

PROTECT SECURE PRESERVE

ANNUAL REPORT 2020-2021



ऑक्सफेम इंडिया
OXFAM
India

A movement
to end
discrimination



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Protect. Secure. Preserve.

OVERVIEW

- CHAIRPERSON'S MESSAGE
- CEO'S MESSAGE

CHAIRPERSON'S MESSAGE



Oxfam India believes in the power of people coming together for Justice and Equality. We are committed to challenging discrimination and making India discrimination-free and more equal.

COVID-19 started as an health emergency in 2020, which snowballed into a humanitarian crisis in the months of lockdown and it transformed into a deadly second wave in April and May 2021. The migrant crisis unfolded before us in 2020, With the second wave of COVID-19 we witnessed a complete collapse of the healthcare system. Millions lost their lives and the lives of their loved ones. Several of our own team members have been affected and we have had the misfortune of losing a fellow colleague and comrade to these difficult times. Certain regulatory amendments, with regard to the FCRA, have made it measurably difficult for organisations such as ours to provide the necessary environment to respond freely. Despite these challenges, we did not waver from our commitment to serve the communities we worked in.

Last year, we weathered the storm to serve 6 lakh individuals in 239 districts in 16 states, out of which 42% were women and girls. 18.32 lakhs people were indirectly reached through our rights-based initiatives and campaigns. 67% of this audience belonged to marginalised communities i.e. Dalits, Muslims and Tribals. During 2020-21, our total income was INR 82.60 crore, as against INR 72.39 crore in 2019-20, reflecting an increase of 14%.

On 25 March 2020 the country went into a complete shutdown. The economy came to a crushing halt, and several contractual and migrant workers began a homeward exodus after being bereft of livelihood opportunities. We witnessed workers traverse back to their villages on foot; many succumbed on the way. Several spiralled back to poverty, and children spent precious early years out of school. The situation back pedalled communities from the ground covered for a more free, just and poverty-free life. These communities also emerged as the new social groups that faced new forms of discrimination. Women lacked access to awareness on COVID-19 and violence services. Several cases of discrimination were reported against Community Health Workers. Seen as the backbone of primary health care in India, the ASHAs were neither trained nor equipped to identify, treat or recommend life-saving options to COVID-19 patients. We tried to address these during our response. Through Protect.Secure.Preserve (PSP)—our first Covid response—we reached the most marginalised communities in 16 states. We reached over 500,000 people with food and over 9000 families with cash worth Rs 2.94 crore and many more with safety and hygiene kits.

COVID-19, unfortunately, was not the only crisis that the nation faced this year. A series of natural disasters befell in different parts of the country. We responded to Cyclone Amphan in West Bengal and floods in Assam and Odisha. In the 3 districts of West Bengal we reached 120,175 people with emergency shelter kits, hygiene and dignity kits to protect them from extreme weather conditions. In Assam and Odisha, we reached 167,060 people through emergency shelter, hygiene and safety kit, and direct cash transfers.

The India Inequality Report 2020 'On Women's Backs' focused on unpaid care work in India. This was followed by Commitment to Reducing Inequality Index (CRII) released in October. The CRII report showed the status of expenditures on health and education, minimum wages and its variation and grants and shared taxes in different states of India. Like every year, in January 2021, the India Supplement for the global Inequality Report focused on different aspects of wealth inequality and impact of pandemic.

Our recommendations, under the #RightsOverProfits Campaign, around the rights of children and patients were included in National Human Rights Commission's new Covid 'Guidelines on Child Rights' and 'Guidelines on Health' in the pandemic. Advocacy push to state governments demanding the implementation of these guidelines also is in full swing.

Joining hands with future leaders is crucial for our mission to end discrimination. We therefore started 'Equality Clubs' in schools across the country, in association with Young Leaders for Active Citizenship (YLAC India). Through this students were exposed to gender, economic, and religious inequalities.

In partnership with NDTV we conducted a telethon to raise funds for COVID-19 humanitarian response with our campaign #India4All. It was a huge success triggering our social media-driven fundraising campaigns. As we entered a new strategy period, with ending discrimination at the core of our work, we launched a digital campaign #IndiaWithoutDiscrimination. The campaign helped establish us as an organisation working on addressing discrimination based on gender, caste, class and religion.

Our new strategy for the next five years, adopted in 2020, embodies the fact that Oxfam India believes in the power of people coming together for Justice and Equality. We are committed to challenging the discrimination and making India discrimination-free and more equal.

Tireless, fearless and passionate is how I would describe our team members, who let nothing defeat their spirits, not even the deadly pandemic. Our work in 2020 has a savour of grit and dedication to serve the marginalised despite any adversity. The difficult times may have only made us more resilient. As the storm rages on, I only see our response becoming stronger this year. It does fill me with humility as I applaud our partners, staff team and my fellow board members for their relentless contribution to the vision and mission of Oxfam India with resolute dedication.

In solidarity,



Shankar Venkateswaran
Chairperson
Oxfam India

CEO'S MESSAGE



By putting the rights of the marginalised at the heart of everything we do, we work towards ensuring a discrimination-free India, where everyone can live a life of dignity, free from injustice and inequality.

In the year 2020-2021, we witnessed the widespread devastation caused by the COVID-19 pandemic. The sudden lockdown on 25 March 2020 brought us face to face with a heart-wrenching migrant crisis. Millions of migrant workers were rendered jobless overnight, with no income, food or shelter. We saw them undertake the painful journey of going back to their villages on foot while facing heat, hunger and exhaustion.

The contagion caused immeasurable strain on an already fragile health system. The economic ramifications of the pandemic resulted in millions of people pushed into poverty. The education of 247 million children was affected by the pandemic and there was a huge spike in domestic violence distress calls and complaints during the lockdown.

In the midst of this turmoil, I am proud to say that we at Oxfam India stood our ground and were able to respond effectively. Despite regulatory amendments that only hampered the relief work carried out by the non-profit sector, we reached 239 districts across 16 states. Our total direct outreach in 2020-21 was **6 lakhs**, of which 42% were women and girls. We have reached **18.32 lakh** people indirectly through rights-based initiatives and campaigns. The majority of our total outreach (67%) comprised Dalits, Adivasis, Muslims and women.

During this year, our total income was INR 82.60 crore, as against INR 72.39 crore in 2019-20, reflecting an increase of 14%. Oxfam India partnered with 130 organisations, from which 37 partnerships were non-financial partnerships and 33 of the organisations were headed by women.

'Protect. Secure. Preserve.' (PSP) was our first response initiative. We reached 4,43,575 people with a month's supply of dry rations, 60,080 cooked meals (including 7725 meals to returning migrant workers through 'Project Pathik'), distributed 67,560 safety kits and 8426 PPE kits, provided Rs 296.05 lakh to 9481 households as direct cash transfers, 3600 girls were provided with sanitary napkins, and 81 women's Self-Help Groups were given livelihood training.

While working on our Covid response, we responded to Cyclone Amphan in West Bengal and the floods in Assam and Odisha. In West Bengal, we reached 120,175 people with emergency shelter and hygiene kits. In Assam and Odisha, we reached 167,060 people through emergency shelter, hygiene and safety kits, and cash transfers.

The pandemic exposed gaping inequalities in society. We found that the top 100 billionaires in India earned Rs 12.98 lakh crore in the 10 months starting March 2020, when the COVID-19 lockdown first began, while around 92 million people lost their jobs in the informal sector in the first two months of the pandemic.

Despite the pandemic we continued to carry out our programmes on ground as well as our research. We carried out various capacity building initiatives for women and girls across the country. Across 110 villages, 3010 members of women and girls' collective were given training on economic rights. Livelihood training was provided to 81 women's Self-Help Groups. To challenge the norm of violence against women and girls, we worked with 4556 women. Through 11 Women Support Centres, we provided counselling and other support services to 704 survivors of violence.

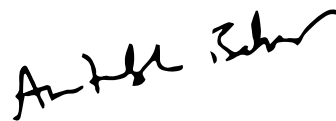
Our advocacy and campaigning initiatives were carried out with tenacity. We partnered with NDTV for a telethon titled **#India4All** to raise funds for COVID-19 relief. We launched a digital campaign **#IndiaWithoutDiscrimination** to address discrimination based on gender, caste, class and religion.

In September, we released **India Inequality Report 2020 'On Women's Backs'** a study on how the country's economy functions on women's unpaid work. This was followed by the release of the **Commitment to Reducing Inequality Index (CRII)**, highlighting the expenditures on health and education, and minimum wages in different states of India. In Jan 2021, we released the **India Supplement for the Global Inequality Report**.

We instituted **Equality Clubs** in schools across India for students from grades eight through twelve in association with Young Leaders for Active Citizenship (YLAC India). This initiative will familiarise students with different types of inequalities in society, develop critical thinking and build leadership skills.

This was a window into the work carried out by Oxfam India in the year 2020-2021, the details for which we will elaborate throughout the report. Having considered all that we accomplished this year, let me take a moment to express our profound gratitude to our donors, supporters, partners and each and every one of you who believed in Oxfam India and its mission. We could not have done it without you. Do continue supporting us and interacting with us. By putting the rights of the marginalised at the heart of everything we do, we work towards ensuring a discrimination-free India, where everyone can live a life of dignity, free from injustice and inequality.

In solidarity,



Amitabh Behar
Chief Executive Officer
Oxfam India

Protect. Secure. Preserve.

BUSINESS PREVIEW

- 70 YEARS OF OXFAM
- SAVING LIVES NOW AND IN THE FUTURE:
HUMANITARIAN
- DISCRIMINATION FREE PUBLIC SERVICES
- GENDER JUSTICE
- CLIMATE JUSTICE
- PRIVATE SECTOR ENGAGEMENT

70 YEARS OF OXFAM IN INDIA

Oxfam is marking its 70th 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.



RIGHT TO SUSTAINABLE LIVELIHOOD



RIGHT TO LIFE AND SECURITY



RIGHT TO IDENTITY



RIGHT TO ESSENTIAL SERVICES



RIGHT TO BE HEARD

Over the past 69 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 21 Oxfams.

Oxfam India is a movement of people working to end discrimination and create a free and just society. We work to ensure that Adivasis, Dalits, Muslims, Women & Girls, and Informal Sector Workers have violence free lives with freedom to speak their mind, equal opportunities to realise their rights, and a discrimination free future. We research to find lasting solutions to end rising inequalities and exclusion of marginalised communities from getting decent jobs, quality free education and healthcare. We campaign with the public to demand policy changes from governments for creating a just and inclusive country as envisioned in the Indian Constitution. We mobilise support to save, protect and rebuild lives of the poorest of poor affected by crisis and humanitarian disasters.

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

SAVING LIVES NOW AND IN THE FUTURE: HUMANITARIAN

Humanitarian and Disaster Risk Reduction hub have 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.

In 2020-21, Oxfam India responded in 16 states that were impacted due to the COVID-19 pandemic as well as two CAT 2 level disasters i.e. Cyclone Amphan and the Indian floods. Oxfam India was on the ground immediately after Prime Minister Narendra Modi announced the lockdown on 25 March 2020. And thus started **Project PSP (Protect. Secure. Preserve)**, our first phase of COVID-19 response. For the year that followed, Oxfam India was providing hot cooked meal to stranded migrant workers and a month's ration to families who were left without

jobs, money or any food. Safety and Hygiene kits were provided to frontline workers in hospitals and police stations, as well as the community.

Oxfam India's digital innovation - Adhikaar Vani was nominated by SPINDLE as the Most Innovative Digital Initiative in 2020 Oxfam India won the Gold Award at the 4th CSR Health Impact Award in Covid Relief Project (NGO) category, organised by the Integrated Health and Wellbeing (IHW) Council.



HIGHLIGHTS

492,330 PEOPLE WERE SUPPORTED WITH DRY FOOD RATION FOR A PERIOD OF ONE MONTH. OUR FOOD KITS CONTAINED RICE, DAL, SPICES, SOYA BEAN, SALT, SUGAR, AND COOKING OIL.

60080 PACKETS OF HOT COOKED MEALS WERE DISTRIBUTED TO MIGRANT WORKERS STRANDED OR TRANSIT AT VARIOUS LOCATION.

8326 PPE KITS WERE HANDED OVER TO HOSPITALS AND DISTRICT ADMINISTRATION TO PROTECT THE FRONTLINE HEALTH WORKERS.

INR 2.96 CRORE WAS TRANSFERRED TO 9481 FAMILIES FROM THE MOST AFFECTED COMMUNITIES AS PART OF THE COVID-19 RESPONSE.

