

A woman wearing a traditional conical hat and a dark jacket over a striped shirt is working in a field. She is holding a long wooden tool, possibly a hoe or a similar agricultural implement. The background features a clear blue sky with scattered white clouds and several tall palm trees. The overall scene is bright and sunny, suggesting a rural or agricultural setting.

# THE FUTURE IS EQUAL

ANNUAL REPORT 2024

# OUR VISION AN EQUAL WORLD WITHOUT POVERTY

## OXFAM AUSTRALIA

At Oxfam Australia, we believe all lives are equal and no-one should live in poverty. Together, we challenge the systems that lead to inequality, while providing aid where it's needed most.

With you, our local partner organisations and communities, we are changing the world for the better every day, to relieve and eliminate poverty.

### The future is equal.

Oxfam Australia works almost exclusively through a partnership development model. This year, we worked with **270 PARTNERS** across **37 COUNTRIES**. We supported development and advocacy initiatives, and contributed to 20 Oxfam Confederation emergency responses, reaching **3.3 MILLION PEOPLE**, including **1.6 MILLION WOMEN**.

## ACKNOWLEDGEMENTS

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

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

Photo (cover image): Khong, Lao People's Democratic Republic: Sone used to buy fish from local fishers and sell them on to external buyers. But, after a dam was constructed, Sone worked with Oxfam's local partner, CLICK, to learn how to raise and farm ducks.

Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).

Photo (this page): Sambo, Cambodia: Chana and Sare are part of an aquaponics pilot project in their village. The pilot gives local villagers the opportunity to grow vegetables in a climate resilient way to support their income. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).





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Oxfam Australia acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



## CHIEF EXECUTIVE'S REPORT

I am proud to present Oxfam Australia's 2024 Annual Report, which shares the achievements and challenges we faced together this year.

As inequality continues to grow around the world, we have been steadfast in our demands to change the systems that keep people trapped in poverty.

Our work to address injustice has never been more important, as escalating global crises push more people into poverty. The number of people on the brink of famine has almost doubled since last year, with the majority being in Gaza. Oxfam has continued to call for peace and the protection of international law throughout this crisis.

This year, we celebrated a huge milestone when the COP28 meeting agreed to create a Loss and Damage Fund — something we have been campaigning for in partnership with Oxfam in the Pacific. You can read more about it on page 8.

We also continued to push back against Australia's unfair tax system. We re-launched the Make Tax Fair campaign, made submissions to the government on tax legislation and appeared before a parliamentary inquiry on corporate tax law reform. Our flagship inequality report highlighted the harmful impacts the stage-three tax cuts would have on deepening inequality, and we were pleased when the government announced it would reform them.

Oxfam Australia also co-led the development of the Safer World for All campaign. The campaign

involves 32 development, climate and faith-based organisations and highlights the need for Australia to increase its aid and climate finance, and to reform economic systems to help eradicate poverty.

While we were deeply disappointed in the result of the Referendum on an Aboriginal and Torres Strait Islander Voice to Parliament, it was energising to see how many Australians understand the connection between the wellbeing of community and recognition of rights, something that we will continue to strive towards.

It was exciting to have a new campaign up and running this year. Our Unaccept Inequality campaign leans into our activist roots and is building connections with younger Australians.

This year, we farewelled Anthea Spinks from our Director of Programs role and also said goodbye to Khoi Cao-Lam, our Director of Strategy and Innovation. I am grateful to Anthea and Khoi for their dedication to a world without poverty and we wish them both well in their future endeavours.

I continue to be inspired by the people we work with around the world, and by our supporters here in Australia. Thank you for taking this journey with us towards a more equal world without poverty.

A handwritten signature in black ink, appearing to be 'LM'.

Lyn Morgain  
Chief Executive

I am pleased to present Oxfam Australia's 2024 Annual Report.

We have engaged in a period of extensive reflection this year, following the disappointing outcome of the Referendum on a Voice to Parliament for Aboriginal and Torres Strait Islander Peoples. We are as determined as ever to work towards First Peoples realising their rights.

As our Strategic Framework 2020–2025 ends next year, we are focusing on Oxfam Australia's future role in an increasingly complex world, and we have invested in an external review, analysis and feedback ahead of planning our new strategy.

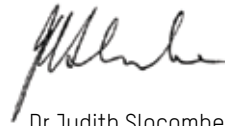
The Australian Government's new development policy has informed our thinking about the future position of Oxfam Australia. The policy has a particular focus on localisation, which aligns with our approach to decolonisation and locally led development.

We have been engaged in our regular accreditation process with the Department of Foreign Affairs and Trade this year. The Board focused on reviewing our risk framework and policies to support the accreditation process.

We farewelled two of our outstanding Board members in the year ending 31 March 2024 – Aurora Milroy and Cliff Weeks.

Aurora and Cliff generously shared their skills to support Oxfam Australia, and we thank them for their contributions.

One of my highlights this year was seeing 4,000 people take part in the final Trailwalker challenge. Since its launch in 1999, around 100,000 people have taken on Trailwalker, collectively raising more than \$100 million for Oxfam's work tackling poverty and injustice. I am so grateful to everyone who has been part of this incredible event, and to all our supporters who stand with us in striving for a world without poverty.



Dr Judith Slocombe AM  
Board Chair



# THIS YEAR

MORE THAN **94,000**

incredible people like you donated to our vital work, helping communities around the world lift themselves out of poverty, rebuild after disasters, advocate for their rights, and tackle the climate crisis head on.

IN TOTAL, YOU MADE ALMOST

**453,000**

individual gifts to support our work.

743 VOLUNTEERS DONATED

**23,406 HOURS**

of their time this year.

MORE THAN **41,000**

people took action and stood with us to call for a fairer world without the inequalities that keep people in poverty.

For more on Oxfam's volunteers, turn to page 40.



## SHARING A LAUGH, THANKS TO YOU

This year marked 29 years of partnership between Oxfam Australia and the Melbourne International Comedy Festival. Over the decades, this collaboration has raised almost \$2 million to support our work around the world. This year's gala was hosted by Lizzy Hoo and was watched by more than 650,000 people on ABC television.



Photo: Aimee Han/Oxfam.

## THANK YOU FOR BUYING UNWRAPPED

In 2023–2024, our Oxfamily bought more than 20,000 Unwrapped cards to give their loved ones. This raised \$669,795 to support Oxfam's work.

Once again, the top-selling card was the Christmas chicken! Our supporters bought 4,153 clucky chook cards to help tackle the inequalities that keep people in poverty.



Melbourne, Australia: Oxfam staff volunteer at the Melbourne International Comedy Festival. Photo: Megan Francis/Oxfam.

## WALKING AGAINST THE ODDS

With a little help from his friends, Matt Parker completed his third Oxfam Trailwalker this year despite once being told he would never be able to walk.

Matt was diagnosed with cerebral palsy as a child. But his tenacity, along with the support of his family, helped him to take his first steps at age seven. Since then, he has continued on a journey that would prove many people wrong.

Matt's teammates participated in every Trailwalker since it began in 1999, raising well over \$100,000. Matt never says no to an adventure, so when he was invited to join the team in 2016, he immediately started hatching a plan to make it work.

During his first training session, Matt walked between two broomsticks that his teammates held horizontally to provide him with extra support. This was the beginning of Monty: an innovative aluminium framework the team built, which got its name because it looked like something out of a Monty Python sketch.

Monty, along with a healthy dose of team spirit, helped the team get through Trailwalker in 2016 and 2017.

"I think the collaborative effort that enabled me the courage and luck to begin to walk unaided played out each time I walked Trailwalker," Matt said.

For the 2024 event — the last one in Trailwalker history — Matt joined the team again and they decided to level up. They created Carlo by welding a metal chair and a BMX bike together to make a something akin to a wheelchair. Monty was bolted onto Carlo to create a chariot-like contraption, called Monty Carlo.

While the novel Monty Carlo helped the team traverse the course, it was their strength and friendship that carried them over the finish line. "The mateship, banter and encouragement — which we all enjoy — is priceless to me," Matt said.

Melbourne, Australia: Matt Parker, centre, with his great friends on the Trailwalker track. Photo: Supplied.



## TRAILWALKER

After 25 years, and having raised more than \$100 million to help eliminate poverty, Oxfam celebrated its final Trailwalker event in Melbourne in March.

Since 1999, around 100,000 Australians have tackled the ultimate challenge, raising funds to support Oxfam's life-saving projects around the globe. These brave participants, along with thousands of volunteers and hundreds of staff, have made this event a significant part of Oxfam's DNA for a quarter of a century. We are honoured to have shared these walks with so many passionate and generous supporters. Walk on.

### TRAILWALKER 2023–2024

**More than 5,500 walkers; 563 volunteers; and \$4.7 million raised.**

**MELBOURNE:** This year, 3,774 Melbourne Trailwalkers took on 87km, 57km and 33km trails after some last-minute and very clever rerouting by our Trailwalker staff and emergency teams in the wake of a huge storm. They raised an incredible \$2,992,730.

**SYDNEY:** Trailwalker Sydney saw 1,739 walkers take part during the last weekend of August, covering 100km, 55km and 33km trails and raising \$1,719,698.

## CLIMATE CHANGE LOSS AND DAMAGE FUND

The COP28 meeting delivered a huge milestone in recognising the impact of climate change on vulnerable countries — an agreement to develop a Loss and Damage Fund.

This achievement highlighted the incredible work of Pacific Island countries, civil society groups and many others who have advocated for decades for reparations to communities and countries who are experiencing the most devastating impacts of climate change.

Oxfam Australia has been a leading voice in the global campaign to establish a Loss and Damage Fund. In partnership with Oxfam in the Pacific, we submitted two influential reports to the UN Framework Convention on Climate Change Transitional Committee on Loss and Damage, and to the Australian Government, who had an influential seat on the committee negotiating the establishment of the fund.

Many of the elements Oxfam advocated for were in the fund design. Initial wins included the fund being available to all developing countries for all types of impacts — both economic and non-economic, disasters and long-term impacts — and a minimum floor of funding for highly vulnerable countries, like those in the Pacific.

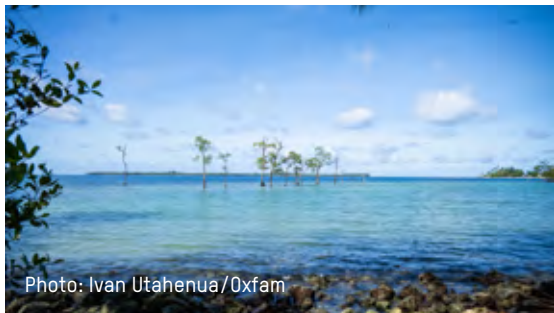


Photo: Ivan Utahenua/Oxfam

## MAKE TAX FAIR

As part of our efforts to reduce inequality through system change in Australia, the Make Tax Fair campaign was re-launched in 2023 with a new website and engagement with supporters.

The campaign also made submissions to the government on tax legislation and appeared before a parliamentary inquiry on corporate tax law reform.

We leveraged the media coverage of our flagship inequality report in early 2024 to highlight the harmful impacts the stage-three tax cuts would have on deepening inequality. This generated media interest and forced the prime minister to respond on live ABC radio to our message. In the following weeks, the government announced it would reform the stage-three tax cuts to make them fairer.

## WHAT SHE MAKES

The Christmas Wish List named the big brands who are lagging on providing their workers with a living wage.

This year, we called on Just Group, Modibodi and Zara to be transparent about where their clothes are made; Jeanswest to make real commitments to paying the women who make our clothes a living wage; and Best&Less, Jeanswest and Uniqlo to improve how they do business by ‘ringfencing’ wages from price negotiations.

Oxfam’s advocacy in the lead-up to releasing the Christmas Wish List was successful in getting Jeanswest to publish its factory list.

## YES CAMPAIGN

The Uluru Statement from the Heart was written in 2017 as a profoundly generous invitation for Indigenous and non-Indigenous Australians to walk together.

As part of our commitment to supporting the Uluru Statement, Oxfam Australia co-led the newly formed Allies for Uluru in 2023. The focus in the alliance’s first year was to achieve a Yes vote on the referendum for constitutional recognition and a Voice to Parliament for Aboriginal and Torres Strait Islander Peoples.

While the Yes vote was unsuccessful, the Allies for Uluru created an alliance of 300 organisations who will continue their commitment to the Uluru Statement from the Heart and its calls for voice, truth and treaty.

Oxfam Australia is as determined as ever to work towards the First Peoples of Australia achieving self-determination, realising their rights, closing the gaps in healthcare, education and housing, and creating a more equal future for everyone.



Photo: Heidi Demond/Oxfam



## RANA PLAZA DISASTER 10 YEARS ON

Ten years ago, the Rana Plaza factory in Bangladesh collapsed, killing more than 1,100 workers and injuring many more. It was the worst industrial disaster of our time and showed the world the true cost of fast fashion.

