

# MISSION SANJEEVANI

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ANNUAL REPORT 2021-2022

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ऑक्सफेम इंडिया  
**OXFAM**  
India

A movement  
to end  
discrimination

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Mission Sanjeevani

# OVERVIEW

- 2021-2022: AN OVERVIEW
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# 2021-2022: AN OVERVIEW

In 2022, Oxfam India had to rethink and align its structure and organisation principles in view of the deadly second wave of the pandemic, a roll out of the new strategy, and FCRA-related constraints. Despite the restraints we stayed true to the vision and mission of our organisation. Oxfam India made a considerable impact—with the new strategy of direct intervention—in community engagement, knowledge building and advocacy, building public narrative, and in humanitarian responses.

Fighting discrimination is at the core of our work and we believe in leadership, representation, and participation of the most marginalised communities. Through our programme intervention we have tried to make impact in the lives of women and girls from marginalised communities especially Dalits, Adivasis, Muslims and women and girls, in both rural and urban areas. Evaluation of the projects reflect positive change in empowering lives of people in these communities. **We worked in 18 districts in 8 states through our programmes with women farmers in Odisha and Bihar, small sugarcane farmers and cane cutters in Uttar Pradesh and Maharashtra, children in Delhi, Uttar Pradesh and Jharkhand, informal sector workers in urban clusters in Karnataka and Maharashtra, and communities across states through disaster risk reduction programmes; we reached approximately 60,000 people.**

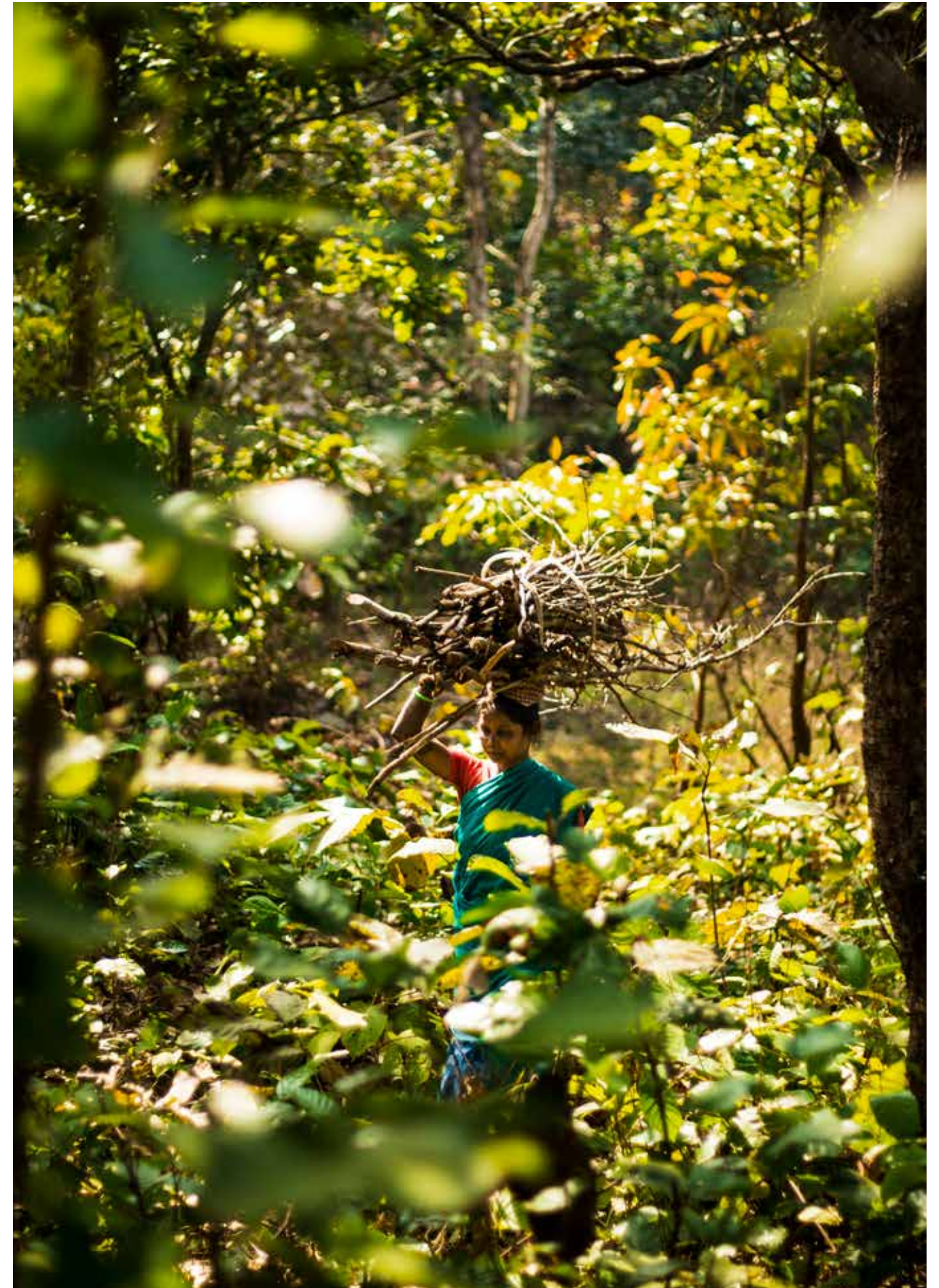
Our strategic planning, on the one hand helped us respond effectively and at scale to the pandemic which posed enormous challenges to humanity, where

millions lost lives and livelihood, and on the other we were also able to reach disaster hit communities in Kerala, West Bengal and Uttarakhand with immediate humanitarian support. **Our humanitarian work was spread across 16 states, 236 districts and 300 villages. Through our direct intervention and the public health promotion work we have reached 3,67,921 people; of this over 2,00,000 were women and girls.**

As part of our commitment to fighting inequality and ending discrimination, we published 'Oxfam India's Inequality Report 2021: India's Unequal Healthcare Story' in July 2021. The report showed how reduced Health Budget allocations in 2021 disproportionately affected marginalised groups. Later, in January 2022, Oxfam's flagship Inequality report, 'Inequality Kills', was released in Davos. The India Supplement highlighted how while 84 percent of households in the country suffered a decline in their income in a year marked by tremendous loss of life and livelihoods, the number of Indian billionaires grew from 102 to 142.

On the organisational front, we rolled out our new strategy and started direct intervention within the communities. Oxfam India's main focus lay in strengthening Voice and Leadership of women and youth from marginalised communities especially Dalit, Adivasis, Muslims, and women and girls, including informal sector workers.

**During 2021-22, our total income was INR 129.64 crore, as against INR 82.60 crore in 2020-21, reflecting an increase of 57%.**





# CHAIRPERSON'S MESSAGE



We were still recovering from the pandemic in 2020, when the second wave hit us just as the year started. Covid reared its ugly head, the healthcare infrastructure struggled to cope.

The year 2021-22 was a roller coaster year. We were still recovering from the pandemic in 2020, when the second wave hit us just as the year started. Covid reared its ugly head, the healthcare infrastructure struggled to cope and people lost lives and lives of near and dear ones. We at Oxfam India too lost a dear colleague Ignatius Xess to the pandemic. By the time we could get back on our feet and get the programmes up and running under the new strategy, our FCRA licence renewal was declined in December 2021.

The non-renewal of FCRA was a huge setback. That it happened just when our transformation to working directly with communities, triggered by the 2020 changes in FCRA, was stabilising and we had recruited over 160 staff, meant we had to go back to the drawing board as foreign funds contributed to almost 70% of our work. We had to let several of our staff go and our Covid response—Mission Sanjeevani—our biggest, strongest and the longest-running humanitarian response had to come to an end but we continued working with the limited resources in the last quarter.

Looking back at the year, we are extremely proud of what we achieved through Mission Sanjeevani where we worked in 18 states and 171 districts, reached **about 2,37,000 people** through our food kit and cash transfers alone. In the second wave, we changed tack and moved to strengthen the public healthcare system. We provided life-saving medical and diagnostic equipment in **157 district hospitals, 174 Primary Health Centres and 164 Community Health Centres; we set up 10 Oxygen generating plants**. Importantly, through Mission Sanjeevani we reached **69,517 ASHA workers**. ASHAs are the backbone of the primary healthcare system; we provided training as well as testing and hygiene kit (including thermometers, masks, sanitisers and apron) to ensure that they could work without putting their lives at risk.

In 2021, we reached over **1,30,000 people** affected by floods, landslides and cyclones in Kerala, West Bengal, Uttarakhand and Odisha. We delivered food, shelter and hygiene kits, public health promotions, and made cash transfers to the communities to help them rebuild their lives and recover from the natural disaster. Through our humanitarian response we reached **3,67,000 households**; we reached over **2,00,000 women and girls**.

In addition to Mission Sanjeevani, we ran **51 Mohalla classes in 7 districts in Uttar Pradesh and Jharkhand and enrolled 1081 out of school children in schools**. This was very important as these children were from some of the most marginalised communities who had stopped going to school during the pandemic when their schools shut and were unable to access digital education. Through our work with women on their livelihood and on fighting gender-based violence, with forest and disaster-prone communities, and with the informal sector workers, especially the sugarcane cutters we reached about **60,000 people directly**.

Oxfam India has always stood its ground and we continued to do the same even when faced with an adverse situation such as the non renewal of FCRA licence. Our fight to end inequality continued with our research product—**India's Unequal Healthcare Story** (published in July 2021) and '**Inequality Kills**' (released in January 2022 in Davos).

At Oxfam India, we take pride in our work and despite all problems we face, we come back stronger and better! In the year 2021-22, we did just that. By rolling out our

new strategy and starting direct intervention with the communities, Oxfam India is closer to its objective of strengthening the voice and leadership of women and youth from marginalised communities especially Dalit, Adivasis, Muslims, women and girls.

I would like to applaud our partners, staff and board members who were also greatly affected by the pandemic. In difficult times what kept us together was the shared vision of a discrimination-free India. It fills me with so much gratitude to be surrounded by such dedicated team players who stood together through thick and thin.

In solidarity,

**Shankar Venkateswaran**  
Chairperson  
Oxfam India

# CEO'S MESSAGE



Though it was very difficult to work in a space where every minute our mental and emotional capacity was being tested, it did not stop us from being on the ground with an even stronger resolve—to support a collapsing public healthcare system and to continue working with the marginalised communities.

After the pandemic we were hoping lives would get back to normal. Little did we know of what was to come and so soon in to the new financial year. The second wave left a trail of absolute devastation and mayhem.

Each one of us lost a near and dear one. At Oxfam India, we lost our colleague Igantius Xess to Covid. Though it was very difficult to work in a space where every minute our mental and emotional capacity was being tested, it did not stop us from being on the ground with an even stronger resolve—to support a collapsing public healthcare system and to continue working with the marginalised communities.

We provided life saving medical and diagnostic equipment in **157 district hospitals, 174 Primary Health Centres and 164 Community Health Centres**; we set up **10 Oxygen generating plants**. Through Mission Sanjeevani we reached nearly **69,517 ASHA workers**. We worked in 18 states and 171 districts, reached **about 2,37,000 people** through our food kit and cash transfers alone through our Covid response. We were on the field responding to natural disasters—floods, cyclones, landslides—and reached **over 1,30,000 people in Kerala, West Bengal, Odisha and Uttarakhand**. Through our other programmes on women livelihood, forest rights, rights of informal sector workers, and communities across states through disaster risk reduction programmes, we reached approximately **60,000 people directly**.

After 20 months of massive COVID-19 response, we received the news in December 2021 that our FCRA licence wasn't renewed. Given our work record in India since 1951, this was surprising to us. Despite the restrictions, the entire organisation continued working with the limited resources and unparalleled dedication and commitment. In the last quarter of 2021, our community mobilisers ran 51 Mohalla Classes across 7 districts in Uttar Pradesh and Jharkhand and enrolled 1081 children in schools; these were from the most marginalised communities and were at the risk of becoming school dropouts.

Our Inequality Reports—**India's Unequal Healthcare Story** and **Inequality Kills**—highlighted how while on the one hand number of billionaires was on the rise, the income of 84% of people declined leading to loss of lives and livelihoods during the pandemic.

It has been a great challenge on the organisational front but with colleagues determined to work towards a discrimination-free India, we were able to overcome all the difficulties together. During 2021-22, our total income was INR 129.64 crore which also reflects an increase of 57% as against the income of 2020-21. We have succeeded to protect, save, and strengthen the lives of the vulnerable and have sustained a very precious bond as a team. That I am proud of our team would only be an understatement. There are no words that can justify how honoured I am to lead a team that never gives up and 2021-22 just proved that.

I would like to extend my heartfelt thank you to my colleagues, board members and all our supporters – it's only with your support that we have been able to create such a difference!

In solidarity,

**Amitabh Behar**  
Chief Executive Officer  
Oxfam India

Mission Sanjeevani

# BUSINESS PREVIEW

- 71 YEARS OF OXFAM IN INDIA
- HUMANITARIAN RESPONSES
- ENSURING RIGHTS AND ENTITLEMENTS OF INFORMAL SECTOR WORKERS
- DISCRIMINATION FREE PUBLIC SERVICES
- ENSURING SAFETY AND VIOLENCE FREE LIVES OF WOMEN AND GIRLS
- CLIMATE JUSTICE AND DISASTER RISK REDUCTION

## 71 YEARS OF OXFAM IN INDIA

Oxfam is marking its 71<sup>st</sup> year in India this year. In 1951, Oxfam Great Britain came to India during the Bihar famine to launch its first full scale humanitarian response in a developing country.



Over the past 70 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 and 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

**Accountability:** Our purpose driven, results focused approach means that we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.

**Empowerment:** Everyone involved with Oxfam, from our staff and supporters to people living in poverty should feel that they can make change happen.

**Inclusiveness:** We are open to everyone and embrace diversity. We believe that everyone has a contribution to make, regardless of visible and invisible differences.

**Feminist Principles:** We aspire to be a feminist organisation, driven by these principles and striving to ensure they underpin our values, analysis, decision making, ways of working and internal culture. They drive our commitment to gender justice and women's rights through all our actions.



DEEPENING DEMOCRACY



HUMANITARIAN AND DISASTER RISK REDUCTION



RESPONSIBLE BUSINESS



GENDER



# HUMANITARIAN RESPONSES

While 2020-2021 saw a medical emergency spiral into a humanitarian crisis with millions of migrant workers having to walk back thousands of kilometres, 2021-2022 brought the second wave which completely shook the nation. The medical emergency snowballed and laid bare a crumbling healthcare system. Many lost their lives due to lack of proper medical and emergency equipment especially oxygen cylinders.

We lost our colleague from the humanitarian hub, Ignatius Xess, during the second wave. It was a huge setback yet the team continued to work at full steam for Mission Sanjeevani, the second year of our COVID-19 response.

Despite the challenges, Oxfam India responded in 18 states with the objective to strengthen the healthcare system with lifesaving medical equipment, and enhancing the capacities of frontline health workers. Through Mission Sanjeevani we continued providing food, hygiene support, and unconditional cash transfers to marginalised communities and especially women, Muslims, Dalits, Adivasis and informal sector workers.

While Covid was still raging, very severe cyclonic storm rampaged the state of West Bengal and Odisha which

was followed by flooding. Oxfam India reached out to the cyclone and flood-affected communities with shelter, food and hygiene kit along with unconditional cash transfers.

By the end of 2021, Kerala and Uttarakhand faced devastating flood and landslides that led to loss of lives, livelihood, and property. Oxfam India ensured support through temporary shelter material, food and hygiene and unconditional cash transfers.

In 2021, Oxfam India also initiated an education restoration programme in Maharashtra, Tamil Nadu and Karnataka with the objective to bring back children to school through bridging the digital gap and restoration of school infrastructure, mainly Water, Sanitation and Hygiene (WaSH).



