forced child marriages in three districts of Bihar. 18 youth (9 boys and 9 girls) from three districts of Bihar were trained to use the tool. They further conducted surveys in workshop mode in their communities with 87 youth participants.



CAMPAIGNS AND EVENTS

Oxfam India organised a Feminist Film Festival in Raipur, Chhattisgarh, in collaboration with Indian People's Theatre Association (IPTA), Sanket Films and Hari Om Films, with the explicit aim to bring feminist films closer to the audience and break gender stereotypes perpetuated by mainstream cinema. The films were watched by 500 viewers including a number of our gender champions.

16 Days of Activism, from Nov 25-Dec 10, captured the issue of early and forced marriage in India through its campaign 'Marzi Bina Shaadi Nahi' i.e. no marriage without consent.





International Women's Day was celebrated in Delhi with the release of the book '108 Real Stories Real Women'. The stories were gathered as part of Festival of Voices, a project led by Mittika and supported by Oxfam India. In Uttar Pradesh, Women's Day celebration was organised in collaboration with Samata Network (Fight Inequality Alliance-UP) and Youth Forum on the theme "Excuse me... Patriarchy".

An inter-state Youth Convention was organised in Konark, Odisha, with an aim to encourage learning and sharing among young gender champions and to initiate discourse on creating gender-equal spaces for all. In Chhattisgarh, a 'Kabaddi' match was organised for adolescent girls and women during 16 Days of Activism, sending out a clear message that women and girls belonged in sports as much as men and boys.





YUVA, a state level youth festival is organised every year in Patna. The event was a culmination of our year long engagement with the youth in various colleges and institutions across the city and the districts that we work in. The young champions used various art forms to create messages around the Bano Nayi Soch campaign. We also engaged with young artist groups and rock bands to use YUVA as a platform to showcase their work based on breaking gender stereotypes, motivating youth, climate justice, youth issues and anything that covers discrimination and inequality.

Oxfam India collaborated with 15 community-based partners working with some of the most marginalised groups including those of Dalits, Adivasis, Muslims, and Other Backward Classes (OBCs). Our partnerships in 2019-20 have been mutually enriching and enabled us to engage with these communities in depth. Many of our community partners have undertaken advocacy initiatives at the Panchayat or local government levels while others have been appointed to district committees for various women's schemes.



FIELD NOTES - A TRUE GENDER CHAMPION

Priyanka oozed with confidence and pride as she narrated her journey of becoming a BNS champion. BNS stands for our gender campaign Bano Nayi Soch. While talking about her fight against the prevalent norms of domestic violence at home and sexual harassment in her college, she explains her reasons for joining the Oxfam India course.

"Domestic violence in my family was quite normal. My father used to hit my mother on trivial issues, mostly always in a drunken state. He used to throw away food, which meant that the entire family would end up sleeping on an empty stomach. Throughout my life, my brother and I had witnessed this domestic violence, which deeply disturbed and distressed us. But we never raised our voice against this issue, as we started believing it was normal. I joined Oxfam's course to take my mind of it."

The course had an immediate impact and she realised that domestic violence was not just limited to her home but was a much more widespread social evil. It helped her understand the root cause of negative social norms related to gender-based violence and sexual harassment. Along with her brother, they counselled their father and mother — both to neither be violent nor accept violence.

"It is unfortunate that women themselves are not aware that they are the victims of domestic abuse. They do not even realise when this abuse moves on from being a heinous crime to an acceptable norm," she reflects. What she is most happiest about is the fact that domestic violence has completely stopped and her father is now respectful towards her mother and the entire family.

SAVING LIVES NOW AND IN THE FUTURE: HUMANITARIAN 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 lifesaving 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.



KEY HIGHLIGHTS

WE REACHED 66,314 HOUSEHOLDS I.E. 331,570 PEOPLE FOR OUR HUMANITARIAN RESPONSE IN 2019-20.

OXFAM INDIA REACHED OUT TO 103,477 PEOPLE THROUGH THE DRR PROGRAMME.

OXFAM INDIA IN COLLABORATION WITH ASSAM DISASTER MANAGEMENT AUTHORITIES, UNICEF, AND OXFAM AUSTRALIA INITIATED THE PROCESS OF DEVELOPING ASSAM DRR ROAD MAP.

IN BIHAR, WE HAVE BEEN CLOSELY WORKING WITH THE BSDMA AND INFLUENCED THE BIHAR DRR ROAD MAP FOR URBAN RESILIENCE BUILDING. ALL URBAN LOCAL BODIES OF BIHAR WERE TRAINED IN SOLID WASTE MANAGEMENT AND DISASTER PREPAREDNESS.

KEY HIGHLIGHTS OF THE LIVELIHOOD INITIATIVE IN KERALA

200 WOMEN FROM 20 SELF-HELP GROUPS (SHGS) WERE PROVIDED TRAINING ON BAMBOO CRAFT.

25 SHGS WERE PROVIDED TRAINING ON BOOK KEEPING AND ENTREPRENEURSHIP SKILL DEVELOPMENT.

75 WOMEN FROM 15 KUDUMBASHREE UNITS WERE PROVIDED SUPPORT TO REVIVE AND RE-STRENGTHEN THEIR INCOME GENERATION CAPACITY.

374 WOMEN (154 DIFFERENTLY-ABLED) AND 41 MEN (ALL DIFFERENTLY-ABLED) FROM 35 SHGS PROVIDED WITH LIVELIHOODS SKILL TRAINING AND INPUT SUPPORT.

150 WOMEN WERE PROVIDED SUPPORT TO RUN FOOD UNITS AS PART OF THEIR INCOME GENERATION ACTIVITIES.



HUMANITARIAN RESPONSE

In 2019-20, Oxfam responded in six states that faced natural disasters such as floods and cyclones, and reached 66,314 households. Oxfam responded to one of strongest cyclones of the decade— Cyclone FANI in Odisha. At a time when Oxfam India's early recovery programme in Kerala was in full swing, it faced another spate of flood and landslide. Oxfam stopped the recovery and initiated another relief phase intervention.





Similarly, Bihar which was about to declare drought in certain districts faced one of worst floods of our time. Oxfam India responded in the urban location of Patna districts through WASH interventions.

In the aftermath of the enactment of Citizenship Amendment Act, there were widespread protests across the country followed by communal riots. Oxfam responded to the needs of the families hit by the communal riots in Delhi.



RELIEF, RESPONSE AND REHABILITATION

Oxfam India has been constantly demonstrating sustainable and innovative WASH models like the Tiger Worm Toilets across several states. We are happy to report that after assessing the effectiveness of these toilets, this year, the district administration agreed to scale it up across the block in the Cuddalore district of Tamil Nadu.

For the first time, we also focused on increasing participation of youth and women in humanitarian crisis. We nurtured young people to be able to respond in urban localities of Patna. In Kerala, our early recovery plan revolved around “Build Back Better” ensuring equal participation of women in times of crisis, strengthening their capacities, and providing input support wherever needed.



ADDRESSING DISCRIMINATION

This year, the focus of our humanitarian advocacy primarily revolved around the inclusion of marginalised communities in our state-sponsored responses. These initiatives are backed with evidence from the ground through studies and media reports. We partnered with organisations working closely with these groups and collected their narratives through a systemic process of strengthening their capacities to demand their own rights.

Our advocacy led to the release of compensation for Dalits and other poor communities in Kerala during the floods. For example, during the Kerala response, Dalits and tribal communities were unable to access several services and facilities provided by the government. This also included access to compensation for damaged shelters, destroyed livelihood sources and other valuables.

We also conducted a study on the “Extent of Inclusion of Dalit and Adivasi Communities in Post-Disaster Response in Kerala” in collaboration with our partner RIGHTS. Based on the findings of this study, we developed an advocacy plan with the government and also identified households deprived of their entitlements. Our partner RIGHTS helped in geotagging these households. As a result, the local government extended the date for submission of claims for damaged shelters; this helped marginalised communities in accessing financial assistance to repair damages.



ECONOMIC EMPOWERMENT OF WOMEN

Floods and landslides in Kerala impacted self-help groups severely; they lost their individual source of incomes from agricultural farms, livestock, household assets, and regular work in case of daily wage earners. Oxfam India along with Kudumbashree provided capital and raw material support to the most affected families at the time. While we provided livelihood support in the form of poultry units, bakery units, tailoring units, Kudumbashree strived to sustain this intervention beyond the project period by linking them with available government schemes.



DISASTER RISK REDUCTION

In 2019-20, Oxfam India reached out to 103,477 people (Dalits-28.62%; Adivasis-11.66%; Muslims-15.57%;





Others-35.21%) in four states of India; Uttar Pradesh, Bihar, Assam, and Odisha. More than 200,000 women and students were trained and their capacities built on WASH, menstrual hygiene management, hand washing and personal hygiene management.

STRENGTHENING COMMUNITY INSTITUTIONS AND CAPACITY BUILDING

Oxfam India focused on strengthening knowledge, attitude, and practice of communities on WASH to reduce public health risks during disasters. Public health promotion at the community and institution-level (schools, ICDS centres, SHG) included training of women's groups on making sanitary napkins, conducting awareness sessions on menstrual hygiene and handwashing, and WASH training of government functionaries like ASHA, Anganwadi Workers, and PRI officials.

Trainings on child protection and Sexual and Reproductive Health Rights (SRHR) were also conducted for women and men, college students and high school students in Wayanad, Idukki, Pathanamthitta, and Alappuzha districts of Kerala. In Maharashtra, we partnered with the National Health Mission and reached out to almost 100 villages with WASH messaging.

To ensure access to safe drinking water after the Kerala floods, we worked towards identification and restoration of water sources through water testing and chlorination, installation of water filter systems with water filter storage tanks, and restoration of community ponds and wells to supply safe drinking water at the household level.

We also strengthened village disaster management committees and updated WASH and Village Disaster Management Plans (VDMP) in Assam, Bihar, Uttar Pradesh, and Odisha. Additionally, orientation sessions were also conducted in 52 schools of 25 gram panchayats on school safety.



INSTITUTIONAL AND OPERATIONAL CAPACITY BUILDING OF PARTNERS AND PROMOTION OF LOCAL HUMANITARIAN LEADERSHIP (LHL):

Strengthening institutional and operational capacities of our DRR partners from time to time is a crucial part of the DRR segment at Oxfam India; this year, we did this through meetings, webinars, trainings and exposure visits. While some indulged in trainings on emergency response, finance, and logistics, others participated in a multi-country flood simulation training in Bangladesh.



