

ANNUAL REPORT! 2023



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THE NETHERLANDS

ANNUAL REPORT 2023

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Annual Report 2023

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this together with women's rights movements and communities worldwide. We believe in a feminist perspective and stand collectively against inequality and exploitation.

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Cover photo:

Women's rights activists from the manganese mining region in the Northern Cape, South Africa are campaigning for fair mining and a just energy transition. @ActionAid



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Welcome

The team of ActionAid Netherlands together with our partners carried out many successful activities and campaigns in 2023. So many, in fact, that I hardly know where to begin. We have drawn attention to the violations of women's rights in value chains and the harmful effects of climate change. But 2023 was also marked by global disasters, including the earthquake in Morocco and landslide in Libya, the ongoing war in Ukraine and the devastating war in Gaza.

Women at the table

Our feminist principles are at the heart of all of ActionAid's work. This means that we work closely with women who are affected by, for example, exploitation and misconduct by companies and amplify their voice. We also work with the women who are most affected by climate change and the energy transition. They are the most important voice in naming problems and in solving them. For example, with the Fairbike campaign, we drew attention to the position of women in the mining areas in the Northern Cape in South Africa. The metal manganese, which is important for the energy transition, is mined in the communities of these women. I have seen with my very own eyes that this manganese mining does not bring prosperity to women and their communities. Mining harms their environment, depletes water, damages homes, and violence against women increases. Women from our partner organization MACUA/WAMUA living in these communities came to the Netherlands and told their stories at different events, and shared their insights and recommendations with policymakers and politicians. There is so much power radiating from these women. They need to be at the tables where solutions to their problems are being discussed.

Feminist lens

Climate change hits women and their communities in the Global South hardest. The director of ActionAid Ethiopia, Tinebeb Berhane, addressed the 85,000 participants of the climate march in November. Tackling climate change requires a feminist lens, she told her audience. A feminist lens entails a shift in power structures, creating a more equal and more inclusive society. To achieve climate justice, it is crucial to include people who are affected at the decision-making table, including women and youth.

We also used this feminist lens to analyse the party programmes of the Dutch political parties that participated in the elections on 22 November 2023. Based on their plans for women's rights, climate justice, fair trade and an equal society, we made a feminist party guide, which has been downloaded thousands of times and attracted a lot of attention in the media and on social

**Our
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To achieve climate justice, it is crucial to include people who are most affected at the decision-making table, including women and youth from the Global South.



media. The support of our feminist ambassadors, including of course permanent ambassador Geraldine Kemper, was crucial in this regard. For the third year in a row we organized the Feminist Climate Academy. Almost 40 young people were introduced to the challenges surrounding climate justice and spoke with experts, politicians and policymakers from the Netherlands and countries in the global South that we work with. The young people joined our block of feminists for climate justice in the climate march and developed their own actions. They even presented their plans in a personal meeting with Climate Minister Rob Jetten. For the organisation, 2023 was also about further finetuning our work, in order to be able to fight even better against exploitation and discrimination of women and for feminist solutions. In our updated strategy we focus on three pillars: fair supply chains, climate justice and humanitarian work. The many disasters and wars make ActionAid's humanitarian work an increasingly important pillar. In humanitarian work we also focus specifically on women, because women are more likely to be victims of disasters and during any crisis violence against women increases. We specialize in women-led emergency response and preparedness. Women and women-led organizations have a better understanding of the needs of women and those of the community as a whole in times of crises.

Invaluable support

In 2023, we welcomed some smaller and larger foundations and donors, who support our humanitarian work. We have also received funding from the MDT (maatschappelijke diensttijd) programme to further expand our Feminist Climate Academy in 2024 and 2025. In addition, we would like to thank the donors who have been supporting us for several years, the Ministry of Foreign Affairs, the Netherlands Enterprise Agency (RVO) and the Postcode Lottery. The support of an ever-growing group of supporters, who sign our petitions, amplify social media appeals and donate loyally is essential to our work. We thank all our supporters, donors and ambassadors and hope that this annual report with all the campaigns and activities from our partners and our team in The Netherlands will inspire you to join forces in fighting for a feminist, just and green transition.

Marit Maij, Executive Director



1.0 Our impact around the world





ActionAid works towards a feminist, just and green transition by shifting power and creating system change. The following examples of our impact are part of our theory of change towards a fair and equal world.

419 organisations & communities strengthened their capacities, as a result of joint strategising and workshops to improve lobby and advocacy skills.

275 organisations & communities have actively advocated for access to justice towards (local) governments and companies after receiving training.

The agendas of 59 political parties, corporations and governmental entities were influenced by our recommendations in Guatemala, Kenya, Bangladesh, Uganda, Zimbabwe, the Netherlands and at the international level.

Targeted companies, political parties and governments publicly supported our recommendations 102 times, in relation to respecting women's rights, inclusivity and climate justice and other issues.

ActionAid and others put pressure on countries to fill the the **Loss and Damage Fund** at COP28, securing several initial pledges. This is just one of 43 policy or practical changes made based on our recommendations.

“After 28 rounds of climate talks, the world’s governments have finally agreed to help people whose lives have been devastated by climate disasters. It’s a small ask. But a big moment. With the launch of the Loss and Damage Fund, the world is finally saying ‘We are in this together.’ ”

Teresa Anderson, Climate Justice Global Lead at ActionAid International.



2023

Highlights & Achievements

February

A 'sweatshop' opens in Den Haag with volunteer children to increase awareness of human rights violations in supply chains and the need for legislation.

5 March

Thousands of people demand gender justice during the Feminist March. ActionAid leads the Feminists for Climate Justice section.

8 March

As part of Femtopia we provide a training in Feminist Leadership.

April

Our new research reveals the continuing challenges being endured by survivors of the collapsed Rana Plaza building in Dhaka on 24 April 2013.

May

E-bikes aren't as fair as they seem. Our Fairbike store and campaign raises awareness of the unjust practices surrounding mines that produce essential ingredients for e-bike batteries. This campaign is supported by the Nationale Postcode Loterij.

September

A new ActionAid report highlights how Global Sportswear brands are leaving Cambodian garment workers to languish beneath the poverty line and the need for due diligence legislation.

September- November

Our Feminist Climate Academy trains 25 young activists & organises successful lobbying actions, including a meeting with Climate Minister Rob Jetten and the publication of an opinion piece for the UN Climate Conference (COP28).

October

Five members of MACUA/WAMUA, a South African action group for mining communities, speak about their experiences with mining and the need for a truly just energy transition in Geneva and the Netherlands, to the UN, the Dutch government, journalists and the public.

November

Almost ten thousand people use our Feminist Party Guide to inform their vote for the House of Representatives.

12 November

85.000 people take to the streets of Amsterdam for the Climate March – the biggest turnout ever – with speeches from Greta Thunberg and ActionAid country director for Ethiopia Tinebeb Berhane.

18 November

ActionAid took part in several panels during this year's Afrikadag.

December

The Loss and Damage Fund gets operationalised and for the first time, the need to transition away from fossil fuels was included in the closing text of the COP28.

This is ActionAid!

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this together with women's rights movements and communities worldwide.

We believe in a feminist perspective and stand collectively against inequality and exploitation.



Vision: A just, sustainable and gender-equal world in which human rights, climate and the environment are protected and respected.



Mission: We strive for a feminist, just and green transition by shifting power and creating system change.



Values: Equity, anti-colonialism and sustainability.

Our DNA

ActionAid
International (AAI) is
active in more than

71 countries

The entire federation works with over

2,000 communities,

local partners and social movements



41 million people

 work together worldwide.

ActionAid the Netherlands (AANL) works with

160 community-based organisations,

networks, movements, communities, feminist organisers, legal networks and human rights and climate activists around the world.



We believe in a feminist approach

Feminist leadership

An equal and meaningful economy is only possible if the system changes. We can achieve this by making choices based on feminist values, respecting people and nature. This is feminist leadership.

At ActionAid, feminism is not just about fighting gender inequality, but fighting all forms of inequality. Through a feminist lens, we look at how unbalanced power relationships and systematic oppression lead to inequality and exploitation. And more importantly, how this can be solved. Women benefit from this approach, and ultimately so do people and the planet at large. We believe that feminist values in politics and the economy will lead to greater (gender) equality, inclusion and sustainability.

10 principles

We believe in feminist leadership. All over the world, women have less social, economic and political power. We work with more than 2,000 communities, mostly women, where we support feminist leadership to protect their rights. Together with these groups, we demand accountability from governments and businesses to ensure lasting change.

Ten principles form the basis of feminist leadership for a healthy climate, equal opportunities and fair power structures. We implement these values in all our work and within all ActionAid organisations worldwide. In collaboration with all ActionAid offices, we have adopted the following 10 principles of feminist leadership that guide the way we work to achieve change:

We believe that feminist values in politics and the economy will lead to greater (gender) equality, inclusion and sustainability.

Kgomotso Kosenge, women's rights activist from Northern Cape, South Africa who campaigns for fair mining.

© Lihlumelo Toyana / ActionAid

10 feminist leadership principles



1

SELF-AWARENESS

Working towards accepting our vulnerabilities, as well as recognising and valuing our own strengths and those of others.



6

RESPONSIBLE USE OF POWER

Being clear, prompt and transparent in making decisions.



2

SELF-CARE AND CARING FOR OTHERS

Taking care of our own emotional and physical wellbeing and encouraging and supporting others to do the same.



7

ACCOUNTABLE COLLABORATION

Ensuring collective goals are clearly defined and mutually owned. Holding ourselves and others accountable for achieving them.



3

DISMANTLING BIAS

Checking our own and institutional privilege and power, based on advantages we have such as gender, class, race and ability.



8

RESPECTFUL FEEDBACK

Seeking, giving and valuing constructive feedback as an opportunity for two-way learning.



4

INCLUSION

Building diverse teams and responding to different barriers to participation.



9

COURAGE

Giving each other the confidence to try new things. Taking initiative, learning from mistakes and not fearing failure. Trust is the foundation for growth and change.



5

SHARING POWER

Creating a space for others to lead.