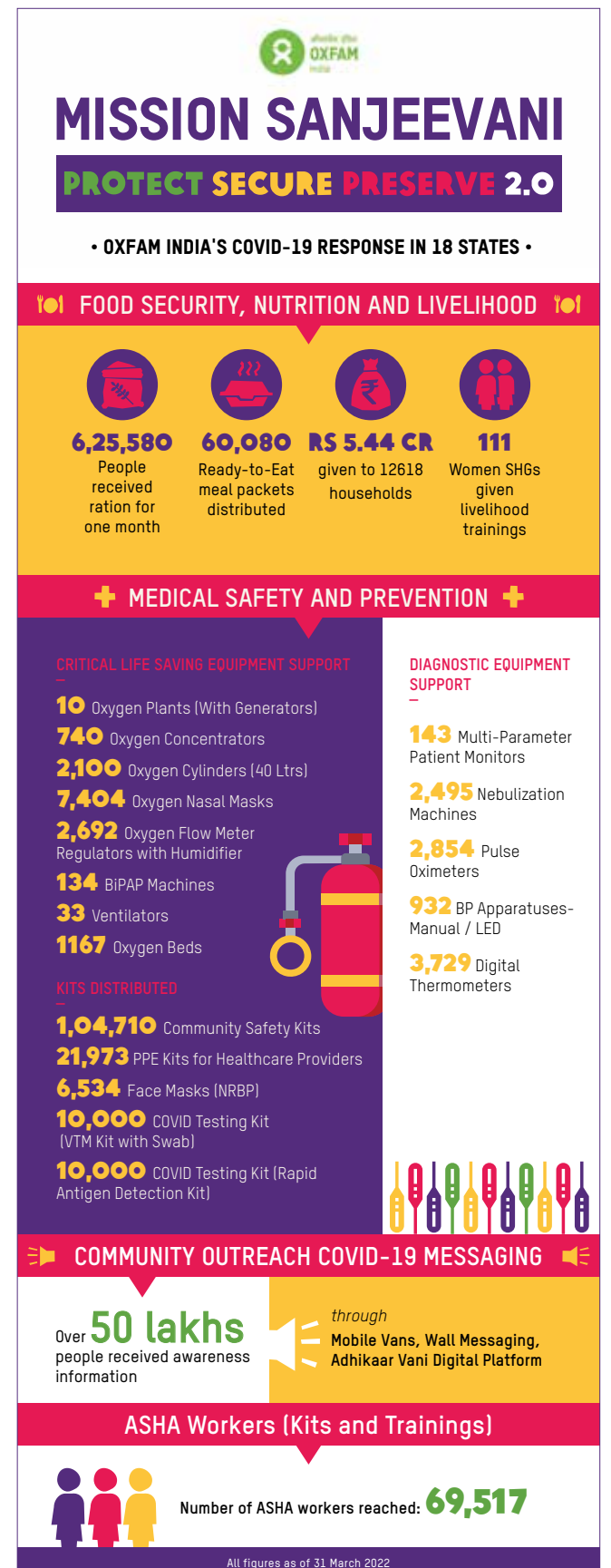
## COVID-19 RESPONSE: MISSION SANJEEVANI

Shortage of medical oxygen in the highly populous states with high rate of COVID-19 infection led to serious health complication often resulting into death of patients was rampant during the 2nd wave. Oxfam India installed 10 **Oxygen Generating Plants** in 8 states; they were set up in hospitals especially in rural and tribal belts of the country.

Oxfam India reached out to government hospitals—157 district hospitals, 174 Primary Health Centres and 164 Community Health Centres in 16 states—with **life-saving medical and diagnostic equipment** like ventilators, oxygen cylinders, concentrators, BiPAP Machine, Patient Monitors, ABG Machines, and Semi Fowler beds. In addition Oxfam India also supported hospitals with Personal Protective Equipment (PPE kit), disinfectant, masks and sanitisers. Our focus was on rural and semi-urban areas to ensure that the most marginalised communities have access to better healthcare facilities. We also helped hospitals set up paediatric units with life-saving medical and diagnostic equipment such as paediatric ventilators, X-ray machine, paediatric pulse oximeters, and BP machines.

A rapid survey by Oxfam India showed that most of the **ASHA workers** who had been assigned the uphill task of community monitoring and early referral during the COVID-19 pandemic did not have any protective gear or diagnostic equipment to either protect themselves or support others. In this context, Oxfam India started its biggest flagship initiative under Mission Sanjeevani—to provide Covid care kit for the ASHA workers. The ASHAs were given orientation based on the guidelines of the Ministry of Health and Family Welfare and the programme was designed and implemented with the Directors of the National Health Mission (NHM). Oxfam India reached out to around 70,000 ASHA workers in Assam, Bihar, Chhattisgarh, Delhi, Jharkhand, Karnataka, Maharashtra, Odisha, Rajasthan, Tamil Nadu, Uttar Pradesh, West Bengal.

During the first phase it had become clear that food support was essential. The requirement continued in the second year of the pandemic as well as people continue to lose their livelihoods and faced severe challenges in







providing food for their families. Oxfam India delivered **food kits** (family of five for 30 days) to the most marginalised communities such as daily wage labourers, brick kiln workers, weavers, women auto drivers, sex workers, fisherfolk communities, cancer and leprosy patients, waste pickers, transpersons, tea garden workers, weavers, riot victims, survivors of domestic violence, sanitation workers, tiger widows of Sunderbans, nomadic tribes, alms seekers and homeless. The food kit, prepared keeping in mind the regional preferences, included rice, wheat flour, pulses, soybean or ground nut, spices, oil, salt and sugar to ensure a balanced diet during the crisis period. Along with the food kit, Oxfam India also provided **hygiene kits** to the community which included sanitary napkins, masks, bathing and washing soaps.

Oxfam India launched the **Sanjeevani Helpline**, operationalised by the Indian Society of Healthcare Professionals (ISHP), on 29 June 2021. The helpline—Covicall—was started to provide end-to-end support to Covid patients, suspected patients, family members, close contacts, frontline workers, and all members of the community. Helpline not only provided easy access to a plethora of services through tele support and counselling by trained staff, it also acted as a bridge to link on-

ground support through a network of local volunteers, doctors, agencies and other initiatives. In the three and a half months the centre ran, we received 1340 calls from Uttar Pradesh, Bihar, Jharkhand, Delhi, Madhya Pradesh, Karnataka, Orissa, West Bengal, and Maharashtra. Of the total calls, 943 successful contacts were made; 26% calls received from women and 74% from men. Most of the calls received were in English, Hindi, Marathi, Bengali, Kannada and Odia.

The loss of livelihood during the pandemic had a disproportionate impact on the marginalised communities. Certain communities faced the double whammy of natural disaster like floods and cyclone. Oxfam India reached out to these communities with unconditional cash transfer of INR 5000 and INR 10000. Oxfam India conducted community meetings to identify the most vulnerable community member as a recipient of one-time fund transfer. Once the households were identified, the team members conducted to home visit for verification and documents like bank details, photo and Aadhar Card details were collected. Once the entire documentation was completed, the finance team transfer the money through bank transfers.







## INDIA FLOOD AND CYCLONE RESPONSE

Oxfam India responded in Uttarakhand, Kerala, West Bengal and Odisha which faced major challenges due to landslides, flood and cyclone.

In Uttarakhand, due to a sudden flood almost 76 people lost their lives and many more lost their homes and belongings in 4 districts—Almora, Nainital, Pithoragarh and Udham Singh Nagar. Oxfam India responded in the district of Nainital focusing on 3 blocks—Ramnagar, Okhalkanda and Ramgarh—with dry food ration, safety and hygiene kits, shelter kits and temporary shelter items.

Kerala faced another devastating flood that rampaged various districts due to the monsoon floods. As part of the response, provided shelter and WaSH support to the communities in Alappuzha, Kottayam, Idukki and Pathanamthitta; we delivered food and hygiene kits to 2771 households. As part of Public Health Promotion (PHP) initiative, we reached 24 schools in four districts where 2487 students were given safety gears to protect themselves from COVID-19 diseases and maintain safe hygiene during flood and landslide situation. 23,000 masks [3ply masks-20000, N-95 masks-3000] were delivered to frontline workers such as police, teachers, non-teaching staff, fire safety departments, and ASHA workers in three districts—Alappuzha, Pathanamthitta and Kottayam.

West Bengal and Odisha faced a severe cyclonic storm. Oxfam India responded in the districts of Bhadrak (Odisha) and South 24 Parganas (WB). During this response we distributed 800 shelter kits, made unconditional cash transfers to 500 families, supported 1860 households with food and hygiene kits, and chlorinated over 100 tube wells and 35 village ponds.

Securing the 'Right to Survival' of the most vulnerable and excluded people affected by disasters, by creating enabling environments for all, is a key objective of our humanitarian response. We believe that disaster-affected communities require not just immediate relief but also long term support to ensure continuation of education for children, provide economic stability, and creation of opportunities for women (who are the worst affected in any disaster) to enhance their economic status. For wider and sustainable impact, specialised supports are provided to communities for getting organised with the required knowledge and skills to become resilient to future disasters. Strengthening the community-level institutions to ensure economic empowerment through better access to the existing government projects has a very far-reaching result.

The success of the impact of our humanitarian work during Covid and the other natural disasters during the year was reflected in recognitions and appreciations from state government, humanitarian agencies, and letters of appreciation even from panchayat leaders.





## TRANSBOUNDARY RIVERS OF SOUTH ASIA (TROSA)

The first phase of TROSA project being implemented in the Mahakali and Brahmaputra basins in India came to an end in 2021-22. The project was aimed at reducing poverty of marginalised and vulnerable river basin communities through increased access to and control over water resources. The final evaluation of TROSA showed that the participation of communities and civil society had been the cornerstone of the programme

and the basis for most of its positive results. TROSA also enabled the exchange of knowledge of Village Water Management Committee (VWMC) members in the Mahakali/Sharda basin and helped clarify misunderstandings and misinformation regarding water contamination and water allocation between the riverine communities in India and Nepal.



## CASE STUDY: OXFAM INDIA'S FIRST OXYGEN PLANT IN TUMKUR



Tumkur MLA, Dalit Leader and former deputy chief minister of Karnataka, G Parameshwara inaugurated the Oxygen plant, set up by Oxfam India, at the Koratagere Govt Hospital at Tumkur on 26 July 2021.

The 300 LPM plant, set up under Oxfam India's COVID-19 response 'Mission Sanjeevani', at the 80-bed government hospital will cater to people from 46 surrounding villages. The villages comprise dalit and adivasi families.

In Karnataka, since April 2021, we provided ration kits and hygiene kits to 300 families, marginalised and rendered even more vulnerable due to the pandemic and the lockdown. Medical equipment such as Oxygen cylinder, BiPAP machines, and Oxygen concentrators, along with beds and PPE Kits have been delivered to three Govt Hospitals, one Charitable Hospital and five Primary Health Centres.

In the coming months in Karnataka, we will be delivering medical equipment to nine hospitals and 40 PHCs. Besides providing food and hygiene kit to 850 families, we will also work with 7000 ASHA workers across the state and provide them with medical kits for a larger community outreach to ensure Covid appropriate behaviour and also tackle the issue of vaccine hesitancy.

The second wave of COVID-19 witnessed a massive shortage of Oxygen due to which many people lost their lives. Through 'Mission Sanjeevani' we are strengthening the public healthcare systems and the Oxygen plant is a step towards preparing for an impending third wave. The Tumkur Oxygen plant is the first of the 10 plants that we will be setting up.

Oxfam India has been on the ground since March 2020 in 16 states. Through our COVID-19 response we have given INR 2.96 Crore as direct cash transfer to 9481 vulnerable households. We have reached 4,56,850 people with one month's supply of dry ration. Through 'Mission Sanjeevani' (since April this year) we have provided critical lifesaving equipment and diagnostic equipment support such as oxygen cylinders (over 400), concentrators (over 100), digital thermometers (almost 1700), oximeters (over 900) along with 18,000 COVID testing kits, over 75,500 Community Safety kits and almost 15,000 PPE kits for healthcare and frontline workers.

For Oxfam India, the primary focus in the second wave is health. Oxfam India CEO Amitabh Behar said: "We are reaching out to public healthcare institutions, district administrations and COVID Care Centres with medical equipment such as oxygen concentrators, patient monitoring systems, oximeters, oxygen nasal masks, and thermometers along with PPE kits and safety kits for frontline health workers."



# ENSURING RIGHTS AND ENTITLEMENTS OF INFORMAL SECTOR WORKERS

Oxfam India initiated its work to ensure rights and entitlements of small holder farmers and informal workers in the sugar supply chain in 2021. A community-based model with evidence and policy advocacy at the core, the main aim of the programme was to highlight the issues and challenges faced by small sugarcane farmers in Uttar Pradesh and the migrant, informal cane cutters in Maharashtra with a special focus on women workers. The programme also aimed at influencing the private sector—sugar mills, associations, bigger brands and companies—to adapt and promote positive change in the lives of these workers.



## COMMUNITY ENGAGEMENT

The work was spread across three districts in Uttar Pradesh—Meerut, Muzaffarnagar and Saharanpur—which lead in sugarcane production in the state and in supplying to sugar companies. In Maharashtra, we worked in three districts of Beed, Ahmednagar and Osmanabad from where almost a million sugarcane cutters migrate every year to various parts of Maharashtra, Karnataka and Gujarat for cane cutting. We were in 100 villages and reached out to 2500 women farmers and cutter and 10000 men farmers and cutters.



## CAMPAIGN AND ADVOCACY

During the year, over 1,300 families directly benefitted with registration with labour department, and have received health card and I-cards in our districts in Uttar Pradesh and Maharashtra.

In Uttar Pradesh, a survey of 6,500 small sugarcane farmers across 60 villages of Meerut, Muzaffarnagar and Saharanpur was conducted to understand the accessibility of social security schemes by the sugarcane farmers. Based on the survey, we started work to connect farmers with relevant schemes, which will benefit them eventually. Till year end, we registered 750 farmers with schemes such as MGNREGA, ration card and Ayushman Bharat card.

In Maharashtra, the government issued an order in September 2021 (prior to sugarcane cutters' migration scheduled after Diwali) to register them in the local panchayats so that they could avail state's social protection schemes in the future. Though the Government Resolution was issued almost six months ago no action was taken. As a result of rigorous campaigning, the Osmanabad district administration finally issued an order to all Panchayats; we registered all the cane cutters in our 20 villages in the district. We reached nearly 550 cane cutter families.

In coordination with National Labour Education and Development Board, we organised four awareness camps on rights of women farmers and workers from the Dalit and Adivasi community. Over 200 women participated in these camps.

Apart from the work on the ground, in October 2021 Oxfam India collaborated with the think tank Centre for Responsible Business and in a strategic engagement on their India and Sustainability Standards platform, we organised a multi-stakeholder conversation with various stakeholders from the sugar industry. We were able to mobilise representatives of sugar mills, mills association, international not-for-profits such as Bonsucro, and CSO representatives; important issues were highlighted in the supply chain, views were sought from each stakeholder was sought and a collaborative way forward was planned.

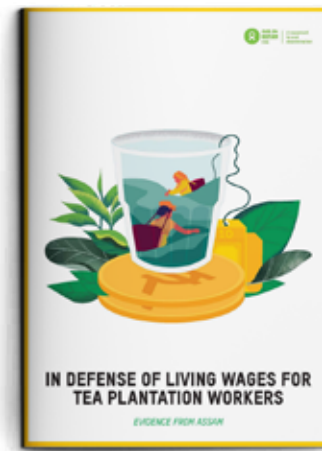




## RESEARCH AND KNOWLEDGE

A 'Policy Analysis on Sugarcane Supply Chain in Uttar Pradesh' with a special focus on the small holder sugarcane farmers was done in collaboration with Institute of Rural Management, Anand (IRMA).

Oxfam India launched its report "In Defense of Living Wages for Tea Plantation Workers: Evidence from Assam". The study was jointly done by Oxfam India and Centre for Policy Studies, IIT Bombay.



## FOOD HIVE PROJECT

We initiated the "Food Hive-Nourish The Cities" project in the DJ Halli slum in Bangalore. The project aimed to spread awareness regarding low cost nutritious food along with proper WASH facilities, while addressing strategic gender needs like menstrual hygiene management in urban slums of Bangalore. This was done to promote nutrition-sensitive behaviour changes among women in urban slums; to help the community identify the root causes of poor health, chronic disease, and malnutrition; and to break the vicious cycle of poverty and malnutrition.

