

MINORITY RIGHTS GROUP

England & Wales · Charity number 282305

Details

Other names MINORITY RIGHTS GROUP INTERNATIONAL

Status Registered

Legal form Charitable company

Company number [01544957](#)

Registered 1981-05-11

Register [View on the Charity Commission register](#)

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Activities

Objects: 3.1 TO PROVIDE AN ORGANISATION FOR THE BENEFIT OF THE PUBLIC OF STUDIES IN PUBLIC, ECONOMIC AND SOCIAL SCIENCE AND OTHER EDUCATIONAL SUBJECTS AND FOR THE PROMOTION FOR THE BENEFIT OF THE PUBLIC OF EDUCATION AND DISSEMINATION OF KNOWLEDGE IN SUCH SCIENCES AND SUBJECTS.3.2 THE PREVENTION AND/OR RELIEF OF POVERTY.TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:• MONITORING ABUSES OF HUMAN RIGHTS.• RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE.• RESEARCH INTO HUMAN RIGHTS ISSUES.• PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS.• CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW.• COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION.• RAISING AWARENESS OF HUMAN RIGHTS ISSUES.• PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS. • PROMOTING RESPECT OF HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS. • INTERNATIONAL ADVOCACY OF HUMAN RIGHTS. • ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.”3.3 TO PROMOTE NATIONAL AND INTERNATIONAL CONFLICT RESOLUTION AND RECONCILIATION FOR THE PUBLIC BENEFIT WITH A VIEW TO RELIEVING SUFFERING, POVERTY AND DISTRESS AND BUILDING AND MAINTAINING SOCIAL COHESION AND TRUST WITHIN AND BETWEEN COMMUNITIES BY• INVESTIGATING AND IDENTIFYING PROBABLE CAUSES OF CONFLICT. • EXAMINING PROBABLY SOLUTIONS FOR CONFLICT THROUGH PARTICIPATORY RESEARCH INTO RELEVANT AND SOCIAL ISSUES. • PUBLISHING REPORTS FOR THE PUBLIC BENEFIT ON THE CAUSES AND RECOMMENDED SOLUTIONS OF PARTICULAR CONFLICTS. • PROVIDED THAT ALL ACTIVITIES SHALL BE BALANCED AND SHALL MAINTAIN OR ENHANCE THE ASSOCIATION’S COMMITMENT TO REMAINING IMPARTIAL.”IN ALL CASES PARTICULAR REFERENCE TO BUT NOT EXCLUSIVELY RELATED TO THE PROBLEMS OF MINORITY GROUPS IN THE UNITED KINGDOM OR ELSEWHERE, AND ALWAYS FOR THE PROMOTION OF PUBLIC BENEFIT.”3.1 TO PROVIDE AN ORGANISATION FOR THE BENEFIT OF THE PUBLIC OF STUDIES IN PUBLIC, ECONOMIC AND SOCIAL SCIENCE AND OTHER EDUCATIONAL SUBJECTS AND FOR THE PROMOTION FOR THE BENEFIT OF THE PUBLIC OF EDUCATION AND DISSEMINATION OF KNOWLEDGE IN SUCH SCIENCES AND SUBJECTS.3.2 THE PREVENTION AND/OR RELIEF OF POVERTY.TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:• MONITORING ABUSES OF HUMAN RIGHTS.• RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE.• RESEARCH INTO HUMAN RIGHTS ISSUES.• PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS.• CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW.• COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION.• RAISING AWARENESS OF HUMAN RIGHTS ISSUES.• PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS. • PROMOTING RESPECT OF HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS. • INTERNATIONAL ADVOCACY OF HUMAN RIGHTS. • ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.”3.3 TO PROMOTE NATIONAL AND INTERNATIONAL CONFLICT RESOLUTION AND RECONCILIATION FOR THE PUBLIC BENEFIT WITH A VIEW TO RELIEVING SUFFERING, POVERTY AND DISTRESS AND BUILDING AND MAINTAINING SOCIAL COHESION AND TRUST WITHIN AND BETWEEN COMMUNITIES BY• INVESTIGATING AND IDENTIFYING PROBABLE CAUSES OF CONFLICT. • EXAMINING PROBABLY SOLUTIONS FOR CONFLICT THROUGH PARTICIPATORY RESEARCH INTO RELEVANT AND SOCIAL ISSUES. • PUBLISHING REPORTS FOR THE PUBLIC BENEFIT ON THE CAUSES AND RECOMMENDED SOLUTIONS OF PARTICULAR CONFLICTS. • PROVIDED THAT ALL ACTIVITIES SHALL BE BALANCED AND SHALL MAINTAIN OR ENHANCE THE ASSOCIATION’S COMMITMENT TO REMAINING IMPARTIAL.”IN ALL CASES PARTICULAR

REFERENCE TO BUT NOT EXCLUSIVELY RELATED TO THE PROBLEMS OF MINORITY GROUPS IN THE UNITED KINGDOM OR ELSEWHERE, AND ALWAYS FOR THE PROMOTION OF PUBLIC BENEFIT.”

Activities: MRG works to secure the rights of ethnic, religious and linguistic minorities and indigenous peoples nationally and internationally within a clear framework of international standards in a non-partisan way. MRG promotes cooperation and understanding between communities by bringing together groups with different views to share experiences and solve problems collaboratively.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED
- Bosnia And Herzegovina
- Botswana
- Dominican Republic
- Egypt
- Hungary
- Iraq
- Mauritania
- Pakistan
- Somalia
- Sri Lanka
- Turkey
- Uganda
- Yemen

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£5,911,358	£6,606,855	£1,680,336	68
2023-12-31	£6,207,679	£6,658,322	£2,358,043	82
2022-12-31	£6,064,532	£5,366,005	£1,831,787	67
2021-12-31	£5,136,610	£4,149,225	£2,150,260	50
2020-12-31	£4,583,946	£4,273,690	£1,167,969	46

Trustees

Name	Role	Appointed
Anastasia Crickley	Chair	2022-07-21
Amana Dawuda		2023-06-23
Christine Jepkemoi Kandie		2025-07-15
Dr Jose Antonio Guevara Bermudez		2020-05-15
George Ngwane		2019-06-05
Master of Law Astrid Gunilla Margareta Thors		2021-06-17
Sima Deidre Luipert		2024-07-24
Stefania Kulaeva		2024-07-12
Vivek Sinha		2023-06-23
WILLIAM EDGAR FOYLE SAMUEL		2018-04-28

MINORITY RIGHTS GROUP

England & Wales - Charity number 282305

Accounts



Minority
Rights
Group

Annual Report & Audited Accounts 2024

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Cover Image: A man from the Batwa
community walks on felled trees in
deforested land on the edge of Kahuzi-Biega
National Park. January 2022. *Ed Ram.*

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Minority Rights Group

About us

Minority Rights Group (MRG) is the leading human rights organization working with ethnic, religious and linguistic minorities, and indigenous peoples worldwide. Millions of people miss out on basic rights because they are different. We support minorities and indigenous peoples in the defence of their rights – to the lands they live on, to the languages they speak, to the beliefs they practise, to the cultures they enjoy, to equal opportunities in education and employment, and to full participation in public life.

We work with ethnic, religious and linguistic minorities, and indigenous peoples to secure their rights and promote understanding between communities. We are guided by the needs expressed by our worldwide network of over 300 partner organizations in more than 60 countries. Together, we challenge power structures that exclude and silence those who are different. We understand how discrimination based on age, class, gender and disability can have multiple impacts on disadvantaged minorities and indigenous peoples. Our campaigns target governments and communities to eradicate such attitudes. MRG has over 50 years' experience of working with non-dominant ethnic, religious and

linguistic communities, and we bring a long-term view to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits in India and Nepal to name but a few. MRG is an international non-governmental organization with an international governing Council that meets twice a year. We have consultative status with the United Nations Economic and Social Council and observer status with the African Commission for Human and Peoples' Rights (ACHPR). MRG is also registered with the Organization of American States.

Our truly global scope is guaranteed with our two regional offices in Kampala (Uganda) and Budapest (Hungary), as well as our regional presence in Asia, Latin America, the Middle East and North Africa. Our engagement with regional and international bodies such as the African Commission on Human and Peoples' Rights, the European Union, the Council of Europe, the Organisation for Security and Cooperation in Europe and the United Nations is facilitated by our staff based in Banjul, Geneva and Brussels.

A few words from our Executive Director

The levels of polarization, stress and anxiety in societies worldwide make it clear that no one is happy with 'business as usual'. Despite the clear-cut case for more responsible human behavior towards the planet and each other, elections are being won by those who seek only to extract greater and greater wealth, focusing on narrow self-interest while fostering anger by blaming others. The election results of 2024 underline how much further we have to travel before we can achieve the necessary system change.

Minorities, indigenous peoples, stateless persons, people with disabilities, the urban poor, the rural marginalized, landless labourers, migrants and refugees, women and LGBTQ individuals experience structural exclusion, marginalization, and subjugation while facing individually targeted violence or mass persecution on the basis of their identity.

It is in this context that MRG has framed its newest strategy, deepening our commitment to ending persecution, combatting marginalization and securing climate justice for minorities and indigenous peoples. In solidifying our intersectional approach, we will foster greater engagement with youth, call upon and seek to influence data gathering and disaggregation processes, and ensure inclusion in responses to situations of humanitarian disaster that disproportionately affect the communities with whom we work.

Shrinking civic spaces and the disintegration of democracies require us to work smarter than ever before, in closer collaboration with those who share our vision.

We remain grateful to all who share our world view – to our indigenous and minority-led partner organizations, numbering 300 globally, and to the



donors, staff and allies who fuel our determination. The slope we must climb is steep, but when we see others who are just as determined, this enables us to proceed with confidence.

A handwritten signature in black ink that reads "Claire Thomas". The signature is written in a cursive, flowing style.

Claire Thomas, March 2025

Why MRG's work matters

Equal rights for Tajik women

Tajikistan is working to improve living conditions for all citizens through policies and tools promoting equal access to rights. Despite these efforts, vulnerable communities, especially Roma and other minority women, continue to face poverty, unemployment, violence and gender inequality. The legal framework is weak and poorly enforced. Civil society lacks the capacity to monitor implementation or influence decisions. In 2023, MRG's *Resilience, Inclusivity, Support and Equality* programme began supporting local organizations in advocacy, awareness-raising and promoting human rights. As a result, Tajikistan's Committee for Women and Family Affairs is considering reserving 5 per cent of grants given to craftswomen nationally for women from Roma and other minority communities, helping them gain an independent income and enhancing their role in society.