905 HOUSEHOLDS WERE PROVIDED WITH WINTER KIT TO PROTECT THEMSELVES FROM THE EXTREME WEATHER CONDITIONS.

CYCLONE AMPHAN RESPONSE COVERED 3 DISTRICTS IN WEST BENGAL, REACHING OUT TO 1,20,175 PEOPLE WITH EMERGENCY SHELTER KITS, HYGIENE AND DIGNITY KITS TO PROTECT THEM FROM EXTREME WEATHER CONDITIONS. DURING THE FLOODS IN ASSAM AND ODISHA, WE REACHED OUT TO 1,67,060 PEOPLE THROUGH EMERGENCY SHELTER, HYGIENE AND SAFETY KIT, AND CASH TRANSFERS.

15 SCHOOLS THAT ARE AFFECTED DUE TO THE DISASTER IN BIHAR WERE REHABILITATED AND RESTORED

MORE THAN 100 SCHOOLS WERE SUPPORTED WITH THE 'SCHOOL IN A BAG' PROJECT.

1600 HOUSEHOLDS WERE SUPPORTED WITH UNCONDITIONAL CASH TRANSFER AS PART OF CYCLONE AMPHAN.

81 WOMEN SHGS AND THEIR FAMILIES WERE SUPPORTED WITH LIVELIHOOD INPUTS AND TRAINING TO OVERCOME THEIR STRESS DUE TO LOCKDOWN AND THE PANDEMIC





HUMANITARIAN RESPONSE

During the COVID-19 response, Oxfam India's first priority was Safeguarding and Protection of all. Hence, the first step was to strengthen our knowledge and information around COVID-19 pandemic and the strategies to protect and prevent the transmission. Safety kits such as masks and sanitisers were provided to communities and also to all the on-ground staff as part of the first steps. We provided PPE kits to hospitals, healthcare facilities and frontline health workers. As part of public health promotion, Oxfam India disseminated messages through web-based mobile app 'Adhikar Vani'. Oxfam India was nominated by the SPINDLE as the Most Innovative Digital Initiative in 2020 for the aforementioned app.

We reached out to the most marginalised communities such as transgender, people living with HIV, Cancer and Leprosy, sex workers, homeless, construction workers, tea garden and plantation workers, brick kiln workers, flood and cyclone affected communities, and tiger widows among many others with dry food ration to meet their immediate needs.

During cyclone Amphan, categorized as CAT 2, we provided humanitarian assistance to 109,200 people across 3 districts of West Bengal. Oxfam also reached out to the flood-affected communities in Assam, Bihar and Odisha with immediate relief support. As part of the response, Oxfam provided emergency shelter and hygiene material to around 20,000 households with shelter and WASH NFI, 59 Hands-free Tippy Taps and 18 Water Tanks were installed. Around 1600 households were provided with unconditional cash transfers of Rs. 5000.

In Odisha, after the floods in Jajpur district in August and September, the project teams along with VDMC/ WASH committees played proactive roles in rescue, management of relief centers, sanitization of drinking water sources, safe handling of water at individual level and community sanitation. 230 tube wells and two open wells in Jajpur and 18 tube wells in Puri district were sanitized after floods by the project teams and WASH committee members. Intensive orientation done on open defecation, safe sanitation during the flood time.





RELIEF, RESPONSE AND REHABILITATION

Oxfam India strategy of response is focused on the notion of first to reach and last to leave. Thus, we have not just provided immediate relief to the communities but also worked closely with communities for strengthening their resilience to absorb shocks of future disaster. These were done through creating disaster-resilient WASH infrastructures like tiger worm toilets, installation of potable hand washing station and creating awareness around COVID-19 appropriate behaviour. Oxfam India used a variety of strategies to create awareness; amongst them was Adhikar Vani, the web-based mobile app used to text messages on COVID-19, government entitlements, and COVID-19 appropriate behaviour. We used mobile van campaign for direct engagement on the ground to create awareness on hand washing and distribution of masks. As part of the response, we worked closely with schools to support them overcome the damages due to floods and erosion. We worked with 15 schools in Bihar for refurbishment, repair and installation of disaster-resilient WASH infrastructure for schools. In Assam we reached out to more than 100 schools that were impacted due to the flood and erosion with our “School in a Bag” project, thus reaching out to the most marginalised children.

In Assam, Oxfam India provided Training of Trainers to the ASHA workers on Menstrual Health and Hygiene management also including a hands on training on sanitary napkin making. A similar training was conducted with SHG workers in South 24 Parganas in West Bengal on mask-making, sanitary napkin making and WASH infrastructure repair.

Livelihood restoration in the post-disaster scenario was our key strategy where we closely worked with the SHG movement in various states. Our strategy was based on market-based assessment where we provided trainings focusing on skill development, marketing, book keeping and establish linkages. Oxfam India developed business plans with these women collectively and provided them with raw materials for setting up their small unit. Oxfam India provided them with sewing machine, gas stoves, carts, raw materials, etc as initial input to start up their livelihood.





≠ ADDRESSING DISCRIMINATION

The pandemic has impacted the life of each and every person across the world however, we witnessed that the marginalised communities especially dalits, adivasis, minorities, informal sector workers, and women and girls were disproportionately affected. The impact ranged from health care issues, gender-based violence, loss of livelihood and hardship in accessing entitlements. Based on evidence from the ground through assessment and media reports, we designed our humanitarian response such that marginalised groups are assisted to overcome the shocks. 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.

We conducted a study on the status of Primary Health Centres in disaster-affected area of Sundarbans focusing in two districts of West Bengal to understand the preparedness at the community level to assist communities on healthcare issues arising due to COVID-19 and other water borne diseases.

Oxfam India based on the evidences from the ground, set criteria for selection that ensures that the most marginalised communities are benefitted as a result of our response on the ground. As a process of ensuring social inclusion we engaged with communities to participate in the decision making processes that determined the section of beneficiaries for food kit distribution and unconditional cash transfers.

👤 ECONOMIC EMPOWERMENT OF WOMEN

Due to the sudden announcement of lockdown the migrant and informal sector lost their livelihoods and were left with almost negligible incomes. Oxfam India in the early recovery phase focused on reviving the livelihoods by providing new skill and supporting them with livelihood inputs.

Eighty-one SHGs across Gujarat, Maharashtra, Delhi, West Bengal, Bihar and Assam were given inputs to initiate diverse and sustainable livelihood initiatives. We supported them to set small initiatives like a sanitary napkin unit, tailoring shop, home cooked food unit, snacks and bakery unit. While we provided livelihood support in the form raw materials and training, coordination with various government departments were initiated to sustain the project period by linking them with available government schemes.

Apart from these, we provided unconditional cash transfers to women especially reaching out to single women, women from the informal sectors, differently abled person, daily wagers so that they are able to meet their immediate need or start a small entrepreneurship initiative.



DISASTER RISK REDUCTION

1. Ninety Village Disaster Management Committees (VDMC) and 90 WASH Committees are updated with disaster preparedness, risk reduction and response knowledge and skills in all 90 programme villages in UP, Bihar, Assam and Odisha.
2. All 90 intervention villages have their updated Village Disaster Management and WASH plans based on the learning and experience gained. The committee members strived to get resource support from the gram panchayat and linked departments to materialise their DRR and WASH plans in actions. More than 6000 people have been covered under the VDMCs, WASH Committees and TFTs.
3. Community awareness and mobilisation was done in project villages both for safe WASH and COVID-19 appropriate behaviours and improvement reported in knowledge, skills and behaviour. Targeted men and women are aware about the programmes and schemes related to WASH and try to claim their rights. Tiger worm toilet, high rise hand pump installation and water source rehab work completed in Assam and advocacy with government done to promote adoption of the models. For instance, Bangalpada gram panchayat adopted OIN design and constructed two high rise toilets.
4. Women in the intervention areas are aware of and claiming their entitlements under specific government livelihood schemes. 160 women got input support for kitchen garden and mushroom cultivation and 30 other for cattle rearing, setting up petty shops and handlooms. Women reported Improvement in income from the baseline and hence promoting income buffer for the difficult times.
5. Gap assessment generated for emergency preparedness for response in Bahraich and reports submitted to sectoral departments in Bahraich Districts in UP.
6. Influenced Uttar Pradesh Disaster Management Authority in advised districts of Uttar Pradesh to work on their District Disaster Management Plans and submit the contribution to the state. The relevant research and gaps assessment related to UP DRR Road Map initiated and executed, consultations organised at state level by the government as per the need and Oxfam India contributed and supported the UPSDMA in this.
7. As Covid affected a lot of follow up activities planned in the communities and at government level, repurposing of underspent budget was done and 727 PPE kits for high risk medical professionals, 402 safety and hygiene kits, 9000 nitrile gloves, 1500 bottles of sanitizers of 250 ml capacity and 4500 masks were given to medium to low risk frontline workers.





WATER GOVERNANCE

- TROSA team collected the details of Government schemes and services during the COVID-19 lockdown and strengthened the youth and volunteers to spread the community awareness against COVID-19 in order to enable basin community to access basic needs during the crisis. For example, In Uttar Pradesh, from April – June 2020, 344 families from 12 project villages in Mahakali Basin, have engaged with local administration and leveraged resources of INR 1166482/- from five government schemes to absorb the shocks of COVID-19 lockdown.
- Under TROSA, border communities in India and Bhutan demonstrated exceptional solidarity on water cooperation during COVID-19 crisis with Govt. of Bhutan's formal commitment to manage dongs on behalf of the Indian farmers. Role of ICT was put to its best use in COVID-19 lockdown and investments in this area, in the founding years of the project reaped good dividends.
- Government of India and Bangladesh jointly brought protocol reforms on Inland Water Transit and Trade in Brahmaputra Basin through second addendum on protocol on inland water transit and trade between India and Bangladesh effective from 20 May 2020. The addendum, includes two recommendations for which TROSA stakeholders including NERSWN, CUTS International and Oxfam India had been advocating.



- Under the TROSA project, women leaders from 65 project villages are organised in groups including water user groups and are actively participating in the development planning and advocating with government, corporates, transboundary CSOs and other stakeholders on issues including water management. These women leaders have been in the pivot of all the outcomes areas in TROSA mentioned above. Their contributions are well recognised and captured by agencies at various forums including UNESCAP, UNDP, IHE Delft etc. Grassroots women leaders, involved in TROSA have not only made significant contribution at village level but some of them have also stepped up to claim positions of elected representatives, an evidence demonstrating shift towards transformational leadership. Regional platforms were created for grassroots women leaders to exchange learnings challenges and innovation and exploration of avenues for a coherent engagement with women leaders through a network to the surface the issue at a regional level.



DISCRIMINATION FREE PUBLIC SERVICES

The year 2020-21 focused on addressing the devastating impact of the pandemic, strengthening response against rising inequality in India, strengthening public healthcare and education systems, and opposing privatisation of these sectors.



COMMUNITY INSTITUTIONS

In Uttar Pradesh, community outreach was undertaken in 22 districts to identify out of school children, based on which advocacy was done with the Labour Commissioner for improving implementation of the Bal Shram Vidya Yojana in Kanpur sector. This resulted in the re-enrollment of out of school children.

In Odisha, Oxfam India facilitated and prepared a rapid assessment tool with IAG group to understand the impact of the pandemic.

In Chhattisgarh, two webinars were held to build awareness about COVID-19 among health workers and to discuss their experiences amidst the pandemic.

In Uttar Pradesh, the Samata Network engaged community youth on issues of inequality through on-ground cultural activities and social media campaigns.

In Uttar Pradesh, community volunteers were engaged to setup Mohalla classes, which enabled 2400 children to access physical classes during the lockdown. Children from 21 schools used books available in school library with the help of SMCs, teachers and volunteers.



KNOWLEDGE

Oxfam India's Anjela Taneja was picked as one of the co-authors of Oxfam International Inequality Report—The Inequality Virus. Oxfam India also produced an Indian supplement to the same focusing on the unequal impact of the pandemic. This received considerable media and policymaker influence. Oxfam India also launched the Commitment to Reduce Inequality Index and the 2021 India Inequality report. A pre-budget survey was undertaken in collaboration with FIA to highlight peoples' aspirations from the budget.

- Oxfam India's background paper for UNESCO's flagship Global Education Monitoring Report was released. The UNESCO report included several issues of concern raised by Oxfam India.
- Oxfam India undertook a Rapid Survey looking at government and private schools in pandemic. This received extensive media coverage and was quoted by academics and policymakers alike. The report received significant traction in the media with around 30 media mentions and citations along with interviews and podcasts.