We identified Devarajeevanahalli or DJ Halli to conduct the interventions based on rapid surveys conducted by the team. DJ Halli is spread across 4 to 5 kilometres, and is one of the biggest slums in Bangalore. It has an estimated population of around 50,000 persons living in approximately 11,000 households, with more than 90% slum population belonging to the informal sector. DJ Halli is further divided into sub-localities; we worked in Roshan Nagar, Eidgah, Modi Masjid, Madinah Mohalla which consisted of a majority Muslim population and Thangamalai Nagar, Kaval Bairsandra with the majority being Hindus (Tamil Dalit/SC/ST population).

The work began in 2021— identification of resource persons, training of the trainers and rapid survey and other background work. Due to pandemic-related constraints, there were some delays and work finally started in January 2022. We procured anthropometric equipment, haemoglobin meters, as well as other medical equipment required for testing and setting up of health camps to evaluate nutrition and health levels of the identified community women to check for a host of deficiencies including anaemia, hypertension, malnutrition, and obesity. We were able to mobilise 60 women to attend the health camp at the Resource Centre; they were mostly informal sector workers.

The community mobilisers used the health camp data and the Participatory Learning Action (PLA) method (such as storytelling and games) to teach women about various health-related issues including nutrition, WASH, and menstrual health and hygiene.





## CASE STUDY: WHY WE NEED TO STAND UP FOR THE CANE CUTTERS



A few days ago I was at the Ambalika Sugar Factory, 26 km away from Karjat in Maharashtra's Ahmednagar district. We—my colleague Priyanka and activist Faruq Beg—were visiting these farms to understand the ground realities. Not many organisations work for the rights of the cane cutters in these parts. While the visit was distressing, if anything it further strengthened our resolve to work for the rights of the cane cutters who are one of the most deprived and vulnerable lot in the sugar supply chain.

Our first stop was Bhambara village. It was nearly 1 PM. We pulled over and walked to where a few workers were standing, engrossed in very animated conversation. We tried to talk to them. The language was a barrier for the first few minutes, then gradually the broken sentences started to make sense and we started understanding each other. In the group was 16-year-old who could understand us most easily. Chanibai, a worker in the sugarcane field, was pregnant with her second child and stood with her two year old in her arms. She didn't look very well taken care of. It hit us, how on paper there are laws on child and early marriages and schemes for women but they rarely reach the poorest of the poor.

We moved closer to the group of sugarcane cutters standing about with worried expressions on their faces and with their children gnawing at them. It

turned out that they were looking for water. It was December but a sunny afternoon, nonetheless. And the children were getting very, very thirsty. One of the workers explained that they left their house i.e. cluster or kopis or residence at 5 am and since then haven't received a drop of drinking water at the sugarcane farm. The farm owner and the supervisor (Mukadam) were supposed to arrange drinking water for them and they hadn't.

While the wait for water continued, we started chatting about their wages. They had received about INR 35000-40000 for six months. This was surprising because in other places close by the cutters received INR 1 lakh-2 lakhs for six months. When we probed, the mukadam said, "They are not reliable, they may run back to their village before six months. There is the no guarantee of their continuity for the six months so offered them less amount in fear of the loss."

The cane cutters neither have any bargaining power to demand proper wages nor are they aware that some money from their advance is deducted in the name of insurance. The cane cutters are not aware of any health insurance or benefits, so almost always they go without accessing any healthcare services to get treated for diseases, illnesses or injuries. They work through their wounds and injuries—like Pushpa. Pushpa is from Ganga Maiyaa Sugar Factory, Ghotan Gaon, Shevagaon.

Thirty year old Pushpa was five months pregnant while she was working at the sugarcane farm at Shevagaon in Ahmednagar district. Everyone advised her against working. "If I didn't go for the cane cutting work I would have lost my daily wages. It would be a big loss for us. We work for six months and feed our family, for the remaining 6 months there is no guarantee of the work. So this is our only income. If I didn't work with my husband, we would get less money. How would we have fed our family?" Pushpa asks.

So she worked with her husband. As it is it was tough for her to work through the pregnancy, one day while collecting sugarcane leaves she hurt her eye with the blade of the leaf. She was injured, rushed to the hospital, but she wasn't treated for the eye since she was heavily pregnant. A private hospital refused to admit her. She came back after some first aid but the condition of her eye deteriorated quite fast. By the time she delivered her baby, she had lost her eyesight in the left eye. She continues to work like that.

While money is an issue, the other factor is the loss of daily wages if they had to take a leave to see a doctor or even recover. Any loss of wages will make it worse for these families who are already living hand to mouth. Most of the cane cutters we met were uninformed about the labour registrations and so had never registered their names. This meant that they have always remained outside of the ambit of any social security net that they government might have for them.

The cutters, who migrate for almost six months every year to work in fields, have no health or education benefits they can avail in their place of destination. And neither do they have access to clean drinking water. Heck, they don't even get the proper wages! While we gear up to celebrate 75 years of independence, the sugarcane workers do not have their basic fundamental rights in place. And something needs to be done.

Oxfam India under "ensuring rights, entitlements and dignity of informal sector workers" is working on "responsible supply chain" with special focus on tea and sugar supply chain. The main aim has been to influence the private sector and government to ensure the rights of mainly the unorganised workers in the supply chain.

In Maharashtra, Oxfam India is working in the districts of Beed, Osmanabad and Ahmednagar from where almost a million sugarcane cutters

migrate every year for cane cutting to various other parts of Maharashtra, Karnataka and Gujarat. Oxfam India's 2019 research Human Cost of Sugar brought out grave issues of human rights violations in the sugar supply chain that included low wages, adverse working conditions, exploitation by labour contractors, and untimely payment of wages. Inaccessibility of social protection schemes is another big challenge for the migrant workers.

It is in the above context that Oxfam India initiated a programme to highlight the human rights issues in the supply chain and influence both private sector (mainly mills, factories) and government to bring a change in the lives of sugarcane cutters who are otherwise invisible. The programme is in 60 villages of Beed, Osmanabad and Ahmednagar districts where we will be mobilising around 12,000 workers to ensure their basic rights of minimum wages, decent working conditions and linking them with social protection schemes. We are also working in the catchment of 15 factories to provide the migrant workers decent working conditions and minimum wages.

Oxfam India is running a campaign in Osmanabad and Beed districts in Maharashtra to register sugarcane cutter migrant workers before they leave for other districts and neighbouring states for sugarcane cutting. This has been a first of its kind order from the Maharashtra government to register all its migrant workers. This will ensure that once registered the workers will have access to all social security benefits and government schemes.

Over 6,00,000 workers in the Marathwada region of Maharashtra fan out to western parts of the State, and neighbouring Karnataka and Andhra Pradesh for six months between October to March to cut sugarcane. However, this massive movement of workers was not on government record and hence they were deprived of development schemes and social security.



# DISCRIMINATION FREE PUBLIC SERVICES

The focus during 2021-22 continued on addressing the devastating impact of the COVID-19 pandemic, strengthening the response against rising inequality in India, strengthening public healthcare and education systems, and opposing privatisation of these sectors.



## COMMUNITY ENGAGEMENT

One of the biggest impacts of the pandemic and the lockdown was on children, especially the first generation learners who were forced to drop out of schools because schools shut and they had no access to digital education. Oxfam India's priority was to then ensure that children from the most marginalised communities continue education and eventually re-join schools.

With the help of volunteers, we mapped out-of-school children in 12 districts in Uttar Pradesh and Jharkhand. 2571 children including 1259 girls and 1312 boys were

found to be out of school and efforts were made to ensure their re-enrollment in education. 51 Mohalla Classes were run in seven districts in Uttar Pradesh and Jharkhand which were attended by 1166 children.

In Uttar Pradesh, during the year several recreational activities were organised with 534 children, 36 School Management Committee (SMC) members and 36 teachers. Child Rights Week was celebrated in 10 schools engaging children, parents, teachers and panchayat members; 2588 children including 1337 girls and 1251 boys, 100 teachers and 99 parents participated actively.



## RESEARCH AND KNOWLEDGE

Oxfam India released 'Securing Rights of Patients in India'; this was a report on the results of rapid surveys on vaccines and patients' rights.

Oxfam India's second rapid survey of government and private schools was finalised. It was unique in covering both kinds of institutions and captured the experiences of teachers, parents and children when the schools reopened. A short rapid survey of private school parents in Delhi was conducted to capture the experience of parents with a view to developing more effective mechanisms for private school regulation in the state.

A policy brief on the National Education Policy was prepared based on the advocacy done during this year. Consultations on World Bank-supported project STARS were converted into a policy brief. Oxfam India also wrote and released a video on IMF Special Drawing Rights (SDRs) calling for SDR finances to be used to strengthen public services.

Several campaigns were run to ensure the display of the Patients' Rights Charter in public and private health facilities. Awareness programmes were held around Covid prevention, vaccine hesitancy and Patients' Rights Charter in 13 districts of Uttar Pradesh under the banner of 'UP Swasthya Abhiyan'. 126 ASHA workers in the state were also trained on the Patients' Rights Charter.

As part of the RightsOverProfits Campaign, outreach at the district level in Uttar Pradesh and Odisha was done to gauge the extent of functioning of the District Fees Regulation Committees set up for the regulation of private schools in Odisha and UP. The participants included child rights bodies, lawyers, researchers, activists, child welfare committee members and parents' association representatives. Steps were also taken to streamline Village Health Nutrition Day (VHND) services in 20 locations in Uttar Pradesh. This included strengthening processes of immunization, tracking high-risk pregnancies and undertaking nutrition counselling.





## CAMPAIGN

Oxfam India made a series of submissions on the National Education Policy (NEP) implementation plan to the Ministry of Education as well as 10 State Education Ministries including Delhi, Odisha, Jharkhand, Chhattisgarh, Bihar, Haryana, Tamil Nadu, Maharashtra, Karnataka and Rajasthan. Oxfam India was invited by National Human Rights Commission (NHRC) to a virtual consultation to offer input on the challenges of digital education for children.

National and state consultations were held in Uttar Pradesh and Odisha on a national private school regulatory framework. Based on the survey of Delhi private school parents, Oxfam India sent formal submissions to the concerned Commissions highlighting key concerns regarding the regulation of private schools in Delhi.

In Raebareli, a delegation of the SMC Forum submitted a letter to Basic Shiksha Adhikari (BSA) and District Magistrate (DM) to provide school uniforms and materials to children instead of direct benefit transfer, as was proposed by the state government. A roundtable meeting was held with the UP SCPCR to streamline grievance redress mechanisms in the state.

We continued advocacy for the accountability of International Financial Institutions. Oxfam India and

its ally, the All India Primary Teacher Federation (India's largest teacher union) were invited at the World Bank's official stakeholder consultation to offer their perspectives on the STARS project. Oxfam India's analysis of Covid education loans was presented during a side event in the World Bank Civil Society Policy Forum at the World Bank Annual Meetings. Fellow panelists included the UN Special Rapporteur on the Right to Education and the World Bank Group's Senior Director, Education Global Practice. An informal core group of stakeholders working on IFIs in health and academics with an interest in education has emerged nationally and implementation of WB loans for education was undertaken in Maharashtra, Himachal Pradesh, Gujarat and Odisha.

The campaign on patients' rights and the Patients' Rights Charter was undertaken in 13 districts of Uttar Pradesh under the banner of UP Swasthya Abhiyan. The Union minister of Heavy Industries Dr Mahendra Nath Pandey supported the adoption of the Charter in the state while speaking during the inauguration of one of our oxygen plants in Chandauli in the state. In November 2021, the Uttar Pradesh government issued a notification to start the process of the registration of clinical establishments in the State. The implementation of the Clinical Establishment Act (CEA) has been our key advocacy ask under the RightsOverProfits campaign. Oxfam India submitted a request for a public consultation on the Right to Health Bill that was being finalised in Rajasthan.



## ADVOCACY

Oxfam India was part of committees on health and education of the Chhattisgarh State Planning Commission. Oxfam India was elected to the ad hoc interim leadership group for the RTE Forum; Oxfam India was one of the founding members of the RTE forum. We were also selected to be part of the International Advisory Committee (IAC) of C20; the IAC guides the international mandate of C20 and supports the various working groups under its aegis. Oxfam India also published a working paper to pitching the creation of an inequality working group in the Indian presidency of C20 in 2023.

Oxfam India also reached out to parliamentarians in the course of the year. Due to our advocacy efforts, 53 questions were raised in the parliament; we made submissions to 22 MPs on equitable vaccination. We also made representations on G20 response to the humanitarian crisis to the Finance Ministry.

## INEQUALITY

The Oxfam India supplement to the Oxfam International report on Inequality was released to coincide with the World Economic Forum in Davos. Several policymakers and retired government officials wrote in support of the report's findings.

On-ground mobilisation was organised during the Global Week of Action (17-31 Jan 2022) in Uttar Pradesh, Delhi and Bihar jointly with the Fight Inequality Alliance (FIA) India. In Delhi, street plays were performed by National Youth Equity Forum at several locations. In UP, pamphlets and posters on inequality were distributed as part of an awareness campaign; a campaign on girls education was also organised in the state by the RTE Forum which covered more than 15 districts. A campaign on girls education was organised in 20 districts in Bihar; over 10,000 postcards were sent to the government demanding free education for girls up to secondary education.



Oxfam India also supported Fight Inequality Alliance (FIA) India for their report on peoples' aspirations from the budget from an inequality lens. This contributed to the framing of a Fight Inequality Alliance Pre-Budget report which received extensive media coverage. A budget analysis, from the inequality lens, was also done. Pre-Budget consultations were organised in Maharashtra and Odisha through the Fight Inequality Alliance India. Demands from the consultation were shared with MLAs in Maharashtra.

Advocacy was undertaken to address vaccine inequality. A policy brief on India's vaccination drive was developed jointly with Forum for Medical Ethics Society (FMES). A petition was sent to the Prime Minister for streamlining vaccination in India. 600 prominent citizens and organisations across 22 states and UTs in India endorsed the OIN-FMES petition; both the petition and the policy brief were covered in the British Medical Journal (BMJ), one of the world's most prestigious health journals. In early June 2021, the Prime Minister announced centralised procurement of 75% COVID-19 vaccines and free vaccines at government-run vaccination centres in India.

Oxfam India supported the mobilisation efforts of the People's Vaccine Alliance in India around the TRIPS waiver. A petition was submitted to the PMO calling for India to continue playing the global leadership role in addressing vaccine equity; this was endorsed by health activists and researchers, including the All India Drug Action Network, the Assam Network of Positive People and the leads of six state health networks.



**CASE STUDY: SHIVANI RAJAK: THE VOLUNTEER AND THE STUDENT**

She keeps a busy schedule. At least it has been so for the last two months. A class 12 student of Science in Dharma Yadav Inter College in Pratapgarh in Uttar Pradesh, Shivani volunteers in a Mohalla Class. She comes to teach the class after her college hours.

From a dalit family, and eldest of four siblings, Shivani is driven by two things—one, the strong belief that children have to study so that they have a better future and two, that she wants to be a teacher and is seeing this as her training to become one.

When she first got back to school and was asked how she spent her days, she told her class about the Mohalla Classes. Her excitement can be gauged from the fact that on the first day to school she took the leaf art work that the children in the Mohalla Classes had made. Her classmates and teachers were very appreciative of the work

that she was doing. In fact they wanted her to run similar classes for children in their villages.

31 children—18 girls and 13 boys—attend the Mohalla Classes in Gaukhedi village in Pratapgarh district. Alka, Oxfam India's community mobiliser runs the classes here. Earlier it was during the day but now with the schools open she now takes the classes 3pm onwards. "There are more children who come and attend the classes but 31 children are regulars," she says. The classes are a hit.

Students rush to the Mohalla Classes, an open air classroom just outside the house of Kaushalya Devi and her husband, who are more than happy to give the space for the kids. The bright red walls of the house make for a very cheerful classroom. Charts of alphabets and numbers, and innumerable art work by the students adorn the wall. On one end is a library—books hung on

ropes tied to bamboo poles. And children take turn to recite the tables, both in English and in Hindi. Alka and Shivani are at the helm of affairs.

During the lockdown and the pandemic when the schools were shut and the government was busy promoting digital education, most rural children with no access to physical education or digital education were falling out of the folds of the education system. Alka first held meetings with parents, SMC members and youth in the village to assess the need for these catch-up classes.