Nilufa worked in Rana Plaza and had been frightened for her safety even before it collapsed.

“The place [Rana Plaza] was not safe. The stair was narrow and fire outbreaks happened many times. I felt afraid sometimes,” she said.

Nilufa survived the factory’s collapse, but a decade on, she is still impacted by the trauma and can no longer work.

“My spinal cord was fractured when I was crushed under a beam in Rana Plaza ... I cannot sleep because of nightmares,” Nilufa said. “Now, no garment factory takes me, they say I am injured from Rana Plaza and I cannot work ... I sit for half an hour, I feel pain.”

After the Rana Plaza disaster, many international and Australian brands signed an acclaimed initiative to improve factory safety — the International Accord.

However, two Australian brands did not sign: Best&Less and Myer. This year, to mark the 10-year anniversary of the tragedy, Oxfam Australia put pressure on Best&Less and Myer to sign the Accord to keep their workers safe. The campaign used social media, traditional media, a live discussion and an online petition.

More than 12,000 signatories demanded Best&Less and Myer sign the International Accord. There was strong media coverage, with 220 media mentions reaching an audience of 3.9 million people.

Nilufa wants everyone who buys clothes made in Bangladesh to understand the poor conditions workers endure. “Those who buy clothes from Bangladesh and wear them, I want to tell them that the workers are not paid equally, compared to the work. But workers have the right to get a fair wage from owners and should never be harassed. And they should get a fair wage,” she said.

Savar, Bangladesh: Nilufa survived the Rana Plaza building collapse, but she is still suffering the consequences. Her spinal cord was fractured when she was crushed by a beam and she can no longer work. Photo: Fabeha Monir/Oxfam.



# YOUR SUPPORT AROUND THE WORLD

Thanks to the generous support of people like you, the global Oxfam Confederation delivered life-saving aid, advocacy support and transformative development programs to 15.25 million people across 86 countries in 2023-2024.

Oxfam Australia works almost exclusively through a partnership development model with local civil society organisations. We work closely with communities on the ground because these are the people who know what's needed. During 2023-2024, we worked with 270 partners in 37 countries to directly impact the lives of more than 109,300 people, including 62,700 women.

We contributed to 20 Oxfam Confederation emergency responses, reaching more than 3.2 million people with life-saving aid during an emergency, including more than 1.5 million women.

Oxfam Australia also helped influence more than 3,700 people and 900 organisations to advocate for a fairer world.

## MAGHREB & THE MIDDLE EAST

**Countries where Oxfam Australia worked:** Morocco, Occupied Palestinian Territories, Syria, Yemen.

**Initiatives:** 4

**Emergency responses contributed to:** 4

**People reached during emergencies:** More than 1.9 million people including 1 million women.

## EASTERN EUROPE

**Countries where Oxfam Australia worked:** Moldova, Poland, Romania, Turkiye, Ukraine.

**Initiatives:** 7

**Emergency responses contributed to:** 2

**People reached during emergencies:** More than 292,500 people including 123,200 women.

## AFRICA

**Countries where Oxfam Australia worked:** Ethiopia, Kenya, Malawi, Somalia, South Sudan, Uganda, Zimbabwe.

**Number of initiatives:** 13

**Project partners:** 17

**Emergency responses contributed to:** 5

**People reached during emergencies:** More than 545,400 people including 286,000 women.

## PACIFIC

**Countries where Oxfam Australia worked:** Fiji, Kiribati, Papua New Guinea, Solomon Islands, Tonga, Tuvalu, Vanuatu.

**Number of initiatives:** 21

**Project partners:** 60

**Development project participants:** More than 13,700 people including 7,800 women.

**Emergency responses contributed to:** 3

**People reached during emergencies:** 3,400 people including 880 women.

**Influencing and advocacy outcomes:** More than 2,500 people and 250 organisations influenced, and 5,700 people mobilised to take action.

## ASIA

**Countries where Oxfam Australia worked:** Bangladesh, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, Timor-Leste, Vietnam.

**Number of initiatives:** 42

**Project partners:** 190

**Development project participants:** More than 95,000 people including 54,700 women.

**Emergency responses contributed to:** 6

**People reached during emergencies:** More than 420,500 people including 155,800 women.

**Influencing and advocacy outcomes:** More than 1,260 people and 319 organisations influenced, and 33,300 people mobilised to take action.

## AUSTRALIA

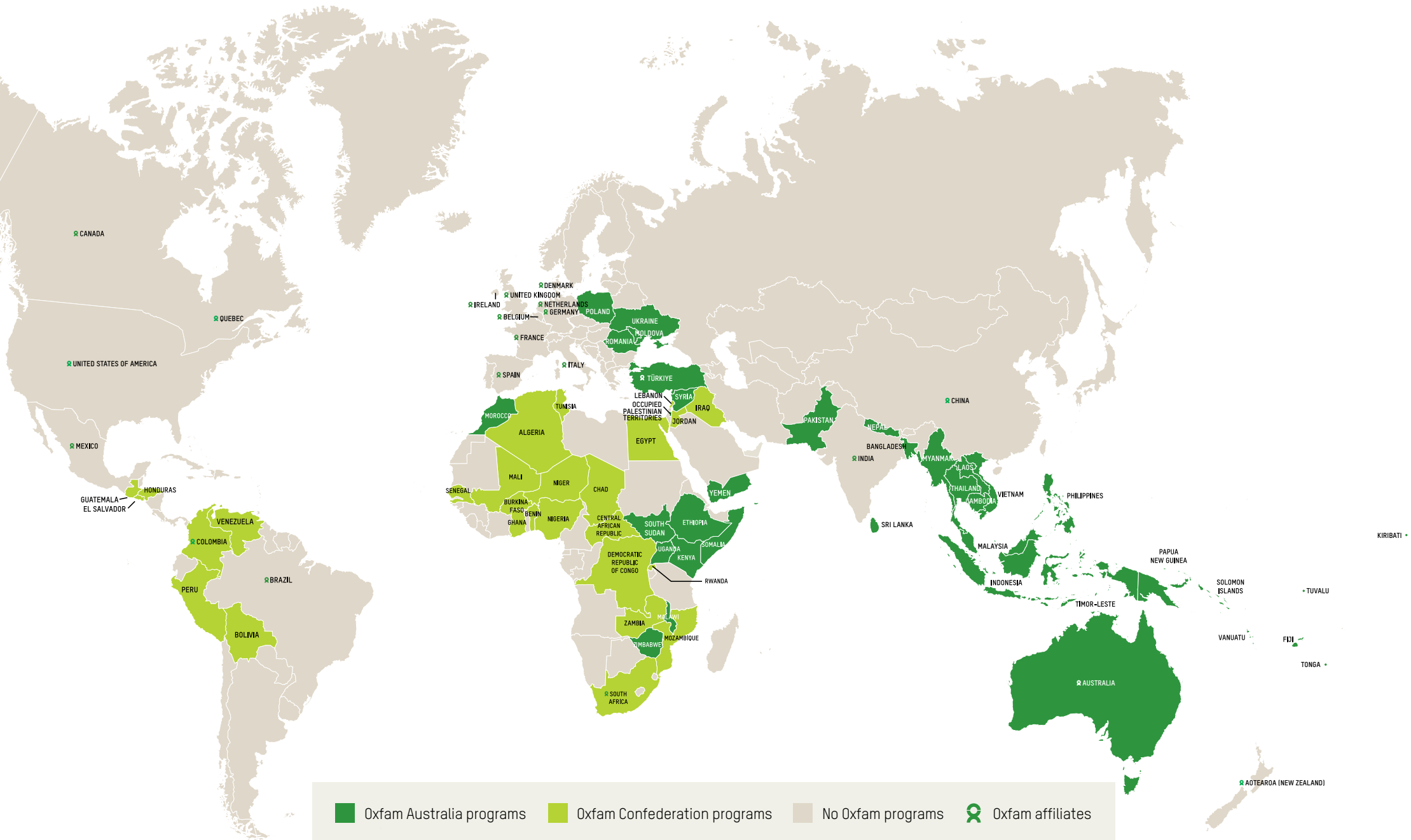
**Development projects:** 6

**Project partners:** 5

**Development project participants:** 420 including 220 women.

**Influencing and advocacy initiatives:** 14

**Influencing and advocacy outcomes:** More than 360 organisations influenced and 55,900 people mobilised to take action.



Port Vila, Vanuatu: Judith and Magret at the Vanuatu Society for People with Disabilities (VSPD). Judith is the program manager at VSPD and wants to see people living with disabilities reach their goals and disability inclusion across Vanuatu. Photo: Arlene Bax/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



# PROGRAMS

This year, Oxfam Australia proudly contributed **\$45.7 million** towards alleviating poverty and inequality.

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

- **\$4.7 million** for the hunger crisis in Ethiopia and Kenya
- **\$1.8 million** to strengthen the resilience of urban communities in Bangladesh through improved access to water and sanitation services, disaster preparedness and response, and economic opportunities
- **\$1.8 million** for disaster and climate preparedness in the Pacific and Timor-Leste
- **\$750,000** for the Rohingya refugee crisis in Bangladesh.

Thanks to the generous donations Australians made through our emergency appeals, we were able to contribute **\$2.5 million** towards Oxfam Confederation emergency responses to the following humanitarian emergencies:

- Türkiye and Syria, and Nepal earthquakes
- Yemen conflict
- Bangladesh cyclone
- Ethiopia hunger crisis
- Philippines floods
- Gaza conflict.

Oxfam also supports long-term development programs, so communities have the resources, training and advocacy support they need to earn a sustainable living and have a say in the decisions that impact their lives. This year, some of our life-changing investments for long-term development included:

- **\$4.4 million** to help women leaders in the Mekong region to influence decision-making on water and energy resources
- **\$1.1 million** to support small business owners and markets in Sri Lanka
- **\$1.1 million** to support women in Timor-Leste to earn an income through savings groups and play a role in community and political decision-making
- **\$1.1 million** to strengthen the climate resilience of communities living along the Mekong River
- **\$900,000** to support coastal communities in Bangladesh to maintain healthy ecosystems and develop sustainable businesses
- **\$800,000** to support Pacific Islanders to influence climate change policies and practice
- **\$600,000** to help communities in Indonesia to understand and benefit from local shifts to renewable energy
- **\$700,000** to create safe spaces for people experiencing marginalisation to challenge harmful social norms in Vanuatu
- **\$400,000** to advance the rights of First Nations people and the political engagement of First Nations women.

Of the **\$45.7 million** we invested this year in long-term development, advocacy programs and humanitarian support, **\$19.7 million** was funded through the Australian Government's Department of Foreign Affairs and Trade.

# GENDER JUSTICE

All too often, women and people of diverse genders and sexual orientation are denied their equal right to learn, earn a decent living, hold leadership positions and succeed. Women do the lion's share of unpaid care and domestic work. Violence against women, girls and people of diverse genders and sexual orientation is one of the world's most common human rights abuses.

At Oxfam Australia, we work alongside a global movement of allies, partners and supporters to find local solutions and build a fairer future without the systemic inequalities and injustices that keep women and people of diverse genders and sexual orientation in poverty. We believe people of all genders have equal rights and must have the opportunity to exercise them.

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**IN 2023–2024, OXFAM AUSTRALIA SUPPORTED MORE THAN 38,500 PEOPLE THROUGH OUR WORK SEEKING GENDER JUSTICE.**





Vanuatu: Oxfam's Together We Are Stronger project in Vanuatu aims to reduce the inequalities experienced by women, young people, LGBTQIA+ people and anyone living with a disability. Our partner organisations are led and represented by people from diverse backgrounds who provide insight into their experiences. Photo: Arlene Bax/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

# MEET UMMA IN BANGLADESH

Umma is originally from a village in Myanmar, where she lived with her family on their own land. In 2017, after her husband died, Umma was forcefully displaced and had to flee to Bangladesh, where she arrived at Cox's Bazar — the world's largest refugee camp — with her two children.

Umma's sons have now started families of their own. As an older woman living alone in a refugee camp, Umma's day-to-day survival is difficult. She was initially overwhelmed by camp life, but she gained confidence when she participated in a community-based protection committee supported by Oxfam's partner, Mukti Cox's Bazar. This was facilitated by Oxfam under the Australian Humanitarian Partnership.

From learning where to seek justice and obtain rations to understanding the risks of trafficking and fire safety, Umma has not only enhanced her own life but also began to actively contribute to her community's safety and wellbeing. She takes pride in her role on the protection committee, ensuring that her neighbours are safe and informed.

"I have learnt and gained a lot by coming here," Umma said. "I try to make people in my community aware so that nobody sleeps with burning coal, which could lead to a fire at home. I try to make them understand that we should stand by each other."