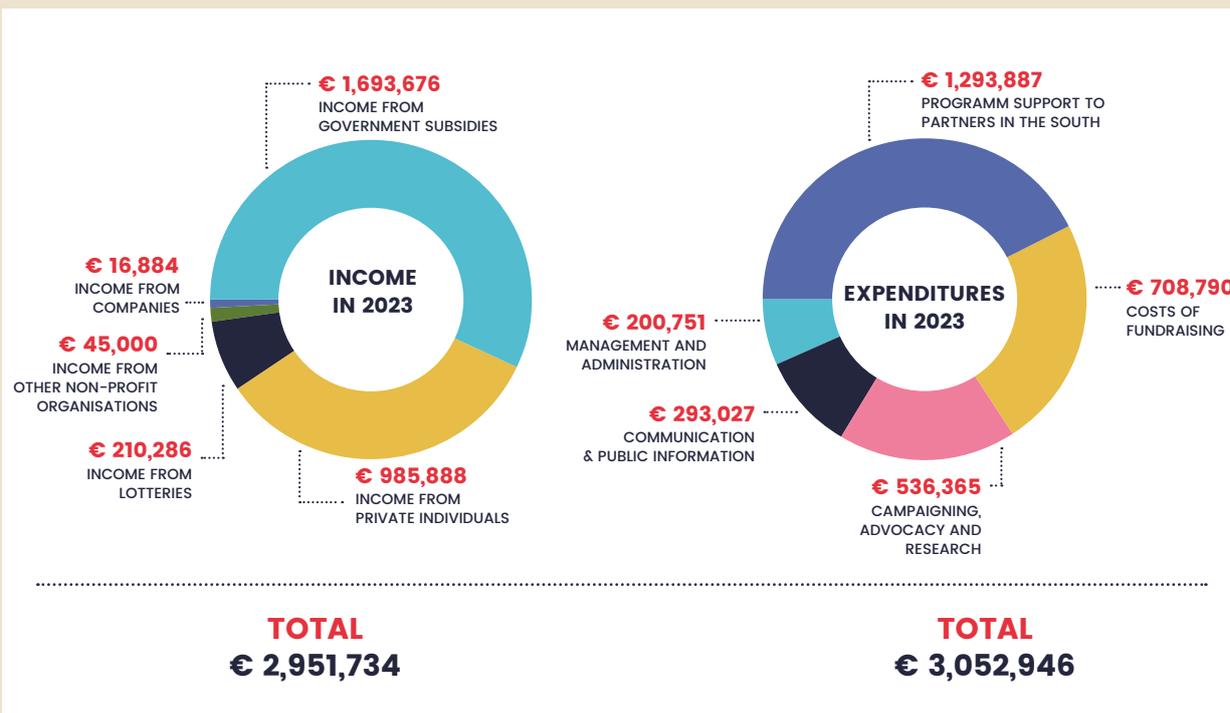


10

ZERO TOLERANCE

Calling out any form of discrimination and abuse of power and ensuring our own conduct is free from any kind of harassment and exploitation.

KEY FIGURES



Income in 2023

Income from private individuals	€ 985,888
Income from companies	€ 16,884
Income from lotteries	€ 210,286
Income from government Subsidies	€ 1,693,676
income from other non-profit organisations	€ 45,000
TOTAL	€ 2,951,734

Expenditure in 2023

Campaigning, Advocacy and research	€ 536,365
Communication & Public Information	€ 293,027
Programm Support to Partners in the South	€ 1,293,887
Costs of Fundraising	€ 708,790
Management and administration	€ 220,877
TOTAL	€ 3,052,946

Planned ratio between costs of fundraising and total income was 22 % and we realized 24%, because of less income.

Ratio's in 2023 (between cost category and total costs)

	Budget 2023	Actuals 2023	Notes
Mission Objectives	74%	70%	We realised less program costs , which are directly related to mission objectives
Costs of fundraising	20%	23%	We focuss more on fundraising , it is important to do for continuity
Management and administration costs	6%	7%	We had less program costs ,so ratio is higher

1.2

Stronger together Our partners

We inform and seek an active dialogue with all our stakeholders: partners and activists in the Global South, partners in the Global North, policy makers and politicians, journalists, donors, the ActionAid Federation and last but certainly not least, the general public.

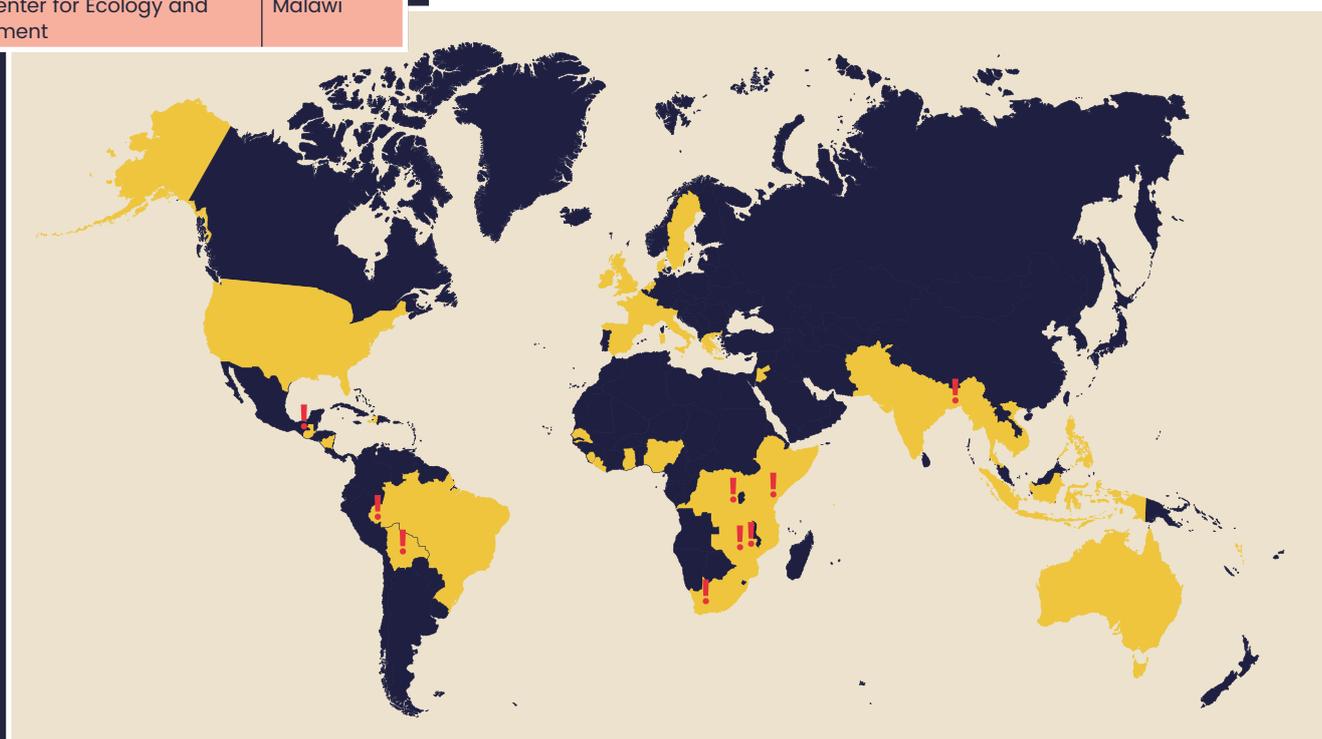
Partners and activists in the Global South

Our partners in the Global South are at the heart of everything we do. As part of our human rights-based approach, the experiences, stories and knowledge of communities in the Global South are central to our work. The people in the Global South stand up for their own rights with ActionAid playing a supporting role. Their stories are key ingredients for our advocacy and communication in the Global North.

Collaboration with these partners requires mutual accountability, solidarity and transparency. In practice, interaction with our partners is realised through frequent online contact, and planning and implementing joint initiatives. An activist from the Global South is regularly invited to visit the Netherlands if an opportunity arises for lobbying or to communicate with the media or the public.

In 2023, we worked with over 160 community-based organisations, networks, movements, communities, feminist organisers, legal networks and human rights and climate activists. We have highlighted the following organisations because they receive direct and long-term financial and strategic support from ActionAid the Netherlands:

Name organisation	Country/ Continent
Initiative for Rights	Bangladesh
Prantojon	Bangladesh
Songshoptaque	Bangladesh
Network of Women Human Rights Defenders from Tariquía	Bolivia
CONGCOOP	Guatemala
Centre for Human Rights and Civic Education	Kenya
Malindi Rights Forum	Kenya
Nyarongi Paralegals Network	Kenya
Scoda Community Centre for Peace and Justice	Kenya
Taita Taveta Human Rights Watch	Kenya
Action Alliance	Uganda
Network of Public Interest Lawyers	Uganda
Mining Affected Communities United in Action	South Africa
Women Affected by Mining United in Action	South Africa
Green and Justice	Zambia
ZELA (Zimbabwe Environmental Law Association)	Zimbabwe
Jesuit Center for Ecology and Development	Malawi





Partnerships with NGOs and networks in the Netherlands

We realise that change will only come about if enough people demand it, there is an immense value in numbers. We work closely with a wide range of organisations: our Fair, Green and Global programme partners Both ENDS, Clean Clothes Campaign, Milieudefensie, SOMO, TNI, IT for Change and The Samdhana Institute, and our partners in other networks including Women's Rights and Mining, the Tax Justice Network, WO=MEN, MVO Platform, CAN, Internationale Klimaatcoalitie, Friends of the Earth International, OECD Watch, HandelAnders, BMO, Food for All, IDVO and Partos. Effective collaboration requires maximum mutual transparency. We meet regularly with our partners, sharing new information and developments, research, results and views. In addition to posting regular updates on our website, we are active on LinkedIn, Instagram, Facebook and Twitter.

“ **Women are disproportionately affected by the climate crisis. They are being exploited, sexually abused, and more at risk for gender-based violence. The African continent houses 17% of the world population, but does not even emit 4% of world carbon emissions. The smallest contributors, paying the highest price.** ”

Tinebeb Berhane, Country Director ActionAid Ethiopia, gave a powerful speech on Climate Justice and Gender Justice during the Climate March in Amsterdam in November 2023.

Tinebeb Berhane, from ActionAid Ethiopia and Sophie Kwizera from ActionAid Netherlands at the Climate March in Amsterdam. ©ActionAid

Our supporters & stakeholders

The fight for women's rights continues to resonate throughout the country. In 2023 we were overwhelmed by the support received from our supporters and ambassadors in response to our campaigns. In addition, we informed and sought an active dialogue with our other stakeholders, such as partners in the Global North, policy makers and politicians, journalists, the ActionAid Federation and last but certainly not least, the general public.

Individual support

From generous donations and signing petitions, to subscribing to our e-newsletters: support comes in all shapes and sizes. Many people share our vision for a just and equal world and are willing to support us. Our donors enabled us to support and work together with women all around the world; donors are the core of our work. Almost 30,000 people in the Netherlands supported ActionAid during 2023. ActionAid welcomed lots of new individual donors too in 2023, which means the group of individual supporters continued to grow again last year.

ActionAid organised and partnered up to bring various events to our supporters, including of course organising the Feminists for a Just Transition block during the Feminist and Climate Marches, the public events that were part of our Feminist Climate Academy and the opening of the pop-up Fairbike store. Our donors make everything we do possible. That's why we used the occasion of a visit from our southern partners to organise a special dinner between people from mining communities in South Africa and cherished donors. This is in addition to the usual attention we pay to donors via personalised postcards for instance.

Funding partners & due diligence

In addition to individual support, ActionAid has focused on expanding institutional, philanthropic and corporate cooperation in the past year. By involving a broader portfolio of donors, we can do more to make a difference for the communities we partner with around the world.

We are extremely grateful to all of our donors and partners, from the Dutch foundations that have donated to our work in Afghanistan and Gaza to those that have supported our Feminist Climate Academy and everything in-between. We are happy to report that after a very successful edition of the Academy, the government has granted us funding through the Maatschappelijke Diensttijd (MDT) initiative to scale up in 2024.

