





OXFAM ANNUAL REPORT

2019/2020

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 OxfamHongKong |  2520 2525



樂施會
OXFAM
Hong Kong

無窮世界
World
Without
Poverty

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OVER THE PAST YEAR, OXFAM HONG KONG:



Worked in **28** countries and regions



Worked with **278** partner organisations



Supported **442** projects, including **243** new ones



Reached over **1,800,000** people in poor communities



Spent HK\$ **172,131,000** to fight poverty through our programmes



Had the help of close to **4,000** volunteers and interns who generously gave their time and energy to support our work

FOREWORD

From the deadly Cyclone Idai in southern Africa and the COVID-19 pandemic that has ground the world to a halt, to the unforeseen situation in Hong Kong, this past year has been very challenging for us all. COVID-19 – the ‘hunger virus’ for the already poor people – for instance, has been deepening already-worsening inequality, exacerbating short supply in food insecure areas and creating new epicentres of hunger across the globe. The ‘new normal’, a changing socio-economic landscape and evolving expectations of international NGOs like Oxfam are also forcing us to change our ways of working.

Despite these trying times, we have seen hope. Here in Hong Kong, for instance, we saw how the community rallied together when COVID-19 first hit. Through one of our first humanitarian responses here, we worked with organisations and people from all walks of life to ensure that street cleaners, low-income families, underprivileged elderly people, ethnic minorities and other vulnerable groups had the protective equipment and information they needed to guard themselves against the disease. We also urged the Government to better protect street cleaners, who are on the frontlines of keeping the virus at bay, and low-income families that are disproportionately affected by sky-rocketing unemployment. In the Mainland, volunteers and partner organisations also swiftly banded together with us to reach vulnerable populations with protective equipment and emergency food.

Internationally, through our global response to COVID-19, we have reached over 4 million people with 344 partner organisations. We have been responding with clean water, sanitation and hygiene in 51 countries, including Bangladesh where we are making an impact on the lives of tens of thousands of Rohingya refugees. We are also responding to food insecurity and livelihood needs in 39 countries.

As COVID-19 and the new normal continue to affect the way we fight poverty, it is essential that we further strengthen our one programme approach as laid out in our new 5-year strategic plan, which begins in 2020. By integrating our development, advocacy, humanitarian and educational work more seamlessly, we will be able to make a greater impact in four main areas: livelihoods, gender justice, climate justice and humanitarian relief. Not only will we work ‘on the ground’ with communities and partners in these areas, we will also engage the private sector, governments and other stakeholders to create systemic changes.

To be an effective and agile organisation, we need humility. As we forge new ways of working, we will assess our own strengths and weaknesses, and will make major changes if necessary in response to the changing environment, in order to achieve our vision of a just world without poverty more effectively.

While tumultuous times like these have turned the world on its head and forced us to make painful decisions, like cancelling Oxfam Trailwalker 2019 (with a big loss of donation income), they have also convinced us that our work is more important than ever as poverty and inequality are further aggravated – both globally and locally. We will not be able to achieve our difficult mission without the passionate people with whom we are honoured to work. Whether it is the people in the poorest communities, our partner organisations, donors or volunteers, everyone is indispensable in this fight. We hope you will continue to stand with the poorest and with Oxfam as we work to end poverty for good. ■

July 2020

Cheung Yuk Tong

CHEUNG YUK TONG
Council Chair



Kalina Tsang

KALINA TSANG
Director General

WHO WE ARE



Photo: Ko Chung Ming/Oxfam

OUR MISSION AND VISION

At Oxfam Hong Kong, we believe that no one should live in poverty. That's why we envisage a world free of poverty and the injustices that stem from it; a world where all people are valued and treated equally, and can lead dignified lives.

Around the globe, we work to find practical and innovative ways with people from poor communities, so they can lift themselves out of poverty and thrive. We join forces with those who share this belief to realise this vision. We do this by implementing long-term development programmes in vulnerable communities, saving lives and rebuilding livelihoods when crisis strikes, and campaigning so that the voices of the poor influence the local and global decisions that affect them.

Oxfam Hong Kong was established in 1976. We are a member of Oxfam International, a global confederation of 20 independent affiliates working together to achieve a greater impact in the fight against poverty.

We are part of a global movement for change, empowering people to create a future that is secure and free from poverty. And we won't stop till our work is done. ■

LEARN MORE ABOUT US HERE:



OUR CORE VALUES

Our work and culture are shaped by our values, which reinforce what we care about and how we do things. Our five core values drive everything we do at Oxfam Hong Kong.



JUSTICE -> We are committed to fighting the injustices of poverty.



EMPOWERMENT -> We create space for people to become changemakers.



INCLUSIVENESS -> We embrace diversity and believe all are born equal in dignity and rights.



ACCOUNTABILITY -> We are true to our mission and hold ourselves accountable in all that we do.



INNOVATION -> We believe innovation is key to achieving a world without poverty.

HOW WE WORK AND WHAT WE DO



At Oxfam, we understand that poverty is a complex issue that needs to be tackled using a sustainable and holistic approach, or what we call our **one programme approach**. This approach goes beyond simply patching problems. Instead, we fight poverty in three main ways: our development programmes, advocacy and education efforts, and humanitarian work.

Our development programmes emphasise community participation and capacity building. Through these, poor and marginalised women and men are empowered with the skills they need to diversify their sources of income, develop resilience in the face of disasters, and build strong livelihoods.

Through our advocacy efforts, communities make their voices heard and influence the international and local policies that affect them. Further, by helping the public better understand the various facets of poverty, more people are empowered to make systemic change.

And when disasters strike or conflicts arise, our humanitarian work provides survivors and people caught in the crossfire with life-saving essentials, and the tools to bounce back better.

We also take a **rights-based approach** to our work. This means we believe everyone has the right to live free of poverty. It's only with access to basic rights, like basic education and the right to a sustainable livelihood, that poor communities can assert their dignity and be guaranteed sustainable development.

We can't do any of this on our own though. We rely on strong **partnerships** and collective action in order to effect change. Partnering with people who live in poor communities, partner organisations, donors and all of our supporters is indispensable to our work. In fact, building a strong network of collaborators is integral to realising a world without poverty.

To ensure our work is effective, that we are accountable for the resources that have been entrusted to us, and to continually improve the quality of our work, **monitoring, evaluating and learning** from our projects/programmes is key. At the core of this process is the participation of various stakeholders, especially the vulnerable groups with whom we work. Aside from relying on the expertise of our programme staff and local partners, communities themselves identify their needs and give feedback, and we work together to find sustainable and innovative solutions.

Through our collective efforts, and by continually assessing and learning from our work, we're confident that we'll be able to end inequalities that keep people poor and create a world without poverty. ■

Photo: Aurelie Marrier D'Unienville/Oxfam

OUR PROGRAMME TEAMS IN HONG KONG, MACAU AND TAIWAN

We at Oxfam Hong Kong have long been fighting poverty in Hong Kong. We set up our domestic programme team in Hong Kong in 1996; since then, we've been focusing on working and elderly poverty, gender equity, and the rights of marginalised ethnic minorities and other vulnerable groups. Together with local organisations, we serve and empower these communities, and advocate for pro-poor policies. We're also promoting global citizenship education in Hong Kong, Macau and Taiwan. By talking about issues like global and local poverty, climate justice, and homelessness in innovative ways in schools, with youths and the public, we're encouraging more people to be responsible global citizens to create a world without poverty. ■



OUR PROGRAMME TEAM IN MAINLAND CHINA

We also have a dedicated team that addresses poverty issues in mainland China. We're working with communities and partner organisations in rural and urban areas to respond to the needs of smallholder farmers, left-behind children, rural-to-urban migrant families, marginalised women and others. We've also been carrying out disaster risk reduction and relief work, and advocating for pro-poor policies. At present, the majority of our work on the Mainland is located in Yunnan, Gansu, Guizhou, Shaanxi, Anhui, Shandong, Hebei, Guangdong and Beijing. ■



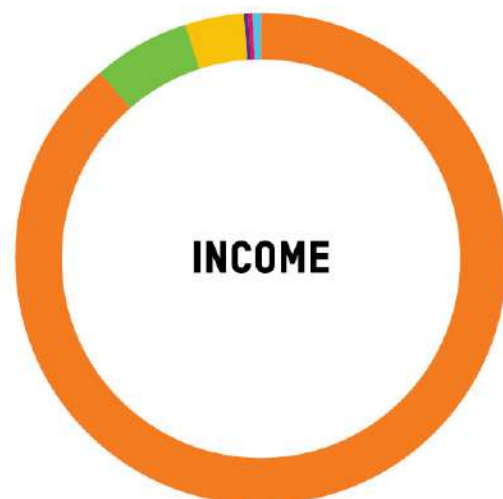
OUR TEAM FOR INTERNATIONAL PROGRAMMES

Oxfam Hong Kong was born out of the passion of a group of volunteers who wanted to respond to international poverty issues. Some of our first initiatives were to advocate for justice for Vietnamese refugees who fled to Hong Kong during the Vietnam War, and to help save lives in Ethiopia during the 1984 famine. Over the years, our international programme team has grown and we've set our focus on Asia and Africa; we not only work in tandem with other affiliates to respond to humanitarian disasters, but also work to develop sustainable livelihoods and ensure all have the right to development. The Oxfam Confederation works in more than 60 countries and regions around the world. ■

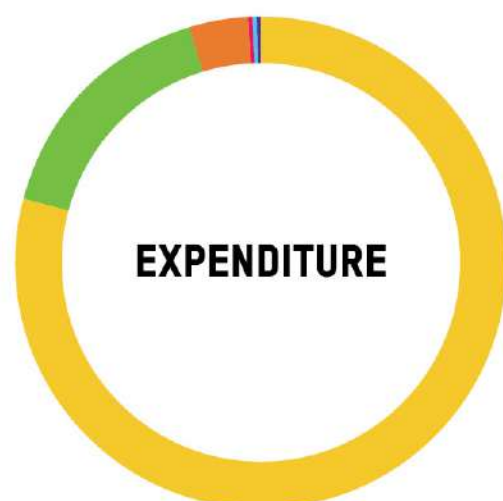


FINANCIAL HIGHLIGHTS

INCOME AND EXPENDITURE



Income	HK\$'000	%
Public donations	182,898	88.7%
Oxfam Partners	151,498	
Oxfam Trailwalker	6,015	
Humanitarian appeals	1,367	
Oxfam Rice Event	2,522	
Other fundraising appeals	21,496	
HK SAR Government	13,400	6.5%
Oxfam Affiliates and other institutions	7,787	3.8%
Other income	939	0.4%
Trading income from The Oxfam Shop	525	0.3%
Interest and investments	521	0.3%
TOTAL INCOME	206,070	100.0%



Expenditure	HK\$'000	%
Programmes	172,131	79.2%
Fundraising and marketing	35,355	16.2%
Management and administration	8,402	3.9%
Trading cost from The Oxfam Shop	905	0.4%
Loss on investment	485	0.2%
Foreign exchange differences	143	0.1%
TOTAL EXPENDITURE	217,421	100.0%
DEFICIT FOR THE YEAR	(11,351)	

PROGRAMME EXPENDITURE BY EXTERNAL CHANGE GOALS



Expenditure	HK\$'000	%
Active citizens	50,000	29.0%
Gender justice	16,395	9.5%
Saving lives	34,933	20.3%
Sustainable food	17,244	10.0%
Fair sharing of natural resources	13,696	8.0%
Financing for development and universal essential services	39,863	23.2%
TOTAL	172,131	100.0%

FINANCIAL POSITION

Assets and Liabilities	HK\$'000
Non-current assets	57,672
Property, plant and equipment	56,275
Financial investments	1,085
Prepayment	312
Current assets	79,760
Inventories	1,910
Receivables	6,366
Cash and cash equivalents	71,484
Current liabilities	33,813
Accounts payable	12,231
Grants payable	6,362
Deferred revenue	15,220
NET ASSETS	103,619

Reserves	HK\$'000
Restricted funds	11,995
Oxfam Africa Development Fund	10,059
Oxfam China Development Fund	-
Oxfam Education Fund	1,936
Oxfam Smallholder Farmers Development Fund	-
Operation reserve	91,624
TOTAL RESERVES	103,619

These financial highlights are based on Oxfam Hong Kong's financial accounts for the year ended 31 March 2020. The full audited financial statements by KPMG are available on our website: www.oxfam.org.hk

Oxfam Hong Kong is a registered international development and relief agency in Hong Kong that is managed, governed and financed autonomously. We are not a subsidiary of an international organisation and we raise funds independently.



