



2021

ANNUAL REPORT



OXFAM
Australia

OUR VISION

AT OXFAM, WE BELIEVE ALL LIVES ARE EQUAL AND NO-ONE SHOULD LIVE IN POVERTY.

WE JOIN FORCES WITH PEOPLE WHO SHARE THIS BELIEF, TO EMPOWER COMMUNITIES TO BUILD BETTER LIVES FOR THEMSELVES.

THAT'S WHY WE ARE THERE ON THE GROUND, NOT ONLY TO SAVE LIVES IN TIMES OF CRISIS, BUT ALSO TO DEVELOP LASTING SOLUTIONS.

OUR WORK SPANS WIDE BECAUSE THERE ARE MANY CAUSES OF POVERTY. SO WE'RE ALSO IN FRONT OF DECISION-MAKERS, GOVERNMENTS AND CORPORATIONS, AND SPEAK OUT ON THE BIG ISSUES.

TOGETHER, WE ARE TACKLING POVERTY BY CHANGING MINDS, SYSTEMS AND LIVES.

Oxfam Australia is a member of Oxfam International, a global confederation of more than 20 affiliate organisations working together with partners and local communities in 93 countries.



Aboriginal and Torres Strait Islander readers should be aware that this publication may contain images or names of people who have since passed away.

Oxfam Australia acknowledges Aboriginal and Torres Strait Islander Peoples as the original custodians of the land, and respects the rights that they hold as Traditional Custodians. We also recognise the dispossession of the land and its ongoing effects on First Nations Peoples today.

Cover image: Tanna, Vanuatu: Joe is showing his UnBlocked card, which he's using to buy food and clippers. "A lot of us don't have money," says Joe. "The card has given us a lot of things and a chance to generate more income. Now I can buy clippers to start doing some hairdressing again." Photo: Arlene Bax/Oxfam in Vanuatu.

Photo (this page): Tanna, Vanuatu: Keith and Sirius test UnBlocked cards on their phones in preparation for the rollout of the UnBlocked Cash project, which is providing cash and voucher assistance to more than 35,000 people affected by the Category 5 Cyclone Harold and COVID-19. Photo: Arlene Bax/Oxfam in Vanuatu.



ACFID
MEMBER

Australian
Aid



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CHIEF EXECUTIVE REPORT

I'm delighted to present this year's Annual Report, my second as Chief Executive. Despite the uncertainty, hardship and heartbreak that COVID-19 has caused this reporting year, it is so wonderful to read in these pages of the resilience of communities living in vulnerable circumstances. I am very proud of the role that Oxfam Australia has had in supporting these communities and responding to our changed global circumstance.

Together with our partners and colleagues in other affiliates, we created a global humanitarian response that has enabled the provision of hygiene and safety kits, hygiene advice, medical equipment and emergency support, including cash and food for communities in need. Over the last year, our combined response has reached nearly 15 million people in 68 countries.

I would like here to call out our colleagues in the Australian Government, who worked tirelessly to enable us to give this crisis the focus it has required. We continue to advocate for a required greater contribution to global development and humanitarian need, consistent with the needs of this multi-faceted crisis that has set the fight against poverty back decades.

Our global movement also came together to initiate the vitally important vaccine equity campaign, which aims to ensure everyone, everywhere, can be vaccinated and the world made safer as a consequence. The strength of this advocacy for equity has truly demonstrated our global reach and power.

Of course, it is ultimately our supporters who make that possible. The great pleasure of my role is the opportunity to work together with our valued and insightful

supporters to ensure that their contribution and trust drives an effective, safe and community-owned effort to end poverty. This is the hallmark of the Oxfam approach and in solidarity with global movements, our strategic frameworks commit us to continued and strengthened alliance with all those fighting for change. As the world grapples with the urgency of climate change, the Black Lives Matter movement for racial equity and the terrible and retrograde impact on women of the economic catastrophe that is the pandemic, we will be part of this change and bring the resources we have to these efforts.

This year has asked so much of so many; lives have been disrupted, people have been locked down and have lost and been estranged from loved ones. Our future is much less certain, and this brings with it many challenges to our way of life, our physical and mental health and our connection to community. The community that is Oxfam has risen to this occasion with good grace, humility and courage. I have been honoured to work every day with such incredible people. The commitment to ensuring all that we have here in Australia is brought to bear on the problems of our world, is second to none.

The challenges of the world will not go away any time soon but the creativity, innovation, humility and passion that we bring to the fight for economic, gender and climate justice and self-determination for First Peoples, makes Oxfam a key contributor to the work for change.



Lyn Morgain
Chief Executive

UTIVE REPORT



Photo: Eddie Carbonell/OxfamAUS



Photo: Supplied

MESSAGE FROM THE CHAIR

It is an honour to present my first Annual Report as Chair of the Oxfam Australia Board. When I joined the Board in March last year, we were entering unprecedented times as the reality of the COVID-19 pandemic began to be laid bare. Stepping into the role of Chair in August, the enormity of the crisis globally, across our region and here in Australia was still emerging — and here we are a year later, continuing to face the uncertainty, disruption and devastation wrought by this virus.

But just as this crisis has brought so many challenges — across every aspect of our personal lives, work, economy and society — it is with a sense of pride that Oxfam has worked to adapt, strengthen and unite towards our shared vision of a just and sustainable world. This crisis has served to underscore the inequalities that we are striving to tackle, as we have seen the global disaster unfold and the most vulnerable communities hit hardest, and this has only steeled our resolve to challenge the injustices that continue to keep people living in poverty.

At the same time as grappling with this global catastrophe, Oxfam has faced its own significant challenges and undertaken equally significant changes to ensure a sustainable and strong organisation. This has necessitated significant restructures over the past year, both globally in the confederation and international organisation, and here at Oxfam Australia. These changes have involved many difficult decisions, but these decisions were critical to ensuring we emerge stronger and more impactful in the face of the multiple challenges that we face now and into the future.

To help ensure our Board has a strong alignment to Oxfam Australia's governance and strategic priorities, the Board established a Governance Working Group to undertake a review of its size, composition, structure and skills. This has been a significant project and I thank the working group as we transition to implementing their recommendations and welcoming new members of the Board.

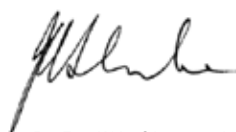
The past year has also focused on strengthening and improving our financial position — including measures to reduce our expenditure and replenish our reserves, as well as building new revenue streams for our future.

I acknowledge that much has also been achieved towards our new 2020–2025 Strategic Framework, developing how we will work and the impact we will achieve in tackling climate, economic and gender injustice, and standing side-by-side with First Nations Peoples in support of self-determination.

I would like to take this opportunity to thank my Board colleagues for their tireless work and dedication, and to specifically acknowledge the complex and demanding work undertaken by our Board Committee Chairs. In particular, I would like to express my deep gratitude to departing Board colleagues for their outstanding contributions to Oxfam Australia, while also welcoming new members at the start of a new chapter for our organisation and its governance.

I am grateful for the leadership of Chief Executive, Lyn Morgain, whose expertise, advice and direction have been invaluable to steer Oxfam throughout these unprecedented times.

It has been a privilege to work with my Board colleagues this past year — and with all those across the organisation who each play such an integral role in our work — and I feel equally fortunate to work with all of you in the year ahead. I am excited and honoured to have the opportunity to work at a confederation level after being appointed to the new, independent Oxfam International Board.



Dr Judith Slocombe
Board Chair



Tanna, Vanuatu: Faia lives in the White Sands area of Tanna, which has been badly affected by ash fall and acid rain from Mount Yasur volcano, affecting the quality of food in the gardens. Now, when needed, Faia can purchase food with her UnBlocked Cash e-voucher card. Photo: Arlene Bax/OxfamAUS.



TO YOU

THANKS TO YOU

PEOPLE ARE NOT JUST SURVIVING, BUT THRIVING.

When a pandemic was declared in March 2020, none of us could have imagined the year that was to unfold. But thanks to the generous support and solidarity of people like you, and the tireless work of our partners, staff and volunteers, many communities around the world are facing a safer and fairer future.



Oxfam's vital work supporting communities in need has rarely been as critical as it has since the onset of the pandemic. So, when we jumped into action and asked our Oxfamily for help towards a global response, **MORE THAN 1,200 HUGE-HEARTED SUPPORTERS SAID YES.**

Since then, **OXFAM HAS REACHED MORE THAN 14 MILLION PEOPLE** around the world with hygiene support, training, hospital equipment and essential supplies including food and water. This life-saving response would not be possible without our funders and supporters — so thank you. For more on our COVID-19 response, turn to page 15.

Despite the trials of the last year, an incredible

67,930

PEOPLE LIKE YOU

donated to our vital work, helping communities around the world find sustainable work, rebuild after disasters, manage the impacts of the climate crisis and fight for their rights.

THIS YEAR,

58,236 ACTIVISTS AND CHANGE-MAKERS

joined Oxfam in calling for a fairer world, without the inequalities that keep people in poverty — **because all it takes is a group of committed people to change the world.**





Photo: Artur Francisco/Oxfam NZ

In 2020–2021,
the Oxfamily bought a whopping

92,287
UNWRAPPED CARDS,

ensuring their Season's Bleetings and
Eggcellent gifts are benefiting people
around the world. **We're changing the
world one card at a time — no kidding!**



83 **INVALUABLE**
VOLUNTEERS
DONATED

28,558 HOURS

of their time and
expertise this year!

For more on Oxfam's amazing
volunteers, turn to page 52.

Photo: Keith Parsons/OxfamAUS



Despite Trailwalker 2020 being cancelled due to COVID-19 restrictions, **3,146 DEDICATED TREKKERS** around Australia hit the tracks for Virtual Trailwalker, walking an average 120km and taking major steps towards a fairer world by **RAISING MORE THAN \$440,000.**



Photo: Sam Tarling/Oxfam

AFTER THE BLAST

Even before the devastating blast that tore Beirut apart on 4 August 2020, Lebanon was at breaking point — people were struggling to cope with a collapsing economy and a global pandemic. Bachir Ayoub at Oxfam Lebanon said this “crisis on crises” will create huge challenges for people for years to come.

Thanks to the many kind people who gave to Oxfam’s emergency appeal, in the reporting period we worked with 14 local partners in Lebanon to help those who lost their homes and livelihoods in the blast. Together, we reached more than 6,000 people so far with vital aid — and the recovery effort is ongoing.

Celine (pictured) is a social worker with Oxfam partner KAFA, a feminist organisation that defends women’s rights. She is the supervisor at KAFA’s support centre,

where staff and volunteers packed hundreds of boxes of food for distribution to families affected by the blast.

“Our centre provides aid to women and children; that includes psychological and legal support,” Celine says. “The port explosion affected all of us, including the vulnerable women who live in the area. After identifying vulnerable women in the damaged area, we provided food items and cleaning materials, as well as cash assistance for people who lost their jobs or their houses.”



Photo: Fabeha Monir/OxfamAUS

SEWING THE SEEDS OF CHANGE

Despite lockdown, Oxfam’s What She Makes campaigners — alongside thousands of supporters like you — have been working harder than ever to ensure the women who make our clothes are paid a living wage.

In November 2020, we launched a new report into purchasing practices, *Shopping for a Bargain*. Activities for the report launch included large shopping centre advertisements seen by an estimated 2.3 million shoppers. The campaign was mentioned in the media 221 times reaching more than 3 million people.

Now, thanks to the ever-increasing momentum of the campaign, nine of Australia’s largest fashion brands have committed to separating labour costs in their price negotiations with garment factories. That means the wages paid to garment workers, like Tania* (pictured), are transparent and protected — one large step towards ensuring the women who make our clothes are paid a living wage.

*Name changed to protect identity.

CLOSING THE GAP

More than a decade ago, Oxfam Australia helped launch the Close the Gap campaign, calling on the Federal Government to close the gap on health and life expectancy between Aboriginal and Torres Strait Islander people and non-Indigenous Australians.

Since then, thousands of Australians have given their voice and support to the campaign — with more than ever joining the virtual National Close the Gap event in March this year. Now, the Federal Government is heeding the call, launching an Implementation Plan to achieve the 16 Close the Gap targets, including increasing employment and education opportunities for young First Nations people and delivering affordable housing for all.

Research suggests we can close the gap in one generation — thanks to all those who are working to make it happen.



Photo: Carla Gottgens/OxfamAUS



Photo: Pablo Tosco/Oxfam

LIFE-SAVING WORK IN YEMEN

March 2020 marked five years since the escalation of the Yemen war, one of the world's worst humanitarian crises. Every hour since the escalation of violence it's estimated: more than 90 people have fled their homes; at least 50 suspected cases of cholera have been reported; and the number of people going hungry has increased by more than 100. Currently, more than 17 million people do not have access to clean drinking water.

Oxfam has been working in Yemen for 30 years but in July 2015 we scaled up our work to address the deepening crisis. Since then, we have provided essential support — including safe drinking water, sanitation, cash assistance and food vouchers — to more than 3 million people.

In 2020, with your help, we were able to provide \$600,000 for water infrastructure work. As water truck convoys are frequently attacked, leaving communities without water, we have installed a solar-powered desalination plant that can pump clean water to taps around the community. "Oxfam's water is good. We use it for bathing, doing laundry, making food and drinking. We get no pain from it and no sickness," says Samiha, pictured.

Since the onset of the pandemic, we have also been working with local partners to train hygiene awareness volunteers, distribute thousands of hygiene kits, and provide more cash vouchers to families in need.

TALKING STRAIGHT, MAKING CHANGE

Something new and long overdue is happening in Australia's political landscape — and you can feel proud to be part of it.

History has revealed, time and time again, that women are effective leaders and agents of change. In the last year, a formidable cast of women claimed their rightful seat at the decision-making table.