ActionAid joined the biggest Climate March ever in the Netherlands as part of the 'Feminists for Climate Justice' alliance @ActionAid

This year saw the start of our trailblazing project to improve the black granite supply chain from the Netherlands to Zimbabwe together with five corporate partners.

The Nationale Postcode Loterij's continued support for our **That's Mine!** Programme allowed us to create more awareness for the mining communities in South Africa through the Fairbike campaign (more information in Chapter 5) and enabled women affected by mining to have their say personally in Geneva during UN deliberations there, as well as come to the Netherlands to speak to politicians, donors, Dutch people affected by Tata Steel, and during a special full-house event at Pakhuis de Zwijger.

In the past year we have also consciously chosen to further explore collaborations with companies. When working with companies, it is important to carefully choose who we want to work with and why. To this end, ActionAid has a clear due diligence policy that is applied by all offices worldwide. Collaboration will be within the domain of economic system change, inequality and corporate social responsibility. That is why we are proud of the support from the Fund for Responsible Business (FVO) for the project Improving the black granite supply chain from the Netherlands to Zimbabwe. In this project we work with five companies, Mondial, Arte, Jetstone, Kemie and Tuytelaers towards a more sustainable black granite supply chain. We are doing this by mapping the supply chains of the companies from Zimbabwe to the Netherlands and jointly addressing the main risks posed by the companies in their supply chains, in accordance with the UN Guiding Principles and the OECD Guidelines, and in a gender-responsive manner.

In the coming years, we will continue to develop these types of collaborations.

Policy makers & politicians

We are in regular contact with ministers, state secretaries, members of the Dutch and European Parliament, Dutch embassies in the countries where we work, civil servants and other officials who deal with issues relating to our change agenda. We engage in (online) workshops, seminars, roundtables and conferences to ensure that our voice and the voices of our local partners are heard.

Media & press

Radio, TV and print journalists are important mediators between our organisation and the public at large, and between us and policy makers and politicians. Equally, we are a trusted source of information for journalists because of our thematic expertise and our contacts with Southern constituencies and local activists. We build good relationships with journalists and will always share new research, new perspectives and important developments.

ActionAid International

Since 2012, we have been a formal member of ActionAid International, a federation working in over 70 countries, with its headquarters in Johannesburg, South Africa. Our membership entails cooperation in programmes and campaigns as well as some shared strategies, procedures and processes. We place significant importance on this cooperation because it allows us to tap into far more knowledge than we would otherwise be able to, and because it brings us even more close to communities and changemakers in the Global South.



Ambassadors

We are very thankful to our ambassador, Geraldine Kemper, who once again committed in 2023 to be the face of the organisation and used her own platform to amplify our message, for example by starring in a social ad campaign to help expose the dark side of e-bike production.

In addition, we would like to thank the new ambassadors who helped to spread our message during the Fairbike and election campaigns, including Elisabetta Agyeiwaa, Devika Partiman, Emma de Miranda, Marieke Eyskoot, Raïsha Zeegelaar, Mohan Verstegen and Safi Graauw.

Throughout 2023 we were touched by the support we received from all over the country. Many people share our vision for a just and equal world and are willing to support us either with donations, petitions or simply by sharing and amplifying our message. We are very thankful, and will continue our work in 2024 to stand up for women's rights.

“ No e-bike is fair yet... The minerals in the bike's battery are mined in countries such as South Africa where the mines have a big negative impact on surrounding communities including water pollution and an increase in gender based violence. ”

Our ambassadors **Geraldine Kemper, Raïsha Zeegelaar** and **Emma de Miranda** featured in our Fairbike campaign video explaining what is needed to make e-bikes fair.

Raïsha Zeegelaar is one of our ambassadors for the Fairbike campaign that promotes fair mining and a truly sustainable energy transition ©Ruby Cruden/ActionAid.

2.0 Fair Supply Chains



Corporations have proven to not be very good at self-regulation. For every Tony's Chocolonely doing its best to make sure there are no human rights or environmental violations in their supply chain, there is a Tata Steel dodging its responsibilities. Binding regulations at the national and international level are needed to hold corporations accountable for human rights violations and protect both people and nature.

The reason this is one of our core pillars, is because women are most often at the receiving end of these human rights abuses. One example of this is mining. The mining of certain minerals such as manganese is necessary for the energy transition towards a sustainable future. These resources are used for our e-bikes, wind turbines and solar panels. The way in which these resources are currently mined, however, leaves the surrounding communities – and especially the women in those communities – poorer, sicker and less safe. ActionAid advocates for a truly just energy transition that doesn't come at the expense of women and communities in the Global South.

Impact



South African women affected by mining were able to address delegates at UN Binding Treaty negotiations, resulting in **doubled support by UN member states for gender provisions** in a treaty that will require fair business practices.

Thanks to the hard work of women's rights activists in Raxruhá, Guatemala, **water pollution due to the palm oil industry is now addressed** and inclusive water management included in new policy proposals.



After years of advocacy by the community of the Yala Swamp area of Kenya, a taskforce was formed to advise on fair land allocation, **putting an end to land grabbing** by multinationals.

Amplifying the voices of women affected by mining

In October, ActionAid organised a successful two-week speaker tour to raise awareness on the gendered impacts of mining activities on women and their communities. This is part of a programme funded by the Nationale Postcode Loterij, wherein we fight side-by-side with women from MACUA/ WAMUA (Women Affected by Mining United in Action/Mining Affected Communities United in Action) in South Africa for corporate accountability and a truly just energy transition.

The tour aimed to put the voices of women affected by mining at the centre in international policy spaces that directly affect them. These women and their communities are faced with air pollution, water scarcity, land grabbing and gender-based violence due to the harmful practices of mining corporations. They know best what solutions are needed to address these issues and should be at the heart of all decision-making processes.

The tour started in Geneva, at the yearly negotiations for a UN Binding Treaty on Business and Human Rights. Here, the delegation spoke to policy makers, at demonstrations and as part of panels, and addressed all UN member states in the human rights council to call for an ambitious and progressive treaty that incorporates gender-responsive provisions. As a result, UN Member States doubled their support for gender provisions in the treaty text, with 17 states making suggestions for the inclusion of a strong gender lens.

Exchange visit

The tour then continued in the Netherlands, where the group spoke at a well-attended and live streamed event at Pakhuis de Zwijger to raise awareness on a feminist, just energy transition. A community exchange visit was also organised between WAMUA/MACUA and people living around Tata Steel in Wijk aan Zee. The groups talked about the harmful effects corporations have had on their health and livelihoods, and shared strategies to hold big business to account. The voice of the South African delegation was amplified through a feature in the regional newspaper and on tv.



Khosi Nomnqa, a women's rights activist from a mining community in South Africa, took part in the community exchange with people from Wijk aan Zee living close to the polluting Tata Steel plant ©ActionAid

“ I call on the Dutch government to support the creation of the UN Binding Treaty on Business and Human Rights to stop the social and environmental destruction by corporates in the Global South. ”

Khosi Nomnqa, women's rights activist from South Africa ©ActionAid

The delegation from mining communities in South Africa was invited to speak at the high-level and selective international conference, Shaping Feminist Foreign Policy, organised by the Ministry of Foreign Affairs.

As part of the Fair, Green and Global Alliance panel session, Khosi from WAMUA/MACUA spoke on the impacts of Foreign Trade on mining affected communities and the findings in our vision paper 'Reimagining Trade and Investment Through a Feminist Lens.'

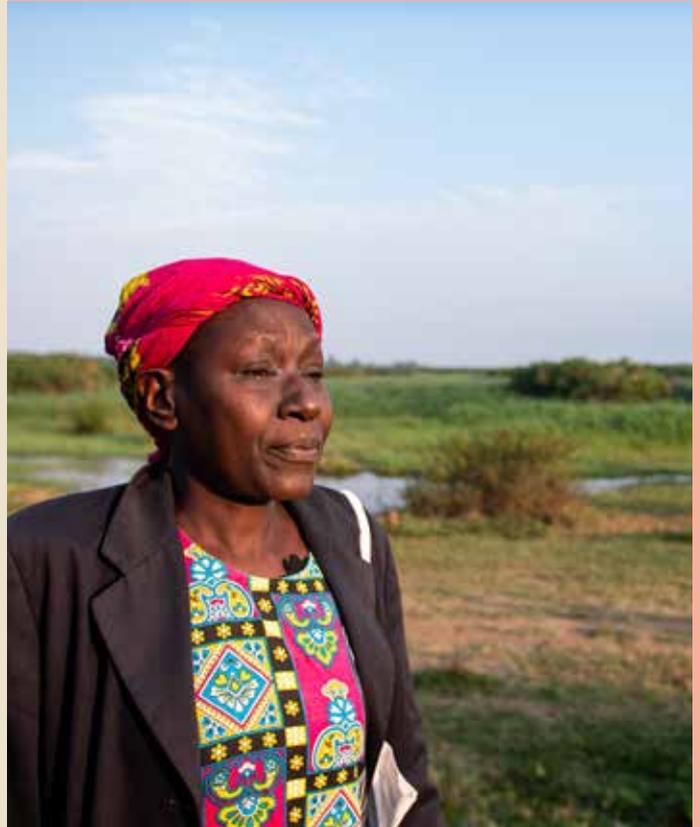
Taskforce to address large-scale land grab in Kenya

Kenya is one of the countries heavily affected by large-scale land grabs for e.g. plantations. Companies are allowed to seize community lands, with the complicity of government actors. As a result, the communities and women in these areas suffer. Not only do they lose the land they live on and cultivate, they also lose their livelihoods, source of food, and place to live. This is the case for the people of the Yala Swamp area, whose land was taken away for sugarcane plantations.

In September, the Governor of Siaya county, ActionAid and partners held a meeting to discuss the question of the mass grab of community land for sugarcane plantations by sugar multinational Lake Agro Limited in the Yala Swamp area of Kenya. As a result of the meeting, a taskforce was finally formed to look into the process of the allocation of land and offer recommendations with the communities' interests as the key priority.

Important step

This is a vital step for the people of Yala Swamp. After years of advocacy by the Yala Swamp community, supported by our Fair, Green and Global programme, it is hoped that this will contribute to ending the perennial injustices that the community has been subjected to by their land being grabbed over the years. It is a result of the sustained work by the Yala swamp community members, ActionAid and partners over the past years to highlight the injustice of the grab of community lands by the sugarcane multinational and the National Land Commission (NLC)'s decision to lease the land to the company for 66 years.



Gladys and her community have been fighting to reclaim their land rights after a big corporation flooded their small holdings. ©Nyasha Kadandara/ActionAid.

An end to land grabbing of community land.

Women's rights to water in Guatemala

Official figures show 90% of water sources in Guatemala are polluted. In Raxruhá and surrounding municipalities, this is due to large-scale agriculture, mainly in the palm oil industry. Through lobbying and training and supporting local women's groups, the water pollution is finally being addressed.