Photo: Aurelie Marrier D'Unienville/Oxfam

COVID-19 RESPONSE

COVID-19 has left much of humanity reeling, especially poor communities that lack the resources to fight it. In light of this, Oxfam quickly launched a response with partner organisations, and has been urging governments all over the world to introduce policies to support the poorest.

We at Oxfam Hong Kong launched our response during the initial outbreak. Through it, we've reached low-income families, street cleaners, the elderly and other vulnerable groups in Hong Kong, Macau and mainland China.



While distributing supplies, we explained to the recipients how to properly use face masks and wash their hands.

Photo: People Service Centre



Distributing rice and face masks to low-income families in the Tung Chung District.

Photo: Ivan Yik/Oxfam

With the continued spread of the virus, cleaners have been put on the frontlines to keep public hygiene in check. The lack of basic protective equipment, though, meant that many had to reuse their face masks. That's why, starting early February 2020, we worked with partner organisations like **Catholic Diocese of HK Diocesan Pastoral Centre for Workers**, the **Cleaning Workers Union**, and **Health In Action** to distribute 50,000 masks and share ways to prevent the spread of the disease. So far, we've reached close to 5,000 street cleaners. We've also distributed hand sanitizer to some of these workers.

In mid-February, we also released the 'Survey on Outsourced Workers and Their Working Conditions Amidst COVID-19' with our partners. Through it, we urged outsourced cleaning companies and the government to ensure street cleaners have sufficient protective equipment. We also called on the government to include COVID-19 under the scope of occupational disease in the Employee's Compensation Ordinance.

We've also been working with our partners, generous individuals/Oxfam donors, the Hong Kong Jockey Club and other organisations to fight against COVID-19 with low-income households. Walch, for instance, donated hand sanitizer and wipes to us in late January, which we distributed to over 20 organisations, such as the Hong Kong Blind Union to reduce the risks the visually impaired face when they go out. We also had the help of volunteers from

Mandarin Oriental who packed masks and hand sanitizer which we distributed to poor families and street cleaners.

Thanks to generous people from all walks of life, and through our own procurement efforts, we've received more than 238,000 masks, close to 76,000 bottles of hand sanitizer, and 16,000 packs of hand sanitizing wipes and disinfection kits as of 31 May 2020. These were distributed to street cleaners, elderly people who live alone, the visually impaired, those living with a mental illness, low-income families, and ethnic minorities; overall, we've reached over 30,000 people.

WORKED WITH 61 GROUPS AND ORGANISATIONS TO DISTRIBUTE OVER **238,000** FACE MASKS CLOSE TO **76,000** BOTTLES OF HAND SANITIZER

To ease the financial burden on low-income families, especially with the price of necessities going up, we began distributing 12 tonnes of rice to 3,740 poor families and marginalised groups with partner organisations in late February.

Against the backdrop of skyrocketing unemployment because of the pandemic, we have continued to carry out research on the impacts of the coronavirus on the poor, and have been urging

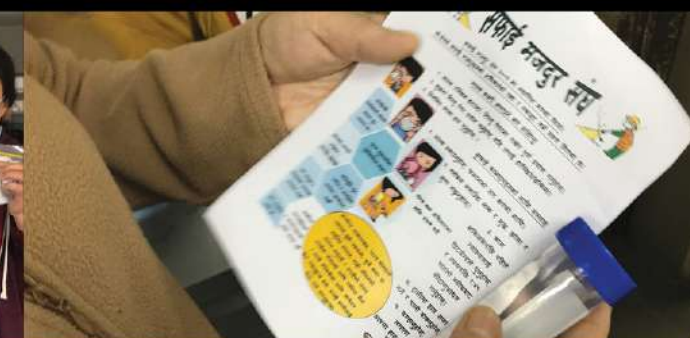
the government to offer them much-needed support. In late March, for instance, we worked with three other organisations and released the 'Survey on Low-income Families' Employment Situation Amidst the Epidemic'. In it, we found that unemployment among low-income families had increased by 400 per cent since Chinese New Year. Tommy (name changed) was one of those who had been affected. After losing his job in February 2020, he applied to over 10 jobs, but to no avail; with little savings, he told us he was prepared to sleep on the streets.

With COVID-19 severely affecting the lives of low-income families, Oxfam has been urging the government to better protect them. We've been calling on the government to relax the short-term unemployment assistance asset limit to the level of the Working Family Allowance, and exempting the cash value of insurance plans and assets such as dividends when calculating assets, so those whose jobs have been affected by COVID-19 can get timely assistance. ■



Since February, we've been visiting refuse collection points with our partners to distribute face masks to street cleaners.

Photo: Roni Chan/Oxfam



Sharing hygiene information with street cleaners who are ethnic minorities in their native tongue enables them to learn how to prevent the spread of COVID-19 more effectively.

Photo: Roni Chan/Oxfam

COVID-19 RESPONSE

MACAU

Photo: Pui Cheng Lei / Oxfam

Faced with the COVID-19 outbreak, we at Oxfam decided to change the format of our annual fundraiser, the Oxfam Rice Event. In Macau, for instance, we distributed rice, in 2.5 kg packs, to 1,000 low-income families who've been affected by the pandemic.

We also offered families in need items like fruits and vegetables rescued from wet markets. In fact, Oxfam in Macau has been rescuing food with partner organisations since 2016. We rescue vegetables that would've gone to waste but are still edible at wet markets. We do this three times a week and distribute them to families in need in the community.

One recipient told us: 'Everything's really expensive now; we just can't afford to buy everything we need. We're thankful for Oxfam's support though. This food will be enough for a week. We can buy fruit with the money we save to boost our immune systems, so we're better able to fight COVID-19.' ■

With restrictions on movement in the Mainland because of COVID-19, volunteers were essential to bringing relief and other items to the doorsteps of people in need in their own communities.

Zhang Rui is one of our volunteers. After learning that street cleaners couldn't afford to buy face masks and would rather wear the same one for several days, he decided he needed to take action. When distributing protective equipment, he noticed that some street cleaners would subconsciously try to clean their hands off by wiping them on their clothing before receiving items from us. One street cleaner told him, 'When people see us, a lot of them distance themselves, but you guys still decided to volunteer to show us how we can protect ourselves against the virus and give us face masks! Thank you so much!'

Zhang Rui devoted a lot of time and effort to support our response, and helped out wherever manpower was lacking. After distributing items and returning home, he had to spend more than an hour to clean up and disinfect himself. Nevertheless, every time the workers showed their gratitude, he felt all his efforts were worth it.

Street cleaners are on the frontlines of the battle against COVID-19 every day to ensure hygiene and sanitation, but they don't have enough protective equipment. They are and always have been essential; I hope that after this pandemic, people will learn to respect them and recognise their contributions to society. ■

Lei Guangqing, Programme Officer (Rural Development and Disaster Management)



Street cleaners holding the face masks and leaflets they received from Oxfam.
Photo: Shan Xing Social Work Service Center of Changsha

MAINLAND CHINA

REACHING THE VULNERABLE WITH PARTNERS DURING COVID-19

Aside from working with sanitation workers, we also distributed masks and rubbing alcohol together with our partners in the Mainland to vulnerable groups so that they could keep their homes clean. These included migrant workers, low-income families, the elderly, migrant and left-behind children, and people living with HIV/AIDS. We also distributed instant noodles, vegetables and other food to poor families, seniors who live alone, people with disabilities, and others.

We've been working with our partners to promote hygiene online. We've also been offering counselling services to people experiencing emotional stress as a result of the pandemic. As of the 31 May 2020, we've reached over 312,000 people from vulnerable communities. ■

**WORKED IN
12
PROVINCES AND
AUTONOMOUS REGIONS**

with vulnerable communities
and partners to fight COVID-19



BANGLADESH

Oxfam has been designing water and sanitation facilities through 'social architecture' – an approach that involves the community in the design process.

Photo: Fabeha Monir/Oxfam

Underfunded health systems and the lack of access to health care and basics like clean water are a major hurdle to fighting COVID-19 in developing countries. That's why Oxfam is on the ground in vulnerable communities providing clean water, sanitation and hygiene facilities, and education.

After COVID-19 made its way into Cox's Bazar, one of the largest refugee camps in the world, the Rohingya refugees faced the added threat of Cyclone Amphan, the most powerful cyclone ever recorded in the Bay of Bengal. The camp, where close to 1 million Rohingya refugees live, is jam-packed, so the disease could easily spread like wildfire. And with people sharing water and toilet facilities, maintaining the strict hygiene needed is extremely challenging.

Even before the first COVID-19 cases were confirmed, Oxfam had been stepping up hygiene and sanitation efforts there. For instance, we installed more handwashing stations, and distributed more soap, detergent and buckets.

Hygiene promotion is just as crucial as distributing these items. That's why Moury Rahman, Oxfam's Senior Public Health Promotion Officer, and other staff conducted home visits to promote hygiene. During these visits, they also worked with them to address the pressing issues/difficulties they were facing, like domestic violence, which could become a serious issue since sheltering in place was encouraged.

Aside from these measures, we also stepped up our efforts to disinfect the camp, and put markings on the ground to remind people there to commit to social distancing. During distributions, for instance, Moury would remind people to stand in the circle marked on the ground, which helped people in the camp understand what constituted a 'safe distance'.

REACHED NEARLY



4.5 MILLION PEOPLE
THROUGH OUR GLOBAL RESPONSE

Another crucial task Moury has is to provide community leaders with training on COVID-19 and hold community information sessions on prevention measures. The community leaders would then encourage more people to maintain good personal hygiene. 'We're all in the same boat,' Moury said. 'We are really working so hard because we know together, we can fight this virus.'

Oxfam is working around the clock with local partners in over 60 countries and regions to protect the poorest and most vulnerable from the coronavirus and its impacts through our expertise in water, sanitation and hygiene. As of 31 May 2020, we have reached close to 4.5 million people. ■

PUTTING PEOPLE FIRST

COVID-19 has had an unprecedented impact on the economy, especially the poorest. Oxfam International's briefing warned that as many as 12,000 people could die per day by the end of the year as a result of hunger linked to COVID-19, and the number of people who live on less than US\$5.5 a day would increase from 500 million to close to 4 billion. Oxfam is thus urging the G20 to suspend debt repayments for all developing countries this year, and offer cash grants and other forms of social protection to those in need. The COVID-19 vaccine that's produced must also be patent-free and distributed fairly and for free to all. ■

FIGHTING URBAN POVERTY

Over half of the world's population has been living in cities, 1 billion of which live in slums. In Hong Kong, the surge in rent and cost of living has outpaced increases in wages. With the lack of public housing, the poorest often can't afford anything else but a subdivided flat. That's why Oxfam has been advocating for a reasonable minimum wage that meets workers' basic needs.



Wai Lan, another participant, is happy she joined the programme because her daughter, who used to be a picky eater, now eats what she cooks.

Photo: Adi Gunawan/Oxfam

BRINGING NUTRITION TO VULNERABLE FAMILIES DURING A PANDEMIC

In Hong Kong, roughly 1 million people live below the poverty line. Many low-income workers have been furloughed or have even lost their jobs because of COVID-19. This has triggered historic levels of unemployment and has exacerbated poverty. The only way for the poorest to spend less is to cut food costs.