ADVOCACY AND INFLUENCING

- Oxfam India in collaboration with Assam Disaster Management Authorities, UNICEF, and Oxfam Australia initiated the process of developing Assam DRR Road Map.
- Several measures were undertaken to strengthen Public Health Sector's Preparedness Plan for Emergency Response (PHSPER) in Assam, Meghalaya, Sikkim, and Tripura in coordination with Department of Health and Family Welfare and SDMA's, UNICEF, Health Departments, PHEDs and North Eastern Council.
- Oxfam India worked closely with the Odisha government in building capacities of the Odisha Disaster Management Authority (OSDMA) and State Institute of Disaster Management (SIDM) with content and knowledge support.
- In collaboration with the Education Department of Government of Odisha, we conducted a situation analysis of school safety in Odisha. Data was collected from 110 sample schools in two districts. The assessment was then shared with the state government.
- In Uttar Pradesh, a state-level roundtable on making the state disaster management plan inclusive and gender sensitive was organised.
- In Bihar, we have been closely working with the BSDMA and influenced the Bihar DRR Road Map for urban resilience building. All urban local bodies of Bihar were trained in solid waste management and disaster preparedness.





WATER GOVERNANCE

Oxfam India's Trans-Boundary Rivers of South Asia (TROSA) project is being implemented in Brahmaputra's Saralbhanga River basin in Assam and Sharda River basin in Uttar Pradesh (also called Mahakali). With the objective of reducing poverty among marginalised riparian communities, we are working towards increasing their access to and control over water resources on which their livelihoods depend. In collaboration with State Institute of Panchayat Raj Development (SIPRD) Assam and Govt of Maharashtra, we conducted a refresher training programme on transformative leadership for Panchayati Raj Institutions (PRIs) and civil society organisations on Inclusive Water Governance using approaches from the Mahalabharati model.

Government of India and Bangladesh jointly brought protocol reforms on Inland Water Transit and Trade in Brahmaputra Basin through second addendum. These are (a) inclusion of Jogigopha-Bahadurabad as new port of call to improve connectivity to Lower Assam, Meghalaya and Bhutan and (b) agreement on use of shallow draft mechanised boats on Dhubri-Chilmari route.

Transformational leadership framework, the Riparian Communities in the basins of Mahakali, Saralbhanga and Brahmaputra, demonstrate improved participation in development planning, close engagement with local governments and improved access to government schemes and programmes. Village water user group in 21 villages in Mahakali Basin have mobilised resources



under 12 schemes to a cumulative worth of Rs 232,16,227 benefiting 2410 families out of which 749 are women-headed families. The water user group also mobilised a community contribution of Rs 18,48,520 from 21 project villages taking the cumulative resources for the 21 project villages to INR 250,64,747.

Transboundary consultation was organised between India-Bhutan and India-Bangladesh to deliberate on inclusive spaces in trade and Transboundary Fish Conservation Campaign, and follow up on civil society cooperation framework between India and Bhutan as agreed under Kokrajhar call for action. Under this framework, significant efforts have been taken in strengthening people to people ties particularly on the Indo-Bhutan border.

In order to understand the water problems and solutions to water conservation and rehabilitation better, three research products were published - Rivers of Hope, Rivers of Change and Water Wisdom in times of Climate Crisis.



FIELD NOTES - CREATING LIVELIHOOD WHILE MAKING PERIODS SAFE

20 young women from Rengalo, Badamachapur, Sagada, Deuli, Kerandia and Ankushpur in Odisha were trained to stitch sanitary cloth pads that will help them to create a source of livelihood. This cloth pad is reusable for at least two years. Moreover, these cloth pads will also protect environment from the waste that generates through one-time use of regular sanitary pads.

One of the trainees, Kabita Pradhan said, "During Cyclone Fani the local administration distributed sanitary pads for use. But those were not of good quality. It left rashes on sensitive skins and within a couple of hours it would stain the clothes. We faced difficulties while using it, some of us didn't even use those pads as the quality of cotton used in pads was not good and it becomes hard if you keep it for few days."

Namitanjali Mohanty, mother of two adolescents and a participant of the training programme said, "We found this cloth pad quite comfortable and I gave this to my college going daughters who also found it comfortable and hygienic". After stitching these cloth pads they distributed it among their families, friends and relatives, and kept few pads for their own use. Many women found it to be much better than the pad available in the market.

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.

Traditionally Oxfam has been focusing on advocacy with the government and at public policy level to make the voices of marginalised heard. Through the PSE programme, Oxfam India focuses its efforts on influencing the private sector in India to adopt responsible and inclusive policies and practices to end inequality. The programme lays specific focus on bringing transparency in private sector policies and practices with a 'prevent, respect and remedy' framework of the UN Guiding Principles in mind.

In the current scenario the context became very topical with many policy reforms emerging. The Ministry of Corporate Affairs (MCA), Government of India, released the draft National Action Plan on Business and Human Rights (NAP). This is a forward-looking step by the MCA to enhance business and financial sector accountability in India. The theme was involved in engaging at various platforms to provide comments on sharpening the NAP. Another step was the extension of Business Responsibility Report (BRR) requirement by the Securities and Exchange Board of India (SEBI) to top 1,000 listed companies from 500 (previously). Both these policy measure would help in furthering the advocacy work of the theme to ensure transparency and accountability amongst businesses.

KEY HIGHLIGHTS

THE #TRUTHABOUTTEA CAMPAIGN AIMED AT INCREASED PARTICIPATION AND SUPPORT ON THE ISSUES FACED BY TEA PLANTATION WORKERS. 25,517 PEOPLE PLEDGED THEIR SUPPORT TO THE CAMPAIGN.

HUMAN RIGHTS BUSINESS NETWORK (HRBN) SUBMITTED RECOMMENDATIONS TO MINISTRY OF CORPORATE AFFAIRS (MCA) ON NATIONAL ACTION PLAN (NAP) BUSINESS AND HUMAN RIGHTS

HRBN MADE SUBMISSION TO MOEFCC BASED ON COMMUNITY CONSULTATIONS WITH REGARD TO JINDAL STEEL WORK'S OPERATIONS IN JAGATSINGHPUR, ODISHA.

TWO IMPORTANT ALLIANCES WERE FORMED TO TAKE FORWARD THE ADVOCACY AGENDA — UP CSO COALITION WAS PUT IN PLACE BASED ON OUR SUGAR WORK & FAIR FINANCE INDIA COALITION WAS SET UP TO DEVELOP ADVOCACY STRATEGY AND STAKEHOLDER ENGAGEMENT.



CAMPAIGNS AND ADVOCACY

Oxfam India met with representatives from government and inter-governmental organisations through the year to engage and update them about our finding on the issues identified by us through our research and project work. We held meetings with the cane commissioner's office in UP, along with the state minister for labour, employment and coordination, state's chief secretary, and the minister of state for animal husbandry, fisheries and dairying. We provided inputs to Centre for Responsible Business (CRB), empaneled by Ministry of Corporate Affairs (MCA) for baseline assessment in sharpening the draft on Business and Human Rights National Action Plan. Additionally, we also provided inputs to National Human Rights Commission (NHRC) in the multi-stakeholder meeting organised by NHRC. Oxfam India is a member of this NHRC core group along with other members from the civil society, private sector, and academia.

We also launched our pilot campaign #HumanCostOf-Sugar in order to disseminate findings from our Maharashtra sugar study. The campaign had an overall outreach of 27.16 lakh and an engagement of 94.41k people. Additionally, we also initiated an online

campaign #DecadeOfAction through social media on Sustainable Development Goals (SDGs) to draw its interlinkages with business and human rights (BHR) and responsible business conduct (RBC).

Oxfam India on behalf of Fair Finance India organised a panel discussion on 5 December 2019 at the Inclusive Finance India Summit on 'The Growing Significance of Sustainable Finance'. The panelists included Shrimohan Yadav, Chief General Manager, RBI. The session gave the regulators perspective on their role in promoting an overarching strategy to enable sustainable finance in mainstream financial institutions. The RBI is revising its private sector lending guidelines and is open to receiving feedback that can help in creating comprehensive guidelines for sustainable finance. He showed great interest in the work being undertaken by FFI and the fact that there is demand from the banks to have Environment, Social and Governance (ESG) risk criteria.

Driving Responsible Investment in India, we conducted a roundtable along with cKinetics on 17 March 2020. The report—'Sustainable Investment Action in India: A blueprint from driving responsible investment'—was launched and findings shared during the roundtable. This event also marked the beginning of first of its

kind in India SRI Working Group, being spearheaded by Oxfam India and cKinetics. Members include – ECube, ICICI Mutual Funds, Axis Mutual Funds, Adventus, UN-supported PRI and World Benchmarking Alliance. This group was formed to strengthen the 'S' in ESG.



TEA CAMPAIGN

We launched our campaign **#TruthAboutTea** which highlighted the human rights violations of tea workers working in the tea plantations of Assam. The campaign was launched on 10 October under the umbrella of the global campaign 'Behind the Price, Behind the Barcode'. With an outreach of 1.6 million people, we were able to garner support of 1.2 million people (50K offline). While some pledged their support to our campaign, others donated to support the cause of tea plantation workers. We also organised a panel discussion in Lucknow at the Kabir Festival, where workers and union members from tea plantations spoke about their challenges.

We sent appeal letters to UK and German brands sourcing tea from Assam, in order to push them to influence their respective tea plantations to provide adequate clean water and ensure other sanitation facilities at all labour lines. As a result of the campaign, we managed to get a wide media coverage (30 articles); Lidl (a German Retailer) was moved to make amendments to its HR policy; Fair Trade Foundation (FTF) approached us to help them in establishing a standard revision process to strengthen their members.



KNOWLEDGE AND RESEARCH

- Four research papers around our tea and sugar work were published in 2019-20. These were Addressing the Human Cost of Assam Tea, BASIC- Study of Assam tea value chains, TISS Study- Decent work for tea plantation workers in Assam, Human Cost of Sugar in Maharashtra



- A case study on coal fired power plants and banking sector providing an in-depth analysis of the coal mining sector in India (and India mining companies in the Asia region), focusing upon human rights and ESG violations, and the linkages of banks financing these projects was published. This was based on literature review and evidence collected by Environics as part of its work programme. : <https://fairfinanceindia.org/bank-guide/reports/banking-on-indias-coal-conundrum/>.
- We published the Fair Finance India bank policy assessments. This base line study covering four public and private sector banks was a rigorous research to understand the overall financial sector, its operations and larger institutions impacting it both globally and nationally. The study also helped in building an understanding of financial regulators and banking associations. <https://fairfinanceindia.org/bank-guide/reports/banks-policy-assessment-report/>.



CAPACITY BUILDING

Oxfam India organised eight district-level consultations in the three districts of Uttar Pradesh. As part of the consultations, CSOs, farmers, teachers, village pradhan, union members were sensitised on the issues of Business and Human Rights as per the UNGP framework as well as on the importance of solidarity action required for running campaigns and advocacy. They were also made aware of the importance of reporting grievances, by documenting evidences, to different government departments and stakeholder. 428 participants participated in these meetings; 70% were women.