Women and communities from the region are organized in the 'Movement of Communities in Defense of Water' to unite voices, strategize together and receive training. The group has for instance received cartography training to create maps on the gendered division of land and water. Elizabeth is an active member of the movement. She explains how the palm oil industry is causing harm to her and her community: "Many women are saying that they don't want to see the palm oil anymore. Many say they are suffering. We are suffering because there is nowhere to go, water and land are polluted, there are no more clean water sources to wash or cook. We have asked the mayor and we have put it on paper. If the palm oil plantations would leave, this land could be worked on, the land can be cultivated. We need land. We need to plant corn, because that is what we are living off."

Inclusive water management

Thanks to the hard work of Elizabeth and women like her, the mayor of the Raxruhá municipality has finally included the importance of inclusive water management in new policy proposals. This entails indigenous' and women's right to own land and the inclusion of women in discussions on water management. The proposal publicly and legally recognizes the human right to water, the role of municipal authorities to guarantee this right to all, and the cultural and spiritual importance of water for Maya Q'eqchi' communities, as well as incorporating the UN Guiding Principles for Business and Human Rights, specifically water.

Elizabeth is now even more motivated: "No one understands us, so we have to find the strength in ourselves and find structures to raise our voices."



Elizabeth is a member of the Movement of 'Communities in Defense of Water' in Guatemala standing up for the right to water. ©Rafael de Jesús Quinteros Gonzalez.

Women in Raxruhá, Guatemala are successfully standing up against water pollution by the palm oil industry.

3.0 Climate Justice



One of the actions at UN Climate Summit in Dubai ©ActionAid

Climate change is accelerating. 2023 is once again the hottest year on record. More climate disasters occurred, more species disappeared, and many more women lost their homes or livelihoods due to floods, droughts and a general lack of funding for climate resilience.

The simple fact is that it's not extreme heat or extreme cold that kills people, but poverty. Without the means to defend yourself against the climate crisis, you will be swept away by it. That's why climate justice is such an important cornerstone of our work. We're all in the same storm, but not in the same boat. The climate crisis affects women and marginalised communities the worst. The Global South is at the frontline. Climate action can only succeed by acknowledging this and forcing governments to operate based on climate justice and ensure fair climate financing.

Impact



ActionAid mobilised over 405,000 youth and women's groups worldwide and **over 100 actions were done**, calling on banks to stop financing fossil fuels and harmful industrial agriculture.

Our Feminist Climate Academy participants managed to arrange a **meeting with the Dutch Climate Minister, Rob Jetten**, ahead of COP28 to talk about climate and gender.



The Loss and Damage Fund saw its operationalisation and first financial pledges at COP28. Plus, the need to **transition away from fossil fuels** was included in the closing text of the COP.

Our **election debate about global climate justice** drew a full house, with candidate Parliamentarians from 9 different parties and feminist activists from the Global South, including Hilda Flavia Nakabuye from Fridays for Future Uganda.



“ Sustainable solutions like agroecology which would feed the world and keep temperatures low are being undermined by overly funded large multinational industrial agriculture companies. ”

Mary Afan, a farmer and the coordinator of the small-scale women farmers in Nigeria

Youth leadership in climate and economic justice advocacy in Malawi

Near the start of 2023, cyclone Freddy destroyed a large area in Southern Africa, including an area of Malawi that our youth groups were working in. This climate disaster damaged roads, houses, schools, hospitals, water sources and irrigation systems, setting back not just our work in the area but entire communities.

In response, our youth groups organised a meeting with different key actors in climate disaster risk management. They presented a petition and discussed Malawi's state of preparedness and responsiveness to climate disasters. Not only did this help enhance the advocacy skills of the young people trained through ActionAid's Global Platforms, but it also allowed the government and other stakeholders to have a fruitful conversation on disaster risk reduction. This will make Malawi better prepared for climate disasters in the future.

Equal representation

ActionAid Malawi has been training youth groups in climate advocacy and activism. Their advocacy work was made all the more powerful as it was based on evidence gathered within their communities to enhance local solutions to the impact of climate change. Naturally, we ensured equal participation of women and men, to ensure an equal representation in collected information.



Tropical Cyclone Freddy in Phalombe southern Malawi, Asiya Ngalande ©Thoko Chikondi / ActionAid

Precious, one of the youth volunteers, spoke with us about her participation in the programme and what it meant to her:

"I was 100% transformed with the trainings that I undergo. I have learned that I can lead by example, that I can encourage my friends and neighbours to do good. I started planting trees on my plot to be better protected against climate disaster. After taking care of them well, I was able to distribute them and learn others how to protect their houses."

Precious also explained the importance of connecting with the people affected by Cyclone Freddy. No one was listening to them. Thanks to ActionAid's youth groups they were able to give a voice to these people. To echo their stories and make sure these are included in decision-making.



The Feminist Climate Academy: Building youth capacity to advocate for climate justice

Now in its third successful year (previously as the Climate Justice Summer School), the Feminist Climate Academy (FCA) provides young changemakers with the tools to drive feminist climate action. During this two-month programme, participants delve into the intersectionality of climate justice, exploring how various forms of injustice intertwine and exacerbate each other.

Three informative sessions with experts, policymakers and activists from both the Global South and Global North covered essential topics such as gendered aspects of the climate crisis, climate finance, and the need for a feminist energy transition. Additionally, participants received training on effective campaigning and lobbying, then put these skills into practice as they organised their own advocacy actions. These included publishing an op-ed, presenting politicians with their message on youth visions for climate action, and meeting the Dutch Minister of Economic Affairs and Climate to share recommendations for COP28.

Strengthening solidarity

Throughout, the Academy aims to centre the work, experience and vision of women from the Global South and to bridge divides between the Global North and the Global South while strengthening solidarity. A good example is the online exchange session between FCA participants and Malawi youth activists through ActionAid's Global Platforms network.

In 2024 we will expand the Feminist Climate Academy to reach, educate and train more youth in the Netherlands to join our fight for gender and climate justice.



Feminist Climate Academy participants met with climate justice minister Rob Jetten in the lead up to COP28 ©ActionAid

“ At the UN Climate Summit in Dubai the interests of the communities hit hardest by climate change are drowned out by the interests of the old colonial powers. ”

A quote from the opinion article about climate justice published in Oneworld which was written by Feminist Climate Academy participants Carmen Verheijen, Roos Mulder and Ilona de Baat.

Setting the policy agenda on the need to transition to renewable energy

Every country needs to transition to sustainable energy, as soon as possible. By organizing a conference together with government and civil society partners, ActionAid Bangladesh has once again successfully set the public and policy agenda in Bangladesh with a shared vision for 'Bangladesh Energy Prosperity 2050'. The meeting was a big success as it confirmed that government, civil society and other key actors can work together to make the energy transition in Bangladesh a reality.

The meeting strengthened various important partnership plans for renewable energy. ActionAid Bangladesh, through the Fair, Green and Global programme, played a leading role in setting up the conference, and has been a pioneer on this theme in Bangladesh. As an example of their success, a parliamentary subcommittee, consisting of six Members of Parliament, was formed as a direct result of the conference, to make recommendations to the Bangladesh government on concrete actions needed to achieve the goal of 40% Renewable Energy in the country by 2041.



ActionAid Bangladesh staff visit areas impacted by Cyclone Mocha © Tariqul Islam Nahin /ActionAid

**ActionAid
campaigns for
a just transition
from fossil fuels to
renewable energy.**

4.0 Humanitarian work



This year saw an increase in crises of all stripes. Our federation has responded with emergency aid after the earthquakes in Türkiye, Syria, Morocco, Afghanistan and Nepal, floods in Kenya and Cambodia, cyclone Freddy in Malawi, Mozambique and Zimbabwe, drought and floods in Somaliland and the humanitarian crisis in Gaza.

We have also continued to support women in Ukraine, started a programme with our partners in Sudan and South Sudan to combat gender-based violence and trained women's groups in Malawi, Zimbabwe and Mozambique to be prepared for the effects of El Niño. Statistics show that women are 14 times more likely to die during a disaster than men. Crises also see an increase in violence against women, exploitation and child marriages. That's why ActionAid's humanitarian approach focusses on women and promoting female leadership. By putting women in leadership positions, women's needs are at the forefront when coordinating an emergency response.

Why is women's leadership in emergency preparedness and response so important?



More lives are saved



When women lead crisis response, communities are better prepared and have greater resilience to increasing hazards and shocks



Women's position in society is transformed



Women are seen and respected as capable leaders, which contributes significantly to gender equality



Women and girls are better protected from violence



Women in charge are better able to ensure their rights and families are protected and respected in emergencies

Impact

In total, ActionAid has assisted over:



Our Federation has raised over **£1 million** for the people of Gaza. Additionally, over **1.2 million people** have signed our petition for a permanent ceasefire in 2023.

After initial widespread aid, ActionAid is now providing **structural support to four villages** in the Asni and Imgdar regions of Morocco.





Earthquakes in Türkiye, Syria and Morocco

On February 6th, Türkiye and Syria were hit with a 7.7 magnitude earthquake, affecting the lives of millions of people in the region and worsening the humanitarian crisis in Syria. Our local partner Violet was on scene within 72 hours to help rescue people out of the rubble and provide immediate aid. They managed to aid a staggering 6,330 people.

Since then, ActionAid has provided shelter, food, medical aid, sanitation, warm clothing, heaters and cash transfers for over 30,000 people. Partners have also carried out counselling and entertainment like puppet shows for children in the region, as well as setting up safe spaces for women and girls. Overall, our response has reached more than 100,000 people, yet our work is not nearly done.

Emergency response

On September 8th, a magnitude 6.8 earthquake hit Morocco, killing nearly 3,000 people and destroying close to 50,000 homes across five provinces. ActionAid sent over a thousand aid packages in the immediate response, and is now supporting four remote villages with shelter, food, bathroom facilities and safe spaces. Additionally, ActionAid has held capacity building workshops in several villages, with sessions on mediation, psychosocial and legal protection, and women's rights.

“ We know that women and girls often suffer the most during humanitarian emergencies. Violence against them increases and they are more at risk of being exploited. Those who are menstruating will also need to manage their periods without the right products and with very little privacy. ”

Racha Nasreddine, Regional Director
of ActionAid Arab Region

Most of our local partner organisations are women- and/or youth-led. As such, they understand the need for safe spaces and the additional resources vulnerable groups need. Violet volunteer Ghadir, for instance, offers mental support for the children traumatised by the earthquake in Syria and teaches parents how to help their children through such tough times.



Crisis in Gaza

Between October 7 and the end of 2023, 22,000 Palestinians were killed in Gaza. Among these were 6,450 women and about 9,000 children. This makes 2023 the deadliest year for Palestinians since 1948. Many health professionals, journalists and aid workers have lost their lives. We are fortunate to have lost no colleagues as of yet, though our colleagues have lost their homes. Meanwhile, the 2.2 million inhabitants who've survived are starving, with 40% at risk of famine according to the United Nations Relief and Works Agency (UNRWA), and diseases are running rampant. We sincerely hope we will be able to report a resolution to this untenable situation in 2024.

ActionAid has been working in the occupied Palestinian territories since 2007. As such, when the atrocious attack by Hamas occurred on October 7, followed by the escalation of the ongoing humanitarian crisis in Gaza, we already had local partners there and in the West Bank to provide immediate aid. Our local stores of aid packages quickly dwindled, however, in the face of the blockade and the scale of aid that was and continues to be needed.

