

A close-up portrait of a young woman with short, dark hair, looking slightly off-camera with a gentle expression. She is wearing a bright pink shirt with white polka dots. The background is a soft-focus outdoor scene with green foliage and a light-colored wall. The entire image is framed by a thin red border.

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**ActionAid Ireland
Annual Report 2024**

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Front page caption:
Doreen, originally from Democratic Republic of Congo (DRC), is today a community leader in Imvepi Refugee Settlement in Northwestern Uganda.



Sahar, head of ActionAid Ireland's partner PWDSA, on the balcony of her bombed home in Gaza City

Who we are

ActionAid was first established in the UK in 1972 and in 1983, a small group of Irish people formed ActionAid Ireland. An affiliate member of the ActionAid federation, ActionAid Ireland is governed by its own voluntary Irish board, but works closely with other offices to advance the shared mission to create a just, equitable and sustainable world.

The ActionAid International federation was founded in 2003 with its head office in Johannesburg, South Africa. The federation operates in over 71 countries today, with hubs in Asia, the Americas and Europe.

With a particular focus on women's rights, ActionAid adopts a human rights approach to development and working towards sustainable, long-term change in order to address the root causes of poverty and injustice more effectively. As a federation, ActionAid is committed to shifting power to the Global South and all its Global South countries have local leaders.

Women face grave denial of their human rights. ActionAid Ireland is dedicated to changing the shameful

reality faced by women and girls affected by disasters, poverty, ill health, violence, and exclusion.

We focus exclusively on the human rights, skills, capacity and potential of the hardest-to-reach women and girls. We work in this unique way because, even though they face the greatest dangers and barriers, women and girls are also unstoppable and the most effective deliverers of progress for their families, their communities, and their countries. We also passionately campaign to reform the unjust social, political and economic systems that keep people locked in poverty and inequality.

ActionAid Ireland stands proudly, confidently, and with unapologetic ambition behind women and girls because we believe they are the greatest generators of change.

Our work spans across countries including Cambodia, Ethiopia,

Kenya, Nepal, Uganda, and Vietnam, and last year, we responded to emergencies in Palestine, Lebanon, Ukraine, Bangladesh and Nepal.

ActionAid Ireland is an independent, politically and religiously unaffiliated organisation, supported by individuals across Ireland, many of whom have been supporting us for decades.

South Sudanese refugees Eva, (32), Hellen, (42), and Suya, (34), are working for women in their community in Imvepi Refugee Settlement in Northwestern Uganda



Our mission

A just and caring world where women's and children's human rights are respected.

Our vision

To support the leadership and agency of women and children who are excluded and live in poverty.

Our values

Mutual respect

We recognise the innate worth of all people and the value of diversity.

Justice and equity

We ensure the realization of our vision for everyone, irrespective of gender, sexual orientation and gender identity, race, ethnicity, caste, class, age, HIV status, disability, location and religion.

Integrity and accountability

We are honest, transparent and accountable at all levels for the effectiveness of our actions and our use of resources. We are open in our judgements and communications with others.

Solidarity with people living in poverty and exclusion

Will be the only bias in our commitment to the fight against poverty, injustice, and gender inequality.

Courage of conviction

We are creative and radical, bold and innovative – without fear of failure – in pursuit of making the greatest possible impact on the causes of poverty, injustice, and gender inequality.

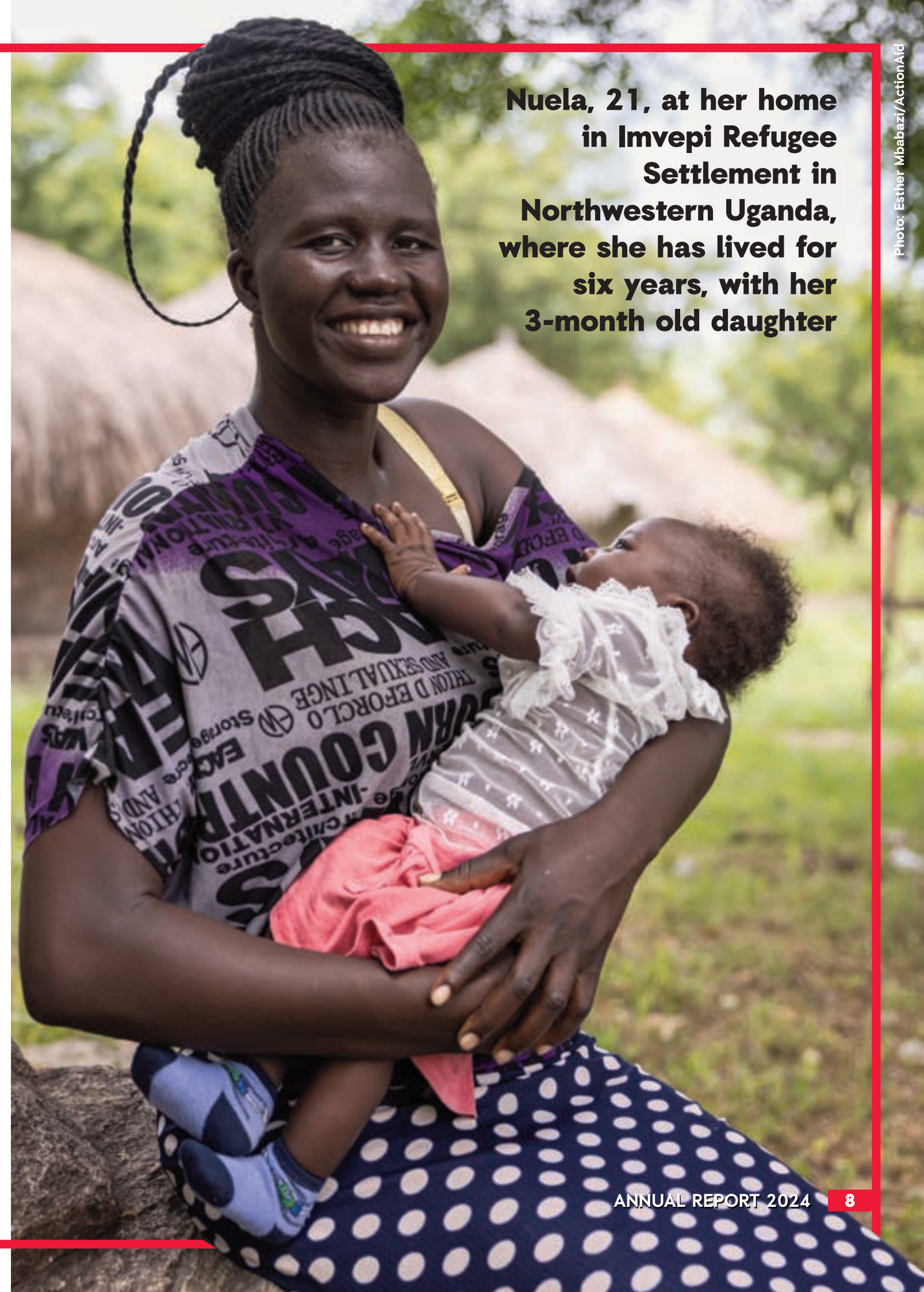
Independence from any religious or party-political affiliation

We are independent from any religion or party-political affiliation.

Humility

We are part of a wider alliance against poverty and injustice.

Nuela, 21, at her home in Imvepi Refugee Settlement in Northwestern Uganda, where she has lived for six years, with her 3-month old daughter



Our commitment to Feminist Leadership

What is Feminist Leadership?

We believe in a just world free from poverty, oppression and patriarchy. This requires **transformative feminist leaders: leaders who enable others to lead, building power with them instead of over them.** To develop this approach, we have adopted a set of feminist leadership principles.

1. Self-awareness



We will **keep our egos in check, so that we can lead with empathy and open minds.** In order to do this, we will work towards accepting our vulnerabilities, as well as recognising and valuing our strengths and those of others.

2. Self-care and caring for others



We will take care of **our emotional and physical well-being**, in order to renew our inner sources of inspiration and compassion so we can continue to give our best. We encourage and support others to do the same, actively working towards a more flexible and supportive work environment, particularly for those with caring responsibilities.

3. Dismantling bias



We recognise that society gives us (and others) certain advantages that are not asked for or earned (for example, based on gender, class, race, caste, ability, sexual orientation, education or other factors). We will help to **uncover and challenge these forms of discrimination** in our day to day workplace practices and policies. We will be aware of how our own privileges can make others feel disempowered or inferior, as well as how we react to others' privilege, and deliberately change our behaviour to treat everyone as equals.

4. Inclusion



We will create ways for **everyone to be equally heard, respected and successful.** We will challenge ourselves to build diverse and inclusive teams and to recognize and respond to different barriers to participation.

5. Sharing power



We accept that the ultimate test of leadership is the **spaces we create for others to lead.** We will work together to establish shared goals and will trust and empower colleagues to share leadership in reaching those goals. Likewise, we will trust and support those in positions of authority to guide us in the best interests of our mission.

Our commitment to Feminist Leadership

6. Responsible and transparent use of power



We will be **clear, timely and transparent in making decisions**, with appropriate consultation and in the interests of our mission. If involved in allocating resources and choosing partners, we will ensure these choices promote ActionAid's values and aspirations. We will communicate decisions, and the reasons for them, openly.

7. Accountable Collaboration



We will ensure that our goals are **clearly defined and mutually owned and hold ourselves strongly accountable for our individual and collective efforts to achieve them**. We will measure our achievements by the contributions we have made to team success. We will recognise and value successful collaboration, while addressing poor performance fairly but decisively.

8. Respectful Feedback



We will **seek, give and value constructive feedback as** an opportunity for two-way learning. We won't wait for formal reviews – instead we practice continuous feedback, to all those we work with. We will work to resolve conflict through active listening, timely intervention and promoting non-violent and respectful communication and behaviour.

9. Courage



We will constantly aim for **transformative change, seeking out new ideas and learning from mistakes** rather than fearing failure, and empowering those we work with to do the same. When we encounter defeatism or cynicism, we will strive to restore belief in our goals; where there is competition or insecurity over status and turf, we will build trust; and where we find complacency or mediocrity, we will help to renew passion and creativity to excel in our mission.

10. Zero Tolerance



We will **call out any form of discrimination and abuse of power** that we witness or experience in the workplace and safely enable and support those around us to do the same. We will ensure our own conduct is free from any form of harassment, exploitation and abuse.

Where we work

Countries where ActionAid Ireland works in red

Americas

- 63 Guatemala
- 64 Haiti
- 65 USA
- 66 Brazil
- 67 Colombia
- 68 El Salvador
- 69 Bolivia
- 70 Peru
- 71 Ecuador

71 countries

As an Irish NGO, we proudly carry on Ireland's great tradition of solidarity with people living in poverty. But we are also part of a globally-powerful federation of 71 countries across Africa, Asia, Europe and the Americas.

This means greater influence, greater expertise, greater sharing of resources, and greater impacts in more locations of greatest need. We act to ensure that power and decision-making shifts to the Global South – that's why we are headquartered in South Africa.

All ActionAid offices in the Global South have local leadership and are deeply rooted in those countries.

Europe

- | | |
|------------------|----------------|
| 1 United Kingdom | 10 Cyprus |
| 2 Ireland | 11 Switzerland |
| 3 Italy | 12 San Marino |
| 4 Greece | 13 Vatican |
| 5 Spain | 14 Ukraine |
| 6 France | 15 Poland |
| 7 Denmark | 16 Romania |
| 8 Netherlands | 17 Moldova |
| 9 Sweden | |

Africa

- | | |
|-----------------|-----------------|
| 18 Burundi | 30 Zambia |
| 19 DR Congo | 31 Zimbabwe |
| 20 Rwanda | 32 Ghana |
| 21 Ethiopia | 33 Liberia |
| 22 Kenya | 34 Nigeria |
| 23 Somaliland | 35 Senegal |
| 24 Uganda | 36 Sierra Leone |
| 25 Tanzania | 37 The Gambia |
| 26 Somalia | 38 Mali |
| 27 Malawi | 39 Tunisia |
| 28 Mozambique | 40 Morocco |
| 29 South Africa | 41 Mauritania |

Asia & The Middle East

- | | |
|-----------------------------------|--------------|
| 42 Afghanistan | 49 Nepal |
| 43 occupied Palestinian territory | 50 Cambodia |
| 44 Jordan | 51 Indonesia |
| 45 Lebanon | 52 Myanmar |
| 46 Syria | 53 Thailand |
| 47 Bangladesh | 54 Vietnam |
| 48 India | |

Pacific

- 55 Australia
- 56 Vanuatu
- 57 Fiji
- 58 Solomon Island
- 59 Papua New Guinea
- 60 Tonga
- 61 Samoa
- 62 Philippines

Message from the Chair

"Right now, for so many families, the world is an unfair, tragic, and terrifying place."



I was appointed as Chair of ActionAid Ireland's board in July 2024. This first year has been inspiring as I have witnessed firsthand the extraordinary impact of our collective efforts to advance women's rights globally.

I joined ActionAid at a particularly turbulent time in global affairs. We are witnessing shrinking civic spaces, increasing inequality, and concerning undermining of human rights

commitments around the world. Too often women bear the brunt of all of this upheaval. Yet, I find tremendous hope in ActionAid's rights-based approach and work with women and girls.

It's been proven time and time again that when you invest in the human rights, skills, potential and leadership of women and girls, you foster improvements that shape their future - not just in their lives, but in the quality of life of entire communities, and for generations..

Right now, for so many families, the world is an unfair, tragic, and terrifying place. The ticking clock of disasters, poverty, ill-health, war and exclusion chimes louder and

faster every hour. Families are denied their basic human rights - to food and water, safety, justice, education and healthcare.

That's why ActionAid Ireland - with our partners in 71 countries and our dedicated community of caring supporters, work with passion every day to change this distressing and shameful reality.