Senator Elect Lidia Thorpe became the first Aboriginal Victorian woman in the Senate. Vonda Malone — Torres Shire Council's first Indigenous female Mayor — was re-elected. In Western Australia, Brooke O'Donnell (pictured at bottom) became a Councillor for the City of Kalamunda, and proud Wongutha woman Rae Cottam (pictured below) was elected to City of Rockingham Council.



These goal-kicking, change-making Aboriginal and Torres Strait Islander women all have one thing in common: Straight Talk.

Straight Talk is a series of regional gatherings, where women can share stories, learn and gain the tools, tactics, connections and confidence they need to lead change and influence policy decisions that affect their lives.

Every two years, the program culminates in a week-long national summit in Canberra, where participants learn about Australia's political system while forming powerful networks with each other and with the women of Federal and State Parliament.

Lidia, Vonda, Brooke and Rae are four of Straight Talk's 850-strong alumnae. Since its inception in 2009, more than 800 women from all around Australia have taken part in Oxfam's Straight Talk program. With generous support from people like you, the program brings women together and connects them with the political system so they can make change happen in their communities.

"I've always had that long-term goal that I wanted to be in an elected position within the community," Vonda said. "When Straight Talk came through, I thought that it would be a good way to start on that journey and find out if I was the right person to pursue that kind of career."

As Torres Shire Council welcomes the Straight Talk alumna back for another term as Mayor, it's clear that she is indeed the right person for the job.



Photos: Peg Ramos/OxfamAUS



Photo: Fabeha Monir/Oxfam

AN UNPRECEDENTED GLOBAL RESPONSE

From refugee camps in Bangladesh to the streets of India, the pandemic continues to wreak havoc right across the globe. But thanks to huge-hearted people like you, we are working against time to stop the spread.

In the last year, the word “unprecedented” has been used by many politicians and medical experts to make sense of the chaos that is COVID-19. This unprecedented global crisis needs an unprecedented global response — and that’s exactly what Oxfam is doing.

With your support, we’re working with 694 partners in 68 countries to save lives and defeat this insidious disease. The scale of our COVID-19 response is extraordinary.

Just outside Cox’s Bazar in Bangladesh, in the crowded refugee camps which are home to more than more than 855,000 people, we have stepped up our hygiene promotion work and scaled up activities like water and soap distribution.

Oxfam volunteer Zahid (pictured) works in the camp. He says, “I am happy to provide support for my community. If we do not provide our services and stop spreading message how to fight against coronavirus, there will be more cases of COVID in the camp — and more people will die.

“This is why I am working in the field. Every day we are helping our community with soap, water and by providing valuable information during this crisis.”

Bangladesh is one of 68 countries where Oxfam is supporting communities during the pandemic by providing clean water and hygiene supplies, as well as training, food, cash vouchers and medical equipment.

Alongside this immediate aid, Oxfam — with a coalition of allies — is advocating for a people’s vaccine, which is available to all, in all countries, free of charge. Throughout the year, this fight for more equitable access to COVID-19 vaccine has gained real momentum.

- More than **14 MILLION PEOPLE** in vulnerable communities around the world have received direct support from Oxfam and our partners.
- We’ve shared vital information about the public health risks of COVID-19 with more than **42 MILLION PEOPLE**.
- We have provided around **2 MILLION PEOPLE** with safe drinking water.

YOUR SUPPORT AROUND THE WORLD

MIDDLE EAST

Projects: 6

Project beneficiaries:

Women — 24,500 | Men — 44,000

Emergency responses: 2

People reached during emergencies:





Women — 32,500

Men — 33,000

Countries where we work:

Jordan, Occupied Palestinian Territories, Yemen, Syria and Lebanon

WHERE WE WORK

-  Oxfam Australia programs
-  Oxfam confederation programs
-  No Oxfam Programs
-  Oxfam Affiliates

AFRICA

Projects: 3

Project beneficiaries:

Women — 5,100 | Men — 4,800

Emergency responses: 1

People reached during emergencies:

Women — 8,900 | Men — 8,200

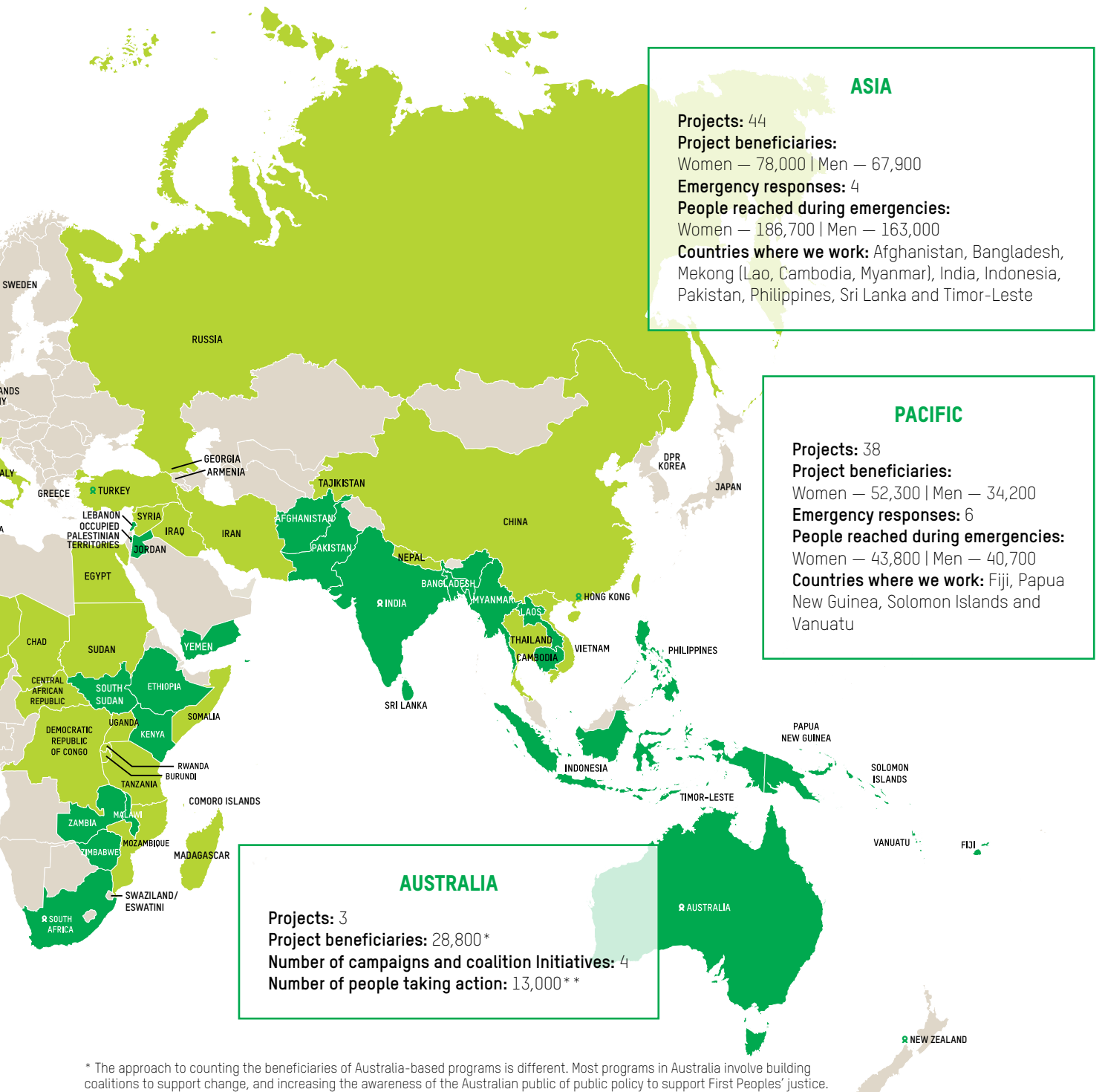
Countries where we work: South Africa, Malawi, Zambia, Zimbabwe, Kenya and Ethiopia



ROUND THE WORLD

Thanks to the life-changing support of people like you, the global Oxfam Confederation delivered life-saving aid, advocacy support and transformational development programs to 25.7 million people around the world in 2020–2021.

Of this figure, Oxfam Australia directly supported 1,142,400 people in 27 countries, including more than 800,000 people impacted by disaster or conflict. Across the Pacific and beyond, Oxfam Australia delivered 94 projects, providing people with the tools they need tackle inequality and lift themselves out of poverty.



* The approach to counting the beneficiaries of Australia-based programs is different. Most programs in Australia involve building coalitions to support change, and increasing the awareness of the Australian public of public policy to support First Peoples' justice.

** People taking action are people directly engaged in online and offline public mobilisation activities. They directly participate in actions, causes or initiatives promoted by Oxfam and its partners, which relate to specific campaign results. They do not directly reap any short-term benefit to themselves as a result of this engagement; their engagement is primarily for the purpose of effecting change for the benefit of others.



OUR NEW STRATEGIC DIRECTION

OUR NEW STRATEGIC DIRECTION

As our world changes, so must we. At Oxfam, our understanding of poverty and its causes has evolved – so we have articulated a plan that addresses these causes and tackles the inequalities that keep people in poverty.

By helping people claim their basic human rights, Oxfam Australia has been supporting communities to build better lives for themselves for nearly 70 years.

Yet the world around us is changing and so are we. We believe that in the 21st Century poverty isn't so much a problem of scarcity. It's the result of how resources and opportunities are distributed.

From unequal access to education and work to the unequal impacts of the climate crisis, inequality keeps people in poverty.

So, together with our global network of allies, we have launched a plan to alleviate poverty by focusing on four intersecting dimensions of inequality: gender, economic, climate and Cultural.

This means, we will help people find sustainable ways to build fair and independent lives without poverty by:

- advocating for just and sustainable economies for people and planet.
- empowering women, girls and non-binary people to shape the world they live in.
- backing communities leading the way out of the climate crisis to a fairer future.
- working in solidarity with Australia's First Peoples towards justice, equality and self-determination.

We'll continue to do this by partnering with communities and local organisations and centring the needs and voices of the people most impacted in all our work. And we will increasingly shift funds and resources to the communities themselves and listen to how we can best support self-determination.

Of course, we will also continue to step in at times of crisis and help communities to protect and rebuild their lives.

Our new 2020–2025 Strategic Framework brings to life our vision of a just and sustainable world without the inequalities that keep people in poverty.

Read on to find out how our new change goals are changing lives.

THE CHANGE WE SEEK

GENDER

CHANGE GOAL 1:

GENDER JUSTICE

Worldwide, women and girls are denied their right to earn, learn and lead. You're more likely to do the lion's share of unpaid care and domestic work if you're a woman. And violence against women is one of the world's most common human rights abuses. These systemic inequalities keep women in poverty. Enough now — it's time for gender justice.

Hyderabad, Pakistan: Vulnerable communities in Pakistan's Badin district often lack access to safe drinking water and the decision-making processes that govern resources. So Oxfam and partners have engaged and supported women community leaders such as Allah (pictured) to advocate for their rights. Photo: Khaula Jamil/OxfamAUS.



JUSTICE

Together with local partners and Oxfam affiliates, we inspired **1.7 MILLION PEOPLE** worldwide to pursue gender justice in 2020–2021.



Photo: Ismenio Pereira/Oxfam

MEET NATALIA IN TIMOR-LESTE

Before attending a gender action program, Natalia's dream for a new house may have seemed unattainable. Now, sharing the workload with her partner has brought her vision to life.

Like many women in Timor-Leste, Natalia always did the lion's share of work at home. That all changed after she and her husband Norberto took part in Hakbiit, Oxfam's gender justice and savings project.

Through the project, the couple mapped out a Vision Journey on paper. This planning and visualisation activity helps couples identify and address cultural gender expectations that disempower women.

Natalia and Norberto figured out the steps to achieve their dream of building a new house by plotting the journey, together. They set timebound milestones and targets, and identified obstacles that might keep them from achieving that dream. Then, they found a clear way forward.

Natalia says, "When my husband and I were introduced to [the project], we shared our gender balance tree with each other, and did the Vision Journey together to finalise building our house. My husband realised he

spent too much time on himself, rather than help me with household tasks," Natalia says.

Norberto adds, "I never did any domestic work at home, everything was done by my wife. But now, we share responsibilities. We try to work together to use our time more effectively to achieve our vision."

Natalia and Norberto are farmers and members of an Oxfam-supported Savings for Change group. The group has helped them better manage their finances.

Natalia says, "Our income increased from selling animals and our agricultural production."

"We invested in livestock, which now brings in most of our family's income."

Business is booming for Natalia and Norberto's betel leaf and nut plantation, which means they can save more. Smiling proudly, Natalia says, "Last year, we used [our savings] to buy a pig and a goat."

MEET VERONICA IN PAPUA NEW GUINEA

Veronica, a human rights activist and family violence survivor, is determined to bring an end to violence against women and children in her community, so she founded Family for Change.

"I am the Director and Founder of Family for Change here in East Sepik Province. The work I do here with Family for Change is under Oxfam funding and it's under its Gender Justice Program," explains Veronica.

"I made a commitment that I would do something to ensure that other women don't go through the same suffering as I went through and the children don't become abused. That's why I started the organisation."

Family for Change provides family violence crisis services in Port Moresby — including safe houses for survivors and their children — and legal support, so that when clients feel ready, they can navigate the complex legal processes that will help them to stay safe.

The organisation also helps clients pursue work and education, runs awareness and prevention workshops, and advocates for more laws to protect women.

"I think Family for Change work is very important because we go to the people, we don't expect the people to come. We go out to the community and we give awareness, we go to the schools and we give awareness information or prevention of these abuses happening."

Family for Change is supported through Oxfam's Ending Violence Against Women and Girls program which receives funding through the Australian Government's Australian NGO Cooperation Program.



Photo: Patrick Moran/OxfamAUS

THE INDONESIAN WOMEN IN LEADERSHIP project has been promoting women's political and social participation, leadership, and employment opportunities since 2013, as well as reducing violence against women and girls. A recent focus of the project has been to **SUPPORT MEN TO CHAMPION GENDER-POSITIVE ATTITUDES IN THEIR COMMUNITY**. Since training in 2020, all participants reported that — despite initial fears about reproach from men in the community — they benefited from the discussions, and 60% of attendees said they felt confident to facilitate further discussions in their village and model gender-positive behaviour in their community.