Invaluable support from our donors

Luckily, our generous donors stepped up, allowing us to provide more support in the form of hot meals, food packages, water, winter clothing, sanitary products and cash. Additionally, our local partners run a hotline for psychological support and provide recreational activities for children in various shelters. In 2023, we managed to directly aid 6,300 people this way, and we are working on supporting many more. If (hopefully when) a permanent ceasefire is called, we are ready to ramp up our aid to the people of Gaza.

“ Only an immediate and permanent ceasefire will prevent more entirely unnecessary deaths and allow food, fuel, medicine and other humanitarian aid on the enormous scale required to enter Gaza. ”

Riham Jafari from ActionAid Palestine

Somaya is one of the many women that had to flee their homes from the escalating violence while pregnant. *“I was displaced from Beit Hanoun to Jabalia camp; is there a woman about to give birth who can walk from Beit Hanoun to Jabalia?! I tried to get a ride on an ambulance, but the staff was reluctant. ‘We fear that you will be bombed with us,’ they said, but eventually they agreed to take me to the hospital. Now I am in this camp, with none of my belongings, nothing for my newborn. If we survive, that is good and if we do not, then pray for mercy for us.”*

5.0 Raising awareness and inspiring change



Solidarity begins with awareness. In order to change minds, practices and policies, people first need to be aware of the problems that others – often far away on the other side of the world – are facing. Then they need to see how these issues are linked to the policies and business practices of the Global North and the Netherlands in particular. This then allows them to help us push for meaningful change.

To that end, we've launched a number of campaigns in 2023 to raise awareness on issues such as exploitation in the garment industry, the true cost of mining for our just energy transition and the political parties' differing views on women's rights. On the next pages you will find just a few examples of how we championed women's rights and a feminist, fair and sustainable future last year.

Impact

ActionAid formed the block 'Feminists for Climate Justice' with 8 other organisations during the Climate March, which was attended by

a record 85,000 people.

Tinebeb Berhane, director of ActionAid Ethiopia, gave a rousing speech on the main stage to increase awareness of how the climate crisis is tied to social justice work and how women are disproportionately affected.



During the UN Climate Conference (COP28),

our expertise on climate finance was featured in nearly 40 articles.

Three new reports on women's rights violations in supply chains

were published and featured in newspapers and on national radio, highlighting the need for corporate due diligence legislation.



Almost **€ 4,000 was raised**

by committed supporters who chose to walk (in the 4Day Marches in Nijmegen or on their own) in aid of ActionAid and equal rights for all.



Advocating for a truly just energy transition

In 2022, our report *That's Mine* showed the impact of manganese mining on communities in South Africa. Manganese is a crucial component of the batteries that go into our electric cars, e-bikes and other green alternatives. We need such minerals for our energy transition. Our report, however, showed the devastating effect these mines have had on the communities surrounding them and why it is crucial to include protection of human rights in our energy transition to ensure a truly sustainable future.

To create more awareness around this issue and push for national and international legislation that would make companies responsible for any abuses occurring in their supply chains, we launched the Fairbike campaign on World Fairtrade Day with a pop-up store in Amsterdam followed by a social media campaign supported by influencers. We also published a new report looking at the due diligence practices of well-known Dutch e-bike brands. The Fairbike campaign pitches the idea of a truly just e-bike, whose ingredients are sourced without abuses of human rights and the environment. A great idea, right? People even came into the store hoping to buy such a bike!

Sadly, this e-bike does not exist (yet). However, the thousands of people who signed our petition have enabled us to put more pressure on e-bike brands and policymakers to make this e-bike – and industry-wide responsible, sustainable business practices – a reality!

Own voices

Of course, who are better to advocate for better legislation than the people affected by it? That is why we invited women from the communities in South Africa to come to the Netherlands. They talked to members of parliament, politicians and journalists, and spoke to a full house during a public evening event that also included representatives from Fairphone, SOMO and the alderperson for sustainability of Amsterdam. A very successful whirlwind tour to raise awareness!

“ For a truly fair and sustainable energy transition we not only need to take into account the climate and environment but also human rights and gender equality. ”

Anna Hengeveld, Policy Advisor CSR and gender at ActionAid Netherlands

ActionAid ambassador **Geraldine Kemper** joined the opening ceremony of the pop-up Fairbike Store in Amsterdam, which was opened by the city's Alderman of Sustainability. The store called attention to the unfair mining practices related to the minerals needed for e-bike batteries and showed the pathway to fairer supply chains with an eye-catching Fairbike prototype!

©ActionAid



General elections campaign

In the summer of 2023, the Dutch Government collapsed and new elections were called. During the previous elections, we had published a feminist political party guide ('Feministische Partijwijzer'), rating the biggest political parties on several key aspects of women's rights and equality for all on an international scale. This was such a success that we decided to release another Feminist Party Guide, also including new parties such as the BBB and Nieuw Sociaal Contract (NSC).



Underpinning this political guide were key feminist values such as justice, equality and solidarity. These were amplified by a group of 20 Dutch celebrities including Geraldine Kemper, Elisabetta Agyeiwaa, Devika Partiman, Nadine de Ridder, Bregje Hofstede and Lotte van Eijk. They shared powerful portraits on their social media taken by well-known photographer Robin de Puy each featuring one of the core values. The Feminist Party Guide turned out to be another resounding success, with nearly ten thousand downloads, high engagement on our social media channels, articles in all regional newspapers, a podcast appearance on Damn Honey and a mention on national tv. It also opened up dialogue with some of the political parties.



Policy recommendations for a feminist future

To top our whole election campaign off, we organised a jam-packed election debate in Pakhuis de Zwijger centred around the climate crisis. Guest speakers included ActionAid Ethiopia director Tinebeb Berhane, Fridays for Future Uganda founder Hilda Flavia Nakabuye and youth participants of our Feminist Climate Academy. Politicians from nine parties attended to talk about fossil fuels, the impact of agriculture and the need for sufficient climate finance for those countries and people who are worst impacted. The Feminist Party Guide included eight political recommendations for a better (feminist) future, such as putting the welfare of people and planet over the profits of companies, making climate action a key priority and putting gender equality at the heart of Dutch policies. We know from the engagement of the campaign that it got a lot of people thinking about the Netherlands' role in attaining equal rights and wellbeing for everyone, and we will be using our Party Guide to hold meaningful conversations with the newly elected politicians.



“Many political parties are gender blind and not climate proof. Our Feminist Party Guide shows which parties are aiming for true innovation and system change based on a world vision.”

Marit Maij, Country Director at ActionAid Netherlands

6.0 Our organisation



**ActionAid
Netherlands
is a member
of the
worldwide
ActionAid
Federation
active in
over 70
countries**

How we are organised

Four departments

ActionAid the Netherlands is structured in the four departments: Policy & Programmes, Public Engagement, Operational Support, and a dedicated team working on Partnerships & Fundraising. Policy & Programmes oversees our collaboration with partners in the Global South and takes the lead on research and lobbying efforts. Public Engagement works on brand recognition, campaigns and private fundraising. Partnerships & Fundraising is responsible for working with institutional and philanthropical donors and developing other partnerships. Operational Support ensures that everyone within the organisation has the means to do their jobs and make sure we comply with rules and regulations of the sector.

Executive director

The executive director is responsible for the daily management of the organisation. Together with the management team, she drafts strategies, action plans, the budget and key policies. The Supervisory Board approves the annual plan, multiannual plan and budgets before the executive director can adopt these and start implementation together with the team. The Supervisory Board receives quarterly updates. The relationship between the Supervisory Board and the executive director is formally captured in the constitution, the Supervisory Board code, and the management code policies. The executive director represents ActionAid the Netherlands in the ActionAid Federation and participates in the meetings of the European directors and the yearly meeting of all directors of the Federation.

The highest authority: our Supervisory Board

In the Netherlands, our highest authority is the Supervisory Board. The Supervisory Board works with the ActionAid executive director. They supervise work on priorities such as organisational focus and structure, financial sustainability and fundraising as described in the annual plan, the budget and the financial report. The Supervisory Board is the employer of the executive director. Members of the Supervisory Board are appointed for a three-year term, after which reappointment is possible for a maximum of one additional term. Supervisory Board members are selected on predetermined profiles and come from diverse backgrounds, all adding to the knowledge and profile of ActionAid.



Olivia Co Choc, agroagricultural farmer from El Estor, Guatemala
@ActionAid

Everything you need to know about the Supervisory Board

In 2023, two new Supervisory board members were recruited. The Supervisory Board met during five formal meetings, four meetings to discuss quarterly reports and the annual accounts and one meeting to prepare the General Assembly of the ActionAid Federation.

Names and Information about the Supervisory Board members:

- **Ans Zwerver**, chair and member of the Remuneration Committee. Member since 13 October 2021. As Senior Resident Director of the National Democratic Institute, Ans Zwerver has worked for years for good governance, rule of law, elections, political parties and women's rights in Sudan, Afghanistan and Myanmar. As a long-term EU election observer, she has also observed the elections in Malawi, Tanzania, Afghanistan and Ethiopia. She has extensive experience in political communication, INGOs, intercultural communication, sustainable development and elections. From 1995 to 2003, she was a member of the Senate for GroenLinks. She is currently a volunteer/partner at Museum Beelden aan Zee (unpaid) and occasionally does international consultancy jobs.
- **Marjorie Henny**, vice-chair. Member since 13 July 2021. Marjorie is currently working as manager of the legal recruitment team at Michael Page. In this position, she manages the consultants, and she is involved in advising local and international organisations at a strategic level regarding the design of their legal departments. Previously, Marjorie worked as a lawyer in the personal and family law practice and corporate law and as an entrepreneur within various sectors. She studied Dutch law, private law and criminal law at the Vrije Universiteit in Amsterdam.
- **Hans van Egdome**, member of the Finance and Audit Committee. Member since 26 January 2021. Hans is an accountant and historian. He works as a senior policy officer at the Ministry of Finance where he deals with international tax matters. In this capacity, he is chair of an international working group of the OECD that deals with the distribution of (taxable) profits of multinational companies. In addition to his photography hobby, he is chair of the Leiden-Leiderdorp audit committee.
- **Maarten van Heems**, member since 1 January 2021. Maarten is managing partner at BKB, a campaign agency specialised in social themes. He works or has worked as a strategist on projects such as the Night of the Refugee, Movember and Veterans Day. He also provides campaign training to politicians and activists in emerging democracies, such as Tunisia, Egypt, Ukraine and Mali. He lived and worked in Mali from 2014 to 2016. He was active for RAIN, a water management NGO. He also wrote the book *Hello my slave, all well?*
- **Devika Partiman**, member since 11 April 2022. Devika is founder and director of the Stem op een Vrouw foundation, a foundation that works to get more women elected and politically active. At this foundation, she works to ensure that the voices of all women and girls in the Netherlands are heard. In addition to her work at

Feminist leadership is integrated into everything we do.