Few mothers from the School Management Committee (SMC) said, "The kids were only roaming around and playing the whole day. They had forgotten everything taught in school. The Mohalla Classes are very useful". Most parents were eager, there were some who needed some convincing. Alka and Shivani did several meetings to convince them.

Alka spoke to the youth to suss out interested volunteers who might want to assist her taking the classes. The identifying of volunteers from the village was important so that the classes can continue even on days the community mobilisers aren't able to come to the village. Among the youth, Shivani volunteered. There were a couple others from the dominant caste but were skeptical of coming to this particular part of the village. "The reason they cited were stray dogs. Anyway, I am more than happy to teach the students here."

Her mother Manju Devi, sitting close by says, "I am very happy and proud that she is volunteering in the mohalla classes. She plans to continue teaching after completing her graduation." Credit goes to Manju Devi who in the last two years did not discontinue her children's education and provided them with the basic facilities, despite the fact that her husband had to return when the lockdown was announced in March 2020 and was without work for several months. She also played

a critical role in convincing SMC members and parents of children in the village to send their children to these classes.

The oldest of four siblings, Shivani continued her studies online during the lockdown. She was one of the fortunate ones who had the resources. She helped her two younger sisters and brother at home as well. Even now when she comes to the Mohalla Classes and finds fewer children, she goes to their homes and talks to the parents and brings back the children.

"This is important for their future. I decided to volunteer because I knew I could help. Moreover, we have to put children back to school and if they aren't able to recollect and understand what was taught to them earlier, they will lost interest and eventually drop out." Now that schools are opening up, these classes are extremely useful as tuitions and an important opportunity for students to catch up.

Shivani has seen a marked change in the children. "They did not know their parents names, the names of the school they were going to in the past, or the name of the block and district they are in. Now all of them can read and write this basic information apart from the regular alphabets and numbers," says Shivani.

Shivani teaches science and maths to the kids. The children are as fond of her as they are of Alka. And she is determined to continue the classes.



# ENSURING SAFETY AND VIOLENCE FREE LIVES OF WOMEN AND GIRLS

The focus of this portfolio has been on the issues of gender-based violence (GBV), gender norms, and Child Early and Forced Marriage (CEFM). This year we had both on-ground programmes with national level research and advocacy. Research included reports on the prevalence of GBV in humanitarian crisis and tracking of union budgets for violence services. Advocacy included the extension of the age of marriage campaign which was initiated in November 2020.

## CAMPAIGN

Oxfam India launched the Superhit and very popular song #SorryThankYouTataByeBye (to Patriarchy) during the 16 Days of Activism. The film was shown widely in partnership with various platforms and networks such as Vitamin Stree, All About Eve, Chhaa Jaa, Youth Ki Awaaz, Fight Inequality Alliance and community radio channels. On social media the film garnered a reach of 1.5 million views. The film was also instrumental in opening dialogues with the community entailing extensive mobilisation in Uttar Pradesh, Chhattisgarh, Odisha, Bihar and Jharkhand, reaching out to more than 20,000 young people.



## ADVOCACY

In response to the Cabinet approving the bill on increasing the age of marriage for girls, Oxfam India went to the media—through OpEds, interviews, quotes, podcasts—to highlight the consequences of the move. As a result of the collective actions, the bill was referred to the Parliamentary Standing Committee. We further engaged with the Committee through submissions and direct correspondence with two Members of Parliament who were a part of the Committee.

OIN designed and facilitated three workshops with the Protection Officers (POs) and One Stop Centres (OSCs) in collaboration with the Delhi Women and Child Department (DWCD). The plan and the challenges, recommendations and best practices that came out of the three workshops were presented to Dr. Rashmi Singh (Ex-director, DCWD). Similarly, we also undertook a two-day on-line training for Protection Officers for better implementation of the DV Act in Chhattisgarh in collaboration with the DWCD.

### Creating Spaces Project: Campaign and Advocacy

2021-22 was also the final year of the **Creating Spaces** project. While the focus was on wrapping up the project, there were efforts being made to build linkages with the community, government and universities to be able to build on the efforts of the five years of project.

1. Meetings were held with influencers and youth group leaders in Bihar, Jharkhand, Chhattisgarh, Odisha, and Uttar Pradesh to facilitate access of women and girls to different entitlements offered by the government.
2. Between April 2021 to June 2021, seven Women Support Centres (WSCs) functioning from the district police office premises in Odisha registered 199 cases of domestic violence and offered multiple services including counselling. Out of 199 cases, 11 cases were registered under Protection of Women from Domestic Violence Act (PWDV Act) and 22 cases were registered under Dowry Law (498 A of IPC). As a result of persistent engagement and advocacy with the





police department in Odisha, the ADG Police wrote a letter to the CMD of Odisha Mining Corporation to provide budgetary support to run 10 WSCs in the state. A three-day training was organised for Counsellors and Case Workers of One Stop Support Centres in Odisha

3. Similar to Oxfam India's collaboration with Utkal University to run a one-year training on gender, the Youth Services Department of Government of Odisha has set up a committee to suggest a module for all higher education institutions in Odisha. Ramadevi Women's University in Bhubaneswar too approached Oxfam India for collaboration to run a similar module.

4. A round-table conference to assess the PWDVA were held in Chhattisgarh and Uttar Pradesh. In the former we collaborated with the Department of Women and Child Development and in the latter we worked with AALI, a legal aid organisation. In UP, discussions were on the assessment of the law on Child Marriage. A series of meetings on the implementation of the PWDVA in Jharkhand was done with the state Women and Child Development (WCD) Department.

5. Oxfam India advocated with the M Rampur panchayat, Kalahandi, Odisha to hold a special palli sabha to address gender pay gap. The palli sabha was held.

6. Action Research on Sexual and Reproductive Health and Rights (SRHR): An ethnographic documentation

report was prepared on "Exploring the transformative potential of Feminist Research Methods in understanding the interlinkages between SRHR and VAWG". The report captures the journey of youth research participants on their transformation to demand their rights to SRHR, negotiate space in different forums as well as the change in their behaviour and practice of SRHR.



### COMMUNITY ENGAGEMENT

In the urban space, two new workflows were introduced—Delhi and Pune.

The first was access to **public services by Muslim women and girls** was initiated in Delhi. Several discussions were held with various civil society organisations working in Delhi on the issue of health and education to narrow down potential areas of work. In this light, a scoping study of Gosiya colony (Mehrauli, Delhi) was done to map the institutions and the issues of the community.

Various activities were undertaken to understand the issues of the communities, and enable mobilisation and information generation around health and education through street plays, discussion on information and misinformation on Covid vaccinations and facilitation of mohalla classes.



### Key Highlights:

- A survey of around 130 parents and children who study in government schools was done to measure the functioning of government schools during the pandemic. This was brought as part of a rapid survey.
- Conducted a survey on the reach/access of Covid vaccines in the community, especially among women and girls. We discussed myths and misinformation about vaccines, encouraged girls and women to get the vaccine and gave information of where the vaccine is available near the colony.
- Started mohalla classes with around 20-25 children. This helped children continue with their studies even when the school was shut.
- An event was organised on 7 March in Mehrauli, where Swarnalata Mahilkar, a feminist trainer held discussions with community members on the importance of International Women's Day. It was conducted in a park in Mehrauli with the objective of occupying public spaces, and allowing women and girls to take out some time for leisure through fun activities. Nearly 30 women and girls participated in the event.

In Pune, the focus was on **gender based violence** in urban spaces. We held meetings with women—especially in communities that were predominantly Muslim—to



understand their access to social welfare schemes and impact of the Covid crisis. With an objective to enhance rapport building with communities and provide women a safe space to unwind, we organised games and activities such as sangeet khurchi, dance, and music on account of International Women's Day.

### Key Highlights:

- Meetings with Civil Society Organisation were undertaken in collaboration with Centre for Advocacy and Research (CFAR) in Pune to understand participatory strategies employed by them in urban areas for women's empowerment, what worked well and the learnings therefrom. Oxfam India programme staff also visited National Centre for Advocacy Studies (NCAS), Pune to understand their current work.
- Programme staff visited leading women's organisations CORO for Literacy, Sneha Mumbai, Awaaz-e-Niswaan and Parcham Collective who works on Muslim women's rights, girls' and women's leadership, access to social security schemes, access to essential services, WASH from a gender lens and prevention and addressing of violence against women and girls. This led to valuable exchange of learnings and has helped us to design program activities.

- Prepared and pilot-tested a community survey tool; actual survey was eventually completed in April 2022. The survey was conducted with 150 families.



The survey was conducted to understand the women in the community face while accessing security schemes like ration, Jan dhan account, and compensation for Covid deaths. The survey was also done to understand the status of Covid vaccination in families as well as the status of their children's education.

## RESEARCH AND KNOWLEDGE

Oxfam India launched a course on Gender Equality and Rights for adolescent and young people. It was launched by Chhattisgarh Chief Minister Bhupesh Baghel. The online course was disseminated through various networks; over 600 students enrolled for this course.

We edited the first issue of the Gender and Development Journal post its transition to Oxfam's Southern affiliates.



## CASE STUDY: CALL FOR EQUAL WAGES IN PALLI SABHA



Oxfam India organised a special palli sabha on gender wage equality and role of panchayat at Goudakela village in Kalahandi. The sabha organised along with the Madanpur Rampur (M.Rampur) Panchayat and Oxfam India was presided over by ward member, Kumudini Mahakud. This is a huge step towards ending gender discrimination in the workplace.

A Panchayat is divided into several Wards. Ward Sabha is the smallest administrative unit of the Panchayati Raj system. In Odisha, it is called Palli sabha and it is constituted with all voters of a revenue village. Ward Sabha, is organised in each Ward within a Gram Panchayat.

Despite the constitutional mandate to ensure equal wage for equal work for men and women, women in 7 villages of M.Rampur Panchayat are getting 33 percent and 25 percent less wage than their male counterpart in construction sector and agriculture sector, respectively. The palli sabha was a huge success as women panchayat leaders, caste society leaders, and men acknowledged the issue and passed a resolution to ensure equal wages.

The special palli sabha passed a resolution that the panchayat will organise special palli sabha in all villages under the panchayat and get similar resolutions passed. The panchayat will then organise special Gram Sabha and get the resolution passed to ensure equal wage in all the sectors. Once the resolution is passed in special Gram Sabha, the panchayat will notify it. This will be followed by awareness activities not just among the workers but also with the different employers in the construction and the agriculture sector.

It was also decided that a Women Cell will be set up at the panchayat office to deal with women-related issues. Women can come to the Cell and register their grievances on the 4th of every month. Oxfam India team will be present in the Cell to provide any technical help.

It was also decided that Oxfam India and M.Rampur Panchayat will work together and advocate with Panchayati Raj department at the state level to come up with similar notification for the entire state.

09 Oct, 2021



# CLIMATE JUSTICE AND DISASTER RISK REDUCTION



Mismanagement of natural resources coupled with the impacts of climate change is 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. Similarly, disaster-prone communities are dealt a poor hand and they live their lives going from one disaster to another also pushing them further into poverty and inequality.

Our strategy is to work with communities to a) safeguard their land and environmental rights and use multiple legal remedies to engage with enforcement authorities to hold them accountable, and b) to make communities resilient and disaster-prepared.

The focus was to empower the most vulnerable and disaster-prone communities (Women, Dalits and Adivasis) in disaster-prone regions especially in Bihar, Uttar Pradesh and Assam and to conserve and secure their natural resources in the three central-

eastern forest-rich states of Jharkhand, Odisha and Chhattisgarh. The programme invested 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.

Though the on-ground work around convergence, capacity building, mobilising, and advocacy took a hit due to restrictions imposed due to the pandemic, we were able to achieve a few successes.

## CLIMATE JUSTICE

A total of 13 Community Forest Resources (CFR) titles were approved by the District Level Committee (DLC) of Godda in Jharkhand in 2021-22. Out of this, 12 belonged to our project villages, where Oxfam India worked relentlessly with its partner Badlao Foundation to get the community's forest rights recognised. Hemant Soren, the Chief Minister of Jharkhand, handed over five CFR titles on the eve of Republic Day in Godda. Additionally, the management plans for the 15 villages was completed with the technical support of TISS; five of them were translated in Hindi.

## RESEARCH AND KNOWLEDGE

- Reports were published with the help of local networks working on mining and Adivasi issues as well as with the Centre for Policy Research. One of them was a report on Environmental Violation in Pakri Barwadih Coal block (Hazaribagh district) in Jharkhand. A case study on impact of mining-'Environmental Violation in East Singhbhum in Jharkhand'-was translated in Hindi.
- We partnered with TISS to develop five out of 15 Community Management plan for CFR in Jharkhand; this was developed on the basis of the field work conducted by TISS, Mumbai.



- A collection of eight short videos on community initiatives for forest conservation/management and livelihood was made and disseminated widely among the community and the network; this was a learning-by-doing tool. This has been widely used in training on CFR management in Chhattisgarh.
- We published an article in the Down to Earth Magazine on poor implementation of forest rights act in Jharkhand - 'Too Early To Rejoice'; it highlighted the problems in implementation while recommending structural improvement for ensuring rights.

## NETWORK AND ALLIANCE ACTION

As a result of the combined efforts of the forest rights network, organisations, and institutions, the Government of Jharkhand recognised 800 CFRs (including 13 in intervention villages) in January 2021 but the management rights (sec 3(1)i) were not granted. An appeal petition from the intervention villages were sent to the District Committee.

The Chhattisgarh Van Adhikaar Manch (CVAM), a state-level forest rights network, held discussions on the impact of Covid on forest dependent communities in the state to put forth a demand to the state government





for special packages to compensate losses for those dependent on forest-based livelihoods. Following this the State Cabinet passed a resolution to pay the tendu leaf pluckers in cash.

We provided support and information to our network member organisations and other civil society organisations (CSO) in Chhattisgarh to help them secure

122 CFR rights titles in eight districts over approx. 20,000 ha of forest in 2021.

We also contributed in preparing the people's draft on PESA State Rules in Chhattisgarh through alliance meetings. The State Rules of PESA has largely accepted the recommendations and clauses as proposed in the people's draft.



## DISASTER RISK REDUCTION

Through its DRR work during 2021-22, Oxfam India reached 34,709 people out of which there were 4259 girls and 12,478 women; these were spread across 45 villages in three focused states i.e. Bihar, Odisha and Uttar Pradesh. During this period, processes were initiated to revise/update the Village Disaster Preparedness Plans and WASH plans in these villages. Volunteers were trained in some of these locations to start these processes at the community level.



### COMMUNITY ENGAGEMENT

- Three training programmes were organised in UP and Odisha in which 103 selected members of VDMC, WASH committee and Task Force Training committees from 15 villages participated; of the participants 57 are men and 46 are women. These trainings were held to update the Village Disaster Management Plan and WASH Plan, the tools and formats to be used, the risk and vulnerability analysis, resource mapping, and risk-informed village planning. Special emphasis was laid on all possible hazard scenario along with the physical and demographical changes in the village that occurred in last one year. Following the training, 13 Village Disaster Management Plans (VDMPs) were updated in Bihar and Odisha. The process was led by members of Village Disaster Management Committees and participated by others such as PRI members, government functionaries such as teachers, health workers, and Anganwadi workers. 639 people were actively involved in the VDMP planning and updating process; there were 418 women and 221 men.
- Mock drills were held in the five villages in Bihar (after the updation of the VDMP); these were simulation exercises on flood and fire preparedness and keeping the Covid protocols in mind.
- In four villages in Bihar we held orientation of women and adolescent girls on personal hygiene management, Menstrual Hygiene Management and family level preparedness using SRHR tools, and WASH training. 119 women and adolescent girls participated in these trainings, out of which 104 were adolescent girls and the rest were newly married women. Post orientation there were some visible changes observed among girls and women such as the use of sanitary pads in place of cloth and disposing them off as per the guidelines.
- In Sitamarhi in Bihar, 100 families were supported with INR 2500 each for mushroom cultivation. This was done to support vulnerable families in boosting their livelihood and incomes, as well as providing nutritious food. Data from the field suggests that each family involved in mushroom cultivation managed to earn an income of INR 11,000 within three months time.
- In Uttar Pradesh, an assessment was conducted in 10 villages to understand the gaps in accessing government WASH schemes. The assessment was done by a door to door survey and group discussions by a group of youth trained by Oxfam India. The assessment found that: 1) 56 Hand pumps installed by government department are defunct and needs urgent repairing, 2) No pipe water supply in any of the project villages, 3) 245 households have no toilet in 10 villages and were defecating in the open, 4) Community toilets are not in use because of lack of proper maintenance.
- In Odisha, Oxfam India is chairing the state 'Inter Agency Group (IAG)' and led GO-NGO coordination. The IAG conducted a study to understand the impact of COVID-19 on the food and nutrition security of poor families in the state. The study was supported by World Food Programme. The study report will be shared with the state government.
- Oxfam India set up 15 Iron Removal Plants (IRPs) to provide safe drinking water to rural communities in 15 disaster prone villages in Puri and Jajpur districts in Odisha. These villages have poor quality drinking water, primarily high in iron, and the situation becomes grave during floods and cyclones. These IRPs, remove iron and other impurities and make the water potable and accessible. These IRPs are maintained by community level water user groups. This initiative in the 15 villages has provided clean drinking water to over 7000 households during the year.