Oxfam India organised three state-level consultations in UP and Assam (2 in Lucknow and 1 in Assam). The participants were youth activists, members of women's forum, literary organizations, research scholars, CSOs, and academicians. More than 100 people attended these consultations. The objective of the consultation was to facilitate cross learnings on the issues of BHR, realigning the areas of interest with each other to





facilitate advocacy at state level, and raise awareness on National Guidelines for Responsible Business Conduct (NGRBC) and National Action Plan (NAP).

We conducted three two-day Learning Lab Bootcamps (LLBs) in Patna, Raipur and Chennai in June, October and December 2019; they were attended by local CSOs. The objective of the LLBs, which were based on design-thinking approach, were to enhance the capabilities of Indian CSOs on the issues of BHR and RBC, and assist in developing effective strategies for engaging business

enterprises on issues of responsibility, accountability and transparency.

A five-day intensive course on BHR in July 2019, in partnership with the Human Rights and Business Academy (HURBA) and the Indian Law Institute (ILI) was organised at ILI's campus in New Delhi. The 35-hour course was conducted by world-renowned BHR experts and academics on various aspects of responsible business; this was attended by 72 graduate students of law.



FIELD NOTES - OMBEERI DEVI: A FIGHTER AT HOME & LEADER ON THE FIELD

Ombeeri Devi is a community leader today but she started off as a shy, naive child bride prone to violence and abuse from her husband and in-laws. Married at 17, all household chores were dumped on her. Her husband was alcoholic and beat her; the in-laws ill treated her for until she bore them a son. After years of oppression by the husband and in-laws, one day she mustered all her courage and confronted her husband. It was the first victory when her husband promised to give up alcohol and turn over a new leaf.

Ombeeri is a smallholder farmer with 2-3 bighas of irrigated land; since this isn't sufficient to meet their needs she works in sugarcane fields on a daily wage basis. She is very candid about the gender wage gap in the region. Women get around Rs. 200 as wages while men are given Rs. 300 per day. Apart from unequal wages, they also have to make several rounds to the landowners to get paid. This usually takes one or two weeks.

Apart from wage disparities, women and girls also have to face lewd and sexist remarks while working on or going to the fields; this was mostly by upper caste landowners. There have also been instances of attempted sexual abuse of women workers by landowners. She shared that due to the lack of livelihood opportunities and poor economic conditions, women workers have to unwillingly work on the fields to earn their living in spite of these issues.

She has stood up for women and girls who have encountered any sort of harassment. She most recently took up the case of child labour, when she was informed that some children were employed by the village headman to work under MGNREGA. While he was employing children as labourers, he paid them only half of the designated amount i.e. Rs 80-90 and he would pocket the remaining amount. She confronted the village head who immediately stopped employing children, for any work. She remains vigilant of any such illegitimate activity.

Ombeeri is a leader in the truest sense of the word. Her leadership skills, empathy towards all and a determined mindset makes her a leader, a courageous woman, and a role model for others to stand up for their rights and voice their opinions against any harassment.

PUBLIC ENGAGEMENT



The Public Engagement function in 2019-20 was primarily focused on increasing the digital outreach by engaging new audiences and mobilising them on various issues. Other important objectives included amplifying the brand recall of Oxfam India by releasing new content about the organisation, media outreach and products around issues Oxfam India works on as well engaging the youth on issues we works on.

In short, the approach has been:
(a) Inform the public (digital audience, media, influencers), and
(b) create a pool of people who would support Oxfam India.

DIGITAL ENGAGEMENT:

The digital engagement, while focusing on regular social media updates, was mainly driven by campaigns with online and/or offline elements. Below are details of some of the prominent digital engagement spikes OIN did during 2019-20.

1. #YesDemocracy: The #YesDemocracy campaign urged people to not only choose their government wisely but also vote for issues that matter to them. The campaign was focused on issues of healthcare and education. The objective was to initiate a dialogue with different stakeholders to ensure that quality Public Education and Universal Healthcare remain on top of the agenda before the General Assembly Elections 2019.

The campaign had both digital as well as offline elements where social media was used to amplify our messaging on the campaign and linked to that advocacy meetings and ground actions were planned and executed with influencers, elected representatives, candidates, and youth.

2.Truth About Tea Campaign: The condition of tea plantation workers is a manifestation of inequality and shows of how business models create extreme inequalities. The objective of this campaign was to support the benefits of workers and for the advancement of interest of Assam tea plantation workers in national and international market. The campaign went live on October 10 with release of the Oxfam and TISS commissioned research of 510 workers in 50 tea plantations of Assam. Along with this we also released a briefing paper, "Addressing the Human Cost of Assam Tea" and a Bureau for the Appraisal of Social Impacts for Citizen Information (BASIC) research on mapping of the distribution of the end consumer price along tea value chains.

The campaign website www.truthabouttea.com also went live along with a missed call number 70979 70979 for people to show support and join the campaign in support of the tea plantation workers.

As a part of the spike, Oxfam India, through a partnership with CupShup, reached out to corporates to create

awareness regarding the living and working conditions of tea farmers and pluckers in Assam. The campaign also encouraged donations for the tea workers from the corporate employees. The team distributed cups to more than 200 corporates across Mumbai, Pune & Bengaluru, through this campaign.

Overall, we engaged with 50,000 corporate employees four times in a period of a week through this partnership. The spike also had an offline element in the form of our partnership with the fourth edition of the Kabir Festival, which was held at the Sangeet Natak Academy in Lucknow from Nov 22-25. Organised by Dastak Manch (and co-sponsored by Oxfam India), the youth festival every year runs with a social cause. This time they promoted our #TruthAboutTea campaign.

A consumer survey was also done to map the expectations of the tea lovers on ethical business practices. The survey can be found here: <http://voxpath.youthkiawaaz.com/20-EthicalConsumerSurvey>

Your cup of tea is missing something - the truth.

Watch Adil Hussain shed light on the #TruthAboutTea

3.Week of Action during Inequality Report release:

Mobilisation in 18 states with diverse partners including RTE Forum, National Hawkers Foundation, National Centre for Promotion of Employment for Disabled People (NCPEDP), Wada Na Todo Abhiyaan, National Council for Education and Samata Network, UP. In Delhi, around 50,000 people were engaged with #EyesOnGreed messaging. Street plays and college activations were done in five colleges and public places like Connaught Place, Vishawavidhalaya Metro Station, Shivaji Stadium. Over 7500 people were engaged through this.

MEDIA ENGAGEMENT:

The brand visibility of Oxfam India went up in 2019-20. Apart from coordinating with the OI Media group and the regional resources, we have developed a reasonably good network of journalists who follow Oxfam India's work in India. We have been working with the Indian media through intensive and extensive engagement. Some of the instances are explained below.

Intensive

- Media workshops for journalists on our thematic issues
- Data Bootcamps for journalists on how to use data to report on our thematic issues

Extensive

- Tie-ups with media organizations for putting out products (films/books/photo series) on our thematic issues
- Media outreach for coverage of events/issues/campaigns Oxfam India works on.

MEDIA AND CASTE DISCRIMINATION REPORT:**'Who Tells Our Stories Matters: Representation of marginalised caste groups in Indian Newsrooms'**

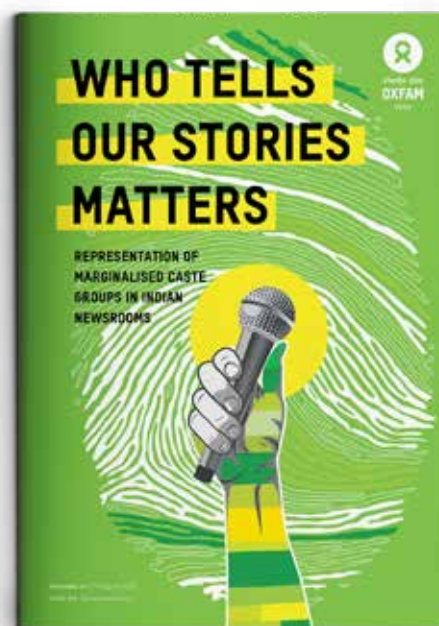
Oxfam India released a report on representation of caste in Indian newsrooms at 'The Media Rumble' festival on August 2. The report was done in collaboration with The News Laundry.

The report 'Who Tells Our Stories Matters: Representation of marginalised caste groups in Indian Newsrooms' studied the representation of people from different caste groups in the Indian media.

The report documents who has a seat at the table and whose voice has a chance of being heard. The aim is to open a critical dialogue about the limited representation of marginalised caste communities in the media's work and workplaces, and its impact on viewpoints that inform and shape the news discourse.

The report was widely covered in Caravan, Scroll, Telegraph, The News Minute, News Laundry among others and it was discussed as a part of a panel discussion in the Media Rumble Festival 2019. Below are some of the relevant links:

- Full Report can be accessed from here: <https://bit.ly/WhoTellsOurStoriesMatter>
- Video Explaining the Report: <https://youtu.be/PHFLEYtRyBY>
- Panel discussion on the report at 'The Media Rumble': <https://youtu.be/ff0nrgp5AEc>





BRAND OUTREACH WITH PRODUCTS:

Beyond Charity-10 Years of Oxfam India

The book **Beyond Charity** on Oxfam India's journey of 10 years was released on September 27, 2019 at the Oxford Book Store in Delhi. The book is available at the cost of Rs. 499 on online platforms like Amazon, Bloomsbury online and also in select bookstores.

The book has been written by Oxfam India's Savvy Soumya Misra. Savvy leads the Content Communications Unit within the Public Engagement Team.

The book is a nonfiction narrative that will take the reader through the journey of Oxfam India's 10 years through 10 stories. These stories are from 10 different themes or strands of work that have defined Oxfam over the years. The stories have been selected on the basis of the sustainable changes it has brought about in the community; policy changes it has influenced; or the precedence it has set for other projects.



The book was released in our focus states as well, followed by panel discussions on the contribution of Oxfam India. It was also released at Kolkata Lit Fest between January 17-19, 2020, followed by a session: ABC Go! with the theme 'Reading as Empowerment'. The session was attended by: Bulbul Sharma (author of children's book), Savvy Soumya Misra, Kaveree Bamzai (senior journalist and author), and Devi Kar (educationist).

OXFAM EQUALITY CLUBS:

The Oxfam Equality Clubs is a flagship initiative of Oxfam India and YLAC (Young Leaders for Active Citizenship) for students in grades 8 through 12. By setting up Equality Clubs in schools, YLAC and Oxfam aim to familiarise students with the different types of inequalities—economic, gender, religious or otherwise—that exist in society, help build empathy and appreciation of one's own privilege, and inspire students to act.