Stem op een Vrouw, she works as a chair, speaker and adviser for funds, social organisations and companies. She is also a board member at the feminist literature festival Zus 'n Zo, at Nederland Wordt Beter, a foundation dedicated to education and awareness about the colonial and slavery past, and she is an ambassador for Atria, a knowledge institute for emancipation and women's history.

- Karen Lampe, member since February 2023. Karen is responsible for Deloitte Netherlands' diversity and inclusion policy, with gender equality as a focus area. Previously, she was director of Missing Chapter Foundation and Number 5 Foundation and innovation and impact expert at Oxfam Novib in the Netherlands. During her many years in Indonesia, Singapore and Switzerland, she was responsible for projects in the field of health care at the German development organization GIZ. She was also a co-founder and board member of the Temple Garden Foundation in Cambodia for more than ten years. Currently, she is also chairman of the board of the Sintvoorleder1 foundation, which helps more than 25,000 children in poverty every year to celebrate December.
- Anne van Marwijk, member since February 2023. Anne is a consultant in monitoring, evaluation and learning. She advises on the design of learning processes, carries out evaluations and trains in the use of different evaluation methods, usually with a strong participatory and narrative character. She mainly works on social issues in complex contexts, such as migration and women's and children's rights. Since the end of 2022, Anne has been working as a Senior Impact Consultant at Sustainability & Impact Services, part of Grant Thornton. From 2014 to 2022, she was part of Perspective, a collective of freelance facilitators of complex social issues.
- Our current Supervisory Board Members are:

Name	Position	Member Since
Maarten van Heems	Member	05-jun-18
Hans van Egdome	Finance Expert	26-jan-21
Ans Zwerver	Chair	13-10-21
Marjorie Henny	Vice-Chair	14-07-21
Anne van Marwijk	Member	14-02-23
Devika Partiman	Member	11-apr-22
Karen Lampe	Member	01-04-23
Wietse Potiek	Finance Expert	01-04-24

- In 2023, Maaïke Willemsen left the Supervisory Board in april 2023.

ActionAid the Netherlands is a member of the ActionAid Federation. Notwithstanding that membership, ActionAid the Netherlands is an independent foundation registered at the Chamber of Commerce (KvK), with formal autonomy in its decision-making.



Supervisory Board report

The Supervisory Board is regularly informed and consulted on major changes and important strategic choices relating to various matters. These include organisational development, operations, finances and the strategic direction of ActionAid the Netherlands. Our Finance and Audit Committee (FAC), consisting of two Supervisory Board members and supported by the executive director and head of operational support, also met five times to monitor the financial health of the organisation as well as the internal administrative processes. The FAC makes recommendations to the Supervisory Board on appointing an external auditor and discusses annual management letters and annual reports with the external auditor. The remuneration committee meets yearly with the executive director to assess her performance. The chair of the Supervisory Board and the executive director have monthly informal meetings.

The ActionAid International General Assembly holds at least one face-to-face meeting each year. In 2023, this meeting took place in Malindi, Kenya and the chair represented ActionAid the Netherlands at this meeting. We have an opening on the Supervisory Board for an ActionAid International representative, but we have left this role vacant until new rules on this from the ActionAid Federation are confirmed. Members of the Supervisory Board are not paid for their duties. They can be reimbursed for expenses incurred in the performance of their duties.

The ActionAid Supervisory Board and the executive director subscribe to the Code of Good Governance for Good Causes (Code Goed Bestuur). The Supervisory Board appoints, evaluates and dismisses the executive director, and determines the executive director's compensation in accordance with the 'Adviesregeling Beloning Directeuren van Goede Doelen'.

The Supervisory Board would like to take this opportunity to thank all ActionAid staff members for their outstanding work over the past year. As is shown in this annual report, we have accomplished excellent work together and positive impact on the lives of so many.

Transparency & accountability

We aim to be transparent in the way we work, what we do and how we spend money. ActionAid Netherlands holds the Central Bureau on Fundraising (CBF) seal of approval (Erkenningsregeling). We also hold Dutch charitable status (ANBI) since 2008. In 2019 we first received the ISO 9001:2015 certificate, which was once again successfully renewed in 2023. This is the international standard for a quality management system. In addition, we abide by ActionAid International's strict requirements in the sphere of governance, monitoring and impact measurement.

Staff & integrity

Accountability is a core value of ActionAid. Being accountable means committing ourselves to the highest standards of integrity in all our actions. The ActionAid Federation has a strict code of conduct. New staff members are required to read and sign the code before they start working at ActionAid. No violations to the code of conduct in the Netherlands were reported in 2023.

Together with our ActionAid colleagues in the Global South and their implementing partners, we are committed to mutually developing our capacities.

Additionally, online Sexual Harassment, Exploitation and Abuse (SHEA) and Safeguarding courses were available for all staff within the Federation. This year, instead of a staff representation body, ActionAid staff were included in decision-making through two special personnel meetings (personeelsvergaderingen). Issues such as continuing the staff climate survey and an updated staff handbook were discussed.

The ActionAid office in Amsterdam employed 19 staff members (17,8 FTE) in 2023. The organisation has four departments: Policy & Programmes, Public Engagement, Partnerships & Fundraising, and Operational Support. ActionAid also regularly benefits from working with interns and volunteers who contribute to projects, research, events and our website. In addition, our robust base of campaigners who join us in our actions and campaigns is growing. We also host colleagues from ActionAid International in our office.

Complaints policy

We take complaints from supporters very seriously. If ActionAid receives a complaint, we respond and follow up within five working days, in line with our policy.

Corporate social responsibility

We are as environmentally aware as possible in keeping with ActionAid's ideology and duty of care to the environment, the world and its inhabitants. We print as little and as efficiently as possible, and all printing is done on FSC paper. Waste is separated before it leaves our premises. We have a savings account with ASN Bank, and our regular bank account is with Triodos Bank. Our pensions are administered by Zwitserleven. Donations from companies are assessed using our company fundraising policy to ensure that these businesses meet the conditions of corporate social responsibility. Finally, we monitor our travel behaviour to ensure efficient use of resources and awareness of our carbon footprint.

Ensuring the best use of resources

Our strategy, A Feminist Perspective, covers the period 2022 to 2030. The strategic objectives are coordinated with the overall objectives of the ActionAid International strategy. Progress of the objectives is checked using a monitoring framework that also feeds into the overall Federation measuring of progress. Annual action plans based on the long-term strategy are drawn up using SMART indicators (specific, measurable, achievable, relevant, and time-bound). Learning from earlier experiences and improving the effectiveness and efficiency of our operations is a constant concern, which is why we use a PMEL format to plan, monitor, evaluate and learn. The internal processes and procedures are described in a comprehensive quality manual. The Supervisory Board approves long-term financial and strategic policies, along with annual plans and associated budgets.

Accompanying risk assessments are developed annually and reviewed halfway through the year. The management team monitors actual income and expenditure against the budget and presents quarterly reports to the supervisory board. Internal processes are regularly reviewed by the management team



and external parties. Each year, an external auditor prepares a management letter. The Dutch CBF performs three yearly evaluations before awarding a renewed seal of approval.

Planning, monitoring, evaluation & learning

Working towards a just, sustainable and gender-equal world in which human rights, climate and environment are protected and respected, requires a feminist, just and green transition through power shift and system change. This can only be achieved when representatives of the groups involved have a seat at the decision-making table.

Together with our ActionAid colleagues in the Global South and their implementing partners, we are committed to mutually developing our capacities. We believe that every human being has valuable abilities and knowledge to contribute to our joint goals. Within our programmes, we define these goals with the target groups involved: women, youth and their communities. They know best what should change and how that is possible within their context. We therefore organise participatory reflection and review processes. These provide an opportunity for community members and stakeholders to reflect on progress made and challenges encountered, and to advise on ongoing activities.

Meanwhile, in the Netherlands, feminist leadership is integrated into everything we do. To achieve our short- and long-term goals, we lobby, advocate, campaign, mobilise and strengthen capacities. A standardised form is made to monitor progress and gain insight into how all colleagues contribute to our shared goals. Furthermore, respectful feedback is one of our core feminist principles. It helps us in evaluating our plans and outcomes, but also our collaborations. During these evaluations, all people who were involved are asked for their feedback and are taken seriously.

Feminist leadership principles

In all our collaboration with partners in the Global South and the Global North, we use our feminist leadership principles. We have an internal working group that focuses on embedding these principles through special workshops, internal surveys and structured discussions all about sharing experiences and lessons learned. Additionally, we organise sessions on various issues such as ethical dilemmas, safeguarding and diversity. This internal work on our feminist principles strengthens our working relations with our partners in the Global South.

We are very grateful for the opportunity to work with interns and volunteers who contribute to projects, research and events.

7.0 Financial report



Building good relationships with parliamentarian, press and embassies and emphasizing the importance of protecting human rights and space for civil society is our key mitigation strategy in the shrinking political space.

The financial statements 2023 have been prepared in accordance with the Dutch Directive 650 Fundraising Institutions (updated in 2016). On April 23th 2024 the Supervisory Board approved the annual accounts after an audit by Dubois and Co. The auditor's report is included in this annual report.

Financial result 2023

The financial report shows a deficit of € 99,453. This is due to less income from unrestricted funds and less restricted income, because of a new regulation within the RJ 650 about five-year contracts. We have signed contracts with six partners for five years in 2021 and the whole amount is accounted for in 2021, which in 2021 resulted in a substantial surplus. In our budget for 2023 we planned for deficit of € 184.728. The Actual deficit is less because of less program costs and less staff costs. We didn't succeed in attracting enough extra income and therefore we didn't fill in several vacancies in staff and cut our budget on communication and innovation.

Continuity Reserve

The aim of our reserves policy is to safeguard solvency and maintain future activities. The ideal continuity reserve is defined by our reserves policy which advises a minimum of ten percent of institutional income (€ 169,368) and a maximum of six months of total operational costs (defined as all staff costs, plus office and facility costs) (€ 486,565). Our free reserves (continuïteitsreserve) at year's end were € 536,977, in line with our reserves policy.

Risks

Risk management is an important aspect of our governance. Standard procedure is to discuss the risks register twice a year in the supervisory board's Finance and Audit Committee, as well as in the full Supervisory Board: once at the time of the approval of the annual plan and once mid-year. The risk register is presented with ratings for probability and impact as well as with risk mitigation actions.

Our immediate mitigation strategy is diversification in income streams through investing in individual and high value fundraising, piloting new channels of fundraising and enhancing our brand. ActionAid the Netherlands will strengthen its effort to generate new institutional and philanthropic income and will invest in specific expertise to source and apply to new opportunities. The Board is in control of the structure, the existence and operation of the AO/IC systems. It has identified and evaluated the risks as indicated in this report.

A different risk is the shrinking political space in which we operate. This is both a medium risk for the wellbeing of our overseas colleagues as well as for our compliance with commitments to donors. Building good relationships with members of parliament, press and embassies and continuously emphasizing the importance of protecting human rights and space for civil society is our key mitigation strategy.

**As always,
working on
equality, we
will focus on
strengthening
the rights and
voices of
women.**

A standard risk for organisations working in remote areas with complex project chains is fraud. The ActionAid Federation has robust anti-fraud policies and stringent processes in place to prevent and deal with fraud. In that respect it is worth mentioning that regular internal audits from the ActionAid International Global Secretariat are performed in all 45 ActionAid countries. Such an audit took place in the Netherlands in 2023.