Mandy (name changed) and her family live in a subdivided flat in Sham Shui Po. Her husband, who works in the food and beverage industry, is the breadwinner of their family of four. Because of COVID-19 though, his company slashed salaries by a quarter, leaving finances even tighter for Mandy's family. With rent and utilities taking up almost half of the family's income, they had no choice but to cut food costs.

Buying groceries and cooking are both difficult for her family. Mandy doesn't have a proper kitchen; the area where she cooks is narrow and isn't well-ventilated, so she can only cook simple dishes. What's more, her four-year-old son was born prematurely,

which has affected his development. He's thin, doesn't like meat or vegetables, and only likes to eat rice with gravy and steamed eggs. It's no wonder why Mandy is worried about how the lack of nutrition will affect her son's development.

WE'LL REACH 600 LOW-INCOME FAMILIES IN HONG KONG WITH MEAL KITS

Seeing the challenges low-income households are experiencing, we at Oxfam have been working with our partners, including Sharing Kitchen, Concerning CSSA and Low Income Alliance, Hong Kong Dietitians Association and United Christian Nethersole Community Health Service on Give A Meal: Oxfam's Food Support Project for Low-Income Families. Through it, we aim to provide 600 low-income families that have children with nutritious meal kits over two years in six-month batches. Each batch of families will receive four meal kits a week that are specifically designed and recommended by a dietitian. The dietitians will also help families learn the basics of good nutrition and healthy eating.

With vibrant colours and bold flavours, these well thought-out recipes – like chicken drumsticks and vegetable rice, tuna and vegetable patties, and sweet and sour fish – sneak vegetables into food in a way that increases kids' appetites so that they have a balanced diet. 'Our son never used to eat vegetables no matter what we did; we've tried coaxing him, and even yelling at him. With the tuna and vegetable patty meal kit though, he actually finished the entire plate, and even started to enjoy eating cabbage! My husband and I are so thankful,' Mandy said.

Through Give A Meal, Mandy has learnt to become more creative in her cooking and the ingredients she uses. She's also learnt to buy nutritious ingredients without spending a fortune, and is more confident in cooking mouth-watering meals that she knows will help her son grow up healthy. ■



Participants from Sharing Kitchen packing meal kits for low-income families.

Photo: Adi Gunawan/Oxfam



The dietitians' recipes are not only affordable but are extremely nutritious.

Photo: Give A Meal participant

SUPPORTING THE UNEMPLOYED WITH PARTNER 'SHARING KITCHEN'

The Give A Meal meal kits are put together by Sharing Kitchen. The social enterprise was founded in 2016 with seed funding from Oxfam and the SIE Fund. By making use of kitchens in restaurants during their downtime, women from low-income families can whip up their own creations and sell them to earn extra income. This innovative approach not only enables these women to both work and take care of their families, but also gives them a platform through which they can develop their interests.

COVID-19 has rocked the food and beverage industry, leaving many jobless. With the Give A Meal project though, about 20 of those who have lost their jobs or have been furloughed have been hired through Sharing Kitchen to help clean, process and pack the ingredients in the meal kits. Dodo Cheng, Founder of Sharing Kitchen, said: 'We and Oxfam both agree that the minimum wage is not sufficient to sustain a living, and so we pay those working on this project HK\$60 an hour, which everyone we hired was thrilled about. One person actually lost her job at the same time as her husband, so many of them are really grateful that they have this job to tide them over.'

Sharing Kitchen teaches participants what they need to know to work in a kitchen – including everything from how to handle ingredients to food safety – to develop their professional skills, which will help them in the future. ■

FIGHTING WORKING POVERTY

Oxfam advocates for a reasonable minimum wage all over the world. Most of the poor population earns a meagre minimum wage and aren't able to save much. Now, with COVID-19, they're disproportionately impacted by the pandemic and need government assistance when they find themselves unemployed. This clearly demonstrates how low minimum wage rates create working poverty, and the consequences of this are borne by society as a whole.

In Hong Kong and Macau, Oxfam is urging the governments to consider three factors when determining the minimum wage: 1) the increase should be on par with inflation, 2) it should enable workers to support one other person, and 3) the rate should be higher than the social assistance that people receive.

In our globalised world, multinationals are having an increasingly large impact on the global economy. That's why Oxfam has continued to monitor companies' corporate social responsibility performance. By urging businesses to uphold the rights of the poorest in their supply chains and paying their employees reasonable wages, for instance, we hope businesses will enable wage workers to live a dignified life. ■

EQUAL ACCESS TO OPPORTUNITY

Oxfam believes that equal access to opportunity should be available to all. We urge the government to offer more resources to support basic services like education, healthcare and sanitation to tackle inequality and provide the poor with opportunities for sustainable development. Education is crucial to ending poverty, and Oxfam is committed to making quality education available for vulnerable groups around the world.



Photo: Wang Wenyan/Oxfam



Photo: Wang Wenyan/Oxfam



Photo: Wang Wenyan/Oxfam

IMPROVING THE QUALITY OF EDUCATION FOR LEFT-BEHIND CHILDREN

Lilashan Primary School is located on the steep slopes of the mountainous area in Taishi Township, Kang County, Gansu Province, China. The county – recognised as impoverished by the state – has seen much of its young and middle-aged population move to the cities in search of work; kids who can't move with their parents stay behind in their villages and become 'left-behind children'. Many of these children are enrolled at schools like Li Jiashan Primary School, but some of these schools are shrinking. Once offering six grades, Li Jiashan Primary School now only offers four, with only five students in some classes.

Still, laughter roared in one of the classrooms as one of the Chinese teachers, Zuo Nana, read from a picture book. 'The main character is a giant. How tall do you think the giant is?' Excitedly, a girl raised her arms: 'I think he's this tall!' A boy stood on his tiptoes and raised his arms as high as he could: 'He's this tall!'

To help her students develop an interest in reading, Nana would read picture books to her students during class. Despite hearing the bell, these books often left the children glued to their seats.

'Picture books have lots of beautiful illustrations and relatively fewer words, so children love reading them more than our in-class materials,' Nana said with a smile. Knowing that she stays overnight at the school, many of her students who live nearby would find her and ask to read picture books. By sparking their imagination with these books, the children's writing has become livelier and more creative.

Nana received teacher training on picture book reading as part of the Kang County Rural Primary School Reading Promotion Programme that Oxfam Hong Kong co-organised with **Shanghai Smiling Youth Charity Service Center**, a local partner. The programme has been implemented across 10 primary schools in rural and township centres and 33 small scale primary schools in Kang County. Through the programme, picture books are procured, teachers/participants are selected as ambassadors of the programme, and teachers are given professional training and long-term support. With over 100 teachers, 4,538 rural primary school students have benefitted from the programme.

Left-behind children are officially defined as minors under 16 whose parents work away from home, or who has one parent away and the other without the capacity to care for them. According to official statistics on the Mainland, there are currently over 9 million

WORKING WITH PARTNERS TO SUPPORT THE DEVELOPMENT OF LEFT-BEHIND CHILDREN

Oxfam treasures the merits of working with partners. Their frontline expertise and local knowledge strengthen poverty alleviation efforts and enable initiatives to make a greater impact. That's why we take this approach to our work in basic education.

Left-behind children lack the companionship of their families, and are more prone to suffer from low self-esteem, loneliness, and even social anxiety disorder. To combat this, Oxfam has been supporting organisations like **Western Sunshine Rural Development Foundation**. The foundation introduced the school social worker service model in boarding schools in Gansu's rural areas, where the majority of students are left-behind children. Through the programme, we were able to train school social workers to support left-behind children through a variety of empowering activities. The programme has reduced left-behind children's mental stress and negative emotions, and helped them develop a positive self-image. It's also addressed signs of delinquency in left-behind children. All of this was made possible through the systematic and high-quality training and guidance we offered school social workers, which relied on the joint efforts and expertise from both our partner and Oxfam.

As of 2018, 16 rural boarding schools have joined the programme, enabling us to reach 6,151 left-behind children every year. The programme was highly recognised by a local government department in 2018. Oxfam has brought the school social worker service model to Guizhou to reach even more left-behind children. ■

left-behind children in the country, and over 90 per cent of them live in Central and Western provinces. Oxfam has been supporting the education of left-behind children through various initiatives, including the reconstruction of schools, provision of school social workers, promotion of teacher and parent-child training, and incorporation of the local culture into school curricula. ■



Photo: Wang Wenyan/Oxfam

**REACHED OVER 7,000
LEFT-BEHIND CHILDREN
IN MAINLAND CHINA**



OVERCOMING HURDLES TO MIGRANT CHILDREN'S EDUCATION

Every child has the right to live with their parents and receive an education, which is also crucial to their development. However, as children move with their parents from their villages to the cities, they often find it difficult to get into schools. Many cities in mainland China adopt a point-based system for school admission, but since there are not enough places available at public schools, selection is based on a score measured by factors like their type of residence permit, social security status, education level and place of residence. However, migrant workers' scores are often badly affected as they lack the financial means to own a house. Further, their employers often refuse to pay for their social security, while unstable employment also negatively impacts their social security. This all means that migrant children experience great difficulty getting into public schools, and usually end up at more expensive private schools that may not offer quality education.

A consultation was recently conducted in a district in Shenzhen on this system. We encouraged migrant communities with children to take part, and encouraged the government to replace 'consecutive submission' with 'cumulative submission' when calculating the social security score so their score isn't immensely affected when certain factors change. The proposal was adopted by the government, which has improved migrant children's prospects of meeting admission requirements. ■

EQUAL ACCESS TO OPPORTUNITY

MALAWI

Despite sitting in a packed and dimly lit classroom, students are eager to learn because many of them have been out of school.

Photo: Ko Chung Ming/Oxfam

BRINGING GIRLS BACK TO SCHOOL

In 2018, 258 million youths and children were out of school around the world; around 97.5 million of these children lived in sub-Saharan Africa. Dropping out of school is common in Malawi, especially for girls in rural villages, who are the most vulnerable of groups.

Around a quarter of the country's population lives in extreme poverty. With hunger being a very tangible reality, many families marry off their daughters early in exchange for dowries which help them escape poverty. That's why Oxfam is working with local partners and the community to keep girls in school for a better future.

During a recent visit to the community on the east side, we arrived at a participating primary school with our programme partner after a three-hour drive. We saw a dim and crowded classroom with no lights; two students to a desk – some on the floor – and three to a textbook. The students were very attentive despite the conditions because most of them were once dropouts, involved in child labour or even married off as children.

Girls are taught how to prevent sexual violence by teachers at school and posters in the classroom teach students how to respond to it. Gender equity is also encouraged as both boys and girls have an equal chance of becoming a student leader. Myths are debunked in sex education classes, which cover topics like the biological differences between girls and boys, and how menstruation occurs, so students learn about the facts from a scientific point of view. Boys and girls also compete in football matches after school, and learn about mutual respect and not conforming to gender stereotypes in the process.

To foster a community that supports its girls to get an education,

parent support groups were formed as part of the programme. For example, we're providing the mothers' group with sewing machines and new fabric to make absorbent and reusable sanitary napkins so girls who used to miss class during their period can stay in school. The mothers' group and social workers also pay home visits to students who are absent from school, and offer assistance to their families. The fathers' group also patrols the village to prevent students from experiencing sexual assault on their way to and from school.

We met Matilda at another participating secondary school. She said she walks six miles to school every day because she loves to learn at school. She hopes that she'll become a nurse someday so she can serve the villagers. She proudly showed us the solar-powered lamp (pictured above) she received for her good grades: 'Our village doesn't have any electricity, so the solar lamp helps me study at night.'

Oxfam subsidises school fees for secondary school students from impoverished families, and 18-year-old Matilda was one of these students. Through the programme, which has been running for the past two years, we've also prevented at least 80 child marriages, enabled over 40 child labourers to return home, and put over 600 students back in school. ■

Kate Lee, Senior Officer - Humanitarian and Disaster Risk Management

them with more ways to gather helpful information, like our WhatsApp group.