These clubs are designed to serve as a platform for students to build critical thinking, explore challenging societal problems, break stereotypes, and gain the skills necessary to take on leadership. To facilitate the work of these clubs, YLAC provides an overall framework with a dedicated curriculum, skill-based workshops as well as interactive sessions with experts in all participating schools through a specially designed toolkit.



During the academic year 2019-20 (cycle II), the clubs have been set up across seven schools in four different cities around the country, namely Bengaluru, Hyderabad, Lucknow, and Raipur.

OXFAM TRAILWALKER:

Oxfam India's biggest annual fundraiser held its 15th and 16th editions in 2019-20 (7th in Mumbai and 9th in Bengaluru), and welcomed the highest number of teams in the history of Oxfam Trailwalker India!

This ultimate team endurance challenge requires participants to walk in teams of 4 and cover a distance of 100 kms within 48 hours (or 50km within 24 hours). Participants from all over the world come together to raise funds and support Oxfam's work with the most vulnerable.

- **Affiliation with Athletics Federation of India:** For the first time, Oxfam Trailwalker was affiliated with India's ace athletics body—Athletics Federation of India (AFI). This association gave the event more credibility for the walkers and associating brands/partners.
- **Highest ever participation:** The event saw the largest ever participation in both cities, with 212 teams registering for Mumbai and 389 for Bengaluru—a testament to the growing popularity and increasing reach.
- **Top Corporates:** Oxfam Trailwalker is a team event preferred by top national and international corporates and 2019-20 was no different. Teams from Accenture, Dell, HPCL, Refinitiv, Schlumberger, Sony, Tasty Bites Eatables Ltd, Thomson Reuters and more walked at the event. We also received volunteering support from major corporates like Cognizant, Dell, Hinduja Global Solutions and State Street among others.
- **Productive partnerships:** Partnership with India's first homegrown fitness brand—HRX, and an endorsement for our cause by its founder, actor Hrithik Roshan, helped generate more interest in the event. Partnerships with NewsX (Media), and Deccan Chronicle (Online Media) also increased visibility.



- **Community Involvement:** We involve the communities across the trail including in trail preparation, trail markings and security during the event generating temporary employment/livelihood opportunities for the local people.
- **Environment and Sustainability:** Oxfam Trailwalker is an environmentally sustainable event, and every year we keep pushing our own benchmarks. We have made a complete shift from flex (for printing) to fabric, and biodegradable food packaging in Bengaluru. The same is being done for Mumbai in a phased manner.

INDIVIDUAL FUNDRAISING

During this FY 2019-2020 the public fundraising team has put tremendous effort for raising funds and building relationships with our supporters.

The public fundraising team has acquired 2,191 regular donors against the plan of 2,379 regular donors for the year 2019-2020.

There has been a big step taken in automation of processes with salesforce going live. While the benefits will be seen in the coming year, this has now kicked off. The automation process integrates the calling system to the operations system, brings in many controls like ensuring process flows, and the potential for automated MIS's and supporter journeys.

We have also been able to move ahead on the path of integrating FR campaigns with the organisation's advocacy campaign. We are now able to plan ahead and take supporters on a journey, updating them on consistent progress of our campaigns and are requesting donors to provide holistic support to Oxfam India instead of breaking asks into specific items of support.

It is important to note at the outset that the COVID-19 itself in the last quarter of FY 2019-20 has demonstrated that the challenges in the new FY will be enormous and that we will have to continuously shape our approach to public fundraising. In the coming weeks and months, we will have to gear ourselves up for more challenges, many of them unanticipated.

Beyond Charity

MANAGEMENT & GOVERNANCE

- MANAGEMENT & GOVERNANCE
- OUR LEADERSHIP: BOARD MEMBERS
- OUR LEADERSHIP: SENIOR LEADERSHIP TEAM
- OPERATIONS

MANAGEMENT & 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	Ms. Anita Ramachandran	Yes	Yes	Yes	Yes
2	Mr. Somasekhar Sundaresan	Yes	Yes	Yes	Yes
3	Mr. Kiran Sharadchandra Karnik	Yes	Yes	Yes	N/A
4	Mr. Anup Singh Khosla	Yes	Yes	Yes	Yes
5	Mr. Santosh Desai	No	Yes	Yes	No
6	Ms. Mridula Bajaj	Yes	No	Yes	N/A
7	Mr. Gagan Siriram Sethi	Yes	Yes	Yes	Yes
8	Ms. Sutapa Banerjee	Yes	N/A	N/A	N/A
9	Ms. Ammu Joseph	Yes	Yes	Yes	No
10	Mr. Arjun Jayadev	No	Yes	Yes	Yes
11	Mr. Tanweer Fazal	Yes	Yes	Yes	No
12	Mr. Shankar Venkateswaran	N/A	Yes	Yes	Yes

OUR LEADERSHIP: BOARD MEMBERS

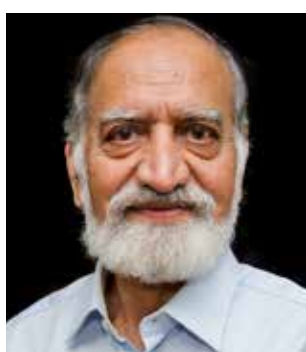


**SHANKAR
VENKATESWARAN**
Incoming Chairperson

Shankar Venkateswaran is a part of the founding team of ECube Investment Advisors that is setting up a fund to invest in publicly listed companies and help them improve their sustainability/ESG performance. He also advises companies and NGOs on matters relating to corporate sustainability and sustainable development. His last full-time position was as the chief of Tata Sustainability Group (TSG) which was tasked with providing guidance, thought leadership and support on sustainability and corporate responsibility matters of the \$ 100 billion Tata group of companies.

Prior to this, he spent around 15 years in social development with the international NGO, ActionAid and the American India Foundation (which he helped establish in India and served as its first Executive Director – India). While at ActionAid, he also set up Partners in Change, a non-profit that pioneered corporate sustainability and CSR advisory services in India.

Shankar is an engineer and an MBA, and is committed to working with young people to increase their understanding and practice of the role of business in society. He is an amateur stage actor, an enthusiastic weekend tennis player and dabbles in writing.



KIRAN KARNIK
Outgoing 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. His tenure as chairperson ended in December 2019.



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.

Retired in December 2019.



TANWEER FAZAL
Board Member

Tanweer Fazal is professor of sociology at the University of Hyderabad. Earlier he taught at the Centre for the Study of Social Systems, Jawaharlal Nehru University, New Delhi (2014-2020) and at Nelson Mandela Centre for Peace and Conflict Resolution, Jamia Millia Islamia, New Delhi (2006-2014). His interests lie in the history and theory of nationalism, minority studies and the study of state practices and collective violence. His research has a strong element of public policy orientation that involves rigorous analysis of existing policy instruments while suggesting new modes of interventions. 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. Fazal has been Associate Fellow (Hony.) at the Delhi Policy Group, Member of the International Editorial Advisory Board of the journal, South Asian History and Culture (Routledge, UK); and was an Ex-officio Member of the Planning Commission's Working Group on Empowerment of Minorities for the 11th Five Year Plan.

He is the author of The Minority Conundrum: Living in Majoritarian Times (ed.) (Penguin, 2020), Nation-state' and Minority Rights in India: Comparative Perspectives on Muslim and Sikh Identities (Routledge, 2015) and Minority Nationalisms in South Asia (ed.) (Routledge 2012). His forthcoming book is tentatively titled 'Muslims, Law and Violence: Reflections on the Practices of the State' (Three Essays).



ANUP SINGH 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, Honorary Secretary of the Society and member of the Finance and Audit Committee. Prior to joining HelpAge India he was in the corporate world for 28 years. He started his career in the U.K. and worked with Hoover Limited and Esso Petroleum Co, Limited for 11 years. He has worked in India as Corporate Finance Manager of Ranbaxy Laboratories and Group Executive Vice President of Montari Industries. He also worked as General Manager Finance with Suhail and Saud Bahwan, before moving on to Sri Lanka as Group Financial Controller of the Maharaja Organisation. He worked as Group Chief Financial Officer of the Chaddha Group, prior to switching to the NGO sector with HelpAge India. He is a MBA and Chartered Accountant from the U.K. as well as an Indian Chartered Accountant.



ANITA RAMACHANDRAN
Board Member

Anita Ramachandran is a human resource expert with over 35 years of experience as a management consultant. Anita is the Founder of Cerebrus Consultants which is a specialised HR advisory firm with a national presence and which does significant work with the development sector in South Asia including all the major INGOs. 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 in 12 companies including Grasim, Godrej & Boyce, Metropolis Healthcare, Happiest Minds Technologies and several companies in the financial services sector. Having won several academic honours, she is one of the first generation of women professionals to become an entrepreneur. She supports many organisations in the social sector through pro bono professional work and remains deeply committed to work with women.



ARJUN JAYADEV
Board Member

Arjun Jayadev is a Professor of Economics at the School of Arts and Sciences at Azim Premji University (APU), Bangalore. He is also the Director of the Research Centre there. He has also worked as an Associate Professor of Economics at University of Massachusetts (UMass), Boston, USA (2005-2017), as a Fellow at Roosevelt Institute, New York, USA (2009-2011), & as the visiting research Fellow at the Columbia University Committee on Global Thought, New York, USA (2007-2009). His research interests are economics & development, with focus across multiple areas such as, macroeconomics (especially issues of debt, balance sheets, the political economy of finance and central banking and macroeconomic policy choices), income distribution and inequality (classical approaches to distribution, and group based inequalities), intellectual property, and the economics of power. Arjun is also the co-editor of 'The Journal of Globalization and Development' since 2013 & works closely as a consultant with Institute of New Economic Thinking, New York, USA. He has been awarded the Solomon Barkin Award for Excellence in Research (UMass Amherst, 2003), the inaugural John Kenneth Galbraith Award for Excellence in Research from the UMass Amherst's Department of Economics (2005). He also won the IEDRA ExIm Bank Award for Best Dissertation (2008).



GAGAN SETHI
Board Member

Gagan Sethi has 30 years of experience in organizational development, capacity building and advocacy at local, national & international levels in diverse cultural settings in Asia. He is a recognised leader in policy formulation, facilitating development projects and advocate for minority rights. Previously he has been Co-chair of Consultative group set up by the Planning Commission of India to draft Voluntary agency policy. He was also co-opted as member of assessment and monitoring authority set up under the Planning Commission of India, was a Mission member with EDI to the Government of Mauritius to help draft the Volag policy. He is the founder of ten development organizations working on areas of human & institutional development, access to legal justice, women empowerment, conflict management, minority and dalit rights as well as youth employment and education. He is an experienced international trainer and consultant in organizational development, planning & review to several international and national funding agencies, think tanks and development projects for over 20 years. Some of his clients have included GTZ, Swiss Development Co-operation, Christian Aid, Ford Foundation, Misereor, IGSSS, Swiss Aid in India.