THE CHANGE WE SEEK

ECONOMI

CHANGE GOAL 2: ECONOMIC JUSTICE

It's no accident that millions of people remain trapped in extreme poverty, unable to access their rights, political power and economic opportunities. This injustice is a result of deliberate policy choices and systems that privilege the super-rich, and exclude others. But we're working with allies towards an equal future with fairer economies that protect the planet and benefit all.

Together with local partners and Oxfam affiliates, we helped **3.5 MILLION PEOPLE** worldwide advocate for, and access, fairer governance and economic systems in 2020–2021.

C JUSTICE



Oecusse, Timor-Leste: Amelia is a member of an Oxfam Savings for Change group. She says, "I feel happy, because if you try to save money at home you will spend it. But when I save it in the group it is safe. You sometimes forget it is there, so if there is an emergency, you know you will always have money." Photo: Kate Bensen/OxfamAUS.

MEET KWACHA IN ZAMBIA

Kwacha worked for a mine in rural Sinazongwe, where Oxfam is working with local partner, Centre for Trade, Policy and Development, to help communities call for justice from the international extractives companies making money from their land.

Kwacha (pictured with his wife, Alice) started working for Collum Coal Mine in Sinazongwe, Zambia in 2002 but, soon after, he started to feel unwell.

“When I started feeling sick, I told the mine that I could not work. I went to the hospital in Mamba and they checked me but they found nothing. I kept feeling sick for years.”

“When I went to Mamba again they checked me and said that there was black in my stomach. After they checked me, they asked me directly if I had worked at the mines. They advised me not to go back to work in the mines.”

Kwacha had been the sole provider of his family but had to stop working in the mines due to his health. “All of this

time I have been trying to make my claim for compensation and I have been trying to farm in the meantime.”

Oxfam’s Inclusive and Transformative Extractives Industries in Southern Africa project — which is supported by the Australian Government through the Australian NGO Cooperation Program — has been working to promote greater human rights adherence from governments and extractives companies. This has included advocating for Free Prior Informed Consent (FPIC) and gender, resettlement and compensation policies.

“I don’t want anything to happen to the company, I just want them to help me and give me my benefits ... [But] they are denying that I worked there.”



Photo: Georgina Goodwin/Oxfam AUS



Photo: Sithuli Seya/Oxfam

MEET RISHANI IN SRI LANKA

Business and technical skills training have helped Rishani turn such a solid profit on her once-struggling business, that she can now employ other women of her district.

Rishani grows and sells cinnamon in the Kegalle district of Sri Lanka. From 2014 to 2020, Rishani cultivated 48,000 cinnamon plants, yet struggled to turn even the smallest profit on the sales of her cinnamon quills.

With no access to technical or business training, Rishani was forced to defer business decisions and 50% of her profits went to the cinnamon peelers she employed.

“I didn’t have ... knowledge of quality products, high-end market, new technology or food related certification... and buyers fixed the price.”

In December 2020, Rishani was invited to take part in Oxfam Australia’s Resilient and Inclusive Enterprise Systems (RIES) in Sri Lanka project, supported by the Australian Government’s Australian NGO Cooperation Program.

The RIES project supports Oxfam’s drive towards gender and economic justice by working with hundreds of pepper and cinnamon farmers — particularly women — to increase the profitability of their businesses, thus ensuring sustainable livelihoods and resilient, gender-inclusive enterprises.

Through the project, Rishani has had the opportunity to engage in training on business models, women’s economic empowerment, digital marketing, branding, export readiness, Good Manufacturing Practices certification and processing skills. She also received a grant of LKR 480,000.00 (AUD \$3,255).

“Today I have a brand called Cenica, standard packaging with logo and tag line. I took the risk to hire village-level women and train them as skilled cinnamon peelers and produced more than 100kg of ALBA-grade cinnamon, which is the top cinnamon standard.”

Rishani has even taken steps to add cinnamon tea and oil to her brand and has invested more than LKR 1.5 million in her processing plant.

“Even though I had challenges, I did not properly identify them until I met Oxfam,” she says. “RIES project intervention created an opportunity to stimulate the business thinking, develop business models and motivated us to make it happen.”

THE CHANGE WE SEEK

FIRST PEOPLES

CHANGE GOAL 3: FIRST PEOPLES' JUSTICE

Australia's First Peoples experience stark inequality and disadvantage. That's why we seek to interrogate and disrupt the systemic causes of inequality and injustice in Australia. We're striving for an equal future — a world where Aboriginal and Torres Strait Islander Australians have self-determination, and their human rights are fully realised. We want justice for First Peoples.

Together with local partners and community-led organisations, we worked alongside **28,800 FIRST NATIONS PEOPLE** — and inspired more than **13,000 PEOPLE** to take action — in the pursuit of justice for First Peoples in Australia in 2020–2021.

Cummeragunja, Australia: Aunty May Andy, Aunty Hilda Stewart and Simon Andy walk down the old Maloga Hostel road near Cummeragunja. Photo: Keith Parsons/OxfamAUS.

ES' JUSTICE





Photo: Keith Parsons/OxfamAUS

MEET MAY IN CUMMERAGUNJA

After living for a time in Melbourne, Aboriginal health worker and Straight Talk alumna, May, returned to Cummeragunja to work with Viney Morgan Aboriginal Medical Service (VMAMS), and make a difference in her community.

"I went away and learnt what I can in mainstream Melbourne," May says. "Worked for a lot of services, to bring back and share with my community, and modify everything to suit us — to try and offer the clientele and the people on Cummera a better life."

May knows self-determination is the key to that better life. She explains, "You can't make decisions in Canberra; you need to be in our community for a week to see what we go through."

May wants to see better health outcomes in her community. She says, "We are breaking down the barriers to get our people into specialists, to make sure they get a fair go."

VMAMS has come a long way since its grassroots beginnings in the 1970s. May explains, "Aunty Viney was the first Aboriginal health worker here, and she used to work out of one little caravan ... there were two doctors that used to come out and service the Cummera community."

"When the doctors couldn't do enough out here, and clients needed to go to hospital, Aunty Viney used to use her little yellow car ... she would transport clients as far as Deniliquin [and Shepparton]."

These days, a team of passionate health and social workers carry on Viney's legacy.

"We cater for everything for our community: health, transportation, emergency relief, dental ... We try to bring the services in to Cummera — and what we can't, we take out as far as Bendigo [and] Melbourne."

VMAMS is just one of the health organisations and initiatives that Oxfam's First Peoples Program team has supported to reduce inequality, strengthen self-determination and close the health and life expectancy gap between Aboriginal and Torres Strait Islander and non-Indigenous Australians.

MEET ROSEMARY IN HALLS CREEK

When Rosemary saw juvenile crime getting out of hand in her remote hometown, Halls Creek, she wanted to be part of the solution. Now, she's driving change in her community with the Olabud Doogethu project — and the future looks bright.

The Shire of Halls Creek in Western Australia is the ancestral Country of the Jaru, Kija, Kukatja, Walmajarri, Gooniyandi Peoples. With more than 43% of residents under the age of 25, Halls Creek has one of Australia's largest youth populations per capita.

The Shire is plagued by high rates of unemployment, youth offending, youth suicide, Foetal Alcohol Spectrum Disorder, and complex trauma.

Rosemary says, "There are so many crimes in Halls Creek and the police didn't have the answer for it."

In a bid to tackle the problem, the police sought advice from a few community leaders, including Rosemary. "We came together and said we'll start an Elder's reference group, which we did. And then we used to take turns going to the shop, helping at Coles with the main areas where the kids were breaking in.

"It was really hard on us as the Elders reference group — we didn't have a transport. So we spoke to the police and to the Shire and said maybe they could start a warden for the community."

The community launched a night patrol initiative to help keep local kids out of trouble. According to local police, it has delivered tangible results.

Rosemary says, "It's been very hard at first but, with all the help and support that we've got now, it made a lot of difference to our town, to our community. And it even gave the police a bit of peace of mind so they can carry on and do their work as well."

The night patrol is part of Western Australia's first justice reinvestment site, Olabud Doogethu: Smart Justice in the Heart of the Kimberley. Olabud Doogethu is a place-based solution to reduce incarceration and provide better outcomes for the young people of the region.

The project is supported by Oxfam partner Social Reinvestment WA, a coalition of NGOs committed to reducing Aboriginal and Torres Strait Islander incarceration across Western Australia.

Rosemary is proud of the project's progress to date. "It's very peaceful," she says. "The crime rate is very good, it's very low. No more break-ins, no more stealing."

"There's a big change. Big change. People have peace of mind. You don't have anymore ... people that are stressing out when kids are doing this and doing that. It's totally different."

"For the next generation, if we can set a good role model for them, they'll follow you. We need to be that role model."



Photo: Reginald Ramos/Social Reinvestment WA

THE CHANGE WE SEEK

CLIMATE

CHANGE GOAL 4:

CLIMATE JUSTICE

The great injustice of climate change is that vulnerable people — like subsistence farmers, who tread lightly on the planet — are now reeling to survive a crisis they didn't create. That's why we're seeking smart, sustainable solutions for at-risk communities and we call on powerful governments and companies to step up and curb the crisis in this critical decade.

Together with local partners and Oxfam affiliates, we helped **850,000 PEOPLE** to prepare, adapt and respond to the climate crisis in 2020–2021.

Loreto Island, Solomon Islands: Solomon Islands is on the frontline of the climate crisis, with frequent extreme weather events, rising sea levels, king tides, and saltwater intrusion. This aerial view of Loreto Island, off the coast of Malaita, shows the damage already done from rising sea levels. Photo: Collin Leafasia/Oxfam.

JUSTICE



MEET ANWAR IN PAKISTAN

Anwar has always made his living as a fisherman, but when the climate crisis started drying up his livelihood and supporting his family became increasingly difficult, Oxfam set him up with new work.

“We saw losses in the fishery business because of the drought. Freshwater simply disappeared, due to which the fish started dying and we could not catch enough to make a living,” says Anwar (pictured with his wife).

Anwar and his family live in the Badin district of Pakistan — a region that is experiencing the brutal force of climate change. Changing rainfall patterns and land degradation caused by sea intrusion mean that for Badin’s 1.8 million residents, accessing clean water and growing and catching food is increasingly difficult.

“I am a disabled person. My leg was paralysed in childhood due to polio. But I still believe in making my own living. I could never stand begging from anyone.

“Some friends told me about an organisation in the village who were providing livelihood opportunities to the poor.”

Oxfam’s Building Resilient Communities program — supported by the Australian Government through the Australian NGO Cooperation Program — is working to improve the resilience of rural communities and government authorities in Badin, helping them prepare for, adapt to and mitigate climate and disaster risks. This includes providing communities with climate-smart agricultural training and alternative livelihood opportunities; particularly women, young people, and people with a disability.

Anwar approached and was quickly supported by the program. He received business training and the resources to set up a shop.

“Now, despite being disabled, I am running this corner stall and making a respectable living. There are no worries anymore. I am very happy to be able to support my family on my own. We are very happy.”



Photo: Oxfam in Pakistan



Photo: Collin Leafasia/Oxfam

MEET PATRICIA IN SOLOMON ISLANDS

Like many of those living rurally in Solomon Islands, Patricia is watching her land and livelihood fall prey to the ravages of the climate crisis. So Oxfam is helping Patricia's community to mitigate risk — and supporting their call for global action.

"For us here, when the cyclones come, whether it's bad, we are always worried.

"Because we live by the ocean and when we have the big seas, we can't sleep at night. We'll be worried for when the sea will destroy us. That's our worry here when there's big winds or big seas. So, worry at times like these."

"The big high tides nowadays, when it comes it can go so far into our lands and even up to places where we plant our kakake (Swamp Taro).

"Our kakakes can't grow well because of this. The kakake is one of our main food supplies and we can dig up our kakake for food when there is bad weather or a cyclone."

"My feelings on this climate change are that I am worried. Because the high tides are bigger now and we don't know where we can move to. That's our worry here because the high tides have been ruining our way of living. The high tides now can come into the village."

"This is why we worry. What will we do if ... our place is destroyed?"

Oxfam's Pacific Climate Change Collaboration Influencing and Learning project (PACCCIL) is empowering communities like Patricia's by supporting, strengthening and connecting civil society networks involved in climate change and disaster resilience. We're also providing financial support to those in the most vulnerable situations.

Since 2013 — with the support of the Australian Government through the Australian NGO Cooperation Program — Oxfam's REE-CALL project has been strengthening community resilience in disaster-prone areas of Bangladesh by advocating for vulnerable groups and providing sustainable employment solutions, resources, and climate-smart agricultural training. Now, in the face of the pandemic, the women-led enterprises established through the project have been helping neighbours in need. Since the early days of the project, the collectives have been establishing food banks, putting aside small amounts of rice when they could. **By early 2020, 275 food banks had been established and were able to provide relief during the early days of the pandemic to more than 30,000 people.**

THE CHANGE WE SEEK

SAVING

CHANGE GOAL 5: SAVING LIVES, NOW AND IN THE FUTURE

The Oxfam logo means different things to different people. But for people caught in any kind of humanitarian crisis — from a devastating drought or tsunami, to a deadly conflict or famine — that green logo means help has arrived. And we don't just respond to disasters when they strike, we also help vulnerable communities plan for whatever strife the future may bring.

Together with local partners and Oxfam affiliates, we reached **19.7 MILLION PEOPLE** facing humanitarian crises with life-saving support in 2020–2021.

LIVES



Bangladesh: 65-year-old Zahera* worries about the impact of Cyclone Amphan at Cox's Bazar Rohingya refugee camp, where Oxfam supplies clean water and sanitation. She is also afraid of the coronavirus because she already has a cold. Photo: Fabeha Monir/Oxfam.
* Name changed to protect identity.