WORKED WITH
63 KINDERGARTENS
IN HONG KONG
THROUGH 'START FROM THE BEGINNING'

Having experienced the difficulty of finding information about schools, Roshani, a mother whose children are taking part in the scheme, said: 'I was very confused. The kindergarten gave me some school recommendations and then I talked to my friend and they recommended some other schools, so I didn't know what to choose.' Agreeing, Darshan, another parent, said: 'But since joining this [WhatsApp] group, it's more easy. You can get instant information.'

Speaking about the importance of learning Chinese, he added: 'Even we don't know Chinese. If we knew Chinese, it'd be easy for them ... It's important for our children to learn Chinese because it helps them to get a good job in future and to make a good life.' ■

ENSURING EQUAL ACCESS TO OPPORTUNITY FOR ETHNIC MINORITY CHILDREN

Equal access to opportunity is still limited by race and language, even in developed cities like Hong Kong. Despite policy intervention, the poverty rate among South Asian children remained at 29.1 per cent in 2016, significantly higher than that of all children in Hong Kong (15.3 per cent). According to the Hong Kong Poverty Situation Report on Ethnic Minorities, the lack of proficiency in Chinese is one of the main reasons for the poverty some face.

The best time for children to learn a language is between the ages of 0 and 6. However, as most ethnic minority parents don't know Chinese, their children have fewer opportunities of learning it. Seeing this, Oxfam partnered with The University of Hong Kong

and The Education University of Hong Kong to develop 'Start from the Beginning – Chinese Supporting Scheme for Non-Chinese Speaking Students in Kindergarten'. The programme provides non-Chinese speaking children with interactive enrichment classes, and enhances their Chinese listening and speaking skills through games, stories and songs to help them speak and learn Chinese more confidently. The programme is in its fifth year and has provided interactive enrichment classes for over 800 non-Chinese speaking school children. Following school closures due to COVID-19, our team produced Chinese-learning videos that featured a combination of children's stories and songs, and sent these videos to parents via schools to encourage their children to continue to learn at home.

Aside from the hurdles these children face, their parents also often experience difficulty in finding the right primary school for their children. The support primary schools offer non-Chinese speaking students varies, and most of this information is in Chinese. That's why Oxfam has produced

and translated information about primary school admissions for parents of children who've joined the scheme, and is providing



Photo: Sunsun Leung/Oxfam



Photo: Sunsun Leung/Oxfam

HONG KONG

A parent reading information about Primary One Central Allocation Results from Oxfam's WhatsApp group that was created to support ethnic minority families.

Photo: Sunsun Leung/Oxfam

SUSTAINABLE FOOD AND RURAL DEVELOPMENT

Of the nearly 690 million people experiencing hunger, close to 80 per cent are farmers, fisherfolk, herders and landless farm labourers who produce food. Factors like climate change and unfair trade are severely affecting their livelihoods. Oxfam works with these groups to develop communities, promote local agriculture and economic development, and improve disaster preparedness and resilience, so that communities can develop sustainably.

EAST AFRICA

BATTLING LOCUSTS WITH SMARTPHONES

With climate change exacerbating El Niño events, many countries in East Africa have been devastated by severe droughts for years, resulting in long periods of food shortages for over 28 million people. Abnormally heavy rains since October 2019 have also contributed to a devastating locust outbreak. Thousands of acres of farmland have been destroyed by billions of locusts, threatening the food supply and economies of these countries.

IN KENYA,
WE RESPONDED TO THE
INFESTATION WITH OVER

30
ORGANISATIONS



To control the spread of locusts, the local government in Kenya made many attempts to dispatch small planes to spray pesticides. However, the locust infestation spread too rapidly and was difficult to follow. With poor telecommunications infrastructure, it would take at least several weeks before

farmers could verify the location of swarms, inform village leaders, and confirm the amount of pesticides needed. This means more locust eggs would've hatched and more crops destroyed by new swarms before officials could make a decision.

That's why with our local partner, we developed a mobile app to record data on local infestations, and shorten the time needed for communication and coordination. Now, whenever a farmer comes across a locust infestation, she just needs to take a picture, input the size and stage of the swarm, tag the location with GPS and upload the information; the partner will then receive the data instantly. As more villagers from the same region report this information, government officials will get a clearer picture of the infestation, and will be better able to respond.

Oxfam also mobilised members of the ASAL Humanitarian Network, a group of NGOs and community groups in Kenya, to provide training on how to use pesticides so more people can eliminate the locusts. We also provided various forms of support for farmers and herders in East African countries. For instance, in Ethiopia and Somalia, we worked with these groups to find water sources, and distributed emergency cash assistance, seeds and food to them. ■

SOWING SEEDS FOR THE FUTURE WITH SEED BANKS

The poor population in mainland China has continued to decline over the last few decades. However, as of the end of 2019, there were still around 5.5 million people whose incomes fell below the poverty line threshold of RMB 2,300 per year. Huang Yinglan from Nanxui Town, Long'an County, Guangxi Zhuang Autonomous Region, is one of them.

Huang Yinglan, like other 'left-behind women' in the village – women whose husbands have left to work in the cities – used to grow corn for a living. She had poor harvests though because of the rough terrain and poor infrastructure there.

Seeing this, a local community organisation called **Farmers' Seed Network (FSN)** developed poverty alleviation and conservation programmes with Oxfam in Huang Yinglan's village two years ago. By finding and preserving quality seeds, the organisation worked with rural smallholder farmers to grow crop species that were more suited to the local climate, and differed from those produced by large-scale plantations to enhance competitiveness.

In 2019, Huang Yinglan and a group of women completed training on how to find and identify community seeds, and found that many local crop species were available in their own village. Learning this, they tried selectively breeding different types of beans and corn using eco-farming methods to boost the quality of the seeds.

There are currently over 30 local species preserved in the community seed bank, voluntarily built and run by these women. In addition, FSN has preserved around 800 traditional species in 40 communities from 11 provinces in mainland China, offering

MAINLAND CHINA

'These seeds belong to all of us, and we should protect them,' said Huang Yinglan with pride.

Photo: Wang Wenyan/Oxfam

smallholder farmers with diversified and eco-friendly crop choices to improve their livelihoods.

Given the lack of information about rural seed banks in mainland China, FSN translated the classic 'Community Seed Bank' into Chinese, and invited experts in the country and overseas to compile selected successful cases into a publication, entitled 'Participatory Seed Selection and Rural Development'. Publications like these enable our partners to not only share their knowledge and experience with communities and organisations abroad, but also learn from these groups. With Oxfam's support, FSN also sent representatives to participate in a number of the United Nation's Climate Change Summits, sharing their experience in seed conservation, as well as advocating the importance of biodiversity in community development and poverty alleviation programmes. ■



Oxfam staff returned to Huang Yinglan's village in early 2020 and found that the crop species preserved in the seed bank had grown. Besides grains of all kinds and vegetables, various types of Chinese herbs were also preserved.

Photo: Wang Wenyan/Oxfam

GENDER JUSTICE

Discrimination against women continues to fuel the inequality many of them experience; in fact, at least one in three women will experience some form of violence in their lifetime. The intersectionality of other factors can also leave them further marginalised. That's why we support women empowerment projects and campaigns that involve both women and men to break stereotypes and fight for gender equity.

INDIA

Prince Kumar leading a training session on gender equity.

Photo: Oxfam India

EMPOWERING MEN TO BE ADVOCATES OF GENDER JUSTICE

‘My journey of transformation began with the “Login: A New Man” course. The course changed my perspective on gender and violence on women and girls. I can now see and understand issues by standing in their shoes,’ shared Prince Kumar. Because of his deep interest in social issues, the 17-year-old from Bihar, India, completed Oxfam’s gender justice online course for 16-to-29-year-old men in just a few weeks. The course is part of a larger project – ‘Mobilising and Engaging All for Normative Shifts (MEANS)’ – that we’re carrying out with partners **Society for Participatory Action Research and Knowledge (SPARK)** and **Rapid Action for Human Advancement Tradition (RAHAT)** to reduce the social acceptance of gender-based violence.

Referring to an 18-year-old bride in his neighbourhood, he shared his thoughts, ‘Situation of girls after marriage becomes worse. Society expects her to quietly follow the wishes of husband and in-laws. Her own will and wish is secondary ... All this is imposed in the name of bridal duties by the society ... His life in comparison is stress-free with no such responsibility.’

As a social media activist, he’s been using the creative skills he’s learnt to create an impact. For instance, he’s written

poems and songs about topics like the importance of a girl’s consent in marriage and her life decisions. He’s even formed an informal group of like-minded classmates at his college to raise awareness.

Prince is already a role model for many and is inspiring students through his initiatives. In his home, he is motivating his mother to resume her studies, a dream that she couldn’t fulfil due to her early marriage. ■

HOW WE’RE EMPOWERING PARTNERS

We work with many passionate partner organisations to promote gender equality in India like SPARK and RAHAT. To effect the greatest change, we work with these organisations and empower them to identify not just problems but also root causes. Further, we link organisations up to build a wider network both locally and nationally to amplify their voice. We also develop their technical know-how, such as programme management and how to write proposals, to ensure they can eventually stand on their own two feet. ■

SEEING ABILITY IN DISABILITY

A lot of our work at Oxfam involves reaching out to the most vulnerable. Not out of pity, but because we believe in unleashing people’s potential.

Living with a disability, though, can make a person internalise a lot of society’s misconceptions, and forget about their potential. This was certainly true for Shi Xuejiao, who I met at our Women with Disabilities Leadership Programme in June 2019.

‘After doctors operated on my legs in 2008 to correct my unsteady gait, the operation took a turn for the worse and I permanently lost my ability to walk,’ she told me. Despite getting on with life and starting a tutoring business with her husband, social norms left her to believe that she inevitably had to live a dependent life: ‘I’d never stepped outside of the house on my own, let alone dreamt of leaving [Anyang, where I live].’ Coming across a rare chance to change her circumstances though, she leapt at it: ‘In 2018, a friend sent me the registration link for the Women with Disabilities Leadership Programme on WeChat. I didn’t think twice and registered right away.’

The aims of the programme Shi Xuejiao joined are threefold: to work with women living with disabilities to make them aware of and fight for their rights, empower them to become changemakers to build a more inclusive society, and improve disability and gender awareness. Through initiatives like talks on self-worth, Wing Chun classes to bust myths around [disability], and a small grant that’s given to programme participants to hold activities to bring about the same attitudinal changes in their communities



Photo: Guangdong Canpei Education and Development Foundation

EMPOWERED 6 GRASSROOTS GROUPS
MADE UP OF WOMEN WITH DISABILITIES TO BE CHANGEMAKERS IN THEIR COMMUNITIES THROUGH THIS PROGRAMME



that they’ve experienced, the programme is empowering women and transforming lives.

‘This programme has helped me learn more about and truly accept myself from the heart!’ Shi Xuejiao said. ‘The most important thing I realised was that I could go out, live and [do things] independently. It also helped me see disability in a new way and laid the foundation for the activities I held in Anyang for women like me.’

With a newfound appreciation for what women like her can do, Shi Xuejiao has since organised various activities for women with disabilities in Henan Province. These include everything from a movie screening about women with disabilities, to an event where participants shared their own experiences.

Seeing the metamorphosis of women like Shi Xuejiao is truly encouraging. I believe our programme is simply the little push that these women need to see their own potential. I hope they will continue to transform communities and help more people see the ability they have. ■

Jacky Lee, Assistant Programme Officer

WHO CARES ABOUT CARE WORK?