Takhmina of the Tajik organization Women and Society in the 21st century, shows off the new bylaws of her organization, which now include working with minorities in the mission statement. Nurangiz Khodzharova / MRG

Mapping Somalia's minorities

In Somalia, a lack of reliable data and knowledge about minorities has led to their receiving less humanitarian aid and being more likely to experience aid

diversion. MRG partnered with minority-led organizations to produce two innovative research studies highlighting significant disparities in aid distribution and presented them widely among national and international aid actors. This work has significantly raised

awareness of issues affecting minority communities in Somalia, leading to several aid organizations including the World Bank and the Gates Foundation commissioning MRG to carry out further research.

MRG's advocacy also affected policy; the UN's post-distribution aid diversion action plan for Somalia now references minorities in half its actions, and representation of minorities among several national-level aid actors has increased.

Supporting Tunisia's exiled activists

In 2023, anti-migrant sentiment surged in Tunisia after President Kais Saied claimed migration was a plot to alter national demographics. This was linked to violence, arrests and a crackdown on civil society. One human rights organization became a direct target, its president was arrested and its vice-president was questioned and forced to flee the country. MRG provided them with an emergency security grant to cover their relocation and medical costs. The grant stabilised their situation, improving their mental resilience and ability to focus on long-term advocacy. This enabled them to support their colleagues in Tunisia and continue defending human rights from exile.



A Shiidle girl returns from a water kiosk at Al-Biri IDP Camp in the outskirts of Mogadishu, Somalia. *Mahamud Utaama.*

Protecting indigenous livelihoods in Thailand

Minority Malay Muslim communities living near the Si Po waterfall in Southern Thailand came into conflict with the Thai government when it wanted to designate the area as a national park, which would have criminalized many aspects of their way of life. As part of its ongoing peacebuilding efforts in Thailand, MRG provided the communities with training on land rights laws and conducted participatory research into the potential impacts of the national park. Residents created a report outlining the risks posed to traditional livelihoods, which was used in advocacy with local and national bodies. The affected communities also formed the Tanah Kita Network, dedicated to land rights protection around the waterfall. Participants reported that the project helped them articulate their issues more effectively and engage with local authorities fostering a sense of agency and empowerment.



Malay Muslim women serving rice at a wedding. *Waeasmee Waemanor.*

Backing reform and recognition for Lebanon's religious minorities

Since Lebanon's last census in 1932, demographic data has been politically sensitive, leading to the

misrepresentation or erasure of many religious minorities. Only 18 groups are officially recognized, leaving communities like Alawites, Buddhists and Baha'is unrecognized and vulnerable. In 2024, MRG awarded the Adyan Foundation a grant to map and document discrimination against

minorities in Lebanon. The Foundation published 'The Rights of Religious Minorities in Lebanon' report, revealing widespread discrimination. The report's launch sparked media coverage and dialogue, empowering minorities to gain visibility, influence legal reform, and engage in national discourse.

Restoring justice for the Batwa people in DRC

For generations, the Batwa people lived sustainably in the Kahuzi-Biega forests of eastern DRC. In 1975, they were violently evicted following the creation of a national

park. Those who returned in 2018 faced brutal attacks. After thorough investigation and the 2015 submission of a communication by MRG and our partner Environnement, Ressources Naturelles et Développement (ERND), the ACHPR ruled that DRC had violated Batwa people's

rights. The decision condemned the eviction of the indigenous Batwa for nature preservation ('Fortress Conservation' model), recognized them as true guardians of biodiversity, and called for their reintegration, legal protection and compensation. The Batwa of Kahuzi-Biega and MRG welcomed the decision and continue to push for its full implementation.

Peace through journalism in west Africa

In Ghana, Sierra Leone, and Senegal, press freedoms are fragile and minority voices often go unheard. MRG addressed critical gaps in ethical and inclusive journalism across these countries by training journalists in conflict-sensitive reporting, covering climate impacts in Ghana, civil war legacies in Sierra Leone and minority marginalization in Senegal. The EMMAP programme hosted journalism awards, roundtables and retreats while supporting journalists' safety through legal aid and partnerships. Over 200 articles were published in the media thanks to the programme. It influenced policy, like the 2023 parliamentary bill in Ghana protecting elderly women accused of witchcraft, built strong journalists' networks, and amplified the impact of MRG's annual *Minority and Indigenous Trends* report.



A Mutwa (singular of Batwa) community member speaks at a celebration of the historic judgment by the African Commission on Human and Peoples' Rights in Kalehe, DRC. 13 September 2024. *Forest Peoples' Programme*.



EMMAP journalists in the field in Senegal. *Karol Grygoruk.*

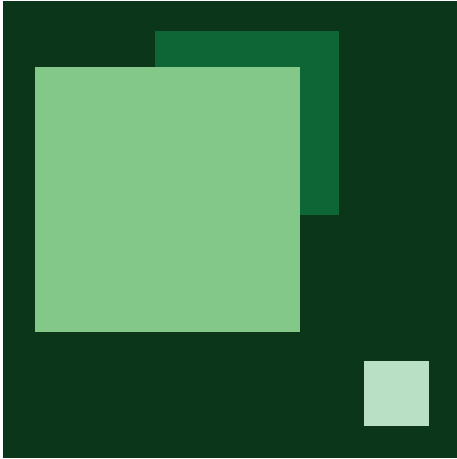
Challenging disability discrimination against Black Brazilians

References to race and disability are often limited in the work of international human rights bodies, hindering effective advocacy. MRG challenged this practice, supporting the 2022 UN Committee for the Elimination of Racial Discrimination (CERD)'s review of Brazil. MRG collaborated with its local partner, Vidas Negras com Deficiência Importam (VNDI) and the University of York (UK), to investigate intersectional discrimination experienced by Black people with disabilities in Brazil and present an alternative report to the committee along with policy recommendations. In December 2022, the CERD released its concluding observations for Brazil, which included the most detailed coverage of race and disability by any international human rights committee to date. MRG and VNDI successfully leveraged this result in Brazil to lobby for a census supplement collecting data disaggregated by race for people with disabilities.



Luciana Viegas of Vidas Negras com Deficiência Importam (left) and Lauren Avery of MRG (right) in Geneva, Switzerland, presenting the alternative report to the UN Committee on the Elimination of Racial Discrimination. *Lauren Avery / MRG.*

Report of the Council: Acknowledgments



Our Allies

MRG would like thank all the partners and activists who have worked with us in 2024, many in challenging security environments. We are grateful to all decision-makers at the local, national or international level who listened to minority and indigenous viewpoints and

acted. We thank those many journalists and editors who featured news on minorities and indigenous peoples in print, broadcast or online media. Special thanks to Ashurst LLP for their invaluable pro bono legal support.

Our Donors

Our donors in 2024 included: the Blanes Trust, the Canadian International Development Research Centre, the Central European Initiative, the Conrad N. Hilton Foundation, the Embassy of the Kingdom of the Netherlands in Hungary, the Embassy of the Kingdom of the Netherlands in Tunisia, the Eleanor Rathbone Charitable Trust, the Ericson Trust, the European Union, the Evan Cornish Foundation, the Finnish Ministry for Foreign Affairs, the Foundation for International Law for the Environment, the International Research & Exchanges Board, Irish Aid, the estate of John Trevor Scott, the Norwegian

Agency for Development Cooperation, the Open Society Foundations, the Norwegian Ministry of Foreign Affairs, the Swedish Ministry of Foreign Affairs, the Swedish International Development Cooperation Agency, the Swiss Federal Department of Foreign Affairs, the Taiwan Foundation for Democracy, the U.S. Agency for International Development, the United Nations Democracy Fund, the United Nations Office of the High Commissioner for Human Rights, the United Nations Population Fund, the United States Bureau of Democracy, Human Rights, and Labor, and the Wellcome Trust.





Report of the Council: Implementing the fourth year of our 2021-2024 strategy

In this final year of our 2021–2024 strategy period, we are pleased to report that we have met or exceeded all but one of the targets set. Throughout the year, we remained focused on our three main strategic pillars and continued working towards the overarching goals MRG set out to achieve by 2024.

Objective 1: Combating persecution

Minority and indigenous communities face persecution, harassment or intimidation simply because of who they are. For too many minority and indigenous rights defenders, activism is difficult and often dangerous. They are asserting their right to be treated equally in increasingly hostile environments, in countries where democratic and civic space is shrinking and where persecution and intimidation are rampant and ever-evolving.

These tendencies are visible in most, if not every country where MRG is implementing programmes falling under Objective 1. In India, anti-Muslim sentiment is the main rallying call to mobilise voters. The persecution of migrants seeking basic shelter and refuge is becoming ever more acute in countries like Tunisia as the promise of the Arab Spring crumbles. Meanwhile in Iran, ethnic and religious tensions continue to divide communities. Our job remains to document, advocate, build resilience and support those committed to ending all kinds of persecution through interventions as diverse as the contexts to which they are tailored.

Highlights

Most of our work on countering persecution is implemented in countries where democratic and civic space is extremely limited and where activists face restrictions and threats to their work. This is true in the MENA region,

India, Iran, Pakistan, Thailand and Türkiye, where we often work without publicity to minimize risks and repercussions towards partners. Citing results in this area is therefore challenging in view of the 'Do No Harm' principle and the need to safeguard frontline communities, activists or the results themselves. The highlights mentioned below are therefore just a limited selection.

- In Lebanon, Morocco, Palestine, Egypt and Tunisia, 54 per cent of participants who attended training workshops and mentoring schemes aimed at building capacity in advocacy and public engagement, project management and monitoring and evaluation were women. This highlights significant female involvement in professional capacity building programmes, suggesting a positive step toward equitable gender representation in these key areas.
- Grantees under our programme in Thailand submitted an open letter to the Secretary-General of the United Nations and the member states of the United Nations Human Rights Council (HRC), requesting an investigation into the violation of human rights of Malay Muslim activists and Human Rights Defenders. Additionally, MRG submitted a written contribution to CERD and CMW on states' obligations

to adopt comprehensive public policies to combat xenophobia and its impact on the rights of migrants and other non-citizens facing racial discrimination, including gender and disability aspects.

- Numerous commitments against the persecution of minorities have been made by duty-bearers following MRG and partners' activity. In Thailand, a public statement on conflict resolution was made by the Chairman of the Ad-Hoc Committee on Peacebuilding at a parliamentary session in Bangkok. The statement emphasized the need for the Committee to support ongoing peace talks while addressing the root causes of conflict in the Malay-Muslim majority Southern Border Provinces, such as misunderstandings around identity and culture, inequality, social injustice, a lack of participatory governance, education inequality and misaligned resource management. In Palestine, MRG's grantee MUSAWA met with the Ministry of Social Development, the Ministry of Local Governance, and the Ministry of Education and Higher Education, during which the ministries reaffirmed their commitment to advancing the rights of Bedouin communities and people with disabilities. An additional commitment was expressed by the Jerusalem Governorate Water

Authority. The Wall and Settlement Resistance Commission committed to discuss the needs of Bedouin communities. Such commitments were followed by action, as in the case of the Ministry of Social Development covering the tuition fees of deaf students enrolled in private or community schools until government secondary schools are established for them.