Photo: Arlene Bax/Oxfam in Vanuatu

MEET JIMMY IN VANUATU

When Tropical Cyclone Harold struck the northern islands of Vanuatu in April 2020, thousands lost their homes, including Jimmy. Now, thanks to Oxfam’s UnBlocked Cash and Voucher Assistance solution, Jimmy has been able to rebuild his life.

As Tropical Cyclone Harold made its way to Vanuatu, Jimmy — who lost his leg to diabetes a few years ago — and his family gathered around the radio.

“When listening to the radio announcer I could tell the cyclone was a strong one,” recalls Jimmy. “We had hoped it wouldn’t come our way but it did, and it caused terrible damage. Our house was blown clean off by the strong winds, parts of it fell metres away in other peoples’ yards.”

When their house was destroyed by the cyclone, a group of boys from neighbouring houses ran to Jimmy and his family and carried him to his cousin’s concrete house next door.

“It was as if the cyclone was tracking us down trying to kill us. Our house got destroyed and later my cousin’s when we moved to it. The boys had to carry me yet again and we ran to another house which was owned by another cousin

of mine. It was there that we were safe as the house was cyclone-proof.”

Jimmy was eventually given a new house by the Adventist Development and Relief Agency International and access to immediate funds through Oxfam’s UnBlocked Cash project.

“Since October when the card was given to us, we have bought mostly food and other household goods to help us with our daily living,” says Jimmy.

“Oxfam’s response has helped me and my wife take care of our family. We are also making decisions together which I think is a good thing a family should do to recover from the impacts of the cyclone. This program has helped my family a lot and it is particularly good for people with disabilities because their needs are often forgotten.”

Since 2017, close to a million Rohingya people — more than half of them children — have fled violence in Myanmar to seek refuge across the border in Bangladesh. **Two-thirds of those seeking refuge are without adequate shelter, and half have no safe drinking water.**

MEET SAEED IN YEMEN

Saeed lives in a camp for people displaced by conflict with his wife and five children. He underwent training with Oxfam and is now an Oxfam Community Health Volunteer, supporting health and hygiene practices within the camp.

“Before I fled Al Hudaydah I was working for a company, I was comfortable, and I had a house,” recalls Saeed.

“[We] fled Al Hudaydah to here because our home was vulnerable to the indiscriminate bombardment. We fled our home after we suffered and risked our lives but when we got here, we found difficulty in understanding the awareness-raising and sheltering methods at the camp and in accessing food and the like.

“These are the consequences and aftermath of wars. People flee their homes and lands, leaving everything behind and it is all for the personal gain of some people, and the vulnerable people are the primary victims of wars. But thank god, what eased my suffering was the humanitarian organisations. Particularly Oxfam, who assisted us and raised our awareness ...”

Oxfam is supporting the 1,785 people living in Ammar bin Yasser internally-displaced peoples camp in Yemen by building toilets, water points and hand washing facilities, distributing cleaning tools and hygiene kits, and providing training for community health volunteers.

“Oxfam intervened and supported us and they taught us how to maintain the hygiene of ourselves and everything surrounding us. How to stay clean to prevent ourselves from disease and from the newly discovered coronavirus.”

“My role as a volunteer involves raising the awareness of the people here on cleanliness and sanitation, to prevent our children from diseases.”



Photo: VFX Aden/Oxfam

Since the start of the crisis, Oxfam staff, volunteers and partners have been working to improve the lives of Rohingya people living in refugee camps. This has included providing water and sanitation facilities; installing a sewage plant that will eventually serve 100,000 people; drilling wells and building taps, toilets and showers; installing solar-powered lights around the camps; and providing 24,000 households with food vouchers. **So far, we have reached more than 266,000 people.**

INNOVATION AT OXFAM

As Oxfam's understanding of poverty and its causes evolve, so does our understanding of the best ways to tackle it. Add some cutting-edge technologies into the mix and the outcome is innovative — sometimes industry-first — ways to best support people living with inequality and poverty.





Daikundi, Afghanistan: Solar panels provide electricity for the Shoghofa hai Badam almond processing collective, which is supported by Oxfam's Building Resilient Livelihoods program. Photo: MediaPoint/Oxfam.



Photo: Oxfam in Zimbabwe

COMMUNITY JUSTICE WITH THE TAP OF AN APP

Like thousands of people in Zimbabwe, Sandra grew up in a community badly impacted by the mining industry. Now, thanks to a ground-breaking new tool called Envirobot, Sandra is helping her community find support and justice.

In Zimbabwe, the negative impacts of mining on rural communities are far reaching. Instead of bringing shared wealth to the country, mining activities are causing loss of livelihoods and land — pushing some rural communities deeper into poverty.

To address this issue and ensure communities impacted by mining have access to legal support and environmental justice, Oxfam partner Zimbabwe Environmental Law Association (ZELA) has developed an innovative WhatsApp chatbot function known as Envirobot.

Envirobot gives communities real-time access to information and legal assistance. With a quick tap on their phone app, people can access news, find and schedule time with a lawyer, report environmental violations and interact with duty bearers.

To cope with the complex information and support required by Envirobot, ZELA has engaged paralegals and community monitors — like Sandra — to provide community support and legal advice. “Before ZELA taught us about the environmental laws, we didn’t know anything. ZELA helped educate us and empower us with

information that has encouraged us to stand up for our rights,” says Sandra.

“In Chiadzwa, there is a problem of illegal miners who are abusing young girls and disturb their schooling. As community monitors, this is one of the issues we encounter and we report on Envirobot. And we try to figure out how we can help these girls. Because it’s dangerous for the girl child as these illegal miners harass them on a regular basis. There are also issues such as air pollution; the dust affects the young children and they struggle to breath properly due to the dust and it affects adults as well.”

“There was a litigation case that we reported using the Envirobot. It was about our problem in accessing running water here in Arda Transval. We got a quick response on Envirobot and I was very happy as a community monitor in Arda Transval. This shows that Envirobot is very useful because it gives us the chance to speak to a lawyer and within a short period of time, our case was resolved.

“It was so easy and ... it’s cheap because a lot of us can’t afford to travel to see a lawyer and gain information.”

INSTANT AID VIA BLOCKCHAIN

When disasters strike, cash is often the most practical and immediate type of support we can offer affected communities. Now, using blockchain technology, we can deliver emergency cash instantly.

A year after Oxfam's ground-breaking pilot of the UnBlocked Cash project, Oxfam in Vanuatu has joined forces with 17 local and international partners to scale the blockchain-based cash and voucher assistance solution across the world — starting in the Pacific nation of Vanuatu.

More than 35,000 people affected by Cyclone Harold and COVID-19 have received support via UnBlocked Cash. The project provides a single payment platform that not only delivers swift cash assistance to those in need but also boosts the local economy in the wake of disaster.

Powered by Aussie fintech Sempo, UnBlocked Cash brings aid into the 21st Century. It saves the cost of distributing aid by up to 75%, cuts delivery times by more than 90%, and brings more transparency and accountability in the process.

"We are changing the existing approach of delivering aid through automating and tracking payments using a

platform to convene NGOs regardless of their experience with cash transfers," says Oxfam's Sandra Uwantege Hart, who designed the project.

"The platform allows for seamless coordination of resources, which in many places — like Vanuatu — remain untapped. Now, we are able to expand our cash assistance capabilities with multiple partners including, among others, World Vision, Save the Children, the Vanuatu Red Cross and the Government of Vanuatu."

This is a huge advantage in the Pacific region, where financial infrastructure is limited and the operating environment is complex. The region experiences some of the most devastating impacts of climate change and the population is scattered across more than 25,000 islands.

UnBlocked Cash has been designed as a user-centered solution empowering the beneficiary communities and local shops in their own economic recovery and development.

Participating vendors receive Android smartphones with a pre-installed Sempo payments app and are trained in basic digital skills. Enrolled households receive e-voucher cards, which can be tapped on vendor phones to pay for goods. NGOs like Oxfam can monitor transactions remotely and in real-time via an online platform.

Priscilla Tabe (pictured) is a participating vendor from Sarakata, Santo. She says, "I'm glad to join the program. I think it will benefit local businesses as well as people in the communities because they can choose what they want. It's very interesting seeing how technology can be used to provide assistance to people at the grassroots level."



"It's very interesting seeing how technology can be used to provide assistance to people at the grassroots level."

— Priscilla, Vanuatu

(Below) **Sanma province, Vanuatu:** People line up to register for the UnBlocked Cash program. Of the 2,525 people registered so far, many are elderly (38%), widowed (11%) or have a disability (36%). Photos: Arlene Bax/Oxfam in Vanuatu.



LEARNING FROM OUR WORK

Understanding how to provide support, relief and improved outcomes most effectively for people living in poverty requires regular evaluation of our projects. This is done through consultation – not just with our partners but with the people we work to support.

IN SOUTHERN AFRICA

From 2017 to 2021 Oxfam’s Inclusive and Transformative Extractive Industries Project has been working to improve natural resource governance in Malawi, Zambia, Zimbabwe, Mozambique and South Africa. By promoting greater human rights adherence from governments and mining companies, the project has focused on improving fiscal transparency and accountability, and promoting participation, consent and compensation for marginalised populations.

A recent evaluation of the project has suggested that, while the project has worked to address the gendered impacts of the extractives industry, we could have done even more to support women.

Such support could have included encouraging the participation of more women-led organisations, supporting more women to be agents of change, and creating more spaces for women to engage in and with the extractives industry. The evaluation found that some countries in the project responded better to supporting and involving women impacted by the extractives industry than others, opening up the possibility for meaningful cross-country learning.

As the project ends this year, the review findings can be used to support other organisations doing similar work and will be taken on board by Oxfam should the project secure further funding.

IN TIMOR-LESTE

Oxfam’s Hakbiit project in Timor-Leste (2020–2025) is working to strengthen women’s economic rights and opportunities by empowering women in rural areas – including women with a disability – to have greater access to, and participation in, social, economic and political spaces. One of the tools used in the project is the Gender Action Learning System (GALS), which works with women and men to understand and challenge established attitudes and behaviours towards women. Participants are encouraged to develop and document their own visions for changes in gender relations and improved livelihoods, to plan how they can move towards these goals and gain more control over their lives.

In September 2020 a review of GALS was undertaken with community members and local partner organisations in Oecusse to assess the impact of using GALS at community and organisational level. At the community level, it found that families used the

GALS tools, however there were limited discussions within the families about changes in attitudes and behaviours. At the organisational level, it found that GALS supported the recruitment and capacity building of more female staff. It was clear from the evaluation that deeper understanding and reflection of the GALS tool is required.

The pandemic has impacted the use and evaluation of GALS due to State of Emergency restrictions. However, further evaluation of the GALS pilot once possible will be able to provide additional learnings on how GALS can also be used to support community resilience and recovery from COVID-19, in alignment with the Australian Government’s Department of Foreign Affairs and Trade’s COVID-19 strategy. As the project is funded to at least 2025, we will be able to incorporate findings from GALS evaluations, strengthening the delivery and outcomes of the project.



Blantyre Rural, Malawi: Martha stands in her small farming plot with her baby. Persistent drought has caused severe food shortages for Martha's farming community, so Oxfam is working to diversify agriculture and combat child malnutrition. Photo: Aurelie Marrier d'Unienville/Oxfam AUS.



WORKING WITH OXFAM

The wellbeing and safety of all the people who work with — and are supported by — Oxfam Australia is paramount. So we are continuously assessing and implementing new initiatives in our offices and across our programs.



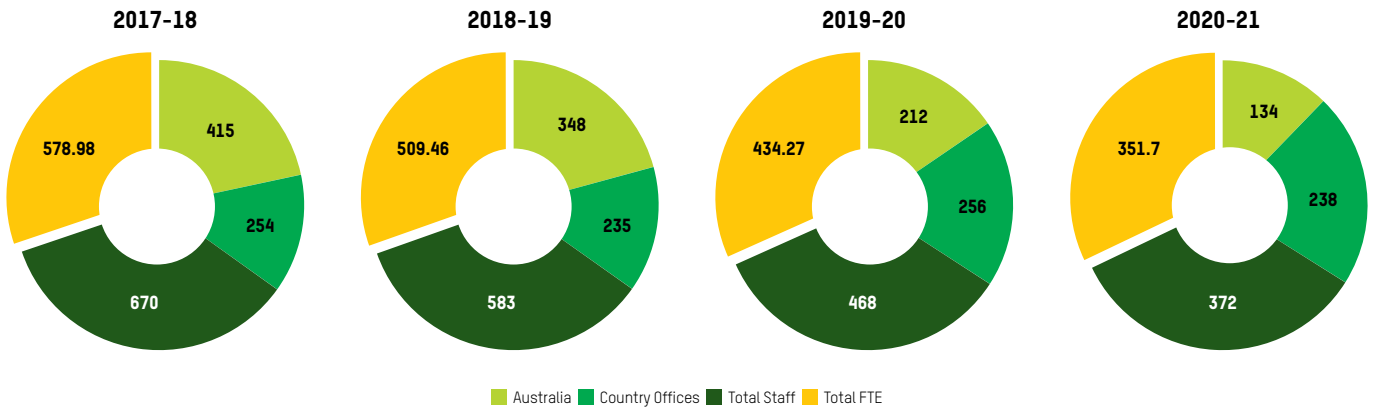
THE OXTEAM

Eastern Highlands, Papua New Guinea: After receiving training and a starter kit from Oxfam partner New Guinea Fruit Co LTD, beekeeper Onano John (pictured right) started harvesting her own honey and reinvesting her earnings to set up her own thriving bee farm. Photo: Patrick Moran/OxfamAUS.