**CASE STUDY: MUSHROOM CULTIVATION MAKES COMMUNITIES RESILIENCE**

Why mushroom cultivation? Every year the floods destroy the Kharif crops; the Kharif crops are a boon for small and marginal farmer as it doesn't need irrigation. Mushroom cultivation starts in November, which is soon after the floods, and continues till the first week of March. By December, the farmer starts earning from the cultivation.

Though these women were being trained in disaster preparedness, the biggest hurdle for mushroom cultivation was the availability of land—a small hygienic patch of land they could call their own. So this started with training two households in 2017. Apart from training and input support, constant supervision and help was provided to the women. By 2020, 64 households were doing mushroom cultivation, of which 23 belonged to the Musahar community.

Ram Kumari Devi belongs to the OBC community; she started mushroom cultivation in 2020. She lives in the flood-affected Koriyahi village in Bajpatti block in Sitamarhi. Her husband Hulash Mahto is a migrant worker; she is a daily wage agricultural labourer and also works as a community mobiliser with Jeevika. In December 2020, Oxfam India provided Ram Kumari with inputs i.e. 20 bags of raw material for mushroom (which included Casein 1 kg, compost 9 kg and spawn), room thermometer, one-litre sprayer and fungi-guard.

"We tracked her income. Until December, her average monthly income was somewhere around INR 2000-2500. By March she had earned INR 10,000 by selling 50 kg mushroom, apart from saving some for household consumption. This income was additional to what she made otherwise during these months," explains Chandan, programme officer (DRR), Oxfam India.

Sitamarhi is a flood-prone district in Bihar. During the floods of 2016, and the subsequent years, there was huge destruction of lives and livelihoods. The worst affected were Dalits, and among them the Musahars since they were not even eligible for any compensation because they were share croppers.

Oxfam India has been working with these communities through its disaster risk reduction programme since 2012. It was in 2017 that it finally started its livelihood intervention programme — mushroom cultivation and vermicomposting — with the women from the Musahar community.

It was particularly beneficial last year. Those who had started the cultivation in 2019 managed to earn a substantial amount just before the lockdown was announced. This helped them to tide over some of the toughest months during and after the lockdown. Men from these villages migrate and women work as daily wage labourers in the fields for extremely low wages. Due to the lockdown in 2020, most men returned to the villages having lost their jobs; women too couldn't get any work. It was during this time that the income from the mushrooms really helped these families.

These women have formed a cooperative. They sell their produce in the local market, and to restaurants and close by government quarters. They sell it for anything between INR 200-300 per kg. "While there are only 64 households involved at the moment, there are at least 200 more who would like to join. And this shows how successful we have been," sums up Chandan.

13 Apr, 2021



# IMPACT IN A NUTSHELL

## • COMMUNITY ENGAGEMENT

## • RESEARCH AND KNOWLEDGE MANAGEMENT

# IMPACT IN A NUTSHELL

## COMMUNITY ENGAGEMENT

As per the new strategy clusters were identified and established. These were Meerut and Raebareli clusters in Uttar Pradesh, Kalahandi cluster in Odisha, Nalanda and Sitamarhi cluster in Bihar, Rajnandgaon cluster in Chhattisgarh, Gumla in Jharkhand and Dhubri cluster in Assam were established. Few urban clusters were also identified such as Mumbai, Delhi, Pune and Bangalore. The rural clusters had a relative advantage over urban clusters in terms of knowing local issues and stakeholders and have to build on past work in some cases.



### INFLUENCING STAKEHOLDERS (GOVT, POLICYMAKERS, LAWMAKERS, BUREAUCRATS, PRIVATE SECTOR)

- Launched a course in Hindi and English on Gender Equality and Rights for adolescent and young people; it was launched by the Chhattisgarh Chief Minister Bhupesh Baghel. The course was disseminated through networks enrolling over 600 students.
- Launched a short film #SorryThankYouTataByeBye to Patriarchy during the 16 Days of Activism. The film was shown widely using various platforms including community radio channels. On social media the film garnered an outreach of 1.5 million. Over 20,000 young people participated in dialogue around the film.
- OIN engaged with the police department in Odisha to get funding support for the Women Support centers (WSC). The Assistant Director General Police has written to CMD, Odisha Mining Corporation to provide budgetary support to run 10 WSC in the state.
- OIN and Women Studies Department of Utkal University ran a one-year training on gender and this inspired Higher Education Department of Odisha Government to set up a committee to suggest a module on similar lines for all higher education institutions in Odisha.
- In Odisha, awareness generation and support provided to women to file cases under PWDVA Act, preparing DIR (Direct Incident report) and accessing Govt services. Round table meeting on the implementation of PWDV Act held in collaboration with WCD department in Chhattisgarh. Capacity building of Protection Officers (POs) and One Stop Centre (OSC) staff in Chhattisgarh to improve response to violence against women and better implementation of PWDV Act.
- Several rounds of meetings were held with WCD department, Jharkhand, creating spaces for increased understanding on issues related to violence against women and girls. Training of service Providers, Counsellors and Case workers of OSC in Odisha to improve response to violence against women.
- Round tables organised in Chhattisgarh and Uttar Pradesh to discuss results of ground level assessment of the PWDV Act and the Child Marriage Act. Protection Officers trained online for better implementation of the DV Act in collaboration with the DWCD.
- Health Watch forum members conducted the Patient Rights Charter (PRC) campaign under the banner of UP Swasthya Abhiyan in 5 districts of Uttar Pradesh. It reached 500 community members and representatives of health department. The Chief Medical Officer (CMO) and the District Magistrate (DM) agreed to put charters in hospitals in their respective districts. Oxfam India team is working closely with CMO (Chief Medical



Officer) Chandauli for the Patients' Rights Campaign to display it in all public facilities.

- In Uttar Pradesh, OIN led the UP State RTE forum SCORE members to do an orientation of newly elected Pradhans of 10 districts on RTE and inclusion of children from marginalised communities.
- We collaborated with youth volunteers in five districts for enrolment of EWS children in Private Schools u/s 12(1)(c) of RTE Act. It also mobilised parents association of three districts of Agra, Varanasi and Lucknow. Almost 5000 children have been enrolled in these five districts; OIN worked directly with Basic Shiksha Adhikari to facilitate the process.
- A multi-stakeholder consultation held on the road map for rural development in Sitamarhi. This supported in the implementation of SMART classes in 2 high schools of Sitamarhi district.
- Community members were actively engaged in the making of School Development Plan in 7 schools; this was a result of capacity building of 400 members from 40 SMCs in Raebareli cluster.
- Oxfam contributed to the development of national guidelines for Social Audit under Samagra Shiksha, the process anchored by the National Institute of Rural Development and Panchayati Raj.



- The Assam State Alliance of UJAS Coalition did an assessment to understand the impact of COVID-19-induced lockdown on food and livelihood security of its populace. The Assam coalition developed a charter of recommendations based on the study findings and submitted it to the Finance Minister of Assam on 2 July 2021; they called for suggestions from public and civil society for the 2021-22 budget. A charter of suggestions was submitted on behalf of Assam State Alliance of UJAS coalition.
- In Rajasthan, a joint letter in collaboration with Jan Swasthya Abhiyan was submitted to Prime Minister of India on 8 June 2021. Key recommendations were:
  - On complete COVID-19 vaccination of full family, they will receive 150 days of work every year under MGNREGS. This was to motivate and incentivise people to go for vaccination.
  - Each person to receive 7 kg of ration instead of existing 5 kg through PDS.
  - All pregnant and lactating women to receive hot cooked meal from Anganwadi Centres everyday.
- School Chalo Abhiyan, international women's day, financial literacy awareness camps organised across Uttar Pradesh and Maharashtra where more than 1000 persons participated.
- 1000 persons participated in Fight Inequality Alliance (FIA) pre-budget survey in Dhubri and South Salmara, Assam.



## BUILDING ECONOMIC AND CLIMATE RESILIENCE OF THE COMMUNITIES

- The ongoing CFR claim filing and entitlements applications finally reached a decisive level to the district level committee headed by District Collectors where 140 claims over 27,000 acres of Forest area across 8 districts of Chhattisgarh were approved. The CFR Management committees were constituted and given trainings with support of tribal department and District administrations.
- In Sitamarhi (Bihar), over 300 marginalised women farmers trained and supported with quality inputs for the intensified vegetable cultivation and kitchen gardening. It covered around 55 acres of land under vegetable cultivation in Rabi season.
- 448 women farmers from 32 women farmer groups were trained on climate resilient farming and relevant govt schemes.
- Over 1300 families were engaged on resilient livelihood and holistic community development issues.
- Over 1000 persons including children were engaged in capacity building, child parliament, Village Development Committee trainings and Farmer Field School interventions in Bihar.
- 80 women farmers of 8 Farmer Producer Groups in Odisha linked with bank accessing INR 9.30 lakh credit.



Till date we have linked 185 women farmers with bank for crop loan; these farmers from 18 groups accessed loan worth INR 27 lakh.

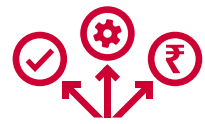
- 1067 acres of land brought under vegetable-ginger cultivation; 882 women farmers have taken up vegetable cultivation (average 1.21 acres) and 306 of them have got input support, especially seeds, from the project.
- Over 300 women vegetable growers in Bihar have enhanced household income through mushroom cultivation as part of resilient livelihood efforts.



## INCREASED REPRESENTATION OF COMMUNITIES IN DECISION-MAKING BODIES

- Conducted first training on Labour Codes for 25 participants from worker unions and tea plantation workers from four districts of Assam. Training on Tea Supply Chain has already been completed with 25 participants; they will further train three workers as part of a cascade model. The idea is to make a significant number of people aware about the new labour codes and the tea supply chain.
- 75 Village Disaster Management Plans were updated across UP, Bihar, Odisha and Assam ensuring participation of PRI members, village-level service providers and the most marginalised.





## ACCESS TO RIGHTS, ENTITLEMENTS, RESOURCES AND LIVELIHOODS

- OIN organised a consultation on 'Criminalised Adolescent Sexuality' which brought together several civil society organizations, doctors, health activists and others working with young people to discuss how the law Protection of Children from Sexual Offences (POCSO) 2012 has essentially criminalised all sexual contact under the age of 18 years and made young people's access to sexual and reproductive health services a challenge. The consultation helped to clarify a common stand by all the organizations.
- Conducted meetings with influencers and youth group leaders in Bihar, Jharkhand, Chhattisgarh, Odisha, Uttar Pradesh to facilitate access of women and girls to different entitlements offered by the government.
- Seven Women Support Centres (functioning from the district police office premises) in Odisha registered 199 cases of domestic violence and offered multiple services including counselling; 11 cases were registered under Protection of Women from Domestic Violence Act (PWDV Act) and 22 cases were registered under Dowry Law 498 A of IPC.
- Livelihood planning done with 650 women from marginalised groups from 5 states. 144 women mainly survivors supported to establish livelihood enterprise.
- Monitored Village Health and Nutrition Days (VHND) in 45 villages and facilitated immunization, Reproductive and Child Health services and nutrition of pregnant women.
- In UP, across 15 districts, community especially children were engaged around girl's education and sent letters to PM with demand on girls education
- In UP and Jharkhand, since December 2021, we ran 51 Mohalla classes with 1166 children of marginalized community. 80 youth Volunteers identified and trained, many of whom are running Mohalla classes and engaging with community awareness works.
- Continuing from 2021, we worked with SMC Federation members, Gram Panchayats and Teachers of Banda and Raebareli districts to run Mohalla classes for marginalised children in their own hamlets during the pandemic. This was done in 50 villages with the help of 120 volunteers; this helped about 1700 children from class 1 to 8.
- 375 out of school children (drop outs) were enrolled in schools in UP and Assam.
- 3607 informal sector workers identified in Meerut, Muzaffarnagar and Saharanpur and registered on e-shram portal; several others from marginalised communities linked with MGNREGS, PDS, Ayushman (health card), widow pension and old age pension.
- A survey was conducted with 6,563 small scale sugarcane farmers from UP to assess their access to entitlements. After the survey, over 1,300 families have been directly benefitted by registrations with labour department, and received health card and I-cards.
- A survey of 4000 migrant cane cutters was conducted in Maharashtra to link them to social security entitlements.

## RESEARCH AND KNOWLEDGE

The Research and Knowledge Management Team, through the year, collate information about various research and knowledge products as well as coordinate with the other teams to develop and produce quality research material. During 2021-2022 a host of studies were published and a few were initiated which were finally released in early 2022-23. Here are the reports and studies which were released during the year.

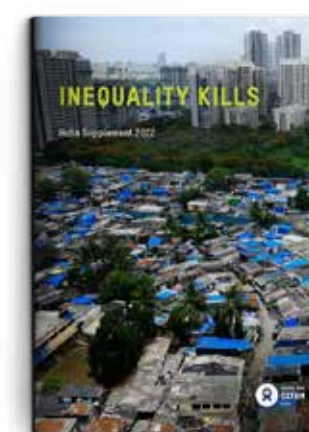
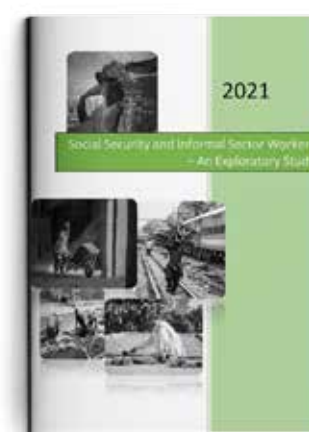
**The Second-Wave Middle-Class Survey** | This rapid opinion survey was undertaken to understand the experience of India's middle class in the context of the COVID-19 pandemic, especially the second wave, on job loss and wage reduction, and hospitalisation and their experience of getting vaccinated.

**The Informal Sector Worker Survey** | This on-ground exploratory study was undertaken to study the social security of Informal Sector Workers (ISWs). This study was undertaken to develop an understanding of the lives and losses of ISWs during the pandemic. Designed in the midst of the second wave to guide Oxfam India's work for ISWs under its new strategy (2020-25), it focused on understanding the status of rights, entitlements and dignity of ISWs in India during the COVID-19 pandemic.

**The India Supplement of the Global Inequality Report** | The report Inequality Kills highlighted the state of inequality in the Indian context. This India Supplement was launched during the World Economic Forum (WEF). It discussed India's governance structures that promote the accumulation of wealth by a few while failing to provide safety nets to the rest of the population.

**In The Memory Of 2021: A Year Of Havoc** | This was an anthology of the many surveys that were undertaken by the various teams in the months of 2021. It included the middle class, the informal sector, the healthcare, education and intimate-partner violence surveys; each of which focused on the impact that COVID-19 had on each of these areas.

**Early Marriages In India—A Multi-Case Study To Examine Its Causes And The Implementation Of The Prohibition Of Child Marriage Act, 2006** | Authored by Mayurakshi Dutta (under the guidance of Rukmini Panda and Amita Pitre) the study was done to understand grass root realities by investigating how well the PCMA translates into actual practice at the ground level. OIN documented 13 lived experiences of young boys and girls who were either married as a minor or were about to get married. Four of these case studies are of boys and nine of them are of girls. They are situated across five states where OIN has programme offices; namely Bihar, Chhattisgarh, Jharkhand, Odisha and Uttar Pradesh.