SANTOSH DESAI
Board Member

Santosh is the Managing Director and CEO of Future Brands Ltd. Future Brands is a branding services company that creates and manages a portfolio of brands and offers consulting services in the brand and consumer space. Before taking up this assignment, he was the President of McCann-Erickson, one of India's premier advertising agencies. A post graduate from Indian Institute of Management Ahmedabad, his interest lies in studying the evolving nature of consumer culture in India. He wears two hats, one as an authoritative voice in matters relating to brands and consumers and the other as a social commentator, making sense of the complex changes India is undergoing.

He has served on the board of ING Vysya Bank and is currently on the boards of Future Consumer Products Limited, Oxfam India, Breakthrough and D.B. Corp Ltd. He is also a member of the Governing Councils of Mudra Institute of Communication, Ahmedabad & Praxis Business School, Kolkata. He has been writing a weekly column in the Times of India for over 16 years and is the author of the bestselling Mother Pious Lady-Making Sense of Everyday India, a book that examines how the everyday life of middle class India has evolved.



**SOMASEKHAR
SUNDARESAN**
Board Member

Somasekhar Sundaresan is a counsel practising in litigation in the field of economics and administrative law – primarily involving financial sector regulation, competition law, foreign exchange controls, and corporate laws.

As a member of committees set up by the Government of India, SEBI and the RBI, Somasekhar has drafted laws governing takeovers, insider trading and corporate governance of banks. He was actively involved in drafting the Indian Financial Code recommended by the Financial Sector Legislative Reform Commission chaired by Justice B.N. Srikrishna. He sits on the Advisory Committee on corporate insolvency and liquidation of the Insolvency and Bankruptcy Board of India.

Somasekhar writes a fortnightly column titled Without Contempt in the Business Standard, teaches securities law in the Government Law College, and is an amateur mountaineer.



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.



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.

OUR LEADERSHIP: 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.



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

In 2019-20, Oxfam India's Human Resources Team focused on building a healthy holistic work culture for all. We conducted several online and face-to-face sessions on Oxfam's policies; mandatory trainings on Code of Conduct, Child Protection Policy, Policy Against Sexual Harassment, Values, and Culture and Safeguarding were also done for all employees through the year. We take immense pride in sharing that our committee members of all safeguarding policies are well-oriented and trained in their subject areas; this time, they were coached through a three-day long workshop in the month of October 2019 for the same.

KEY HIGHLIGHTS:

INTRODUCED THE LET'S TALK INITIATIVE TO BOLSTER HEALTHY RELATIONSHIP BETWEEN AN EMPLOYEE AND HIS/HER LINE OR MATRIX MANAGER.

INTRODUCED THE 360-DEGREE FEEDBACK PROGRAMME TO EVALUATE PERFORMANCE OF STAFF (QUARTERLY AND ANNUALLY) IN A SYSTEMATIC MANNER.

At Oxfam India, we follow an extensive induction process for all new employees in order to equip them with our values in the best manner possible. We also introduced the Let's Talk initiative for all staff to promote a healthy relationship between an employee and his/her line or matrix manager. While timely completion of our Let's Talk process still remains a challenge, it has definitely contributed greatly to strengthening their one-on-one relationship. Another initiative that we introduced in 2019 was the 360-Degree Feedback Programme, wherein we evaluated performance of our staff (quarterly and annually) in a systematic fashion and provided them support wherever needed.

Making our employees feel comfortable lies at the core of what we do. We take personal requests and complaints with great sensitivity and ensure that their voices do not go unheard. In 2019-20, we facilitated three transfer requests as part of our employee retention strategy. We also introduced a flexible salary structure by giving our staff the option to either include or exclude the Leave Travel Allowance (LTA) component from their monthly salary; this has been very well received by all employees. Oxfam India ensures timely renewal of both Group Medical Insurance and Group Accidental Insurance for its staff in order to be prepared for any unforeseen medical events for either the employee or their immediate family members.

Understanding the need to keep our invaluable staff motivated, we presented them with the Long-Service Award on completion of five years in the organisation. Moreover, we also strongly believe in the correct work-life balance, even at workplace, to break away from any kind of monotony that may crawl in from time to time. For this, we organised quarterly employee engagement activities and celebrated festivals with fervour in all our offices across India.



We are happy to report that all of Oxfam India's offices are up to date with respect to safety and security measures. Moreover, professional trainings were also organised for staff on need-basis in September 2019. These were conducted in agreement with the line manager. While three employees were enrolled in academics (short-term diploma courses in line with their departmental needs), 16 others were provided external trainings to up skill their profiles. This year, we also collaborated with Oxfam India's IT Team to develop

our page Compass and Oxfam's E-Learning Platform. We revised our Employee Handbook with policies changes in the last year. All employee policies will be reviewed in the coming year as well.

In 2019-20, the total number of new joiners were 38 and those who resigned were 29. At Oxfam India, our gender-ratio stands at 46% women and 54% men.

KEY FACTS AND FIGURES

STAFF MOVEMENT IN 2019-20

STAFF MOVEMENT FY2019-20	ON-ROLL	THIRD PARTY ROLL	TOTAL
New Joining	38	17	55
Staff Exit	29	24	53

STAFF EXIT NUMBERS

DEPARTMENT	NUMBERS
Operations	03
Policy, Research & Campaigns	07
Programmes and Advocacy	10
Public Engagement	09
TOTAL	29

GENDER ANALYSIS

AS ON MARCH, 31	TOTAL STAFF (ON-ROLL + THIRD PARTY)	MALE	FEMALE	OTHER GENDER
2020	185 (160+25)	52%	48%	No Data
2019	188 (148+40)	52%	48%	No Data
2018	177 (147+30)	54%	46%	No Data

A) DEPARTMENT-WISE

DEPARTMENT	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Management (CEO)	01	01 (100%)	00 (00%)	No Data
Operations	23	17 (74%)	6 (26%)	No Data
Policy, Research & Campaigns	24	4 (17%)	20 (83%)	No Data
Programmes and Advocacy	65	41 (63%)	24 (37%)	No Data
Public Engagement	47	23 (49%)	24 (51%)	No Data

B) LOCATION-WISE

LOCATION	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Bangalore	13	05 (38%)	08 (62%)	No Data
Bhubaneswar	9	08 (89%)	01 (11%)	No Data
Kolkata	20	13 (65%)	07 (35%)	No Data
Lucknow	9	05 (56%)	04 (44%)	No Data
Mumbai	5	03 (60%)	02 (40%)	No Data
New Delhi	81	40 (49%)	41 (51%)	No Data
Patna	9	06 (67%)	03 (33%)	No Data
Pune	5	01 (20%)	04 (80%)	No Data
Raipur	9	05 (56%)	04 (44%)	No Data

ORGANISATIONAL DEVELOPMENT, TRAININGS, AND POLICIES

This year, we finalised Oxfam India's next strategy document for 2020-25. Our vision for the next five years can be summarised as follows:

"Oxfam India will be a movement that stands with marginalized communities with a special focus on women and girls to fight against all forms of discrimination."

We have already begun integration of this new strategy into our existing work. Having 2020-21 serve as a transition period for Oxfam India, we are looking forward to aligning our operations with this new vision as soon as possible. In an attempt to introduce new pillars for our new strategy, our revised thematic areas now include: Deepening Democracy, Climate Justice, Responsible Businesses, and Humanitarian and DRR, with gender being cross-cutting through all our work.

Our new strategy also gives a new direction in which Oxfam India will now be headed. Below are some areas that we will now be looking at to represent the organisation in the civil society space:

- Adapt to role change into that of a knowledge builder, influencer, convenor, and listener (no conventional donor role)
- Encourage collaborative /collective decision-making and working style
- Multi-disciplinary engagement and competencies to be harnessed
- Simplify lines of coordination and promote process-based team work
- Location to not be fixed. Flexible ways of working will be adopted with more importance being given to virtual methods.
- Overall flatter, horizontal structure

The Organisational Development (OD) Process will begin in April 2020 to take us through the transition.



BEYOND CHARITY

FINANCIAL STATEMENTS

- INDEPENDENT AUDITORS' REPORT
- ANNEXURE A TO INDEPENDENT
AUDITORS' REPORT
- FINANCIAL STATEMENTS AND NOTES

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: tvandeca@gmail.com

INDEPENDENT AUDITORS' REPORT

To,
The Members of OXFAM INDIA
(A Section 25 Company registered as "Not for Profit"
Organisation under the Companies Act, 1956
(corresponding to Section 8 of the Companies Act, 2013).

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED ON 31MARCH, 2020

1. OPINION

We have audited the accompanying financial statements of **OXFAM INDIA** ("the Company"), which comprise of the Balance Sheet as at 31March, 2020, 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 31March, 2020;
- (b) In the case of Statement of Income and Expenditure, of the surplus for the year ended on 31March, 2020;
- (c) In the case of the Cash Flow Statement, its cash flows for the year ended on 31March, 2020.

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. EMPHASIS OF MATTER

We draw your attention to Note No.35 of the financial statements about the prevailing COVID-19 situation across the globe including India and management's assessment of the impact of pandemic COVID-19 on its operations, processes followed and financial statements for the year ended March 31, 2020, due to lockdown conditions and various restrictions including on travel imposed by the central/ state government(s) for which a definitive assessment of the impact is highly dependent upon the situation that may prevail in the subsequent periods. Our opinion is not modified in this regard.



4. 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, 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.

5. 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.

6. 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)(ii) 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.

7. 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 25 (corresponding to Section 8 of the Companies Act, 2013) 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, 2020, 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, 2020 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March, 2020 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



K. N. Gupta

Partner

Membership No.: 09169

UDIN: 20009169AAAACM3462



Place: New Delhi

Date: 19th September, 2020

ANNEXURE 'A' TO INDEPENDENT AUDITORS' REPORT

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, 2020.