- MRG made a contribution in the development process of the Policy on Slavery Crimes, launched by the ICC Office of the Prosecutor on 2 December 2024, during a side event at the Assembly of States Parties held at the World Forum in The Hague. This is the first policy issued by an international court or tribunal specifically addressing international slavery crimes.
- In March 2024, the UNHRC-established Fact-Finding Mission on Iran issued strong legal conclusions affirming that crimes against humanity (specifically persecution based on gender, intersecting with ethnicity and religion) were committed during the repression of the 2022 protests. The Mission extensively drew on MRG's work on women's rights to document the contextual elements of the crime and formally acknowledged MRG's significant contribution.

Objective 2: Challenging marginalization

In many places where we work, minority and indigenous communities live on the fringes of society. They are robbed of opportunities and livelihoods and deprived of access to basic services such as health and education. Financial instability, high inflation and unemployment drain the resilience of these communities. Our programmes under this objective focus on ensuring that marginalized and vulnerable communities have equality of opportunity when budgets are set, development programmes designed, humanitarian responses implemented, and jobs are filled. Whether in Tajikistan, Thailand or Tanzania, supporting communities in this way means that more people are empowered to challenge exclusion.

Highlights

Under this objective, MRG has been delivering programmes focused on ensuring that minority and indigenous peoples have equal access to opportunities, to thrive and to contribute to the societies they form part of. Hundreds of duty-bearers were sensitized, trainees applied new knowledge in their communities, and numerous statements, publications and campaign materials were produced to support inclusion, justice and political participation.

- Over 500 activists and CSO representatives around the world applied the knowledge and skills they acquired through MRG and partner trainings to their work in 2024. Notable achievements include the training of 201 individuals in Sri Lanka (146 women and 14 persons with disabilities) on political participation. They were trained on challenging barriers safely, documenting electoral inclusion and exclusion, monitoring political rights violations, advocacy and accountability. 93 trainees (66 women) reported to have applied their learning and shared it within their communities through discussions and awareness sessions, significantly raising awareness about voter rights, political developments, and the importance of informed electoral choices.
- In Kenya, 30 Community Health Volunteers (including 17 women and 2 people with disabilities) from ethnic minority communities received training from MRG's partners on psychosocial counselling. This training equipped them to guide their communities on critical health issues such as reducing open defecation, completing tuberculosis treatment cycles, and attending prenatal clinics. The programme's success led county government administrations to integrate most of

these volunteers into their community health policy initiatives.

- Over 400 duty-bearers participated in activities aimed at sensitizing them to the extreme exclusion and needs of marginalized minorities and indigenous communities. Take as an example MRG's disability programme, which works worldwide to link up the fields of disability, minority and indigenous rights, creating support for intersectional movement-building by applying the principle 'nothing about us without us'. MRG hosted a side event at the 17th Conference of States Parties (COSP) to the Convention on the Rights of Persons with Disabilities, focusing on the situation of indigenous and minority persons with disabilities during emergencies. The event convened local and national decision-makers from Kenya, representatives from the Finnish diplomatic mission, and a member of the UN Committee on the Rights of Persons with Disabilities, several of whom expressed interest in future collaboration with MRG. In Rwanda, local leaders and administrators participated in dialogue meetings on social justice for Batwa with disabilities and took part in a national advocacy event and celebrations for the International Day of Persons with Disabilities.

Over 100 publications and research outputs challenging marginalization were produced by MRG and partners in 2024. In Sri Lanka for example, partners produced extensive research on the history and present situation of minority representation in Sri Lanka

politics, developing detailed policy recommendations for Sri Lanka's political system to ensure long term rights and justice for minorities. Ahead of the historic November 2024 election, preliminary research findings and recommendations were shared

with the Sri Lankan press and widely covered. A full report on the research is forthcoming.

In Slovakia and Bulgaria, MRG partners Human Rights Institute and Amalipe researched online anti-Roma hate speech and disseminated the results via video alongside a social media counternarrative campaign. MRG also contributed to the 2024 Malta Declaration, by delivering presentations at the Organization for Security and Co-operation in Europe (OSCE) Parallel Civil Society Conference and helping to draft the chapter on discrimination against vulnerable groups, including minorities, in OSCE countries.

MRG met with officers from the Uganda National Statistics Office ahead of the UN World Data Forum in Colombia. At the Forum, MRG co-organized the session 'We Are No Longer Invisible: Data Solutions to the Dilemmas of Leaving No One Behind' with ONAMIAP, UNFPA, and the foreign ministries of Ireland and Brazil. The session highlighted the need for disaggregated data (by gender, ethnicity, indigeneity, language, and religion) to inform inclusive, rights-based policies. MRG stressed civil society's role in building partnership with national statistical authorities, advancing community-led data



MRG and Amalipe meet with Iva Jecheva, Head of the Rights of the Child Directorate of the Bulgarian Ombudsperson's Office to present the results of the online hate speech monitoring. *Andrea Spital'szky / MRG.*

efforts, and ensuring marginalised voices are reflected in policy.

Objective 3: Realizing climate justice

Despite contributing little to carbon

emissions and environmental destruction, minorities and indigenous peoples are overrepresented among communities facing the harshest effects of the climate crisis. Indigenous values and traditional knowledge are now finally acknowledged as crucial in

climate mitigation and adaptation strategies. Yet indigenous environmental defenders continue to be silenced and marginalized, since their non-market-based solutions threaten the wealth acquisition processes of powerful actors like extractive industries. Climate justice can only be achieved by ensuring that those with the greatest experience and knowledge of the planet's ecosystems are at the heart of system change. We strive to create spaces and platforms where these voices can take centre stage in mitigating this urgent crisis.

Highlights

The consequences of climate change are impacting minority communities and indigenous peoples across the world, affecting not only the land where communities live and the natural resources they rely on, but also their physical, mental, cultural and spiritual health. Our work under this objective responds to the needs of affected communities, with a significant focus on sub-Saharan Africa.

- In July 2024, after many years of support to the Batwa of Kahuzi-Biega, we were successful in litigating to protect their land rights. The ACHPR ruled that the forcible eviction of the indigenous Batwa from their ancestral lands within the Kahuzi-Biega



At an MRG training event 2024: Gulmira Mussayeva from the CSO 'Lithuanian Kazakh Community Nursaulé' deep in discussion with Nejra Kadić Meškić, MRG Croatia Liaison officer, and Jurgita Ribinskaite-Glatzer of 'Rykantai Post', also of Lithuania. *Emilia Lola Eördögh.*

National Park was a violation of their rights by the DRC government. The ruling recognizes Batwa as the best guardians of biodiversity and calls for their return to their land. A briefing published by MRG on this landmark ruling was distributed at the 16th meeting of the Conference of the Parties (COP) to the Convention on Biological Diversity (COP16). Our work around the case was mentioned 141 times in the media, and these articles were cumulatively seen more than 300 million times.

- MRG saw a very positive result from our engagement with the UN Environment Programme (UNEP), which recently finalized its guidelines on private conservation actors. We participated in the consultations and submitted written comments on the draft, which were incorporated into the final version. UNEP published the guidelines at COP16. In total, 6 recommendations were submitted, of which 3 related specifically to women; most crucially, we were able to safeguard indigenous peoples' right to free, prior and informed consent.
- MRG and its partners produced more than 60 reports and other materials on climate change's impacts of minority and indigenous communities. For instance, we were a co-founder of Land Body Ecologies,



Luciana Viegas of VNDI and Mahasan Asae, minority disability activist, Mahasan Asae from Thailand's Pattani-Malay minority, pose in Room XX of the Palais des Nations before the 17th Session of the UN Forum on Minority Issues begins. *Lauren Avery / MRG.*

an interdisciplinary research group exploring the intersections of environmental change, mental health and the rights of indigenous peoples. With a global and interdisciplinary network of human rights practitioners, artists, design

researchers and academics, the group shared its findings via traditional academic research as well as artworks, panel discussions, installations and more. Highlights from 2024, the last year of the programme, included a four-day public festival in London exploring

the deep connections between mental health and ecosystem health, and the release of a book, *Stories of Solastalgia*.

- 17 submissions of rights claims seeking to address violations, discrimination or exclusion of minority and indigenous communities were made by MRG in 2024. This included a statement made to the UN HRC about the situation of human rights in the DRC. An update was provided to the ACHPR on human rights violations against the Mosopisyek of the Benet people related to the harassment and violence perpetrated against their community members by the Ugandan Wildlife Authority (UWA). MRG partners ESCR-Net organized a protest march in Nairobi in response to the repeated failure of the Kenyan government to implement ACHPR decisions in the Endorois and the Ogiek cases and redress decades of inequality, violations and neglect.



A copy of *Stories of Solastalgia: Land Body Ecologies*.

Press and digital media

In 2024 MRG launched a new website focussing on showcasing our 56 years of activity and making all the vital information generated in that time more accessible than ever. The new website is also hosted sustainably and is far more multilingual than its predecessor.

In 2024 there were 1.2 million active users who spent around 12% longer on MRG's website than the internet wide average. Twitter followers decreased by 0.6%, as compared to 2023, while Facebook increased by 0.1%, Instagram increased by 18%, LinkedIn increased by 21% and YouTube increased by 16%.

These divergent results reflect a turbulent year in social media worldwide and changes to MRG's communications strategy. In 2024, MRG was mentioned in the media 1,204 times (up 45% from 664 in 2023), with overall views of these articles at 3,239,082,684 (up 8%). Major sources of coverage included the

ACHPR judgment on the Batwa of Kahuzi-Biega and references to our *World Directory of Minorities and Indigenous Peoples* in breaking news stories with minority angles.

International Advocacy African Union

In 2024 we continued to engage the ACHPR and the African Court on the progress on the implementation of the Endorois and Ogiek cases. We supported our partner organizations and staff to engage at the ACHPR's Ordinary sessions, such as on the forcible eviction of the Sengwer indigenous people of Kenya from their ancestral lands in the name of conservation. We are pioneering the discourse on challenging fortress conservation at ACHPR and encouraging states to ensure the inclusion of indigenous peoples as the custodians of conservation areas.

European Union

MRG is an active member on major regional EU civil society platforms. We are members of the EU-ASEAN Civil Society Steering Committee on human rights in Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam. We are also members of the EU Civil Society Facility for the Mediterranean, under a framework partnership working on

supporting human rights in Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine, Syria and Tunisia. We are also regularly participating in human rights and political dialogues between the EU and individual Asian countries, namely Kyrgyzstan, Tajikistan, India, Pakistan, Nepal and Sri Lanka.