# MANAGEMENT & GOVERNANCE

- MANAGEMENT & GOVERNANCE
- OUR LEADERSHIP: BOARD MEMBERS
- OUR LEADERSHIP: SENIOR LEADERSHIP TEAM
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# 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.

S.NO.	NAME	JUN-21	SEP-21	DEC-21	MAR-22
1	Shankar Venkateswaran, Chair of the Board	P	P	P	P
2	Anup Khosla, Board Member	P	P	P	P
3	Tanweer Fazal, Board Member	P	P	P	P
4	Gagan Sethi, Board Member	P	P	P	P
5	Dipa Sinha, Board Member	P	P	A	P
6	Ashraf Patel, Board Member	A	A	P	P
7	Arjun Jayadev, Board Member	P	P	P	P
8	Jenny Llang	P	P	P	A



# 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.



**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).



**GAGAN SETHI**  
Board Member

Gagan Sethi has 30 years of experience in organizational development, capacity building and advocacy at local, national and international levels in diverse cultural settings in Asia. He is a recognised leader in policy formulation, facilitating development projects and advocate for minority rights. 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 and 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 and 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.



**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 Board of Public Health Resource Society in Delhi.

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



**ASHRAF PATEL**  
Board Member

After graduating in Physics from Delhi University, Ashraf completed her post-graduation in PM and 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 (SE0Y- 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), and as the visiting research Fellow at the Columbia University Committee on Global Thought, New York, USA (2007-2009). His research interests are economics and 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 and 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).



**JENNIFER LIANG**  
Board Member

Jennifer aka Jenny has been working in the northeast region of India for almost 25 years since she completed her Masters in Social Work from Tata Institute of Social Sciences, Mumbai. In the year 2000, Jenny co-founded the ant, an NGO working for rural development and for the next two decades lived and worked in Chirang District of Bodoland in Assam. She headed the ant for 10 years and is currently involved in IDEa, an initiative of the ant to strengthen the voluntary sector in Northeast India. Now based in Guwahati, Jenny best enjoys her role in creating and facilitating lively training programmes and de-stresses by designing easy-to-use communication materials.

Jenny has been a Chevening Gurukul Scholar (2013, London School of Economics) and her thesis then studied women's political participation in local governance in the U.K. Jennifer has co-authored a book "Health Inequities in Conflict-affected Areas: Armed Violence, Survival and Post-Conflict Recovery in the Indo-Bhutan Borderlands" which was published by Springer-Nature, Singapore in March 2021.



# 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

## KEY HIGHLIGHTS:

### MOVING FORWARD AND IMPLEMENTING THE NEW STRATEGY DESIGNED FOR THE NEXT 5 YEAR (2021 – 2025)

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

The year 2021-2022 has been a transitional year when we were again moving back to working from office after a long work from home scenario induced due to the global COVID-19 pandemic. We tried to assuage staff anxiety by providing detailed communication on return-to-office plan; we kept in mind concerns of the employees especially concerns around well being. We offered our staff a flexible hybrid working model where they could choose how often they could come to office during a week. All the offices were asked to follow various safety measures like using hand sanitizers, masks, maintaining physical distance, daily temperature checks, and conducting vaccination drive for staff and their relatives.

After almost a year and a half of continuous screen sharing and subsequent online meeting fatigue, staff face to face interactions were made interesting and engaging with small office celebrations like birthdays, farewells, festivals along with our end of quarter celebrations.

This year has also been strategically very important as Oxfam India started their new programmatic approach of direct implementation at the community level. This led to the expansion of the team at the field level leading to massive recruitment drive. Recruiting people in various states to the extent of block level became a challenge with the pressing deadlines but we were able to keep with the pace. This also led to the need of larger administrative and IT support to set up cluster offices in each of the states including Assam, Bihar, Chhattisgarh, Jharkhand, Maharashtra, Odisha. We conducted face to face induction of the new joiners at office which gave them an overview of our organisation and its systems.

As per the implementation of the new strategy, we finalised the Annual Operation Plan for all the functions. As part of direct implementation of our programmes, we hired more than 140 employees at various location across India.

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 present them with the Long Service Award on completion of five/10/15/20 and so on years in the organisation. Moreover, we also strongly believe in work-life balance, to break away from any kind of monotony that may crawl in from time to time.

In 2021-2022, the total number of new joiners calculated to 146 and those to have resigned was 47. At Oxfam India, our gender-ratio stands with 45% of women as opposed to 55% men.

## KEY FACTS AND FIGURES

### STAFF MOVEMENT IN 2019-20

STAFF MOVEMENT FY 2021-22	TOTAL
New Joining	146
Staff Exit	47

### STAFF EXIT NUMBERS

DEPARTMENT	NUMBERS
Operations	05
Policy, Research & Campaigns	08
Programmes and Advocacy	14
Public Engagement	19
TOTAL	47

### GENDER ANALYSIS

AS ON MARCH, 31	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
2022	242	45%	55%	No Data
2021	143	51%	49%	No Data
2020	185	52%	48%	No Data



A) DEPARTMENT-WISE

DEPARTMENT	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Management (CEO)	1	(0%)	1 (100%)	No Data
Operations	20	6 (30%)	14 (70%)	No Data
Policy, Research & Campaigns	16	12 (75%)	4 (25%)	No Data
Programmes and Advocacy	157	64 (41%)	93 (59%)	No Data
Public Engagement	48	27 (56%)	21 (44%)	No Data

B) LOCATION-WISE

LOCATION	TOTAL STAFF	MALE	FEMALE	OTHER GENDER
Assam	13	6 (46%)	7 (54%)	No Data
Bihar	23	5 (22%)	18 (78%)	No Data
Chhattisgarh	7	1 (14%)	6 (86%)	No Data
Jharkhand	13	9 (69%)	4 (31%)	No Data
Karnataka	27	21 (78%)	6 (22%)	No Data
Maharashtra	20	12 (60%)	8 (40%)	No Data
New Delhi	56	24 (43%)	32 (57%)	No Data
Odisha	22	7 (32%)	15 (68%)	No Data
Uttar Pradesh	41	16 (39%)	25 (61%)	No Data
West Bengal	20	8 (40%)	12 (60%)	No Data

# FINANCIAL STATEMENTS

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

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

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

## INDEPENDENT AUDITORS' REPORT

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

**REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED ON 31 MARCH, 2022**

### 1. Opinion

We have audited the accompanying financial statements of **OXFAM INDIA** ("the Company"), which comprise of the Balance Sheet as at 31 March, 2022, 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, 2022;
- (b) In the case of Statement of Income and Expenditure, of the surplus for the year ended on 31 March, 2022;
- (c) In the case of the Cash Flow Statement, its cash flows for the year ended on 31 March, 2022.

### 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 background information forming part of Financial statements regarding refusal by the Ministry of Home Affairs (MHA), New Delhi for renewal of registration of the company u/s 16(1) read with section 12(4)(f)(iii) of FCRA, 2010, as appear in FCRA online service portal on December 14, 2021. Consequently, neither fresh funding for various projects/programs/activities supported by "Foreign Contribution" could be received nor such funds kept in FCRA main account/utilization account(s) can be withdrawn/utilized by the company till FCRA registration renewal is approved by MHA, New Delhi.





Further this refusal/restriction may affect the continuity of the company as a “going concern” on a long-term perspective. However, the management of the company is very hopeful and confident that it would receive approval of its renewal application of registration under FCRA, 2010 from MHA, New Delhi in the near future and it has taken concrete steps to focus on CSR work and strengthen individual fund raising from local resources, which will ensure its continued functioning effectively, though on a lesser scale.

We also draw attention to note no. 35 and 36 regarding improvements to be made by the management in its internal control procedures, which were affected, to an extent, due to Covid situation, related lockdown and substantial increase in volume of humanitarian assistance and also suggested for carrying out internal audit in depth by an independent agency by covering a larger expanded scope of work in a timely and effective manner, keeping in view the nature, its size of operations and complexities. The management has assured us to take concrete action in these matters. 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.





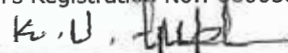
2. As required by Section 143(3) of the Act, we report that:

- 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, 2022, 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, 2022 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March, 2022 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: **22009169ASODQX1261**

Place: New Delhi

Date: September 03<sup>rd</sup>, 2022



#### 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, 2022.**

#### **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, 2022 in conjunction with our audit of the financial statements of the Company for the year ended on that date.
2. The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of **adequate internal financial controls that were operating effectively** for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

##### **Auditors' Responsibility**

3. Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing deemed to be prescribed under section 143(10) of the Act to the extent applicable to an audit of internal financial controls, both applicable to an audit of internal financial controls and both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting was established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

##### **Process of Internal Financial Controls Over Financial Reporting**

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





of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

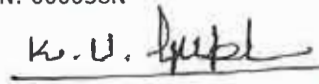
#### Inherent Limitations of Internal Financial Controls Over Financial Reporting

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

#### Opinion

8. In our opinion, to the best of our information and according to the explanations given to us and as stated in Para 3 on 'Emphasis of matter of our main audit report of even date referring to Note No.35 and 36 of the financial statements, regarding improvement to be made by the management in its internal control procedures, which were affected, to an extent, due to Covid situation, related lockdown and substantial increase in increase in volume of humanitarian assistance and also suggested for carrying out internal audit in depth by an independent agency covering a larger expanded scope of work in a timely and effective manner, keeping in view the nature, its size of operations and complexities. The management has assured us to take concrete action in these matters. Our opinion is not modified in this regard. 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 2022, 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: 22009169ASODQX1261

Place: New Delhi  
Date: September 3, 2022

## FINANCIAL STATEMENTS AND NOTES

### OXFAM INDIA BALANCE SHEET AS AT MARCH 31, 2022

(All amounts in Rupees thousands, unless otherwise stated)

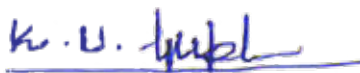
	Note	As at March 31, 2022	As at March 31, 2021
<b>EQUITY AND LIABILITIES</b>			
<b>Funds</b>			
Corpus fund	2	4,485	4,485
Reserves and surplus	3	2,76,636	1,07,927
Designated funds	4	48,500	48,500
Capital assets fund	5	7,094	30,424
		<b>3,36,715</b>	<b>1,91,336</b>
<b>Non-current liabilities</b>			
Other long term liabilities	6	79	-
Long-term provisions	7	13,581	8,004
		<b>13,660</b>	<b>8,004</b>
<b>Current liabilities</b>			
Trade payables	8		
Dues to micro and small enterprises		3,958	3,581
Dues to others		1,901	24,954
Other current liabilities	6	2,27,026	1,14,582
Short-term provisions	7	1,390	4,988
		<b>2,34,275</b>	<b>1,48,105</b>
<b>TOTAL</b>		<b>5,84,650</b>	<b>3,47,445</b>
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment			
Tangible assets	9	7,988	34,886
Intangible assets	10	2,967	4,953
Long-term loans and advances	11	1,511	3,356
Other non-current assets	13	2,180	2,180
		<b>14,646</b>	<b>45,375</b>
<b>Current assets</b>			
Cash and cash equivalents	12	3,85,847	2,31,491
Short-term loans and advances	11	17,249	13,649
Other current assets	13	1,66,908	56,930
		<b>5,70,004</b>	<b>3,02,070</b>
<b>TOTAL</b>		<b>5,84,650</b>	<b>3,47,445</b>

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: 03/09/2022




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

  
**Shankar Venkateswaran**  
Director  
DIN: 02920174

  
**Amitabh Behar**  
Chief Executive Officer

Place: New Delhi  
Date: 03/09/2022

  
**Anup Singh Khosla**  
Director  
DIN: 00917703

  
**Satya Prakash Mishra**  
Director Operations

Place: New Delhi  
Date: 03/09/2022

**OXFAM INDIA STATEMENT OF INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	Note	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>INCOME</b>			
Grants/ Donations	14	12,77,244	8,12,917
Other income	15	19,203	13,095
<b>TOTAL INCOME (I)</b>		<b>12,96,447</b>	<b>8,26,012</b>
<b>EXPENDITURE</b>			
Programme expenses	16	10,32,936	6,13,987
Fundraising cost	17	51,212	69,648
Employee benefit expenses	18	41,493	46,102
Co-ordination and administration costs	19	32,698	46,840
Capitalised assets purchased out of donor fund	20	3,382	771
Depreciation on assets purchased out of company fund	21	5,585	5,902
Prior period expenses	22	-	25
<b>TOTAL EXPENDITURE (II)</b>		<b>11,67,306</b>	<b>7,83,275</b>
<b>Excess of (expenditure) over income/income over expenditure before exceptional item (I-II)</b>		<b>1,29,141</b>	<b>42,737</b>
<b>*Exceptional Items(Net)</b>			
Surplus/(Deficit) on sale of fixed assets (Refer Note - 37)		39,568	(2,043)
<b>Excess of (expenditure) over income/income over expenditure after exceptional items(I-II)</b>		<b>1,68,709</b>	<b>40,694</b>
Less: Amount transferred from Special Reserve Fund - humanitarian assistance fund (equivalent to expenditure incurred)		-	7,305
<b>Excess of income over expenditure for the year transferred to General Fund</b>		<b>1,68,709</b>	<b>47,999</b>

Significant accounting policies

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: 03/09/2022



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

*Shankar Venkateswaran*  
Shankar Venkateswaran  
Director  
DIN: 02920174

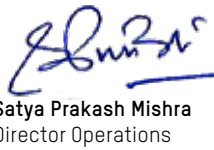
*Anup Singh Khosla*  
Anup Singh Khosla  
Director  
DIN: 00917703

*Amitabh Behar*  
Amitabh Behar  
Chief Executive Officer

Place: New Delhi  
Date: 03/09/2022

*Satya Prakash Mishra*  
Satya Prakash Mishra  
Director Operations

Place: New Delhi  
Date: 03/09/2022

**OXFAM INDIA CASH FLOW STATEMENT FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>A. Cash flow from operating activities</b>		
Excess of income over expenditure [Surplus/(Deficit)]	1,68,709	47,999
<i>Adjustments for:</i>		
Transfer from Fund	-	(7,305)
Capitalised assets purchased	3,382	771
Depreciation on assets	5,585	5,902
Interest income on fixed deposits	(1,562)	(6,289)
Deficit / (Surplus) on sale of fixed assets	(39,568)	2,043
Lease Equalisation Reserve	-	-
<b>Operating cash flow before working capital changes</b>	<b>1,36,546</b>	<b>43,121</b>
Increase / (Decrease) in provisions	1,977	(12,126)
Increase/ (Decrease) in trade payables	(22,672)	(8,837)
Increase / (Decrease) in other current and long term liabilities	1,17,887	1,638
Decrease/ (Increase) in loans and advances	(2,273)	19,324
Decrease in other assets	(1,21,642)	19,092
	1,09,822	62,212
Net Income taxes paid (including tax deducted at source)	518	371
<b>Net cash generated from operating activities</b>	<b>1,10,340</b>	<b>62,583</b>
<b>B. Cash flows from investing activities</b>		
Purchase of fixed assets	(5,965)	(15,808)
Proceeds from sale of fixed assets	47,219	4,825
Investments in bank deposits	0	(345)
Interest received on bank deposits	2,762	10,953
<b>Net cash from investing activities</b>	<b>44,016</b>	<b>(375)</b>
<b>C. Cash flows from financing activities</b>		
	-	-
<b>Net cash from financing activities</b>	<b>-</b>	<b>-</b>
<b>Net increase in cash and cash equivalents</b>	<b>1,54,356</b>	<b>62,208</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>2,31,491</b>	<b>1,69,283</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>3,85,847</b>	<b>2,31,491</b>
<b>Components of cash and cash equivalents</b>		
Cash on hand	-	-
Cheques in hand	24	-
Balances with banks:		
- in current accounts	483	59
- in saving accounts	2,09,332	1,71,174
In Saving Account's- Non FCRA	1,67,887	-
- Bank deposits:	8,121	60,258
<b>Total cash and cash equivalents (note 12)</b>	<b>3,85,847</b>	<b>2,31,491</b>

**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: 03/09/2022



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

*Shankar Venkateswaran*  
Shankar Venkateswaran  
Director  
DIN: 02920174

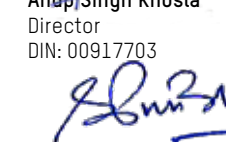
*Anup Singh Khosla*  
Anup Singh Khosla  
Director  
DIN: 00917703

*Amitabh Behar*  
Amitabh Behar  
Chief Executive Officer

Place: New Delhi  
Date: 03/09/2022

*Satya Prakash Mishra*  
Satya Prakash Mishra  
Director Operations

Place: New Delhi  
Date: 03/09/2022





**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(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 renewal was received 12A vide Unique Registration No:-AAAC09813CE20074 Dt: 31/08/2021) and also obtained approval u/s 80G(5) (Unique Registration No:-AAAC09813CF20098 Dt: 23/09/2021) of the Income Tax Act, 1961 which is valid from AY 2022-23 to AY 2026-27.