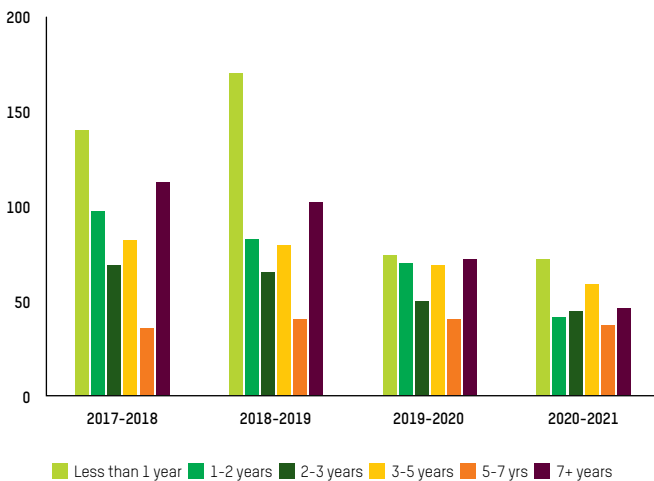
OUR STAFF

It's crucial that at Oxfam Australia we don't just talk about gender justice, diversity and equality — we live it. That's why we employ people with a personal experience in the types of inequality we seek to address and nearly 65% of our staff are women.

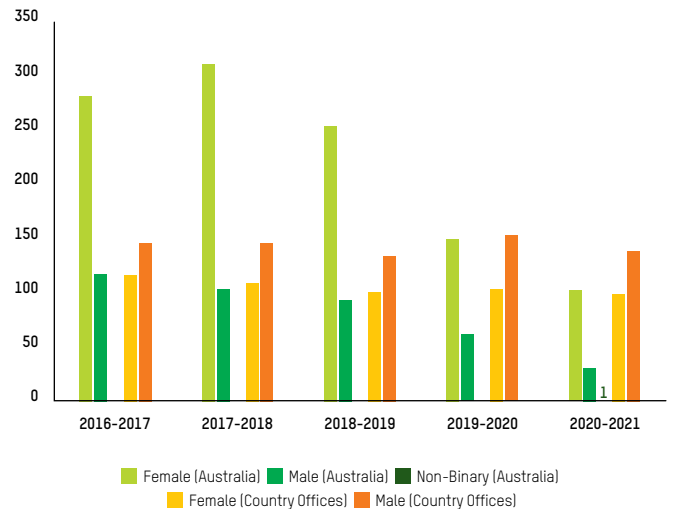
NUMBER OF STAFF



STAFF BY YEARS OF SERVICE



STAFF BY GENDER



STAYING WELL IN TOUGH TIMES

Creating a supportive, safe and healthy work environment is key at Oxfam Australia and has rarely been as crucial as it has this reporting period. Since the start of the pandemic, leadership and the People and Culture team have invested significant efforts on supporting staff to balance their work and home lives. This support has focused on a few key initiatives:

- Providing reasonable paid time off work to enable this balance.
- Providing the technology to enable staff to work flexible times and locations.
- Providing mental health support to manage through the pandemic.
- Providing practical tools to allow staff to prioritise their most important pieces of work and strive for sustainable workloads.

We have also embarked on a cultural transformation journey in order to strengthen our relationship and alignment with our people, supporters, and the communities we work with. We aim to be a feminist, anti-racist, decolonising, and values-based agency.

One key component of this transformation is our Culture Conversations program; an inclusive, staff driven process to redefine our organisational values and the behaviours and actions which demonstrate that we are living those values.

SAFEGUARDING AND MONITORING MISCONDUCT

At Oxfam Australia, we are vigilant in upholding the rights of the people we work with. We do not tolerate any form of abuse, harassment, sexual misconduct, exploitation of vulnerability, or misuse of power for personal gain — and we ensure we have accessible procedures in place in all countries we work in for reporting misconduct. During the reporting period, the One Oxfam Safeguarding Shared Services Core Group (OOSSSCG) developed an internal suite of safeguarding courses for all staff across the Confederation to complete as part of their induction, and as a refresher for all existing staff. These courses give staff a deeper understanding of safeguarding and provide instructions on how and when to report.

This year we also introduced two trained Safeguarding Focal Points for domestic operations. These voluntary positions provide a point of contact for safeguarding information-sharing and reporting of safeguarding misconduct. In addition, together with CARE, we continued to co-convene the ACFID Safeguarding Community of Practice. We continue to implement and monitor progress against the One Oxfam Child Safeguarding and Protection from Sexual Exploitation and Abuse policies across all countries and projects that we fund into. In the 2020–2021 financial year, there were no cases reported involving Oxfam Australia programming or country operations.



Photos: Floren de Oliveira/Oxfam Timor-Leste

SAFEGUARDING MECHANISMS ARE IN THE BOX

It's essential for any organisation that takes program quality and improvement — as well as safeguarding and misconduct — seriously, to provide a system for feedback and complaints.

For our country office in Timor-Leste, this feedback process comes in the form of a perfectly simple, accessible and mobile box, safely strapped to the back of a motorbike and included in all outreach.

"Partners should bring [the feedback] boxes to all of their activities, including trainings, socialisations, meeting with communities, workshops and research," says Floren de Oliveira, Program Quality and Partnership Support Manager, Oxfam Timor-Leste.

"For activities undertaken at the community level, partners need to explain why we have the complaint process; not only the box we have provided but we also have hotline numbers that are on posters and stuck to the box."

The comments and feedback can be anonymous, but participants are also invited to include their details in their feedback in case they would like to be informed of how a situation has been followed up.

Floren hopes the box will "improve our activity implementations in the field, [encourage respect] in relation to safeguarding, and also ensure that transparency and accountability is applied in our partnership relationships". It also helps the team meet its strict safeguarding requirements.

Having the mechanism in place has also been useful in other ways during COVID, says Floren. "This process is helping us update each other on information relating to programs, safeguarding and fraud during the period of COVID, because sometimes government announced the state of emergency by applying social distancing, but we can still contact each other via the box and the hotline numbers provided."

Of course, it's early days and while a whistleblowing outlet is essential, thus far the team have received nothing but positive feedback.

"We just established [the process] in July 2020 and so far we have received at least 25 (pieces of) feedback from communities and partners, but all of those feedback related to appreciation or positive feedback of the program implementation."



MEET THE OXFAM FAMILY

It takes a mighty team of dedicated, compassionate people to effectively bring about change, and some of the most crucial team players are those who donate their funds, time, energy and experience. Here, we recognise and honour the incredible supporters and volunteers who enable Oxfam to bring its vision of a world without poverty and injustice to life.



Tanna, Vanuatu: Oxfam staff member Harry, with volunteer, Latika, conduct a verification and feedback survey with Tanna local, Pita.
Photo: Arlene Bax/Oxfam in Vanuatu

MEET KATHERINE

Katherine and her partner Ash don't just have a strong understanding of the way Oxfam works — their generous support plays a crucial role in enabling it.

We live lives of such immense privilege. This gives us the space to think beyond ourselves. It matters a lot to us that we use our privilege in all the ways we can to address problems that others might not have the headspace, capacity or resources to focus on. We generally support environmental organisations and projects because we feel the environmental crises facing us are the most pressing of all. Oxfam is the exception though.

We support Oxfam because it addresses humanitarian and environmental issues simultaneously — this intersectional work is so important. Oxfam does some really amazing work with local communities, helping them implement smart climate solutions now and also build resilience to cope with climate impacts in the longer term. At the same time, Oxfam looks at the bigger picture, advocating on the international stage for urgent climate action to protect people and the planet.

We're big fans of Peter Singer, who highlights Oxfam as an effective charitable organisation that addresses the context in which a problem occurs, not just the problem itself. We like the way Oxfam engages in long-term development projects, designing true solutions, not just quick fixes. And Oxfam's focus on empowering women is great because that's an important step in tackling some of the world's biggest problems.

Oxfam's pursuit of a just, sustainable world without the inequalities that keep people in poverty resonates with us because, very simply, all human beings have the right to live prosperous, fulfilling and safe lives.



Photo: Keith Parsons/Oxfam AUS

MEET LIZ

Liz has had a long association with Oxfam Australia, since the days her parents had a Community Aid Abroad (CAA) tin on the counter of their deli. Here, she explains her ongoing support.

I came to Australia as a baby, my parents were refugees after the Second World War. We were a family that didn't have very much at that stage, but nobody around me had very much either, so we didn't feel deprived.

My family was very strong on being aware that there were people in the world who didn't have enough. They had gone through periods of starvation themselves, so they understood well about that sort of deprivation.

We had a collection tin on the counter of the deli. It was for Community Aid Abroad, which was the precursor to Oxfam. People would put their spare change in that and, when it was full, it was my job to take it to the CAA office where they counted out the coins carefully and gave me a receipt for it and a new tin.

I've had a long association with Oxfam. But even if I was coming to it afresh, I like the fact that [Oxfam] does emergency relief but they also do the long-term work, helping communities become more resilient and empowering women in those communities. Providing the basics so that the community can help itself.

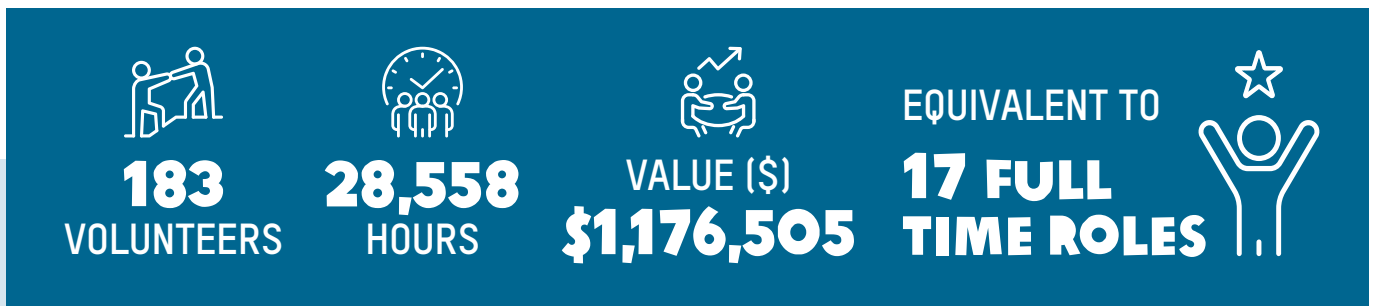
Values and legacy are intertwined for me. I suppose it's my values that have prompted the legacy, so they're intertwined. I would hope that my grandchildren would learn not to only think of themselves and to think of the world around them and the inequity and the needs of some people.



Photo: Keith Parsons/Oxfam AUS

OXFAM'S AMAZING VOLUNTEERS

Oxfam Australia volunteers include office volunteers, retail volunteers, board members, interns and secondees – and we simply couldn't have the same impact without them.



WHAT DO THESE FIGURES MEAN FOR OXFAM? LET'S LOOK AT IT THIS WAY...

The funds saved through just one volunteer hour can enable us to deliver sustainable agricultural training to a farmer like Maria Ote (pictured) in Timor-Leste, while two full-day office shifts mean we can provide 100 Sri Lankan farmers with training on weather index-based insurance systems to help them safeguard their livelihoods from the impacts of climate change and extreme weather events.



Photo: Kate Bensen/OxfamAUS



For four years, Oxfam Australia has partnered with not-for-profit organisation CareerTrackers, which supports Aboriginal and Torres Strait Islander students by linking them with employers for paid internships. In 2020–2021, two CareerTracker interns, including Sophie Gardener (pictured), supported our work tackling poverty and inequality.

PROUD TO BE ON BOARD

Public policy professional and lawyer Alan Wu retired this year from the Board of Oxfam Australia. "It's been the most significant role I've ever had. I was elected to the Board in 2010 as its youngest member, and finish, after nearly 11 years, as the longest serving. I'm so enormously grateful for that time," says Wu, but he also reflects: "Looking back, there have also been times where I was the lone person of colour at the table, or the youngest person by a margin, or part of what I suspected was an invisible minority of gay folks.

"And so, as I finish up, I'm proud to have been able to help the Board institute some important reforms; new measures to ensure a more diverse Board, more capable of dealing with the myriad considerations that shape our important work. We've also articulated expectations for how we work together, building an environment where people feel safe and empowered to speak up and make the contributions for which they were appointed. For an organisation like Oxfam Australia, there's a nobility inherent in our work — but we shouldn't forget that undertaking it in a way that lives out our values is crucial to working effectively with the communities for whom we exist.

"Service on our Board has been an incredible opportunity to feel more connected to a community, to contribute to work that really matters, and to believe in something greater than ourselves. It's been the privilege of a lifetime."



Photo: Kate Bensen/OxfamAUS



A STRAIGHT-TALKING VOLUNTEER

Phoebe Rahn has been volunteering on Wurundjeri Land in Melbourne with Oxfam Australia's First Peoples Programs team to create an alumnae database for the Straight Talk Program.

Since the first Straight Talk event 11 years ago, more than 800 Aboriginal and Torres Strait Islander women have come together to engage with Australia's political system. Now, Phoebe's database will enable connections to be formed and maintained between alumnae and with Oxfam.

"Oxfam Australia is non-religious and non-political which is important to me because their work and purpose will not be tainted or driven by alternate agendas — this is really important to me," says Phoebe. "The experience has allowed me to contribute to meaningful work that I'm proud to be a part of."



TO HER HEART'S CONTENT

University of Melbourne post-graduate student and volunteer extraordinaire, Thandi Chindove, spent several months as the Content Opportunities and Channel Strategy Intern with Oxfam

Australia's Marketing Production team. Thandi focused on planning content to address Oxfam's four thematic pillars, as well as supporting the team in content creation.

"I've been challenged by being in a role which is all about coming up with ideas and envisioning what things could look like," says Thandi. "I've come to learn that I do have good ideas and if I have a deadline and a group of people counting on me then those ideas come out ... I've enjoyed every moment of my time at Oxfam. Everyone has been a joy to work with and I've appreciated working with people who genuinely care about the work they do and the people they impact."