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, 2020 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, to the best of our information and according to the explanations given to us and as stated in Para 3 on 'Emphasis of matter of our main audit report of even date referring to Note No.35 of the financial statements, regarding the management's assessment of the impact of Covid-19 on the financial statements of the Company including the changes in the operational controls and processes followed by the Company during the Covid-19 pandemic situation in the Country, the Company has in all material respects, internal financial controls with reference to the financial statements of the Company and such internal financial controls with reference to financial statements were operating effectively as at 31st March 2020, 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
FRN: 000038N



(K.N. Gupta)
Partner
M No. 009169
UDIN: 20009169AAAACM3462



Place: New Delhi
Date: 19th September, 2020

FINANCIAL STATEMENTS AND NOTES

OXFAM INDIA BALANCE SHEET AS AT MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	Note	As at March 31, 2020	As at March 31, 2019
EQUITY AND LIABILITIES			
Funds			
Corpus fund	2	4,485	4,485
Reserves and surplus	3	1,15,733	1,26,694
Capital assets fund	4	38,708	15,376
		1,58,926	1,46,555
Non-current liabilities			
Other long term liabilities	5	-	239
Long-term provisions	6	15,141	12,059
		15,141	12,298
Current liabilities			
Trade payables	7		
Dues to micro and small enterprises		6,862	6,518
Dues to others		30,510	15,294
Other current liabilities	5	1,07,581	1,84,060
Short-term provisions	6	9,978	7,963
		1,54,931	2,13,835
TOTAL		3,28,998	3,72,688
ASSETS			
Non-current assets			
Property, plant and equipment			
Tangible assets	8	35,464	9,350
Intangible assets	9	8,537	6,026
Long-term loans and advances	10	7,644	14,280
Other non-current assets	12	1,835	1,835
		53,480	31,491
Current assets			
Cash and cash equivalents	11	1,69,283	2,58,913
Short-term loans and advances	10	29,056	25,424
Other current assets	12	77,179	56,860
		2,75,518	3,41,197
TOTAL		3,28,998	3,72,688

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

K.N. Gupta

Partner

Membership No.: 009169

Place: New Delhi

Date : 19th September, 2020



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

Shankar Venkateswaran

Shankar Venkateswaran

Director

DIN: 02920174



Amitabh Behar

Amitabh Behar

Chief Executive Officer

Place: New Delhi

Date : 19th September, 2020

Anup Singh Khosla

Anup Singh Khosla

Director

DIN: 00917703

Satya Prakash Mishra

Satya Prakash Mishra

Director Operations

Place: New Delhi

Date : 19th September, 2020

OXFAM INDIA STATEMENT OF INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	Note	For the year ended March 31, 2020	For the year ended March 31, 2019
INCOME			
Grants/ Donations	13	7,07,730	6,73,750
Other income	14	16,334	15,167
TOTAL INCOME (I)		7,24,064	6,88,917
EXPENDITURE			
Programme expenses	15	5,04,601	4,40,522
Fundraising cost	16	1,01,546	1,01,967
Employee benefit expenses	17	46,841	50,660
Co-ordination and administration costs	18	76,490	64,504
Capitalised assets purchased out of donor fund	19	4,970	8,593
Depreciation on assets purchased out of company fund	20	392	-
Prior period expenses	21	185	12
TOTAL EXPENDITURE (II)		7,35,025	6,66,258
Excess of (expenditure) over income/income over expenditure (I-II)		(10,961)	22,659
Less: Amount transferred from Special Reserve Fund - humanitarian assistance fund (equivalent to expenditure incurred)		15,509	-
Excess of income over expenditure for the year transferred to General Fund		4,548	22,659

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 : 19th September, 2020



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



Shankar Venkateswaran
Director
DIN: 02920174

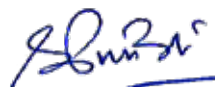


Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date : 19th September, 2020



Anup Singh Khosla
Director
DIN: 00917703



Satya Prakash Mishra
Director Operations

Place: New Delhi
Date : 19th September, 2020

OXFAM INDIA CASH FLOW STATEMENT FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2020	For the year ended March 31, 2019
A. Cash flow from operating activities		
Excess of income over expenditure [Surplus/(Deficit)]	4,548	22,659
<i>Adjustments for:</i>		
Transfer from Fund	(15,509)	-
Capitalised assets purchased	4,970	8,593
Depreciation on assets	392	-
Interest income on fixed deposits	(11,871)	(11,016)
Surplus on sale of fixed assets	(144)	(234)
Lease Equalisation Reserve	(276)	158
Unrealised foreign exchange gain	-	(178)
Operating cash flow before working capital changes	(17,890)	19,981
Increase / (Decrease) in provisions	5,097	2,275
Increase/ (Decrease) in trade payables	15,561	14,060
Increase / (Decrease) in other current and long term liabilities	(74,835)	81,456
Decrease/ (Increase) in loans and advances	1,739.60	(2,831)
Decrease in other assets	(12,940)	(22,377)
	(83,267)	92,564
Net Income taxes paid (including tax deducted at source)	1,264	1,102
Net cash generated from operating activities (A)	(82,003)	93,666
B. Cash flows from investing activities		
Purchase of fixed assets	(19,251)	(8,421)
Proceeds from sale of fixed assets	144	234
Investments in bank deposits	-	-
Interest received on bank deposits	11,480	7,738
Net cash from investing activities (B)	(7,627)	(449)
C. Cash flows from financing activities		
	-	-
Net cash from financing activities (C)	-	-
Net increase in cash and cash equivalents (A + B + C)	(89,630)	93,217
Cash and cash equivalents at the beginning of the year	2,58,913	1,65,696
Cash and cash equivalents at the end of the year	1,69,283	2,58,913
Components of cash and cash equivalents		
Cash on hand	8	-
Cheques in hand	36	-
Balances with banks:		
- in current accounts	190	203
- in saving accounts	74,934	77,835
- Bank deposits:	94,115	1,80,875
Total cash and cash equivalents (note 11)	1,69,283	2,58,913

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

K.N. Gupta
Partner
Membership No.: 009169

Place: New Delhi
Date : 19th September, 2020



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

Shanker Venkateswaran
Shanker Venkateswaran
Director
DIN: 02920174



Amitabh Behar
Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date : 19th September, 2020

Anup Singh Khosla
Anup Singh Khosla
Director
DIN: 00917703

Satya Prakash Mishra
Satya Prakash Mishra
Director Operations

Place: New Delhi
Date : 19th September, 2020

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

[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.



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

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 accounted 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 the basis of quarterly expenditure reports and finally settled on the basis of utilization certificates certified by an 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-31.

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 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



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

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.

Property, plant and equipment purchased out of company fund are capitalised and depreciation is charged to statement of income & expenditure on the basis of policy mentioned in subsequent point.

Property, plant and equipment purchased out of grants received are expensed off during the year and are capitalised with an equal amount to Capital Fund. Accordingly, deletions of such fixed assets are also adjusted from the Capital Fund.

Property, plant and equipment received from local source in donations are capitalised at nil value, however to comply with FCRA Act & rules, Company capitalized the assets received in kind from a foreign source at its fair market value and shown as a utilisation for FCRA purposes.

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	Useful Life (years)
Office equipment	5
Vehicles	8
Computers (excluding server & network)	3
Computers (for server & network)	6
Furniture and fittings	10
Land and Building *	33

Land and Building is 27 year old at time of donation accordingly company has considered its remaining useful life as 33 years instead of 60 years.

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

Depreciation on property, plant and equipment purchased out of grants received is debited to the capital fund and depreciation on property, plant and equipment purchased out of company fund is recognised as expense in the statement of income and expenditure.

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



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

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.

(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.

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 statement of income and expenditure account on a the basis of lease rentals paid during the year.

o) Segment reporting

The Company is a rights - based organization that works for economic welfare by fighting against poverty, injustice and exclusion by linking grassroots programming through partner NGOs to local, national and global advocacy and policy making. Since the Company has only one business segment of "economic welfare" and one geographic segment "India" based on operations of the Company, information for primary business segment and secondary geographic segment is not applicable.

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, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	As at March 31, 2020	As at March 31, 2019
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NOTE 2 : CORPUS FUND

Corpus Fund		
Balance as per last financial statements	4,485	4,485
Closing Balance	4,485	4,485

NOTE 3: RESERVES AND SURPLUS

General fund		
Balance as per last financial statements	55,535	75,535
Add: Excess of income over expenditure /(expenditure) over income transferred from Statement of Income and Expenditure	4,548	22,659
Less: Transfer to Contingency fund	-	(20,000)
Less: Transfer to Humanitarian assistance fund	(155)	(22,659)
Closing balance	(A) 59,928	55,535

Designated funds

Special reserve fund - catastrophe fund		
Restricted reserve - catastrophe fund		
Balance as per last financial statements	13,500	13,500
Closing Balance	(B) 13,500	13,500

Special reserve fund - contingency fund		
Balance as per last financial statements	35,000	15,000
Add: Transfer from General fund		20,000
Closing Balance	(C) 35,000	35,000

Special reserve fund - humanitarian assistance fund		
Balance as per last financial statements	22,659	-
Add: Transfer from General fund	155	22,659
Less: Transfer to statement of income and expenditure equivalent to expenditure incurred out of humanitarian fund.	(15,509)	
Closing Balance	(D) 7,305	22,659

Total (A) + (B) + (C) + (D)	1,15,733	1,26,694
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NOTE 4: CAPITAL ASSETS FUND

Balance as per last financial statements	15,376	13,675
Add: Additions during the year out of Grant	4,969	8,593
Add: Capitalisation of assets received in kind (refer note no. 8 and 32)	24,630	-
	44,975	22,268
Less: Depreciation and amortization for the year	(6,267)	(6,892)
Closing balance	38,708	15,376



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 5: OTHER LIABILITIES

	Non-current		Current	
	As at March 31, 2020	As at March 31, 2019	As at March 31, 2020	As at March 31, 2019
Grants/Donations received in advance	-	-	97,487	1,75,765
TDS payable	-	-	4,825	2,305
Other duties and taxes payable	-	-	1,917	1,678
Lease equalisation reserve	-	239	-	37
Payable on purchase of property, plant and equipment	-	-	-	1,608
Payable to partner NGO	-	-	1,866	1,785
Salary Payable	-	-	43	75
Employee reimbursement Payable	-	-	1,443	807
Net Gratuity payable to Employee	-	-	342	357
- Gratuity Payable to employee	-	-	(342)	(357)
- Gratuity Recoverable from LIC	-	-	-	-
	-	239	1,07,581	1,84,060

NOTE 6: PROVISIONS

	Non-current		Current	
	As at March 31, 2020	As at March 31, 2019	As at March 31, 2020	As at March 31, 2019
Provision for employee benefits				
- Provision for gratuity (note 22)	-	-	-	-
- Provision for leave benefits	15,141	12,059	2,404	1,987
Other Provision	-	-	7,574	5,976
	15,141	12,059	9,978	7,963

NOTE 7: TRADE PAYABLES

	As at March 31, 2020	As at March 31, 2019
Trade payables		
# Dues to micro and small enterprises	6,862	6,518
# Others	30,510	15,294
	37,372	21,812

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, 2020	As at March 31, 2019
- The principal amount remaining unpaid to any supplier as at the end of the year	6862	6,518
- 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	-	-
	6,862	6,518