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(1), as per the amended provisions of the Act. The application of OXFAM for renewal of FCRA registration was refused by Ministry of Home Affairs, New Delhi (MHA) as per the status of the validity of FCRA registration certificate shown on MHA portal in December, 2021.

OXFAM India has filed a request filled a revision petition u/s 32 of FCRA dated 13th January, 2022 to MHA to reconsider its decision to decline the FCRA renewal of OXFAM India and also met concerned officials of MHA in June 2022 to expedite the process of review of its decision on OXFAM India FCRA renewal. OXFAM is hopeful for a positive outcome soon.

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

The financial statements have been prepared on an accrual basis of accounting 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 sale or consumption in, the Company's normal operating cycle;
- it is held primarily for the purpose of being traded;
- 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 settled in the Company's normal operating cycle;
- it is held primarily for the purpose of being traded;

**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

- it is due to be settled within 12 months after the reporting date; or
- the Company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date. Terms of a liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

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

All other assets are classified as non-current.

**c) Use of estimates**

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

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

**d) Accounting for grants/donations****(i) Unrestricted General Fund**

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

**(ii) Restricted Fund**

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

and transferred to statement of income and expenditure in the relevant year in which the project is completed.

**(iii) Donation in kind**

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

**(iv) Interest Income**

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

**e) Expenditure**

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

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

Relief materials purchased out of the grants have been charged to the expenditure in the year of purchase and undistributed relief material at the end of financial year is being disclosed in note-32.

**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

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022

(All amounts in Rupees thousands, unless otherwise stated)

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

g) Cash and cash equivalents

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

h) Income Tax

The Company is exempt from income tax under Section 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 the financial statement.

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 the company own fund are capitalized and depreciation is charged to statement of income and expenditure on the basis of policy.

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 and 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:

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

OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022

(All amounts in Rupees thousands, unless otherwise stated)

l) Foreign exchange transactions

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

m) Employee benefits

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

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

(iii) Compensated absences:  
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 durint 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 aseet 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.

q) Going Concern

Due to the refusal by MHA to renew the FCRA application of OXFAM India for registration u/s. 16(1) of FCRA, 2010 as amended, in December 2021, OXFAM India visualizes a significant dip in its income for some time and accordingly has already started the process of drastically reducing its administrative and other costs. Further, OXFAM India is now focusing more on CSR work as well as strengthening its individual fundraising through local sources, which will ensure its continued functioning effectively.



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	As at March 31, 2022	As at March 31, 2021
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**NOTE 2 : CORPUS FUND**

Corpus Fund		
Balance as per last financial statements	4,485	4,485
Closing Balance	<b>4,485</b>	<b>4,485</b>

**NOTE 3: RESERVES AND SURPLUS**

<b>General fund</b>		
Balance as per last financial statements	1,07,927	59,928
Add: Excess of income over expenditure /(expenditure) over income transferred from Statement of Income and Expenditure	1,68,709	47,999
Less: Reserve transferred to corpus fund	-	-
Less: Transfer to Contingency fund	-	-
Less: Transfer to Humanitarian assistance fund	-	-
<b>Closing balance</b>	<b>2,76,636</b>	<b>1,07,927</b>

**NOTE 4: DESIGNATED FUNDS**

<b>Special reserve fund - catastrophe fund</b>		
Balance as per last financial statements	13,500	13,500
<b>Closing Balance</b>	<b>13,500</b>	<b>13,500</b>

<b>Special reserve fund - contingency fund</b>		
Balance as per last financial statements	35,000	35,000
<b>Closing Balance</b>	<b>35,000</b>	<b>35,000</b>

<b>Special reserve fund - humanitarian assistance fund</b>		
Balance as per last financial statements	-	7,305
Add: Transfer from General fund	-	-
Less: Transfer to statement of income and expenditure equivalent to expenditure incurred out of humanitarian fund.	-	(7,305)
<b>Closing Balance</b>	<b>-</b>	<b>-</b>

<b>Total (I) + (II) + (III)</b>	<b>48,500</b>	<b>48,500</b>
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**NOTE 5: CAPITAL ASSETS FUND**

Balance as per last financial statements	30,424	38,708
Add: Additions during the year out of Grant Fund	3,382	771
Add: Capitalisation of assets received in kind (refer note no. 9)	-	-
	<b>33,806</b>	<b>39,478</b>
Less: Deletion of fixed assets (net off and accumulated depreciation) refer to notes 9 & 10	(21,947)	-
Less: Depreciation and amortization for the year	(4,765)	(9,054)
<b>Closing balance</b>	<b>7,094</b>	<b>30,424</b>

**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 6: OTHER LIABILITIES**

	Non-current		Current	
	As at March 31, 2022	As at March 31, 2021	As at March 31, 2022	As at March 31, 2021
Grants/Donations received in advance	-	-	2,26,319	1,04,620
TDS payable	-	-	241	1,855
Other duties and taxes payable	-	-	27	2
Lease equalisation reserve	-	-	-	-
Payable on purchase of property, plant and equipment	-	-	-	1,334
Capital advance received	-	-	-	4,030
Payable to partner NGO	79	-	-	1,833
Salary Payable	-	-	-	28
Employee reimbursement Payable	-	-	439	880
	<b>79</b>	<b>-</b>	<b>2,27,026</b>	<b>1,14,582</b>

**NOTE 7: PROVISIONS**

	Non-current		Current	
	As at March 31, 2022	As at March 31, 2021	As at March 31, 2022	As at March 31, 2021
Compensated Absences				
<b>Provision for employee benefits</b>				
Net Provision for gratuity (note 23)	3,285	805	-	-
Compensated Absences				
- Net Provision for earned leave benefits (note 23)	4,504	1,011	-	-
- Provision for Sick leave benefits	5,792	6,188	211	196
<b>Other Provisions</b>	<b>-</b>	<b>-</b>	<b>1,179</b>	<b>4,792</b>
	<b>13,581</b>	<b>8,004</b>	<b>1,390</b>	<b>4,988</b>

**NOTE 8: TRADE PAYABLES****Trade payables**

# Dues to micro and small enterprises	3,958	3,581
# Others	1,901	24,954
	<b>5,859</b>	<b>28,535</b>

# 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, 2022	As at March 31, 2021
- The principal amount remaining unpaid to any supplier as at the end of the year	3,958	3,581
- 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	-	-
	<b>3,958</b>	<b>3,581</b>



**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 9: PROPERTY, PLANT AND EQUIPMENT-DONOR FUNDED**

	Land and Building	Leasehold improvements	Office equipment	Furniture and fittings	Computers	Vehicles	Total
<b>Cost or valuation</b>							
<b>As at 31st March 2020</b>	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)
<b>As at 31st March 2021</b>	<b>24,630</b>	<b>-</b>	<b>9,180</b>	<b>4,587</b>	<b>24,155</b>	<b>3,276</b>	<b>65,828</b>
Additions	-	-	274	225	2,883	-	3,382
Disposals	(24,630)	-	(1,643)	(669)	(588)	(791)	(28,321)
<b>As at 31st March 2022</b>	<b>-</b>	<b>-</b>	<b>7,811</b>	<b>4,143</b>	<b>26,450</b>	<b>2,485</b>	<b>40,889</b>
<b>Accumulated Depreciation</b>							
<b>As at 31st March 2020</b>	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)
<b>As at 31st March 2021</b>	<b>2,400</b>	<b>-</b>	<b>8,427</b>	<b>4,180</b>	<b>22,008</b>	<b>3,114</b>	<b>40,129</b>
Charge for the year	322	-	420	149	1,985	37	2,913
Reversal	(2,722)	-	(1,629)	(645)	(586)	(791)	(6,374)
<b>As at 31st March 2022</b>	<b>(0)</b>	<b>-</b>	<b>7,218</b>	<b>3,683</b>	<b>23,406</b>	<b>2,361</b>	<b>36,669</b>
<b>Net Property, plant and equipment-Donor Funded</b>							
As at 31st March 2021	22,230	-	753	407	2,147	162	25,699
<b>As at 31st March 2022</b>	<b>0</b>	<b>-</b>	<b>594</b>	<b>460</b>	<b>3,043</b>	<b>124</b>	<b>4,220</b>

**NOTE 9: PROPERTY, PLANT AND EQUIPMENT-PURCHASED FROM COMPANY FUND**

	Land and Building	Leasehold improvements	Office equipment	Furniture and fittings	Computers	Vehicles	Total
<b>Cost or valuation</b>							
<b>As at 1st April 2020</b>	1,366	-	443	291	3,184	-	5,284
Additions	-	20,865	1,844	371	274	-	23,354
Disposals	-	(15,606)	(13)	-	(60)	-	(15,679)
<b>As at 31st March 2021</b>	<b>1,366</b>	<b>5,259</b>	<b>2,274</b>	<b>662</b>	<b>3,398</b>	<b>-</b>	<b>12,959</b>
Additions	-	-	150	-	1,100	-	1,250
Disposals	(1,366)	-	-	-	(14)	-	(1,380)
<b>As at 31st March 2022</b>	<b>0</b>	<b>5,259</b>	<b>2,424</b>	<b>662</b>	<b>4,484</b>	<b>-</b>	<b>12,829</b>
<b>Accumulated Depreciation</b>							
<b>As at 1st April 2020</b>	16	-	56	33	260	-	365
Charge for the year	117	3,081	500	95	1,956	-	5,749
Reversal	-	(2,296)	(8)	-	(38)	-	(2,342)
<b>As at 31st March 2021</b>	<b>133</b>	<b>785</b>	<b>548</b>	<b>128</b>	<b>2,178</b>	<b>-</b>	<b>3,772</b>
Charge for the year	18	3,398	826	138	1,071	-	5,451
Reversal	(151)	-	-	-	(12)	-	(163)
<b>As at 31st March 2022</b>	<b>(0)</b>	<b>4,183</b>	<b>1,374</b>	<b>267</b>	<b>3,236</b>	<b>-</b>	<b>9,061</b>
<b>Net Property, plant and equipment-Purchased from Company Fund</b>							
As at 31st March 2021	1,232	4,474	1,726	534	1,221	-	9,187
<b>As at 31st March 2022</b>	<b>0</b>	<b>1,076</b>	<b>1,050</b>	<b>396</b>	<b>1,248</b>	<b>-</b>	<b>3,768</b>
<b>Net Property, plant and equipment-Purchased from Company Fund and Donor Funded</b>							
As at 31st March 2021	23,462	4,474	2,479	941	3,368	162	34,886
<b>As at 31st March 2022</b>	<b>0</b>	<b>1,076</b>	<b>1,643</b>	<b>856</b>	<b>4,292</b>	<b>124</b>	<b>7,988</b>

**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 10: INTANGIBLE ASSETS-DONOR FUNDED**

	Computer software	Website development cost	Intangible Assets under Development	Total
<b>Cost or valuation</b>				
<b>As at 1st April 2020</b>	5,548	10,082	-	15,630
Additions	-	10	-	10
Capitalization of Intangible assets under development on completion				
Disposals	(9)	-	-	(9)
<b>As at 31st March 2021</b>	<b>5,539</b>	<b>10,092</b>	<b>-</b>	<b>15,631</b>
Additions	-	-	-	-
Disposals	(595)	-	-	(595)
<b>As at 31st March 2022</b>	<b>4,944</b>	<b>10,092</b>	<b>-</b>	<b>15,036</b>
<b>Accumulated Amortisation</b>				
<b>As at 1st April 2020</b>	1,537	5,930	-	7,467
Charge for the year	1,247	2,201	-	3,448
Reversal	(9)	-	-	(9)
<b>As at 31st March 2021</b>	<b>2,775</b>	<b>8,131</b>	<b>-</b>	<b>10,906</b>
Charge for the year	873	979	-	1,852
Reversal	(595)	-	-	(595)
<b>As at 31st March 2022</b>	<b>3,053</b>	<b>9,110</b>	<b>-</b>	<b>12,163</b>
<b>Net intangible assets-Donor Funded</b>				
As at 31st March 2021	2,764	1,961	-	4,724
<b>As at 31st March 2022</b>	<b>1,891</b>	<b>982</b>	<b>-</b>	<b>2,873</b>

**NOTE 10: INTANGIBLE ASSETS-PURCHASED FROM COMPANY FUND**

	Computer software	Website development cost	Intangible Assets under Development	Total
<b>Cost or valuation</b>				
<b>As at 1st April 2020</b>	-	401	-	401
Additions	5	-	-	5
Capitalization on Intangible assets on completion	-	-	-	-
Disposals	-	-	-	-
<b>As at 31st March 2021</b>	<b>5</b>	<b>401</b>	<b>-</b>	<b>406</b>
Additions	-	-	-	-
Disposals	-	-	-	-
<b>As at 31st March 2022</b>	<b>5</b>	<b>401</b>	<b>-</b>	<b>406</b>
<b>Accumulated Amortisation</b>				
<b>As at 1st April 2020</b>	-	27	-	27
Charge for the year	-	152	-	152
Reversal	-	-	-	-
<b>As at 31st March 2021</b>	<b>-</b>	<b>178</b>	<b>-</b>	<b>178</b>
Charge for the year	1	133	-	134
Reversal	-	-	-	-
<b>As at 31st March 2022</b>	<b>1</b>	<b>312</b>	<b>-</b>	<b>312</b>
<b>Net intangible assets-Purchased from Company Fund</b>				
As at 31st March 2021	5	223	-	228
<b>As at 31st March 2022</b>	<b>4</b>	<b>89</b>	<b>-</b>	<b>94</b>
<b>Net intangible assets-Purchased from Company Fund &amp; Donor Funded</b>				
As at 31st March 2021	2,769	2,184	-	4,953
<b>As at 31st March 2022</b>	<b>1,895</b>	<b>1,071</b>	<b>-</b>	<b>2,967</b>





**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 11: LOANS AND ADVANCES**

		Non-current		Current	
		As at March 31, 2022	As at March 31, 2021	As at March 31, 2022	As at March 31, 2021
<b>Security deposits</b>					
Unsecured, considered good		508	3,031	3,611	4,340
	(II)	<b>508</b>	<b>3,031</b>	<b>3,611</b>	<b>4,340</b>
<b>Advances recoverable in cash or in kind</b>					
Unsecured, considered good					
- Advance to partner NGO		468	-	838	2,415
- Travel Advance to Employees		-	-	248	74
- Advance to vendors and other		-	-	7,131	3,676
Gratuity Recoverable from Gratuity Trust		-	-	622	-
	(III)	<b>468</b>	<b>-</b>	<b>8,839</b>	<b>6,165</b>
<b>Other loan and advances</b>					
Tax deducted at Source and Tax Collected at Source		535	325	518	371
Prepaid expenses		-	-	3,667	2,275
Loan to employees		-	-	614	498
	(III)	<b>535</b>	<b>325</b>	<b>4,799</b>	<b>3,144</b>
<b>Total (II) + (III) + (III)</b>		<b>1,511</b>	<b>3,356</b>	<b>17,249</b>	<b>13,649</b>

**NOTE 12: CASH AND CASH EQUIVALENTS**

	As at March 31, 2022	As at March 31, 2021
Cash on hand	-	-
Cheques/draft on hand	24	-
Balances with banks		
- In Current Account	483	59
- In Saving Account's- FCRA	2,09,332	68,395
- In Saving Account's- Non FCRA	1,67,887	1,02,779
	<b>3,77,726</b>	<b>1,71,233</b>
<b>Bank deposits:</b>		
Deposits with original maturity for more than 12 months	37	16,175
Deposits with original maturity upto 12 months	8,084	44,083
	<b>8,121</b>	<b>60,258</b>
	<b>3,85,847</b>	<b>2,31,491</b>

**FCRA Bank Accounts:**

As Ministry of Home Affairs refused OXFAM India's application for renewal of its registration under FCRA, 2010 in December 2021; all its FCRA bank accounts have been frozen and cannot be operated until MHA FCRA renewal.