MRG briefed the European Commission in advance of its annual progress report on Turkey's EU Accession, as well as the EU Parliament on the same issue. MRG also facilitated the participation of Pamiri activists in the EU's Human Rights Dialogue with Tajikistan. This has led to Pamiri rights becoming a key issue in ongoing negotiations between the EU and Tajikistan on GSP+ status. In November 2024, MRG in cooperation with the European External Action Service held a global anti-discrimination training for the human rights focal points operating within each EU delegation. MRG also increased its activity on minority rights within the EU, supporting a new informal grouping of European minority rights CSOs active at EU level and with its *Minorities, Accountability, Rights, Independence and Organizational Development* (MARIO) programme having run a training and networking event in Brussels for its 2024 cohort of CSOs.

UN and other advocacy

A key UN advocacy event for MRG is the annual Forum on Minority Issues, which

was held on 28 to 29 November 2024 in Geneva. It focused on minority representation and self-representation in public spaces and discourses. We supported the attendance of 19 minority rights defenders from Africa, Asia, Europe and Latin America (8 female and 11 male). Of this total, two were persons with disabilities belonging to minority communities. At the Forum, MRG co-hosted a side event with the Permanent Mission of Austria on overcoming obstacles to minority cultural expression. Among the speakers were the UN Special Rapporteur on minority issues and one of the laureates of the International Contest for Minority Artists, an initiative of the City of Geneva, United Nations Office of the High Commissioner for Human Rights and MRG. Around 100 people were in the room, including several state representatives.

MRG also participated in the civil society consultations ahead of the UN's Summit of the Future, held in September 2024. Our written contribution towards the then-proposed UN Declaration on Future Generations emphasised the importance of combatting racism and discrimination as well as the need for comprehensive data disaggregation. The Declaration on Future Generations adopted in September 2024 contained a provision that echoed our submission on one specific point not mentioned by other NGOs, namely the importance of

addressing inter-generational traumas, inequalities and discrimination. The language was not as strong as we would have liked, but we understand that even keeping it at all had been debated.

MRG has continued to provide country-specific information to UN treaty bodies, and inputs to them and Special Procedures and as they are developing thematic reports, guidance and recommendations on specific topics. Five reports were submitted between July and December 2024 on the DRC, Egypt, India, Iran and Namibia. Seventeen recommendations were made by UN human rights mechanisms to member states based on MRG submissions. At the HRC, MRG contributed to the drafting and negotiations of the minority rights resolution put forward by Austria and adopted by consensus in early April 2024. We also organized the first-ever side event at the HRC featuring the Chair of the UN Fact-Finding Mission on Iran, on the day after they presented their investigation report. That event was moderated by one of our Iranian Kurdish partners.

Other advocacy included extensive consultations involving MRG and partner staff with the International Council on Mining and Minerals during the preparation of its updated Position Statement on indigenous peoples,

published in November 2024. Certain elements reflected MRG's inputs, for instance on the importance of respecting traditional knowledge and cultural heritage.

Other side events have included:

- **Listening Better to Reach Inclusion: Beyond age, disability and gender** in May and in partnership with Clear Global at the Humanitarian Networks Partnership Week (HNPW) in Geneva. The HNPW was a new advocacy space for us and could potentially be useful to return to in the next strategic period, given our forthcoming cross-cutting focus on minorities and indigenous peoples in humanitarian emergencies.
- **Open civic space and the right to participation: Essential steps on the path to climate justice** also in May and with Amnesty International was a webinar organized ahead of the annual climate talks in Bonn. We deliberately chose this theme, given the poor human rights track records of recent and current climate COP hosts.
- **Indigenous Youth as Agents of Change in Economic, Social and Cultural Rights** was held at the UN Permanent Forum on Indigenous Issues under the Land Body Ecologies programme. Participants included MRG partners representing

the Ogiek, Endorois and Batwa communities as well as representatives from the Saami and Newar communities and the Permanent Representative of Finland to the United Nations.

Legal work

Former DRC warlord Roger Lumbala will be tried in a historic Universal Jurisdiction case for crimes against humanity affecting Bambuti from 17 November to 19 December 2025. MRG and four Bambuti victims are civil parties in the criminal proceeding, which is based on evidence exposed by a landmark 2004 MRG report. The case is a historic opportunity for justice for the indigenous Bambuti and other victims. It will be the first-ever case before a domestic tribunal adjudicating the mass atrocities committed in the DRC during 2002-2003.

For the members of the indigenous Mosopisyek of the Benet in Uganda, individual court cases have been brought by MRG to challenge the human rights violations perpetrated against them, including killings and violence, by park rangers when trying to access their ancestral land, which was gazetted as a protected area. Though MRG has succeeded in achieving compensation for one applicant, these cases have proceeded slowly in the past six months for reasons related to the capacity and

functioning of the domestic judicial system. The filing of a broader land rights case to claim the collective right of the community to its ancestral territory is currently under consideration. In 2009, Sejdić and Finci, two citizens of Bosnia and Herzegovina belonging respectively to the Roma and Jewish minorities, approached the European Court of Human Rights to challenge the discriminatory nature of their country's constitution and electoral law. They won their case, in which Finci was represented by MRG, in a landmark ruling. Yet fifteen years later, the implementation of the Sejdić and Finci judgment remains stagnant, with discriminatory provisions still barring minorities from key political roles in Bosnia and Herzegovina. MRG continues to advocate for the implementation of the judgement, including by submitting communications to the Committee of Ministers of the Council of Europe, which oversees the implementation of judgments from the European Court of Human Rights.

The Ogiek of Mau have lived in Kenya's Mau Forest since time immemorial and are the custodians of the environment on which they depend. Yet for decades, they have been routinely subjected to arbitrary forced evictions from their ancestral land without consultation or compensation. MRG has been assisting their case against their government



Representatives of the Ogiek of Mau community and some of their legal team at a 2024 implementation hearing on their case outside the African Court buildings. *Samuel Ade Ndasi / MRG.*

since 2009. In 2024, the African Court on Human and Peoples' Rights held the first hearing on implementation in its history, for the Kenyan government's failure to implement a landmark judgment recognizing the Ogiek's right to their ancestral lands in the Mau

Forest. The next hearing has been fixed for 4 June 2025.

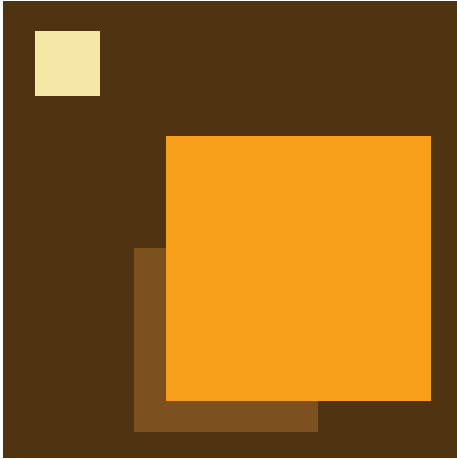
In the DRC Batwa case, a favourable landmark decision was rendered by the ACHPR and was published by MRG in July 2024. We are now working on its

implementation, but the current crisis in East DRC is delaying the envisioned work plan. We continue to work on climate justice litigation including scoping for cases involving minority and indigenous children in Africa before the African Committee of Experts on the Rights of the African Child.

Publications

In 2024, we published the following reports: *Equality in accessing justice: Removing barriers for Roma in pursuing their rights in discrimination cases*; *Unveiling Discrimination: Minorities in Türkiye*; *The Situation of Minorities in Tajikistan*; and *Justice served: The Batwa of Kahuzi-Biega and the failure of fortress conservation*. MRG reports were downloaded 11,400 times in 2024.

Since 1997, MRG's *World Directory of Minorities and Indigenous Peoples* has been a trusted and verified source of information for journalists, governments, UN officials and academics across the globe. We continued to recruit regional advisers to our network of contributors for our *Directory*, with two joining in 2024. We now have six advisers covering the following regions: Central America and the Caribbean, Latin America, Central Asia, East Asia and Oceania. In 2024, we updated 18 entries of our *Directory*.



Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its Articles of Association. The Charity operates with an international governing Council (who are also the Trustees) that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the ACHPR.

The MRG Council is chaired by Anastasia Crickley. Council membership is broadly balanced and includes members from different world regions, with different skill sets and with members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Council members do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of

winding up. The total number of such guarantors at 31 December 2024 was 9. Members of the Council are members of the charity, but this entitles them only to voting rights.

One third of Council members retire in rotation each year (but can be re-elected). Council members normally serve a maximum of 6 consecutive years (or 8 in the case of officer bearers). As Council members step down, new members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process and are provided with relevant documents and access to information about the governance and the work of the charity.

The Council decides the organizational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. The Council operates through an established sub-committee - the Finance & General Purposes Committee, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Leadership Team of 10 senior staff led until 30th March 2025 by the Co-Executive Directors who report to the Council (as of 31st March 2025, one of the two Co-Directors resigned, and it was agreed that the other, Claire Thomas, would remain as the sole Executive Director). To facilitate closer access to local partners, MRG is supported by two regional offices: Minority Rights Group Africa (Uganda) and Minority Rights Group Europe (Hungary). Another MRG entity was established in Belgium during 2018.

We have staff based in countries and regions where programmes are implemented and in strategic locations such as Geneva and The Gambia where inter-governmental organizations operate. We cooperate with like-minded

charities in a much wider range of countries, to share information and achieve common goals. MRG adheres to the Charity Commission's public benefit guidance by making the MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Reviewing risks to the charity 2024

The MRG Council and the Finance and General Purposes Committee regularly assess the risks that the organization is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information on their potential causes, impacts and mitigation measures reviewed and confirmed. The most relevant risks during this report's timeframe, include:

- While insufficient core funding remains a risk, we can confirm that the Swedish International Development Cooperation Agency (SIDA) has agreed to renew its core funding agreement with MRG for the period 2025-2028. Additionally, Norway has renewed its core funding agreement for 2025. Although the Norwegian funding is annual and therefore short-term,

conversations for 2026 are ongoing and remain positive.

- The risk of a failure to secure sufficient match-funding has increased, although simultaneously there are factors reducing the risk. Irish Aid have removed the match-funding requirement, and we have followed a policy of prioritizing responses to calls for proposals with lower proportions of co-financing requirements. However, in a period when we have lower reserves and when our core funding uncertainty is greater than usual, we have needed to be fully aware of this risk and its potential impact.
- The risk of MRG having inadequate unrestricted reserves has increased, because we ended 2023 with a deficit which reduced the reserves and makes the impact of any further loss more concerning. Throughout 2024, the organization worked to reduce core-funded expenditure and ended the year with a budget that was significantly closer to being in balance.
- The risk of problems arising from regional offices' financial management has increased due to the significant growth in turnover in MRGE meaning that, even if we are confident that the finances of that

office are exceptionally well-managed, this is largely the work of a few individuals, on whom we are highly reliant and if anything were to go wrong, due to the size of the projects, the impact would be great. Meanwhile, for the first time in almost a decade, MRGA has funding direct from a donor to deliver a project with limited involvement of MRGI.