- Oxfam India also contributed a chapter on standards for education in the context of the pandemic to the Sphere Handbook.
- Two policy briefs: one providing Oxfam India's consolidated asks for the pandemic response and another providing an overview of the World Bank's Project STARS were prepared.
- International journal article (NORRAG) on education cess was published
- Working papers on the regulation of private schools and overall regulation of healthcare were launched.
- OIN Drafted chapters for the WNTA Governance review addressing progress on SDG 10 and 4
- the findings submitted to Child Labour Resource Centre, Kanpur resulting in inclusion of children of migrant worker under the scheme.
- Price capping on Covid treatment in private hospitals in UP was done, an issue that Oxfam India advocated for.
- Government of Haryana invited OIN to participate in one of the working groups related to the roll out of the NEP in the state.
- An advocacy campaign against merger/consolidation of schools was undertaken in Odisha by RTE Forum Odisha reaching all parties resulting in a temporary partial roll back of decision. Civil society organisations discussed recommendations to the state government for implementing NEP in Odisha.
- In UP, grievances related to RTE implementation were collected from 20 districts and shared with SCPCR with view of strengthening grievance redress mechanisms in education in the state.
- In Chhattisgarh, advocacy was undertaken to extend the tenure of *Shala Sangwaris* (community teachers assisting regular teachers). For this, letters were sent to Chief Minister and in-principle agreement received for extension.
- CSO advocacy in Odisha contributed to the issuance of HC order, which directs doctors to prescribe generic medicines and prescriptions should be in capital letters.

CAMPAIGNS AND ADVOCACY

- Oxfam India's recommendations were included in the National Human Rights Commission's guidelines for Child Rights and right to health in the context of COVID-19. Follow up was maintained with state governments to ensure implementation of these recommendations.
- Oxfam India's partner, the RTE Forum was invited for pre-budget consultation by the Ministry of Finance and also made a detailed written submission highlighting the need for increasing focus on financing education. OIN contributed to the drafting of the same. After the announcement of the budget, the team made a submission to parliamentary committees amplifying peoples' aspirations for adequate allocations to address inequality, health and education. The team wrote extensively in the media about the union budget and the government's failure to address inequality, health and education in its first 'pandemic budget'.
- UP and Odisha saw successful advocacy for activation of midday meal during the pandemic. In UP successful advocacy was undertaken around the Bal Shram Vidya Yojana. A survey was undertaken in 20 districts and





RIGHTS OVER PROFITS CAMPAIGN

PATIENTS' RIGHTS CHARTER



Oxfam India pushed for notification of the Patients' Rights Charter in the state in line with the letter issued by the Ministry of Health and Family Welfare. In Odisha, Oxfam India team met the Health Minister and Additional Chief Secretary and briefed them about the Patients' Rights Charter (PRC) and urged him to notify the PRC. An MLA meet on PRC was organised on the 26 March 2021 to discuss the Patients' Rights Charter and its notification in the state of Odisha. The Health Minister and Speaker expressed their concerns with regard to the violations of Patients' Rights and committed to organise a meeting with the relevant department dignitaries to discuss the matter in detail and look into the notification process at the earliest.

Campaigning was undertaken in **Bihar and Jharkhand** in 16 districts with focus on PRC and the rights of marginalised communities. District level consultations on PRC were organised in 10 districts in Bihar and six in Jharkhand. These events were attended by Panchayat, Ward Members, frontline health workers including ANM, ASHAs and Anganwadi workers and community members. Patients' Rights Charters was displayed in 30 PHCs in Bihar.

In **Chhattisgarh**, a delegation met the State Health Minister related to implementation of Patients' Rights Charter. He instructed his office to look into the feasibility of getting the charter displayed in public health facilities at district level.

In **Uttar Pradesh**, meetings were held to demand notification and implementation of the Patients' Rights Charter. Chief Medical Officer (CMO) of Hamirpur district issued orders to display the Patients' Rights Charter (PRC) in private and public medical establishments.

In **Odisha**, a letter was submitted to the CM, demanding accountability and suo moto disclosure of fund transfer and expenditure status of fund given to private hospitals for COVID-19 treatment by the state government. A task force was formed at the state level to monitor PRC and Covid care provisions. The home and health department jointly declared 100 as toll free number to complain the cases of denials or violations.

Overall, Oxfam India's work on privatisation of health and education has received more than 66 media mentions, articles, interviews, and podcasts. This includes several mentions in the regional media in the states. The tweet storm for patients' rights received 100 mentions under **#DemandPatientsRights**. We also have around 1000 tweets under **#RightsOverProfits**. Videos explaining issues of privatisation of health and education both received over 1 million views respectively.

EDUCATION

In education, a sign on letter calling for a postponement of the World Bank STARS project was endorsed by 1.4k academics, teachers' unions, CSOs, other allies. Oxfam India advocacy on the issue resulted in in-principle agreement from the Bank to not fund for-private actors in the intervention; the clause earmarking 20% funding under the grant for PPPs was also removed. The media outreach around World Bank STARS project received around 20 media mentions including one authored article. The tweet storm received around 927 mentions under **#StopWorldBankLoan**.

INEQUALITY

Oxfam India continued to lead the Fight Inequality Alliance bringing together peoples' aspirations of a Covid response that is conducive to a more equal recovery from the impact of the pandemic. A charter of demands for a peoples' budget was prepared and formed the basis of outreach to policymakers. FIA members also supported Covid relief with a focus on the issues of youth and gender in the pandemic.

A video on the inequality impact of the pandemic and a campaign anthem on inequality were prepared, the latter in collaboration with Indian Ocean. We continued the pre-budget buzz created by Oxfam's report 'The Inequality Virus' and Fight Inequality Alliance's week of action against inequality to highlight the issues of health and education in February.

The team wrote extensively in the media about the union budget and the government's failure to address inequality, health and education in its first 'pandemic budget'. A campaign song on inequality prepared in collaboration with Indian Ocean; 3000+ views and 7 media mentions. Overall activities around inequality and FIA received 64 media mentions. It includes three media articles, 57 media mentions, four interviews/quotes/podcasts, and two press releases.

Constituency building undertaken for the campaign including outreach to networks, CSOs and academia to expand the base of the campaign. A series of 14 webinars on issues of privatisation of health and education were launched. The period also saw participation and sharing

of the OIN privatisation campaign in international forums dedicated to strengthening the public education system and regulating private provision including the CSO strategy workshop on privatisation and public services alternatives and the Global South Women's Forum on Sustainable Development 2020. A range of materials were prepared for the campaign including influencer and explainer videos to amplify the messages.

ADDRESSING DISCRIMINATION

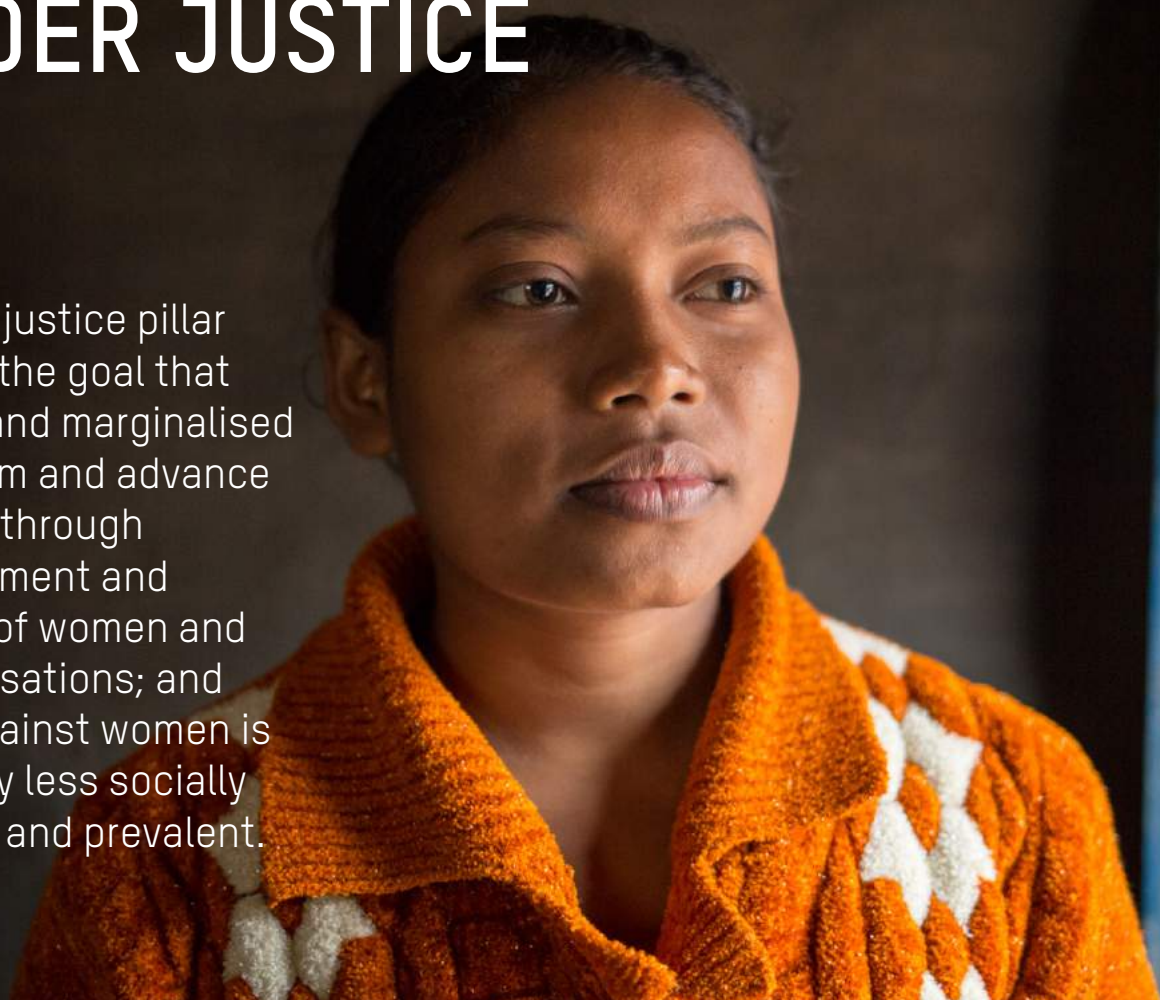
Joint advocacy was undertaken as part of the Fight Inequality Alliance mobilisation with the National Campaign on Dalit Human Rights on the need for a Covid responsive inequality reducing package that addresses the needs of Dalits during the pandemic. Further, Oxfam India collaborated with other Dalit-led organisations such as the Centre for Social Equity and Inclusion, and National Youth Equity Forum to design a pre-budget survey on people's expectations from the budget that reached out to over 1400 respondents, of which around 50% comprised Scheduled Tribes, Scheduled Castes and Other Backward Castes.

Issues of discrimination against Dalits and Adivasis were included in the campaign against privatisation of education and health; non-discrimination on these grounds is an integral part of the Patients' Rights Charter. 228 tribal children (girls-116, boys-112) benefitted directly from Multi-Lingual Education (MLE) in Odisha. Till date through MLE education and its demonstration project benefitted 1235 children.



GENDER JUSTICE

The gender justice pillar works with the goal that more poor and marginalised women claim and advance their rights through the engagement and leadership of women and their organisations; and violence against women is significantly less socially acceptable and prevalent.



The COVID-19 pandemic has been the biggest challenge during 2020-21 and the usual ways of working took a hit. The focus shifted on relief activities which included providing relief from violence faced by women.

Since our on-ground work was severely restricted we concentrated on national-level advocacy, knowledge building and campaign which were possible virtually.