**NOTE 13: OTHER ASSETS**

(Unsecured, considered good)

	Non-current		Current	
	As at March 31, 2022	As at March 31, 2021	As at March 31, 2022	As at March 31, 2021
<b>Other bank balances</b>				
Deposits (under Bank Lien-against Credit Cards)	2,180	2,180	-	-
<b>Other receivable</b>				
Interest accrued on Bank deposits	-	-	459	1,659
Receivable against sales of assets	-	-	36	10,500
Grants/Donations receivable	-	-	1,66,413	44,771
	<b>2,180</b>	<b>2,180</b>	<b>1,66,908</b>	<b>56,930</b>

**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>NOTE 14: GRANTS/ DONATIONS</b>		
Grants from affiliates	2,32,894	2,62,236
Grants from affiliates - humanitarian	4,76,873	1,22,027
Grant from corporate and institutions	4,38,662	3,00,874
Donation - corporate and institutions	2,042	5,726
Donation - individuals	1,20,469	1,00,928
Donation - events (refer note 28)	6,304	21,126
	<b>12,77,244</b>	<b>8,12,917</b>

**NOTE 15: OTHER INCOME**

Interest income		
- Bank deposits	1,562	6,289
- Saving bank a/c	15,756	5,545
Exchange differences (net)	1,453	500
Other non-operating income	432	760
	<b>19,203</b>	<b>13,095</b>

**NOTE 16: PROGRAMME EXPENSES**

Grant paid to Partners (refer note 29)	24,107	73,268
Humanitarian response including relief materials (refer note 32)	7,96,640	3,43,791
Workshops and consultation charges	92,519	81,964
Programme related travel cost	9,409	2,913
Programme evaluation and training cost	5,256	3,514
Add: Personnel expenses related to programme activities	1,05,005	1,08,537
	<b>10,32,936</b>	<b>6,13,987</b>



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>NOTE 17: FUNDRAISING COST</b>		
Retainership fees	11,185	12,409
Other fundraising expenses	11,129	27,309
Add: Personnel expenses related to fundraising activities	28,898	29,930
	<b>51,212</b>	<b>69,648</b>
<b>NOTE 18: EMPLOYEE BENEFIT EXPENSES</b>		
Salary benefits		
- Programme staffs	95,648	99,469
- Fundraising staffs	26,323	27,417
- Other staffs	31,197	36,842
Redundancy Payment	-	3,165
Contribution to provident fund	10,855	11,034
Gratuity (refer note 23)	3,099	2,870
Leave benefits	1,820	1,625
Staff welfare expenses	3,635	1,890
Training & recruitment expenses	2,819	257
	<b>1,75,396</b>	<b>1,84,569</b>
Less: Personnel expenses related to programme activities	(1,05,005)	(1,08,537)
Less: Personnel expenses related to fundraising activities	(28,898)	(29,930)
	<b>41,493</b>	<b>46,102</b>

**NOTE 19: CO-ORDINATION AND ADMINISTRATION COSTS**

Rent (refer note 24)	10,474	24,041
Travelling and conveyance	1,642	594
Communication costs	1,630	2,773
Repair and maintenance		
- Computers	2,854	2,572
- Other than computers	4,499	8,373
Electricity charges	1,290	1,890
Printing and stationery	1,921	479
Professional charges	5,175	3,498
Insurance	94	87
Rates and taxes	48	116
Bank charges	1,303	1,303
Payment to auditors		
- Statutory audit fee (including GST)	1,654	1,062
- Out of pocket expenses	114	52
	<b>32,698</b>	<b>46,840</b>



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>NOTE 20: CAPITALISED ASSETS PURCHASED OUT OF DONOR FUND</b>		
Capital assets purchased	3,382	761
- Tangible Assets	-	10
- Intangible Assets	<b>3,382</b>	<b>771</b>
<b>NOTE 21: DEPRECIATION ON ASSETS PURCHASED OUT OF COMPANY FUND</b>		
- Tangible Assets	5,451	5,750
- Intangible Assets	134	152
	<b>5,585</b>	<b>5,902</b>
<b>NOTE 22: PRIOR PERIOD EXPENSE</b>		
Professional charges	-	25
	<b>-</b>	<b>25</b>

**NOTE 23: DEFINED BENEFITS PLANS****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 5 years of service gets a gratuity on separation from the Company @ 15 days salary for each completed year of service, 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 summarizes the components of net benefit expense recognized in the statement of income and expenditure, 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, 2022	For the year ended March 31, 2021	For the year ended March 31, 2022	For the year ended March 31, 2021
Net employee benefit expense :				
Current service cost	3,030	2,581	3,313	3,150
Interest cost on benefit obligation	657	732	1,078	1,028
Net actuarial (gain)/loss recognised in the year	(1,002)	(1,083)	(198)	(191)
Expected return on plan assets	(484)	(20)	(1,095)	(1,117)
Net expense	<b>2,202</b>	<b>2,210</b>	<b>3,099</b>	<b>2,870</b>
<b>Balance Sheet</b>				
<b>Benefit asset/ liability:</b>				
Present value of defined benefit obligation	(9,470)	(9,514)	(16,168)	(15,600)
Fair value of plan assets	4,966	8,503	12,884	14,795
Plan asset	<b>(4,504)</b>	<b>(1,011)</b>	<b>(3,284)</b>	<b>(805)</b>

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

Opening defined benefit obligation	9,514	10,575	15,600	14,851
Current service cost	3,030	2,581	3,313	3,150
Interest cost	657	732	1,078	1,028
Benefits paid	(2,729)	(3,291)	(3,230)	(3,107)
Actuarial (gains)/ losses on obligation	(1,002)	(1,083)	(592)	(322)
	<b>9,470</b>	<b>9,514</b>	<b>16,168</b>	<b>15,600</b>



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 23: DEFINED BENEFITS PLANS (CONTINUED)**

	Leave Encashment		Gratuity	
	For the year ended March 31, 2022	For the year ended March 31, 2021	For the year ended March 31, 2022	For the year ended March 31, 2021
<b>Changes in the fair value of the plan assets are as follows:</b>				
Opening fair value of plan assets	8503	-	14,795	15,035
Expected return	629	20	1,095	1,117
Contributions by employer	0	8,483	2,000	-
Benefits paid	(4,020)	-	(4,611)	(1,226)
Actuarial gains/(losses)	(146)	-	(395)	(131)
Closing fair value of plan assets	<b>4,966</b>	<b>8,503</b>	<b>12,884</b>	<b>14,795</b>

**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%
--------------------------	------

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

<b>Gratuity</b>	<b>As at 31 March 2022</b>	<b>As at 31 March 2021</b>	<b>As at 31 March 2020</b>	<b>As at 31 March 2019</b>	<b>As at 31 March 2018</b>
Defined benefit obligation	(16,168)	(15,600)	(14,851)	(11,088)	(9,893)
Plan assets	12,884	14,795	15,035	14,375	12,460
Surplus/ (deficit)	<b>(3,285)</b>	<b>(805)</b>	<b>184</b>	<b>3,287</b>	<b>2,567</b>
Experience adjustments on plan liabilities	(361)	328	(664)	(230)	33
Experience adjustments on plan assets	(395)	(131)	(186)	(89)	(498)
<b>Leave Encashment</b>	<b>As at 31 March 2022</b>	<b>As at 31 March 2021</b>	<b>As at 31 March 2020</b>	<b>As at 31 March 2019</b>	<b>As at 31 March 2018</b>
Defined benefit obligation	(9,470)	(9,514)	(10,575)	(8,423)	(7,183)
Plan assets	4,966	8,503	-	-	-
Surplus/ (deficit)	<b>(4,504)</b>	<b>(1,011)</b>	<b>(10,575)</b>	<b>(8,423)</b>	<b>(7,183)</b>
Experience adjustments on plan liabilities	821	1,087	1,281	1,584	829
Experience adjustments on plan assets	(146)	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, 2022	For the year ended March 31, 2021	For the year ended March 31, 2022	For the year ended March 31, 2021
Discount rate	7.32%	6.91%	7.32%	6.91%
Salary escalation rate	7.00%	7.00%	7.00%	7.00%
Expected return on plan assets	7.35%	7.40%	7.35%	7.40%
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 24: 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 reversed the lease equalisation reserves at the 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 is no subleases.

The rental payments recognised in the Statement of income and expenditure for the year ended 31 March 2022 was Rs. 10,474 (31 March 2021 Rs. 24,041).



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 25: 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, 2022	For the year ended March 31, 2021
Mr. Amitabh Behar, Chief Executive Officer	5,010	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, 2022	For the year ended March 31, 2021
<b>Payable towards expenses incurred by key management personnel</b>		
Mr. Amitabh Behar, Chief Executive Officer	-	-

**NOTE 26: EARNINGS IN FOREIGN CURRENCY**

Particulars	For the year ended March 31, 2022	For the year ended March 31, 2021
Grants from affiliates (including humanitarian)	5,39,055	3,24,980
Grants from corporate and institutions	89,173	10,952
Donation - corporate and institutions	241	3,824
Donation - individuals	2,237	-
Donation - events	183	412
	<b>6,30,889</b>	<b>3,40,168</b>

**NOTE 27: EXPENDITURE IN FOREIGN CURRENCY**

Particulars	For the year ended March 31, 2022	For the year ended March 31, 2021
Consultancy cost	-	332
Others	783	1,210
	<b>783</b>	<b>1,542</b>



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 28: TRAILWALKER EVENTS OF OXFAM INDIA**

The 2nd and the 3rd wave of COVID -19 during the FY 2021-22 made it impossible to hold the physical Trailwalker events and also confined us to organise only 2 Virtual editions during the year. There were more than 2500 people who walked in the virtual challenge raising Rupees 6,304 from both individuals and the corporates, who over and above the joining contribution that is required to participate in the challenge also donated additionally for various causes on ground. The funds raised through Trailwalker events will support programmes in education, livelihood, women empowerment and advocacy campaigns.

The Company incurred an expenditure of Rs. 12,614(31 March 2021 Rs. 17,887) on these events.

**NOTE 29: 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

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..

For the year ended 31 March 2022:

Geography / Theme	Humanitarian Response & DRR	CJ -DRR	Economic Justice	Private Sector Engagement	Essential Services	Gender Justice	Social Inclusion	Grand Total
Focus States								
-Assam	844				97		278	1,219
-Bihar		6,514					278	6,792
-Chattisgarh			9				707	716
-Jharkhand							702	702
-National							794	794
-Odisha	5,609		5,397					11,006
-Uttar Pradesh	600						278	878
	<b>7,053</b>	<b>6,514</b>	<b>5,406</b>	<b>-</b>	<b>97</b>	<b>-</b>	<b>3,037</b>	<b>22,107</b>
Non Focus States	359						1,641	2,000
<b>Grand Total</b>	<b>7,412</b>	<b>6,514</b>	<b>5,406</b>	<b>-</b>	<b>97</b>	<b>-</b>	<b>4,678</b>	<b>24,107</b>

For the year ended 31 March 2021:

Geography / Theme	Humanitarian Response & DRR	Economic Justice	Private Sector Engagement	Essential Services	Gender Justice	Social Inclusion	India & World	Grand Total
Focus States								
-Assam	4,233	-	-	-	-	-	-	4,233
-Bihar	5,712	5,685	-	812	1,347	-	-	13,556
-Chattisgarh	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
	<b>19,629</b>	<b>11,439</b>	<b>342</b>	<b>6,285</b>	<b>8,566</b>	<b>-</b>	<b>-</b>	<b>46,261</b>
Non Focus States	18,153	1,095	2,029	5,700	-	30	-	27,007
<b>Grand Total</b>	<b>37,782</b>	<b>12,534</b>	<b>2,371</b>	<b>11,985</b>	<b>8,566</b>	<b>30</b>	<b>-</b>	<b>73,268</b>

'Audited utilisation certificates in respect of grants paid to partners aggregating Rs. 22,861 including Rs 15,337 pertains to FY 2020-21 (Previous year Rs. 85,200) 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 30:** During the year, the Company has received in-kind donations of relief material of worth Rs 11,993 which have been fully distributed during FY 21-22.



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**OXFAM INDIA NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2022**

(All amounts in Rupees thousands, unless otherwise stated)

**NOTE 31:** During the current year, expenditure includes Rs. NIL (Previous Year Rs. 4,427 ), the corresponding income of which was booked in the earlier financial year(s).

**NOTE 32:** Undistributed relief materials of the aggregate value of Rs 30,524 (Previous Year Rs 23,764) are lying at various locations of Oxfam / partners at the end of financial year which was expensed off in the year of purchase as programme expenditure.

**NOTES 33: OVERHEAD RECOVERY**

In the Current Year, OIN has charged an aggregate amount of Rs 57,764 being the Indirect Cost Recovery (ICR) from the project grants (both FCRA and Non-FCRA) as a fixed percentage of direct cost, as per the respective donor Agreements.

Out of the total ICR of Rs 54,080 charged to the FCRA Projects, Rs 40,653 (Rs 22,719 affiliates and Rs 17,934 corporate and institutions) have been reversed at the -end to match the indirect cost recovery/overheads recovery with the actual admin. expenses incurred by OIN (Refer Note No.6).

**NOTES 34: FCRA INSPECTION**

The Ministry of Home Affairs(MHA)- FCRA initiated an audit cum inspection of FCRA books of accounts and records maintained by OXFAM India in December 2021.The outcome of the audit cum inspection is awaited as on date.

**NOTE 35: INTERNAL CONTROL**

The management of OIN has initiated adequate steps to strengthen/revamp the existing process of procurement and distribution of relief and covid materials including inviting/obtaining multi quotations, minimising of single source supplier, awarding of purchase order to L1/L2 vendors with full justification, rationalizing the terms and conditions of advance payments to vendors/consultants etc.

**NOTE 36: INTERNAL AUDIT**

The management is in the process of ensuring adequate coverage and extent of checking of the transactions by internal auditors in a timely and effective manner so that it commensurate with the nature and size of its operations.

**NOTE 37: SURPLUS ON SALE OF PROPERTY**

During the year the Company has sold property at a consideration of Rs. 40,100 (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 38:** 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: 03/09/2022



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: 03/09/2022

*Anup Singh Khosla*  
**Anup Singh Khosla**  
Director  
DIN: 00917703

*Satya Prakash Mishra*  
**Satya Prakash Mishra**  
Director Operations

Place: New Delhi  
Date: 03/09/2022



# Mission Sanjeevani

## PARTNERS

SR. NO.	PARTNER NAME	PARTNER ACRONYM (IF APPLICABLE)	IMPLEMENT AREA
1	Palishree		Odisha
2	Prastutee		Odisha
3	Society For Leprosy Amelioration and Rehabilitation	SOLAR	Odisha
4	Womens Organization for Rural Development	WORD	Odisha
5	Aman Biradari Trust	ABT	Delhi
6	Institute for Development Education and Learning	IDEAL CSJ	Delhi
7	Nav Bihar Samaj Kalyan Pratisthan Kendra	NBSKPK	Bihar
8	Grameen Development Services	GDS	Uttar Pradesh
9	Morigaon Mahila Mehfil	MMM	Assam
10	UNNAYAN		Odisha
11	INDRANARAYANPUR NAZRUL SMRITI SANGHA	INSS	West Bengal
12	Samaj Vikas Sanstha	SVS	

# CORPORATE PARTNERS

























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The information in this publication is correct at the time of going to press.

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*Report designed by Anandita Bishnoi.*



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