Thanks to the incredible help of our supporters, the most traumatised and hardest-to-reach people manage, against huge odds, to campaign for their entitlements so they can transform their own lives, their own way. Woman by woman. Girl by girl. Family by family. Community by community. Because of that, the benefits multiply outwards and upwards. Broken national and international systems are called out and improved, inequality reduces. Human rights become life lived as normal. People flourish.

I am particularly proud of ActionAid Ireland's governance framework. Our commitment to the Triple Lock standards ensures that we maintain the highest levels of transparency and accountability in our operations. In 2024, we reconfirmed our adherence to the Charities Regulator Governance Code, demonstrating our ongoing commitment to excellence in governance. I am also immensely proud that ActionAid was the first global organisation to have its approach to emergencies independently verified by the Core Humanitarian Standard on Quality and Accountability. This accreditation reflects our commitment to putting communities affected by crises at the centre of our response and ensuring that they are

aware of their rights and involved at all levels.

None of these achievements would be possible without our dedicated supporters. Their commitment makes our work possible, enabling us to stand alongside women and girls as they lead the charge for lasting change in their communities. In a world where women's rights continue to be challenged, our supporters' solidarity is more crucial than ever.

At the time of writing came the very sad news of the death of our board member, Everjoice Win, whose contribution to women's rights globally and within ActionAid has been astounding. She will be greatly missed and we gained immensely from her wisdom.

As I look to the year ahead, I see immense challenges globally and yet I am filled with determination and hope. ActionAid will continue to support movements of young people and women who are demanding accountability and advancing their rights.

A handwritten signature in blue ink that reads "Renée Dempsey Clifford".

Renée Dempsey Clifford
Chairperson,
ActionAid Ireland

Message from the CEO

"As we look ahead, I know the road won't always be easy and the moment we are living in demands courage."

The past year has tested humanitarian responses worldwide in unprecedented ways. From devastating conflicts in Gaza, Lebanon, Sudan, the Democratic Republic of Congo and Ukraine to catastrophic flooding in Bangladesh and Nepal, communities around the globe have faced extraordinary hardship. These crises don't affect everyone equally. Women and girls consistently bear a disproportionate burden when systems collapse, and protections fail. In Gaza for example, 70% of those killed by the bombing were women and children.

These challenges are exacerbated by a shift in the global landscape. We are witnessing a concerning retreat from international cooperation and human rights commitments, with humanitarian funding under increasing pressure at precisely the moment when it is most needed. The space for civil society is narrowing in many regions, while disasters grow in both frequency and intensity.

Yet, even in this fragile landscape, I am continuously inspired by the resilience and leadership shown by the women and girls we work with. In refugee camps, disaster zones, and fragile communities, women are not merely surviving, they are organising, advocating, and creating change. Their courage reminds us daily of why our mission matters.

This year, our programmes across Bangladesh, Cambodia, Ethiopia, Kenya,

Nepal, occupied Palestine territory, Lebanon, Uganda, Ukraine, Vietnam, and here in Ireland, have continued to place women's leadership at the centre. The people we work with are powerful agents of change who simply need the right support and opportunities to realise their full potential. This fundamental belief guides everything we do.

None of this work would be possible without our supporters, a community which shares our vision for a fairer world. In a period when global solidarity sometimes feels missing, our supporters' commitment to standing with women and girls facing the most severe challenges is more valuable than ever.

As we look ahead, I know the road won't always be easy and the moment we are living in demands courage. Yet, we have a voice, and thanks to our supporters that voice continues to be heard in places where it matters most. Together, we will continue to support women and girls as they lead the way.



Karol Balfe
CEO,
ActionAid Ireland



Impact Summary

During 2024, the world witnessed horrific violence with millions forcibly displaced and mass destruction of homes, hospitals, schools, and health facilities - all compounded by the increase in climate emergencies.

The ongoing bombardment and killing in **Gaza** continued to dominate, and as well as the occupied Palestinian territory we supported local partners with programmes in **Bangladesh, Cambodia, Ethiopia, Kenya, Nepal, Lebanon, Uganda, Ukraine, and Vietnam**, placing women's leadership at the centre of all our work.

In **Ireland** we supported a small group of migrant women in Direct Provision, all lone parents who faced eviction notices from their emergency accommodation.

We are proud members of the Irish Emergency Alliance, and in 2024 it's appeal raised **€394,045** for Gaza, the West Bank and Lebanon, with ActionAid Ireland raising **€44,314** of that figure. In addition, we raised almost **€100,000 (€96,866)** from our own Gaza appeal. This money supported ActionAid, with local partners, reaching **464,338** people directly with humanitarian relief in the occupied Palestinian territory, including distributing food to **222,363** people in Gaza and the West Bank, providing non-food items to **15,928** people and delivering protection services to **8,559** women and children.

Through the Irish Aid funded Women's Rights Programme III, we reached **13,061** gender-based violence survivors (**3,637 in Nepal, 3,512 in Ethiopia and 5,912 in Kenya**), significantly improving their access to services and supporting their economic empowerment.

In addition, we also continued to fund eight local rights programmes to end gender-based violence, and to support children, in communities in five countries - **Kenya, Uganda, Nepal, Cambodia and Vietnam** - through funds raised through Child Sponsorship. We were supported by **3,263** child sponsors in 2024.

Last year we raised **€1,847,323** in public fundraising, gaining **1,326** new monthly supporters (**71% increase on 2023**) and **1,074** new one-off supporters (**32% increase on 2023**).

Supported local partners in **Palestine, Bangladesh, Cambodia, Ethiopia, Kenya, Nepal, Lebanon, Uganda, Ukraine, and Vietnam**

Raised **€96,866** from Gaza appeal

Supported local partners in the occupied Palestinian territory to reach **464,338** people directly with humanitarian relief

Our impact at a glance in 2024:

Ethiopia: supported 89 ethnically marginalised Menja women to have more economic power in relation to financial decisions including savings, expenditure and budgeting.

Kenya: supported 354 women in a collective savings scheme in Kishushe. Additionally, 40 gender-based violence survivors in Garissa received around €70 each to start businesses in poultry farming, tailoring, vegetable farming, and retail.

Nepal: set up a women's farmers group for displaced women in Chitwan, supporting them with a successful proposal to fund a goat farm initiative.

Uganda: funded 36 young farmers in agroecology through the Amuro Local Rights Programme, funded through child sponsorship from Ireland.

We also campaigned to make the world fairer

We used our voice effectively to raise issues of concern with the government, policymakers, and the public through meetings, petitions, correspondence, events and the media.

Gaza: Successfully engaged political parties including Irish MEPs, opposition parties, and government ministers, about the impact of the war on Gaza, especially on women and girls. We consistently condemned the violence in Gaza and the Middle East, calling for an end to the bombing and aid restrictions and for the hostages to be freed. We also played an active role in supporting the campaign for the Occupied Territories Bill.

Carers: In partnership with the National Women's Council, we conducted and published research with key recommendations on women's rights and care in Ireland, showing how the issue of unpaid care is a global issue for women's rights. This comprehensive paper was launched by Labour leader, Ivana Bacik, at an event attended by numerous politicians, representatives from the Irish Human Rights and Equality Commission, and various NGOs.

Climate Justice: We engaged extensively with politicians on climate justice issues throughout the year. We met with TDs from different parties to discuss ActionAid Ireland's research on fossil fuel financing and to encourage policy coherence on climate change.

Economic Justice: We actively engaged on economic justice issues throughout the year. Ahead of the IMF and World Bank annual meetings in Washington, we wrote to the Irish delegation and relevant committee members, asking Ireland to support calls for a UN Framework Convention on Sovereign Debt and a UN tax convention.

Exhibition: We launched the Women by Women photo exhibition which championed the resilience and leadership of women experiencing displacement through the authentic lens of female photographers from several countries.

Reached **13,061** gender-based violence survivors

Raised **€1,847,323** in public fundraising, gaining **1,326** new monthly supporters

Engaged extensively with politicians on climate change

ActionAid Ireland's strategy: A just and caring world for women and children

Our strategy is our roadmap for 2022 to 2027.

We focus on supporting women and girls in their individual lives and within their communities, while seeking for transformative changes at national and international levels. Our mission is to support women's leadership and agency, strengthen their organisations and networks, and improve their lives for the long-term. Rooted deeply in communities, our work extends to collaborating with civil society and partnering with ActionAid offices in the Global South to deliver sustainable, long-term change. We hold states and international bodies accountable, demanding their commitment to human rights and justice for all.



**Shurooq, 31, who
along with her family
was forced to flee
her home in
northern Gaza
due to the
bombing.**

Strategic priorities

- Address the systemic and structural causes of gender-based violence
- Promote women's leadership in humanitarian contexts
- Amplify feminist alternatives for economic and climate justice
- Pursue diverse sources of funding, inspire and engage all supporters

Strategic enablers

- Uphold excellent standards of accountability and governance
- Commit to anti-racism, shifting power and decolonisation
- Ensure high quality programming, embed learning and evaluation
- Focus on safeguarding
- Feminist Leadership Principles

To implement our strategy we:

- Use a set of key results (or key milestones) under each strategic priority and enabling objective.
- Adopt specific strategies and organisational objectives aligned with each priority, linking them to our key results for ActionAid Ireland's strategy, which enables us to translate our ambitious strategy and vision into tangible activities and measurable outcomes.
- Report quarterly to the Board on our progress under each key result. These key results are integrated into individual staff members' Performance Objective Plans.

Why we focus on women's rights

Women and girls, particularly in conflict, crisis, and disaster settings, face disproportionate impacts, including gender-based violence, child marriage, exclusion from essential services and denial of their rights.

At ActionAid, we place the voices, hopes, and leadership of women and girls at the heart of our work, supporting them to organise collectively and mobilise alongside other allies to amplify their power and drive lasting change.

We work directly with women and girls who face the most severe forms of discrimination and marginalisation, particularly in the context of poverty, violence, and injustice. Our approach is human rights-based, rooted in international human rights law, and grounded in the principle of state accountability.

We support them in understanding that their most basic needs, including safety, education, healthcare, and freedom from violence, are enshrined in established human rights frameworks.

One of the biggest drivers of discrimination and marginalisation of women is the climate crisis. The window to limit global warming to 1.5 degrees Celsius is fast closing. This will be the

point at which extreme flooding, drought, wildfires, and food shortages increase dramatically, with women bearing the brunt of this. They are 14 times more likely to die in climate disasters than men. 80% of people displaced by climate disasters are women.

Yet, in times of crisis, before outside help arrives, women are often the first to respond. But when humanitarian aid arrives, women's roles are often undermined, their voices ignored, and their agency not recognised. Shockingly, less than 1% of aid is earmarked for women's rights organisations and movements.

The eradication of poverty and injustice cannot happen without securing equality and rights for women and girls. Gender equality is not just a matter of policy; it requires changing harmful social practices that perpetuate violence, discrimination, and inequality. Our work focuses on shifting these deeply embedded norms.

Our commitment to women and girls' rights is a commitment to challenging and dismantling systems of oppression.



Young women in the Kamuthe Women's Network in northeastern Kenya. The network focuses on women's rights and eradicating gender-based violence.

Women and girl's rights in 2024

During 2024 women and girls across the world continued to face huge challenges, with their rights eroded due to horrific violence and crises which saw millions of women and girls forcibly displaced with mass destruction of homes, hospitals, schools, health facilities, and other critical civilian infrastructure. The increasing frequency of climate emergencies also worsened the devastation.

When disaster strikes—whether due to conflict, a climate-driven crisis, or a devastating health outbreak—it is women and girls who are impacted most. Gender-based violence escalates due to deeply entrenched power imbalances and discriminatory norms. Women and girls displaced or in emergency shelters often face increased violence, with trafficking for domestic labour or sexual exploitation rising by up to 30 percent.

Women bear the brunt of climate crises, economic crises, political crises, natural hazards, and climate-induced and human-induced conflicts and disasters, becoming the shock absorbers of failed systems.

The sad reality is that at the current pace, **gender equality will take nearly 300 years** to achieve. It will take **140** years for women to achieve equal representation in leadership positions in the workplace, and **40** years for the same to happen in national parliaments.

The occupied Palestinian territory

Gaza

From October 2023 we saw over 48,000 people in Gaza - largely women and children - killed by Israeli airstrikes. The true number of people killed is likely to be much higher. We entered 2025 welcoming the ceasefire agreement and hoping that this temporary truce is the first step towards a permanent and lasting ceasefire that brings an end to the suffering of hundreds of thousands of people in Gaza who remain displaced, under constant danger, and facing starvation.

West Bank

In 2024, increased access restrictions and settler attacks affected several communities in the West Bank near new settlement outposts. Palestinian-owned structures were demolished, and a fuel crisis threatened critical health services, such as ventilators and dialysis machines.

Lebanon

Israel's war on Lebanon resulted in the tragic loss of civilian lives, including children, and left many more injured. The catastrophic escalation of hostilities displaced thousands of people, leaving them with nowhere to go. These individuals had already endured years of economic crisis and uncertainty. Before the Israeli attacks, Lebanon was facing significant humanitarian challenges, with 3.7 million people in need of assistance, including 1.5 million Syrian refugees and 200,000 Palestinian refugees. The humanitarian situation rapidly deteriorated, with families forced to flee their homes under bombardment, living in constant fear and uncertainty, unsure of when or where the next attack might occur.

Bangladesh

Bangladesh faced one of the worst floods in its history, affecting more than 5.7 million people and leaving over 1 million stranded. The disaster has contaminated water sources, creating severe shortages of safe drinking water and increasing the risk of deadly waterborne diseases like cholera and dengue fever. Women and vulnerable groups face disproportionate challenges accessing medical services, food, and safe water, while the collapse of sanitation systems has further heightened the public health crisis. Damaged roads and communication lines have hampered both rescue efforts and affected communities' ability to reach safety and essential resources.