‘Time to Care’, Oxfam International’s report published in January 2020, reveals how our sexist economies are fuelling the inequality crisis. Globally, women and girls put in 12.5 billion hours of unpaid care work every day, which is worth at least US\$10.8 trillion a year. Despite this, they receive little income – if any – and are often trapped at the bottom of the economy. In Hong Kong, too, many women who live below the poverty line experience similar difficulties because of the constraints they face as primary carers. Aside from urging capable employers to offer jobs that have more flexible work hours, we’re also urging the government to review the minimum wage to meet the needs of these families and develop policies that enable these women to take care of their families and earn a living. ■



Photo: Guangdong Canpei Education and Development Foundation

HENAN

PUBLIC ENGAGEMENT

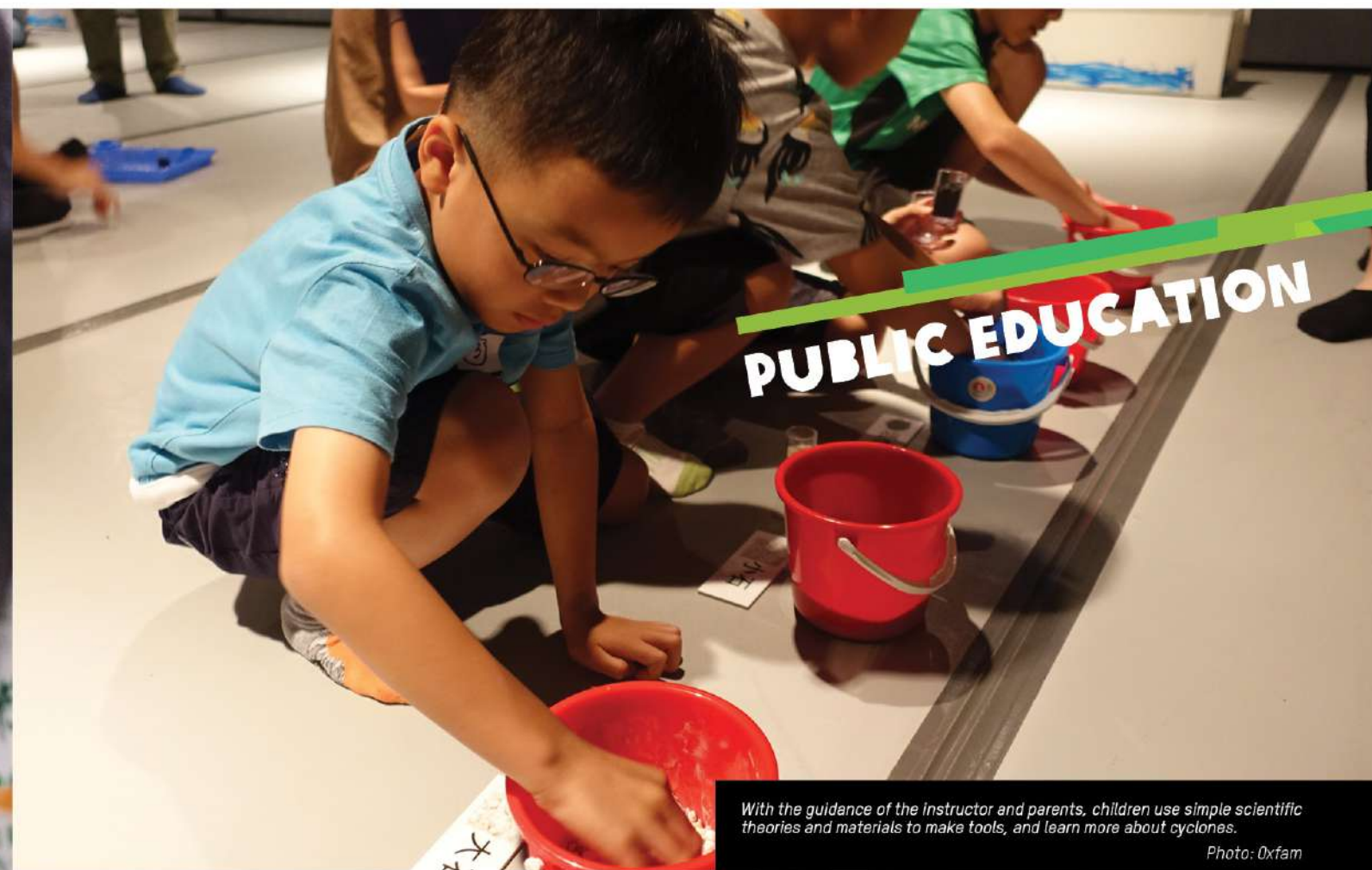


CHANGEMAKERS LIKE YOU ARE OUR ALLIES

As global citizens, learning about your role in the fight against poverty – whether that's through our books, workshops or simulations – is crucial to ending it. And as donors – or by participating in our fundraising events – you're making a difference with every dollar you raise. You're helping families build water taps and ensuring that they have clean water to drink. You're providing seeds to grow nutritious vegetables for families currently going hungry.

Thank you for standing with Oxfam and tackling poverty with us.

Photo: Pui Cheng Lei/Oxfam



PUBLIC EDUCATION

With the guidance of the instructor and parents, children use simple scientific theories and materials to make tools, and learn more about cyclones.

Photo: Oxfam

SEEING HOW INNOVATION BEATS POVERTY

STEM enables children to use the science they've learnt in everyday life, and can even improve the quality of life for all people. More than that though, it can be used to create practical solutions to everyday problems in poor communities. In 2019/20, we at Oxfam published our fourth Global Citizenship Education picture book with the support of The Hong Kong Jockey Club Charities Trust: 'The Best Invention'. The book presents the challenges refugees face and shows how STEM and innovation can improve the lives of refugees.

Chu Tsz-wing, Chief Headmaster of St. Hilary's Primary School, said: 'The Best Invention lets children know that people of different backgrounds around the world have different needs, and inventions are used to improve people's lives; that's the point of learning STEM.'

To drive home the importance of innovation in the fight against poverty, we also put a parent-child workshop together about a cyclone in Africa. Through it, children use simple scientific theories and materials to make tools that enable survivors to cope with the disaster.

In April and May 2020 respectively, our fifth and sixth Global Citizenship Education picture books 'The Two Hua Dan' and 'How Can Chinese New Year Not Be Happy' were published. In July 2020, 'The Incredible Box' even made it onto Hong Kong Education City's 'The 17th Top Ten Book Picks - Teachers' Book Picks (Primary School Division)'.



CAPTAIN FARMER

Oxfam and local board game design expert Capstone Boardgame created Captain Farmer to introduce children to the challenges smallholder farmers experience. Through the game, players also learn about poverty and issues that global citizens care about, and learn to be more empathetic. After playing the game, a parent said: 'Playing Captain Farmer gives both my kids and I the opportunity to learn and talk about smallholder farmers' experiences. By playing the game and having fun, kids also become more curious about the topic and are more willing to learn about it.'



Children of all ages can learn about poverty through Captain Farmer.

Photo: Oxfam

PUBLIC ENGAGEMENT

LEO TSANG LEFT-BEHIND CHILDREN PHOTO EXHIBITION

To help more people to learn about left-behind children and the challenges they face, Oxfam in Macau teamed up with the University of Macau's library and Stanley Ho East Asia College to bring the photos that Leo Tsang – one of Oxfam's volunteer photographers – took of left-behind children in Gansu to Macau. Students of the university helped plan 20 guided tours that were part of the 10-day exhibition. Leo Tsang also attended the exhibition to explain the story behind the photos he took. ■



Photo: Oxfam

REFUGEE SIMULATION

'During the simulation camp that lasted two days and one night, we experienced things that we'd never experience in Macau, like using cardboard to keep ourselves warm as we slept and eating mealworms. We also had to run along a mountain towards the "refugee camp" in the slippers we made out of cardboard. Through activities like these, we felt like we could relate to refugees a bit more for the first time,' said a participant of Oxfam in Macau's refugee simulation. With the refugee crisis worsening in recent years, Oxfam in Macau has been organising activities since 2016 to raise awareness about the issue and encourage empathy. ■



Photo: Oxfam

PUBLIC EDUCATION

UNDERSTANDING POVERTY THROUGH EXPERIENTIAL LEARNING

Sacred Heart Canossian School invited Oxfam to arrange two half-day experiential activities to learn about food and poverty for their Primary Five students as part of their When We Are Poor Together Week. On the first day, they learnt about global inequality through a simplified version of the hunger banquet and rock-paper-scissors. The next day focused on poverty in Hong Kong; students were tasked to buy three meals' worth of groceries with limited cash based on fictitious low-income family profiles. After completing this mission, they regrouped to discuss which families were the poorest to learn about the various facets and causes of poverty. Miss Enita Chan, the coordinator of this project, said: 'During the first half-day activity, students learnt that getting enough food to eat isn't easy for those who are poor. They also explored the different facets of and learnt more about poverty. This was a very meaningful learning opportunity.' ■



Photo: Sacred Heart Canossian School

OXFAM CLUB WINS DESIGN FOR CHANGE AWARDS

Oxfam in Macau has been working with three secondary schools to establish Oxfam Clubs. Through them, students learn about poverty and undertake community service projects such as food rescues, where they 'rescue' vegetables from markets and redistribute them to vulnerable groups. They also deliver soup to seniors who live alone, organise activities where members of the public can share useful items with domestic helpers, and collect plastic bottles for recycling.

Students also need to think of ways to improve their initiatives. For instance, students from Pui Ching Middle School Macau decided to collect reusable bags at school instead of using plastic bags during food rescues; they also expanded their food rescues to another community centre. The group even won the Design for Change Award in recognition of their efforts and represented Macau at the ICAN summit in Rome. There, they got to share their experience of how they made a difference in their community with over 1,000 children from all over the world. ■



Photo: Pui Ching Middle School Macau's Oxfam Club

COMMUNITY SUPPORT



Photo: Ding Studio

OXFAM RICE EVENT

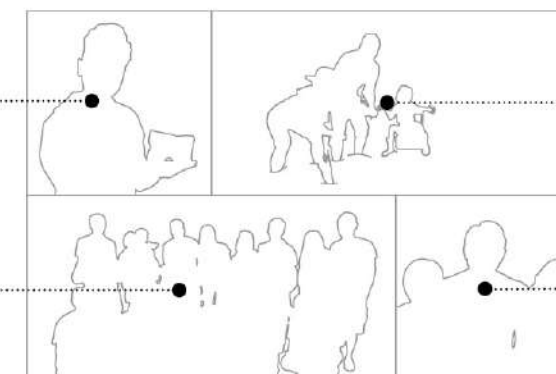


Photo: Sunsun Leung/Oxfam

Our supporters have always been our greatest strength. In 2019, over 4,000 volunteers of all ages braved the heat in Hong Kong and Macau, and raised over HK\$2.5 million. Our well-known friends also took time out of their busy schedules to promote the Oxfam Rice Event for us. Oxfam Ambassadors Sammy Leung and Terence Tsui (Siufay), and artists Kay Tse, Hoffman Cheng, Lai Lok Yi, Shirley Yeung Szeki, Skye Chan, Stefan Wong (and his kids) and Tsui Wing all did their bit to encourage the public to help break the cycle of poverty many smallholder farmer families are experiencing. Kenneth Fok, Vice-President of the Fok Ying Tung Group, Guo Jingjing and their son also joined us on a rice planting trip to learn more about what life is like for smallholder farmers. Reflecting on his experience, Kenneth said: 'Even though we weren't here for too long today, I can already appreciate the hard work smallholder farmers have to put in every day, rain or shine, as they bend over to plant seeds.' ■

Artist Lai Lok Yi encouraging the public to support us through the Oxfam Rice Event.

Volunteers of all ages supporting the Oxfam Rice Event.



Our well-known friends Kenneth Fok, Guo Jingjing and their son planting seedlings.

Artist Stefan Wong and his children promoting the Oxfam Rice Event for us.

PUBLIC ENGAGEMENT

毅行高手在民間

Ordinary People doing the Extraordinary



Oxfam Trailwalker 2019 key visual

OXFAM TRAILWALKER

Despite having to cancel Oxfam Trailwalker 2019 due to traffic conditions and social incidents, our supporters still showed their unflagging support: the community raised over HK\$6 million to support our anti-poverty work around the world. Of the 1,240 teams that had registered for the event, close to 90 per cent of them chose to carry their team slots forward to Oxfam Trailwalker 2020.