Cox's Bazar, Bangladesh: The world's largest refugee camp.  
Inset: Umma, who helps her neighbours in Cox's Bazar.  
Photo: Fabeha Monir/Oxfam.

## ABOUT THE PROJECT

The Centrality of Protection in Protracted Crises project is part of a consortium led by CARE Australia, with Oxfam Australia and Plan International. It focuses on strengthening protection for Rohingya refugees and Bangladeshi host communities, including general protection, child protection and addressing gender-based violence. It is also ensuring basic needs are met through water, sanitation and hygiene interventions and education, and is increasing community resilience and women's leadership. It is part of the Australian Humanitarian Partnership Phase 4.

## OUR LOCAL PARTNERS

Mukti Cox's Bazar, Dushtha Shasthya Kendra and NGO Forum.

## HIGHLIGHTS FOR 2023-2024

This year, after two years of design and construction, Oxfam handed over the operation of a waste treatment plant to local partner NGO Forum and the UN High Commissioner for Refugees. The plant receives daily sewerage from camps and serves 30,000 Rohingya refugees and host community members. It has the capacity to safely manage waste from 120,000 people.

Oxfam also supported 260 Rohingya refugees and host community members with homestead gardening, composting, agriculture, poultry farming and handicrafts so they could improve their livelihoods.



# MEET BAO UYEN IN VIETNAM

The Mekong is one of the world's fastest-growing economic regions, and there is mounting pressure to ensure that development is equitable and sustainable. The Mekong and Salween rivers are the lifeblood of the region, providing livelihoods, food security and cultural heritage for more than 70 million people. Yet the flow and quality of the waters is being depleted by major projects, pollution and climate change.

Indigenous people, forest and riverine communities and those living downstream — particularly women and girls — are experiencing the greatest loss through negative economic, environmental, social and cultural impacts.

To give visibility to the unique perspectives of women in water governance, Oxfam is working with the Earth Journalism Network to strengthen the capacity of local journalists and foster networking opportunities for women in the region. The program includes workshops, mentorship and a reporting fund to empower journalists to produce inclusive stories about water issues.

Journalists like Vo Kieu Bao Uyen from Vietnam, who has dedicated her career to reporting gender, environment, labour and migration issues, are amplifying the voices of local groups and promoting informed discussions.

"As a child, I was taught that the Mekong River was incredibly rich, but it has undergone significant changes over the years. I aim to shed light on these untold stories and provide an explanation of the real environmental situation in Vietnam," she said.

Bao Uyen attended some of the program's workshops.

"The gender-related content presented by the speakers was particularly engaging and informative, providing me with a better understanding of gender lens not only in water governance but also in environmental matters more broadly.

"I feel more confident after each round of training and mentorship," Bao Uyen said. "I [am] striving to bring the voices of women and vulnerable groups into my stories."



Ubon, Thailand: Bao Uyen shares her knowledge at a workshop. Photo: Saneth Meas/Oxfam.

## ABOUT THE PROJECT

The Inclusion Project Phase 2 is part of Oxfam's Mekong Regional Water Governance Program. We are continuing to support local communities in the Mekong area in Cambodia, Lao PDR, Myanmar, Thailand and Vietnam, to engage in the decisions that affect their water resources. In particular, we focus on women as leaders, and on policy dialogue that includes local people and civil society. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

## OUR LOCAL PARTNERS

The project works with 31 civil society partners including the Earth Journalism Network. It works with 12 networks of various actors across five countries and at the regional level to engage in inclusive water governance and renewable energy-related platforms.

## HIGHLIGHTS FOR 2023-2024

More than 4,000 women representatives, civil society organisations, private actors, government officials and academics have strengthened their water governance leadership skills to voice their views on water governance and renewable energy at local, national and regional forums. The project supported 12 civil society networks across five countries to influence policy makers at local, national and regional levels, including the Thai Government's proposed water diversion schemes in the Salween and Mekong basins.



Likisa, Timor-Leste: Ilda and her husband, Angelino, with their children. Ilda was always a saver, even before joining the ROMANSA savings group. She is currently a leader in her group. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



# ECONOMIC JUSTICE

At Oxfam Australia, we believe all lives are equal and no-one should live in poverty. Today's economic models have failed us. Unjust systems have concentrated power and wealth in the hands of a few, at the expense of billions of people. This systemic inequality keeps people in poverty.

We envision a better future, where people and planet come before profits. Through our programs, campaigns and advocacy, we're building fairer economic systems to protect the environment and benefit all people.

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**IN 2023–2024, OXFAM AUSTRALIA SUPPORTED MORE THAN 45,500 PEOPLE THROUGH OUR WORK SEEKING ECONOMIC JUSTICE.**

# MEET MICKY IN VANUATU

Micky felt disappointed in himself when he dropped out of school in Year 11, but he didn't give up on his dream of finding a good job.

Micky, from Vanuatu, completed a one-year course in climate change and disaster risk reduction at a vocational training institute. He gained a sense of accomplishment, but he still found it hard to find work.

A few months later, Micky heard about a workshop on youth leadership at Melemaat Youth Centre, organised by the Marama Youth Foundation.

"I decided to attend the training and I was awarded a leadership certificate ... I also learnt about the programs offered by V-Lab and Youth Challenge Vanuatu, two organisations that support young people to start their own businesses or find employment," Micky said. "I was impressed by their work and I filled out their application forms."

Micky joined Ready for Work, which is run by Youth Challenge Vanuatu, one of Oxfam Australia's local partner organisations.

"Joining the Ready for Work program was one of the best decisions I ever made. It empowered me with skills such as computer skills, communication skills, employability skills, leadership skills, and work experience. I did my internship at a local company, where I had the chance to apply what I learnt and to gain more practical knowledge," Micky said.

"The internship placement also transformed me into a very confident individual. I can now communicate verbally with employers in higher positions and socialise

with them. This is something I never thought I would one day do, and I am grateful for the opportunity. I believe the skills and experience I acquired will be a foundation for my success in the future.

"I am proud of myself and my achievements, and I hope to inspire other young people to follow their passions and goals."



Vanuatu: Micky persevered with his training courses and is keen to inspire other young people. Photo: Supplied.

## ABOUT THE PROJECT

Oxfam's Together We Are Stronger project in Vanuatu aims to reduce the inequalities experienced by women, young people, LGBTQIA+ people and anyone living with a disability. The project works with local organisations to create safe spaces for people experiencing disadvantage and marginalisation to learn from one another and challenge harmful social norms.

## OUR LOCAL PARTNERS

Youth Challenge Vanuatu. The Together We Are Stronger project is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

## HIGHLIGHTS FOR 2023-2024

The project held five seminars on women's empowerment and leadership for 178 people. The seminars helped people interested in running for elections to write their own campaign speeches, and were a platform for learning from others. Of those who participated, two women campaigned in provincial elections. The project also established the Malekula and SANMA Civil Society Influencing Network, with committee members comprising chiefs, youth, disability advocates, various women's and church organisations, and entrepreneurs.

# MEET LUCIA IN TIMOR-LESTE

In Usitase village, Timor-Leste, groups of women have been meeting for two years with a common goal: to save money. The groups meet regularly with Lucia and other staff from BIFANO, a local organisation partnering with Oxfam Australia. Together, they learn about saving money and take loans as a group to build their own small businesses.

“Each week, the group members gather to decide the amount they want to save based on their income,” Lucia said. “Members can take loans from the group with small interest, from 1% to 5%. The members themselves decide when they can return the money that they have borrowed.”

While the rules of the group are set by members, Lucia and her team are there to support them every step of the way.

“We accompany each member to ensure that they are following their plans to save money,” Lucia said. “If there are situations that prevent them from saving their money, we will sit with them so that they can find ways to increase their income and enable them to reach their goals.”

Many of the women are farmers and use their loans to improve and sell their produce. Lucia and her team provide technical support, such as how to maintain gardens, create compost, build a garden bed, and create organic fertiliser to boost their yields. The results have been significant — greater income has translated into better outcomes for their families. “Some members build houses and support their children’s education,” Lucia said.

As the members build their income and skills, their confidence also grows.

“In the past, I saw that women are always shy and prefer standing in the back. Now ... women are the group leaders,” Lucia said.



Usitase village, Timor-Leste: BIFANO staff member Lucia has watched women grow in confidence. Photo: Supplied.

## ABOUT THE PROJECT

Oxfam’s HAKBI’IT project in Timor-Leste is supporting women in rural areas to gain more control over their lives by establishing savings groups to learn how to set savings goals and invest in business activities. The project is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

## OUR LOCAL PARTNERS

Asosiasaun Futuru Foinsa’e ba Sustentabilidade (AFFOS), BinibuFaef Nome (BIFANO), Kdadalak Sulimutuk Institute (KSI), Masine Neu Oecusse (MANEO), Ra’es Hadomi Timor Oan (RHTO).

## HIGHLIGHTS FOR 2023–2024

The project established 82 Savings for Change groups, which generated USD \$161,747 in combined savings. Women led 87% of the groups. The project trained 387 people (302 women) on sustainable agriculture and small business development to increase their income earning opportunities.

The project used television, radio, social media and online channels to run a public awareness campaign on sharing unpaid care work more equally between men and women.

# FIRST PEOPLES' JUSTICE

The First Peoples of Australia have lived with inequality and injustice for more than 230 years.

Despite being the original custodians of this country, Aboriginal and Torres Strait Islander communities are often denied their fair share of its natural resources. They are rarely invited to the table to make decisions that affect their lives and lands. And despite surviving colonisation with great resilience, the First Peoples of Australia still face stark disadvantage.

Together, we can work alongside Aboriginal and Torres Strait Islander people as they pursue equality.

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**IN 2023-2024, OXFAM AUSTRALIA MOBILISED THOUSANDS OF PEOPLE TO TAKE ACTION THROUGH OUR WORK SEEKING FIRST PEOPLES' JUSTICE.**





Yawuru (Broome), Australia: Obby participated in the Kimberley Aboriginal Women's Council Roundtable in 2023. She is a proud Bunuba woman from Fitzroy Crossing. Photo: Aimee Han/Oxfam.



## MEET GEORGIA CARTER

For Georgia Carter, the Kimberley Aboriginal Women’s Council Roundtable in Broome was more than just a conference. The November 2023 event — which brought together more than 130 women from across the region — was an opportunity for her to network with the “fierce and strong” women who have surrounded her throughout her life.

That strength has rubbed off on Georgia, who describes herself as “passionate”.

“My family are originally from Fitzroy Crossing, so from my dad’s side Goodiandi and Kija tribes and on my mother’s side I’m Butchella and Jagera. I’m passionate about advocating for a better future, and I guess there’s so many different aspects to that,” Georgia said.

“You know, we want a better future when it comes to our environment. We want a better future when it comes to our education. We want a better future when it comes to even just our livelihoods, like our housing, our just ... every day.”

Georgia lives in Broome and works as a research officer for the local state Member of Parliament, Divina D’Anna. She believes historical oppression of women’s voices is the reason it’s so important for women to gather, share their ideas and goals, and raise their voices collectively.

“We see when there has been a lack of input from women,” she said. “I think, especially with our Kimberley women, we’re very passionate, we’re very strong. A lot of them are leaders of their family, and so I think it is definitely important to have their input at any table, because they do come with a lot of passion, insight and lived experiences.

“I think it’s a good opportunity to just talk about what your organisation might be doing, because you might find that there are a lot of people in the room that like what you’re doing. They want to see it more around the region, and so they might be happy to fund you or happy to lead you to someone that might help with that.”







## MEET KATINA COFFIN

Building connections and collaborating with women from all over the Kimberley region were front and centre of Katina Coffin's mind when she attended the Kimberley Aboriginal Women's Council Roundtable in Broome in November 2023.

Yawuru woman, Katina, works in sexual and reproductive health.

"My job is that I deliver a lot of sexual health education to young girls. I think it's really important, especially just knowing about our reproductive health, because that's what makes us women," Katina said.

"I think my passion is health in itself, because you know, you have to look after yourself. When you think about health, we're not only talking about ... physical health, we're talking about mental health, our social and emotional wellbeing, like our spiritual health."

Being at the Roundtable highlighted the importance of advocating individually and collectively.

"Something I learnt from the Roundtable which really stood in my mind... was that you need to speak up for yourself," Katina said. "Because if you don't speak up for yourself, then someone else is going to speak on your behalf, and that might not necessarily be what you want voiced. So, if we've got a voice, we've got to use it."

Katina's cultural identity is central to her life and she wants to pass this on through the generations.

"What I love about my culture is, you know it's my identity. I know I'm Yawuru, I know I come from Saltwater Country," she said.

"Just being brought up on Country and learning these things and then passing it on to the kids, and you know that's the way that you interact with your kids, just teaching them the same things that you've been brought up doing. I just love that you can feel the shift ... women are bringing up other women now."