FINANCIALS

Oecusse, Timor-Leste: Xisto shows eggs from his new chicken coop. He and his wife, Francisca, received resources and training to build a coop and raise chickens, for income and food security. Photo: Kate Bensen/Oxfam AUS.



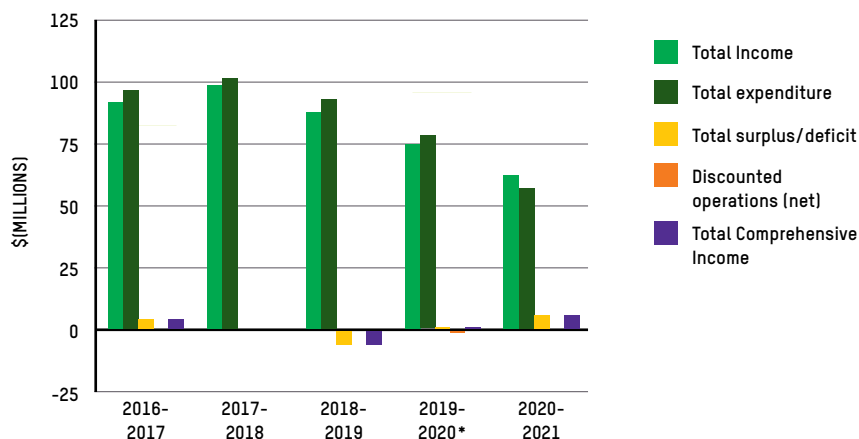
FINANCIAL PERFORMANCE

This financial year, Oxfam Australia reported a net surplus of \$5 million. This surplus was primarily due to a major staffing restructure during the year, resulting in significant cost savings across the business — despite a reduction in income in both community support and grant income.

In addition to the restructure, expenditure was also reduced due to COVID-19. Restrictions in many of the countries in which we work led to a slowing down of some programs and associated costs. Therefore, expenditure was down \$21 million compared to the prior year. This year, we therefore spent \$41.3 million on long-term program development, advocacy and emergency responses; a \$14.9 million decrease.

Expenditure on fundraising activity also declined — by \$5.2 million — primarily as a result of the cancellation of the annual Trailwalker events across Victoria, NSW and Queensland, along with a reduction in staffing costs as a result of the organisational restructure. Administration costs reduced due to savings in staff costs arising through the restructure process.

Our Total Comprehensive income position for the year is a surplus of \$5.1 million after recognising a small gain on revaluation of investments held. Read on for a greater breakdown of this figure and for Oxfam Australia's financial outlook.



* FY20 number have been restated after a change in accounting policy income recognition under AASB 15 Revenue from Contracts with Customers.

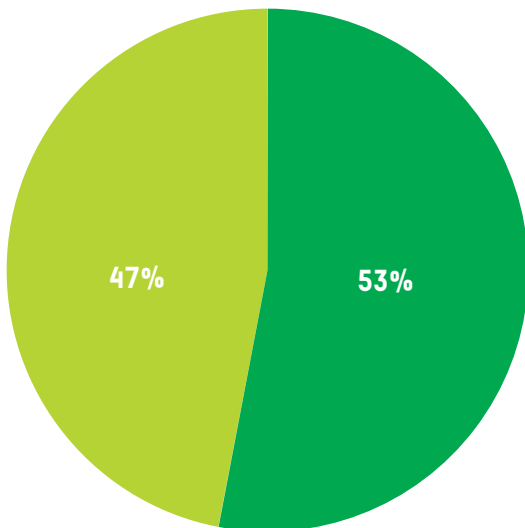
2020-2021 INCOME

The year's overall income of \$61.4 million was a decrease of \$12.4 million from the prior year due to a reduction in both community support and grant income. Our most significant income stream was from community support income contributing \$32.8 million. We also received \$27 million of grant funding during the year which, while lower than the prior year, was offset by a reduction in expenditure.

INCOME TYPE



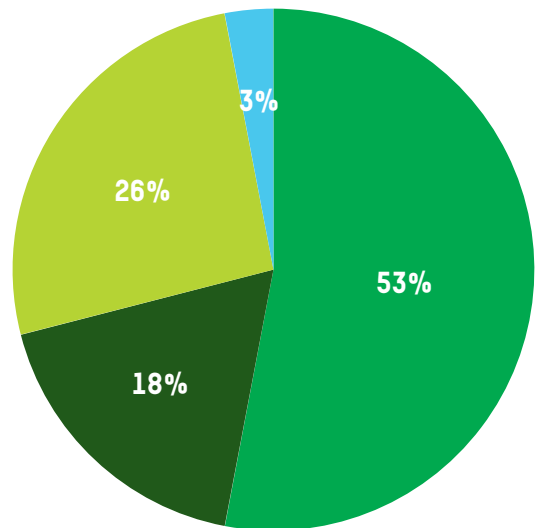
RESTRICTED VS UNRESTRICTED INCOME



■ Restricted Income
 ■ Unrestricted Income

Not including Oxfam Australia Trading

WHERE THE MONEY COMES FROM



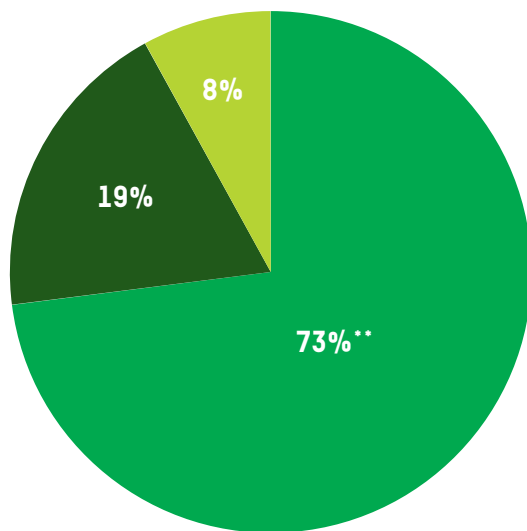
■ Community support income
 ■ DFAT Income
■ Other grant income
 ■ Other income

Not including Oxfam Australia Trading

2020-2021 EXPENDITURE

Total expenditure during the financial year was \$56.4 million — a decrease of \$21 million compared to the prior year. We spent \$41.3 million on long-term program development, advocacy and emergency responses during the year; a \$14.9 million decrease. This decrease was primarily driven by the impact of COVID-19 restrictions across the region that resulted in a slowing down of programs and associated expenditure. Expenditure on fundraising activity declined \$5.2 million primarily as a result of the cancellation of the annual Trailwalker events across Victoria, NSW and Queensland, along with a reduction in staffing costs as a result of the organisational restructure. Administration costs reduced due to savings in staff costs arising through the restructure process.

WHERE THE MONEY GOES*

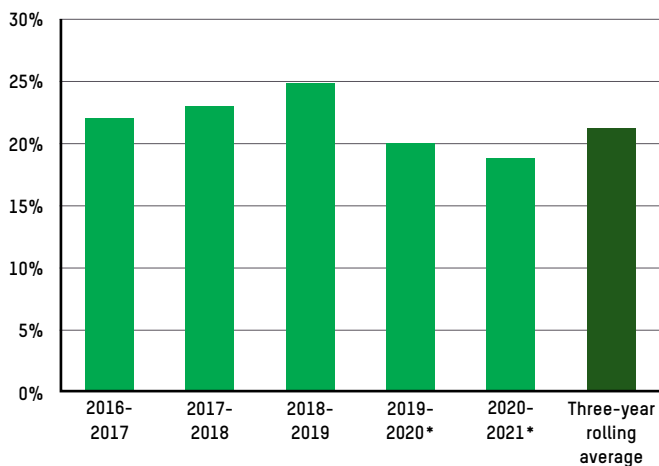


- Programs**
- Fundraising and promotion
- Administration

*A cost allocation review was undertaken in the current financial year and benchmarked to the NGO sector to ensure that the basis of allocation is fair and equitable.

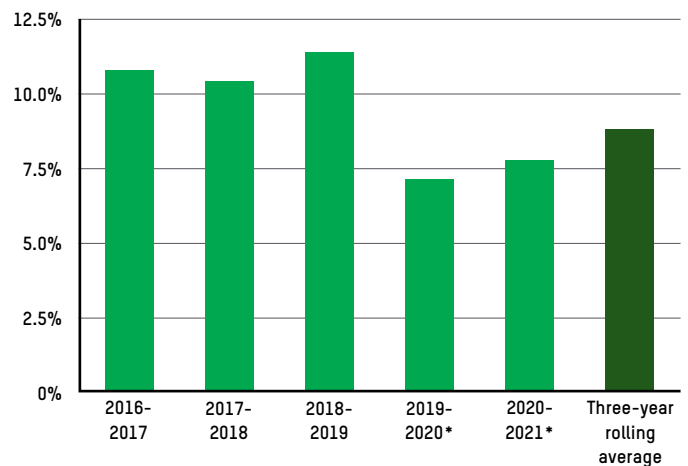
** Programs spend includes long-term development, responding to humanitarian emergencies, advocacy and campaigns.

FUNDRAISING INVESTMENT RATIO



*Oxfam Australia Trading excluded. No additional changes for the current year. The Fundraising Cost ratio decreased in 20-21. This was primarily due to a steep decline in face-to-face activities and the cancellation of the Oxfam Trailwalker events due to COVID-19 restrictions.

COST OF ADMINISTRATION RATIO



*Oxfam Australia Trading excluded. No additional changes for the current year. A cost allocation review was undertaken this financial year and benchmarked to the NGO sector to ensure that the basis of allocation is fair and equitable. The FY20 comparative has been changed in line with the change in FY21.

PROGRAMS

When people's lives are turned upside-down by conflict or disasters, we respond with life-saving aid, including food, water, sanitation, shelter, livelihood support or health and hygiene training. Oxfam Australia made significant contributions to many relief efforts this year, including:

- \$2.1 million on programs providing critical interventions supporting communities in Papua New Guinea, Vanuatu, Solomon Islands and Timor-Leste to respond to and mitigate the impacts of COVID-19.
- \$1.9 million towards Australian Humanitarian Partnerships (AHP) Disaster Ready projects in Vanuatu, Solomon Islands and Timor-Leste; helping communities come together to collaborate on climate action and mitigate and prepare for climate crises.
- \$814,000 (\$114,000 of which came from individual donations from the Australian public) on a Rohingya response in South-Eastern Bangladesh, including strengthening livelihood opportunities for those who have been economically and socially affected by COVID-19.
- \$500,000 on a response to the Dili floods in Timor-Leste including working alongside other NGOs and the Timor-Leste Government to assess the damages, identify critical needs of people affected by the floods, and distribute much needed supplies.
- \$335,000 on a Syria/Jordan Refugee Crisis response, including strengthening employment opportunities and providing training to marginalised refugees, with a focus on women.
- \$250,000 (\$90,000 of which came from individual donations from the Australian public) on a Tropical Cyclone Yasa response in Fiji, including the distribution of emergency shelter kits, assistance with clean-up and debris removal, and ensuring communities have access to water.

Thanks to generous support from the Australian public provided through emergency appeals, we were also able to provide funding towards Oxfam's global response to the following humanitarian emergencies:

- \$246,000 towards Oxfam's Global COVID-19 Emergency response, which included the provision of food, water and sanitation, essential health supplies for service providers, and unconditional cash transfers to vulnerable communities around the world.
- \$153,000 towards the Yemen Crisis response, including reducing morbidity and mortality by creating facilities that give vulnerable populations access to safe, clean water.

- \$70,000 towards the Syrian Crisis response, including the provision of water, sanitation and hygiene items and services, such as the rehabilitation of a water supply pipeline.
- \$31,000 towards a Locust response in Ethiopia and Kenya including the delivery of cash assistance, livestock feed and seeds to communities impacted by the locust plague.

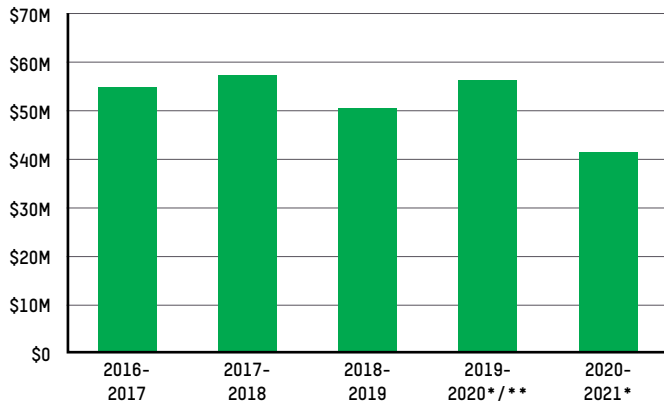
In addition to the life-saving assistance Oxfam provides in humanitarian crises is the work we support in longer-term development programs. These programs give communities the resources, training and advocacy support they need to earn a sustainable living, have a say in the decisions that impact their lives and live without the injustices and inequalities that keep people in poverty.

This year, our life-changing investments into long-term development included:

- \$1.4 million on programs to improve livelihood opportunities for small-scale farmers in the Occupied Palestinian Territory.
- \$1.2 million on programs that help vulnerable communities to protect their land and natural resources from powerful mining companies in Southern Africa.
- \$1.1 million on programs enhancing the resilience of communities across Bangladesh, including small-scale farmers and those most impacted by climate change.
- \$700,000 on programs to prevent and respond to family and sexual violence in Solomon Islands.
- \$400,000 on programs to work with vulnerable rural and urban communities in Indonesia to advocate for their rights, and to prepare for and respond to disasters through disaster risk management systems, and climate-resilient agricultural training.
- \$400,000 on programs to support national and community civil society organisations in Indonesia to promote gender equality by increasing women's economic empowerment, promoting women's political participation and leadership, and reducing violence against women.

Of the \$38 million we invested this year in international and domestic long-term development and advocacy programs, and humanitarian support, \$17 million was funded through the Australian Government's Department of Foreign Affairs and Trade and its contractors.