Last year was also the year we launched Infinity Walker, Oxfam's first hiking/running app that encourages physical activity and a healthy lifestyle. Through it, users can challenge themselves to complete various missions to earn points and badges; in fact, the first 100 users to complete these missions were able to grab their teams a spot in the Oxfam Trailwalker.

OXFAM TOWERRUN

Our annual fundraiser in Macau, the Oxfam TowerRun, was held on 13 October 2019. Thanks to over 370 people who took part in the event and our friends over at Macau Artistes Association, we were able to raise close to MOP400,000 to fight poverty.

A new record was also made that day in the Individual Challenge – Men's Full and Half Race categories. Soh Wai Ching (first row in the

middle and pictured right), National Towerrunner from Malaysia, currently ranked first in Asia and second in the world, reached the top of the 61-floor tower in just 7 mins and 4 secs.



Photo: Jim Chim/Oxfam

Photo: Sam Yeung/Oxfam



Photo: Adi Gunawan/Oxfam



Photo: Esther Chan

OXFAM MUSICAL MARATHON

On 27 and 28 April, we held the 29th Oxfam Musical Marathon at Maritime Square, MIKIKI, MOKO and PopCorn. For two days, over 1,500 passionate musicians from all walks of life, including Oxfam Music Ambassador Nancy Loo, singer Sherman Chung, saxophonist Timothy Sun, pianist Cedric Chan and ocarina musician Sunny Yuen (pictured) took the stage to share their music for a good cause. Together – and with the support of Tom Lee and Medialink Group Limited, which enabled us to feature Le Petit Prince at our event – we raised more than HK\$736,000 to break the cycle of poverty many smallholder farmers are experiencing.

OXFAM PENMANSHIP COMPETITION

To empower smallholder farmers from poor communities to beat poverty, over 500 youths and – for the first time – members of the public joined our Oxfam Penmanship Competition 2019 and raised HK\$170,000 through it. To recognise outstanding entries, we held an award ceremony at D-PARK on 7 July 2019 and had the pleasure of having renowned Chinese calligraphy artist, Packy Lai, and well-known producer and host, Wang Mingqing, with us. Since 2019 also marked the fifth anniversary of this event, an anthology of all winning entries was also produced and sold to raise money to further support our work.

DONORS' TRIP TO GANSU

In June 2019, our monthly donors joined us on a six-day trip to Gansu, China, to learn about our projects in a rural village in Tianshui City, and with migrant children in Lanzhou City:

'The village we visited lacked water for irrigation, and many young villagers moved to cities as migrant workers, leaving the elderly and children in their villages. Oxfam and its local partner are supporting villagers to grow pepper for an income [and] build a community hall to document the history of the village ... Villagers told us that they are planning to develop eco-tourism in their village for an income. ... I am glad that Oxfam's project has given villagers the opportunity to get on the path of self-reliance.'

– Cheung Yuk Ching

'I am very grateful to have been able to participate in Oxfam's visit to Gansu this time, which gave me a better understanding of Oxfam's work. I am deeply touched by the charitable attitude Oxfam and their partners have. They plan, implement and monitor their projects very carefully to ensure that they can put each and every dollar to good use.'

– Ong Chi Yu Rachel



Photo: Miranda Wong/Oxfam

OUR PARTNERS

Oxfam Hong Kong is a staunch believer of partnership. That's why we work together with poor and vulnerable communities and partner organisations to make poverty history. The following is a list of partner organisations we worked with this year on new projects.

AFRICA

MOZAMBIQUE

NANA (Associacao de Apoio ao Desenvolvimento)

TANZANIA

Relief to Development Society (REDESQ)
Rural Urban Development Initiatives (RUDI)

ASIA

MAINLAND CHINA

ANHUI
合肥市華益兒童服務中心
安徽太陽傘兒童慈善救助中心
安徽益和公益服務中心
蕪湖市鏡湖區一家人社會服務中心

BEIJING
中國友好和平發展基金會
中國國際民間組織合作促進會
中國發展簡報
中國科學院地理科學與資源研究所
中國農業科學院農業環境與可持續發展研究所
北京市朝陽區自然之友環境研究所
北京市西部陽光農村發展基金會
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北京歌路營慈善基金會
北京綠研公益發展中心
北京義聯社會工作事務所
北京鴻雁社工服務中心
生態環境部對外合作與交流中心
農業農村部農村經濟研究中心
陳香梅公益基金會

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廈門市集美區益鄰社會工作服務中心
石獅市近鄰社會工作服務中心

GANSU
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天水市麥積區和雨東社會工作服務中心
天水築夢兒童發展服務中心
定西市臨洮縣教育體育局
廣河多思文化發展中心
文縣外資扶貧項目管理中心
文縣教育局
渭源縣教師進修學校
甘肅彩虹公益服務中心
甘肅柏草木社會工作服務中心
甘肅省教育科學研究院

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隴南益家社會工作服務中心

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楚雄州人民政府扶貧開發辦公室
楚雄市扶貧辦
瀘水市民政局
瑞麗市婦女兒童發展中心
瑞麗市婦女聯合會
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祿勐彝族自治州自治縣農業局樂施會
項目辦公室
金平縣銅廠鄉人民政府
金平縣銅廠鄉長安沖村委會
陸良縣板橋鎮人民政府
隆陽區人民政府扶貧開發辦公室
雙柏縣扶貧辦
雲南省國際扶貧與發展中心
騰沖市人民政府扶貧開發辦公室
鶴慶縣扶貧辦

HONG KONG

Alliance for Children
Development Rights
Asbury Methodist Social Service
Bosco Youth Service Network
Carbon Care Asia
Catering and Hotels
Industries Employees
General Union
Cinematic Theatre Limited
Cleaning Workers Union
Community Development Alliance
Community Development Enhancement Fund Ltd
Concern for Grassroots' Livelihood Alliance Ltd
Concerning CSSA and Low Income Alliance
Concerning Home Care Service Alliance
CTU Education Foundation Ltd
Diocesan Pastoral Centre for Workers - Kowloon
DUO Production

Eldpathy Co Ltd
Health In Action
Hong Kong Building Management and Security Workers General Union
Hong Kong Dietitians Association
Hong Kong Federation of Asian Domestic Workers Unions
Hong Kong Women Workers' Association
Kwun Tong Methodist Social Service
La Violet Education Consultants Ltd
Lingnan University
Marco Shek Ka Chun
People Alliance for Minimum Wage
People Service Centre Limited
Society for Community Organization
The University of Hong Kong Tung Chung Community Development Alliance
Under Production Ltd
Unibub Workshop
WEDO GLOBAL Ltd

INDIA

Adhar
Adithi
CHAUPAL
Dalit Vikas Abhiyan Samiti (DVAS)
Grammitra
Life Education and Development Support (LEADS)
Lokmitra
Nari Gunjan
Pallishree
Purvanchal Gramin Vikas Sansthan (PGVS)
RAHAT
Regional Centre for Development Cooperation (RCDC)
Samerth
Sikshasandhan
Society for Leprosy Amelioration & Rehabilitation (SOLAR)
Society for Participatory Action Research and Knowledge (SPARK)
Vigyan Foundation

MACAU

Association of Synergy of Macau
Deco Design
Dennis Tam Tat In
FlyFish Advertising Co Ltd
Green Future
Lam Iek Chit
Sun Tou Tong Community Service Centre
The Funny Old Tree Theatre Ensemble
Yetu Studio

TAIWAN

Centre for Applied Theatre Taiwan
Do You A Flavor Co Ltd
Homeless Taiwan Charity Association
One-Forty
Play School
Serve the People Association
Taiwan Community Mutual-Care Action Association
ThinkFeelMove

THE PHILIPPINES

NGO Forum on ADB

THE AMERICAS

BRAZIL

Ação Educativa
Criola
FASE
IBASE
INESC
Pólis Institute

MEXICO

Agua y Vida
Alianza por la Salud Alimentación y Nutrición
Centro para los derechos de la mujer NAAXWIIN
Flor y Canto
Grupo de Mujeres 8 de Marzo
MexFam

THE UNITED STATES OF AMERICA

Gender Action

THANK YOU

Thank you for your invaluable support! Without it, we wouldn't have been able to reach over **1,800,000** people around the world this year.

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Dawate Islamic
Hong Kong Dietitians Association
Hong Kong Islamic Culture and
Welfare Society
Indian Muslim Association Jamaath
Islamic Union of HK
Khatme Nubuwwat Islamic Council
Limited HK
Kowloon Mosque & Islamic Centre
Madrassah Faizan
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Dawate Islamic Kwai Fong
Masjid Ibrahim
Milk Magazine
Mission Bridge
Muslim Council of HK
Serving Islam Team – Hong Kong
Sharing Kitchen Hong Kong
Sportsoho Magazine
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Tung Chung Tamil Muslim Jamath
United Christian Nethersale Community
Health Service
United Muslim Association of Hong Kong
United Welfare Union Hong Kong Limited
YIFC Academy for Education and
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ZA誌
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香港青少年文學節
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香港童軍總會

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綠借地球
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余思慧、魏泓熙、胡貞悠、
胡真滄及Fanny Cheung義工團
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佛釋道及葉荷樺小姐
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澳門田徑總會
澳門田徑總會義工隊
澳門紅十字會
澳門海星中學學生會
澳門健舞會
澳門商業銀行義工隊
澳門普濟禪院觀音堂慈善值理會
澳門聖心中學義工隊
澳門演藝人協會
澳門綜合運動協會
澳門廣播電視股份有限公司
澳門繁榮促進會
鮑思高青年服務網絡
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AIA International Limited
AJ Hackett
Alcon Hong Kong Ltd.
Apple Macau
Asia Miles Limited
Asia Satellite Telecommunications
Company Limited
Associated Kokusai Serv Ltd
Bank of China (Hong Kong) Limited
Bank of China (Macau Branch)
The Bank of East Asia, Limited
Basic Life Physio Center
Beppu Group
BKT Group
BYME Engineering (HK) Ltd.
C Arch Design Consultant Limited
Chevalier
Chinese Estates Holdings Limited
CITIC Pacific Ltd.
CLP Power Hong Kong Limited
CoCo Kitchen
Columbia
Columbia Montrail

Computer And Technologies
International Limited
Concept H
Construction Industry Council
Creative Kids
Credit Suisse
Currie & Brown (China) Ltd
Dah Chong Hong (Motor Leasing) Limited
Dah Chong Hong Holdings Limited
Dah Chong Hong Macau Logistics
Warehouse Co. Ltd.
Dah Tung Printing Mfg., Co
DCH Food Mart
DCH Logistic Company Limited
Dimbuy.com Company Limited
Ding Studio
eLead Global Limited
English Excel School
Feva Works IT Education Centre
Forever Young
Fortune REIT
FountainVest Partners (Asia) Limited
Goobne (氹仔)
Goodwill Management Limited
Hang Lung Properties
Hang Seng Bank Limited
Hei's Time
Hoe Hin Pak Fah Yeow Manufactory
Limited
Hong Kong Jewellery & Jade
Manufacturers Association
Hopewell Real Estate Agency Limited
Hung Fook Tong Group Holdings Limited
KHG Group
Kingswell Construction & Engineering
(Macau) Co. Ltd.
KPMG
Kum Shing Group
LightMac Limited
Link Asset Management Limited
Loveating
Medialink Group Limited
Microsoft
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MTR Corporation Limited
MTR Corporation Limited – Maritime
Square
MTR Corporation Limited – PopCorn
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OCBC Wing Hang Bank Limited
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PCCW & HKT
Philip Morris Asia Limited
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Sims Trading Company Limited
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Stan Group
Stepworks
Store Friendly Self Storage Group
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Sun Hung Kai Properties Limited – Moko
Sunlight REIT
Tai Fung Bank Limited
Tai Shing Group (Holdings) Co. Ltd.
Telford International Company Limited
The 90's
The Club 1010
Theragun – Leader Radio Technologies
Ltd
Tom Lee Music Company Limited
Tom N Toms coffee
Tradelink Electronic Commerce Limited
VAUDE
Watsons Water
Why Not Store
Wing Wah Food Manufactory Ltd.
Ztora
大利來記豬排包 (大三巴)
大利來記豬排包 (氹仔)
大昌行集團
大昌行澳門物流倉儲發展有限公司
中國發展簡報
中華電力財務及輔務部義工隊
仁伯翼綜合醫院
公益時報
六福集團 (國際) 有限公司
友邦保險 (國際) 有限公司
天水橋南家居建材城有限公司
世紀咖啡 (氹仔店)
世紀咖啡 (黃草地店)
永利渡假村 (澳門) 股份有限公司
好利安製藥科學股份有限公司
利嘉閣 (澳門) 地產有限公司
君柏地產
來來超級市場
拉面小路有限公司 (氹仔)
拉面小路有限公司 (澳門)
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金麗華酒店
信德中旅船務管理 (澳門) 有限公司