### ABOUT THE PROJECT

Straight Talk connects Aboriginal and Torres Strait Islander women with Australia's political system, building their capacity as change makers. With a focus on practical tools, connection and confidence, Straight Talk works towards First Nations women making positive change through political and public engagement.

### OUR LOCAL PARTNERS

Kimberley Aboriginal Women's Council.

### HIGHLIGHTS FOR 2023–2024

In November 2023, more than 130 women from around the Kimberley region gathered in Broome for the Kimberley Aboriginal Women's Roundtable, organised by the Kimberley Aboriginal Women's Council (KAWC). The KAWC represents the diversity of women and girls from the Kimberley and works to deliver aspirational programs that are deeply designed and led by women from the region. The KAWC also works to influence government, policy and decision-makers.



Molpoe, Vanuatu: Roy fishes off the coast of his village. In 2022, Molpoe was hit by a devastating landslide caused by torrential rain, which has become more frequent due to extreme weather. The landslide destroyed many homes and plantations that the people relied on for their livelihoods. Photo: Ivan Utahenua/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



# CLIMATE JUSTICE

The global climate crisis affects us all, but not equally. In a great injustice, it most significantly impacts the people least responsible for causing it. Climate change is the single biggest threat to our vision of a just and sustainable world — a world free of poverty.

At Oxfam Australia, we recognise the root causes of the climate crisis, and we call for urgent global action in this critical decade. Because to halt climate change, we must have justice for those most affected by the climate crisis.

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**IN 2023–2024, OXFAM AUSTRALIA SUPPORTED MORE THAN 23,500 PEOPLE THROUGH OUR WORK SEEKING CLIMATE JUSTICE.**

# MEET KORUNA IN BANGLADESH

Koruna, one of Bangladesh's most prominent beekeepers, is making waves in the Sundarbans, the world's largest mangrove forest.

"I am the only female honey farmer in the whole of Bangladesh," Koruna said. "These are not my words, but the Ministry of Commerce made a survey and published it in a book, that I am a woman honey farmer. I feel very proud that I came from a remote place and was recognised as the only proud female honey farmer in Bangladesh."

The Sundarbans region, recognised for its honey production, is particularly vulnerable to the impacts of climate change. Koruna's resilience to these climate impacts was strengthened by her participation in a green-business training program run by the Community Development Centre (CODEC), one of Oxfam's local partner organisations.

The training, which is part of Oxfam's BID4CJ project, focuses on developing business models that benefit the community, the environment and enterprises. It equipped Koruna with knowledge on organic vegetable cultivation and the use of vermicompost, and recognised her honey production as a green business.

"I learnt how to cultivate vegetables organically," Koruna said. "As I cultivate honey, I learnt that my business is a green business. I learnt that we could store the honey through processing as we collect honey throughout the year."

Honey farming is seasonal, requiring investment and sustainability. "I need to invest six months and earn in another six months," Koruna said. "The six months business is dependent on the source of flowers. If the flower source is good then the honey will be good, too."

Oxfam's collaboration with CODEC aims to restore ecosystems that provide people with livelihoods and protect the climate. This enhances the community's preparedness and resilience to climate change impacts.

Koruna's story highlights how climate resilience can be integrated into traditional practices like honey farming, creating a sustainable, green business that benefits the community and the environment.



Satkhira community, Bangladesh: Koruna tends her bee hives. Photo: Fabeha Monir/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

## ABOUT THE PROJECT

Oxfam's Blue Economy and Inclusive Development for Climate Justice (BID4CJ) project in Bangladesh is supporting coastal communities to have an equal share in the benefits of a healthy ecosystem and a sustainable economy. The BID4CJ project is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

## OUR LOCAL PARTNERS

Breaking the Silence (BTS), Community Development Centre (CODEC).

## HIGHLIGHTS FOR 2023–2024

The project trained 905 people on feminist climate justice movement building, and raised their awareness about gender equality and rights regarding natural resources. Of the people who took part in the training, 87 have become members of community-based organisations or networks building a feminist climate movement and representing their communities on climate issues to the government and the private sector.

The project successfully negotiated with the Bangladesh Economic Zone Authority, a division of the Government of Bangladesh, to allocate 100 hectares of government land for mangrove plantation. Planting is underway and will help protect this fragile coastline against climate change-related hazards like storm surges during flooding and cyclones.

# SAFE CLIMATE, EQUAL FUTURE

Three cities, 15 meetings with politicians, seven impactful events, and national news interviews — thanks to our committed supporters.

The Safe Climate, Equal Future speakers' tour was held in September 2023. Grassroots climate activists and community leaders from Fiji and Solomon Islands addressed the question: What needs to be done for Australia and the world to step up to the plate and combat climate change in a just way?

The generosity of our supporters made it possible for Oxfam's Safe Climate, Equal Future campaign to bring three Pacific community leaders to Australia to meet with government ministers, Australian climate advocates and the public across events in Melbourne, Sydney and Canberra.

The speakers, Usaia Moli, Lavenia Yasikula Naivalu and Zedi Vahia Devesi, have all been personally impacted by cyclones, droughts and rising sea levels. They are determined to ensure that climate-vulnerable countries and communities are not forgotten in regional and global climate action.

Their message was clear: their communities are already facing dangerous climate change impacts like food and water shortages, unrelenting disasters and the devastating loss of homelands, traditions and identity through no fault of their own. The speakers called on political leaders to tax big polluters and channel the revenue into preparedness and recovery efforts for Pacific Island nations.



Sydney, Australia (from left): Zedi, Lavenia and Usaia. Photo: Piers Haskard/Oxfam.

## ABOUT THE PROJECT

The Safe Climate Equal Future speakers' tour brings speakers from the Asia and Pacific regions to Australia so they can share their lived experience of climate change, discuss what countries like Australia can do to combat the climate crisis and advocate for climate action.

## OUR LOCAL PARTNERS

Pacific Climate Warriors – Kulin Nation.



Scan to watch  
the video

## HIGHLIGHTS FOR 2023–2024

The tour held a climate leaders' roundtable and parliamentary forum in Canberra on climate finance, loss and damage and community-led solutions, with leading climate organisations in Australia. It hosted a political roundtable and one-on-one meetings with the Assistant Minister for Climate Change and Energy, Jenny McAllister, the Chief of Staff of the Minister for Climate Change and Energy, Andrew Garrett, the Shadow Minister for International Development and the Pacific, Michael McCormack, as well as other members of parliament including the Minister for International Development and the Pacific, Pat Conroy, to advocate for increased Australian climate action. The tour garnered 23 media reports, reaching a potential audience of 6.6 million people.



## SAVING LIVES, NOW AND IN THE FUTURE

At Oxfam Australia, we contribute to emergency responses and situations where people's lives are threatened.

We work closely with local organisations and communities on the ground, because these are the people who know what's needed. We respond with emergency measures like clean water, sanitation supplies, food and shelter in the short term, and help rebuild livelihoods over the long term.

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**IN 2023–2024, OXFAM AUSTRALIA  
CONTRIBUTED TO EMERGENCY RESPONSES,  
REACHING MORE THAN 3.2 MILLION PEOPLE  
THROUGH OUR HUMANITARIAN WORK**

Farakoren, Kenya: Nkariyon's community is facing severe food insecurity, water stress and public health risks due to several years of drought. Photo: Claire Walker/Oxfam. This project is supported by the Australian Department of Foreign Affairs and Trade (DFAT) through the Australian Humanitarian Partnership (AHP) and is implemented by Oxfam.

# MEET ÖZGE IN TÜRKIYE

When two powerful earthquakes devastated large parts of southern Türkiye and northern Syria in February 2023, it was the people in the affected communities who were first to respond.

Among them was Özge Sağaltıcı, who was at home in Gaziantep where she works for Oxfam KEDV. She and her sister were unharmed, but she was gravely concerned for her parents, who live in the province of Hatay, about a three-hour drive away.

“I was calling them, but I couldn’t make contact, so I immediately drove there to try to find them,” Özge said. “Before I arrived, I thought there might just be a bit of damage. So, I was shocked by the devastation.”

Some cities and villages in Hatay province were virtually flattened by the quakes. Özge discovered that her mother and father were safe in the coastal city of Samandağ in the south of Hatay province, but five other members of her family were buried under collapsed buildings.

Özge decided to stay in Samandağ to support Oxfam KEDV’s emergency response, as well as her family, including her elderly grandmother who has mobility issues. She is now living in a tent with her parents, two brothers and her sister.

“For now, I will stay here because this is where I belong. I grew up here — the people here deserve support and I feel like I’m needed. I’m one of them, so I can understand their feelings and their situation.”

Özge is playing a critical role in the response of Oxfam KEDV, not only continuing her coordination work with women’s cooperatives to help them get the support they need, but also working alongside colleagues to distribute animal feed, which helps restore the livelihoods of the most affected people.

Oxfam supported the emergency humanitarian response and is working towards long-term recovery, responding with shelter, hygiene, protection, food security and livelihood support.



Türkiye: Özge Sağaltıcı works for Oxfam KEDV and is part of the emergency response team. She lost five family members in the earthquake, and her family home was destroyed. Photo: Mustafa Karaki/Oxfam.

## ABOUT THE RESPONSE

Oxfam supported the emergency humanitarian response and long-term recovery from the earthquake in Türkiye and Syria in February 2023. Oxfam responded with assistance for shelter, water, sanitation and hygiene, protection, food security, livelihood support and market recovery support.

## OUR LOCAL PARTNERS

Oxfam KEDV.

## HIGHLIGHTS FOR 2023–2024

The project served 207,713 people in Türkiye, installing 2,042 sanitation facilities and distributing 2,776 water systems and 99,750 litres of water. It provided 2,381 protection kits, 260 heaters, and conducted 2,739 psychosocial activities for 12,582 people. The project also supported four women’s cooperatives to run community kitchens, serving 750 hot meals each day. It distributed 3,275 food kits to 13,427 people, along with cash assistance to 440 households. It also assisted 924 farmers and agricultural workers with 700 bags of animal feed and 1,046 bags of seeds and seedlings.





# LEARNING FROM OUR WORK

Working with communities to achieve their goals requires a deep understanding of local needs, challenges and opportunities. We do this through regular consultation with our local partners and the communities we support, as well as monitoring and evaluating project outcomes.

## IN CAMBODIA

Oxfam's local partner, My Village, is supporting government agencies in Cambodia to strengthen their skills in disaster risk reduction and climate change adaptation. As part of Oxfam's Strengthening Climate Resilience in the Mekong project, My Village worked with the Commune Committee for Disaster Management in Koh Snaeng commune to build the committee members' analytical and technical skills in vulnerability and risk assessments (VRA). While the committee saw positive results from the VRA, they found it challenging. They planned to integrate the assessment with their commune planning process, but the timelines for each process did not align. Residents also had some difficulty understanding the technical terms in the VRA.

To fully integrate the results, the project plans to conduct VRAs and commune-level planning processes simultaneously in the future. It will also look at a recommendation to have clear explanations and translation services available to communicate the VRA concepts in local languages. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).

## IN FIJI

The Pacific Centre for Peacebuilding (PCP) in Fiji has been a long-term partner of Oxfam in the Shifting Power Shifting Voice project, supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

"The agenda is always driven by the needs of the community, and that's what we value the most," said PCP Executive Director Florence Swamy. "For me the biggest thing for Oxfam is you don't influence us, you don't drive the agenda, you listen to us, and you do that with respect to us."

PCP established multi-ethnic networks, where training and support help women alleviate the pressure of household work. These networks also support women experiencing domestic violence.

"And this is the advantage of the network," Florence said. "If a woman in one particular community feels restricted to talk about the violence and abuse that she is going through and can't talk about it, there's somebody else in the network that can carry that story for you and bring the required assistance."

Suva, Fiji: Florence Swamy, the Executive Director of the Pacific Centre for Peacebuilding (PCP), at the PCP office in Suva. PCP is a local partner of Oxfam in the Pacific and works to reduce and prevent violence and conflict in communities. Photo: Alipate Laveti/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

# INNOVATION AT OXFAM

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

Sambo, Cambodia: Srey No is a youth activist who recently graduated from high school. She attends regular Northeastern Rural Development (NRD) meetings and is an advocate for conservation and good water governance. Her dream is to win a university scholarship. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).





# UNACCEPT INEQUALITY

For too long, inequality has been increasing, leading to hundreds of millions of people facing poverty and injustice. In October 2023, we launched the Unaccept Inequality campaign, targeting everyday Australians online and motivating them to challenge the status quo.

The Unaccept Inequality campaign leans into Oxfam's activist roots, calling on people to reject unequal systems like tax laws that favour the mega wealthy, to tackle climate destruction that is causing Pacific islands to sink into the ocean, and to stand in solidarity with garment workers to ensure they are paid a living wage.