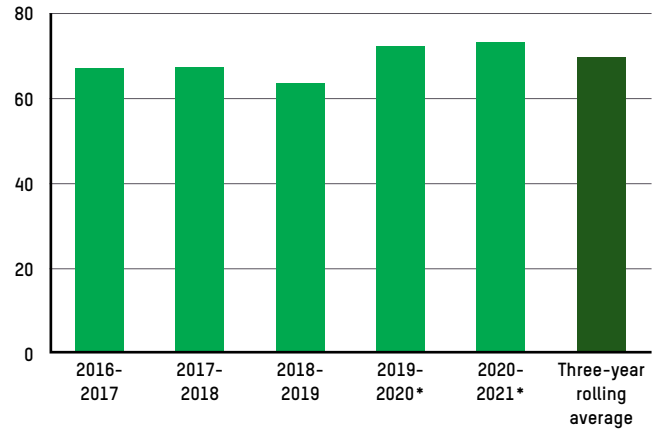
PROGRAM EXPENDITURE



*Oxfam Australia Trading excluded.

**FY20 restated expenditure after reclassification of cost allocations in line with NGO sector.

PROGRAM INVESTMENT RATIO



*Oxfam Australia Trading excluded. No additional changes for the current year.

PROGRAM SPEND BY REGION



AFRICA
\$1,809,953



AUSTRALIA
\$659,151



EAST ASIA
\$8,083,136



GLOBAL
\$2,430,008



PACIFIC
\$17,049,915



SOUTH ASIA
\$8,600,118



THE MIDDLE EAST
\$2,702,050

Dollar amounts
in AUD. Not
including Oxfam
Australia Trading.

FINANCIAL OUTLOOK

Our overall net asset position is strong, with a strong improvement in our working capital position compared to the prior year. This is primarily due to a reduction in expenditure in our program activities that has resulted in a delay in cash spending. As COVID-19 restrictions ease, this is anticipated to increase again in the following financial year. During the year, the decision was made to sell the Carlton office building that will allow a replenishment of reserves and this, together with the restructure of the organisation, will put Oxfam Australia into a stronger financial position to rebuild for the future.

We would like to acknowledge the continued support of DFAT and other non-government funders and, as

always, we are proud and grateful to have the steadfast support and generosity of our many loyal donors. It must be said that our impact in the world's most vulnerable communities hinges on the compassion and kindness of people like you.

Looking forward, our imperative is to keep pursuing social justice and tackling poverty, while maintaining a sound financial position at all times. We must ensure that our focus remains firmly fixed on building an efficient, effective and resilient organisation into the future.

Ching Gee
Chief Financial Officer

COMPREHENSIVE INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

	NOTES	CONSOLIDATED ENTITY*	
		31/03/21 \$'000	31/03/20 \$'000
CONTINUING OPERATIONS			
REVENUE			
Donations and gifts – monetary		30,666	38,076
Bequests and legacies		2,101	1,859
Grants			
DFAT		10,949	19,635
Other Australian non-government		7,103	4,259
Other overseas		8,954	9,593
Investment income		105	78
Other income		1,541	278
TOTAL REVENUE		61,420	73,778
EXPENDITURE			
	**		
International aid and development programs expenditure			
International programs			
Funds to international programs		34,222	44,348
Program support costs		5,551	7,731
Public policy and outreach program		640	826
Development effectiveness		319	727
Community education		23	1,884
Fundraising costs			
Public		10,162	15,226
Government, multilateral and private		514	637
Accountability and administration	1	4,380	5,303
Total international aid and development programs expenditure		55,810	76,682
Domestic programs expenditure		568	659
TOTAL EXPENDITURE	2	56,378	77,341
EXCESS OF REVENUE OVER EXPENDITURE		5,042	(3,563)
Other comprehensive income/(loss)			
Net gain/(loss) on financial assets at FVOCI		105	(56)
Gain on revaluation of properties		-	4,401
Total other comprehensive income		105	4,345
TOTAL COMPREHENSIVE SURPLUS/(DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS		5,147	782
DISCONTINUED OPERATIONS			
TOTAL COMPREHENSIVE DEFICIT FOR THE YEAR FROM DISCONTINUED OPERATIONS		-	(352)
TOTAL COMPREHENSIVE SURPLUS/(DEFICIT) FOR THE YEAR		5,147	430

* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.


** Comparative information does not correspond to the 2020 financial statements and reflects a cost allocation review that was undertaken and benchmarked to the NGO sector to ensure that the basis of allocation is fair and equitable. FY20 has been restated utilising this approach to provide a reasonable comparative.

1. Accountability and Administration expenditure is for both international and domestic programs.
2. Total expenditure identified in the Summary Income Statement above is derived from the full 2020–21 financial report. Certain types of expenditure have been categorised in line with the requirements of the ACFID Code of Conduct. These allocations are supplementary information intended for the purpose of the users of the Summary Financial Report and are not specifically derived from the full 2020–21 audited financial report.

During the financial year, Oxfam Australia had no transactions in the Political or Religious Adherence Promotion programs category. There were no non-monetary revenue or expenditure transactions that were required to be brought to account by Oxfam Australia.

This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au.

This Summary Financial Report is approved on behalf of the Board:


Judith Slocombe
 Chair
 13 August 2021


Sally McCutchan
 Director
 13 August 2021

This financial report is a summarised version of our full financial report. Copies of our 2020–21 audited financial report can be obtained by writing to the Chief Executive, Locked Bag 20004, Melbourne Victoria 3001, or by visiting www.oxfam.org.au.

BALANCE SHEET

AS AT 31 MARCH 2021

	CONSOLIDATED ENTITY*	
	31/03/21 \$'000	31/03/20 \$'000
ASSETS		
Current assets		
Cash and cash equivalents	20,400	6,359
Trade and other receivables	29,891	3,034
Other financial assets	237	601
Other current assets	903	621
Total current assets	51,431	10,615
Non-current assets		
Other financial assets	20	20
Property, plant and equipment	2,250	21,962
Investment property	-	-
Intangibles	3,875	4,911
Right of use - Leases	-	408
Other non-current assets	-	1,609
Total non-current assets	6,145	28,910
TOTAL ASSETS	57,576	39,525
LIABILITIES		
Current liabilities		
Trade and other payables	5,483	5,911
Contract liabilities	17,136	9,481
Loans and borrowings	9,649	3,168
Lease liability	-	447
Provisions	3,136	3,503
Total current liabilities	35,404	22,510
Non-current liabilities		
Lease liability	-	80
Provisions	631	541
Total non-current liabilities	631	621
TOTAL LIABILITIES	36,035	23,131
NET ASSETS	21,541	16,394
EQUITY		
Retained earnings	4,665	(611)
Reserves	16,876	17,005
TOTAL EQUITY	21,541	16,394

* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.

At balance date, Oxfam Australia had no balances in other financial liabilities (current or non-current), non-current borrowings or non-current other liabilities categories.

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STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2021

CONSOLIDATED ENTITY*						
	RETAINED SURPLUS \$'000	RESTRICTED RESERVES \$'000	NET UNREALISED GAINS RESERVE \$'000	REVALUATION SURPLUS RESERVE \$'000	COLLECTIVE RESOURCE ALLOCATION RESERVE \$'000	TOTAL \$'000
At 31 March 2019	(331)	4,563	16	11,102	614	15,964
Unrealised loss on financial assets at FVOCI	-	-	(56)	-	-	(56)
Gain on revaluation of properties	-	-	-	4,401	-	4,401
Excess of expenses over revenue from continuing operations	(3,563)	-	-	-	-	(3,563)
Total comprehensive surplus / (deficit) for the year	(3,563)	-	(56)	4,401	-	782
Excess of expenses over revenue from discontinued operations	1,130	-	-	(1,482)	-	(352)
Transfer to / (from) reserves	2,153	(1,879)	-	-	(274)	-
At 31 March 2020	(611)	2,684	(40)	14,021	340	16,394
At 31 March 2020	(611)	2,684	(40)	14,021	340	16,394
Unrealised gain on financial assets at FVOCI	-	-	105	-	-	105
Gain on revaluation of properties	-	-	-	-	-	-
Excess of expenses over revenue from continuing operations	5,042	-	-	-	-	5,042
Total comprehensive surplus / (deficit) for the year	5,042	-	105	-	-	5,147
Excess of expenses over revenue from discontinued operations	-	-	-	-	-	-
Transfer to / (from) reserves	234	(234)	-	-	-	-
At 31 March 2021	4,665	2,450	65	14,021	340	21,541

* Consolidated Entity is Oxfam Australia and its wholly owned subsidiary Oxfam Australia Trading Pty Ltd. This entity ceased trading and was discontinued in 2020.

This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au.

This financial report is a summarised version of our full financial report. Copies of our 2020-21 audited financial report can be obtained by writing to the Chief Executive, Locked Bag 20004, Melbourne Victoria 3001, or by visiting www.oxfam.org.au.



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Fax: +61 3 9602 3870
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Level 18, 727 Collins Street
Melbourne VIC 3008
GPO Box 5099 Melbourne VIC 3001
Australia

INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL STATEMENTS

To the members of Oxfam Australia

Opinion

The summary financial statements, which comprise the summary balance sheet statement as at 31 March 2021, the summary comprehensive income statement and the summary statement of changes in equity for the year then ended, and related notes, are derived from the audited financial report of Oxfam Australia (the Company) for the year ended 31 March 2021.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by *Australian Charities and Not-for-Profits Commission Act 2012*. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 13 August 2021.

Responsibilities of the Directors for the Summary Financial Statements

The directors of the Company are responsible for the preparation of the summary financial statements in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

BDO Audit Pty Ltd

James Mooney
Director

Melbourne, 13 August 2021

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PARTNERING FOR IMPACT

THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the July 2020–June 2021 financial year.

VISIONARIES

\$250,000+ PER ANNUM

Roslyn Wolfers

LEADERS

\$50,000–\$249,999 PER ANNUM

OR \$10,000+ PER ANNUM PLUS A

BEQUEST COMMITMENT

Anne Miller
Annie T Rose
Anonymous x 10
Barlow Impact Group
Ann Miller AM
Claire Bamford
Dick & Pip Smith
Dr Joan Bryan
Greg Jordan
Ian Newman
Ian Cox
The Jaramas Foundation
John Freeman
Kim Williams AM
Krishna Somers Charitable Trust
P Thompson
Peter Hanks
Rob Guthrie & Trish Cowcher
Rohan Wolfers
Ross & Marianne Allan
Simpson Family Foundation
Susan Maple-Brown AM
Thomas Goodman
Tim Mintern & Marion Matthews

INNOVATORS

\$25,000–\$49,999 PER ANNUM

Alan Gardiner
Anonymous x 16
Cameron Foundation
Jo & Ken Higgins
John & Valerie Braithwaite
Leon Ball
Michael & Wendy Olive
Moonstream Information Services
Rohit D'Costa & Nadia Chaves
The Harris Charitable Foundation
The Muffin Foundation

INFLUENCERS

\$10,000–\$24,999 PER ANNUM

Anonymous x 51
Ash Jhamb & Katherine Barraclough
Biophilia Foundation
Bluesand Foundation
Brennan Family Foundation
Brenton Starkie
Chris Hartigan & Angela Scarfe
Christopher K Fairley AO
Community Aid Abroad Women's Development Fund
Compliance and Risk Management Recruitment
David Thomas & Philippa Cotter
Dennis Goldner AM & Kate Murphy
Duncan Murray
Frantel Pty Ltd
Gary Alcock & Marianne Hack

Gernot Heiser & Trudy Weibel
Graf family
Heather Drew
Helen Szoke AO & Jonathan Tribe
In memory of David Harrison
Jamie Simpson
Jane Bitcon & Geoff McClellan
Jane Harper Trust
John and Michele Shanahan Charitable Foundation
Jon Jureidini & Julia Beaven
Krishna Sen
Les Hiboux Pty Ltd
Manivannan Gopalakrishnan & Roy Bishop
Michael & Leanne Rogerson
Michael & Barbara Leigh
Michael Jefford
Mick Harvey & Katy Beale
Mr AC & Dr JC Tomlinson
Paul & Susan Taylor
Pavetta Foundation Pty Ltd
Perpetual Foundation – Janet Linnell Endowment
Raymond Tam & Linda Castles
Red Rocketship Foundation
Rellim Foundation
Ryan Martyn & Hanna Marton
Simon Martin
Smail Family Foundation
Susan Adams & Andrew Kirk
The Garrett Riggleman Trust
The Russell Foundation
Trevor & Ann Kennedy

Badin, Pakistan: Muhammad Jamali is a member of his village's disaster management committee. Muhammad has received training on climate change adaptation and disaster risk reduction, to help keep his region safe in the face of the climate crisis. Photo: Khaula Jamil/OxfamAUS.

CORPORATE PARTNERS

PRACTICAL VISIONARIES

DELOITTE Oxfam's proud partnership with Deloitte continued in 2020 with access to pro bono opportunities and fundraising support from Deloitte staff towards Oxfam's humanitarian appeals. While physical Trailwalker events were sadly cancelled due to COVID-19 restrictions, Deloitte staff took up Oxfam Australia's new virtual Trailwalker event helping to deliver success in its inaugural year. As an official community partner of the Deloitte Foundation, Oxfam Australia has been provided with the opportunity through the Deloitte Foundation to access their specialist staff and skills to help make a difference. The success of this reciprocal relationship is evident through its longevity, and the impact Deloitte has had on the lives of people living in poverty.

JB HI-FI GROUP PTY LTD The team at JB Hi-Fi is one of Oxfam Australia's most valued workplace giving supporters. Through their inspiring workplace giving program, 'Helping Hands', they support charitable giving from staff across the organisation.

IMPACT LEADERS

GOOD2GIVE Good2Give has allowed companies and employees to support Oxfam through workplace giving for more than 15 years. Their commitment to building a more giving society, combined with their expertise and technology solutions has made a significant impact on Oxfam's work, allowing us to reach more people with workplace giving funds.