At the end of 2025 our FGG program will end. We are aware of this and intensified our fundraising strategy in 2023 to work on our continuity after 2025.

Future developments

Our programme focus in 2024 will remain on assisting partners and communities to lobby for proper corporate conduct and fight against human rights violations such as land grabs, unfair tax regimes and unfavourable investment policies. As always, working on equality, we will focus on strengthening the rights and voices of women. We will continue to work closely with our colleagues in the Federation and seek to strengthen international campaigns where possible.

We aim to be bolder and more visible. To this end we will finetune and roll out our new positioning, strengthen our thought leadership and engage in innovative campaigns, further strengthening the ActionAid brand in the Dutch public landscape. This will support our fundraising, which itself will gradually shift from street fundraising to online fundraising and telemarketing. But we will also look in and beyond the Netherlands to find institutional and philanthropic partnerships.

Budget 2024

	Plan 2024 in €	Realisation 2023 in €	Plan 2023 in €
INCOME			
• Income from private individuals	839,301	985,888	904,537
• Income from companies	12,000	16,884	12,000
• Income from lotteries	139,619	210,286	224,000
• Income from government subsidies	1,577,855	1,693,676	1,864,580
• Income from other non-profit-organisations	-	45,000	176,000
Total income	2,568,774	2,951,734	3,181,117
EXPENDITURE			
Spent on Objectives			
• Campaigning, Advocacy & Research	454,297	536,365	615,006
• Communication & Public Information	248,191	293,027	392,424
• Programme Support to Partners in the South	1,095,912	1,293,887	1,468,255
	1,798,400	2,123,279	2,475,685
• Cost of voluntary fundraising	600,340	708,790	691,202
Management and administration expenses	170,035	220,877	198,959
Total expenditure	2,568,774	3,052,946	3,365,845
Balance of financial income and expenses	-	-101,212	-184,728
Financial income/expenses	-	1,759	-
Surplus/deficit	-	-99,453	-184,728

7.1 Balance sheet

ASSETS	31 December 2023 in €		31 December 2022 in €	
Intangible Fixed Assets		8,933		13,773
Tangible Fixed assets		49,184		62,824
Receivables, prepayments and accrued income	1,911,200		1,962,138	
Cash and cash equivalents	853,074		1,382,046	
		<u>2,764,274</u>		<u>3,344,184</u>
Total		2,822,391		3,420,781
LIABILITIES				
Reserves and funds				
Reserves				
• Continuity reserve		536,977		635,222
• Reserve for Programme		-		-
• Designated Fund		-		1,208
Long-term liabilities		582,708		1,200,829
Current liabilities				
• Advances received from donors	419,446		451,865	
• Short-term project liabilities	769,803		756,112	
• Payables	513,458		375,545	
		<u>1,702,707</u>		<u>1,583,522</u>
Total		2,822,391		3,420,781

7.2 Statement of income and expenditure 2023

INCOME	Actual 2023 in €	Plan 2023 in €	Actual 2022 in €
• Income from private individuals	985,888	904,537	864,446
• Income from companies	16,884	12,000	12,709
• Income from lotteries	210,286	224,000	614,381
• Income from government subsidies	1,693,676	1,864,580	1,521,249
• Income from other non-profit-organisations	45,000	176,000	5,000
Total income raised	2,951,734	3,181,117	3,017,785
EXPENDITURE			
Spent on Objectives			
• Campaigning, Advocacy & Research	536,365	615,006	597,142
• Communication & Public Information	293,027	392,424	381,025
• Programme Support to Partners in the South	1,293,887	1,468,256	1,425,606
	2,123,279	2,475,686	2,403,773
Cost of fundraising	708,790	691,202	671,124
Management and administration	220,877	198,959	193,180
Total expenditure	3,052,946	3,365,847	3,268,077
Balance before financial income and expenses	-101,212	-184,730	-250,292
Financial income/expenses	1,759	-	-6,787
Surplus/deficit	-99,453	-184,730	-257,079
Added to reserves			
• Continuity reserve	-98,245	-184,730	-207,560
• Reserve for programmes AAI	-	-	-50,036
• Designated fund	-1,208	-	517
	-99,453	-184,730	-257,079

7.3 Cash flow statement

	2023 in €		2022 in €	
Cash flow from operating activities				
Surplus/deficit	-99,453		-257,079	
Adjustments for depreciation	21,751		-80,380	
		-77,702		-337,459
<i>Changes in working capital</i>				
Changes in accounts receivable	50,938		369,782	
Changes in long term liabilities	-618,122		-498,743	
Changes in accounts payable	119,185		594,805	
		-447,999		465,844
<i>Other</i>				
received/paid profits tax				
extraordinary profits and losses				
		-525,701		128,385
Cash flow from investing activities				
disinvestments tangible fixed assets	1,099	-	102,957	-
investments in intangible fixed assets				
investments in tangible fixed assets	-4,370	-	-44,200	-
Cash flow from investing activities		-3,271		58,757
Cash flow from financing activities				
receipts from long-term liabilities	-	-	-	-
Long term loan repayment	-	-	-	-
project obligations	-	-	-	-
paid on purchase equities	-	-	-	-
purchase of equities	-	-	-	-
Total Financing cash flow		-528,972		187,142
Net cash flow		-528,972		187,142
Correction for value gain/loss equities		-		-
net in-/decrease in cash and cash equivalents		-		-
Cash on January 1		1,382,046		1,194,903
Cash on December 31		853,074		1,382,046
		-528,972		187,143

ACCOUNTING PRINCIPLES (IN €)

General

The annual accounts were compiled in accordance with Guideline 650 for 'fundraising institutions' (Richtlijn 650 voor Fondsenwervende organisaties).

Principles for valuation and presentation of assets and liabilities

Intangible fixed assets

Intangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

Tangible fixed assets

Tangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

Accounts receivable

- These are stated at amortised costs.
- Accounts receivable for approved projects are based on agreements with third parties and agreed values.

Liabilities

- Liabilities are stated at the value at which they were incurred unless indicated otherwise.
- Project liabilities refer to all liabilities under financing agreements concluded with third parties.
- New project liabilities are accounted for in the year in which the liability becomes definitive.

Other assets and liabilities

These are stated at amortized costs.

Principles for determining and presenting income and expenditure

Determination of result

- Taking into account the accounting principles, the result is determined as the difference between the revenue and expenditure allocated to the year in question.
- Unless otherwise indicated, income and expenditure are accounted for in the year to which these relate.
- Income from ActionAid fundraising is accounted for in the year of receipt.
- Income from legacies is included in the accounting year in which their size can be reliably determined. Advance payments made are taken as income in the year of receipt.
- Subsidies for projects are accounted for based on projects costs spent.
- Gifts in kind are valued according to the estimated market value in the Netherlands.

Management and administration costs

Management and administration costs represent expenditure for internal management and administration that cannot be attributed to the objectives of the organisation or fundraising costs.

Allocation Principles

The table 'Details of cost allocation' on page 69 shows how the categories of costs are divided over the objectives expenditure, the cost of fundraising and the cost of management and administration. The following comments will clarify the table:

- Grants and contributions are subsidies provided to third parties.
- Own activities relate to actions performed by ActionAid through campaigns, communications, information, fundraising and southern programmes.
- Cost of management and administration are calculated in accordance with Guidelines 650.
- The costs are allocated on the basis of spent time on the objectives, fundraising and support activities.

7.5 Notes to the balance sheet per 31-12-2023

ASSETS			
Intangible Fixed assets	Software in €	Total 2023 in €	Total 2022 in €
Cost as per January 1	24,200	24,200	24,200
Desinvestments	-	-	-
Investments in 2023	-	-	-
	24,200	24,200	24,200
Depreciation previous years	10,427	10,427	5,587
Depreciation desinvestments	-	-	-
Depreciation 2023	4,840	4,840	4,840
Book value per December 31	8,933	8,933	13,773
Book value per January 1	13,773	13,773	18,613
Investments 2023	-	-	-
	13,773	13,773	18,613
Depreciation 2023	4,840	4,840	4,840
Book value per December 31	8,933	8,933	13,773

7.5 Notes to the balance sheet

TANGIBLE FIXED ASSETS				
Intangible Fixed assets	Equipment in €	Computers in €	Total 2023 in €	Total 2022 in €
Cost as per January 1	36,739	75,438	112,177	170,935
Desinvestments	-	1,099	1,099	102,957
Investments in 2023	-	4,370	4,370	44,200
	36,739	78,709	115,448	112,178
Depreciation previous years	6,794	42,559	49,353	134,574
Depreciation desinvestments	-	1,099	1,099	98,860
Depreciation 2023	7,095	10,915	18,010	13,640
Book value per December 31	22,850	26,334	49,184	62,824
Book value per January 1	29,945	32,879	62,824	36,361
Investments 2023	-	4,370	4,370	44,200
	29,945	37,249	67,194	80,561
Book value des investments	-	-	-	4,096
Depreciation 2023	7,095	10,915	18,010	13,640
Book value per December 31	22,850	26,334	49,184	62,824

All assets are used for operational purposes.

7.5 Notes to the balance sheet

Receivables, prepayments and accrued income	31 December 2023 in €	31 December 2022 in €
Subsidies	1,792,475	1,890,478
Receivables AAI	29,142	19,579
Other receivables	17,977	10,784
Advance payments	71,604	41,296
	1,911,200	1,962,138
Details of subsidies to be received		
Subsidies to receive		
Min of Foreign Affairs	1,792,475	1,890,478
	1,792,475	1,890,478
Cash and cash equivalents		
Saving accounts	227,983	973,577
Cash and bank accounts	625,092	408,469
	853,074	1,382,046

All bankaccounts are at free disposal

7.5 Notes to the balance sheet per 31-12-2023

LIABILITIES	Total 2023 in €	Total 2022 in €
Reserves and funds		
Continuity reserve		
Value per January 1	635,222	842,782
Added/withdrawn from	-98,245	-207,560
Value per December 31	536,977	635,222
Designated Fund		
Value per January 1	1,208	691
Transferred to restricted programmes	-1,208	-691
Added from Restricted Mailing	-	1,208
Value per December 31	-,-	1,208
Reserve for Programmes AAI		
Value per January 1	-	50,036
Added to	-	
Withdrawn from	-	-50,036
Value per December 31	-,-	-,-

7.5 Notes to the balance sheet

Per 31-12-2023

LONG-TERM LIABILITIES

		December 2023 in €	December 2022 in €
Contractual obligations project donors			
FGG3	<ul style="list-style-type: none"> • ActionAid Bangladesh • ActionAid General Secretariat • ActionAid Kenya • ActionAid Uganda • ActionAid Zimbabwe • ActionAid Guatemala 	<p>107,030</p> <p>94,545</p> <p>93,010</p> <p>84,064</p> <p>104,059</p> <p>100,000</p> <hr/> <p>582,708</p>	<p>206,004</p> <p>166,168</p> <p>185,513</p> <p>167,896</p> <p>202,837</p> <p>200,000</p> <hr/> <p>1,128,418</p>
NPL "That's mine"	<ul style="list-style-type: none"> • ActionAid South Africa • ActionAid Macua Wamua 	<p>-</p> <p>-</p>	<p>27,413</p> <p>44,998</p> <hr/> <p>72,411</p>
Total Long-term Liabilities		582,708	1,200,829