Nepal

In September 2024, heavy rainfall caused severe flooding and landslides in Nepal, affecting over 80,000 people, including about 27,613 children. Nearly 250 lives were tragically lost, including 55 children. The disaster destroyed or damaged more than 10,000 houses, 62 health facilities, 240 schools, 550 water systems, and 9,000 sanitation facilities. Landslides and debris blocked major roads, disrupting access to essential services, including healthcare, and driving up food prices. The flooding has disproportionately affected women in several ways. Women have faced an increased workload as they spent significant time fetching water from distant sources due to damaged drinking water systems, creating additional hygiene challenges. Their daily household responsibilities have expanded to include clearing rubble and segregating remnants of damaged homes. The displacement has also put women, particularly girls, at heightened risk of protection issues including gender-based violence, trafficking, and sexual harassment when forced to share common spaces.

Income and expenditure 2024

Income for 2024 was €3,031,344, up from €2,938,064 in 2023. The increase was in part due to a donation of €150,000 from a major donor received in 2024.

ActionAid Ireland's main income streams are:

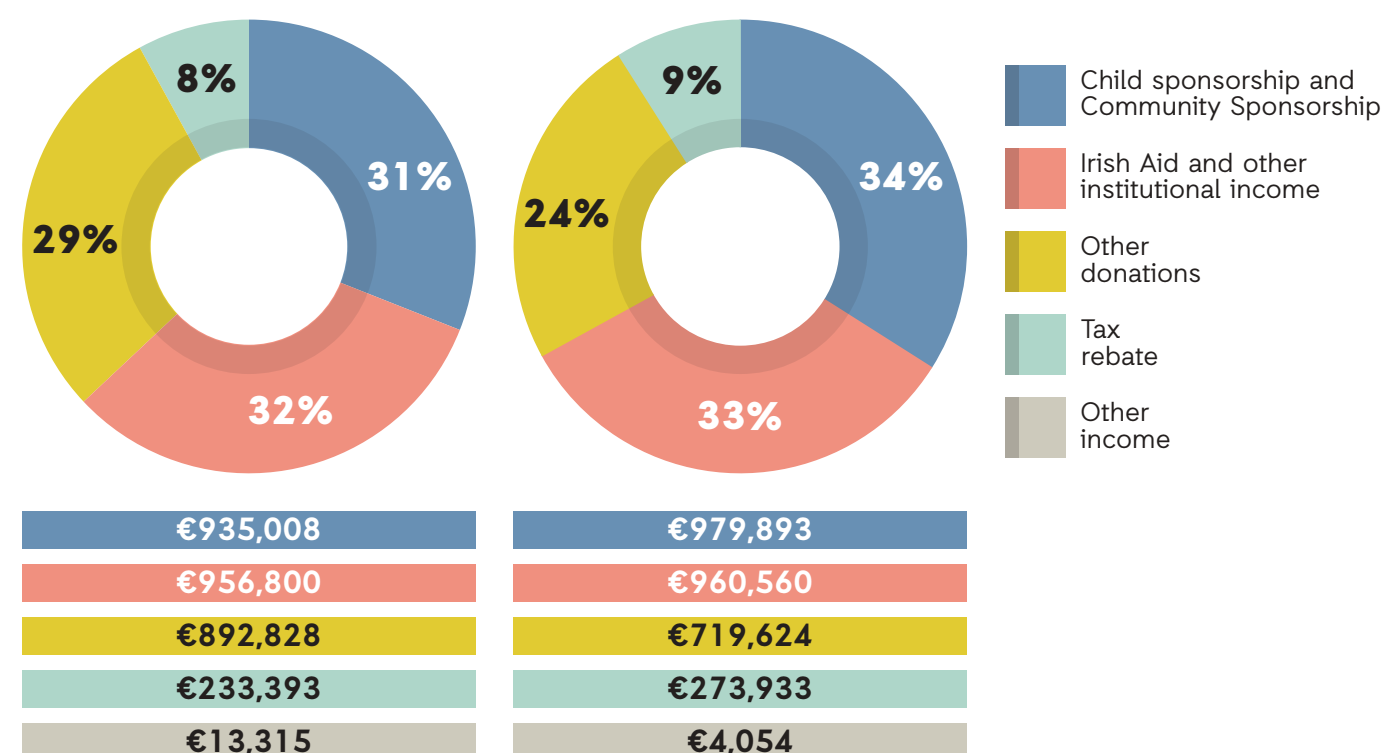
- child and community sponsorship, which accounts for 31% of our annual income
- other donations, including monthly donations, high value donations and income from appeals, which accounts for 29% of our income
- Irish Aid and other institutional income which accounts for 32% of our income in 2024.
- The other 8% comes from the tax rebate that we receive on donations over €250 a year.

ActionAid Ireland's reserve policy allows for four months of 'core' unrestricted expenditure as minimum reserve levels. As of December 2024, we are holding reserves of c4.8 months of 'core' unrestricted expenditure. The Board expects to reach minimum reserves levels during the next year in line with our approved strategy to invest excess reserves above minimum levels into fundraising in order to secure the medium-term financial sustainability of the organisation.

Income: 2024 v 2023

2024 - €3,031,344

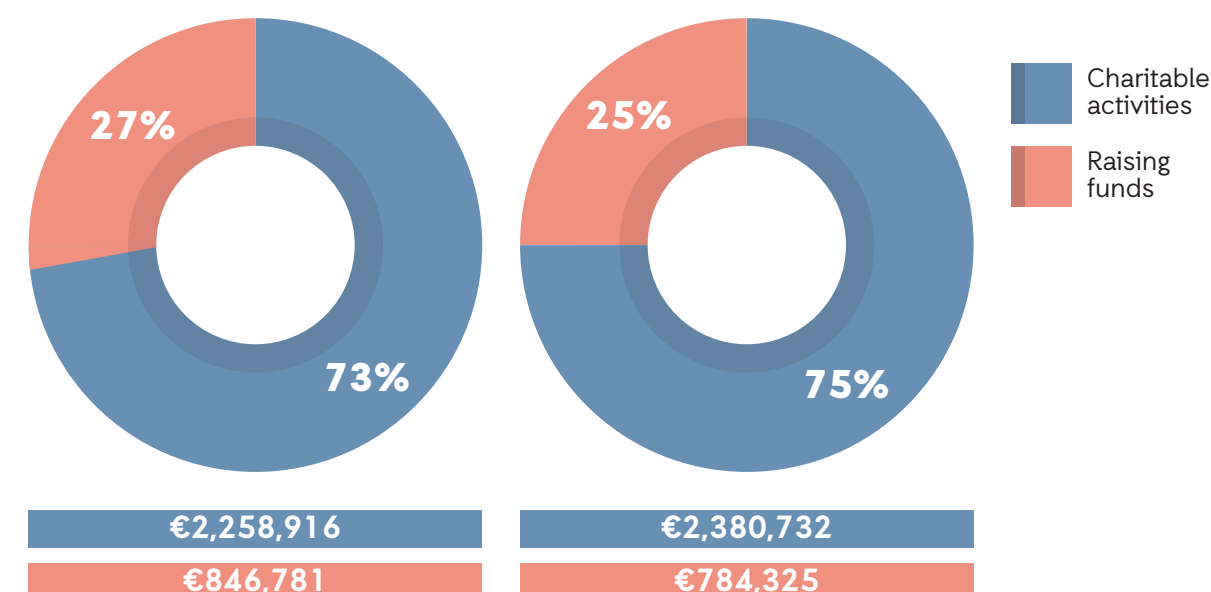
2023 - €2,938,064



Expenditure: 2024 v 2023

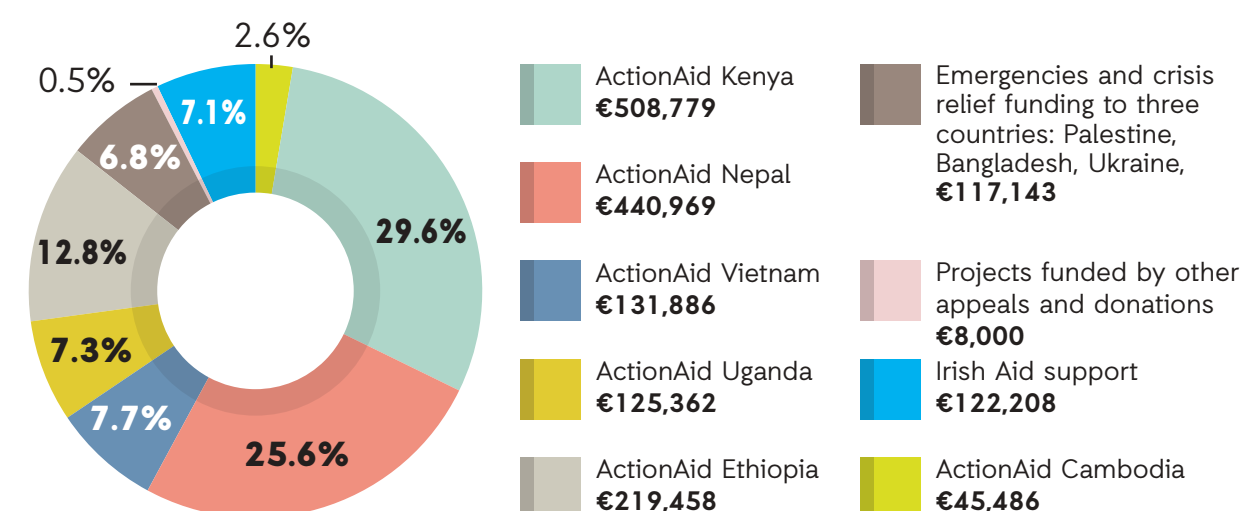
2024 - €3,105,697

2023 - €3,165,057



Where your money went in 2024

In 2024 we funded work in nine countries and also supported the ActionAid federation.



Our impact in 2024

1. Strategic Objective One:

Address the systemic and structural causes of gender-based violence

What we aimed to deliver (Key Results for 2024)

- 7,000 women and girls be supported to address GBV by supporting 7000 women and girls with enhanced agency in the Women's Rights Programme (Irish Aid)
- We engage key policy actors, based on a policy brief, on how to support women's rights organisations to address the structural causes of GBV
- Enhance learning, programming and monitoring for the Women's Rights Programme III, supporting evidence-based outcome monitoring, learning, adaptation and high-quality reporting

ActionAid works with women who are the 'furthest behind' to support them to realise their rights and to end gender-based violence. To address systemic change from community national and international level, we are committed to a survivor-centred approach.

2024 was the second year of our Women's Rights Programme III, a multi-annual programme funded by Irish Aid, Department of Foreign Affairs. Through the programme we worked with women in Ethiopia, Kenya and Nepal to reduce the risk of gender-based violence and support women's economic empowerment.

In 2024 ActionAid Ireland also continued to fund eight local rights programmes in five countries: Kenya, Uganda, Nepal, Vietnam and Cambodia, from funding raised through child sponsorship. Addressing the systematic and structural causes of gender-based violence continued to be a core part of our work in local rights programmes, which is led by the communities themselves.

What we delivered: Our impact in 2024

Through policy, advocacy, economic empowerment, community engagement, and survivor-centred support, the Irish Aid funded Women's Rights Programme III significantly improved survivors' access to services, challenged gender-based violence, and enhanced the economic and social resilience of women and girls. The Women's Rights Programme III reached 13,061 women.

Under the Women's Rights Programme we delivered impact in three countries:

Ethiopia

In Ethiopia we supported the Menja community, an ethnic group found in south-west Ethiopia and some of the most marginalised women in the country who face poverty, discrimination, marginalisation and high levels of gender-based violence. A key success was the setting up of a community monitoring group to assess how diverse stakeholders, including those from marginalised communities, have a voice in monitoring and improving GBV referral services.

Kenya

In Kenya, we worked in Taita Taveta and Garissa counties where there was a surge of femicide cases throughout 2024. Our partner collaborated with Garissa County government to challenge an informal mechanism of justice for survivors and worked to ensure that GBV cases are handled through legal frameworks. Partners supported ten legal cases which lead to successful prosecutions.

Nepal

In Nepal, we worked with two local partners to support women facing high levels of gender-based violence, discrimination and poverty. One initiative resulted in improved coordination between service providers and law enforcement. In Chitwan, domestic violence is high along with child marriage, alcoholism and drug abuse. Women who are active in community life are often treated with suspicion and accused of having affairs just for leaving their homes to do things independently.

A women's support group provided:

- A safe space for women experiencing violence
- Support with referrals to police or seeking medical help
- Awareness about rights and how patriarchy affects daily life
- Understanding of how poverty affects their lives and what actions they can take
- Alternative sources of income, such as buffalo rearing
- Shifts in power dynamics within homes and the community
- ActionAid's partners also supported displaced women in Chitwan to successfully register a women's farmer group and secured funding for a goat farming initiative

Thanks to the support of the Irish public we also continued to fund programmes to end gender-based violence and support children of survivors in communities across Kenya, Uganda, Nepal, Cambodia and Vietnam through funds raised through Child Sponsorship.

Uganda

In Uganda, for example, the local rights programme in Amuru provided gender-based violence prevention and response services through child sponsorship from Ireland. 44 women and girls reported freedom from violence and there were improvements in survivor's participation in economic activities and access to basic services across the district. 403 survivors and community members were reached through awareness, counselling, mediation, and follow ups with messages and information on prevention of violence against women and girls, as well as access to justice.

Kenya

In addition in Kenya under our local rights programme, funded through child sponsorship from Ireland, we reached 3,190 girls and 11,548 women in Marafa and Nyokal.

Spotlight on the Irish Aid Programme's work in Kenya

As part of the Women's Rights Programme, funded by Irish Aid, ActionAid Kenya works with partners providing community-based prevention and protection services to survivors of violence. The Women's Network is a key partner for us, they follow up and refer cases of gender-based violence, and in some cases offer psychosocial support.

In 2024, there has been a surge of femicide cases in Kenya, with a total of 170 deaths. Although most of the cases took place in Nairobi, there has been a strong outcry across the country, including by ActionAid and women's rights networks demanding more action from the government to prevent femicide and get justice for the victims as well as for all other forms of GBV. In Taita Taveta and Garissa counties where we work with Irish Aid, ActionAid and its partners have focused on reducing the risk of gender-based violence and enhancing gender equality. Throughout 2024, there has been an improvement in survivors seeking legal justice with ten cases leading to successful prosecutions – three life sentences, four 30-year prison terms, and three convictions with community service.