The campaign aims to engage younger Australians as well as our dedicated supporter base, reminding them that collective efforts have the power to dismantle systemic inequality, empower individuals and ensure everyone has an equal opportunity to reach their full potential.

Our media advertisements and The Guardian podcast support highlighted that taking small actions every day is all it takes to create change over time. By rejecting industries that profit from the exploitation of people and land, we can disrupt the cycle of injustice and work towards a fairer economy that lifts everyone up and respects their dignity.



[SCAN TO WATCH THE VIDEO](#)

# WORKING WITH OXFAM

People are at the heart of everything we do at Oxfam. The wellbeing and safety of each individual who is supported by, or works with, Oxfam Australia is our highest priority. We continuously assess and find new ways to support staff in our offices and across our programs.

Melbourne, Australia: Members of OxGlam (Oxfam's LGBTQIA+ and allies workforce group) walked loud and proud with more than 50,000 people to celebrate the spectrum of gender and love. Photo: Jessica Magdalena/Oxfam.





# OUR STAFF

At Oxfam Australia, we employ people from a wide range of backgrounds and with personal experience in the types of inequality we seek to change, because it's crucial that we don't just talk equality and diversity, we live it.

NUMBER OF STAFF AND YEARS OF SERVICE				
	2020-2021	2021-2022	2022-2023	2023-2024
Less than 1 year	24	31	35	34
1-2 years	22	22	22	25
2-3 years	15	14	14	15
3-5 years	41	24	36	26
5-7 years	13	20	18	13
7+ years	26	29	21	30
<b>Total staff numbers</b>	<b>141</b>	<b>140</b>	<b>146</b>	<b>143</b>
<b>FTE</b>	<b>112.69</b>	<b>127.94</b>	<b>131.34</b>	<b>123.4</b>



Melbourne, Australia: Oxfam staff members Roshini Mohan (left) and Larina DSouza volunteering at the Melbourne Trailwalker event in March. Photo: Heidi Demond/Oxfam.

# MEET MINI MULIU

Mini Muliu works with people who have traditionally struggled to have their voices heard in society — women, people with disabilities, youth and people of diverse genders and sexual orientations. Mini is a monitoring, evaluation, accountability and learning inclusion officer with the Together We Are Stronger project, supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

Mini’s own experience of being a young, single mother showed her what it was like to live with societal challenges. Leaving school to have her baby meant any thoughts of one day having a career became a distant dream for her.

But in 2010, Mini took a job cleaning for Youth Challenge Vanuatu, one of Oxfam’s partner organisations. She was interested in the organisation’s programs and eventually had the chance to join the Future Leaders Program. Mini went on to work for Youth Challenge Vanuatu and joined Oxfam in 2015.

“I feel safe working in this organisation,” Mini said. “Oxfam staff are very supportive. When I engage out in the Pacific regionally ... they are standing there to support me. Also, when I reach out to Australia, they are taking time to support me.”

Mini is particularly proud of her work with disability networks.

“Some of the change that I see there, especially in the disability network working in collaboration with disability organisations, is that now they are standing on their own, fighting for their rights, and they understand because of the influencing work that we’ve done with the network members,” she said.

“They raised issues during network meetings ... and they advocate for their own rights. Now in towns we have footpaths that are accessible for wheelchairs, also some of the shops are accessible and some of the hotels are accessible.”

Mini took a six-month break from Oxfam to work for another organisation, but she couldn’t resist coming back when she saw her current role advertised.

“I said, ‘I have to apply back in’, and I came back to work for Oxfam,” Mini said. “I am happy that I was working with Oxfam for so many years. The capacity and strength that I see within me, which Oxfam provide, was very huge and attractive.”



Photo (below): Erakor, Vanuatu: Image taken from a drone of Erakor, Vanuatu. Photo: Arlene Bax/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

Photo (left): Supplied.



# MEET THE OXFAM FAMILY

It takes a mighty team of dedicated, compassionate people to bring about change — and some of the most crucial team players are those who generously donate their funds, time, energy and experience.

Say hello to some of the incredible volunteers and supporters who are helping to create a more equal world.

## OXFAM'S AMAZING VOLUNTEERS

Oxfam Australia's volunteers include office volunteers, retail volunteers, board members, interns and secondees — and we simply could not do what we do without them.

 **743** VOLUNTEERS

 **23,406** HOURS

 **\$1,166,872** VALUE

EQUIVALENT TO 13.9 FULL-TIME ROLES

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

The funds saved through just one volunteer hour can enable Oxfam to provide a week's worth of food to a family living through a hunger crisis. Four hours of volunteering can enable Oxfam to provide four families in Timor-Leste with gardening tools, like a hoe, spade and watering can, to grow their own food.

Melbourne, Australia: Volunteers on the trail of the final Trailwalker. Photo: Heidi Demond/Oxfam.





# MEET BEAUTLYN ELIAB

When Beautlyn Eliab was looking for volunteer opportunities in Australia, Oxfam was a natural choice.

Beautlyn had worked for Oxfam as an influencing and advocacy officer in her home country of Papua New Guinea (PNG), and it was there that she realised she needed to increase her knowledge and capacity.

"I decided to apply for a scholarship in Australia," she said. "It was like, I've got nothing to lose, I might as well just put that paper in."

Beautlyn's application was successful and she arrived in Australia in 2022 to study International Community Development at Victoria University.

"I'm trying to learn as much as I can," she said.

In PNG, Beautlyn worked on the implementation side of projects. She saw volunteering at Oxfam as a way to see "what the other side looks like".

Beautlyn believes her time Australia has already had a positive influence on girls back home.

"I have a younger sister and I have cousins who are girls," she said. "It's really good to see their perspective of the world broaden, and they say that, 'Oh I can do this, I can go out as well'. And I want them to explore."

Beautlyn sees other things changing in PNG, albeit slowly.

"I think ... maybe my generation and the generation before me ... are coming out of the colonisation mentality that, 'Oh, we need to wait for someone else to come and save us' and it's more like, 'We should do it this way, our way, the way that works best for us'. A lot of them are going into development spaces. It's happening at a slow pace, but I'm hopeful."

We were lucky to have Beautlyn with us at Oxfam during her two-year stay in Australia, and we'll be cheering from the sidelines as her career progresses.

"Oh, I'm going to miss Melbourne," Beautlyn said.

Yawuru (Broome), Australia: Beautlyn is a volunteer with the Program team and in November she got the opportunity to go on Yawuru Country and help support the Kimberley Aboriginal Women's Council Roundtable. Photo: Aimee Han/Oxfam.



Perth, Western Australia: Olivia loves chatting to her customers at the Fair Trade shop. Photo: Jordan Steiner/Oxfam.



## MEET OLIVIA BOULUD

Since 2007, volunteers at the Fair Trade Shop in Perth have been raising awareness about fair trade principles and Oxfam. Not only has the shop become an important part of the Oxfamily, but it's an integral part of the Bayswater community as well.

Long-time Oxfam supporter Olivia Boulud loves getting to know her local community. And she manages to blend this with her passion for tackling poverty by working at the Fair Trade Shop in Bayswater, Perth.

Olivia is the coordinator of the Fair Trade WA Oxfam community group and has been volunteering with them for five years. She previously volunteered with Oxfam Trailwalker at the Perth events.

"I love it here for many reasons," Olivia said. "It's a space where I get to meet like-minded people, not just volunteers but also customers. I get to meet people who know about Oxfam's work (most of them) and want to come and support Oxfam by shopping with us."

Customers from the local community come in to have a browse and a chat. Olivia and the team know many of the customers by name and over the years the shop has become a bit of a local institution. It now has 5,000 followers on social media.

The shop stocks a wide variety of fair trade and ethically sourced products and is a completely volunteer-run part of a community supporter group. It supports Oxfam through profits raised from sales.

# MEET CAROLINE LE COUTEUR

Caroline Le Couteur has devoted her life to creating a better world. She's been a self-sustaining farmer, anti-war protester and Member of the Australian Capital Territory Legislative Assembly, representing the Greens.

She is also one of Oxfam Australia's most long-standing and generous supporters, having been with us for nearly 40 years.

As a young university graduate, Caroline went to the 1973 Aquarius Festival in Nimbin, New South Wales, and stayed for 11 years!

"Nimbin was a dying dairy town. The hospital was about to close," Caroline said. "The festival organisers were starting a new world — it was the Age of Aquarius."

The festival ran for 10 days, but land was cheap and many of the idealistic young people decided to stay on. They pooled their resources and bought 500 hectares of land, forming the Co-ordination Co-operative.

"It's bloody hard work being a self-sufficient farmer," Caroline said.

Caroline also worked as a solar panel retailer and installer. When she eventually moved back to her home city of Canberra, she worked on government renewable energy policies. She was also a founding director of Australian Ethical Investment.

But politics was calling and Caroline ran for the Legislative Assembly.

"For me, becoming a Greens Member of the Australian Capital Territory Legislative Assembly was simply a continuation of working for a better world," she said.

Caroline said her mother inspired her to help people.

"I got all this from my mum," she said. "My mother was very committed to helping people less fortunate. I have lots of memories of marching up and down Commonwealth Avenue protesting against the [Vietnam] war. I was always interested in changing the world."

Caroline wanted to support Oxfam because "they do something practical on the ground for people who need help. I have a great belief that the world does not treat everybody fairly and we have to support, not blame the 'victims'."

Thank you, Caroline. We are so fortunate to count you among our supporters.



Photo: Supplied

# MEET ALAN GARDINER



Photo: Supplied

As an economics undergraduate in the late 1970s, Alan Gardiner was thinking about "the big questions — about wealth and poverty and economic development and growth".

He stumbled across a copy of a magazine called *New Internationalist* that was published by Community Aid Abroad.

"This is back in a time where I had essentially no income," Alan said. "I filed that name away in the back of my head, thinking at some point in my future life I might be in a better position to actually do something to contribute to the work that Community Aid Abroad was doing."

Fast forward several years and Alan found himself able to contribute. By then, Community Aid Abroad had become Oxfam, and Alan made the connection between the two.

He was impressed with Oxfam's approach to tackling poverty

— its particular "focus on development and alleviation of poverty, and community building outside Australia, where I thought the need was even greater than inside".

Alan still believes that while many people in Australia face significant financial difficulties, "the greatest need in the world, in general, is outside Australia".

"The contrast...it's just wrong," he said.

Even though Alan has a busy schedule, he makes sure he keeps up to date with world events.

"In reality, my favourite thing to do is just make myself informed about the world. I read a lot just for that purpose," he said.

And when he has a few spare minutes, Alan can be found tinkering with his model trains and making plans to expand his collection.

Alan is one of Oxfam Australia's most committed, long-term supporters. Thank you for your dedication, Alan. We are honoured to know you.

# REMEMBERING PROFESSOR KRISHNA SOMERS

“By any standards, a man who transcends even two cultures must be exceptional. The achievement of Krishna Somers was phenomenal. His roots were in India, his heart was in Africa, his mind was in Britain and America, and his feet finally came to rest in Perth, Western Australia.” – Mr Keith Platel, friend and Charity Trustee



Professor Krishna Somers was one of Oxfam’s most dedicated supporters. This year marks six years since Professor Somers died, and in that time his legacy has aided people all around the world. The Krishna Somers Charitable Trust continues to support people experiencing poverty and inequality.

Professor Somers was born in Durban, South Africa, a fourth-generation descendant of Indian sugar plantation labourers. Family and friends

believe his early life contributed to his lifetime commitment to working for people experiencing poverty. He once said that he and his siblings “were raised in difficult days of poverty”.

Professor Somers lived in South Africa during apartheid, when schools were segregated. He won a scholarship to study medicine at the University of Witwatersrand, then the only university in the country without racist admission policies. But when he finished, he found it difficult to continue his medical training.

He told a friend: “I found myself in the invidious position where I could never work or take further training because the teaching hospitals, which were government institutions, would not hire non-white doctors. It was just impossible.”

Notwithstanding the incredible challenges of racism, inequality and economic difficulty, Professor Somers remained steadfast in his commitment to pursuing a medical career. He moved abroad and, against all the odds, rose to be an internationally renowned authority on endomyocardial fibrosis and cardiovascular

disease in warm climates. Among other places, his work took him to the United Kingdom, Uganda, the United States, Papua New Guinea and eventually to Australia, where he settled in Perth.

According to his friend and Trustee, Mr Keith Platel, Professor Somers found his early years in Perth difficult.

“He felt lonely and displaced,” Mr Platel said. “No doubt this period reinforced his concern for migrants and refugees and led to his lifelong contributions to try to ease their sufferings.”

Mr Platel said Professor Somers had a particular interest in diaspora populations.

“Kris understood more deeply than most that sometimes this [being part of a diaspora] was by choice and sometimes forced. Kris said, ‘I’ve always been interested in diasporas and social justice’,” Mr Platel said.