信德集團
建豐貿易
洲際水果
香港文華東方酒店
振興藥房
泰爺傳統雞飯 Thai Master Traditional
Chicken Rice
茶藝軒
發記凍肉食品
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新濠天地
新濠影匯
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澳門東南學校 (幼稚園)
澳門旅遊學院
澳門培正中學
澳門培正中學義工隊
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澳門聖德蘭學校
澳門聖羅撒女子中學中文部
澳門嘉諾撒聖心英文中學
澳門鏡平學校 (小學部)

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Disaster Relief Fund, Government of
the Hong Kong Special Administration
Region
European Union
Swedish International Development
Cooperation Agency
The Social Innovation and
Entrepreneurship Development Fund
中國人民對外友好協會
中國友好和平發展基金會
甘肅省教育廳
甘肅省人民政府外事辦公室
廣東省民政廳
貴州省外事 (僑務) 辦公室

雲南省人民政府扶貧開發辦公室
九龍中醫藥聯網
入境事務處
公務員事務局
公務員事務局義工隊
民航處
民眾安全服務隊
地政總署
法律援助署
社會工作局
政府飛行服務隊
政府產業署
香港天文台
香港房屋委員會
香港海關義工隊
香港消防處
香港消防處義工隊
香港懲教署
香港警務處
差餉物業估價署
教育暨青年局德育中心
廉政公署職員康樂會
路政署
運輸署
漁農自然護理署
澳門市政署
澳門行政公職局
澳門物業登記局
澳門科學館
澳門消防局
澳門消防學校
澳門統計暨普查局
澳門懲教管理局
醫療輔助隊
警察義工服務隊

FOUNDATIONS

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Chi Tao Charitable Foundation Ltd.
Chow Tai Fook Charity Foundation
Limited
Ford Foundation
Lee Hysan Foundation
Rockefeller Brothers Fund
Van Tse Zung Charity Foundation
Wu Jieh Yee Charitable Foundation
Zhilan Foundation
香港賽馬會慈善信託基金
陳廷驊基金會

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Louis Wong
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黎諾懿
蕭丞德
霍啟剛、郭晶晶伉儷
繆浩昌 (6號)
謝安琪

OXFAM AMBASSADORS

海清
徐智勇 (小肥)
森美
鍾舒漫
羅乃新



Photo: Auralie Marrier D'Unenville/Oxfam

FINANCIAL REPORT



Photo: Kate Bensen/Oxfam AUS

AT A GLANCE

- With the staunch support of the public, income from the Oxfam Trailwalker still recorded HK\$6.0 million (2018/19: HK\$38.3 million) despite the cancellation of the event, while that from the Oxfam Rice Event in Hong Kong and Macau amounted to HK\$2.5 million.
- Our total revenue was HK\$206.1 million which was a 12% or HK\$28.0 million decrease from HK\$234.1 million in 2018/19.
- Monthly donations from Oxfam Partners amounted to HK\$151.5 million – a decrease of 1% or HK\$1.5 million from last year.
- The investment in programmes we spent for the year amounted to HK\$172.1 million which represented 79% of our total expenditure.
- Management and administration costs, and fundraising and marketing costs amounted to HK\$8.4 million and HK\$35.4 million respectively, representing 4% and 16% of our total expenditure.

CONTINUOUS PUBLIC SUPPORT

We are grateful for the generosity of our donors who have continued to support us under this challenging fundraising environment.

Donations from the public amounted to HK\$182.9 million, which represented 89% of our total revenue. This was 18% or HK\$41 million less than last year mainly due to the cancellation of Oxfam Trailwalker 2019.

Monthly donations from Oxfam Partners amounted to HK\$151.5 million this year, which is a 1%, or HK\$1.5 million decrease from last year.

Income from the Oxfam Rice Event in Hong Kong and Macau amounted to HK\$2.5 million.

This year, we raised HK\$1.4 million from the public for disaster relief work. This included HK\$1.1 million for our response to the cyclones in Southern Africa and HK\$0.2 million for the food crisis in Africa.

In 2019/20, the funding we received from the Government of the Hong Kong Special Administrative Region was HK\$13.4 million. The Disaster Relief Fund Advisory Committee granted us HK\$12.1 million, including HK\$6.4 million for Cyclone Idai in Mozambique, HK\$4.2 million for Cyclone Idai in Malawi and HK\$1.5 million for Typhoon Phanfone in the Philippines. Further, we received HK\$1.2 million from the government to support our projects in Hong Kong

and HK\$0.4 million to support the operation of the Oxfam Shop.

The total revenue of Oxfam Hong Kong was HK\$206.1 million which was a 12% or HK\$28 million decrease from HK\$234.1 million in 2018/19, mainly due to the cancellation of Oxfam Trailwalker 2019.

INVESTMENT IN PROGRAMMES

A total of HK\$172.1 million was spent on programmes this year, which represented 79% of our total expenditure.

With regard to the emergencies, we spent HK\$12.5 million for the cyclones in Southern Africa and HK\$2.9 million for COVID-19. Moreover, HK\$5.4 million was spent on recurrent emergencies such as cyclical and climate-related disasters in mainland China, India, Indonesia, the Philippines and other places around the world.

We categorise our programme expenditure by External Change Goals; the goal we invested in most was Active Citizens, which amounted to HK\$50 million, or 29% of our total programme expenditure. Through this goal, we aim to work with marginalised communities to fight for their right to escape the injustices of poverty, and empower civil society. Our spending on the goal Financing for Development and Universal Essential Services amounted to HK\$39.9 million. Through this goal, we aim to improve people's access to quality health care and education. We also spent HK\$34.9 million on the goal Saving Lives this year. Through this goal, we aim to respond to emergencies particularly

in disadvantaged communities through the provision of clean water, food and other relief, and by working with communities to reduce the risks they will face when future disasters strike.

RESERVES

Our Reserves Policy requires that we hold general reserves equivalent to a total of three to six months of total unrestricted expenditures to provide leeway for significant and unexpected downturn in revenue, so as to ensure that our programmes can continue as planned.

In 2019/20, we recorded a deficit of HK\$11.4 million. At the end of the financial year, our reserves stood at HK\$103.6 million, which is within the optimum range as per our Reserves Policy.

Our reserves were mainly comprised of the following elements: HK\$56.3 million in property, plant and equipment; HK\$71.5 million in cash; and HK\$1.1 million in investments. This demonstrates that we have been able to maintain and ensure our financial health.

ACCOUNTABILITY MEASURES

Management and administration costs – the costs required to run and maintain our organisation – represented 4% of our total expenditure this year. These expenses contributed to our organisation's governance, financial management, information technology systems, audit and legal services.

Fundraising and marketing costs include the cost of all activities aimed at raising donations, conducting market research, registering new donors, and issuing receipts to donors. These expenses represented 16% of our total expenditure.

Whenever we make an appeal for a humanitarian disaster, we cover the core operational costs using our central funds, thereby ensuring that every dollar donated by the public goes to the urgent work at hand. A separate account is established for each emergency.

In addition to the Oxfam Confederation Financial Standards, we also comply with the International Non-Governmental Organisations Accountability Charter.

INTERNAL CONTROLS

The Finance, Risk and Audit Committee, chaired by the Treasurer of the Oxfam Hong Kong Council, meets regularly to review and discuss all financial, risk, auditing and internal control issues related to the organisation. This enables us to evaluate and improve the effectiveness of our risk management practices, control framework, and governance processes. ■

ACCOUNTABILITY

TO WHOM WE ARE ACCOUNTABLE

In all that we at Oxfam Hong Kong (OHK) do to achieve a world without poverty, we ensure that we are held to the highest standards of accountability, transparency and good governance. We are committed particularly to the people from the most vulnerable communities around the world with whom we work, as well as our donors, volunteers, and our staff.

ENSURING GOOD GOVERNANCE

We are committed to principles of integrity, good governance and best practices, and hold staff and our stakeholders accountable. OHK's governing body - the Council - plays an integral role in ensuring this. The Council is currently (as of 31 March 2020) made up of 14 members who volunteer their time and expertise. The members are elected at the Annual General Meeting of the Association of OHK.

The Council is responsible for OHK's legal, ethical, strategic and administrative governance, as well as risk management. They help formulate our strategies, guide our work, and monitor the expenditure of our projects. They also approve and monitor year plans, budgets, and annual financial reviews; set guidelines on fundraising and grants; and monitor whether these guidelines are being observed.

To ensure good governance, the Council has formed and delegated specific powers to several Committees. For instance, the Finance, Risk and Audit Committee, composed of experts from various sectors and chaired by the Treasurer of OHK, meets regularly to review and oversee all financial, risk, auditing and internal control issues related to the Agency.

MAKING THE MOST OF EVERY DOLLAR

Further to the Council's guidance, we have stringent auditing and programme monitoring processes to ensure that every dollar is put to use with due purpose. For Oxfam, accountability requires us to regularly and honestly assess the quality of our work, share and learn from our findings with stakeholders, and apply that learning in future work. (To learn more about this process, please refer to pp.6 and 7.)

Our financial statements are also audited in accordance with the Hong Kong Standards on Auditing, issued by the Hong Kong Institute of Certified Public Accountants. Each year, our external auditor forms an independent opinion on whether the financial statements give a true and fair view of the state of Oxfam's affairs, and of its surplus/deficit of income over expenditure and cash flows, in accordance with the Hong Kong Financial Reporting Standards. It also forms an opinion on whether these have been

properly prepared in accordance with the Hong Kong Companies Ordinance. Internally, we at Oxfam have established an internal audit team, supervised by the Finance, Risk and Audit Committee, to provide assessments of our internal processes. Through the team, we are able to evaluate and improve the effectiveness of our risk management practices, control framework and governance processes.

We also communicate details about our use of funds through various channels such as our publications and website, and proactively report to our donors and supporters about our work and use of funds through newsletters, project updates, invitations to our events, and project visits. Alongside our annual reports, we also publish a list of new projects and the Audited Financial Statement on our website to enhance transparency.

Our commitment in this area was recognised by iDonate, an independent platform that promotes transparency and rates charities on their efficiency. They published articles that commended Oxfam for its high level of transparency and our persistence to being accountable.

Learn more about how we use donations at:
www.oxfam.org.hk/en/about-us/use-of-donations

PROTECTING THE PEOPLE WE WORK WITH

OHK is committed to upholding the highest ethical standards to protect our employees and the communities we work with. We are committed to zero tolerance of sexual harassment, exploitation and abuse in our organisation. We have a well-established whistleblowing policy to handle complaints related to safeguarding, fraud/corruption and human resources concerns. Oxfam staff and members of the public can report misconduct through our online system: <https://oxfam.clue-webforms.co.uk/webform/misconduct/en>

Aside from the policies that guide our work, including Oxfam's Joint Code of Conduct which all employees are bound by, our governance bodies, volunteers and partners are also guided by a code of conduct for non-employees or related agreements. We encourage and empower staff and people who work closely with Oxfam to understand gender justice issues. We also support partner organisations to strengthen their preventive measures to ensure a safe environment for the communities with which we work.