Looking forward

- 2024 was the second year of our five-year **Women's Rights Programme**, funded by Irish Aid. In 2025 we will continue our work in Ethiopia, Kenya and Nepal.
- We will also continue to support **work in Uganda, Kenya, Ethiopia, Nepal, Vietnam and Cambodia** funded through child sponsorship in 2025.

FGM survivors who are part of the Kamuthe Women's Network in northeastern Kenya



Makka's story

Makka Kassim, aged 47, is a mother of six and a survivor of female genital mutilation (FGM) and forced child marriage. Born to nomadic parents in Garissa county, she was subjected to FGM at age seven, an experience so traumatic that she was re-stitched after tearing her initial wounds.

Despite being the first girl in her family to go to school, Makka was married off at 16 to a man from a different tribe. After giving birth to six children, she began questioning the harmful traditional practices that had defined her life. Her outspoken stance against FGM led to community accusations of witchcraft, resulting in her husband initially running her out of their home.

In a breakthrough moment, her husband became a male champion in the fight against gender-based violence after attending a community meeting Makka organised. This marked the beginning of her transformative work.

In 2012, Makka founded the Kamuthe Women's Network with three other women. The network has since grown to approximately 2,559 members across neighboring villages. They officially registered in 2016, focusing on combating gender-based violence, FGM, and forced child marriages.

In Kenya, FGM remains a pressing issue despite being outlawed in 2011. Thousands of girls still undergo this procedure due to traditional beliefs, with the practice recognized internationally as a violation of human rights.

How ActionAid made a difference

ActionAid's Women's Rights Programme, in partnership with Irish Aid, has been crucial in supporting Makka's work:

- Supported the establishment of the Kamuthe safe house and resource center in 2019
- Funded community dialogues with cultural and religious leaders
- Provided resources to expand the Women's Network
- Supported awareness campaigns about women's rights and FGM
- Collaborated with local and national networks to combat gender-based violence

This work is made possible through a long-running partnership agreement with Irish Aid, the Irish Government's overseas development cooperation program funded by Irish taxpayers.

Makka Kassim, who is the founder of the Kamuthe Women's Network



2. Strategic Objective Two:

Promote women’s leadership in humanitarian contexts

What we aimed to deliver (Key Results for 2024)

- 4,000 people supported via women led humanitarian programmes
- Irish Emergency Alliance appeals support 1-2 women led responses in 2024
- Irish politicians and policy makers are engaged on key advocacy asks during humanitarian crises

In humanitarian crises, ActionAid works to promote women's leadership, ensuring women are empowered to make decisions about the needs of their community. We know that women bring vital skills, resources and experience to humanitarian response. And when crises happen, they are often the first responders, taking risks and playing critical roles in the survival of families and communities. Women are often responsible for the care and emotional rebuilding of communities in the aftermath of a crisis.

We aim to support women-led humanitarian responses that link with human rights to enhance the agency, leadership and decision making of women, their organisations and networks, in resource allocation and coordination at local, national and global levels.

We support the Feminist Humanitarian Network and other women-led organisations with the aim of shifting power, championing locally led solutions and enhancing our humanitarian impact.

What we delivered in 2024

We consistently condemned the violence in Gaza and the Middle East, calling for an end to the bombing, lifting of aid restrictions and for the hostages to be freed, and engaged with political parties particularly raising the impact of the conflict on women and girls.

Against the backdrop of the war on Gaza and escalation in the West Bank, Palestinian women have borne the brunt of violence, forced displacement, and systemic discrimination, yet have shown remarkable resilience and leadership in the face of these overwhelming challenges. ActionAid supported Palestinian women-led organisations, which have been the backbone of humanitarian response and fulfilling needs of women in Gaza since the beginning of the war, despite the unimaginable challenges they face. For example, the Palestinian Development Women Studies Association established camps for displaced families headed by women in Gaza. In order to support this work, we raised over **€96,866** for our Gaza appeal. Thanks to public support, ActionAid reached over **464,338** people in Gaza in 2024. Part of this included **€44,314** raised for Gaza through the Irish Emergency Alliance to support hot meals and vegetable baskets for women-headed households and pregnant women. The overall Irish Emergency Alliance appeal for Gaza, West Bank and Lebanon raised **€394,045**.

We campaigned for Ireland’s support to South Africa's case against Israel under the Genocide Convention in the International Court of Justice and asked Irish MEPs to pressure EU commissioners to take stronger action.

We engaged with political parties during general election manifesto development and government negotiations, advocating for the Occupied Territories Bill (OTB) to be included in the next programme for government.

ActionAid Ireland was appointed as co-chair of the Dóchas Humanitarian Action Working Group alongside Trócaire, in June 2024 and facilitated the first bilateral meeting with Irish Aid in October 2024.

Looking forward

We will support women-led humanitarian response through the generosity of individual donations and grants from funders. In 2025, we will actively seek additional funding for humanitarian response and support programmes that help communities adapt to and mitigate the impacts of climate change.

We will continue our fundraising efforts for humanitarian response in Gaza and the West Bank, focusing on delivering essential aid to those most affected by the ongoing conflict.

A young volunteer with Wefaq Association, a partner of ActionAid in Gaza



Asmaa Al-Siyam's story

Asmaa Al-Siyam is a project coordinator with Wefaq Association, a women-led NGO in Gaza and partner of ActionAid, which supports marginalised communities, particularly women, children, and those living with disabilities.

During the war on Gaza, Asmaa and her organisation faced immense challenges to continue providing mental health, legal, social, and economic support to vulnerable populations. The biggest challenges they encountered were the constant bombing, forced displacement, and a collapsed legal, governmental and healthcare system, making it nearly impossible to reach communities with emergency support or their usual programming.

As humanitarian workers, many of them were displaced themselves, and risked their lives to deliver aid while managing personal burdens.

Asmaa said the ceasefire in January was welcome while it lasted and meant the start of a transitional period. "On a personal level, as humanitarian workers and as employees of Wefaq Association, we are trying to return to our places of residence even if [our] house is destroyed."

How ActionAid made a difference

Despite these enormous challenges, WEFAQ, has been providing support to people throughout the war, including:

- Distributing emergency items and food packages
- Providing psychological awareness services and relief sessions for trauma
- Offering legal consultations and family support services
- Supporting mothers going through divorce to see their children
- Documenting violations against women by the Israeli occupation army and others
- Targeting assistance to especially vulnerable groups including women headed households, the elderly, and people with disabilities
- ActionAid and partners have reached **464,338** people directly with humanitarian relief in Gaza. Their response has included:
 - Distributing food to **222,363** people in Gaza and the West Bank
 - Providing Non-Food Items to **15,928** people, including **6,210** people who received hygiene kits
 - Reaching **47,458** people with WASH services, including establishing latrines in camps
 - Delivering protection services to **8,559** women and children
 - Supporting **70,000** people with health/medical services at Al Nuseirat hospital and in Rafah
 - Providing multi-purpose cash assistance to **1,538** families across Gaza,



Asmaa Al-Siyam, project coordinator with Wefaq Association, a women-led non-governmental organisation in Gaza and partner of ActionAid, at work

3. Strategic Objective Three:

Amplify feminist alternatives for economic and climate justice

What we aimed to deliver (Key Results for 2024)

- The WRPIII strengthens its focus on economic justice and climate justice through women & youth leadership, advocacy and feminist analysis and research
- Migrant women in Ireland are supported to mobilise and advocate for their rights
- There is increased public awareness and political action on climate action, the impact of the International Monetary Fund and Business and Human Rights

Climate change disproportionately affects women and girls living in poverty due to their social roles and status in society. They often bear the heaviest burden of climate impacts, as they constitute the majority of the world's poor and have less access to rights, land, inheritance, and financial resources.

People in the Global South continue to suffer the worst effects of climate chaos through more extreme and frequent weather events. This compounds poverty and inequality and undermines attempts to alleviate poverty.

ActionAid supports climate responses in the Global South, along with advocating to policy makers in Ireland and the European Union about how the world needs systemic change to address the climate crises and poverty and inequality. This includes countries like Ireland, that produce a large amount of emissions have a responsibility to address climate change.

What we delivered in 2024

Women’s rights and care

We made significant progress in advocating for women's rights and care in Ireland, launching a comprehensive paper on care and women's rights. This was attended by numerous politicians, representatives from the Irish Human Rights and Equality Commission, and various NGOs. This event highlighted the experiences of women directly affected by care issues, with powerful testimonies from Georgia Grogan (speaking as a lone parent), Shelly Gaynor (representing disabled women), and Danielle Neilson (sharing perspectives as a home carer) about their denial of rights in Ireland.

Climate justice

We engaged extensively with politicians on climate justice issues throughout the year. We met with TDs from different parties to discuss ActionAid Ireland’s research on fossil fuel financing and to encourage policy coherence on climate change. We specifically targeted members of the Committee on Environment and Climate Action, asking how Ireland's foreign direct investment is financing fossil fuels and climate-harming large-scale agri-business in the Global South. Ahead of COP29, we met former Minister Eamonn Ryan as part of the Stop Climate Chaos delegation to advocate for climate finance in the form of loans not grants.

Supporting migrant women in Direct Provision

We supported migrant lone parents in Direct Provision under a project funded by the St Stephen’s Green Trust, particularly in relation to eviction notices they received to leave their accommodation. We engaged with the Ombudsman for Children, who committed to follow up on our concerns, secured extensive media coverage, and engaged with TDs highlighting the issues that lone parents trying to transit out of Direct Provision face.

We also highlighted with politicians, senators, and MEPs our recent report on gender-responsive transposition of the Corporate Sustainability Due Diligence Directive. Senator Alice-Mary Higgins participated as a panelist during a global webinar launching the report. In October and November, we actively promoted our manifesto priorities ahead of the general election, conducting an analysis once all party manifestos were published. We also met with Irish MEPs during a visit to the European Parliament, raising issues of gender equality and the erosion of women's rights.

**Teresa Anderson,
ActionAid’s climate
justice lead at COP29**



The Irish Aid funded Women's Rights Programme III also focused on women's economic empowerment and climate justice:

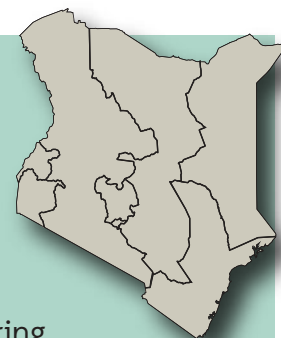
Ethiopia

In 2024, 89 ethnically marginalised Menja women were supported to have more economic power in relation to financial decisions such as savings, expenditure and budgeting, household chores and responsibilities, social activities and family healthcare. The Minister of Agriculture has agreed to scale up agroecology, climate friendly farming, from the local to the national levels. The Southwest region government had issued a directive to local administrative units to tax eucalyptus trees due to its negative impact on soil fertility. Women in Semen bench and Shey bench have cleared these trees, improving agricultural productivity and soil health. This is as a result of ActionAid Ethiopia's advocacy, in collaboration with other civil society organisations promoting agroecology, inviting a team of experts to research climate change impacts in Ethiopia and support local communities to launch campaigns calling for climate resilience. ActionAid Ethiopia aims to build resilient livelihoods for marginalised women and survivors of GBV to minimise the impact of climate change and are benefitting from increased funding for climate adaptation initiatives.



Kenya

A collective savings scheme in Kishushe supported women to be economically independent, with its members growing from 242 in 2023 to 354 by December 2024. Additionally, 40 gender-based violence survivors in Garissa received Ksh 10,000 (around 70 EUR) each to start businesses in poultry farming, tailoring, vegetable farming, and retail, fostering financial independence. As a result of partner's work, the county government of Taita Taveta supported farmers to join saving groups. ActionAid Kenya has contributed to the global climate justice campaign by facilitating research on the effectiveness of climate governance in Kenya, highlighting progress and challenges in local climate action programs. ActionAid Kenya also addressed the prolonged droughts in Kishushe, Taita Taveta County by distributing dam liners to 61 (41 women) farmers, enabling them to harvest rainwater for irrigation, improving food security and income. They also provided 20 farmers with portable solar irrigation pumps to help them grow more crops efficiently using green energy. ActionAid Kenya focuses on enhancing the knowledge and skills of most marginalised women and survivors to deal with climate change impacts and advocates for the government to promote climate financing from gender responsive lens.



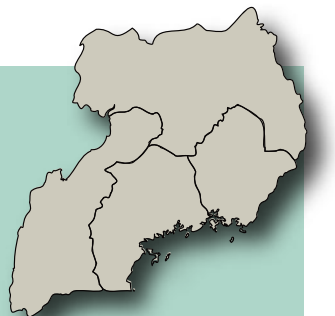
Nepal

Displaced women in Chitwan, successfully registered a women's farmer group, enabling them to access financial and technical resources to support their businesses. Their proposal for funding a goat farming initiative was approved, reinforcing economic empowerment for displaced communities. ActionAid Nepal organised dialogue at provincial level which resulted in 26 calls-to-action to integrate gender perspectives into climate policies and to improve local governance. A letter with 11 demands and a Letter of Attention were submitted to Bagmati Province officials, urging recognition of climate change impacts on marginalized communities. Additionally, ActionAid Nepal influenced the 16th National Planning Cycle, securing a dedicated chapter on Climate Change Mitigation and Adaptation Strategies in the National Plan for the next five years. ActionAid Nepal aims to equip women and young people with knowledge and skills to cope with climate change impacts, mobilize them to advocate for adaptive measures and climate justice, and ensure government promotes gender responsive climate financing.



Work funded by Irish public

Under the Amuru Local Rights Programme in Uganda, funded through child sponsorship from Ireland, 36 young farmers were supported to farm in a more climate friendly and sustainable way. 45 young people were supported to mobilise support for social justice. The young people and their allies are now leading several collective actions to combat climate change and corruption in their respective communities. These actions are being followed up in 2025. 33 farmers were supported with water for production, strengthening the capacity of small holder farmers for sustainable agroecological agriculture.