IN NUMBERS

JOIN ALONG WITH THE PARTNERS REACHED TO MORE THAN 3.48 LAKH MEN, WOMEN, BOYS AND GIRLS ON THE ISSUES OF VIOLENCE AGAINST WOMEN IN 2020 THROUGH DIRECT ACTION, ADVOCACY AND CAMPAIGN ACTIVITIES

5046 INFLUENCERS AND SERVICE PROVIDERS (KEY STAKEHOLDERS) WERE SENSITISED TO TAKE ACTIONS AGAINST VIOLENCE AGAINST WOMEN AND GIRLS THROUGH WORKSHOPS AND MEETINGS

3010 MEMBERS OF WOMEN AND GIRLS' COLLECTIVE WERE GIVEN TRAINING ON ECONOMIC RIGHTS IN 110 VILLAGES

314 WOMEN COLLECTIVES WITH 4556 WOMEN STRENGTHENED TO CHANGE THE SOCIAL NORM OF ACCEPTING VIOLENCE AGAINST WOMEN AND GIRLS

AROUND 2275 POOR AND MARGINALISED WOMEN IN CHHATTISGARH HAVE BEEN TRAINED ON MONTHLY BASIS TO DEVELOP THEIR LEADERSHIP CAPACITY TO UNDERSTAND THEIR RIGHTS, CLAIM THEM AND RAISE THEIR VOICE AGAINST GENDER-BASED VIOLENCE.

THROUGH 11 WOMEN SUPPORT CENTRES, OXFAM HAS PROVIDED COUNSELLING AND OTHER SUPPORT SERVICES TO 704 SURVIVORS OF VIOLENCE.



ADVOCACY IN TIMES OF COVID-19

As it turned out the pandemic was extremely tough on the most marginalised communities and that includes women and girls. The latter are most of the time blindsided in policies but as the pandemic hurled into a humanitarian crisis, the chances of them bearing the brunt, rather invisibly, was very high. Given our years of experience with gender justice and the way the migrant crisis was unfolding in April, we drafted a **policy brief on the social and economic impact of COVID-19 on women and providing recommendations to look at the pandemic through a feminist lens.**

Between April and June, we constantly engaged with the National and State Commissions for Women to advocate for a gender-sensitive response to the migrant crisis outlining immediate steps. **A written submission was made to the NCW in April 2020.** Odisha government invited us to be part of and contribute to the Rapid Needs Assessment of Covid Crisis.

We participated in **consultations reviewing the 'Interstate Migrant Workmen's Act'** from women workers rights perspective and provided recommendations for women workers in the Eastern and Northern regions. In order to keep the focus on women during the pandemic, we engaged with academicians, policy makers and the civil society through a **six-part webinar series on "Rebuilding Women's Lives Post-Covid Period"** focusing on the different aspects of women's rights.

Oxfam India conducted a ground level assessment of how the crisis impacted women and girls in our five focus states—Uttar Pradesh, Odisha, Jharkhand, Bihar and Chhattisgarh. This assessment covered issues around social protection, violence against women & girls (including unpaid work), health (including SRHR), livelihood, access to information and humanitarian response. Based on these assessment **we made a submission to the UN Special Rapporteur on Violence Against Women** regarding the status of violence faced by women and girls and the response to the same based on the gender assessment.

As the number of domestic violence cases increased in India during the lockdown, a need was felt to make the information on violence services accessible to all. A state-wise [resource directory](#) of helplines in India was created and posted online to provide aid to victims of domestic violence in these difficult times.

A Feminist Critique and Consultation on the rules for Code of Social Security, 2020 was held in collaboration with the Private Sector Engagement Team (PSE) and recommendations submitted to the Labour and WCD Ministry.



ADVOCACY AROUND PWDVA



Continuing our work on gender justice, we along with our partners in **Jharkhand** prepared a Standard Operating Procedures (SOPs) for implementation of the Protection of Women from Domestic Violence Act, (PWDVA), 2005.

In **Odisha**, we collaborated with the state Women and Child Development Ministry to hold a roundtable on the DV Act with the district protection officers and service providers to discuss the challenges they faced and the way forward. In fact, this online roundtable was followed by a face to face in Kalahandi with 25 service providers to discuss the way forward in resolving DIRs in different courts.



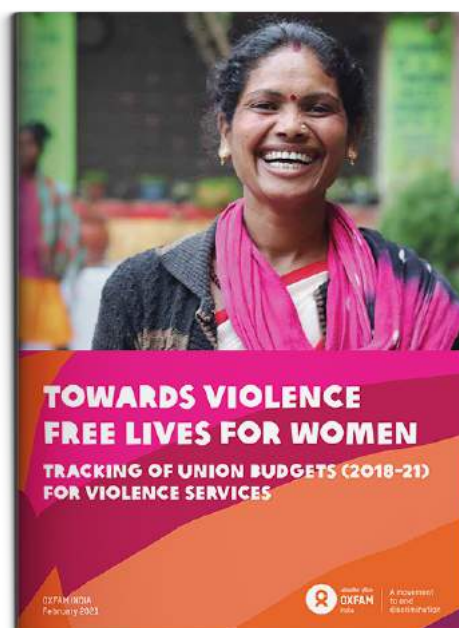
KNOWLEDGE & RESEARCH PRODUCTS

We launched a report—one national level and three state level research report (Delhi, Odisha and Bihar)—analyzing the trends in allocations and expenditures on services and schemes to address Violence Against Women and Girls, vis-à-vis, the Union and State Budgets —‘[Towards a violence free life for women: Tracking Union Budgets for VAW services](#)’. The report highlighted the gap between the requirements of funds and the actual allocations. The report received wide media attention. The report was picked up by the BBC, which did a story [Nirbhaya: Where did millions set aside after Delhi gang](#)

[rape go?](#). The Oxfam India gender justice team wrote for the India Development Review (IDR), titled [Nirbhaya Fund Plagued with Transparency and Underuse Issue](#).

Recommendations from the report were sent to the Ministry of Finance as part of Feminist Policy Collective pre-budget submission; as well as to the Ministry of Women and Child Development and Finance directly by Oxfam India. The findings of the report was converted into a chapter in a resource handbook on gender budgeting by Karnataka Fiscal Policy Institute. The report will be further used to advocate for increased allocations to the fund commensurate with needs, and transparency in expenditure data and details of expenditure. Meanwhile, an article on the analysis of the annual budget from the gender lens was published in The Quint—‘[What about women? Budget 2021 ignores gender gap widened by Covid](#)’.

Rajini Menon and Amita Pitre, co-authored with Flavia Agnes, a chapter on combatting domestic violence for the book ‘[Her Right to Equality](#)’. The book edited by former CEO of Oxfam India Nisha Agarwal and published by Penguin and Samruddha Bharat Foundation was released on International Women’s Day in 2021.



#EMPOWERMENTNOTAGE

We launched our national and state level campaign on the issue of 'age of marriage' [#EmpowermentNotAge](#) during the 16 Days of Activism. Launched under the aegis of the #BanoNayiSoch, this campaign focussed on generating awareness at the community level about the age of marriage and elaborating on what works and what does not work effectively to increase age of marriage. This campaign was planned after the government announced that it proposed to increase the legal age of marriage for girls from 18 years to 21 years. Additionally, during the pandemic there were several reports that distress early and child marriage of girls had increased. It was in this context also that the campaign urged the government to focus on what works to reduce early marriages rather than increasing the minimum age of marriage for girls, which is not likely to help but may harm the cause by driving early marriages underground. The campaign foregrounds the enabling measures which will lead to the empowerment of young girls while also increasing the age of marriage.

A position note was published; a set of recommendations were sent to task force members and a meeting was held with one of the task force members, Niti Ayog's Vinod Paul to put forth our reasons for the campaign. A robust

social media campaign including editorials, blogs, Instagram Live and partnerships with VitaminStree and Feminism In India garnered a huge interest in the issue and amplified the campaign beyond the civil society circles. The campaign garnered 415,903 impressions, 205,874 out-reach and 800 active engagements each on Facebook and LinkedIn.

During the 16 Days of Activism, several on ground activities were held to generate awareness among youth on the issue of Child, Early and Forced Marriages (CEFM) in UP, Odisha, Bihar, Jharkhand and Chattisgarh to generate awareness among the youth on the issue of CEFM. Bicycle rallies and meetings with communities in UP, signature campaign in Chhattisgarh, music festival with Patna Beats in Bihar. Three physical events in Odisha including a stakeholder consultation on early marriage at Jagatsinghpur in the state was held; the event witnessed participation of over 160 young people from different villages.

To reach out to media to explain our side of this issue we held two webinars in collaboration with the South Asian Women in Media (SAWM); we also held one in collaboration with the 8th National Bioethics Conference in order to interact with the constituency of doctors and health professionals.





INSTITUTIONAL ENGAGEMENT

Oxfam India worked with universities and media institutions, our long term partners in five states, during the #EmpowermentNotAge campaign. However, due to colleges being shut down the activities were sparse and online.

We collaborated with the U.N. Autonomous College, Cuttack for two workshops on 'Un-stereotype Cinema' using our Film Appreciation Module. We sensitised 101 students from different streams. The workshops have been a very powerful tool to understand the social norms and gender stereotypes portrayed in contemporary Hindi/regional films and the role of youth to produce their own counter narratives. As follow-up of these workshops, the youth initiate conversation in social media. Critical Film Appreciation workshops were also held in Chattisgarh, UP and Bihar.



INTERNATIONAL WOMEN'S DAY

- In Odisha, we organised inter-college skit competition among the students from 12 colleges on the theme of "Women's Leadership at Home and in Public Life". In addition, a town hall meeting was organised in which women from different section of the workforce from Utkal University and other institutions shared their experience of challenging norms. These ranged from being a single women to being a single parent, from celebrating periods to choosing their partner. We felicitated Sabita Acharya, the Vice-Chancellor of Utkal University for being first woman VC of Odisha's oldest university in 75 years.

- In Chhattisgarh, the occasion was marked with a motorcycle rally from 5-8 March. The rally, across over 50 villages in Dhabra block in Janjgir Champa district, spread the message of gender equality, ending violence against women, need to focus on empowerment and not the marriage age, women empowerment and social norms. Street plays were held

in different villages as part of the rally. Spearheaded by Nivedita Foundation, the rally was supported by Oxfam India and others.

- A district-level meeting of women members of forest management committees was organised in Bandhabazaar in Rajnandgaon district, where the stress was laid on the role of women in conserving and protecting the forests.
- On 7 March, **She शोर** —an event addressing gender-related issues and celebrating women achievers from Bihar— was organised in Shri Krishna Vigyan Kendra in Patna. During the event, women achievers spoke about their journey. Present on the occasion were Usha Jha (President of Mahila Udyog Sangh), Jyoti Mishra (Senior Correspondent, News18 Bihar), Sarita Rai (Education activist and founder of 'Topper Study Point - The Udaan'), Artist Ankita Raj, and social entrepreneur, and founder of Nav Astitva foundation Amrita Singh.
- On 8 March, the highlight was the **March for Equality**, where people in Patna took to the streets with banners and posters with message related to age of marriage for girls and women, domestic violence, and social gender norms. The marchers marched to the tune of the **Nari Gunjan band**. This was followed by a signature campaign for gender equality and it was addressed to the National Commission for Women.





CLIMATE JUSTICE



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.

The pillar aims to empower the most vulnerable communities (Women, Dalits and Adivasis) to conserve and secure their natural resources 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.

The on-ground work around convergence, capacity building, mobilising, and advocacy took a hit due to restrictions imposed due to the pandemic.



ADVOCACY AND INFLUENCING

1. The Climate Justice team worked with national networks and alliances to create Citizen Action to withhold proposed amendments to EIA notification, 2006 by the **MoEFCC**. The EIA or Environmental Impact Assessment is a process of evaluating the likely environmental impacts of a proposed development project taking into account inter-related socio-economic, cultural and human-health impacts, both adverse and beneficial. The proposed amendments to the EIA notification watered down the protective provisions of Environment Protection Act (EPA), 1986. Some key points were — provisions relating to dilution of public hearing, exemption of several categories of projects from public hearing and post-facto approvals to projects which are already underway without permissions and approvals. The proposed notification, if implemented in this form, will have detrimental effects on the environment and communities affected by the diversion of forest for non-forest purposes including mining and infrastructure development projects.
2. When a nationwide lockdown was announced on 25 March 2020, the forest dependent communities (like millions of other informal sector workers) faced severe livelihood crisis as accessing forest for NTFP collection was prohibited. Oxfam India wrote [policy recommendation](#) to the state and central government urging restoration of livelihood support.
3. In **Chhattisgarh**, when it was announced that the Tribal Department would be replaced by the Forest dept as the nodal agency for implementation of Forest Rights Act, it was opposed and thwarted by the combined efforts of state network of forest rights and the alliances. The notification of such effect was withdrawn within two days of active campaigning on social media and advocacy and communication with the government.
4. Throughout pandemic and lockdown period, number of significant consultations, webinar, discussions were organised related to policy and its implementation of climate justice, forest rights and livelihood with the civil society representatives, media and government representatives of Jharkhand, Odisha, Chhattisgarh and Delhi.
5. In June, the **Jharkhand** government promulgated Jharkhand Forest Produce (Regulation of Transportation) Rules, 2020 to levy fee on collection of forest produce including firewood and fodder by forest dwellers. This is in clear violation of Section 3 of the FRA which confers the right of ownership, access to collect, use and dispose of minor forest produce which has been traditionally collected within or outside village boundaries. Oxfam India and state networks condemned this step of the state government and wrote to the Chief Minister. This issue was also widely highlighted in media with targeted social media campaign. The state government via a press conference on 11 July assured to make changes in the relevant sections of the Rules to address all the concerns around it.