- The risks of constraints affecting MRG's project income have also risen in recent months. The stop orders issued by the US authorities in early 2025 did not have a significant impact on MRG as a whole (although two projects were paused or ended). However, the ramifications of this abrupt cessation of support to humanitarian, development and human rights work is having knock-on effects on our partners and other donors, and is putting increasing pressure on all funding sources.
- Rising intolerance against organizations working with minorities, indigenous peoples or migrants has materialized on several occasions in recent months, although we have been able to contain the damage.
- Cyberattacks are a growing concern as states and other actors increasingly target human rights NGOs.

Plans for future periods

In early 2025 MRG launched its strategy for the period 2025-2028. We will continue to focus on persecution, marginalization and climate justice, deepening our ongoing and important work in these critical areas. Partner consultations conducted during strategy development reaffirmed these priorities but also emphasized four cross-cutting areas of focus to drive our work across each strategic objective. These cross-cutting themes are as follows:

Data, Information and Disinformation

Rapid technological advances over recent decades have changed many aspects of human life. Policy making is increasingly data-driven but minority and indigenous communities' relative absence from this space means their needs can be neglected. Negative information and stereotyping significantly harms minorities, increasing their persecution. Even organized disciplines – science, economics, history or law – continue to disrespect narratives that challenge dominant, anthropocentric and extractive value-systems to the exclusion of minority and indigenous knowledge and worldviews. This cross-cutting focus will enable us to prioritize designing work to tackle hate speech; ensuring data around minority and indigenous communities is

responsibly collected, stored and used to diagnose and design bespoke solutions to challenges; and in investing in minority journalists' and academic networks that collect, analyse and present information beyond traditional colonially influenced knowledge domains.

Humanitarian Emergency Response

Every indicator around the climate crisis points towards escalation of human catastrophe from human-induced disruptions to the biosphere. Political breakdown in states and widespread disinformation also makes minorities and indigenous peoples vulnerable to societal breakdown in addition. Help through humanitarian action is slow to mobilize, and areas where minority and indigenous communities live are often deprioritized zones. This thematic focus will enable us to advocate for better response rates to minority and indigenous communities in a climate of growing danger, strife and uncertainty.

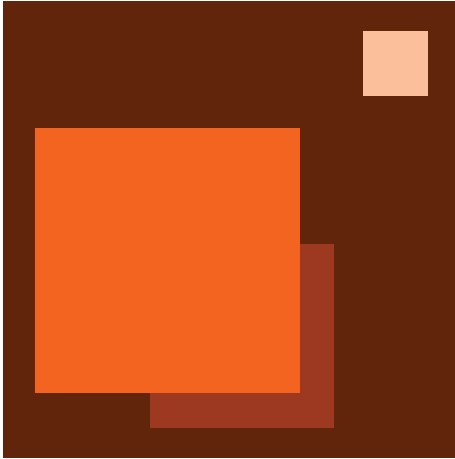
Young People

Minority and indigenous communities have the right to transmit their cultures, languages, religion, beliefs and ways of life to future generations. Exclusion of these from formal spaces alongside undue pressures to conform to majority cultures erodes human diversity. Our emphasis on this theme will enable

sharper engagement with youth to ascertain their perspectives, respond to their challenges, including in access to health, education and employment; and to encourage and motivate those keen to develop advocacy for minority and indigenous rights and the survival and thriving of their cultures. We will also look to the youth we engage to increasingly assume responsibility, as we witness that a generational shift is taking place across the minority and indigenous rights movements.

Intersectionality

An intersectional lens to programming has been a feature of MRG's work for over two decades. Our gendered lens was enhanced in the last period by a deliberate focus on disability enabling us further reach into exclusion within communities while also building their relationships with disability rights advocates who previously struggled to access such communities. Our commitment to intersectionality will enable us to pay attention to additional grounds of disadvantage and exclusion in a bid to ensure that emerging systems focused on inclusion address an ever-widening range of factors that inhibit the equal enjoyment of rights for every member of a minority or indigenous community.



Report of the Council: Financial review

During the year under review, MRG's income fell by 4.8% from £6.21 m (2023) to £5.91 m. Although unrestricted income in 2024 was slightly higher (up approx. £78K), there was a sharp decline in restricted income of £390K or 7.8% from £4.99 m in 2023 to £4.60 m in 2024. In contrast, group expenditure was £6.61 m during the year, only marginally lower than it was in the previous financial year (£6.66 m). The substantial increase in restricted expenditure was by no means unexpected as it related largely to expenditure in 2024 funded by grants received and recognised in the second half of 2023. Nevertheless, the combined effect of the above was deficits in both our restricted and unrestricted financial activities - £550K

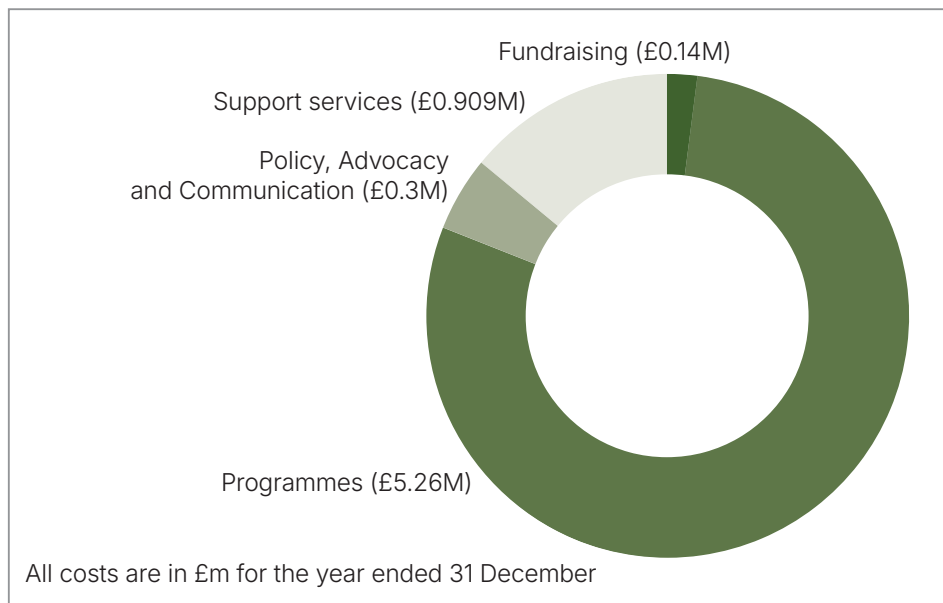
and £146K respectively. The Group continues to provide substantial financial support to local minority and indigenous rights organisations, participants and activists in a growing number of countries and regions of the world. In 2024 £3.1 m, or nearly 47%, of total group expenditure related to sub-grants and associated activities (43%, 2023).

Overall group income has, as the chart below shows, stabilised at an average annual level of £5.5 m. As expected, group expenditure is also averaging at around £5.4 m pa. MRG is very grateful for the financial support the group continues to receive from all our primary donors including the European Union, Sida, Norad, Ministries of Foreign Affairs of Finland, the Netherlands and Ireland.

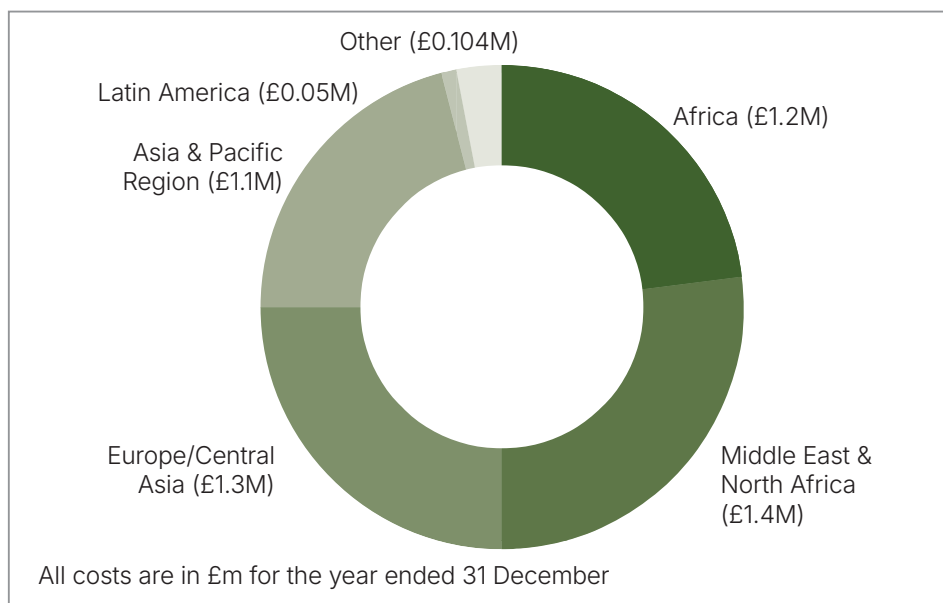
Click on any of the links below to go directly to the appropriate page:

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- 29 [Investment Policy and Performance](#)
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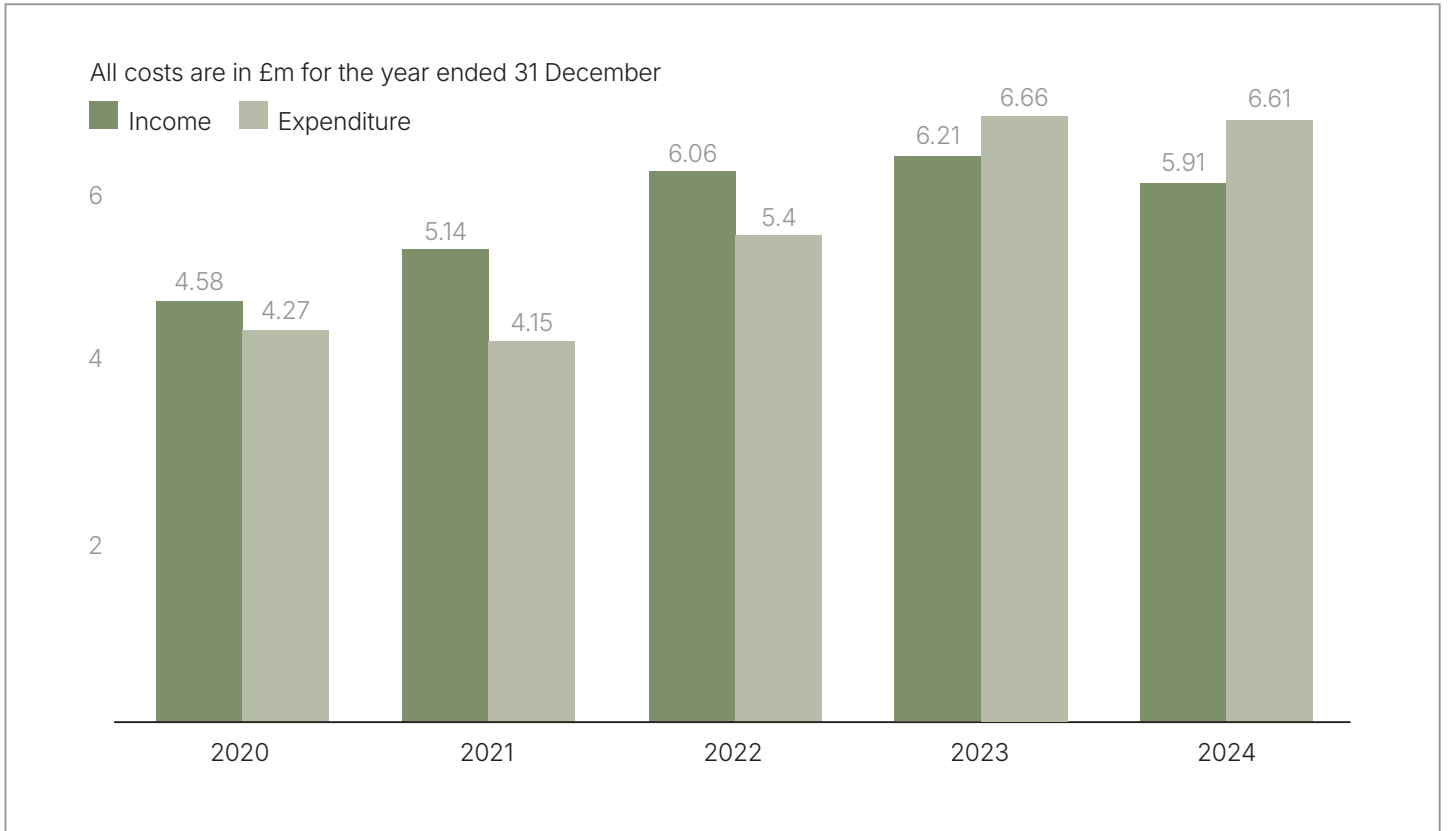
MRG spend breakdown by area of work in 2024



Total figures by MRG by region of work in 2024



MRG Income and Expenditure (£M) 2020-2024



Reserves policy

Restricted funds

These funds are tied to particular purposes, as specified by the donor or in a grant agreement. Unspent restricted funds are showing at £1.44 m on 31 December 2024 (£1.89 m on 31 December 2023).

Unrestricted funds

Unrestricted funds comprise funds that are not subject to specific grant restrictions as to their ultimate purpose other than to provide financial support for all or most of MRG's charitable activities. Total unrestricted funds at 31 December 2024 were at £242K (£472K, 2023).

General reserves policy

General reserves are defined as that portion of unrestricted funds remaining once the Trustees have set aside any amounts required as either designated funds or in respect of any pension scheme deficit. The Trustees agreed a new General Reserves policy in June 2022, which will continue to build our financial resilience and sustainability, whilst at the same time ensuring we do not retain income for longer than required. The Policy determines a new target level for reserves of £370K,

equivalent to the current underlying cost of support and central services per annum, and in line with the following principles.

- MRG should be resilient to financial shocks and be able to continue operations where income or expenditure fluctuates significantly, the Charity suffers a sudden and unexpected loss or cut in grant funding, or in the unlikely event that it has to close down all or a substantial portion of its operations.
- Charitable donations should be spent in a timely manner, in line with the expectations of donors, whilst balancing the need for resilience and sustainability.
- MRG's primary objective is to promote and defend the rights of minorities and indigenous peoples on an ongoing basis, and this must be balanced with the need for financial resilience and sustainability.

General Reserves

General reserves are not restricted, set aside or designated for a particular purpose. General reserves were £62K, significantly lower than at the end of 2023 (£326K).

Designated Funds

Designated funds are those unrestricted funds that have been allocated at the Trustees' discretion for particular purposes. They can remain unallocated should circumstances change. The Trustees have agreed to designate a number of funds totalling £180K (£146K, 2023):

Investment revaluation reserve: This is the unrealised increase in the market value of investments. This was £114K at the end of 2024 (£108K, 2023).

Project continuity and Strategic

Litigation fund: This is a reallocation from general reserves to cover the costs associated with post project completion and strategic litigation. This amounted to £79K in December 2024 (£44K, 2023).

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £308K on 31 December 2024 (£292K, 2023). These were invested in the ethical funds of two reputable investment managers – Columbia Threadneedle Investments (£244.4K, 31 Dec 2024) and Axa Investment Managers (£63.2K, 31 Dec 2024). The latter was sold for £65K in February 2025.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of

these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Acknowledgements

MRG is very grateful to all the partners and activists who have worked with us in 2024, many in tough security environments. We are grateful to decision makers at local, national or international level who listened to minority and indigenous viewpoints and concerns and acted; to those who reported news in print, broadcast or the internet – and to all our donors – individuals and institutions – who provided financial support, without which none of this important work could have taken place.

MRG benefitted from the support several temporary interns who supported the organisation's work through their skills and time in 2024. This donated work time, whether through funded placements, as part of a course or freely offered, was invaluable to MRG and is much appreciated. We are mindful that using unpaid interns may reinforce restrictions in access to opportunities to those who can afford to work unpaid to gain experience, can confirm that we never use full-time unpaid interns, and are reviewing our general use of unpaid interns, especially when not interning as part of a course of study requirement or on an internship funded by an institution.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organization
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the employment offer made to senior employees, where pay is one part of a package including personal development and fulfilment

and association with the public benefit delivered. The Charity recognizes that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata). In 2024, these were the Co-Executive Directors, Director of Policy and Advocacy, Director of Finance, Administration and IT; and Director of Fundraising.

Remuneration for the year ended 31 December 2024 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.

Statement of responsibilities of the Council of Management

The Trustees (who are also directors of Minority Rights Group under company law) are responsible for preparing the Council/Trustees report and the financial statements in accordance with applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice) in that period. Under company law the Trustees must not approve the financial statements

unless they are satisfied that they give a true and fair view of the state of affairs of the Company of the Group and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- ensure that statements comply with the Companies Act 2006.

The Trustees/Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information

and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustee's Report has been prepared in accordance with the small companies regime and exemption has been taken from preparing a strategic report.

Approved by the trustees and signed on their behalf by:

Anastasia Crickley *Bill Samuel*

Anastasia Crickley,
Chair of Council
27th June 2025

William Edgar Foyle Samuel,
Treasurer
27th June 2025

Independent Auditor's Report to the members of Minority Rights Group

Opinion

We have audited the financial statements of Minority Rights Group for the year ended 31 December 2024 which comprise the Group and Parent Charitable Company Balance Sheet as at 31 December 2024, Group Statement of Financial Activities, the Group Cash Flow Statement for the year and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice). In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2024, and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the group and parent charitable company; or

- the group and parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the

group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to company law and applicable employment regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and consider other factors such as payroll tax, general data protection regulation and compliance with local legislation by group's overseas branches and subsidiaries.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of

non-compliance with laws and regulation and fraud;

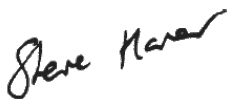
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with risk characteristics based on our risk assessment processes; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditors-responsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



*Steven Harper (Senior Statutory Auditor)
For and on behalf of HaysMac LLP,
Statutory Auditor
10 Queen Street Place,
London EC4R 1AG*

30 June 2025

Group and Charity Statement of Financial Activities* – (Including Income and Expenditure Accounts)

For year ended 31 December 2024		2024			2023		
	Notes	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	–	1,241,925	1,241,925	–	1,193,531	1,193,531
Investment income		–	10,526	10,526	–	7,808	7,808
Programmes		4,604,689	–	4,604,689	4,994,327	–	4,994,327
Other Income		–	54,218	54,218	–	12,013	12,013
Total	15/2	4,604,689	1,306,669	5,911,358	4,994,327	1,213,352	6,207,679
Expenditure on:							
Raising funds	3	–	161,958	161,958	–	239,710	239,710
Advocacy and programmes	3	5,154,445	939,945	6,094,390	5,271,285	762,132	6,033,417
Policy and publications	3	–	350,507	350,507	–	385,196	385,196
Total	15/3	5,154,445	1,452,410	6,606,855	5,271,285	1,387,038	6,658,323
Net income/(Expenditure) before gain/loss on investments		(549,756)	(145,741)	(695,497)	(276,958)	(173,686)	(450,644)
Unrealized gain/Loss on investments	8	–	5,677	5,677	–	14,504	14,504
Net income/(Expenditure)		(549,756)	(140,063)	(689,820)	(276,958)	(159,182)	(436,138)
Unrealized gain on foreign exchange transactions		18,402	(6,288)	12,114	(19,364)	(6,288)	(25,652)
Transfer between funds		84,169	(84,169)	–	(9,743)	9,743	–
Net movement in funds		(447,185)	(230,521)	(677,706)	(306,065)	(155,726)	(461,791)
Reconciliation of funds:							
Funds at the start of the year	15	1,885,895	472,147	2,358,042	2,191,960	627,873	2,819,833
Funds at the end of the year		1,438,710	241,626	1,680,336	1,885,895	472,147	2,358,042

* being a consolidation of the MRGI, MRG Africa and MRG Brussels Charities with the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognized gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

Company number: 1544957. Charity number: 282305.

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group Balance Sheet

For year ended 31 December 2024		2024		2023	
	Notes	£	£	£	£
Fixed assets	7		70,133		87,685
Tangible fixed assets	8		307,658		291,454
Investments			377,791		379,139
Current assets					
Debtors	9	662,294		616,989	
Cash at bank and in hand		1,076,692		1,684,969	
		1,738,986		2,301,958	
Creditors: amounts due within 1 year	10a	(423,522)		(317,286)	
Net current assets			1,315,464		1,984,672
Pension provision	10b		(12,919)		(5,769)
Net assets	11		1,680,336		2,358,042
Funds	15 & 16				
Restricted funds					
In surplus			1,438,710		1,885,895
Unrestricted funds					
Designated funds					
Pension provision			(12,919)		(5,769)
Investments revaluation reserve			113,607		107,929
Project continuity and strategic litigation fund			78,952		43,564
General reserves			61,986		326,423
Total funds			1,680,336		2,358,042

The notes form part of the financial statements.