Oxfam Australia is grateful beyond measure for the contributions The Krishna Somers Charitable Trust has made to our work.

# SAFEGUARDING AND MONITORING MISCONDUCT

At Oxfam Australia, we are vigilant about upholding the rights of the people we work with. We do not tolerate any form of abuse, harassment, sexual misconduct, exploitation of vulnerability, or misuse of power for personal gain — and we ensure we have accessible procedures in place in all countries we work in for reporting misconduct.

This year, we have continued to strengthen the capacity of our Safeguarding Focal Points so they can champion safeguarding in their workplaces. An Asia regional workshop for Safeguarding Focal Points was held in Thailand and the first Pacific regional workshop was held in Fiji. Oxfam also participates in regional Safeguarding Communities of Practice to share our knowledge and promote good practice.

We strengthened the safeguarding capacity of our partner organisations by delivering training sessions and developing a safeguarding policy template for their use.

To promote ongoing monitoring and accountability, annual planning and reporting on safeguarding activities and incidents takes place in

all countries and regional platforms where Oxfam Australia has funded programs. In the past year, there were three reported cases involving Oxfam Australia programming or country operation staff. All incidents had appropriate action taken following assessments.

Oxfam Australia continued to deliver regular safeguarding induction and awareness activities for staff and personnel, including tailored training and briefings for staff who travel for work duties. We continued to promote a safe speak-up culture by updating and displaying posters that illustrate the process for reporting misconduct. Visual summaries of our safeguarding policies are also displayed in workplaces and were translated into Tetum language for dissemination in Timor-Leste.

Timor-Leste: Natersia, in her vegetable garden, which she grows with support from Oxfam's local partner organisation, KSI. Since joining a ROMANSA savings group, Natersia has saved enough money to buy a corn grinder and shoes for her grandchildren. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

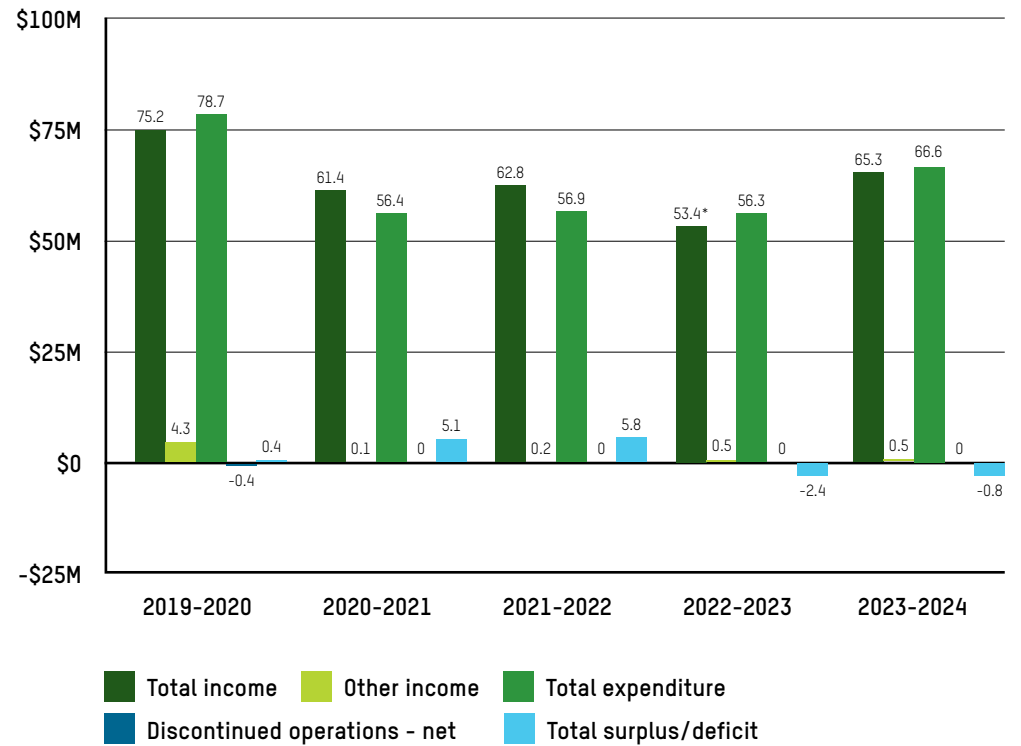




# FINANCIALS

## FINANCIAL PERFORMANCE

This financial year, Oxfam Australia reported an operating deficit of \$1.3 million and a consolidated total deficit of \$0.8 million, which includes a revaluation of equity instruments through other comprehensive income. Our deficit was primarily the result of increased administration and other operating costs, as Oxfam continues to support the operational cost of program delivery in the Pacific region.



\*Restatement to 2023 Total Income (was reported as \$53.9m and included Other Income)

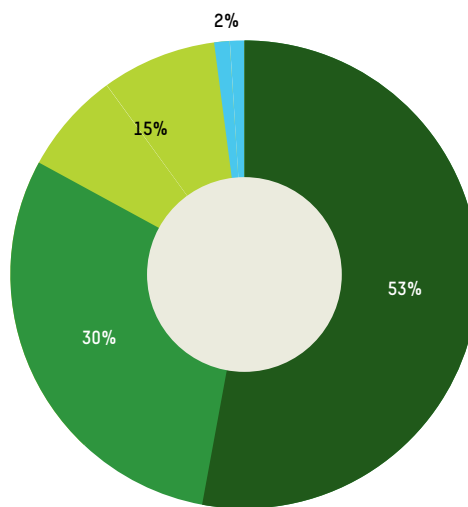
Santo, Vanuatu: Esline is learning to sew at the Northern Care Youth Centre. Photo: Arlene Bax/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



## INCOME

Our consolidated income of \$65.3 million was an increase of \$11.3 million on the previous year. Our most significant income stream was from community support income, which contributed \$34.7 million. We are so very grateful for the ongoing support of all our donors. Included in this income are funds raised through the last Trailwalker event, which was held in Melbourne in March 2024. We also recognised grant funding of \$29.3 million during the year, a year-on-year increase of \$9.4 million.

### WHERE THE MONEY COMES FROM



- Community support income
- DFAT income
- Other grant income
- Other income

*Oxfam Australia Trading excluded*

### INCOME TYPE



**\$34.7 MILLION**  
PUBLIC DONATIONS



**\$29.3 MILLION**  
GRANT FUNDING



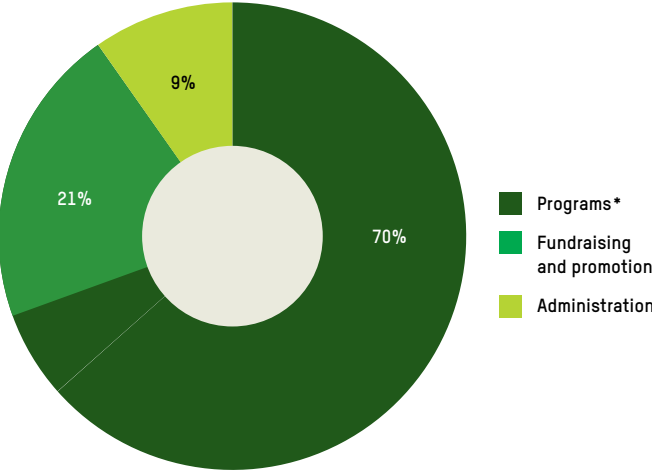
# EXPENDITURE

Our consolidated expenditure was \$66.6 million, an increase of \$10.3 million from the previous year. We spent \$45.7 million on our long-term program development, advocacy and emergency responses during the year, a \$10.1 million increase on the previous year. Expenditure of \$14.5 million on fundraising activities was a decrease on the previous year's spend by \$0.5 million. While administration costs increased by \$1 million over the previous year, the administration ratio remained consistent with the prior year, at 9.7%.

Our Fundraising Cost ratio decreased compared to the prior year as a result of continuous cost reviews. This ensured more funds were directed to program delivery.

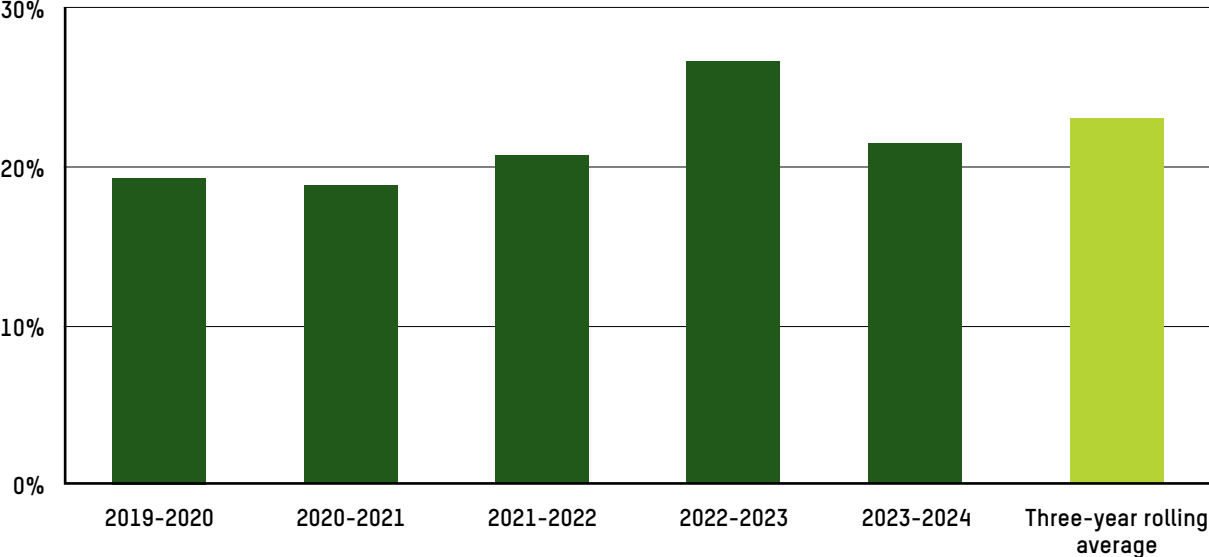
Despite cost-of-living pressures, the administration ratio remained in line with the previous year. This was the result of continuous cost reviews in all areas of the organisation.

## WHERE THE MONEY GOES

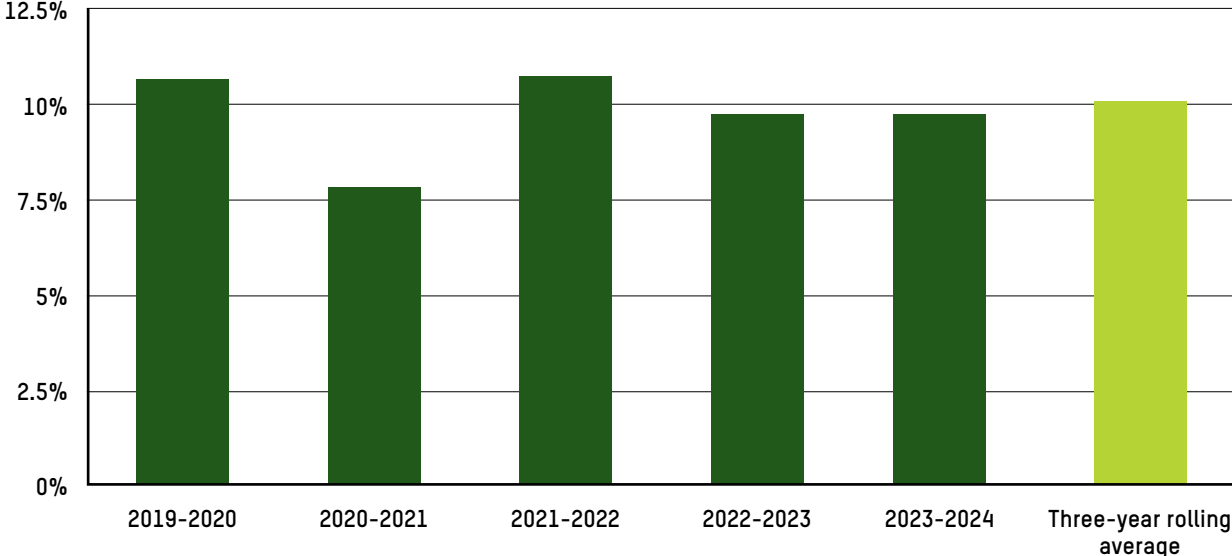


\*Programs includes long-term development, humanitarian responses, and advocacy and campaigns.