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 8: PROPERTY, PLANT AND EQUIPMENT-DONOR FUNDED

	Land and Building	Leasehold improvements	Office equipment	Furniture and fittings	Computers	Vehicles	Total
Cost or valuation							
As at 1st April 2018	-	5,932	11,368	6,461	23,696	5,398	52,855
Additions	-	-	880	318	4,813	-	6,011
Disposals	-	-	(1,954)	(815)	(1,182)	-	(3,951)
As at 31st March 2019	-	5,932	10,294	5,964	27,327	5,398	54,915
Capitalisation of assets received in kind	24,630	-	-	-	-	-	24,630
Additions	-	-	652	180	968	-	1,800
Disposals	-	-	(385)	(58)	(449)	-	(892)
As at 31st March 20	24,630	5,932	10,561	6,086	27,846	5,398	80,453
Accumulated Depreciation							
As at 1 April 2018	-	5,932	9,089	5,700	19,308	4,560	44,589
Charge for the year	-	-	1,196	413	3,056	262	4,927
Reversal	-	-	(1,955)	(815)	(1,181)	-	(3,951)
As at 31st March 19	-	5,932	8,330	5,298	21,183	4,822	45,565
Charge for the year	287	-	1,015	200	3,553	180	5,235
Reversal	-	-	(385)	(58)	(449)	-	(892)
As at 31st March 20	287	5,932	8,960	5,440	24,287	5,002	49,908
Net Property, plant and equipment- Donor Funded							
As at 31 March 2019	-	-	1,964	666	6,144	576	9,350
As at 31st March 20	24,343	-	1,601	646	3,559	396	30,545

NOTE 8: PROPERTY, PLANT AND EQUIPMENT-PURCHASED FROM COMPANY FUND

	Land and Building	Leasehold improvements	Office equipment	Furniture and fittings	Computers	Vehicles	Total
Cost or valuation							
As at 1 April 2019	-	-	-	-	-	-	-
Additions	1,366	-	443	290	3,184	-	5,284
Disposals	-	-	-	-	-	-	-
As at 31st March 20	1,366	-	443	291	3,184	-	5,284
Accumulated Depreciation							
As at 1 April 2019	-	-	-	-	-	-	-
Charge for the year	16	-	56	33	260	-	365
Reversal	-	-	-	-	-	-	-
As at 31st March 20	16	-	56	33	260	-	365
Net Property, plant and equipment- Purchased from Company Fund							
As at 31 March 2019	-	-	-	-	-	-	-
As at 31st March 20	1,350	-	387	258	2,924	-	4,919
Net Property, plant and equipment- Purchased from Company Fund and Donor Funded							
As at 31 March 2019	-	-	1,964	666	6,144	576	9,350
As at 31st March 20	25,693	-	1,988	904	6,483	396	35,464



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 9: INTANGIBLE ASSETS-DONOR FUNDED

	Computer software	Website development cost	Intangible Assets under Development	Total
Cost or valuation				
As at 1st April 2018	6,887	7,156	-	14,043
Additions	484	-	2,098	2,582
Disposals	(4,164)	-	-	(4,164)
As at 31st March 2019	3,207	7,156	2,098	12,461
Additions	-	1,746	1,423	3,169
Capitalization of Intangible assets under development on completion	2,341	1,180	(3,521)	-
Disposals	-	-	-	-
As at 31st March 20	5,548	10,082	-	15,630
Accumulated Amortisation				
As at 1 April 2018	4,236	4,396	-	8,632
Charge for the year	1,046	920	-	1,966
Reversal	(4,163)	-	-	(4,163)
As at 31st March 2019	1,119	5,316	-	6,435
Charge for the year	418	614	-	1,032
Reversal	-	-	-	-
As at 31st March 20	1,537	5,930	-	7,467
Net intangible assets-Donor Funded				
As at 31 March 2019	2,088	1,840	2,098	6,026
As at 31st March 20	4,011	4,152	-	8,163

NOTE 9: INTANGIBLE ASSETS-PURCHASED FROM COMPANY FUND

	Computer software	Website development cost	Intangible Assets under Development	Total
Cost or valuation				
As at 1 April 2019	-	-	-	-
Additions	-	401	-	401
Capitalization on Intangible assets on completion	-	-	-	-
Disposals	-	-	-	-
As at 31st March 20	-	401	-	401
Accumulated Amortisation				
As at 1 April 2018	-	-	-	-
Charge for the year	-	27	-	27
Reversal	-	-	-	-
As at 31st March 20	-	27	-	27
Net intangible assets-Purchased from Company Fund				
As at 31 March 2019	-	-	-	-
As at 31st March 20	-	374	-	374
Net intangible assets-Purchased from Company Fund and Donor Funded				
As at 31 March 2019	2,088	1,840	2,098	6,026
As at 31st March 20	4,011	4,526	-	8,537



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 10: LOANS AND ADVANCES

	Non-current		Current	
	As at March 31, 2020	As at March 31, 2019	As at March 31, 2020	As at March 31, 2019
Security deposits				
Unsecured, considered good	7,319	9,998	9,004	534
(A)	7,319	9,998	9,004	534
Advances recoverable in cash or in kind				
Unsecured, considered good				
- Advance to partner NGO	-	-	7,338	12,263
- Travel Advance to Employees	-	-	167	234
- Advance to vendors and other	-	-	4,008	2,958
(B)	-	-	11,513	15,455
Other loan and advances				
Tax deducted at Source (TDS)	325	4,282	1,264	1,102
Prepaid expenses	-	-	5,162	6,912
Loan to employees	-	-	2,113	1,421
(C)	325	4,282	8,539	9,435
Total (A) + (B) + (C)	7,644	14,280	29,056	25,424

NOTE 11: CASH AND CASH EQUIVALENTS

	As at March 31, 2020	As at March 31, 2019
Cash on hand	8	-
Cheques/draft on hand	36	-
Balances with banks		
- In Current Account	190	203
- In Saving Account	74,934	77,835
	75,168	78,038
Bank deposits:		
Deposits with original maturity for more than 12 months	-	7,555
Deposits with original maturity upto 12 months	94,115	1,73,320
	94,115	1,80,875
	1,69,283	2,58,913

NOTE 12: OTHER ASSETS

	Non-current		Current	
	As at March 31, 2020	As at March 31, 2019	As at March 31, 2020	As at March 31, 2019
Other bank balances				
Deposits (under Bank Lien)	1,835	1,835	-	-
Other receivable				
Employee benefit plan surplus (note 22)	-	-	184	3,287
Interest accrued on Bank deposits	-	-	6,323	5,932
Capital advances	-	-	6,989	-
Grants/Donations receivable	-	-	63,683	47,641
	1,835	1,835	77,179	56,860



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2020	For the year ended March 31, 2019
NOTE 13: GRANTS/ DONATIONS		
Grants from affiliates	3,74,673	3,68,139
Grants from affiliates - humanitarian	87,840	92,352
Grant from corporate and institutions	1,31,954	78,126
Donation - corporate and institutions	4,475	20,817
Donation - individuals	42,767	62,865
Donation - events (refer note 27)	66,021	51,451
	7,07,730	6,73,750

NOTE 14: OTHER INCOME

Interest income		
- Bank deposits	11,871	11,016
- Saving bank a/c	2,883	3,086
Surplus on sale of fixed assets	144	234
Other non-operating income	1,436	831
	16,334	15,167

NOTE 15: PROGRAMME EXPENSES

	1,24,948	1,21,753
Grant paid to Partners (refer note 28)	1,25,287	1,14,529
Humanitarian response including relief materials	1,03,008	69,137
Workshops and consultation charges	20,495	20,944
Programme related travel cost	12,215	11,876
Programme evaluation and training cost	1,18,648	1,02,283
Add: Personnel expenses related to programme activities	5,04,601	4,40,522



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2020	For the year ended March 31, 2019
NOTE 16: FUNDRAISING COST		
Retainership fees	20,998	21,498
Other fundraising expenses	47,762	53,982
Add: Personnel expenses related to fundraising activities	32,786	26,487
	1,01,546	1,01,967

NOTE 17: EMPLOYEE BENEFIT EXPENSES

Salary benefits	1,07,013	94,918
- Programme staffs	29,699	22,147
- Fundraising staffs	37,176	40,039
- Other staffs	11,687	10,584
Contribution to provident fund	3,990	2,572
Gratuity (refer note 22)	4,385	2,927
Leave benefits	1,399	4,450
Staff welfare expenses	2,926	1,793
Training & recruitment expenses	1,98,275	1,79,430
	(1,18,648)	(1,02,283)
	(32,786)	(26,487)
Less: Personnel expenses related to programme activities		
Less: Personnel expenses related to fundraising activities	46,841	50,660

NOTE 18: CO-ORDINATION AND ADMINISTRATION COSTS

Rent (refer note 23)	28,388	26,262
Travelling and conveyance	11,497	8,457
Communication costs	3,822	4,306
Repair and maintenance		
- Computers	3,118	1,600
- Other than computers	11,761	9,717
Electricity charges	2,488	2,486
Printing and stationery	3,340	3,204
Professional charges	8,891	4,882
Insurance	112	154
Rates and taxes	14	4
Bank charges	1,216	1,308
Payment to auditors		
- Statutory audit fee (including GST)	1,062	1,062
- Other certifications	-	-
- Out of pocket expenses	61	69
Exchange differences (net)	298	271
Miscellaneous expenses	422	722
	76,490	64,504



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2020	For the year ended March 31, 2019
--	--------------------------------------	--------------------------------------

NOTE 19: CAPITALISED ASSETS PURCHASED OUT OF DONOR FUND

Capital assets purchased		
- Tangible Assets	1,800	6,011
- Intangible Assets	3,169	2,582
	4,970	8,593

NOTE 20: DEPRECIATION ON ASSETS PURCHASED OUT OF COMPANY FUND

- Tangible Assets	365	-
- Intangible Assets	27	-
	392	-

NOTE 21: PRIOR PERIOD EXPENSE

Professional charges	185	12
	185	12

NOTE 22: 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 joiners. 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, 2020	For the year ended March 31, 2019
Net employee benefit expense :		
Current service cost	2,970	2,398
Interest cost on benefit obligation	848	762
Net actuarial (gain)/loss recognised in the year	1,282	347
Expected return on plan assets	(1,110)	(936)
Net expense	3,990	2,571

Balance Sheet

	For the year ended March 31, 2020	For the year ended March 31, 2019
Benefit asset/ liability:		
Present value of defined benefit obligation	(14,851)	(11,088)
Fair value of plan assets	15,035	14,375
Plan asset	184	3,287