The financial statements were approved and authorised for issue by the Council/Board of Trustees on 27th of June 2025 and signed on their behalf by:

Company number: 1544957. Charity number: 282305.

Anastasia Crickley *Bill Samuel*

Anastasia Crickley,
Chair of Council

William Edgar Foyle Samuel,
Treasurer

Charity Balance Sheet

For year ended 31 December 2024		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	7		64,821		77,237
Investments	8		307,658		291,454
			372,479		368,691
Current assets					
Debtors	9	248,939		1,382,468	
Cash at bank and in hand		222,789		100,472	
		471,728		1,952,246	
Creditors: amounts due within 1 year	10a	(674,860)		(265,387)	
Net current assets			(203,132)		1,217,553
Pension provision	10b		(12,919)		(5,769)
Net assets	11		156,428		1,580,475
Funds	15 & 16				
Restricted funds					
In surplus					
Unrestricted funds			677,985		1,108,329
Designated funds					
Pension provision			(12,919)		(5,769)
Investments revaluation reserve			113,607		107,929
Project continuity and strategic litigation fund			78,952		43,564
General reserves			(701,197)		326,422
Total funds			156,428		1,580,475

The deficit of the parent charity before consolidation in 2024 was £1.2 m (2023, surplus of £290K). Some 90% (or £1.05 m) of this deficit relates to restricted expenditure including project expenses in 2024 paid for by restricted income recognised in 2023.

The notes form part of the financial statements.

The financial statements were approved and authorised for issue by the Council/Board of Trustees on 27th of June 2025 and signed on their behalf by:

Company number: 1544957. Charity number: 282305.

Anastasia Crickley *Bill Samuel*

Anastasia Crickley,
Chair of Council

William Edgar Foyle Samuel,
Treasurer

Group and Charity Cash Flow Statement

For year ended 31 December 2024	2024	2023
	£	£
Net income/(expenditure)	(695,497)	(450,643)
Interest received	(3,363)	(7,808)
Interest paid	2,831	2,831
Investment income	(10,526)	(7,808)
Depreciation charges	46,036	45,100
Decrease/(increase) in debtors	(45,307)	(323,947)
(Decrease)/increase in creditors	106,237	(252,526)
Net cash inflow/(outflow) from operating activities	(599,589)	(994,801)
Purchase of tangible fixed assets	(31,259)	(86,382)
Disposal of tangible fixed assets	-	-
Interest received	3,363	7,808
Interest paid	(2,831)	(2,831)
Net currency exchange adjustments	22,038	(41,539)
Increase/(decrease) in cash in the period	(608,277)	(1,117,745)
Net cash in hand and at bank on 1 January 2024/2023	1,684,969	2,802,714
Net cash in hand and at bank at the end of the year	1,076,692	1,684,969
Cash in hand and at bank	31 December 2024 (£)	31 December 2023 (£)
Cash in hand - GBP	660	3,834
Cash at bank - GBP	(932,868)	(687,997)
Cash in hand - foreign currencies (GBP equivalent)	8,680	10,263
Cash at bank - foreign currencies (GBP equivalent)	2,000,219	2,358,869
Net cash in hand and at bank	1,076,692	1,684,969

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2024

Note

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2019). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2024. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting

policies used into line with those used by other members of the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.

- b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.
- d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.
- e) Interest and dividends are recognised when receivable.
- f) Subscriptions are included in income in the year in which they fall due.

- g) Expenditure is recognised in the period once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered. Staff expenses are recognised when a valid claim is submitted.
- h) Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.
- i) Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.
- j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

- k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- l) Advocacy and programme support costs comprise costs incurred in supporting advocacy and programme activities which are not covered by specific restricted fund grants. Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:
- Furniture & equipment: general: 4 years
Furniture & equipment - programmes: Depreciated in full in year of purchase
Fixtures, fittings, plant and machinery: Duration of lease for office premises
- Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.
- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u) The Charity registered a negative unrestricted reserve of £551K in 2024, which the trustees and management have been addressing successfully by a combination of continued cost savings, and a substantial increase in core funding in 2025. The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income and other factors. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Note 2: Unrestricted income analysis

For year ended 31 December 2024	2024	2023
	£	£
Grants and donations		
Blanes Trust	25,000	25,000
Orr Mackintosh Foundation	–	10,000
Evan Cornish	5,000	–
Ericson Trust	5,000	3,000
Swedish International Development Cooperation Agency (Sida)	753,573	763,929
Norwegian Ministry of Foreign Affairs/Norwegian Agency for Development Cooperation	363,362	370,741
Myriad Foundation (formerly King Baudouin Foundation)	–	7,956
Foundation for International Law for the Environment	78,952	–
Other donations	11,038	12,905
Sub-total	1,241,925	1,193,531
Other income		
Other income	54,218	12,013
Investment income	10,526	7,808
Other income adjustment	–	–
Sub-total	64,744	19,821
Total	1,306,669	1,213,352

Note 3a: Expenditure – Group and Charity (2024)

For year ended 31 December 2024	Raising Funds	Programmes	Policy, Advocacy & Comms	Support Costs	Total Actual 2024
	£	£	£	£	£
Staff costs (Note 5)	87,341	640,351	175,383	351,722	1,254,797
Regions & consultants (Note 5)	42,192	1,040,545	79,311	106,435	1,268,484
Volunteers	–	962	–	–	962
Staff training & development	117	500	820	6,278	7,715
Staff travel and subsistence	(122)	114,015	8,783	17,525	140,201
Partner and related activities	–	2,636,624	–	120,599	2,757,223
Seminars, training and events	–	299,957	11,266	58,663	369,886
Policy, research and information	400	95,302	6,660	2,845	105,207
Project audits	–	3,693	–	(–)	3,693
Bank charges and forex	51	18,683	424	58,765	77,923
Other project expenses	–	13,086	–	422	13,508
IT expenses	–	3,211	–	119,328	122,539
Local premises & related expenses	268	7,946	133	(18)	8,329
Legal and professional fees	417	41,943	–	7,870	50,230
Sub-total	130,664	4,916,818	282,780	850,434	6,180,697
Office running costs	931	35,017	2,014	6,057	44,019
General audit and accounting	1,739	65,445	3,764	11,320	82,268
Premises and related expenses	4,204	158,211	9,099	27,365	198,879
Recruitment	5	190	11	33	239
Depreciation charges	978	36,783	2,116	6,362	46,239
Trustees' expenses & meetings	101	3,786	218	655	4,760
Other costs	1,052	39,580	2,276	6,846	49,754
Sub-total	9,010	339,012	19,498	58,638	426,158
Total	139,673	5,255,831	302,279	909,072	6,606,855
Support costs*	22,285	838,559	48,228	(909,072)	–
Total expenditure	161,958	6,094,390	350,507	–	6,606,855

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Note 3b: Expenditure – Group and Charity (2023)

For year ended 31 December 2023	Raising Funds	Programmes	Policy, Advocacy & Comms	Support Costs	Total Actual 2023
	£	£	£	£	£
Staff costs (Note 5)	143,127	842,168	176,161	296,147	1,457,603
Regions & consultants (Note 5)	67,016	1,185,088	121,090	13,057	1,386,251
Volunteers	–	288	–	424	712
Staff training & development	2,802	9,357	104	4,898	17,161
Staff travel and subsistence	1,284	129,827	3,897	43,923	178,931
Partner and related activities	–	2,413,071	2,487	808	2,416,366
Seminars, training and events	599	446,373	4,927	(998)	450,907
Policy, research and information	22	76,016	30,741	188	106,967
Project audits	–	37,040	–	–	37,040
Bank charges and forex	103	(46,628)	696	(64,899)	(110,728)
Other project expenses	–	88,336	–	495	88,831
IT expenses	4,430	100,358	7,074	18,432	130,294
Local premises & related expenses	–	19,356	–	–	19,356
Legal and professional fees	–	69,127	–	–	69,127
Sub-total	219,383	5,369,777	347,177	312,485	6,248,818
Office running costs	3,068	75,100	4,856	4,370	87,394
General audit and accounting	–	54,534	–	2,870	57,404
Other Finance costs	402	9,846	637	573	11,458
Premises and related expenses	2,015	151,082	9,510	8,560	171,167
Recruitment	–	6,826	–	360	7,186
Depreciation charges	1,564	38,274	2,474	2,227	44,540
Trustees' expenses & meetings	–	6,803	–	15,355	22,158
Other costs	778	6,555	455	410	8,197
Sub-total	7,827	349,020	17,932	34,725	409,504
Total	227,210	5,718,797	365,109	347,206	6,658,322
Support costs*	12,500	314,620	20,086	(347,206)	–
Total expenditure	239,710	6,033,416	385,196	–	6,658,322

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Note 4: Incoming/(outgoing) resources for the year – Group and Charity

For year ended 31 December 2024		2024	2023
This is stated after charging / crediting:			
		£	£
Depreciation		46,239	44,540
Council members' expenses		4,759	22,158
Auditors' remuneration:	Group and charity general audit	30,000	25,995
	Component and project audits	25,302	37,040
	Other accounting services	26,966	31,409
Operating lease rentals:	Property	142,501	142,510
	Other	10,927	17,109

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £4,759 (2023: £22,158) to members relating to attendance at meetings of the Council.

Note 5: Staff costs and numbers

For year ended 31 December 2024		2024	2023
Staff costs were as follows:			
		£	£
Salaries and wages		2,238,416	2,537,584
Social security costs		205,952	221,695
Pension contributions		78,912	84,578
		2,523,280	2,843,857

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £164,430 during the year (2023: £163,220). These two employees earned above £60,000 in 2024: the first employee earned between £70,000 and £80,000; the second employee earned between £90,000 and £100,000. Employer pension contributions for those employees totalled £16,443 (2023: £16,322). The salary and pension costs of the three other key staff were £160,647 (2023: £186,443).