In the 2019/20 fiscal year, no cases related to OHK were reported, while one case of sexual misconduct involving a member of our partner organisation was reported to OHK. We are following up on this and the case is being handled.

BUILDING AN OXFAMILY

Oxfam is a community of dedicated and driven individuals who work hard to eradicate poverty. With our staff as our greatest asset, we are committed to supporting their learning and enhancing their capacity because we understand that staff

development is central to being as effective as we can be in our fight against the injustice of poverty. We are also an equal opportunities employer. To institutionalise our belief in equity and inclusiveness, we hire staff regardless of their race, ethnicity, age, sexual orientation, gender, disability, religion, and so on; we have been recognised by the Labour and Welfare Bureau of the Government of the Hong Kong Special Administrative Region for employing people with disabilities. We also have a union for non-

managerial staff covering about 80 per cent of our staff members.

Volunteers are also the backbone of our organisation. From helping out at our office to volunteering at our fundraising events, our volunteers are integral to the fight against poverty. Over the past few years, they have spent an average of 40,000 hours a year working alongside us and making a difference in the world. ■

OHK has stringent policies and is committed to principles of integrity and best practices in finance, project management, safeguarding, human resource management and other areas to ensure accountability and that all are treated with respect. Some of these policies, charters, codes and standards include:

FINANCIAL/TRANSPARENCY

Hong Kong Financial Reporting Standards

Internal Audit Charter

The International Non-Governmental Organisations (INGO) Accountability Charter

Oxfam Confederation Financial Standards

HUMANITARIAN

Charter for Change

Charter on Inclusion of Persons with Disabilities in Humanitarian Action

The Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organisations in Disaster Relief

The Core Humanitarian Standard on Quality and Accountability

Sphere Project: Humanitarian Charter and Minimum Standards in Humanitarian Response

ETHICAL STANDARDS/SAFEGUARDING

Oxfam's Joint Code of Conduct

One Oxfam Safeguarding Core Standards

Oxfam's Whistleblowing Policy

Oxfam Policy on Protection from Sexual Exploitation and Abuse (PSEA Policy)

EMPLOYMENT

Government of the HKSAR 'Talent-Wise Employment Charter'

Inter-Agency Misconduct Disclosure Scheme

Oxfam's Policy of Equal Opportunity on Gender and Diversity Pertaining to Employment

LEARN MORE ABOUT HOW WE HOLD OURSELVES
ACCOUNTABLE TO THE HIGHEST STANDARDS:



Photo: Jed Regala/Oxfam

OUR GOVERNANCE

Oxfam Hong Kong is governed by a Council, which currently consists of 14 members. The members are elected at the Annual General Meeting (AGM) of the Association of Oxfam Hong Kong. The AGM is held in September each year.

The Council is responsible for Oxfam Hong Kong's legal, ethical, strategic and administrative governance, as well as risk management. To ensure effective and good governance, the Council has formed and delegated specific powers to several Committees, as listed below. The Council and the Committees meet regularly. All Council, Committee and Association members serve on a voluntary basis.

The information below is as of 31 March 2020.



ASSOCIATION

Ian Anderson
Monica Au
Cai Yong Shun
Bernard Chan
Emily Chan (until 15 Oct 2019)
Irene Chan
Lilian Chan
Virginia Chan
Walter Chan
Jeffrey Chau
Josephine Chesterton
Cheung Yuk Tong
Sherman Chin
Francis Fong
Henry Ho
David Hodson
Christine Hung
Lakshmi Jacota
Hugh Kam
Alice Kwok
Gavin Kwok
Dicky Lai
Japhet Law
Derrick Lee
Elsie Leung
Lo Chi Kin
Elizabeth Loh
Teresa Ma
Timothy Ma
Sandra Mak
Martin Matsui
Allan Ng
Wayne Porritt
Pun Ngai
Ivan Sam
Vivek Sharma
May Tan
Herman To
Kellee Tsai
Mark Tung
Wong Hung
Antony Wood
Joan Xia

COUNCIL

Cheung Yuk Tong (Chair)
Monica Au (Vice-Chair)
Wong Hung (Vice-Chair)

Allan Ng (Treasurer)
Irene Chan
Josephine Chesterton
Sherman Chin
Francis Fong
Elsie Leung (until 28 Sep 2019)
Teresa Ma
Martin Matsui
Pun Ngai
Vivek Sharma
Herman To
Joan Xia

SENIOR ADVISORS

Bernard Chan
Lo Chi Kin
May Tan

EXECUTIVE COMMITTEE

Cheung Yuk Tong (Chair)*
Monica Au*
Martin Matsui*
Allan Ng*
Wong Hung/Pun Ngai*

*Ex-officio member

NOMINATIONS COMMITTEE

Cheung Yuk Tong (Chair)
Monica Au
Bernard Chan
Martin Matsui
Allan Ng
Wong Hung

FINANCE, RISK AND AUDIT COMMITTEE

Allan Ng (Chair)
Walter Chan (until 1 June 2019)
Josephine Chesterton
Lakshmi Jacota
Hugh Kam
Liu Xiao Feng
Teresa Ma
Martin Matsui
Wayne Porritt
Alex Setchina (from 7 March 2020)
Vivek Sharma
Herman To

FUNDRAISING AND COMMUNICATIONS COMMITTEE

Monica Au (Chair until 6 March 2020)
Irene Chan
(Vice-Chair: 18 May 2019 to 6 March 2020; Chair: from 7 March 2020)
Bernard Chan
Francis Fong
Henry Ho
Alice Kwok
Gavin Kwok
Sandra Mak
May Tan
Mark Tung
Joan Xia
Jose Alvares (Observer)
Hugh Kam (Observer)
Wendy Lam (Observer)
Wayne Porritt (Observer)
Vivek Sharma (Observer)
(until Jan 2020)
Michael Sorensen (Observer)

HUMAN RESOURCES COMMITTEE

Martin Matsui (Chair)
Sherman Chin (Vice-Chair)
Sehr Ahmed
Agnes Chan
Russell Lamb
Derrick Lee

PROGRAMME AND ADVOCACY COMMITTEE

Wong Hung (Chair)
Pun Ngai (Vice-Chair)
Jeffrey Chau
Cheung Yuk Tong
Paul Harris
David Hodson
Lo Chi Kin
Elizabeth Loh
Teresa Ma
Herman To
Kellee Tsai
Marat Yu
Lakshmi Jacota (Observer)

OXFAM INTERNATIONAL COMMITTEE

Cheung Yuk Tong (Chair)
Monica Au
Josephine Chesterton
Lo Chi Kin
Teresa Ma
Allan Ng

ADVISORS

The following advisors have also rendered invaluable service to Oxfam Hong Kong by providing pro-bono professional advice.

Oxfam Trailwalker Advisory Committee

Bernard Chan (Chair)
John Arnold
Yvonne Lo
Antony Wood
Joan Xia
Amanda Yik

Legal Advisors

Simmons & Simmons
Jorge Neto Valente, Advogados e Notários

OXFAM IN MACAU GOVERNANCE BOARDS

Chairing Committee of General Assembly
Cheung Yuk Tong (Chair)
Wong Hung (Vice-Chair)
Monica Au (Secretary)

Board of Directors

Bernard Chan (Chair)
Ivan Sam (Vice-Chair)
Dicky Lai (Secretary)
Monica Au (Member)
Wong Hung (Member)

Supervisory Board

Allan Ng (Chair)
Josephine Chesterton (Vice-Chair)
Martin Matsui (Member)

ABOUT US

HONG KONG

17/F, China United Centre,
28 Marble Road, North Point,
Hong Kong
Tel: (852) 2520 2525
Donation Hotline:
(852) 3120 5000
Fax: (852) 2527 6307
Email: info@oxfam.org.hk

INTERACTIVE EDUCATION CENTRE

9/F, China United Centre,
28 Marble Road, North Point,
Hong Kong
Tel: (852) 3120 5180
Fax: (852) 2527 6213

MACAU

Alameda Dr. Carlos
d'Assumpção,
No. 258, Praça Kin Heng Long,
18 Andar F, Macau
Tel: (853) 2875 7750
Fax: (853) 2875 7667
Toll-free Hotline: 0800 809

MAINLAND CHINA

OXFAM HONG KONG BEIJING OFFICE

Suite 302 Unit 2, Block D,
Landscape Center 10# Jiqingli,
Chaoyang District, Beijing,
China 100020
Tel: (86 10) 8572 8359 / 6553 5331
Fax: (86 10) 6551 1521
Email: bjo@oxfam.org.hk

OXFAM HONG KONG BEIJING OFFICE - RURAL AND EDUCATION PROGRAMME

Room 1104, Unit 1, Block D,
Yinxing Xiaogu, No 104 Beijing
Road, Yunyan District, Guiyang,
Guizhou Province, China 550001
Tel: (86 851) 8583 2408
Fax: (86 851) 8583 2407
Email: gzo@oxfam.org.hk

OXFAM HONG KONG GANSU OFFICE

Room F, 26/F Huafu Swiss Palace,
No 213 Jinchang South Road,
Chengguan District, Lanzhou,
Gansu Province,
China 730030
Tel: (86 931) 886 8655
Fax: (86 931) 886 8257
Email: gso@oxfam.org.hk

OXFAM HONG KONG GUANGDONG OFFICE

Room 1433, No.167,
West Linhe Road,
Tian He District, Guangzhou,
Guangdong Province,
China 510610
Tel: (86 20) 8516 5067
Email: gdo@oxfam.org.hk

OXFAM HONG KONG YUNNAN OFFICE

Unit 4, Block 7, Xihua Xiaogu
(East), Kunming, Yunnan
Province, China 650032
Tel: (86 871) 6417 0808 /
6413 5748
Fax: (86 871) 6732 4320
Email: swpo@oxfam.org.hk

OXFAM ONLINE

AGENCY WEBSITE
www.oxfam.org.hk

AGENCY WEBSITE IN MAINLAND CHINA
www.oxfam.org.cn

AGENCY WEBSITE IN MACAU
www.oxfam.org.mo

AGENCY WEBSITE IN TAIWAN
www.oxfam.org.tw

OXFAM TRAILWALKER WEBSITE
www.oxfamtrailwalker.org.hk

OUR STAFF

DIRECTORS

DIRECTOR GENERAL

Kalina Tsang
from 9 Apr 2020 onwards
Stephen Fisher (Acting)
1 Apr 2019 to 8 Apr 2020

CHINA PROGRAMME DIRECTOR

Howard Liu
DEPUTY CHINA PROGRAMME DIRECTOR
Dawn Li

DIRECTOR OF FUNDRAISING
Kennie Cheung
from 14 May 2019 onwards

DIRECTOR OF HONG KONG, MACAU, TAIWAN PROGRAMME
Kalina Tsang
1 Oct 2019 to 8 April 2020

DIRECTOR OF OPERATIONS

Samuel Ng
from 5 Jul 2019 onwards

INTERNATIONAL PROGRAMME DIRECTOR

Mayling Chan

Annual salaries ranged between
HK\$0.7 million and HK\$1.3 million.
(As of 31 March 2020)

OXFAM STAFF

As of 31 March 2020, Oxfam Hong Kong employed 158 staff, including permanent, contract and temporary staff. Among these, 53 have been working for the agency for 10 years or more.

OXFAM AROUND THE WORLD

Oxfam is a confederation of 20 independent affiliates, including Oxfam Hong Kong. We share the same vision and mission together in fighting against the injustice of poverty in the world.

FOR THE FULL LIST OF AFFILIATES, PLEASE VISIT:



Cover Story:

From working with Rohingya refugees in Bangladesh to design handwashing facilities, to distributing face masks to street cleaners in Hong Kong, Oxfam has been on the ground fighting COVID-19 with vulnerable communities.

Photo above: Fabeha Monir/Oxfam

Photo below: Roni Chan/Oxfam

CONNECT WITH US



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Oxfam Hong Kong



乐施会 OXFAM



乐施会 OXFAM