Looking forward

In 2025 we will continue to highlight the impact of climate injustice on the Global South, particularly for women.

We will continue to advocate for our work on economic justice and with migrant women in Direct Provision.

Demekich's Story

Demekich Ticigre, a young woman from Shey Bench, Ethiopia, experienced a profound personal transformation through a literacy class supported by ActionAid Ethiopia and funded by Irish Aid.

"Before I took part in the training, I was unfamiliar with the bench language (the local language). Now, I can differentiate sounds and spellings because of the training. I have managed to change my perceptions, and I can write my own name."

The challenges Demekich faced

Not being able to read or write affected Demekich's opportunities and independence. Like many women in her community, she had no access to higher education and struggled to navigate everyday tasks that required reading and writing. The distance to schools and cultural barriers had kept her from learning basic literacy skills.

Now, as the secretary of her local savings cooperation she expresses newfound confidence: "I am the one who writes the monthly savings logs of contributions by the women and even when I go to the market there are different writings and now I am able to know what each shop sells and I know which shop to go to buy the things I need."

"My dream is to move back to the city to ensure that I can get a proper education on top of what I have got now and get a related job. I can go to Mizan or Wacha for better opportunities."

The literacy classes not only taught her to read and write but also covered critical topics like gender equality, health, disease prevention, and agriculture. Her ability to write meeting minutes, read savings logs, and understand market signage has dramatically changed her daily life.

How ActionAid made a difference

Through the Women's Rights Programme, ActionAid Ethiopia has made significant strides in adult literacy and empowerment. Their response has included:

- Providing literacy classes in the remote areas of Semen Bench and Shey Bench
- Addressing gender issues and providing holistic education
- Supporting women's economic participation
- Empowering women to break cycles of poverty
- Collaborating with local women, children, and youth offices.



Demekich Ticigre from Shey Bench, Ethiopia, whose life was transformed through a literacy class supported by ActionAid Ethiopia

4. Strategic Objective Four:

Pursue diverse sources of funding, inspire and engage all supporters

Our work is only possible because of the generosity of our supporters and funding partners and institutions. Our priority is to raise funds for programmatic work and ensure we are financially sustainable in Ireland. To do this we raise income in a variety of ways from supporters in Ireland, trusts, foundations and institutional donors for women and children's human rights.

In 2024, ActionAid Ireland finalised an Income Generation strategy for the coming four years to ensure our financial sustainability. The strategy covers acquisition of new donors, retention of donors and diversifying our funding, underpinned by a focus on greater communications and insights into our donors' needs.

We truly appreciate our supporters and are committed to ensuring we keep them up to date on how their generosity is changing lives, and keep them engaged and feeling valued.

We are committed to anti-racist storytelling in our fundraising, and as part of this approach ActionAid has made a commitment to working with local photographers and teams when collecting images and case studies to show the impact of our work, ensuring these materials are respectful to the local context.

As part of our aim to inspire and engage supporters, we held the 2024 Women by Women exhibition which reflected the resilience and leadership of women experiencing displacement through the authentic lens of female photographers from featured countries. In its fifth year, the exhibition highlighted refugee women not as survivors but as powerful change-makers who advocate for their rights despite extraordinary challenges. From Colombia to Bangladesh, the 2024 exhibition showcased the vital work of women-led organisations supporting asylum seekers while challenging discrimination.

We also examined our practice in the context of decolonisation, which is about shifting power to the Global South, acknowledging the harms of colonialism on poverty levels today and highlighting extractive practices that continue to mean that the Global South experiences exploitation and marginalisation.

What we achieved in 2024

In 2024, we raised a total of **€3,031,344** (compared to **€2,938,064** in 2023) from the Irish public and our institutional donors. **€1,847,323** was in public fundraising from our amazing supporters

- We were supported by **3,263** child sponsors (**5%** decrease on 2023) and **2,114** monthly supporters (**17%** increase on 2023)
- We gained **1,326** new monthly supporters (**71%** increase on 2023) and **1,074** new one-off supporters (**32%** increase on 2023)
- We supported our fundraising with a significant increase in media with **1,044** media hits (compared to **411** in 2023) and ended the year with **17,082** social media followers (compared to **14,723** social media followers in 2023)
- We engaged supporters and members of the public on issues of global solidarity through a series of events with women from the Global South.

Public fundraising

We are hugely grateful to our committed and loyal supporters in Ireland for their ongoing generosity and for making our work possible. In 2024, we raised **€1,847,323** from the Irish public (compared to **€1,828,880** in 2023, up **1%**). This included income from child sponsorship and other monthly giving, public donations, associated tax rebates, income from supporter appeals, including during emergencies. None of our work would be possible without the vital support of the general public.

People continued to support ActionAid work through monthly donations, which funds our local rights programmes and other work.

Our work was supported by **3,263** child sponsors (compared to **3,442** child sponsors in 2023) and **2,114** monthly supporters (compared to **1,806** monthly supporters in 2023).

Tax efficient giving, where we can claim a government refund of the related income tax on donations of **€250** or more, continues to be a significant source of income for ActionAid. We are also extremely grateful to those who chose to include a donation or donating a share of their estate in their will, as legacy donations also remain important to our fundraising.

The cost-of-living crisis continued to be a challenge in 2024, with housing, food and fuel prices remaining high in Ireland impacting on our appeals throughout the year. The external environment continues to be uncertain with risks to future funding opportunities. Over the course of this strategic period, we aim to continue to diversify our income to ensure the long-term financial sustainability of the organisation.

Institutional, trusts and other large donors

Total income from institutional, trusts and other large donors in 2024 was €1,170,706 (compared to €1,105,130 in 2023).

Irish Aid continues to be our most significant institutional donor, representing 31% of our total income. The Irish Aid funded Women's Rights Programme III is a multi-annual programme through which we have been awarded €950,000 per year to fund our women's rights programmes in Ethiopia, Kenya and Nepal.

During the last year, funding was also provided by Trust and Foundation supporters Electric Aid, the Oak Foundation, St Stephen's Green Trust and the Tomar Trust.

Electric Aid funded a project on Women's Economic Empowerment in Nepal, and a project to enhance access to gender equality for communities in Uganda.

The Oak foundation funded research examining financing of fossil fuel and industrial agriculture industries in the Global South.

St Stephen's Green Trust funded a project with lone parents living in Direct Provision and the Tomar Trust donated towards our Gaza appeal.

We also received a very generous donation of €150,000 from one of our donors.

Throughout this strategic period, we will endeavour to mobilise further institutional funding and funding from trusts and foundations, in particular in support of the growing humanitarian need.

Engaging and inspiring our supporters

In 2024 we continued to implement an organisational communications strategy to guide our work with our key audiences, along with the channels and means we will engage them. Our supporters, both financial and non-financial are some of our most important stakeholders. Communicating the impact of this support, is fundamental to our strategy.

As part of our commitment to supporters to keep them informed about our work and where their money goes, we sent our ActionTimes newsletter twice in the year to all of our financial supporters. Supporters also received appeal updates on our work in Gaza and Uganda. People who support our local rights programmes through child sponsorship received an additional update twice during the year through our Community Voices newsletter. We also communicated monthly by email to our supporters, highlighting the impact of their contribution.

We also use social media, traditional media and our website to communicate to supporters and other stakeholders.

In 2024 we held four events for our supporters and the wider public, attended by 109 supporters and members of the public:

International Women's Day event: This event featured Riham Jafari, Advocacy and Communications Manager at ActionAid Palestine, discussing the ongoing conflict in Gaza, its impact on women, and how ActionAid promotes women's leadership and rights during crises.

Women in Palestine: A conversation between Justine McCarthy, journalist and Irish Times columnist, and Riham Jafari, focusing on the conflict, the growing humanitarian needs in Gaza, the specific impacts on women and girls, and potential solutions.

Online event with Susan Otieno: Executive Director of ActionAid Kenya, Susan Otieno, discussed ActionAid Ireland's impact, particularly its work on the ground, and how communities in Kenya, especially women and girls, are affected by climate change.

Women by Women launch event: This in-person event was chaired by journalist Sorchá Pollack and featured a panel including Nurhidayah Hassan, Partnership and Community Lead at New Women Connectors; Owodunni Ola Mustapha, writer and advocate for the rights of people seeking international protection in Ireland; and Soraya Afzali, early-stage researcher at Trinity College. The event included a keynote address by Susan Otieno, which focused on the impact of global crises—climate, conflict, and the cost of living—on women and girls in Kenya, as well as insights from Kenya on the issues the Irish Aid-funded Women's Rights Programme aims to address.



The panel discussion then focused on displacement and women's rights. This event was followed by a virtual tour of the Women by Women photography exhibition, which was displayed from January 2025 at DCU, Dublin, and at other venues throughout 2025.

We survey our supporters via email each February and incorporate their feedback into our annual plans. In 2025 we will continue to prioritise our supporters and communicate to them the impact of their donations.

Our wider stakeholders include policy makers, politicians, the wider public, other NGOs and CSOs in Ireland and our ActionAid federation partners. We engage with these groups through meetings, letters, digital communications, policy papers, workshops and through the media.

Communications

During 2024, our communications work supported the delivery of our four strategic objectives. We secured media coverage highlighting key issues in relation to women's rights, climate change and humanitarian crises and conflict in particular Gaza. We also secured media coverage in support of our emergency appeals, our ActionTalks speech writing competition and fundraising appeals.

ActionTalks

In 2024, we effectively engaged young people in Ireland with our annual speech writing competition, ActionTalks. We received 112 entries from 20 schools across 12 counties. The competition covered important topics including agroecology as farming that works with nature and as a solution to the climate crisis at home and abroad, the need for structural change to tackle unpaid care work, which keeps women and girls in poverty by preventing them from going to school or earning an income, and addressing the increasing rates of gender-based violence due to conflict and climate change, and what Ireland can do.

Following the competition, we organised an event with ActionAid Global Platforms that connected Irish students with young activists from Kenya, Ethiopia, and Nepal. This allowed participants to learn more about social justice and youth-led initiatives across the world.

In 2024, we continued our membership of the Irish Development Education Association (IDEA) and completed three submissions on our Global Citizenship programme as part of our obligations as signatories of the IDEA Code of Good Practice for Development Education. This supported us in further developing the competition and our educational resources.

Last year, we mobilized 18,978 people to support our petition calling for a ceasefire in Gaza.



ActionTalks speech writing competition 2024

Looking forward

In 2025, we will continue to implement our communication and content strategy to effectively show our impact and engage supporters across all channels.

We will continue to show the impact of our work through our supporter appeals. We will implement legacy and mid-value fundraising while redesigning our regular donor communications to better engage existing supporters.

Enabling objectives

Governance

ActionAid Ireland continued to meet the highest standards of accountability and governance in 2024. We take our obligations around transparency and good governance seriously. We are governed by a voluntary board of directors, whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance, ensuring the efficient and effective use of resources and the establishment of policy.

Triple Lock

ActionAid Ireland is fully committed to and compliant with the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public. The organisation meets the Triple Lock standards of good governance:

- (i) the Statement of Guiding Principles for Fundraising
- (ii) the Charity Regulator's Governance Code and
- (iii) Charity Statement of Recommended Practice (SORP) under FRS102, as well as complying with the Dóchas Code of Conduct on Images and Messages.

In 2024 we reconfirmed our adherence to the Charities Regulator Governance Code.



Integrity at work

ActionAid Ireland is a member of the Integrity at work Programme, a Transparency International Ireland initiative that supports employers to foster an environment where staff feel safe to share concerns of wrongdoing. As part of our commitment to protecting workers who raise concerns, and proactively addressing wrongdoings, ActionAid Ireland has signed the Integrity at Work Pledge to ensure that workers reporting wrongdoing will not be penalised, and that timely appropriate action will be taken in response to the concerns raised.



Core Humanitarian Standard (CHS) on Quality and Accountability

ActionAid's approach to emergencies is accredited under the Core Humanitarian Standard (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQAI).

ActionAid was the first global organisation to have its approach to emergencies independently verified by the Core Humanitarian Standard on Quality and Accountability in August 2019. The accreditation demonstrates commitment to putting communities and people affected by crises at the centre of what we do and the alignment of our own internal procedures to the CHS framework.

The CHS on Quality and Accountability puts the active agency of people living in poverty and impacted by an emergency first. By committing to meeting the nine core standards of the CHS, ActionAid is ensuring that affected communities are aware of their rights and are involved in all levels of the response. Critically, the commitments of the CHS have helped ActionAid improve the quality, efficiency, and the effectiveness of our humanitarian response.

Dóchas Guide to Ethical Communications

In 2024 ActionAid continued adhering to the Dóchas Guide to Ethical Communications.



IDEA Code of Good Practice for Development Education

In 2024 ActionAid Ireland continued its membership of the Code of Good Practice for Development Education. Members of this Code commit to strengthening their Development Education practice through an annual self-assessment process. Further information on this Code is available from www.ideaonline.ie



Regulation of Lobbying Act 2015

ActionAid Ireland is registered on the Register of Lobbying and provides information to the Standards Commission about its lobbying activities.

Enabling objectives

Safeguarding

We are committed to upholding the highest standards of safeguarding. Each member of the team is trained on the issue, and it is included in our induction process. We have an international safeguarding policy and every team member has committed to upholding the ActionAid Ireland Safeguarding Action Plan. There is an international safeguarding lead, a board safeguarding lead (Moirá Leyden) and a safeguarding lead within the ActionAid Ireland team.

Anti-racism, shifting the power and decolonisation

In 2024 we developed an Equitable Partnership policy, based on consultations with existing partners including ActionAid offices, women's rights organisations, women's networks, women's groups and other stakeholders we support. We believe that what we do and how we do it has an enormous effect on not just the outcomes achieved through partnership but also the strength of the partnership itself as it builds trust and interdependency.