7.5 Notes to the balance sheet per 31-12-2023

CURRENT LIABILITIES		December 2023 in €	December 2022 in €
Advances received from donors			
• National Postcode Lottery		175,334	385,619
• Netherlands Enterprise Agency Black Granite		31,994	66,246
• Netherlands Enterprise Agency Truestone		15,318	-
• Ministry VWS-MDT		196,800	-
		419,446	451,865
Contractual obligations project donors			
Short-term project liabilities			
FGG3	ActionAid Bangladesh	126,143	158,933
	ActionAid General Secretariat	127,303	74,632
	ActionAid Kenya	104,022	121,648
	ActionAid Uganda	88,740	129,431
	ActionAid Zimbabwe	111,217	110,989
	ActionAid Guatemala	118,848	112,255
	Actionaid Malawi	624	-
	Actionaid Bolivia	2,270	-
		679,167	707,888
	ActionAid South Africa	45,638	18,225
	ActionAid Macua Wamua	44,998	29,999
		90,636	48,224
Total Short-term project liabilities		769,803	756,112
Payables			
	Creditors	226,286	92,276
	Taxation	58,765	56,763
	Holiday days	70,530	82,660
	Holiday allowances	36,810	40,719
	Auditor	24,375	25,224
	Salaries	44,042	-
	Miscellaneous	52,650	77,903
		513,458	375,545
Total Current Liabilities		1,702,707	1,583,522

7.5 Notes to the balance sheet per 31-12-2023

Assets and liabilities not included in the balance

- In September 2022 a contract started with Stichting Trans National Institute for hiring an office for € 53,304 per year for the period 01-09-2022 until 31-08-2027.
- The rent for 2023 was € 56,433,03.
- In May 2019 a new contract started with Toshiba for hiring a copy machine for € 108 per month for 5 years.
- For FGG an NPL we made up contracts with partners for 5 years (FGG in 2021) and 2,5 years (NPL in 2022). These amounts will be accounted for at the end of the period.

7.6 Notes to the statement of income and expenditure 2023

INCOME	Actual 2023 in €	Plan 2023 in €	Actual 2022 in €
Income from private individuals			
Regular giving	795,501	806,537	774,645
Appeals	177,225	98,000	84,801
Legacies	13,162	-	5,000
Total income from private individuals	985,888	904,537	864,446
Income from companies			
Appeals	16,884	12,000	12,709
Total income from companies	16,884	12,000	12,709
Income from Lotteries			
• National Postcode Lottery	210,286	224,000	614,381
Total income from Lotteries	210,286	224,000	614,381
Income from Government subsidies			
Min.of Foreign Affairs FGG 3	1,566,578	1,364,580	1,521,249
Netherlands Enterprise Agency Black Granite	100,498	-	-
Netherlands Enterprise Agency Truestone	26,600	-	-
Total Unconfirmed budgetted	-	500,000	-
Total income from government subsidies	1,693,676	1,864,580	1,521,249
Income from other non-profit organisations			
• Guerilla Foundation	-	-	5,000
• Elisa Mathilda Fonds	3,000	-	-
• Stichting De Hoorn	25,000	-	-
• Anna Muntz stichting	7,000	-	-
• Triodos	10,000	-	-
Total Unconfirmed Budgetted	-	176,000	-
Total income from other non-profit organisations	45,000	176,000	5,000
Total income raised	2,951,734	3,181,117	3,017,785

- Income from private individuals and companies are unrestricted except for € 106,471 restricted mailings.
- Income from Government subsidies and other non-profit organisation are restricted except for € 7,000 from the Anna Muntz Stichting.

7.6 Notes to the statement of income and expenditure 2023

EXPENDITURE	Actual 2023 in €	Plan 2023 in €	Actual 2022 in €
Salaries, pensions and social security contributions			
Gross salary	1,115,877	1,181,082	1,040,786
Social security contributions	187,610	211,677	172,996
Pensions	47,268	57,501	47,660
	1,350,755	1,450,260	1,261,442
Other personnel costs			
Temporary staff	12,184	-	20,789
Staff recruitment	6,059	1,000	12,025
Commuting	15,468	20,000	8,247
Other	73,973	49,500	69,871
	107,684	70,500	110,932
Office Rental and Service costs			
Rent incl. service	56,433	53,305	69,025
External storage	464	4,000	423
Removal costs	-	-	22,497
Other	8,579	20,000	2,318
	65,476	77,305	94,263
Office administration and general costs			
ICT support	63,335	65,000	57,108
Legal advice	20,180	5,000	13,540
Auditor	24,480	24,480	25,229
Insurances	3,412	6,000	3,170
Supervisory Board	7,450	17,000	5,055
Other office costs	39,211	29,500	42,923
Hosting AAI	-6,821		
	151,247	146,980	147,025
Depreciation			
Depreciation	22,820	21,000	18,480
	22,820	21,000	18,480
Subsidies and contributions	905,847	945,000	1,175,477
	905,847	945,000	1,175,477
Own Activities	428,991	654,800	460,457
	428,991	654,800	460,457
Impairment of current assets	20,126	-	-
	20,126	-	-
Total costs	3,052,946	3,365,845	3,268,076
Balance of financial income and expenses			
Dividend, interest	3,530	-	11
Bank costs	-1,771	-	-6,797
Currency loss/gain	-	-	-
Total financial income and expenses	1,759	-	-6,786
EXPENDITURE	-99,453	-184,728	-257,077

The table on page 61 explains cost allocations per category of expenditure against major allocation headings such as Campaigning, Advocacy and Research, Communication & Public Information, Programme support to partners in the South, Acquisition of Income and Management and administration. In this table direct and indirect costs are based on time writing by staff. These costs include direct programme costs.

7.6 Notes to the statement of income and expenditure 2023

Subsidies and contributions

Min.of Foreign Affairs FGG III	520,110
NPL-That's mine	133,819
Netherlands Enterprise Agency Black Granite	88,740
ActionAid International projects	143,179
ActionAid International contribution	20,000
Total	905,847

7.6 Details of cost allocation (in €)

	Mission Objectives			Costs of Acquisition		2023	Actual 2023	Plan 2023	Actual 2022
	Campaigning Advocacy & Research	Communication & Public Information	Programme Support to Partners in the South	Voluntary fundraising	Government subsidies	Management & Administration	TOTAL		
Direct programme costs	26,971	12,118	852,412	4,387	4,477	5,483	905,847	945,000	1,175,477
Own activities	-	26,211	-	360,186	42,594	-	428,991	654,800	460,457
Salary costs incl social security and pension	437,532	218,766	379,194	145,844	109,383	167,720	1,458,438	1,520,760	1,372,375
Other staff costs									
Property costs	19,643	9,821	17,024	6,548	4,911	7,530	65,476	77,305	94,263
Office and general expenses	45,374	22,687	39,324	15,125	11,344	17,393	151,247	140,980	147,025
Depreciation	6,846	3,423	5,933	2,282	1,711	2,624	22,820	21,000	18,480
Impairment of current assets	-	-	-	-	-	20,126	20,126	-	-
Total	536,365	293,027	1,293,887	534,370	174,420	220,877	3,052,946	3,359,845	3,268,077
	18%	10%	42%	17%	6%	7%			
Plan 2023	615,006	392,424	1,468,255	452,607	238,595	198,959	3,365,845		
	18%	12%	44%	13%	7%	6%			
Plan 2024	454,297	248,191	1,095,912	452,607	147,732	170,035	2,568,774		
	18%	10%	42%	17%	6%	7%			

7.6 Notes to the statement of income and expenditure 2023

BOARD AND DIRECTION COSTS

Expenditure for the supervisory board (under office administration and general costs).

consists of meeting and representation costs.

All Supervisory Board members are unpaid volunteers.

No loans, advances or guarantees were given to the Executive Director nor to any Board member.

The Country Director's salary is determined by the board.

Remuneration Director 2023

Name	M.E Maij
Function	Directeur /Bestuurder
Employment	determined
Duration	
Hours/week	36
Parttime percentage	
Period	01-01/31-12
Remuneration (EUR)	
Annual Income	
Gross Salary	92,976
Holiday Allowance	7,438
Year-End Allowance	3,514
Payment of Holiday Days	
Total Income	103,929
Taxed Fees	
Pension	7,436
Total 2023	111,365
Total 2022	108,821

ActionAid follows the Advies Regeling Beloning Directeuren van Goede Doelen (VFI, 2011) (Advice remuneration NGO's directors, VFI 2011). The guideline gives advice – on the basis of severity criteria – on a maximum standard for annual income.

This weighted criteria led to a BSD score of 360 with a maximum annual income of € 108,255

7.6 Notes to the statement of income and expenditure 2023

With this publication we meet with the Law on the Standard on High Top incomes (WNT).

This standard for Gross salary + Pension is max. €205,000

2023

M. E. Maij	
Executive Director	
Period	01-01-2023 t/m 31-12-2023
FTE	1
Employee	yes
Remuneration	
Annual Income	103,929
Benefits payable over time	7,436
Maximum salary according to WNT norms	205,000

2022

M. E. Maij	
Executive Director	
Period	01-01-2022 t/m 31-12-2022
FTE	1
Employee	yes
Remuneration	
Annual Income	101,246
Benefits payable over time	7,575
Maximum salary according to WNT norms	199,000

INDEPENDENT AUDITOR'S REPORT

To: the supervisory board and the management of Stichting ActionAid.

A. Report on the audit of the financial statements 2023 included in the annual accounts.

Our opinion

We have audited the financial statements 2023 of Stichting ActionAid based in Amsterdam, the Netherlands.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting ActionAid at 31 December 2023 and of its result for 2023 in accordance with the 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') of the Dutch Accounting Standards Board) and the 2023 Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2023;
2. the statement of income and expenditure for 2023; and
3. the notes comprising of a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing and the Audit Protocol WNT 2023. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting ActionAid in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

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

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Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the 2023 Audit Protocol under the Standards for Remuneration Act (“WNT”), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(n/o) of the WNT Implementing Regulations. This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

B. Report on the other information included in the annual accounts.

The annual accounts contain other information, in addition to the financial statements and our auditor's report thereon. The other information consists of: Management Board's report (page 1 until page 45).

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

Management is responsible for the preparation of the other information, including the Management Board's report in accordance with Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations').

C. Description of responsibilities regarding the financial statements

Responsibilities of the supervisory board and the management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organizations') and the 2023 Policy rules implementation of the Standards for Remuneration Act (WNT). Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting, unless management either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

The supervisory board is responsible for overseeing the organization's financial reporting process.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing and the Audit Protocol WNT 2023, ethical requirements and independence requirements.

Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern.
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the supervisory board and the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Amsterdam, 26 April 2024

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