6. MoTA has now set up an expert committee to prepare Model Guidelines for conservation, management and sustainable use of Community Forest Resources (CFR Guidelines). Similar initiative has been taken by Chhattisgarh Government which has formed a state level committee to develop Standard Operating Procedures (SOP) for CFR conservation and management. Oxfam India is a member of both these committees.
7. As a result of long term advocacy and engagement in **Chhattisgarh** with Chhattisgarh Van Adhikar Manch and the new government keeping to its commitment of election manifesto, the government recognised community forest rights of 54 villages on 15 August 2020 as the first phase. They have further committed to recognising all potential villages. Chhattisgarh government had also promised to formulate PESA rules as part of their election manifesto. In order to come up with rules, the government has invited people from civil society groups to contribute to its formulation process and Oxfam India has been part of it.
8. Finally, Oxfam India also conducted two meetings with **Jharkhand** State networks and civil society consortium to push forth the agenda of recognition of community rights in the State on a campaign mode. It was discussed that a strategy and an action plan will be developed led by Oxfam India and it will be placed before the state government to develop action plans.



STRENGTHENING COMMUNITY INSTITUTIONS

During the year, some remarkable progress in the state government's approach was seen in Chhattisgarh and Jharkhand. **Chhattisgarh** government, following their election manifesto, took up forest rights recognition process in mission mode; Oxfam and partner organisations engaged in this process. The programme sent recommendations as well as objections on government notifications at National and State levels through e-mails and other digital mediums.

Oxfam and its partners have promoted community level institutions to guide the communities to apply for the IFR and CFR claims and also to better manage the forest resources.

Further, formation of 17 Women Farmer Producer Group in 11 villages was facilitated in **Odisha**. These groups will take up various livelihoods enhancing activities. In Odisha, convergence scopes for development of land and resources obtained through IFRs and CFRs; and linkages with other government programmes were facilitated.

Communities have been trained in laws that govern environmental aspects in India. As a part of the groundtruthing, communities are being supported to investigate the compliances of industries and projects at the ground level to collect evidences of violations and record them systematically. Two reports with evidence from the ground are being prepared to highlight environmental non-compliance by industrial projects and impact of pollution on people and their livelihood in **Jharkhand**.

Leaders from 13 villages of Udanti-Sitanadi Tiger Reserves got trained in claiming community and individual forest rights, which have been denied in the name of Protected Areas. In forest areas, termed protected, the FRA implemented with certain conditions, however, rights can't be denied straightway. The trained leaders filed complaint at various authority, sought legal help and demand recognition of their rights through demonstration.

Some of the successful convergence achieved :—

- (a) Eighty acres of land obtained through Individual Forest Rights involving 71 households developed through MGNREGS, soil conservation schemes of government;
- (b) Gap plantation in about 70 acres of forest areas with valuable species such as medicinal plant, amla, limba, teak and sal, sal etc.); and
- (c) support to seven women producer groups with machineries and accessories (2 power tiller, 5 weigh machines).



KNOWLEDGE BUILDING

Oxfam India developed an online course on **“Community Rights and Forest Governance”** in collaboration with **Nagrik Learning and Centre for Policy Research**. The course delivers a clear understanding of the historical, economic, political and social factors driving land use in these areas, the legal framework for the governance of resources and rights in forested areas and the negotiation of conflicting claims over land use, and the practical tools that communities can use to protect and advance their interests in these conflicts.

This will be useful for students specially interested in forest and environment laws, journalists, activists, civil society organisations, lawyers and policymakers. The course was promoted online through social media and email lists and also in the electronic media. Over 1000 people have taken the course so far. The Hindi and the Odiya versions will be completed soon. Further, in partnership with All India Radio (AIR), a programme has been aired on Forest Rights and Governance. The programme has since been repeated on AIR multiple times.

ENSURING RIGHTS AND ENTITLEMENTS OF INFORMAL SECTOR WORKERS

This pillar works to ensure that the Indian private sector adopts responsible and inclusive policies and practices to end inequality. The programme lays specific focus on transparency and accountability of private sector within the 'protect, respect and remedy' framework of the UN Guiding Principles on Business and Human Rights. Oxfam India will contribute to achieving the goal, which in the long-term will reduce the negative impact of private sector actions on the most marginalised and vulnerable communities.



STRENGTHENING COMMUNITY INSTITUTIONS

Through our initiative in strengthening the labour rights for tea workers, our partner PAJHRA reached almost 6000 households across seven project districts in Assam, with dry ration kits and other immediate relief materials during the lockdown period. The team has also been able to mobilise around 10 women led forums inside the tea gardens, thus fostering the social capital to take forward the initiatives planned for the campaign. As many families were still not able to access the schemes and facilities being provided by the State and Central Government from time to time during the lockdown due to unavailability of identity proofs with the workers like ration cards, the field team in the respective districts assisted the workers in realising those entitlements in time. Towards the same, almost 1700 bank accounts were opened and activated, and another 2000+ workers were benefitted by getting their ration cards and Aadhaar cards. This has been quite a significant step towards on-ground mobilisation of the workers.



ADVOCACY AND INFLUENCING

- Recommendations based on consultation with Fair Finance India coalition on Business Responsibility and Sustainability Reporting (BRSR) were submitted to SEBI. Further, Oxfam India–cKinetics jointly submitted recommendations on BRSR to SEBI based on investor inputs. Some of these recommendations have been incorporated in SEBI's new BRSR framework for top 1000 companies reporting on ESG.
- On behalf of Fair Finance India, Oxfam India published a blog piece titled, "[Bank Policy Assessment 2.0 – Need of the Hour!](#)", outlining the role of financial institutions and banks in achieving the SDGs vis-à-vis mandatory human rights due diligence and incorporating ESG in their day to day operations as well as policies (including lending policies). Under the same network (Fair Finance India), we also published a blog titled, '[Ensuring corporate accountability for women's rights and opportunities: Role of financial institutions](#)', highlighting adverse working conditions for women in supply chains.

- Three virtual consultations on the Draft Rules under the Code on Wages were organised. The consultations had a focus on tea industry workers, sugarcane industry workers and gender perspective. Recommendations from all three consultations were collated and submitted to the Ministry of Labour and Employment on 20 August 2020. An [op-ed](#), based on the set of recommendations sent to Ministry on the same, was also published.
- Two sets of consultations were conducted on the Draft Rules under Code on Social Security. The consultation helped at arriving at some key recommendations, which can be introduced to make these codes more suited for the workers and beneficial for them. These recommendations were then shared with the concerned departments at the Central level by obtaining endorsements from all the representatives and participants. An opinion piece titled "[Bridging the inequality gap](#)" highlighting India's new labour codes and their impact on the informal sector workers was published.
- A collaborative workshop was convened to conduct a panel discussion session titled, 'Is Living Wage "Relevant" and "Urgent" in the wake of COVID-19?: Reflecting on insights from the tea sector in Assam'. Conducted jointly by the Centre for Responsible Business (CRB) and Oxfam India, the workshop aimed to create an interface between Indian Tea Association (ITA) and other stakeholders, to bring about their views around Living Wages for tea garden workers. The panel observed participation from representatives of Tata Institute of Social Sciences, Indian Tea Association, PAJHRA, Traidcraft (UK), Aston University and Massey University.



KNOWLEDGE BUILDING

- A research report was developed on India's draft National Action Plan on Business and Human Rights. Findings from baseline survey data from 2000+ civil society actors were consolidated in this report will be submitted to the Ministry of Corporate Affairs. The report at present is with the Human Rights and Business Network (HRBN) members for recommendation and feedback.
- Three podcasts on different aspects of business and human rights and private sector engagement with experts and practitioners were developed. Additionally, 10 SDG explainer videos (5 in English and 5 in Hindi) were developed and published on OIN's YouTube channel.
- Two audio-visual modules on 'Forest Rights' and 'Labour and Decent work' were designed, developed and published. Both modules were developed through expert interviews via VOIP. Components such as pre-assessment of learners, recommended reading material, interactive assignments and activities are part of these online learning module.
- Infographics of publication "Sustainable Investment Action in India" were developed and promoted on social media in extensive numbers to enhance SRI narrative in India.
- A study to analyze the existing methodologies of living wage calculations of tea workers in Assam was rolled out in the month of September. The study, covering 5000 tea workers, concluded by proposing a genuine living wage that considers existing deficiencies and measures to overcome them.
- Two audio-visual modules were launched under GGLI as Open Educational Resources (OERs) ¹. The modules were titled '[Decent work and human rights in supply chains](#)' - correlating with SDG 8 on Decent Work and

¹ OERs are recognized by the UNESCO's Global Action Plan on Education for Sustainable Development and Global Citizenship Education (GCED) programmes and are considered a pivotal part of the global movement to achieve equality in civic training.



Economic Growth and [‘Decent work for Women’](#)-aligning with SDG 5 on Achieving Gender Equality.

- Under Fair Finance India, the second Banks’ Policy Assessment compared each bank’s performance across all ESG parameters with its last year’s performance. Most banks continued to rank high across the Financial Inclusion theme while the scores remained low across environment and other social themes. The latest bank scores were published on Fair Finance India website in March 2021.



CAPACITY BUILDING

- The 4th online mentoring session on ‘Building Resilience in Times of Crises: Fundraising and Financial Sustainability’ was conducted on 9 June 2020. The issue of financial crisis among non-profit organisations in the post-Covid world was addressed during this session.
- As a follow-up of the 2019 Business and Human Rights course, Oxfam and the Human Rights and Business Academy (HURBA) organised a series of webinars on Business and Human Rights (BHR) issues. Drawing on evolving theoretical frameworks, international

developments (regulatory initiatives and litigation) and case studies, experts from around the world unpacked cutting-edge BHR issues in an interactive manner. The webinars particularly focused on issues and challenges emerging in India and other South Asian countries.

- As part of the GGLI project, a four-day long immersive Virtual Learning Lab (VLL) was organised from 18 to 21 January 2021, observing participation from eminent civil society actors. The VLL was conducted in the backdrop of coronavirus pandemic that not only revealed the acute inequalities and vulnerabilities of India's informal sector workers but also exposed some businesses and large corporations that had shielded, and even benefitted, by sidestepping responsible business norms.
- In partnership with Profundo, FFI organised a training on 'Building Impactful Case Studies' on 2 February and 5 February 2021. The training, in its two sessions focused on how civil society can use case studies to influence banks and financial institutions, and how civil society actors can develop an action plan for developing impactful case studies.
- In light of some of the recent key developments in the legislative space (both nationally and globally) vis-à-vis the introduction of the four new Indian Labour Codes and the ongoing Mandatory Human Rights Due Diligence (MHRDD) deliberations happening in the Europe, an online mentoring session on 'Unpacking Indian Labour Codes and European MHRDD Deliberations' was organised. Led by two mentors from Centre for Workers' Management based in India and the European Coalition for Corporate Justice, the session delved deeper into the complexities of the MHRDD deliberations and juxtaposed India's new labour codes with the erstwhile 44 labour legislations and their key components.

Protect. Secure. Preserve.

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		
3	Mr. Anup Singh Khosla	Yes	Yes	Yes	Yes
4	Mr. Santosh Desai	Yes	Yes		Yes
5	Mr. Gagan Siriram Sethi	Yes	Yes	Yes	Yes
6	Ms. Ammu Joseph	Yes			
7	Mr. Arjun Jayadev	Yes	Yes	Yes	Yes
8	Mr. Tanweer Fazal	Yes	Yes	Yes	Yes
9	Mr. Shankar Venkateswaran	Yes	Yes	Yes	Yes
10	Ms. Dipa Sinha		Yes	Yes	Yes
11	Ms. Ashraf Patel		Yes	Yes	Yes

OUR LEADERSHIP: BOARD MEMBERS



**SHANKAR
VENKATESWARAN**
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.



DIPA SINHA
Board Member

Dipa Sinha is an Assistant Professor at the School of Liberal Studies, Ambedkar University Delhi (AUD). Before joining AUD, she worked with the Office of Commissioners to the Supreme Court, Centre for Equity Studies and Public Health Research Network, and is actively involved with the Right to Food Campaign.