We work in partnership with eleven ActionAid offices and approximately 40 national civil society actors in Bangladesh, Cambodia, India, Nepal, Vietnam, Haiti, Ethiopia, Kenya, Uganda, and Palestine. Equitable partnership is a collaborative relationship that shares power, responsibilities and benefits. It means shifting power for the empowerment of local civil society, particularly in the Global South, so they are autonomous in resource allocation, decision-making, and strategic focus, while also advancing transnational solidarity to tackle poverty and injustice. This new policy, and its action plan, will guide our approach to partnership and shifting power.

Embed learning and evaluation

Each programme we run has a monitoring, evaluation and learning framework. Across the organisation we reflect quarterly on our Key Results for the Board. In Quarter 3 we reflect on overall progress on our strategy for that year and plan for the following year. In 2024, all staff participated in an organisational wide reflection session on impact and then planning.

Feminist leadership

ActionAid is committed to the values of the 10 feminist leadership principles. We aim to reflect these values and principles at every level of the organisation. Reflecting on feminist leadership is a core part of our staff Performance Management and we hold bi-monthly meetings to advance the principles.

Collaboration and partnership

Throughout 2024 we engaged in Dochas working groups including; Policy, Safeguarding and Results, Communications, and Public Engagement. We are also part of the Worldview Steering Group and the CEO is on the board of Dochas.

In 2024 we were an active member of the Irish climate coalition, Stop Climate Chaos, attending meetings and inputting into policy submissions and strategy planning.

We worked in partnership with other organisations challenging the situation in the occupied Palestinian territory. The ongoing occupation, blockade and apartheid conditions exacerbate poverty for Palestinians. ActionAid is a member of the Irish Emergency Alliance and takes a coordinated joint approach to fundraising and communications during emergencies. We launched one appeal in 2024.

We continued to be an active member of the Irish Consortium on Gender Based Violence.

The Directors’ Report

The Directors (also referred to as Trustees) present their annual report together with the audited financial statements of ActionAid Ireland for the year ending 31st December 2024.

In 2024, the ActionAid federation worked in 71 countries around the world. ActionAid Ireland’s work was made possible because of generous support of people in Ireland. ActionAid Ireland directly supported work in Cambodia, Ethiopia, Kenya, Nepal, Uganda, Vietnam, Palestine, Lebanon, Ukraine and Bangladesh.

ActionAid Ireland is a registered charity, established as a company limited by guarantee and governed by a voluntary Board of Directors whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance and ensuring the efficient and effective use of resources towards achieving our mission.

Governance structure, roles and responsibilities

The Governance Handbook was revised in 2023, setting out the guiding principles for the overall governance of the organisation and clear distinctions between the functions of the Board, the CEO and the staff team to whom day-to-day management is delegated. This means that matters such as policy, programme, fundraising, planning, and budgets are prepared by the management team for discussion with, and approval by, the Board. Management report to the Board under each strategic priority and its corresponding key result.

The Board monitors the implementation of strategy, policies, plans and budgets on a quarterly basis and through their work on committees. Board members are required to confirm their compliance with the Conflict-of-Interest policy in the Governance Handbook as a standing agenda item. The Handbook will be

reviewed again in July 2025.

At every meeting the board declares any conflict of interest. Our policy on conflict of interest is clearly set out in our Governance Handbook, which is reviewed every two years and was last reviewed in 2023.

The Board oversees progress on implementing strategy, policy reviews and financial assessments on a quarterly basis and through their work on committees. The Chair, on behalf of the Board, reviewed the CEO's performance in 2024 and she in turn ensured the performance management of staff members.

The Board of Directors held seven meetings in 2024, as well as holding the AGM in June. The Board meetings were a hybrid of in person and remote.

	Board Meetings	Finance & Audit Committee	Governance & Board Development Committee
Board of Directors	Attended (Eligible)	Attended (Eligible)	Attended (Eligible)
Ms Anna Lee	3/3	2/3	2/3
Ms Renée Dempsey Clifford	5/5	3/3	2/2
Mr James Foley	7/7	5/5	-
Ms Makena Mwobobia (Kenya)	5/7	-	3/4
Ms Moira Leydon	5/7	-	-
Mr Ben Burton (UK)	3/7	3/5	-
Mr Graham Roe	6/7	-	-
Ms Everjoice J. Win (Zimbabwe) (RIP)	6/7	-	-
Silvio Caccio Bava	2/6	-	-
Sadhbh O'Neill	5/5	-	-
Brid O'Flaherty	7/7	-	4/4
Governance & Board Development Committee Member			
Sorcha Brady	-	-	4/4

The Finance and Audit Committee:

The role of the Finance and Audit sub-committee is to:

- monitor the financial reporting processes
- manage the statutory audit process and
- monitor internal controls and risk management.

ActionAid also has a Procurement Committee which is a sub-committee of the Finance & Audit Committee. It met once in 2024.

Committee members include Ben Burton and Mary (Renee) Clifford (from July 2024). James Foley resigned from the Committee in February 2025.

Anna Lee stepped down from the committee in July 2024. They were supported by the CEO and Head of Finance and Governance.

The Governance and Board Development Committee:

The role of the Governance and Board Development Committee is to:

- ensure periodic reviews of the governance handbook and relevant governance policies
- ensure compliance with the Charities Regulatory Governance Code
- have oversight of the annual ActionAid International assurance process
- ensure the timely recruitment, selection and induction of new members, including the ActionAid International board representative
- manage the exits/debriefing of outgoing members
- ensure biannual Board Self-Assessments occur
- ensure the annual performance review of the CEO.

Members include Brid O'Flaherty (Committee Chair), Makenna Mwobobia and Sorcha Brady (non board member). Mary (Renee) Clifford joined the committee in July 2024. Anna Lee stepped down from the committee in July 2024.

Board profile

Ms Anna Lee – (resigned in July 2024)

Appointed Chair in January 2019. She has a distinguished record of accomplishment over many decades of working at community level in Ireland on anti-poverty and social inclusion strategies and local development. She retired in July 2024.

Ms Mary (Renée) Dempsey Clifford (appointed in May 2024)

Appointed Chair in July 2024. She is a former civil and public servant, experienced as a national representative at international fora on issues such as energy, electricity, climate change, transport, nuclear safety, telecoms and disability.

Mr James Foley - (resigned in February 2025)

Treasurer since February 2020, he was Manager of Electric Aid – the ESB and Eirgrid’s staff social justice and development fund – until retirement in 2018. He oversaw the growth of Electric Aid to become Ireland’s premier occupationally based charity, raising and disbursing a fund of €1.2 million a year.

Ms Makena Mwobobia (Kenya)

A multi-skilled development practitioner with over thirty years in senior leadership in the civil society sector. She has both local (Kenya) and international field experience from Ethiopia, Nigeria, Somaliland, India and South Sudan.

Ms Moira Leydon

Assistant General Secretary at the Association of Secondary Teachers in Ireland (ASTI), her role at the ASTI includes leading on global education issues. She was a co-founder of the Irish Forum for Global Education, which is affiliated with the Global Campaign for Education.

Mr Graham Roe

A professional in the international development sector. Graham is a leader in the Irish fundraising market. He has been involved for many years with Fundraising Ireland – now Charities Institute Ireland – contributing on fundraising regulation. He delivers modules for CII’s education courses.

Mr Ben Burton

A highly experienced strategic communications advisor, he works in a communications function with the Central Bank of Ireland. He brings a blend of journalism and communications agency experience to the Board.

Ms Everjoice J. Win (Zimbabwe) (deceased March 2025)

Active in feminist and social justice movements in her country Zimbabwe, the African continent and globally for over 30 years, Everjoice was the Executive Director of The Shine Campaign. She served as ActionAid International’s Global Head of Women’s Rights between 2002 and 2011 and Director for Programmes and Global Engagement between 2014 and 2020. She passed away in March 2025.

Silvio Caccia Bava (Brazil) (resigned November 2024)

Appointed in November 2022, Silvio is based in Brazil and is a sociologist with a master’s degree in political science. Silvio is currently chairman of the Board of Directors of ActionAid Brazil, president of the NGO Palavra Livre, Executive Director of the newspaper Le Monde Diplomatique Brazil, member of the Strategic Council University-Society of the Federal University of São Paulo- UNIFESP.

Sadhbh O’ Neill

Sadhbh O’ Neill joined the board in March 2023. She is Climate Campaign Coordinator with Stop Climate Chaos, a member of the EPA Advisory Committee, writes a monthly column on climate change for the Irish Times. She is currently lecturing at TUD in EU and national energy and climate law as part of its MSc programme in energy management, and is completing a research project for the Climate Change Advisory Council.

Bríd O’Flaherty

Bríd joined the board in November 2023. She read law in University College Dublin (1993-1996) and attended the Kings Inns for the years 1996-1998 obtaining a Barrister-at-Law degree. Bríd is a practising barrister with over 25 years’ experience and a CEDR (Centre for Effective Dispute Resolution) accredited mediator since 2007.

Board Recruitment

The Board recruited one new member in 2024, Ms Renée Dempsey Clifford, who was appointed Chair in July 2024. She brings expertise in equality and as a representative at international fora.

When recruiting new members, the Board uses a skills-matrix to ascertain the skill sets needed and to identify any gaps. Using this approach the Board advertised the vacancy on Boardmatch, ActionAid Ireland’s website, Dóchas News and through the organisation’s networks.

Staff who served the organisation in 2024

Leadership, finance and support

Karol Balfe – CEO. The CEO oversees all of the organisation’s work, represents the organisation in media and policy forums, and line manages the Head of Finance & Governance, the Head of Programmes, Head of Fundraising, the Communications Manager/ Coordinator and the Executive Assistant.

Sarah Marshal – Executive Assistant

Olive Corbett – Head of Finance & Governance. The Head of Finance and Governance ensures ActionAid Ireland meets the highest standards of financial management and governance, including through preparing management accounts that are overseen by the independent and voluntary Board of Directors and ensuring our key policies are up-to-date. This role also line manages the Finance Coordinator.

Kate Carrol – Finance Coordinator

Programmes

Grainne Kilcullen – Head of Programmes The Head of Programmes manages ActionAid Ireland’s programme team, overseeing a variety of programmes in Ireland and the Global South, funded by large and small donors.

Cillian Quinn – Policy & Programme Coordinator

Nisha Lama Karki (Nepal) – GBV Protection Coordinator

Josephine Ileri (Kenya) - Programme Learning Coordinator (left in May 2024)

Peris Kariuki (Kenya) - Programme Learning Coordinator (joined in August 2024)

Communications

Jo-Ann Ward – Communications & Campaigns Manager (maternity leave started in May 2024)

Erica Beccarello (Italy) – Communications Coordinator (maternity leave contract from June 2024)

Fundraising

Claire Smith – Head of Fundraising The Head of Fundraising is responsible for managing the Fundraising team to deliver the very best in supporter care for our committed and loyal supporters, as well as ensuring we are raising vital funds to continue our work.

Niamh Curran (Canada) - Acquisition Manager (joined in July 2024)

Mariana Musse (Brazil) – Digital Campaigns Executive

Katie Ryan – Retention Manager

Orlaith O’Rourke – Fundraising Data Specialist

Jeffrey Hanlon – Fundraising Executive (joined in April 2024)

Juliette Sejean – Supporter Care Executive (joined in October 2024)

Jane Murray - Fundraising & Communications Executive (left in March 2024)

Emma Doyle - Fundraising Support Officer (temporary staff - joined in January 2024 as an intern and left in September 2024)

The Directors' Report

Staff Training, Remuneration and Professional Development

The organisation is committed to facilitating and encouraging Board and employee training. Each individual has a set of performance objectives and identifies training needs annually. The organisation has a training budget for each staff member. In 2024 ActionAid Ireland implemented its approach to performance management which includes guidance, feedback, ongoing mentoring and coaching where needed. We conduct an annual review of staff salary levels to ensure we remain competitive and in line with industry norms. We ensure we comply with HR legislation through working with an external HR professional agency.

Diversity and inclusion

We do not discriminate based on race, ethnicity, colour, class, ancestry, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, anti-body status, marital status, membership of the Roma or Travelling community, or any other legally protected status.

Working from home

In 2022 ActionAid Ireland introduced a hybrid working policy, with most members of the team now expected to attend the office at least once a week, the policy was reviewed in 2023.

Risk management

The Board reviews the risk register and key performance indicators quarterly. The Risk Register covers governance, strategic, compliance (legal and regulatory), operational, financial, environmental and reputational. Directors have identified and reviewed the major strategic, business, and operational risks faced by the organisation and are satisfied that reasonable steps are being taken to mitigate exposure and impact.

Each of the risks are assessed in terms of (1) likelihood of the risk occurring on a scale of 1 – 5 where 1 is very unlikely and 5 is very likely; (2) the impact for the Organisation if the risk was to happen also rated on a scale of 1 – 5 and (3) the controls in place or steps to be taken to mitigate the risk. The controls are rated of a scale of 1 to 3 where 1 it is felt that the controls are very effective and 3 an assessment that the controls or steps are not very strong and/or likely to be effective in preventing the risk or the mitigating its impact if it did occur.

The principal risks and uncertainties identified by the Board are the impact of the cost-of-living crisis on our supporters and our ability to fundraise effectively in Ireland, security and access in programme countries, the onset of humanitarian disasters affecting the ability of the programme to meet its goals, and the ability to recruit and retain key skilled staff in Ireland in the context of a competitive labour market.

Operating in contexts such as Ethiopia, Kenya, Nepal, Vietnam, Cambodia and Uganda pose a range of risks, from staff security, to climate emergencies, political crisis, terrorism to government restrictions on civil society space to operate. Mitigation

measures include operating a well-defined fundraising and income generation strategy, high quality programme oversight, regular risk analysis with local partners, security planning, quality reporting to Irish Aid and institutional donors, and communicating with and listening to our supporters, funders, and staff. For specific security concerns in certain contexts, control measures include continuous assessment, regular security updates by security focal points in country, and liaising with the security focal point in ActionAid International for support when required.