## FUNDRAISING COSTS (% OF TOTAL)

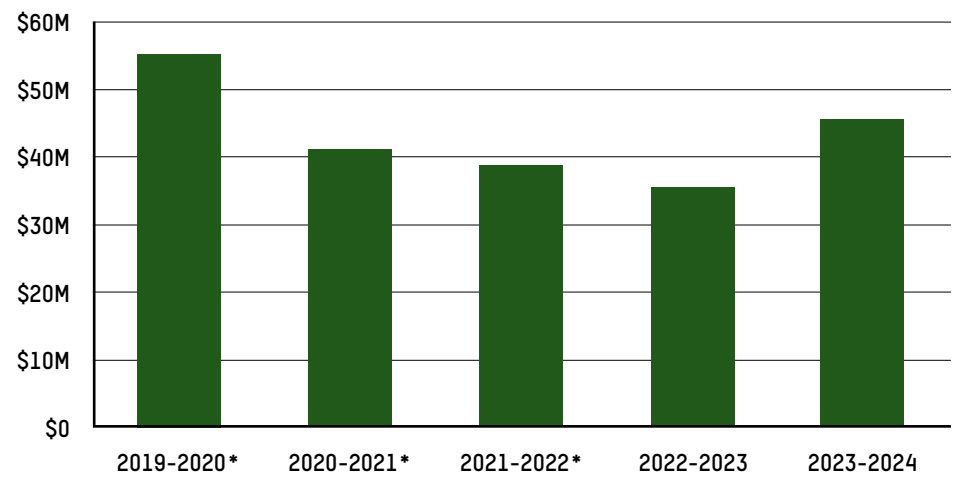


## ADMINISTRATION COSTS (% OF TOTAL)



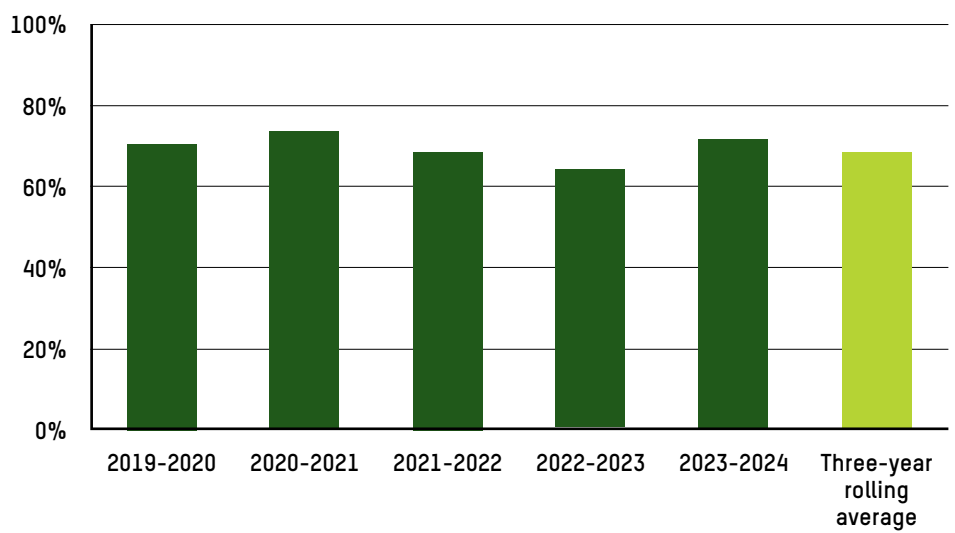
Mekko, Indonesia: Said struggles to catch enough fish for his family's daily needs, due to climate change and the fish moving further and further out to sea. Photo: Vikram Sombu/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

### PROGRAM EXPENDITURE (\$)



\*Oxfam Australia Trading excluded

### PROGRAM EXPENDITURE (% OF TOTAL)





## PROGRAM SPEND BY REGION



**GLOBAL**  
11%  
\$5M



**PACIFIC**  
31%  
\$14.4M



**EAST ASIA**  
24%  
\$10.9M



**SOUTH ASIA**  
15%  
\$7M



**AUSTRALIA**  
2%  
\$1.1M



**AFRICA**  
12%  
\$5.4M



**EASTERN EUROPE**  
3%  
\$1.5M



**THE MIDDLE EAST & NORTH AFRICA**  
1%  
\$0.3M

## FINANCIAL OUTLOOK

Our overall net asset position continues to be strong, as is our working capital position. Assets include the investment portfolio generated as a result of the proceeds from the sale of a building in Carlton. During the year, we finalised the sale of our property in Hutt Street, Adelaide, with proceeds directed to the investment portfolio. This portfolio provides an ongoing unrestricted income stream for Oxfam.

## CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2024

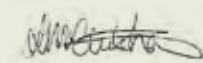
CONTINUING OPERATIONS	NOTES	CONSOLIDATED ENTITY*	
		2024 (\$'000)	2023 (\$'000)
<b>REVENUE</b>			
Donations and gifts - monetary		31,283	31,573
Bequests and legacies		3,451	1,877
Grants			
DFAT		19,744	14,914
Other Australian Non Government		1,164	625
Other overseas		8,353	4,336
Investment income		1,150	501
Other income		166	145
<b>TOTAL REVENUE</b>		<b>65,311</b>	<b>53,971</b>
<b>EXPENDITURE</b>			
<b>International aid &amp; development programs expenditure</b>			
International Programs			
Funds to International Programs		33,985	25,412
Program support costs		8,619	7,769
Public Policy and Outreach Program		1,218	993
Development effectiveness		719	227
Community education		-	75
Fundraising costs			
Public		14,067	14,675
Government, multilateral and private		378	376
Accountability and administration	1	6,479	5,698
<b>Total international aid and development programs expenditure</b>		<b>65,465</b>	<b>55,225</b>
Domestic programs expenditure		<b>1,122</b>	<b>1,090</b>
Commercial activities expenditure			
Cost of goods sold and administration			
Finance costs			
<b>TOTAL EXPENDITURE</b>	2	<b>66,587</b>	<b>56,315</b>
<b>EXCESS OF REVENUE OVER EXPENDITURE</b>		<b>(1,276)</b>	<b>(2,344)</b>
<b>Other comprehensive income / (loss)</b>			
Net gain / (loss) on financial assets at FVOCI		456	(30)
<b>Total other comprehensive income</b>		<b>456</b>	<b>(30)</b>
<b>TOTAL COMPREHENSIVE SURPLUS / (DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS</b>		<b>(820)</b>	<b>(2,374)</b>

- Accountability and Administration expenditure is for both international and domestic programs.
- Total expenditure identified in the Summary Income Statement above is derived from the full 2023-24 financial report. Certain types of expenditure have been categorised in line with the requirements of the ACFID Code of Conduct. These allocations are supplementary information intended for the purpose of the users of the Summary Financial Report and are not specifically derived from the full 2023-24 audited financial report.
- During the financial year, Oxfam Australia had no transactions in the Political or Religious Adherence Promotion programs category. There were no non-monetary revenue or expenditure transactions that were required to be brought to account by Oxfam Australia.
- This Summary Financial Report has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at [www.acfid.asn.au](http://www.acfid.asn.au).

This Summary Financial report is approved on behalf of the Board.



**Dr Judith Slocombe AM**  
Chair  
16 August 2024



**Sally McCutchan**  
Director  
16 August 2024

\* This Statement of Financial Position has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at [www.acfid.asn.au](http://www.acfid.asn.au).

Nadi, Fiji: Poasa (he/him), also known as Porsha, on the PRIDE farm that he oversees. Pride farms are part of a project by Oxfam's local partner, Rainbow Pride Foundation, which helps address the food insecurity issues that many queer people in Fiji face. It also challenges queer stereotypes and harmful narratives. Photo: Alipate Laveti/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

## STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 31 MARCH 2024

	CONSOLIDATED	
	2024 (\$'000)	2023 (\$'000)
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	8,057	29,572
Trade and other receivables	7,871	7,978
Other financial assets	17,411	2,247
Term deposits	7,093	90
Other current assets	976	830
	<b>41,408</b>	<b>40,717</b>
Non-current assets classified as held for sale	-	2,192
<b>Total current assets</b>	<b>41,408</b>	<b>42,909</b>
<b>Non-current assets</b>		
Property, plant and equipment	110	207
Intangibles	569	890
Right of use - leases	867	1,815
<b>Total non-current assets</b>	<b>1,546</b>	<b>2,912</b>
<b>TOTAL ASSETS</b>	<b>42,954</b>	<b>45,821</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	3,613	3,775
Contract liabilities	11,507	12,863
Lease liability	414	567
Provisions	2,646	2,761
<b>Total current liabilities</b>	<b>18,180</b>	<b>19,966</b>
<b>Non-current liabilities</b>		
Lease liability	166	346
Provisions	452	533
<b>Total non-current liabilities</b>	<b>618</b>	<b>879</b>
<b>TOTAL LIABILITIES</b>	<b>18,798</b>	<b>20,845</b>
<b>NET ASSETS</b>	<b>24,156</b>	<b>24,976</b>
<b>EQUITY</b>		
Reserves	3,562	5,154
Retained earnings	20,594	19,822
<b>TOTAL EQUITY</b>	<b>24,156</b>	<b>24,976</b>



\* This financial report is a summarised version of our full financial report. Copies of our 2023-2024 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting [www.oxfam.org.au](http://www.oxfam.org.au).

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2024

CONSOLIDATED ENTITY*						
	RESTRICTED RESERVES (\$'000)	FINANCIAL ASSET RESERVE (\$'000)	REVALUATION SURPLUS RESERVE (\$'000)	COLLECTIVE RESOURCE ALLOCATION RESERVE (\$'000)	RETAINED SURPLUS (\$'000)	TOTAL (\$'000)
<b>Balance at 1 April 2022</b>	2,750	58	1,334	717	22,491	27,350
Deficit for the year		(87)				
Total comprehensive surplus / (deficit) for the year		(87)			5,896	5,896
Total comprehensive income for the year	-	(30)	-	-	(2,344)	(2,374)
Transfer to / (from) reserves	(104)	-	-	(403)	507	-
Transfer of realised gain of financial assets at FVOCI to accumulated surplus	-	832	-	-	(832)	-
<b>Balance at 31 March 2023</b>	<b>2,646</b>	<b>860</b>	<b>1,334</b>	<b>314</b>	<b>19,822</b>	<b>24,976</b>
<b>Balance at 1 April 2023</b>	<b>2,646</b>	<b>860</b>	<b>1,334</b>	<b>314</b>	<b>19,822</b>	<b>24,976</b>
Deficit for the year	-	-	-	-	(1,276)	(1,276)
Other comprehensive income for the year	-	456	-	-	-	456
Total comprehensive income for the year	-	456	-	-	(1,276)	(820)
Transfer to / (from) reserves	104	(832)	(1,334)	14	2,048	-
<b>Balance at 31 March 2024</b>	<b>2,750</b>	<b>484</b>	<b>-</b>	<b>328</b>	<b>20,594</b>	<b>24,156</b>

This financial report is a summarised version of our full financial report. Copies of our 2023-2024 audited financial report can be obtained by writing to the Chief Executive Officer, 355 William St, West Melbourne VIC 3003, or by visiting [www.oxfam.org.au](http://www.oxfam.org.au).



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

## INDEPENDENT AUDITOR'S REPORT

To the members of Oxfam Australia

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Oxfam Australia (the registered entity) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 31 March 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial report, including material accounting policy information, and the Directors' declaration.

In our opinion the accompanying financial report of Oxfam Australia, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the Group's financial position as at 31 March 2024 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards - Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

#### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (Including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

#### Other information

The Directors are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the directors' report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 273, an Australian company limited by guarantee. BDO Audit Pty Ltd and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.



If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, 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.

#### Responsibilities of responsible entities for the Financial Report

The Directors of the Group are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the ACNC Act, and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, Directors are responsible for assessing the Group'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 responsible entities either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Directors are responsible for overseeing the Group's financial reporting process.

#### Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards 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 this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar3.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf)

This description forms part of our auditor's report.

#### BDO Audit Pty Ltd

Elizabeth Blunt  
Director

Melbourne, 16 August 2024

## THE OXFAM CIRCLE

This list represents the generous donations made by members of the Oxfam Circle during the 2023–2024 financial year.