Dipa has done her MA in Economics from JNU, MSc in Development Studies from School of Oriental and African Studies (SOAS), London and PhD from Jawaharlal Nehru University, New Delhi. She has worked on issues related to food rights, nutrition and public health.

Dipa was a member of the Project Team for the report on Nutrition and Food Systems (Committee on World Food Security, FAO). Apart from being an adviser to various organisations working on Right to Food and Nutrition, Dipa is a Member of the Governing Board of State Health Resource Centre (SHRC) in Chhattisgarh. She is also a member of the Governing Boards of Centre for Equity Studies and Public Health Resource Society in Delhi.

Dipa's articles on social justice issues appear regularly in the Indian media.



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.



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).



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.



ASHRAF PATEL
Board Member

After graduating in Physics from Delhi University, Ashraf completed her post-graduation in PM & IR from XLRI, Jamshedpur and worked as an HR professional in the corporate sector before becoming the co-founder and CEO of Pravah in 1993.

She subsequently co-founded ComMutiny-The Youth Collective. Both organisations have significantly shaped the youth work field in the country by leading from the front and developing world class designs and high impact interventions including the 5th Space Framework.

An Ashoka Fellow and among the finalists of the Jubilant Schwab Award (SEOY- 2016), she was also awarded distinguished Alumni XLRI 2015. She is currently working on a mission to develop an eco-system of multi-sectoral institutions called the Varta Leap Coalition, which is working to promote the vision of 'Every Youth a Jagrik and Every Space Nurturing Jagriks' to build the narrative of youth leadership based on values of justice, equality, liberty and fraternity at scale.

As a passionate advocate, she has been part of policy making as a member of Boards and steering committees of a number of organisations and collectives at National and International levels.

She is the co-author of 'Ocean In A Drop – Inside Out Youth Leadership' (Sage 2013) and was part of anchoring an Asia-wide research as part of the International Baseline Study of Youth Work in the Commonwealth.



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 organisations 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.



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.



**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.

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 organisations 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 a tough year like 2020-21, the main focus of the Human Resources team was to keep the staff motivated through the pandemic.

KEY HIGHLIGHTS:

STARTED AND COMPLETED THE WORK ON NEW STRATEGY FOR THE NEXT 5 YEAR (2021 – 2025)

KEEPING THE STAFF MOTIVATED DURING THE MOST TRYING TIMES OF COVID-19

The year 2020-21 started on a very difficult note of COVID-19. During the pandemic & lockdown, cross-functional collaboration became very important especially with remote working. Oxfam India's Human Resources Team focused on keeping the staff motivated during the difficult times faced due to COVID-19. Special focus was in reaching out to all staff and consultants through different activities and engagements. We were in constant touch with the staff for any extended support that they might need from us. We conducted various online fun sessions and workshops where the trainers/speakers taught the ways to handle stress. Working remotely has become the new normal. Along with other operations groups such as IT and Finance, we made sure that we all worked in collaboration and seamlessly.

Keeping pace with the times, we adopted the online/virtual culture. We conducted staff meetings virtually with the help of online tools like Microsoft Teams. Interviews are conducted virtually; joining formalities are completed virtually. Various employee engagement activities were conducted virtually. All HR team members connected with every member of the staff on their well-being. We started Wellness Fridays—organising

seminars on various health topics on every Friday (starting September 2020).

As per the progress and finalisation of the new strategy, we revisited our roles and responsibilities in line with our new strategic framework. Existing opportunities were being opened for internal hiring/volunteering. We even launched the Fight Against Discrimination Campaign internally and did a diversity survey whose results and other details will follow in 2021-2022.

Oxfam India is very particular and diligently follows its safeguarding policies. We conducted trainings of all India staff on Welcome to Oxfam, Code of Conduct & Values, Anti-Fraud and Corruption, Gender and Power, Gender Justice at Oxfam. An orientation on Child Protection Policy was organised with all partners during COVID-19 response programme. No complaints were received under the Policy Against Sexual Harassment at Workplace. We circulated one pager note on Safeguarding during COVID-19 mitigation measures with all partners and staff. We even adopted and implemented Global Case Management (GCM), a global application for receiving any kind of complaints related to safeguarding.

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. 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 creep in from time to time.

For this, we organised quarterly employee engagement activities and celebrated festivals (virtually) with fervour in all our offices across India.

We successfully shifted our Delhi office from Copernicus Marg to Okhla. In view of the changes suggested as per our new strategy, we closed down four of our existing regional offices and planned on opening cluster offices at nine locations across India.

In 2020-21, the total number of new joiners were 23 and 59 people resigned. At Oxfam India, our gender-ratio stands with 49% of women as opposed to 51% men.

KEY FACTS AND FIGURES

STAFF MOVEMENT IN 2019-20

STAFF MOVEMENT FY 2019-20	TOTAL
New Joining	23
Staff Exit	59

STAFF EXIT NUMBERS

DEPARTMENT	NUMBERS
Operations	06
Policy, Research & Campaigns	10
Programmes and Advocacy	16
Public Engagement	27
TOTAL	59

GENDER ANALYSIS

AS ON MARCH, 31	TOTAL STAFF (ON-ROLL + THIRD PARTY)	MALE	FEMALE	OTHER GENDER
2021	143	51%	49%	No Data
2020	185	52%	48%	No Data
2019	188	52%	48%	No Data

A) DEPARTMENT-WISE

DEPARTMENT	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Management (CEO)	01	01 (100%)		No Data
Operations	18	15 (83%)	3 (17%)	No Data
Policy, Research & Campaigns	18	5 (28%)	13 (72%)	No Data
Programmes and Advocacy	49	29 (59%)	20 (41%)	No Data
Public Engagement	57	23 (49%)	34 (60%)	No Data

B) LOCATION-WISE

LOCATION	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Bangalore	27	5 (19%)	22 (81%)	No Data
Bhubaneswar	6	5 (83%)	1 (17%)	No Data
Kolkata	19	10 (53%)	9 (47%)	No Data
Lucknow	2	2 (100%)		No Data
Mumbai	2	2 (100%)		No Data
New Delhi	65	34 (52%)	31 (48%)	No Data
Patna	10	8 (80%)	2 (20%)	No Data
Pune	7	4 (57%)	3 (43%)	No Data
Raipur	5	3 (60%)	2 (40%)	No Data

Protect. Secure. Preserve.

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
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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, 2021

1. Opinion

We have audited the accompanying financial statements of **OXFAM INDIA** ("the Company"), which comprise of the Balance Sheet as at 31 March, 2021, the Statement of Income and Expenditure and Cash Flow Statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies and other explanatory information which we have signed under reference to this report.

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

- (a) In the case of Balance Sheet, of the state of affairs of the Company as at 31 March, 2021;
- (b) In the case of Statement of Income and Expenditure, of the surplus for the year ended on 31March, 2021;
- (c) In the case of the Cash Flow Statement, its cash flows for the year ended on 31 March, 2021.

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.34 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, 2021, 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)(i) of the Companies Act, 2013, we are also responsible for expressing our opinion on whether the company has internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, 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, 2021, 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, 2021 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March, 2021 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: 21009169AAAABS5191

Place: New Delhi

Date: September 4, 2021



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, 2021.

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, 2021 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.34 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 2021, 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: 21009169AAAABS5191

Place: New Delhi
Date: September 04, 2021



FINANCIAL STATEMENTS AND NOTES

OXFAM INDIA BALANCE SHEET AS AT MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	Note	As at March 31, 2021	As at March 31, 2020
EQUITY AND LIABILITIES			
Funds			
Corpus fund	2	4,485	4,485
Reserves and surplus	3	1,56,427	1,15,733
Capital assets fund	4	30,424	38,708
		1,91,336	1,58,926
Non-current liabilities			
Other long term liabilities	5	-	-
Long-term provisions	6	8,004	15,141
		8,004	15,141
Current liabilities			
Trade payables	7		
Dues to micro and small enterprises		3,581	6,862
Dues to others		24,954	30,510
Other current liabilities	5	1,14,582	1,07,581
Short-term provisions	6	4,988	9,978
		1,48,105	1,54,931
TOTAL		3,47,445	3,28,998
ASSETS			
Non-current assets			
Property, plant and equipment			
Tangible assets	8	34,886	35,464
Intangible assets	9	4,953	8,537
Long-term loans and advances	10	3,356	7,644
Other non-current assets	12	2,180	1,835
		45,375	53,480
Current assets			
Cash and cash equivalents	11	2,31,491	1,69,283
Short-term loans and advances	10	13,649	29,056
Other current assets	12	56,930	77,179
		3,02,070	2,75,518
TOTAL		3,47,445	3,28,998

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: 04/09/2021



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: 04/09/2021

Anup Singh Khosla
Anup Singh Khosla
 Director
 DIN: 00917703

Satya Prakash Mishra
Satya Prakash Mishra
 Director Operations

Place: New Delhi
 Date: 04/09/2021

OXFAM INDIA STATEMENT OF INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

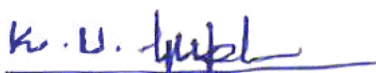
	Note	For the year ended March 31, 2021	For the year ended March 31, 2020
INCOME			
Grants/ Donations	13	8,12,917	7,07,730
Other income	14	13,095	16,190
TOTAL INCOME (I)		8,26,012	7,23,920
EXPENDITURE			
Programme expenses	15	6,13,987	5,04,601
Fundraising cost	16	69,648	1,01,546
Employee benefit expenses	17	46,102	46,841
Co-ordination and administration costs	18	46,840	76,490
Capitalised assets purchased out of donor fund	19	771	4,970
Depreciation on assets purchased out of company fund	20	5,902	392
Prior period expenses	21	25	185
TOTAL EXPENDITURE (II)		7,83,275	7,35,025
Excess of (expenditure) over income/income over expenditure (I-II)		42,737	(11,105)
Exceptional Items(Net)			
Surplus/(Deficit) on sale of fixed assets		(2,043)	144
Excess of (expenditure) over income/income over expenditure after exceptional items(I-III)		40,694	(10,961)
Less: Amount transferred from Special Reserve Fund - humanitarian assistance fund (equivalent to expenditure incurred)		7,305	15,509
Excess of income over expenditure for the year transferred to General Fund		47,999	4,548

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: 04/09/2021



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



Shankar Venkateswaran
Director
DIN: 02920174



Anup Singh Khosla
Director
DIN: 00917703




Amitabh Behar
Chief Executive Officer

Place: New Delhi
Date: 04/09/2021



Satya Prakash Mishra
Director Operations

Place: New Delhi
Date: 04/09/2021

OXFAM INDIA CASH FLOW STATEMENT FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2021	For the year ended March 31, 2020
A. Cash flow from operating activities		
Excess of income over expenditure [Surplus/(Deficit)]	47,999	4,548
<i>Adjustments for:</i>		
Transfer from Fund	(7,305)	(15,509)
Capitalised assets purchased	771	4,970
Depreciation on assets	5,902	392
Interest income on fixed deposits	(6,289)	(11,871)
Surplus on sale of fixed assets	2,043	(144)
Lease Equalisation Reserve	-	(276)
Operating cash flow before working capital changes	43,121	(17,890)
Increase / (Decrease) in provisions	(12,126)	5,097
Increase / (Decrease) in trade payables	(8,837)	15,561
Increase / (Decrease) in other current and long term liabilities	1,638	(74,835)
Decrease / (Increase) in loans and advances	19,324	1,740
Decrease in other assets	19,092	(12,940)
	62,212	(83,267)
Net Income taxes paid (including tax deducted at source)	371	1,264
Net cash generated from operating activities (A)	62,583	(82,003)
B. Cash flows from investing activities		
Purchase of fixed assets	(15,808)	(19,251)
Proceeds from sale of fixed assets	4,825	144
Investments in bank deposits	(345)	-
Interest received on bank deposits	10,953	11,480
Net cash from investing activities (B)	(375)	(7,627)
C. Cash flows from financing activities	-	-
Net cash from financing activities (C)	-	-
Net increase in cash and cash equivalents (A + B + C)	62,208	(89,630)
Cash and cash equivalents at the beginning of the year	1,69,283	2,58,913
Cash and cash equivalents at the end of the year	2,31,491	1,69,283
Components of cash and cash equivalents		
Cash on hand	-	8
Cheques in hand	-	36
Balances with banks:		
- in current accounts	59	190
- in saving accounts	1,71,174	74,934
- Bank deposits:	60,258	94,115
Total cash and cash equivalents (note 11)	2,31,491	1,69,283

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: 04/09/2021



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: 04/09/2021

Anup Singh Khosla
Anup Singh Khosla
Director
DIN: 00917703

Satya Prakash Mishra
Satya Prakash Mishra
Director Operations

Place: New Delhi
Date: 04/09/2021

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(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.