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

Opening defined benefit obligation	11,088	9,893
Current service cost	2,970	2,398
Interest cost	848	762
Benefits paid	(1,151)	(2,223)
Actuarial (gains)/ losses on obligation	1,096	258
	14,851	11,088



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 22: POST - EMPLOYMENT BENEFIT PLAN (CONTINUED)**Changes in the fair value of the plan assets are as follows:**

	For the year ended March 31, 2020	For the year ended March 31, 2019
Opening fair value of plan assets	14,375	12,460
Expected return	1,109	936
Contributions by employer	818	3,035
Benefits paid	(1,081)	(1,967)
Actuarial gains/(losses)	(186)	(89)
Closing fair value of plan assets	15,035	14,375

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

	As at 31 March 2020	As at 31 March 2019	As at 31 March 2018	As at 31 March 2017	As at 31 March 2016
Defined benefit obligation	(14,851)	(11,088)	(9,893)	(8,377)	(8,257)
Plan assets	15,035	14,375	12,460	12,908	9,515
Surplus/ (deficit)	184	3,287	2,567	4,531	1,258
Experience adjustments on plan liabilities	(664)	(230)	33	543	(738)
Experience adjustments on plan assets	(186)	(89)	(498)	13	17

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

	As at March 31, 2020	As at March 31, 2019
Discount rate	6.92%	7.65%
Salary escalation rate	7.00%	7.00%
Expected return on plan assets	7.43%	7.72%
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 23: OPERATING LEASES

The Company has taken various properties under cancellable and non-cancellable rental agreements during the year company has terminated most of the non-cancellable agreements and rest of the non-cancellable agreement has converted into cancellable agreements, accordingly Company has reverse the lease equalisation reserves at year end. There is no minimum rental payable under non-cancellable rent agreements. 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. 28,388 (31 March 2019 Rs. 26,262).

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

	As at March 31, 2020	As at March 31, 2019
Within one year	-	2,875
After one year but not more than five years	-	3,365
	-	6,240



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 24: 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

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

Particulars	For the year ended March 31, 2020	For the year ended March 31, 2019
Mr. Amitabh Behar, Chief Executive Officer	5,000	5,485
Ms. Nisha Agrawal, Former Chief Executive Officer upto April 02, 2018	-	30

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 last 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.

During the financial year 2019-20 Mr. Amitabh Behar, Chief Executive Officer has voluntary forgone 9% of his salary.

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

Particulars	For the year ended March 31, 2020	For the year ended March 31, 2019
Payable towards expenses incurred by key management personnel		
Mr. Amitabh Behar, Chief Executive Officer	5	-
Ms. Nisha Agrawal, Former Chief Executive Officer	-	-

NOTE 25: EARNINGS IN FOREIGN CURRENCY

Particulars	For the year ended March 31, 2020	For the year ended March 31, 2019
Grants from affiliates (including humanitarian)	3,57,023	4,04,150
Grants from corporate and institutions	23,051	76,083
Donation - corporate and institutions	366	29,107
Donation - individuals	-	139
Donation - events	14,923	7,275
	3,95,363	5,16,754

NOTE 26: EXPENDITURE IN FOREIGN CURRENCY

Particulars	For the year ended March 31, 2020	For the year ended March 31, 2019
Consultancy cost	369	163
Staff international travel	1,791	2,231
Programme Workshop	167	73
Others	321	498
	2,648	2,965



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 27: TRAILWALKER EVENTS OF OXFAM INDIA

During the year, the Company has organized two Trailwalker events in India near Bengaluru and Mumbai. 185 teams participated in Mumbai trailwalker (110 teams in 100km event and 75 teams in 50kms event) - (31 March 2019: 86 teams in 100km event and 47 teams in 50kms event) and 337 teams participated in Bengaluru trailwalker (158 teams in 100km event and 179 in 50km event) - (31 March 2019: 126 teams in 100km event and 107 in 50km event) from India and abroad participated in the Trailwalker in India and the Company has raised Rs. 66021 (31 March 2019 Rs. 51,451) 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. 52,012 (31 March 2019 Rs. 42,592) on these events.

NOTE 28: GRANT PAID TO PARTNERS - GEOGRAPHICAL AND THEMATICAL PRESENTATION

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

Geographical and thematical summary of Grant paid to partners extracted from management internal report is as follows.

For the year ended 31 March 2020:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Private Sector Engagement	Essential Services	Gender Justice	Social Inclusion	Grand Total
Focus States							
-Assam	15,785	-	-	-	-	-	15,785
-Bihar	3,090	5,944	-	3,451	4,073	78	16,636
-Chattisgarh	-	6,374	-	3,557	3,860	612	14,403
-Jharkhand	-	2,879	-	1,515	4,680	174	9,248
-National	-	-	-	-	-	4,543	4,543
-Odisha	4,627	4,501	1,102	3,848	6,478	574	21,130
-Uttar Pradesh	5,116	-	896	4,750	4,630	1,453	16,845
	28,618	19,698	1,998	17,121	23,721	7,434	98,590
Non Focus States	15,243	2,391	2,723	5,303	698	-	26,358
Grand Total	43,861	22,089	4,721	22,424	24,419	7,434	1,24,948

For the year ended 31 March 2019:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Private Sector Engagement	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	1,21,753

NOTE 29: During the year, the Company has not received in kind donations of relief material and hence, there is no distribution of relief materials received in kind.

NOTE 30: During the current year, programme expenditure includes Rs. 1,027 (Previous Year Rs. 2,937), the corresponding income of which was booked in the earlier years.



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 31: Undistributed relief materials of the aggregate value of Rs 23,600 (Previous Year Rs 19,451) 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 32: During the financial year, company has received a property situated at Faridabad from a foreign national (a person of Indian origin) worth Rs 24,630 as a donation in kind, as per FCRA act/rules, which the company has recognised it at its fair market value of Rs 24,630 and capitalised the same along with related expenses of Rs 1,366 incurred as a cost of acquisition paid by the company out of its own funds on its transfer (such as registration fee, stamp duty and other incidental expenses) and also credited the same to capital assets fund.

NOTE 33: a) During the year gross value of Rs. 55 and accumulated depreciation of Rs. 39 was re-grouped from office equipment to computers to correct the assets classification.
b) During the year advances recoverable in cash or in kind related to previous year of Rs 15,811 are re-grouped under advance to partner NGO, Travel Advance to Employees, Advance to vendors & others and Gratuity Recoverable from LIC for better presentation.
c) During the year trade payable related to previous year of Rs 23,293 are re-grouped under Payable to partner NGO, Salary Payable, Employee reimbursement Payable, Gratuity Payable to employee, Other Provision and Trade payable for better presentation.

NOTE 34: 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 35: Impact of COVID – 19

The novel coronavirus (COVID-19) outbreak which was declared as global pandemic by the World Health Organization (WHO) on March 11, 2020 continues to spread across the globe including India resulting in significant impact on global and India's economic environment.

The Company has assessed the impact of COVID-19, to the best of its information, on its operations, as well its financial statements, including but not limited to the areas of revenue (Grants), costs, operational controls and processes followed as at March 31, 2020. Based on the overall assessment, the Company is of the view that no additional provision need to be created in the books of account for the year ended March 31, 2020.

Further, in respect of grant paid to implementing partners (sub-recipients) for various projects, internal control system is in place to obtain timely utilization certificates as per the due dates of the respective agreements/MOUs. However, due to the prevailing situation arising on account of COVID-19, the audited utilization certificates for the year 2019-20 could not be obtained from many implementing partners (Sub-recipients) but expenditure are booked on the basis of unaudited utilization certificate approved by the management of implementing partners. Similarly, management has conducted physical verification of inventory of relief materials but due to COVID-19 pandemic, statutory auditor could not undertake the physical verification at year end. Even though there is no material impact on the financial statements of the Company for the year ended March 31, 2020 due to the changes in the operational controls and processes followed by the Company during the COVID-19 pandemic situation in the country, considering the lockdown was implemented w.e.f. March 25, 2020. The Company will however continue to closely monitor any material changes to the future economic conditions that may have any significant impact on its operations and financial position.

NOTE 36: Previous year figures have been regrouped/reclassified, wherever necessary to confirm current year classification.

As per our report of even date

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

K. N. Gupta

K.N. Gupta
Partner
Membership No.: 009169

Place: New Delhi
Date : 19th September, 2020



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

Shankar Venkateswaran
Shankar Venkateswaran
Director
DIN: 02920174



Amitabh Behar
Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date : 19th September, 2020

Anup Singh Khosla
Anup Singh Khosla
Director
DIN: 00917703

Satya Prakash Mishra
Satya Prakash Mishra
Director Operations

Place: New Delhi
Date : 19th September, 2020

Beyond Charity

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 Sarvangan Vikas Sangathan		Raipur RO
29	Humsafar		Lucknow RO
30	Indira Social Welfare Organisation	ISWO	Bhubaneswar RO
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

SR. NO.	PARTNER NAME	PARTNER ACRONYM (IF APPLICABLE)	REGIONAL OFFICE
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
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	Social Action For Manpower Creation	SAMPARC	Bhubaneswar RO

SR. NO.	PARTNER NAME	PARTNER ACRONYM (IF APPLICABLE)	REGIONAL OFFICE
73	Samudaik Kalyan Evam Vikas Sansthan		Lucknow R0
74	SEWA Bharat		Patna R0
75	Shohratgarh Environmental Society	SES	Lucknow R0
76	Shreyas		Humanitarian Hub
77	Sikshasandhan		Bhubaneswar R0
78	Social Action for Appropriate Transformation and Advancement in Rural Areas	SATRA	Humanitarian Hub
79	Society For Leprosy Amelioration And Rehabilitation	SOLAR	Bhubaneswar R0
80	Society for participatory action research and knowledge	SPARK	Patna R0
81	Sri Ramanand Saraswati Pustakalaya	SRSP	Lucknow R0
82	Srijan Mahila Vikas Manch	SMVM	Patna R0
83	Support for Network and Extension Help Agency	SNEHA	Bhubaneswar R0
84	SWADHIKAR		Humanitarian Hub
85	Tarun Chetna Sansthan	TCS	Lucknow R0
86	Tata Institute of Social Sciences	TISS	Delhi Office
87	Technology Informatics Design Endeavor	TIDE	Delhi Office
88	Unnayan		Bhubaneswar R0
89	Vasundhara		Bhubaneswar R0
90	Vigyan Foundation		Lucknow R0
91	Vikas Foundation		Patna R0
92	Warsi Sewa Sadan	WSS	Lucknow R0
93	Women Power Connect	WPC	Delhi Office
94	Women's Organisation for Rural Development	WORD	Bhubaneswar R0
95	Women's Organisation for Socio-Cultural Awareness	WOSCA	Bhubaneswar R0
96	Youth for Social Development	YSD	Humanitarian Hub

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