BEAN ALLIANCE GROUP Bean Alliance Group manage Oxfam's award-winning coffee and drinking chocolate range. As a result of this special partnership, Oxfam's coffee range continues to be available in supermarkets, specialty stores and online, allowing consumers the opportunity to contribute to Oxfam's global goal to tackle poverty together — one cup at a time.

CHARITABLE CHAMPIONS

Bendigo Bank, Corrs Chambers Westgarth, World Nomads (The Footprints Network).

ESTATES AND TRUSTS Oxfam Australia is deeply grateful for the generous bequests from the following estates and trusts: The Estate of the late Adrian Warner, The Estate of the late Andrew Burbidge, The Estate of the late David Jaffray, The Estate of the late Joan Buckie, The Estate of the late Mary J Ryan, The Estate of the late Anne (Frankie) Frees, The Estate of the late Carlyn Donovan, The Estate of the late Guy K White, The Estate of the late Joan Buckie, The Estate of the late Rosemary Mackrell, The Estate of the late Sylvia Monk, The Estate of the late Sarah Armatys, The Estate of the late Kok (Keith) Seng Sieh, The Fischer Darlington

Trust, The Frederick & Winifred Grassick Memorial Fund, The Jack Jacobs Charitable Trust, The James Wallace Macarthur Estate, The Madeline Crump and Madeline Williams Trust, The Mattingley Family Trust, The Peter Leith Riddell Memorial, The R W & C M Gleeson Charitable Trust, The Tony Hearn Trust, The Bill & Joy Barrie Foundation, The Bridget Arman Perpetual Charitable Trust, The Walter & Muriel McConnan Memorial Trust.

LIFE MEMBERS Dr Ian Anderson AM, Anne Batt, John Birch AM, David McMurdie, Dr Judith Mitchell AM, Glenyys Romanes, Graham Romanes, Dianne Sackelariou OAM.

OXFAM FUNDERS Oxfam Aotearoa; Oxfam Great Britain; Oxfam America; Oxfam International; Oxfam Italy; Oxfam Germany E.V.; Oxfam Ireland.

INSTITUTIONAL FUNDERS Department of Foreign Affairs and Trade, Australia; The Whitelum Group; The European Union; UNICEF; Save The Children International; Cardno Emerging Markets; Care Osterreich; United Nations Population; Plan International Australia; Yangoru Saussia District Development Authority; Care Australia; World Vision UK; Swiss Agency for Development; Australian Council for International Development; Ministry of Agriculture, Timor-Leste; Comic Relief; Care International in PNG; World Food Programme; International Organisation for Migration; Monash University; The International Labour Organization; UN Women; World Vision Australia; World Food Program; University of York; Live and Learn Solomon Islands; Goroka District Development; Save The Children Australia; French Embassy in Vanuatu; Stiftung Base; Queensland University.

COMMUNITY FUNDRAISERS Oxfam Group Bookshop* raised \$60,000 this year to support our work. The Oxfam Second Hand Bookshop in Adelaide carries a wide, ever-changing range of more than 20,000 quality, second-hand, fiction and non-fiction books. The shop is run by a management committee and volunteer group of more than 100 people who share a belief in Oxfam's work tackling poverty and inequality. Some members have been with the organisation for 45 years or more, since the shop started life as a little book stall in front of an Adelaide supermarket.

* While the Bookshop was affected throughout the period with COVID-19 related shutdowns, the bookshop's incredible volunteers still managed to raise \$60,000 from book sales.

MELBOURNE INTERNATIONAL COMEDY FESTIVAL

This year, the 34th Melbourne International Comedy Festival marked the 25th year of our partnership with the festival. Over the last quarter of a decade, our partnership has raised close to \$2 million to help improve the lives of people living in poverty. This year the Gala was hosted by Becky Lucas and raised \$33,300.



GOVERNANCE OUR GOVERNANCE

For Oxfam to bring about meaningful change in a supportive, safe and agile environment, dedicated, strong leadership is needed — day in, day out. Thankfully, our executive team and Board guide and support with wisdom and compassion.

Lilongwe Rural, Malawi: Co-operative members of the Mwayi Wathu Peanut Butter processing plant, set up by Oxfam and partners to create employment opportunities and address malnutrition, sort through roasted peanuts outside the factory. Photo: Aurelie Marrier d'Unienville/Oxfam AUS.

EXECUTIVE LEADERSHIP TEAM

AS AT 31 MARCH 2021



LYN MORGAIN
Chief Executive
Responsibilities: strategic and operational leadership
Appointed: 2019



SARI BAIRD
BA/LLB, LLM, GAICD
General Counsel and Company Secretary
Responsibilities: legal affairs, governance
Appointed: 2015



ANTHEA SPINKS
BA (Hons), MAID
Program Director
Responsibilities: international development, Aboriginal and Torres Strait Islander Peoples Program, humanitarian strategies
Appointed: 2018

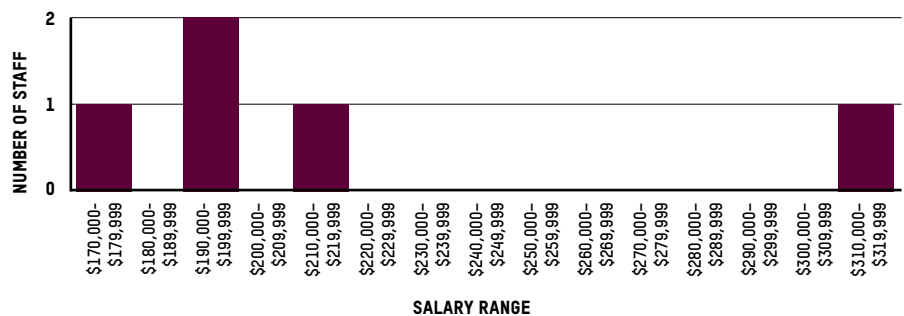


ANDREW BUCHANAN
BA (Hons)
Director Fundraising and Resource Growth
Responsibilities: revenue generation and management, supporter engagement, marketing and communications
Appointed: 2019



KHOI CAO-LAM
LLB (Hons), BBus, MSt
Director Capability and Impact
Responsibilities: finance, technology, buildings and premises, executing affiliate support, organisational transformation and innovation
Appointed: 2020

EXECUTIVE LEADERSHIP TEAM SALARIES (INCLUDING SUPERANNUATION) AS AT 31 MARCH 2021



Salary ratio: the ratio between the highest and lowest paid permanent staff member at Oxfam Australia (including superannuation) as at 31 March 2021 was 4.98:1

Note: As directed by the Chief Executive via email on 15 July 2016, data is based on comparing the actual remuneration of the Chief Executive and the starting pay rate for a category 7A employee as at 31 March.

OXFAM AUSTRALIA BOARD AS AT 31 MARCH 2021



DR JUDITH SLOCOMBE AM

BVSc (Melb), Post Grad Dip Management (Melb), MBA (Melb), FAICD, FAIM

Appointed: 2020

Term expires: 2023

2020–2021 meeting attendance: 10/10

Responsibilities: Board Chair from Aug 2020, Finance, Risk and Audit Committee; Governance Committee; Nominations Committee; Public Engagement Committee, Remuneration Committee



BELINDA TALLIS OAM

LLB, BEC, GDLP, GAICD, TFASFA

Appointed: 2016

Term expires: 2021

2020–2021 meeting attendance: 9/10

Responsibilities: Board Deputy Chair; Finance, Risk and Audit Committee



PETER BARS

BA

Appointed: 2019

Term expires: 2021

2020–2021 meeting attendance: 9/10

Responsibilities: Governance Committee, Finance, Risk and Audit Committee



GEOFF MCCLELLAN

LLB, BEc

Appointed: 2017

Term expires: 2021

2020–2021 meeting attendance: 9/10

Responsibilities: Chair of Governance Committee, Nominations Committee, Remuneration Committee



SALLY MCCUTCHAN OAM

GradDipAccFin, BEc, CPA, GAICD

Appointed: 2018

Term expires: 2021

2020–2021 meeting attendance: 10/10

Responsibilities: Chair of Finance, Risk and Audit Committee



TIM MCMINN

MPP(Oxon), BEng, BCom, MIEAust

Appointed: 2018

Term expires: 2021

2020–2021 meeting attendance: 10/10

Responsibilities: Chair of Public Engagement Committee; Governance Committee

As Oxfam Australia has launched a new strategic plan this year, so has our exemplary Board decided it's important it reflects the refreshed strategic directions and priorities. This led to an expression of interest process being conducted in the latter half of 2021.



MELISSA HOUGHTON

MBA, BA, LLM

Appointed: 2012

Current term expires: 2021

2020–2021 meeting attendance:
8/10

Responsibilities: Public Engagement Committee



DR FIONA KOTVOJS

D. Ed, MEval., MBA, Grad Dip Bus Mgt, Grad Dip. Ed, Grad Dip Asses & Eval., BSc [Hon], GAICD

Appointed: 2012

Current term expires: 2021

2020–2021 meeting attendance:
7/8*

Responsibilities: Governance Committee

*Leave of Absence from May – July 2020

In launching a new strategic plan this year, Oxfam Australia has clearly identified a commitment to Justice for First Peoples and for a strengthened focus on the Asia Pacific region. In doing so, the Oxfam Australia Board wished to ensure the composition of the Board reflected strategic directions and priorities. This led to an expression of interest process being conducted in the latter half of 2021, seeking new members to join those directors continuing

“The process of renewal and the appointment of new Board members is an exciting chapter for Oxfam Australia, one that will ensure the organisation can demonstrate contemporary governance practice, consistent with our values,” says Lyn Morgain, Oxfam Australia Chief Executive. “This governance group will contribute to the effectiveness of our work, building on the past and energetically building the future.

“Oxfam Australia would like to sincerely thank all our Board members for their passion, dedication, tireless work and leadership in driving us towards our vision of a just and sustainable world without the inequalities that keep people in poverty.”



DR JASMINE-KIM WESTENDORF

PhD, BA(Hons)

Appointed: 2018

Term expires: 2021

2020–2021 meeting attendance:
9/10

Responsibilities: Governance Committee, Public Engagement Committee



ALAN WU

JP, BA, LLB, GDipLegPrac, GradDipACG, LLM, FGIA, FCG, MAICD

Appointed: 2010

Term expires: 2021

2020–2021 meeting attendance:
10/10

Responsibilities: Governance Committee



JAMES RITURBAN

Staff Participant, MA, BS

Elected: 2020

Term expires: 2022

2020–2021 meeting attendance:
9/10

Responsibilities: Public Engagement Committee

WE ARE ACCOUNTABLE TO YOU



Badin, Pakistan: Mariam chops and sells wood to support her family in the Badin district of Pakistan, where Oxfam is working to support vulnerable communities. Photo: Khaula Jamil/OxfamAUS.

Back cover: Blantyre Rural, Malawi: John stands with his sister Lydia amongst his crops, supported by a piped water irrigation scheme installed by Oxfam. Photo: Aurelie Marrier d'Unienville/OxfamAUS.

CODES AND STANDARDS

Our work is guided by these codes of conduct and standards, which we observe and adhere to:

- Oxfam International Code of Conduct
- Australian Council for International Development (ACFID) Code of Conduct for Non-Government Organisations
- Department of Foreign Affairs and Trade (DFAT)
- International Non-Governmental Organisations Accountability Charter
- Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response and Core Humanitarian Standard (CHS)
- People in Aid Code of Good Practice
- Fundraising Institute of Australia (FIA) Principles and Standards of Fundraising Practice
- Australian Direct Marketing Association (ADMA) Code of Practice
- Refugee Council of Australia Refugee Charter

For more details about these codes and standards, visit www.oxfam.org.au

SOLICITORS

Corrs Chambers Westgarth
Level 25, 567 Collins St
Melbourne, Victoria 3000

BANKERS

Westpac Banking Corporation
GPO Box 3433
Sydney, NSW 2001

INVESTMENT

Advisers
Crestone Holdings Limited
Level 18, 120 Collins Street
Melbourne, Victoria 3000

AUDITORS

BDO
Collins Square, Tower 4
Level 18, 727 Collins St
Melbourne, VIC 3000

For more information about our accountability processes, supporter services and ethical and legislative requirements, visit oxfam.org.au

ACCREDITATION

Oxfam Australia is an active member of the Australian Council for International Development (ACFID). We are a signatory to the ACFID Code of Conduct and are committed to adhering to its high standards of corporate governance, public accountability and financial management.

In 2018, ACFID confirmed that Oxfam was compliant with the code and, as this report goes to print, we are awaiting verification for the current financial year.

Complaints relating to alleged breaches of the code can be made to the ACFID Code of Conduct Committee via www.acfid.asn.au/code-of-conduct/complaints-and-compliance-monitoring

We are fully accredited by the Department of Foreign Affairs and Trade (DFAT), which manages the Australian Government's overseas aid program.

The DFAT accreditation process provides the Australian Government and general public with confidence that they are funding professional, well-managed, community-based organisations capable of delivering good development outcomes. It also makes Oxfam eligible to receive funding from the Australian NGO Cooperation Program (ANCP) and DFAT.

Oxfam Australia underwent the re-accreditation process in February 2019, with DFAT formally confirming it has approved full accreditation in May 2019 for the next five years.

WE VALUE YOUR FEEDBACK

We welcome your feedback. You can provide feedback or lodge a complaint or compliment at:

- www.oxfam.org.au/feedback
- enquire@oxfam.org.au
- Freecall 1800 088 110
- Oxfam Australia, Locked Bag 20004, Melbourne Victoria 3001

Feedback will be directed to the relevant department for consideration and resolution. Complaints, compliments and other feedback are recorded against supporter records and reported to our Board.

SUPPORTER INFORMATION

Our Supporter Charter outlines our commitments to you, our supporters. Our Privacy Policy details the information we collect about you and how we use it. All supporters can securely access their donation details at any time at our online space, entitled myOxfam. Visit www.oxfam.org.au to access these services.



OXFAM
Australia