"The Company is registered as a tax exempted charity u/s 12A (Registration No:-DIT(E)/12A/2007-08/0/1764 Dt: 19/02/2008) and obtained approval u/s 80G(5) (Registration No:-DIT(E)/2009-10/696 Dt: 17/06/2009) of the Income Tax Act, 1961 and applied for renewals of the same as per amended provisions of the Act.

The Company is also registered u/s 11(1) of Foreign Contribution (Regulation) Act, 2010 and rules framed therein (Registration No:-231661035 Dt 09/09/2009, latest renewed on 25/10/2016) and has applied for its renewal u/s 16 as per the amended provisions of the Act."

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:

- it is expected to be realised in, or is intended for use in, the Company's normal operating cycle;
- it is held primarily for the purpose of being used for aims and objects of the company;
- it is expected to be realised within 12 months after the reporting date; or
- 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

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

- it is expected to be realised in, or is intended for use in, the Company's normal operating cycle;
- it is held primarily for the purpose of being used for aims and objects of the company;
- it is expected to be realised within 12 months after the reporting date; or
- 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.



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(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 valued at cost or at fair market value, whichever applicable and accounted for in the books of account, unless otherwise stated.

(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, 2021

(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 12A 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)	Depreciation Rate
Office equipment	5	45.07%
Vehicles	8	31.23%
Computers (excluding server & network)	3	63.16%
Computers (for server & network)	6	39.30%
Furniture and fittings	10	25.89%
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:



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

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

l) Foreign exchange transactions

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

m) Employee benefits

(i) Defined benefit plans:

Gratuity liability is provided for on the basis of an actuarial valuation on projected unit credit method made at the end of each financial year. The scheme is funded with an insurance company in the form of a qualifying insurance policy. The gratuity benefit obligation recognized in the balance sheet represents the present value of the obligations as reduced by the fair value of assets held by the Insurance Company. Actuarial gain/losses are recognised immediately in the statement of income and expenditure account."

(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:

a) A liability is recognised for benefits accruing to employees in respect of annual leave and sick leave in the period the related service is rendered at the undiscounted amount of the benefits expected to be paid in exchange for that service.

b) Liabilities recognised in respect of short-term employee benefits are measured at the undiscounted amount of the benefits expected to be paid in exchange for the related service.

c) Liabilities recognised in respect of other long-term employee benefits are measured at the present value of the

estimated future cash outflows expected to be made by the Company in respect of services provided by employees up to the reporting date.

d) Compensated absences which are not expected to occur within twelve months after the end of the period in which the employee renders the related services are recognised as a liability at the present value of the obligation as at the Balance sheet date determined based on an actuarial valuation.

n) Lease commitment

Operating Lease - Where the Company is lessee

Leases where the lessor effectively retains substantially all the risks and rewards incidental to ownership of the leased asset are classified as operating leases. Operating lease charges are recognised as an expense in the 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, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	As at March 31, 2021	As at March 31, 2020
--	-------------------------	-------------------------

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	59,928	55,535
Add: Excess of income over expenditure /(expenditure) over income transferred from Statement of Income and Expenditure	47,999	4,548
Less: Transfer to Humanitarian assistance fund	-	(155)
Closing balance	(A) 1,07,927	59,928

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	35,000
Closing Balance	(C) 35,000	35,000

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

Total (A) + (B) + (C) + (D)	1,56,427	1,15,733
------------------------------------	-----------------	-----------------

NOTE 4: CAPITAL ASSETS FUND

Balance as per last financial statements		15,376
Add: Additions during the year out of Grant	771	4,969
Add: Capitalisation of assets received in kind (refer note no. 8)	-	24,630
	771	44,975
Less: Depreciation and amortization for the year	(9,054)	(6,267)
Closing balance	(8,283)	38,708



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 5: OTHER LIABILITIES

	Non-current		Current	
	As at March 31, 2021	As at March 31, 2020	As at March 31, 2021	As at March 31, 2020
Grants/Donations received in advance	-	-	1,04,620	97,487
TDS payable	-	-	1,855	4,825
Other duties and taxes payable	-	-	2	1,917
Payable on purchase of property, plant and equipment	-	-	1,334	-
Capital Advance received (Note-32)	-	-	4,030	-
Payable to partner NGO	-	-	1,833	1,866
Salary Payable	-	-	28	43
Employee reimbursement Payable	-	-	880	1,443
Net Gratuity payable to Employee	-	-	-	342
- Gratuity Payable to employee	-	-	-	(342)
- Gratuity Recoverable from LIC	-	-	-	-
	-	-	1,14,582	1,07,581

NOTE 6: PROVISIONS

	Non-current		Current	
	As at March 31, 2021	As at March 31, 2020	As at March 31, 2021	As at March 31, 2020
Compensated Absences				
Provision for employee benefits				
Net Provision for gratuity (note 22)	805	-	-	-
Compensated Absences				
- Net Provision for earned leave benefits (note 22)	1,011	8,428	-	2,147
- Provision for Sick leave benefits	6,188	6,713	196	257
Other Provision	-	-	4,792	7,574
	8,004	15,141	4,988	9,978

NOTE 7: TRADE PAYABLES

	As at March 31, 2021	As at March 31, 2020
Trade payables		
# Dues to micro and small enterprises	3,581	6,862
#Others	24,954	30,510
	28,535	37,372

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, 2021	As at March 31, 2020
- The principal amount remaining unpaid to any supplier as at the end of the year	3,581	6,862
- 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	-	-
	3,581	6,862



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(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 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 2020	24,630	5,932	10,561	6,086	27,846	5,398	80,453
Additions	-	-	133	5	623	-	761
Disposals	-	(5,932)	(1,514)	(1,504)	(4,314)	(2,122)	(15,386)
As at 31st March 21	24,630	-	9,180	4,587	24,155	3,276	65,828
Accumulated Depreciation							
As at 1 April 2019	-	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
Charge for the year	2,113	-	981	244	2,034	234	5,606
Reversal	-	(5,932)	(1,514)	(1,504)	(4,313)	(2,122)	(15,385)
As at 31st March 21	2,400	-	8,427	4,180	22,008	3,114	40,129
Net Property, plant and equipment- Donor Funded							
As at 31 March 2020	24,343	-	1,601	646	3,559	396	30,545
As at 31st March 21	22,230	-	753	407	2,147	162	25,699

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
Additions	-	20,865	1,844	371	274	-	23,354
Disposals	-	(15,606)	(13)	-	(60)	-	(15,679)
As at 31st March 21	1,366	5,259	2,274	662	3,398	-	12,959
Accumulated Depreciation							
As at 1 April 2019	-	-	-	-	-	-	-
Charge for the year	16	-	56	33	260	-	365
Reversal	-	-	-	-	-	-	-
As at 31st March 2020	16	-	56	33	260	-	365
Charge for the year	118	3,081	500	95	1,956	-	5,750
Reversal	-	(2,296)	(8)	-	(38)	-	(2,342)
As at 31st March 2021	134	785	548	128	2,178	-	3,773
Net Property, plant and equipment- Purchased from Company Fund							
As at 31st March 2020	1,350	-	387	258	2,924	-	4,919
As at 31st March 2021	1,232	4,474	1,726	534	1,221	-	9,187
Net Property, plant and equipment- Purchased from Company Fund and Donor Funded							
As at 31st March 2020	25,693	-	1,988	904	6,483	396	35,464
As at 31st March 2021	23,462	4,474	2,479	941	3,368	162	34,886

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(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 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 2020	5,548	10,082	-	15,630
Additions	-	10	-	10
Disposals	(9)	-	-	(9)
As at 31st March 2021	5,539	10,092	-	15,631
Accumulated Amortisation				
As at 1 April 2019	1,119	5,316	-	6,435
Charge for the year	418	614	-	1,032
Reversal	-	-	-	-
As at 31st March 2020	1,537	5,930	-	7,467
Charge for the year	1,247	2,201	-	3,448
Reversal	(9)	-	-	(9)
As at 31st March 2021	2,775	8,131	-	10,906
Net intangible assets-Donor Funded				
As at 31 March 2020	4,011	4,152	-	8,163
As at 31st March 2021	2,764	1,961	-	4,725

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 2020	-	401	-	401
Additions	5	-	-	5
Disposals	-	-	-	-
As at 31st March 2021	5	401	-	407
Accumulated Amortisation				
As at 1 April 2018	-	-	-	-
Charge for the year	-	27	-	27
Reversal	-	-	-	-
As at 31st March 2020	-	27	-	27
Charge for the year	-	152	-	152
Reversal	-	-	-	-
As at 31st March 2021	-	178	-	178
Net intangible assets-Purchased from Company Fund				
As at 31 March 2020	-	374	-	374
As at 31st March 2021	5	223	-	228
Net intangible assets-Purchased from Company Fund & Donor Funded				
As at 31 March 2020	4,011	4,526	-	8,537
As at 31st March 2021	2,769	2,184	-	4,953



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 10: LOANS AND ADVANCES

	Non-current		Current	
	As at March 31, 2021	As at March 31, 2020	As at March 31, 2021	As at March 31, 2020
Security deposits				
Unsecured, considered good	3,031	7,319	4,340	9,004
(A)	3,031	7,319	4,340	9,004
Advances recoverable in cash or in kind				
Unsecured, considered good				
- Advance to partner NGO	-	-	2,415	7,338
- Travel Advance to Employees	-	-	74	167
- Advance to vendors and other	-	-	3,676	4,008
(B)	-	-	6,165	11,513
Other loan and advances				
Tax deducted at Source and Tax Collected at Source	325	325	371	1,264
Prepaid expenses	-	-	2,275	5,162
Loan to employees	-	-	498	2,113
(C)	325	325	3,144	8,539
Total (A) + (B) + (C)	3,356	7,644	13,649	29,056

NOTE 11: CASH AND CASH EQUIVALENTS

	As at March 31, 2021	As at March 31, 2020
Cash on hand	-	8
Cheques/draft on hand	-	36
Balances with banks		
- In Current Account	59	190
- In Saving Account	1,71,174	74,934
	1,71,233	75,168
Bank deposits:		
Deposits with original maturity for more than 12 months	16,175	-
Deposits with original maturity upto 12 months	44,083	94,115
	60,258	94,115
	2,31,491	1,69,283

NOTE 12: OTHER ASSETS

(Unsecured, considered good)

	Non-current		Current	
	As at March 31, 2021	As at March 31, 2020	As at March 31, 2021	As at March 31, 2020
Other bank balances				
Deposits (under Bank Lien-against Credit Cards)	2,180	1,835	-	-
Other receivable				
Employee benefit plan surplus (note 22)	-	-	-	184
Interest accrued on Bank deposits	-	-	1,659	6,323
Capital advances	-	-	-	6,989
Receivable against sales of assets	-	-	10,500	-
Grants/Donations receivable	-	-	44,771	63,683
	2,180	1,835	56,930	77,179



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2021	For the year ended March 31, 2020
NOTE 13: GRANTS/ DONATIONS		
Grants from affiliates	2,62,236	3,74,673
Grants from affiliates - humanitarian	1,22,027	87,840
Grant from corporate and institutions	3,00,874	1,31,954
Donation - corporate and institutions	5,726	4,475
Donation - individuals	1,00,928	42,767
Donation - events (refer note 27)	21,126	66,021
	8,12,917	7,07,730

NOTE 14: OTHER INCOME

Interest income		
- Bank deposits	6,289	11,871
- Saving bank a/c	5,545	2,883
Exchange differences (net)	500	-
Other non-operating income	760	1,436
	13,095	16,190

NOTE 15: PROGRAMME EXPENSES

	73,268	1,24,948
Grant paid to Partners (refer note 28)	3,43,791	1,25,287
Humanitarian response including relief materials	81,964	1,03,008
Workshops and consultation charges	2,913	20,495
Programme related travel cost	3,514	12,215
Programme evaluation and training cost	1,08,537	1,18,648
Add: Personnel expenses related to programme activities	6,13,987	5,04,601