Internal control

The Directors have overall responsibility for ActionAid Ireland's systems of internal control. Directors recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. The Directors remain satisfied that ActionAid Ireland's systems provide reasonable assurance that the charity operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

We operate a wide-ranging accountability system based on annual plans and budgets. Directors consider quarterly results compared with plans and forecasts as well as non-financial performance data. Other controls include delegation of authority and segregation of duties.

ActionAid Ireland pays great attention to the value-for-money objectives of the international programme and country programmes report on the same. Two monitoring visits to Kenya and Ethiopia took place in April and December 2024 and it provided an opportunity to engage directly with partners, review progress, and strengthen implementation strategies.

Programme countries' internal audit departments routinely review their own country programmes. Relevant audit findings are considered by the Board with necessary actions undertaken by management.

ActionAid International conducts an annual assurance process whereby members report on their alignment with standards and policies set out by the Federation for its members. Plans are put in place for any gaps that are identified to address those gaps.

Financial review

The charity incurred an unrestricted fund deficit in both financial years 2024 and 2023. This occurred mainly as a result of the board approved strategy to invest in fundraising the excess unrestricted reserves above minimum operating levels that are currently being held by the charity. This is in order to secure the medium term financial sustainability of the charity. The directors are closely monitoring the performance of this investment and expect to be in a break-even position by the end of 2025 whereby we will return to normal operating levels.

The Directors' Report

Reserves statement

Reserves help to maintain financial stability and allow a charity to meet its commitments, continue to undertake work and deliver services, even when unexpected events or costs arise. We hold reserves:

- to meet our commitments when expenditure overruns or unplanned events occur;
- to fund shortfalls in income, for example when income is delayed or does not reach expected levels;
- to fund unexpected events calling on our services;
- to fund future commitments or projects;
- to respond to unexpected difficulties or crisis.

By holding appropriate reserves, we are acting to protect the charity from future challenges and uncertainties and changes in economic circumstances. ActionAid Ireland considers it appropriate to hold four months of 'core' unrestricted expenditure as minimum reserve levels. As of December 2024, we are holding available reserves of c4.8 months' 'core' unrestricted expenditure (€621,079). The Board expects to reach minimum reserves levels during the next year in line with our approved strategy to invest excess reserves above minimum levels into fundraising in order to secure the medium-term financial sustainability of the organisation. The Board monitors the reserves' position closely. The Board deems it prudent to carefully test fundraising spend, aiming to balance judicious use of funds to reach a solid financial basis by 2025, by which time it is anticipated the reserves will be at the minimum level.

Climate crisis

ActionAid Ireland minimises air travel unless essential and is increasing our digital communications with supporters, which will reduce postage. The Board are aware of the continuing detrimental effects of the climate crisis on the world in which we all live and look forward to continuing to respond to these effects as we operationalise our new strategic plan for the charity. We will also campaign for climate justice as part of our strategy in order to address the root causes of the climate crisis.

Statement of Directors' responsibilities

Directors are responsible for preparing the annual report and the financial statements in accordance with Irish law and regulations. Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with best accounting practices in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company for the financial year end date and of the income and expenditure of the company for that financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Directors are required to:

- 1 select suitable accounting policies and then apply them consistently;
- 2 make judgements and estimates that are reasonable and prudent;
- 3 state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- 4 prepare the financial statements on a going concern basis unless it is inappropriate to presume the company will continue in business.

The Directors are responsible for ensuring the company keeps, or causes to be kept, adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited.

They are responsible for safeguarding the assets of the company and hence for making reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

The Directors' Report

Lobbying and political donations

There were no political donations in 2024 and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulations of Lobbying Act 2015, ActionAid Ireland records all lobbying activity and communications with designated public officials. It has made the returns and submissions required by the Act.

Disclosure of information to the auditors

Each of the persons who are Directors at the time when the Directors' report is approved has confirmed that:

- 1 so far as the Director is aware, there is no relevant audit information of which the company's auditors are unaware, and;
- 2 that the Director has taken all steps that ought to have been taken as a Director in order to be aware of any relevant information and to establish that the company's auditors are aware of that information.

Accounting records

The Board of Directors is responsible for ensuring adequate books and records are kept in accordance with Section 281 to 285 of the Companies Act 2014.

The Directors have engaged appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are maintained at 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

Post balance sheet events

There have been no events after the year end that require any adjustment to or additional disclosure in the 2024 financial statements.

Going Concern

A going concern assessment was completed based on the current year end financial position and the expected performance for a period of at least 12 months from the date of approval of the financial statements. As a result, the Directors consider that the company has adequate resources to remain in operation for the foreseeable future and have therefore used the going concern basis in preparing the financial statements.

Auditor

Woods and Partners Limited Chartered Accountants and Registered Auditors, were appointed as auditor of ActionAid Ireland following the resignation of Crowe Ireland. The company's auditor, being eligible, have expressed a willingness to continue in office in accordance with Section 383 (2) of the Companies Act 2014.

Signed on behalf of the Board of Directors:



Renée Dempsey Clifford
Director



Ben Burton
Director

Date: 19 May 2025

Board of Directors

Ms Anna Lee

(appointed 22/10/18,
Chair from 1/01/19 until
July 2024, resigned
22/07/2024) * #

Ms Mary (Renée)

Dempsey Clifford

(appointed 20/05/2024,
Chair from 22/07/2024)
(First Three Year Term)

Mr James Foley

(appointed 23/04/18,
appointed Treasurer
04/02/20, resigned
17/02/2025) *

Ms Makena Mwobobia

(Kenya) (appointed
20/07/20)
(Second Three
Year Term) #

Ms Moira Leydon

(appointed 08/02/21)
(First Three Year Term)

Mr Ben Burton (UK)

(appointed 08/02/21)
(First Three Year Term) *

Mr Graham Roe

(appointed 08/02/21)
(First Three Year Term)

Ms Everjoice J. Win

(Zimbabwe) (appointed
09/05/2022,
resigned 09/03/2025 -
RIP)

Silvio Caccio Bava

(Brazil)
(appointed 21/11/2022,
resigned 18/11/2024)

Sadhbh O'Neill

(appointed 07/03/2023)
(First Three Year Term)

Bríd O'Flaherty

(appointed 02/10/2023)
(First Three Year Term)

* Finance and Audit committee member.

Governance and Board Development committee member.

The CEO is not a member of the Board.

Revenue Commissioners
Charity Number
CHY6888

Company's Registered
Number
95403

Charities Regulatory
Number
20013790

ActionAid Ireland is fully committed to and compliant with:

- 1 The Charities Regulatory Authority Guidelines for Charitable Organisations on Fundraising from the Public.
- 2 Triple Lock standards of good governance:
 - Statement of Guiding Principles for Fundraising
 - Charity Regulator's Governance Code
 - Charity Statement of Recommended Practice (SORP) under FRS102
- 3 Dóchas Code of Conduct on Images and Messages
- 4 The Core Humanitarian Standard (CHS)

Management 2024

CEO

Ms Karol Balfe

Head of Programmes

Ms Grainne Kilcullen

Head of Fundraising

Ms Claire Smith

Head of Finance & Governance

Ms Olive Corbett

Company Secretary

Ms Bríd O'Flaherty

Auditors

Woods and Partners

Chartered Accountants and
Registered Auditors,
Woods House, Cannon Street,
Kells, Co Meath.

Solicitors

McGrath & McGrane

Suite 323,
The Capel Building,
Marys' Abbey,
Dublin 7.

Bankers

Bank of Ireland

6 Lower O'Connell Street,
Dublin 1.

Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2024

Report on the audit of the financial statements

Opinion

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)" ("Charities SORP").

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2024 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Independent Auditor's Report to the members of ActionAid Ireland - Year ended 31 December 2024

Other information

The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Independent Auditor’s Report to the members of ActionAid Ireland - Year ended 31 December 2024

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditors’ responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA 700 \(Ireland\)](https://www.iaasa.ie/Publications/ISA_700_(Ireland)). The description forms part of our Auditors' report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

Conor Woods

for and on behalf of

**Woods and Partners Limited Chartered Accountants
and Registered Auditors**

Woods House, Cannon Street, Kells, Co Meath.

Date: 19 May 2025

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating an Income & Expenditure Account)
12 Months ending December 2024

	Notes	Unrestricted Funds	Restricted Funds	2024 Total Funds	Unrestricted Funds	Restricted Funds	2023 Total Funds
Income from:							
Donations and legacies	2	1,220,052	841,177	2,061,229	981,927	991,523	1,973,450
Charitable activities	3	57,680	899,120	956,800	57,528	903,032	960,560
Other	4	13,315	-	13,315	4,054	-	4,054
Total income		1,291,047	1,740,297	3,031,344	1,043,509	1,894,555	2,938,064
Expenditure on:							
Raising funds	5	845,012	1,769	846,781	771,577	12,748	784,325
Charitable activities	6	502,779	1,756,137	2,258,916	541,545	1,839,187	2,380,732
Total expenditure		1,347,791	1,757,906	3,105,697	1,313,122	1,851,935	3,165,057
Net expenditure and net movement in funds for the year	8	(56,744)	(17,609)	(74,353)	(269,613)	42,620	(226,993)
Reconciliation of funds							
Fund balances brought forward at 1 January 2024	18	677,823	57,803	735,626	947,436	15,183	962,619
Fund balances carried forward at 31 December 2024	18	621,079	40,194	661,273	677,823	57,803	735,626

All of the activities of the company are classed as continuing.

The company has no recognised gains or losses other than the results for the year as set out above.

The notes on pages 71 to 83 form part of these financial statements

ACTIONAID IRELAND (Company limited by guarantee)

BALANCE SHEET as at 31 December 2024

		2024	2023
	Notes	€	€
Tangible fixed assets	11	5,634	4,901
Current assets			
Debtors	13	384,925	297,051
Cash at bank and in hand	14	492,982	730,154
		877,907	1,027,205
Creditors			
(amounts falling due within one year)	15	(222,268)	(296,480)
Net current assets		655,639	730,725
Total assets less current liabilities		661,273	735,626
Funds of the charity			
Restricted Funds	18	40,194	57,803
Unrestricted Funds	18	621,079	677,823
Total charity funds		661,273	735,626

The Charity's financial statements have been prepared in accordance with the Charities SORP Financial Reporting Standards 102; the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102").

These financial statements were approved and authorised for issue by the Board of Directors on 19 May 2025 and are signed on their behalf by:



Renée Dempsey Clifford
Director



Ben Burton
Director

Date: 19 May 2025

The notes on pages 71 to 83 form part of these financial statements

ACTIONAID IRELAND (Company limited by guarantee)

CASH FLOW STATEMENT for year ended 31 December 2024

Reconciliation of net outgoing resources to net cash used in operating activities

	Notes	2024	2023
		€	€
Net movement in funds		(74,353)	(226,993)
Depreciation	11	2,845	3,110
(Increase)/ Decrease in debtors		(87,874)	10,527
(Decrease)/ Increase in creditors		(74,212)	39,962
Net cash used in operating activities		(233,594)	(173,394)
Cash flows from investing activities			
Purchase of tangible fixed assets	11	(3,578)	(2,310)
Net cash used in investing activities		(3,578)	(2,310)
Change in cash and cash equivalents in the period	19	(237,172)	(175,704)
Cash and cash equivalents at the beginning of the period	19	730,154	905,858
Total cash and cash equivalents at the end of the period	19	492,982	730,154

The notes on pages 71 to 83 form part of these financial statements

NOTES TO THE ACCOUNTS

For year ended 31 December 2024

GENERAL INFORMATION

ActionAid Ireland CLG is an Irish charity, registered in 1983 as a company limited by guarantee. Its stated objects are “The prevention and relief of poverty and economic hardship in any manner which now or hereafter may be deemed to be charitable by law in any part of the world and for such other ancillary charitable purposes as the Directors may determine; the integration of those who are disadvantaged and the promotion of their full participation in society particularly with regard to women in marginalised communities overseas and in Ireland to build and sustain their livelihoods, and to mitigate, prepare for, and recover from emergencies; and the promotion of civic responsibility, democratic values and equality overseas, and enabling the public in Ireland and beyond to be active global citizens”. It is the Irish affiliate of ActionAid International. The company’s registered office is 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

ACCOUNTING POLICIES

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the company’s financial statements:

1 (a) Basis of Preparation

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (“Charities SORP”).

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company’s accounting policies (see note 1.1).

The following principal accounting policies have been applied:

1 (b) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants from Governments and other institutional donors: where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of its recognition it is deferred and included in creditors. Where entitlement occurs before income being received the income is accrued. Where no performance and specific deliverables are imposed the income is recognised when the charity is entitled to the income, it is probable that the charity will receive the funds and the amounts can be reliably measured.

The principal component of ActionAid Ireland’s income is regular, usually monthly, donations from individuals, families and others in Ireland. Most of these supporters are linked to one or more children or communities in ActionAid Ireland’s programmes and receive regular information about that child / community and about ActionAid Ireland’s development work in the area in which the child / community resides and an annual report.

In 2024, and 2023, 72% of Child Sponsorship income was credited to restricted funds relating primarily to work in the project area where the sponsored child/community lives. 28% was taken to unrestricted funds and associated overheads and was used for the Charity’s general charitable purposes.

1 (c) Resources expended

All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Costs of raising funds represents expenditure incurred in Ireland on raising funds from committed supporters and other members of the public. Support costs include expenditure on general management, payroll administration, budgeting and accounting, information technology, property management, human resources and financing.

Governance costs are the costs associated with the governance arrangements of the charity. The costs included in this category relate to the organisational administration and compliance with constitutional and statutory requirements

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

1 (d) Fund Accounting

Restricted funds

Restricted funds consist of grants and donations received which can only be used for the purpose for which they are specified by the donors. These purposes are the aim of the charity.

Unrestricted funds

Unrestricted funds consist of grants and donations which the charity can spend based on its own discretion to enable it to achieve its overall aim and objectives.

Designated funds

Designated funds are unrestricted funds earmarked by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the Board’s discretion in applying the funds.