### VISIONARIES

Anonymous x 6  
Adelaide Charity Books  
Annie T Rose  
Debbie and Henk Verhagen  
Judith Neilson Foundation  
Krishna Somers Charitable Trust  
Rohan Wolfers  
Roslyn Wolfers  
Ross and Marianne Allan  
Simpson Family Foundation  
The Harris Charitable Foundation  
The Jaramas Foundation  
The Life You Can Save  
United Vietnamese Buddhist Congregation of SE Melbourne  
Vincent Chiodo Charitable Foundation

### LEADERS

Anonymous x 10  
Alan Gardiner  
Cameron Foundation  
City of Sydney Council  
Dale McMenamin  
Ian H Cox  
Ian Newman  
Isaacson Davis Foundation  
Jo and Ken Higgins  
John and Valerie Braithwaite  
Leon Ball  
Paul Chorlton  
Rohit D’Costa and Nadia Chaves  
The Muffin Foundation

### INNOVATORS

Anonymous x 49  
Amy and Paul Jasper  
Anne Miller  
Ashu Jhamb and Katherine Barraclough  
Biophilia Foundation  
Bluesand Foundation  
Brennan Family Foundation  
Campsie RSL Group  
Chris Hartigan and Angela Scarfe  
Christopher K Fairley AO

Claire Bamford  
Cumberland Ecology Pty Ltd  
David Thomas and Philippa Cotter  
Declan Davis  
Dr Joan Bryan  
Duncan Murray  
Footballers Trust  
Gary Alcock and Marianne Hack  
Geoffrey Bamford Foundation  
Gernot Heiser and Trudy Weibel  
Graf Family  
Grain Producers Australia  
Grant Sutton  
Greg Jordan  
Heather Lynne Drew  
Helen Szoke AO and Jonathan Tribe  
Jamie Simpson  
Jane Bitcon and Geoff McClellan  
John Freeman  
Jon Jureidini and Julia Beaven  
Kane Constructions  
Keith Chapple  
Marianne Smulders  
Michael and Barbara Leigh  
Michael Olive and Wendy Smith  
Michael Jefford  
Mick Harvey and Katy Beale  
Mr AC and Dr JC Tomlinson  
Owen Ritson and Anne Machin

P Thompson  
Paul and Susan Taylor  
Pavetta Foundation Pty Ltd  
Peter Hanks  
Poorcountry Charitable Trust  
Raymond Tam and Linda Castles  
Rellim Foundation  
Rob Guthrie and Trish Cowcher  
Rosalind Fournier  
Ruth A Bourne  
Simon and Akiyo Martin  
Sr Janet Mead’s Romero Community, Adelaide  
Starkie Family  
Susan Adams and Andrew Kirk  
The Marquill Foundation  
The Russell Foundation  
Thomas Goodman  
Tim Mintern and Marion Matthews  
Trevor and Ann Kennedy



# FUNDING PARTNERS

## CHARITABLE CHAMPIONS

Corrs Chambers Westgarth, Johnson Winter Slattery, Bean Alliance, JB Hi-Fi, Scape Australia, Paddy Pallin, Melbourne Osteopathy, Puffing Billy, Balmain Sports

**PRO BONO SUPPORTERS** Wotton & Kearney, Arnold Bloch Leibler, Finlaysons, Levant Consulting, Risk Logic

**LEGACY ESTATES** Anthony John Byrne, Christopher Laurence Sasadeusz, Denis Klein, Dianne Maria Sackelariou, Geoffrey F Kneebone, James (Jim) McKellar, Janice C Tynan, Jeremy J Hobbs, Lorraine Joan Waters, Mary E Ruhan, Norman John Baker, Roger Hugh Cook, Thomas D Chapman

**TRUSTS** The Jack Jacobs Charitable Trust, The Fischer Darlington Trust, The Frederick and Winifred Grassick Memorial Fund, The R W and C M Gleeson Charitable Trust, The Bridget Arman Perpetual Charitable Trust, The Wilma Collie Perpetual Trust, The Peter Leith Riddell Memorial, The Tony Hearn Trust, The Mattingley Family Trust, The Fisher Darlington Trust, Mary and Carol Webb Charitable Fund, Enid Helena Ryan Trust Fund, The Walter and Muriel McConnan Memorial Trust, Curwen Charitable Trust, V N Sanders Charity Trust, The Madeline Crump and Madeline Williams Trust

**INSTITUTIONAL FUNDERS** Australian Department of Foreign Affairs and Trade (DFAT), Care, Emergency Action Alliance, European Union, Monash University, Oxfam Affiliates, Plan International Australia, Swiss Agency for Development and Cooperation, United Nations Children's Fund (UNICEF)

**COMMUNITY ACTION** Fair Trade Store Perth



Perth, Australia: The Fair Trade Shop is a community that proudly supports the work of Oxfam Australia. The shop is completely run by volunteers and raises awareness about fair trade principles in the broader community. Photo: Jordan Steiner/Oxfam.

# OUR GOVERNANCE

Our skilled and dedicated executive team and Board guide us with wisdom and compassion so that Oxfam can bring about meaningful change in a supportive, safe and agile environment.

Melbourne, Australia: Members of Oxfam Australia's staff at the Midsumma Pride Festival. Photo: Jessica Magdalena/Oxfam.



# EXECUTIVE LEADERSHIP GROUP



**LYN MORGAIN**  
Chief Executive

**Responsibilities:** Strategic and operational leadership



**KAREN O'DUIL**  
Chief Financial Officer

**Responsibilities:** Financial strategy and sustainability, financial reporting and governance, business partnering and transactional services



**SARAH MADACKI**  
Acting Director of Capability and Impact

**Responsibilities:** Operations, Chief Information Officer, People and Capability and Culture



**ANDREW BUCHANAN**  
Director of Fundraising and Resource Growth

**Responsibilities:** Revenue generation and management, supporter engagement, marketing and communications



**ROD GOODBUN**  
Interim Programs Director

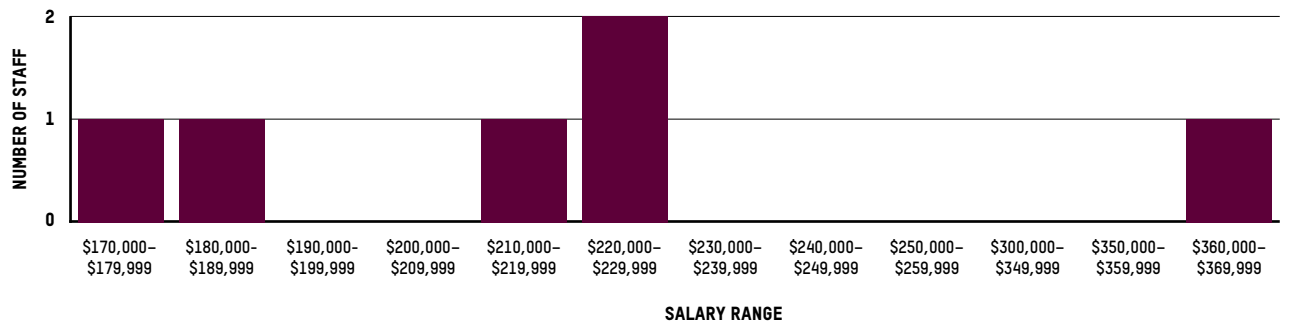
**Responsibilities:** International development, humanitarian strategies, First Peoples' program and public engagement



**TAHJ RICHARDSON**  
Interim Director of Strategy and Innovation

**Responsibilities:** Strategic planning, organisational collaboration, change management

## EXECUTIVE LEADERSHIP TEAM SALARIES (INCLUDING SUPERANNUATION) AS AT 31 MARCH 2024



# OXFAM AUSTRALIA BOARD



## DR JUDITH SLOCOMBE AM

BVSC (MELB), POST GRAD DIP MANAGEMENT (MELB), MBA (MELB), FAICD, FAIM

**Appointed:** 2020

**Term expires:** 2024

**Responsibilities:** Board Chair; Finance Risk and Audit Committee; Nominations Committee; Remuneration Committee



## SALLY MCCUTCHAN OAM

GRAD DIP ACC FIN, BEC, CPA, GAICD

**Appointed:** 2018

**Term expires:** 2024

**Responsibilities:** Finance Risk and Audit Committee Chair



## ALEEM ALI

BA, GRAD DIP COMM SERV MGMT, GRAD CERT DIV, AMICDA

**Appointed:** 2021

**Term expires:** 2024

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



## DR JASMINE-KIM WESTENDORF

PHD, BA (HONS)

**Appointed:** 2018

**Term expires:** 2026

**Responsibilities:** Governance Committee



## GEOFF MCCLELLAN

LLB BEC

**Appointed:** 2017

**Term expires:** 2025

**Responsibilities:** Governance Committee Chair



## ZAINAB FAZIL

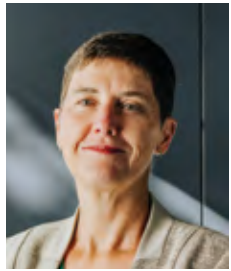
BSC (SOCIOLOGY), M SOCIAL ANTHROPOLOGY

**Appointed:** 2021

**Term expires:** 2024

**Responsibilities:** Finance Risk and Audit Committee

Kon Mom, Cambodia: Noy with fellow members of the Community Fisheries Committee and Oxfam staff. Photo: Patrick Moran/Oxfam. Oxfam acknowledges the support of the Australian Government through the Department of Foreign Affairs and Trade (DFAT).



**MARGARET THOMAS**

BA (HONS) MASTERS OF DEVELOPMENT STUDIES

Appointed: 2021

Term expires: 2024

Responsibilities: Finance Risk and Audit Committee



**AMANDA YOUNG**

LLB, GRAD DIP LEGAL PRAC

Appointed: 2021

Term expires: 2024

Responsibilities: Governance Committee



**SARAH MADACKI**

STAFF PARTICIPANT

Elected: 2022

Term expires: 2024



# WE ARE ACCOUNTABLE TO YOU

## CODES AND STANDARDS

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

- Australian Charities and Not-for-Profit Commission Governance Standards and External Conduct Standards
- Australian Council for International Development
- Australian Direct Marketing Association Code of Practice
- Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
- Department of Foreign Affairs and Trade accreditation
- Fundraising Institute of Australia Principles and Standards of Fundraising Practice
- Oxfam International Code of Conduct
- One Oxfam safeguarding core standards
- Sphere Humanitarian Charter and Minimum Standards in Disaster Response and Core Humanitarian Standard (CHS)

For more details about these codes and standards, visit [www.oxfam.org.au](http://www.oxfam.org.au)

## SOLICITORS

Corrs Chambers  
Westgarth  
Level 25, 567 Collins Street  
Melbourne, VIC 3000

## BANKERS

National Australia Bank  
Ground Floor, 330 Collins Street  
Melbourne, VIC 3000

## INVESTMENT ADVISORS

JBWere  
Level 31, 405 Bourke Street  
Melbourne, VIC 3000

## AUDITORS

BDO Audit Pty Ltd  
Collins Square, Tower 4  
Level 18, 727 Collins Street  
Melbourne, VIC 3000

For more information about our accountability processes, supporter services and ethical and legislative requirements, visit [www.oxfam.org.au](http://www.oxfam.org.au)

## ACCREDITATION

Oxfam Australia is an active member of the Australian Council for International Development (ACFID). We are a signatory to, and compliant with, the ACFID Code of Conduct and are committed to adhering to its high standards of corporate governance, public accountability and financial management. Complaints relating to alleged breaches of the code can be made to the ACFID Code of Conduct Committee via [www.acfid.asn.au/code-of-conduct/complaints-and-compliance-monitoring](http://www.acfid.asn.au/code-of-conduct/complaints-and-compliance-monitoring)

We are fully accredited by the Department of Foreign Affairs and Trade (DFAT), which manages the Australian Government's overseas aid program. The DFAT accreditation process provides the Australian Government and general public with confidence that they are funding professional, well-managed, community-based organisations capable of delivering good development outcomes. It also makes Oxfam eligible to receive funding from the Australian NGO Cooperation Program and DFAT. Oxfam Australia underwent the reaccreditation process in February 2019, with DFAT formally confirming it had approved full accreditation in May 2019 for the following five

years. At the time of printing this annual report, Oxfam Australia was undertaking the accreditation process again.

## WE VALUE YOUR FEEDBACK

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

- [www.oxfam.org.au/feedback](http://www.oxfam.org.au/feedback)
- [enquire@oxfam.org.au](mailto:enquire@oxfam.org.au)
- Freecall 1800 088 110
- Oxfam Australia, Locked Bag 20004, Melbourne VIC 3001

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

## SUPPORTER INFORMATION

Our Supporter Charter outlines our commitments to you, our supporters. All supporters can securely access their donation details at any time at our online space, myOxfam. Visit [www.oxfam.org.au](http://www.oxfam.org.au) or call 1800 088 110 to access these services.

## PRIVACY POLICY

Our Privacy Policy details the information we collect about you and how we use it. Visit [www.oxfam.org.au/privacy](http://www.oxfam.org.au/privacy) for details.

SCAN THE QR CODE TO  
PROVIDE FEEDBACK



Rangpur, Bangladesh: Marufa, a rug maker, works at her loom in a factory. Photo: Mutasim Billah/Oxfam.





**OXFAM**  
Australia

Molpoe, Vanuatu: Marseph stands in a damaged plantation near his village in Vanuatu. In 2022, Molpoe was hit by a devastating landslide caused by torrential rain, which has become more frequent due to extreme weather. The landslide destroyed many homes and plantations that people relied on for their livelihoods. Photo: Ivan Utahenua/Oxfam. Oxfam acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).