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2021	For the year ended March 31, 2020
NOTE 16: FUNDRAISING COST		
Retainership fees	12,409	20,998
Other fundraising expenses	27,309	47,762
Add: Personnel expenses related to fundraising activities	29,930	32,786
	69,648	1,01,546
NOTE 17: EMPLOYEE BENEFIT EXPENSES		
Salary benefits		
- Programme staffs	99,469	1,07,013
- Fundraising staffs	27,417	29,699
- Other staffs	36,842	37,176
Redundancy Payment	3,165	-
Contribution to provident fund	11,034	11,687
Gratuity (refer note 22)	2,870	3,990
Leave benefits	1,625	4,385
Staff welfare expenses	1,890	1,399
Training & recruitment expenses	257	2,926
	1,84,569	1,98,275
Less: Personnel expenses related to programme activities	(1,08,537)	(1,18,648)
Less: Personnel expenses related to fundraising activities	(29,930)	(32,786)
	46,102	46,841
NOTE 18: CO-ORDINATION AND ADMINISTRATION COSTS		
Rent (refer note 23)	24,041	28,388
Travelling and conveyance	594	11,497
Communication costs	2,773	3,822
Repair and maintenance		
- Computers	2,572	3,963
- Other than computers	8,373	10,916
Electricity charges	1,890	2,488
Printing and stationery	479	3,340
Professional charges	3,498	8,891
Insurance	87	112
Rates and taxes	116	14
Bank charges	1,303	1,216
Payment to auditors		
- Statutory audit fee (including GST)	1,062	1,062
- Other certifications	-	-
- Out of pocket expenses	52	61
Exchange differences (net)	-	298
Miscellaneous expenses	-	422
	46,840	76,490



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2021	For the year ended March 31, 2020
NOTE 19: CAPITALISED ASSETS PURCHASED OUT OF DONOR FUND		
Capital assets purchased		
- Tangible Assets	761	1,800
- Intangible Assets	10	3,169
	771	4,970
NOTE 20: DEPRECIATION ON ASSETS PURCHASED OUT OF COMPANY FUND		
- Tangible Assets	5,750	365
- Intangible Assets	152	27
	5,902	392
NOTE 21: PRIOR PERIOD EXPENSE		
Professional charges	25	185
	25	185

NOTE 22: POST-EMPLOYMENT BENEFIT PLAN**a) 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(LIC) in the form of qualifying insurance policy.

b) Compensated Absences

The Company has a policy on compensated absences with provisions on accumulation and encashment by the employees on separation from the Company due to death, retirement or resignation. The expected cost of compensated absences is determined by actuarial valuation performed by an independent actuary at the balance sheet date using projected unit credit method. The Leave Encashment plan is a funded plan administered by insurance company(LIC). The Company does not fully fund the liability and maintains a target level of funding to be maintained over period of time based on estimations of expected leave encashment payments"

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

	Leave Encashment		Gratuity	
	For the year ended March 31, 2021	For the year ended March 31, 2020	For the year ended March 31, 2021	For the year ended March 31, 2020
Net employee benefit expense :				
Current service cost	2,581	3,326	3,150	2,970
Interest cost on benefit obligation	732	644	1,028	848
Net actuarial (gain)/loss recognised in the year	(1,083)	(932)	(191)	1,282
Expected return on plan assets	(20)	-	(1,117)	(1,110)
Net expense	2,210	3,038	2,870	3,990

Balance Sheet

	Leave Encashment		Gratuity	
	For the year ended March 31, 2021	For the year ended March 31, 2020	For the year ended March 31, 2021	For the year ended March 31, 2020
Benefit asset/ liability:				
Present value of defined benefit obligation	(9,514)	(10,575)	(15,600)	(14,851)
Fair value of plan assets	8,503	-	14,795	15,035
Plan asset	(1,011)	(10,575)	(805)	184

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

Opening defined benefit obligation	10,575	8,423	14,851	11,088
Current service cost	2,581	3,326	3,150	2,970
Interest cost	732	644	1,028	848
Benefits paid	(3,291)	(886)	(3,107)	(1,151)
Actuarial (gains)/ losses on obligation	(1,083)	(932)	(322)	1,096
	9,514	10,575	15,600	14,851



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 22: POST - EMPLOYMENT BENEFIT PLAN (CONTINUED)

	Leave Encashment		Gratuity	
	For the year ended March 31, 2021	For the year ended March 31, 2020	For the year ended March 31, 2021	For the year ended March 31, 2020
Changes in the fair value of the plan assets are as follows:				
Opening fair value of plan assets	-	-	15,035	14,375
Expected return	20	-	1,117	1,109
Contributions by employer	8,483	-	-	818
Benefits paid	-	-	(1,226)	(1,081)
Actuarial gains/(losses)	-	-	(131)	(186)
Closing fair value of plan assets	8,503	-	14,795	15,035

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:

Gratuity	As at 31 March 2021	As at 31 March 2020	As at 31 March 2019	As at 31 March 2018	As at 31 March 2017
Defined benefit obligation	(15,600)	(14,851)	(11,088)	(9,893)	(8,377)
Plan assets	14,795	15,035	14,375	12,460	12,908
Surplus/ (deficit)	(805)	184	3,287	2,567	4,531
Experience adjustments on plan liabilities	328	(664)	(230)	33	543
Experience adjustments on plan assets	(131)	(186)	(89)	(498)	13
Leave Encashment	As at 31 March 2021	As at 31 March 2020	As at 31 March 2019	As at 31 March 2018	As at 31 March 2017
Defined benefit obligation	(9,514)	(10,575)	(8,423)	(7,183)	(5,650)
Plan assets	8,503	-	-	-	-
Surplus/ (deficit)	(1,011)	(10,575)	(8,423)	(7,183)	(5,650)
Experience adjustments on plan liabilities	1,087	1,281	1,584	829	9,047
Experience adjustments on plan assets	20	-	-	-	-

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

	Leave Encashment		Gratuity	
	For the year ended March 31, 2021	For the year ended March 31, 2020	For the year ended March 31, 2021	For the year ended March 31, 2020
Discount rate	6.91%	6.92%	6.91%	6.92%
Salary escalation rate	7.00%	7.00%	7.00%	7.00%
Expected return on plan assets	7.40%	0.00%	7.40%	7.43%
Attrition rate	20.00%	20.00%	20.00%	20.00%
Retirement age	60 Years	60 Years	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 last 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 2021 was Rs. 24,041 (31 March 2020 Rs. 28,388).



OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(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

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

Particulars	For the year ended March 31, 2021	For the year ended March 31, 2020
Mr. Amitabh Behar, Chief Executive Officer	5,000	5,000
	-	-

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.

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

Particulars	For the year ended March 31, 2021	For the year ended March 31, 2020
Payable towards expenses incurred by key management personnel		
Mr. Amitabh Behar, Chief Executive Officer	-	5

NOTE 25: EARNINGS IN FOREIGN CURRENCY

Particulars	For the year ended March 31, 2021	For the year ended March 31, 2020
Grants from affiliates (including humanitarian)	3,24,980	3,57,023
Grants from corporate and institutions	10,952	23,051
Donation - corporate and institutions	3,824	366
Donation - individuals	-	-
Donation - events	412	14,923
	3,40,168	3,95,363

NOTE 26: EXPENDITURE IN FOREIGN CURRENCY

Particulars	For the year ended March 31, 2021	For the year ended March 31, 2020
Consultancy cost	332	369
Staff international travel	-	1,791
Programme Workshop	-	167
Others	1,210	321
	1,542	2,648



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 27: TRAILWALKER EVENTS OF OXFAM INDIA

Due to global pandemic the company has not organized the Trailwalker event physically instead of that we have organised 4 virtual trailwalkers event during the FY 2020-21, and 12855 participants had participated in it. During the last financial year 2019-20, the Company has organized two Trailwalker events physically in India near Bengaluru and Mumbai. 185 teams participated in Mumbai trailwalker (110 teams in 100km event and 75 teams in 50kms event) and 337 teams participated in Bengaluru trailwalker (158 teams in 100km event and 179 in 50km event) - from India and abroad participated in the Trailwalker in India.

The Company has raised Rs. 21,272 (31 March 2020 Rs. 66,021) 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. 17,887 (31 March 2020 Rs. 52,012) on these events.

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

The Company works in partnership with grassroot level NGOs to address the root causes of absolute poverty and injustice focusing on six themes spread into seven focused states. Geographical and thematic summary of Grant paid to partners extracted from management internal report is as follows.

For the year ended 31 March 2021:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Private Sector Engagement	Essential Services	Gender Justice	Social Inclusion	Grand Total
Focus States							
-Assam	4,233	-	-	-	-	-	4,233
-Bihar	5,712	5,685	-	812	1,347	-	13,556
-Chhattisgarh	331	3,102	-	1,030	1,920	-	6,383
-Jharkhand	182	1,046	-	724	1,364	-	3,316
-National	-	-	-	-	-	-	-
-Odisha	5,658	1,034	-	1,830	2,605	-	11,127
-Uttar Pradesh	3,513	572	342	1,889	1,330	-	7,646
	19,629	11,439	342	6,285	8,566	-	46,261
Non Focus States	18,153	1,095	2,029	5,700	-	30	27,007
Grand Total	37,782	12,534	2,371	11,985	8,566	30	73,268

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
-Chhattisgarh	-	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

Audited utilisation certificates in respect of grants paid to partners aggregating Rs. 32,231 are yet to be received. Management is taking appropriate action in this regard.

No grant amounts have been disbursed out of 'Foreign Contribution' to partners after September 29, 2020 to comply with the amended provisions of FCRA, 2010 and rules framed thereunder."

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.



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OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2021

(All amounts in Rupees thousands, unless otherwise stated)

NOTE 30: During the current year, expenditure includes Rs. 4,427 (Previous Year Rs. 1,027), the corresponding income of which was booked in the earlier years.

NOTE 31: Undistributed relief materials of the aggregate value of Rs 23,764 (Previous Year Rs 23,600) are lying at various locations of company / partners at the end of financial year which was expensed off in the year of purchase as programme expenditure.

NOTE 32: Capital Advance Received

The Company during the year received on advance of Rs. 4,030 (31 March 2020 Rs. Nil) against the proposed sale of property (effected on 31 May, 2021), acquired by it as donation in kind from a non-resident Indian. There is apparently no income tax liability on the Company in terms of Section 56(x) of the Income Tax Act, 1961 as the same would be treated as income from 'other sources' and the accessible income of Oxfam for the relevant assessment year would be calculated accordingly

- NOTE 33:** a) During the year repair and maintenance - other than computer related to previous year of Rs. 845 and is re-grouped under repair and maintenance - other than computer under "Note No. 18 - Coordination and Administration Cost" for better presentation.
b) During the year surplus on sale of fixed assets related to previous year under "Note no. 14 - Other Income" of Rs. 144 are re-grouped under exceptional item on the face of income and expenditure schedule for better presentation.

NOTE 34: 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, 2021. 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, 2021.

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 2020-21 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, 2021 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 35: During the year the company acquired office space on lease, and incurred an expenditure of Rs 20,865 on lease improvements. In order to comply with the requirements of the amended provisions of Foreign Contribution(Regulation) Act, 2010 effective from September 29, 2020 to reduce its administrative expenses from 50% to 20%, the company surrendered a major portion of its office space to the lessor/new lessee (an NGO) along with leasehold improvements and agreed to receive Rs 10,500 in lieu thereof.

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: 04/09/2021



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: 04/09/2021

Anup Singh Khosla
Anup Singh Khosla
Director
DIN: 00917703

Satya Prakash Mishra
Satya Prakash Mishra
Director Operations

Place: New Delhi
Date: 04/09/2021

Protect. Secure. Preserve.

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.Ambedkar Jharkhand Dalit Samaj Vikas Samity		Patna RO
24	Empowerment for Rehabilitation, Academic & Health	EFRAH	Delhi Office
25	Grameen Development Services	GDS	Lucknow RO
26	Gramin Jeevan Vikas Training & Research Institute	GJVTRI	Lucknow RO
27	Grammitra Samaj Sevi Sanstha		Raipur RO
28	Gyan Sagar Chhattisgarh Sarvangin Vikas Sangathan		Raipur RO
29	Humsafar		Lucknow RO
30	Indira Social Welfare Organisation	ISWO	Bhubaneswar RO
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

CORPORATE PARTNERS



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