1 (e) Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset, less estimated residual value, on a straight line basis over its expected useful life at the following annual rates.

Office Equipment	20% Straight line
Database	25% Straight line
IT Hardware	33.3% Straight Line
Leasehold Improvements	The shorter of the life of the Lease or the first break clause - Straight Line

Impairment:
Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset’s carrying amount exceeds its recoverable amount.

1 (f) Debtors

Short term debtors are measured at transaction price, less any impairment.

1 (g) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

1 (h) Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

1 (i) Operating Lease

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities (SOFA).

1 (j) Currency

Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates (“the functional currency”). The financial statements are presented in euro, which is the company’s functional and presentation currency and is denoted by the symbol “€”.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions. At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the statement of financial activity within ‘costs of charitable activities’. All other foreign exchange gains and losses are presented in the statement of financial activity within ‘expenditure on charitable activities’.

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

1 (k) Creditors

Short term creditors are measured at the transaction price.

1 (l) Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

1 (m) Taxation

No charge to taxation arises as the company is exempt under Section 207 and 208 of the Taxes Consolidation Act 1997.

1 (n) Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the Statement of Financial Activities.

1 (o) Going concern

The Directors have assessed whether there are any significant doubts regarding the company's ability to continue as a going concern and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

1.1 Judgements in applying accounting policies and key sources of estimation

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

(a) Cost allocation

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include time spent on activities and judgement is exercised in applying cost drivers to cost categories.

(b) Taxation Recoverable

The Directors assess the estimated tax rebate income due based on the level of voluntary donations received during the financial year and the actual tax rebate received in the previous financial year.

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Child and Community Sponsorship	262,480	672,528	935,008	979,893
Tax relief				
Tax relief on designated charities	233,393	-	233,393	273,933
Other donations				
Trusts and other larger donors	153,400	60,506	213,906	144,570
Emergency appeals	10,046	108,143	118,189	163,274
Other appeals and donations	550,733	-	550,733	411,780
Legacy income	10,000	-	10,000	-
	724,179	168,649	892,828	719,624
Total Donations and Legacies	1,220,052	841,177	2,061,229	1,973,450

Emergency appeals income has been reclassified into its own income category above to improve transparency of income reporting. The prior year figures have been restated accordingly.

Income from Trusts and other larger donors includes the following grants received:	Total Income 2024	Total Income 2023
	€	€
Electric Aid	27,474	53,070
Missionaries of the Sacred Heart	-	50,000
Oak Foundation	6,432	-
St. Stephen's Green Trust	20,000	20,000
Tomar Trust	10,000	-
Energy for Generations Fund	-	10,000
ActionAid International grants	-	11,500
Other Major donors	150,000	-
Total	213,906	144,570

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

3 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Department of Foreign Affairs (Irish Aid) Women's Rights Programme				
ActionAid Kenya	-	272,800	272,800	272,800
ActionAid Nepal	-	272,800	272,800	272,800
ActionAid Ethiopia	-	272,800	272,800	272,800
Global Citizenship Engagement and Project Administration	-	74,600	74,600	74,600
ActionAid Ireland - 6% of Grant Received	57,000	-	57,000	57,000
	57,000	893,000	950,000	950,000
Irish Human Rights and Equality Commission	680	6,120	6,800	10,560
Total Income from Charitable activities	57,680	899,120	956,800	960,560

4 OTHER INCOME	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Office sublet	4,117	-	4,117	-
Bank interest	182	-	182	-
Income from VAT Compensation Scheme	9,016	-	9,016	4,054
	13,315	-	13,315	4,054

5 EXPENDITURE ON RAISING FUNDS	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Advertising and promotion	424,380	-	424,380	316,420
Salary and pension costs	345,925	-	345,925	323,750
Other costs	64,707	1,769	66,476	134,155
Irish Emergency Alliance	10,000	-	10,000	10,000
	845,012	1,769	846,781	784,325

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

6 EXPENDITURE ON CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Overseas programme expenditure				
Community and Child sponsorship				
ActionAid Kenya	-	244,635	244,635	252,857
ActionAid Uganda	-	110,888	110,888	116,879
ActionAid Nepal	-	139,633	139,633	146,419
ActionAid Vietnam	-	131,886	131,886	139,712
ActionAid Cambodia	-	45,486	45,486	49,195
Irish Aid				
ActionAid Kenya	-	264,412	264,412	256,081
ActionAid Nepal	-	288,336	288,336	249,596
ActionAid Ethiopia	-	219,458	219,458	227,632
Other expenditure				
Women's Economic Empowerment - Nepal	-	13,000	13,000	-
Enhancing access to gender equality for communities - Uganda	-	14,474	14,474	-
Enhancing sustainable community fishery management - Cambodia	-	-	-	10,900
Water Project in Timboni Mtepeni - Kenya	-	-	-	42,500
Construction of a sanitary facility for Coo-Rom - Uganda	-	-	-	16,000
Financing solar water purification systems for students in Krong No district, Dak Nong province (phase 2) - Vietnam	-	-	-	11,170
Provision of Dignity kits in response to Syria/Turkey Earthquake	-	-	-	15,000
Emergencies and Crisis relief	-	117,143	117,143	151,923
Projects Funded by Other Appeals and Donations	8,000	-	8,000	17,000
Irish Aid				
Salaries	-	74,318	74,318	70,771
Other Costs	-	47,622	47,622	47,767
	8,000	1,711,291	1,719,291	1,821,402
Overseas Support costs				
Travel	5,899	-	5,899	12,568
Office costs	146,020	-	146,020	171,678
Salary and pension costs	215,589	-	215,589	190,140
ActionAid International Contribution	45,000	-	45,000	45,000
	412,508	-	412,508	419,386

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

6 Continued...	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
Other programme expenditure				
Salaries	46,023	11,046	57,069	58,029
Other expenditure	1,758	19,951	21,709	22,542
	47,781	30,997	78,778	80,571
Influencing, education and research				
Memberships	19,290	-	19,290	17,505
Global Citizenship Engagement and Awareness Raising (including salary costs)	-	13,849	13,849	17,600
	19,290	13,849	33,139	35,105
Governance Costs				
Travel	733	-	733	88
Professional fees	14,157	-	14,157	24,147
Other expenditure	310	-	310	33
	15,200	-	15,200	24,268
Total Expenditure on Charitable activities	502,779	1,756,137	2,258,916	2,380,732

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS	2024	2023
	€	€
Governance and Support Costs		
Salaries and related costs	242,607	217,143
Office costs	146,020	171,678
Other support costs	50,899	57,568
Governance Costs	15,200	24,268
Total governance and support costs	454,726	470,657

Salary and related support costs have been allocated in proportion to estimated time spent and are apportioned as below. All other support and governance costs have been attributed to expenditure on charitable activities.

Analysis of governance and support costs	Salaries and related costs	Other	2024	2023
	€	€	€	€
Expenditure on raising funds	27,018	-	27,018	27,003
Expenditure on charitable activities	215,589	212,119	427,708	443,654
Total governance and support costs	242,607	212,119	454,726	470,657

8 NET INCOME / (EXPENDITURE)	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	€	€	€	€
This is stated after charging:				
Auditors' remuneration	14,157	-	14,157	17,790
Depreciation	2,845	-	2,845	3,110
Operating lease - building	44,280	-	44,280	39,570

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

9 STAFF COSTS

	2024	2023
The average monthly headcount of staff during the year was:		
Management	1	1
Finance	2	2
Programmes	3	3
Fundraising/Communications	7	7
Administration and project support	1	1
	<u>14</u>	<u>14</u>
Total remuneration of employees (full time and part time) was:	€	€
Wages and salaries	641,098	559,080
Termination benefits 1 employee (2023: 0 employees)	3,252	-
Social welfare costs	63,663	59,239
Pension costs	47,318	42,851
	<u>755,331</u>	<u>661,170</u>

From July 2023 ActionAid Ireland employed a staff member based in Nepal who is working as part of the Irish Aid Women's Rights Programme. She has been included in the above employee and remuneration cost disclosures.

All of the above costs have been treated as an expense of the financial year and there was €nil (2023: €nil) capitalised into assets during the year.

The number of employees whose remuneration, excluding employer's pension contributions, fell within the following bands were:

Salary Range:	2024	2023
€60,000 to €70,000	1	1
€70,000 to €80,000	1	-
€80,000 to €90,000	1	1

Key Management Personnel

Key management personnel include the CEO and the Heads of Finance and Governance, Programme and Fundraising, for whom the total pay was €263,865 (2023: €269,305) in the year. Pension contributions were €26,362 (2023: €25,101). Included in these figures is the CEO's salary of €89,460 (2023: €85,306) and pension contributions of €8,946 (2023: €8,531).

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

10 DIRECTORS' REMUNERATION

The Directors were not paid or did not receive any other benefits for their services as Board Members in the year (2023: €nil), nor did any Director receive payment for professional or other services supplied to the company during the year (2023: €nil).

The total amount of expenses reimbursed to directors or paid directly to third parties was €643 (2023: €nil).

11 TANGIBLE FIXED ASSETS	Leasehold Improvements	Office Equipment	IT Hardware	Database	Total
	€	€	€	€	€
Cost					
At 1 January 2024	16,852	17,749	18,700	40,744	94,045
Additions	-	-	3,578	-	3,578
At 31 December 2024	16,852	17,749	22,278	40,744	97,623
Depreciation					
At 1 January 2024	16,852	16,757	14,791	40,744	89,144
Charge for period	-	290	2,555	-	2,845
At 31 December 2024	16,852	17,047	17,346	40,744	91,989
Net Book Value 31 December 2024	-	702	4,932	-	5,634
Net Book Value 31 December 2023	-	992	3,909	-	4,901

All fixed assets are held by the charity for use in meeting its charitable objectives.

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

12 FINANCIAL INSTRUMENTS

	2024	2023
	€	€
Financial Assets		
Financial Assets	504,194	739,024
Financial Liabilities		
Financial Liabilities	206,846	282,396

Financial assets consist of sundry debtors and cash and cash equivalents.
Financial liabilities consist of trade and other creditors, accruals, and amounts payable to overseas and local programmes.
Financial instruments are measured at transaction price.

13 DEBTORS

	2024	2023
	€	€
Tax recoverable (estimate of probable receipts)	373,713	288,181
Sundry debtors and prepayments	11,212	8,870
	384,925	297,051

All debtors are receivable within one year.

14 CASH AND CASH EQUIVALENTS

	2024	2023
	€	€
Cash at bank and on deposit	492,982	730,154

15 CREDITORS

	2024	2023
	€	€
Amounts falling due within one year		
Accruals including pensions and salaries	29,532	41,175
Amounts payable to overseas and local programmes	172,664	196,267
PAYE/PRSI	15,422	14,084
Trade creditors	4,650	44,954
	222,268	296,480

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

16 PENSION SCHEME

The company operates a defined contribution scheme for employees. Employer contributions, including insurance, fees and levies, for the year amounted to €47,318 (2023: €42,851). Contributions outstanding at the year end amounted to €5,826 (2023: €6,053). This excludes pension arrangements for the employee based in Nepal as they are not part of the ActionAid Ireland pension scheme.

17 COMMITMENTS UNDER OPERATING LEASES

Leasing commitments on a non-cancellable operating property lease payable on leases are set out below for the full term of the lease.
The company entered into a new lease agreement for a period of ten years effective from 1st April 2023. The new monthly rent payable is €3,000 plus VAT. The lease provides for break clauses at 3 years and 5 years from commencement of the term

	2024 €	2023 €
Within one year	44,280	44,280
Within 2 - 5 years	177,120	177,120
Over 5 years	143,910	188,190

18 MOVEMENT IN FUNDS AND ANALYSIS OF NET ASSETS

18.1 Movement in Funds	Balance at 1 Jan 2024	Movement in the year	Balance at 31 Dec 2024
	€	€	€
Restricted funds	57,803	(17,609)	40,194
Unrestricted funds - general fund	667,823	(104,744)	563,079
Unrestricted funds - designated fund	10,000	48,000	58,000
Total unrestricted funds	677,823	(56,744)	621,079
Total funds	735,626	(74,353)	661,273

The directors have designated €8,000 of our 2024 income from appeals to be allocated to programmes in Uganda (€5,000) and Gaza (€3,000) and €50,000 of our major donor income to be allocated to updating our donor database.

18.2 Analysis of Net Assets	Unrestricted Funds	Restricted Funds	2024 Total Funds
	€	€	€
Tangible Assets	5,634	-	5,634
Current Assets	837,713	40,194	877,907
Current Liabilities	(222,268)	-	(222,268)
	621,079	40,194	661,273

NOTES TO THE ACCOUNTS

For year ended 31 December 2024 continued...

19 ANALYSIS OF CASH AND CASH EQUIVALENTS

	1 Jan 2024 €	Cashflow €	31 Dec 2024 €
Cash at bank	730,154	(237,172)	492,982

20 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year other than our contribution to ActionAid International of €45,000 (2023: €45,000) and our normal programme payments with other ActionAid Federation entities.

21 CONTROLLING PARTY

The company is controlled by the Board of Directors however the directors do not derive economic benefit from the company.

22 CONTINGENT LIABILITIES

There were no contingent liabilities at the year-end that require disclosure in the 2024 financial statements.

23 SUBSEQUENT EVENTS

There have been no events subsequent to the year-end that require any adjustment to or additional disclosure in the 2024 financial statements.

24 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.

25 APPROVAL OF ACCOUNTS

The Board of Directors approved the accounts on 19th May 2025.



Cover:

Doreen, originally from Democratic Republic of Congo (DRC), is today a community leader in Imvepi Refugee Settlement in Northwestern Uganda.

Photo: Immaculate Bashaba /ActionAid



Contents:

Humanitarian worker Sahar, who is head of the Palestinian Development Women Studies Association (PWDSA), surveying the aftermath of bombing from her destroyed balcony of her home in Gaza City

Photo: Wattan Media Network/ActionAid

Gloria (blue skirt) making a batch of soap along with other refugees in Imvepi Refugee Settlement in Northwestern Uganda