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2024	2023
	No.	No.
Directors' office including fundraising	8	9
Administration and finance	9	9
Projects and project support including Regional Offices	51	64
	68	82

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

Note 6: Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Note 7: Tangible fixed assets – Group and Charity

For year ended 31 December 2024	Group		Charity	
	Furniture & equipment 2024	Furniture & equipment 2023	Furniture & equipment 2024	Furniture & equipment 2023
	£	£	£	£
Cost				
At the start of the year	192,411	107,985	167,249	88,404
Additions in the year	31,259	86,382	27,418	79,374
Disposal in the year	–	–	–	–
At the end of the year	223,670	194,367	194,667	167,778
Depreciation				
At the start of the year	107,501	61,582	91,237	51,633
Charge for the year	46,036	45,100	38,608	38,908
Disposal in the year	–	–	–	–
At the end of the year	153,536	106,682	129,845	90,541
Net book value				
At the end of the year	70,133	87,685	64,821	77,237
At the start of the year	87,685	35,597	77,237	35,055

Note 8: Investments – Group and Charity

For year ended 31 December 2024	2024	2023
	£	£
Market value at the start of the year	291,454	269,141
Investment income reinvested	10,526	7,808
Net gains/losses	5,677	14,504
Market value at the end of the year	307,658	291,454
Historic cost at the end of the year	90,301	90,301

Note 9: Debtors

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Regional offices balances	–	–	–	681,442
Other debtors	363,723	32,527	63,997	32,527
Prepayments	247,221	61,814	123,480	58,524
Accrued income	51,350	522,648	61,462	433,173
	662,294	616,989	248,939	1,382,468

Note 10a: Creditors: amounts due within 1 year

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Trade creditors	2,212	16,588	2,212	8,694
Taxation, social security & other payroll	55,751	124,535	41,940	111,895
Regional Offices balances	–	–	307,210	–
Other Creditors	337,226	176,283	323,498	144,927
Accrued expenses and deferred income	28,333	(129)	–	(129)
Other liabilities	–	–	–	–
	423,522	317,277	674,860	265,387

The charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank PLC, of up to £120K in 2012. This facility is secured by a debenture on its assets.

Note 10b: Pension provision

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Pension liability	12,919	5,769	12,919	5,769
	12,919	5,769	12,919	5,769

Note 11: Analysis of net assets between funds

For year ended 31 December 2024	Restricted Funds	General funds	2024 Total Funds	2023 Total Funds
	£	£	£	£
Group				
Tangible fixed assets	–	70,133	70,133	87,685
Fixed asset investments	–	307,658	307,658	291,454
Long term liabilities	–	(12,919)	(12,919)	(5,769)
Net current assets	1,438,710	(123,246)	1,315,464	1,984,672
Net assets at the end of the year	1,438,710	241,626	1,680,336	2,358,042
Analysis of net assets between funds				
Charity				
Tangible fixed assets	–	64,821	64,821	77,237
Fixed asset investments	–	307,658	307,658	291,454
Long term liabilities	–	(12,919)	(12,919)	(5,769)
Net current assets	677,985	(881,119)	(203,133)	1,217,552
Net assets at the end of the year	677,985	(521,557)	156,428	1,580,475

Note 12: Operating lease commitments

The charity had commitments at the year end under operating leases as follows:	For year ended 31 December 2024	
	2024	2023
	£	£
Property		
Under 1 year	62,500	62,500
Equipment		
<i>CCTV, Printers and franking machine</i>		
Under 1 year	2,986	4,452
2-5 years	7,941	12,657
	10,927	17,109

**Minority Rights Group
(Limited by guarantee)**

Notes to the financial statements
For the year ended 31 December 2024

Note 13. Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2024 in line with financial reporting standards. However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

Note 14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the

plan by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The full actuarial valuation of the Scheme was carried out at 30 September 2020. The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £31.6 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 96.2% (2020: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December 2025.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event

of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of 30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

Note 15: Movement in funds

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AFRICA:						
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	95,228	718,889	(815,666)	–	(1,549)
	The Finnish Ministry for Foreign Affairs	95,228	718,889	(815,666)	–	(1,549)
IR5	Furthest Behind First	68,608	–	(108,819)	–	(40,211)
	Irish Aid	68,608	–	(108,819)	–	(40,211)
IR6	Minority and Indigenous Peoples' Collective Action	–	166,681	(75,291)	–	91,390
	Irish Aid	–	166,681	(75,291)	–	91,390
EMM22	Engaging Media & Minorities to Act for Peacebuilding	(284,645)	123,740	175,274	–	14,369
	European Union	(284,645)	123,740	175,274	–	14,369
IDEA23	Inclusive Development and Equitable Assistance	23,257	(20,591)	(2,348)	–	318
	US Agency for International Development via Education Development Centre Inc	23,257	(20,591)	(2,348)	–	318
SWISS24	Assessing Progress Concerning Minority Inclusion in Kenya	–	15,942	(3,919)	–	12,023
	Swiss Embassy in Kenya	–	15,942	(3,919)	–	12,023
RVW24	Rift Valley Waters: Indigenous-led Research on Climate Change and Health in Lake Turkana and Lake Bogoria	–	26,470	(261)	–	26,209
	The Wellcome Trust	–	26,470	(261)	–	26,209
USMOG23	Empowering Young Minority Individuals	6,666	134,756	(148,060)	–	(6,638)
	The United States Bureau of Democracy, Human Rights and Labor	6,666	134,756	(148,060)	–	(6,638)
RGA24	Researching Green Activism: How to Better Protect Communities, Civil Society Organisations, Networks and Climate Change Defenders in East Africa	–	99,780	(97,654)	–	2,126
	The Canadian International Development Research Centre	–	99,780	(97,654)	–	2,126
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	(20,692)	145,509	(121,403)	–	3,414
	The Wellcome Trust	(20,692)	145,509	(121,403)	–	3,414
Sub total/Africa Region		(111,579)	1,411,173	(1,198,148)	–	101,451

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
MIDDLE EAST & NORTH AFRICA:						
MACS23	Minorities, Accountability and Civil Space	636,888	617,131	(734,859)	–	519,160
	European Union	636,888	617,131	(734,859)	–	519,160
BAE24	Baham Advocacy Empowerment Project	–	–	(31,579)	–	(31,579)
	The United States Bureau of Democracy, Human Rights and Labor via Miaan Group	–	–	(31,579)	–	(31,579)
SMV23	Strengthening Minority Voices	176,566	(2,898)	(132,468)	–	41,200
	European Union	176,566	(2,898)	(132,468)	–	41,200
TUI22	All4All Phase 2 – pour le droit a la difference et l'elimination de toutes les formes de discrimination en Tunisie	166,752	452,884	(378,292)	–	241,344
	The Embassy of the Netherlands in Tunisia	166,752	452,884	(378,292)	–	241,344
TFD23	Pour une Tunisie sans discrimination	(1,503)	129,824	(113,739)	–	14,582
	European Union	(1,503)	129,824	(113,739)	–	14,582
Sub total/Middle East & North Africa Region		978,702	1,196,940	(1,390,936)	–	784,707

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
EUROPE/CENTRAL ASIA REGION:						
CEI24	Capacity Building Training & Exchange visits for Rural, Grassroots and Minority Organisations in CEI Region The Central European Initiative	–	–	(10,042)	–	(10,042)
		–	–	(10,042)	–	(10,042)
COACH22	Countering Online Anti-gypsyism and Cyberhate European Union	56,498	–	(101,463)	–	(44,965)
		56,498	–	(101,463)	–	(44,965)
CSA23/4	Civil Society Action To Protect Civil Society Space in OSCE Region Swedish Ministry of Foreign Affairs	(617)	72,658	(78,901)	–	(6,860)
		(617)	72,658	(78,901)	–	(6,860)
DJA23	Development Journalism Award Embassy of the Kingdom of Netherlands in Hungary	4,175	–	(4,755)	–	(580)
		4,175	–	(4,755)	–	(580)
ERE21	Equality for Roma Through Enhanced Legal Access European Union	(72,059)	–	–	–	(72,059)
		(72,059)	–	–	–	(72,059)
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society European Union	97,156	–	(95,042)	–	2,114
		97,156	–	(95,042)	–	2,114
MARIO22	Minorities, Accountability, Rights, Independence & Organisational Development European Union	132,335	579,348	(625,403)	–	86,280
		132,335	579,348	(625,403)	–	86,280
REP22	Improving access for Roma communities to employment opportunities in the hospitality industry Conrad N. Hilton Foundation	80,474	4,832	(81,469)	–	3,837
		80,474	4,832	(81,469)	–	3,837
PRE22	Promoting Roma Equality in Slovenia and Slovakia European Union	(25,512)	36,666	(101,390)	–	(90,236)
		(25,512)	36,666	(101,390)	–	(90,236)
Rise23	Resilience, Inclusivity, Support and Equality European Union	45,062	80,486	(134,247)	–	(8,699)
		45,062	80,486	(134,247)	–	(8,699)
TUR21	Minorities, Accountability, Rights, Collaboration European Union	53,648	3	(69,609)	–	(15,958)
		53,648	3	(69,609)	–	(15,958)
NRD	Protecting the Rights of Religious Minorities The Norwegian Agency for Development Cooperation	–	(110,071)	92	–	(109,979)
		–	(110,071)	92	–	(109,979)
Sub Total Europe/Central Asia Region		371,160	663,922	(1,302,229)	–	(267,147)

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
ASIA & PACIFIC REGION:						
AFRB24	Asia Action for Freedom of Religion or Belief	–	578,695	(4,900)	–	573,795
	European Union	–	578,695	(4,900)	–	573,795
JETF24	The Just Energy Transition Fellowship	–	89,190	(47,649)	–	41,540
	The International Research and Exchanges Board	–	89,190	(47,649)	–	41,540
MEDP24	Minority Empowerment for Democracy and Pluralism in Sri Lanka	–	229,381	(161,766)	–	67,615
	European Union	–	229,381	(161,766)	–	67,615
THAI21	Inclusive Peacebuilding in Thailand's Southern Border Provinces	145,567	86,801	(265,565)	–	(33,197)
	European Union	145,567	86,801	(265,565)	–	(33,197)
	Taiwan Foundation for Democracy	–	–	–	–	–
MODE23	Movement on Disability Equality in Thailand's Southern Border Provinces	161,613	–	(159,142)	–	2,471
	European Union	161,613	–	(159,142)	–	2,471
	Taiwan Foundation for Democracy	–	–	–	–	–
CJSA22	Towards Accountability for Minority Rights Abuses in South Asia	355,538	–	(323,397)	–	32,141
	The Open Society Foundations	355,538	–	(323,397)	–	32,141
IND21	Safeguarding tribal rights in the context of extractive industries operating in India	55,958	318,006	(130,844)	–	243,120
	European Union	55,958	318,006	(130,844)	–	243,120
Sub total/Asia & Pacific Region		718,676	1,302,072	(1,093,263)	–	927,486

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
LATIN AMERICA:						
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	48,135	–	(49,854)	–	(1,719)
	European Union	48,135	–	(49,854)	–	(1,719)
Sub total/Latin America Region		48,135	–	(49,854)	–	(1,719)
		£	£	£	£	£
LEGAL EMPOWERMENT & STRATEGIC LITIGATION:						
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	22,635	–	(22,539)	–	96
	The United States Bureau of Democracy, Human Rights and Labor via Anti-Slavery International	22,635	–	(22,539)	–	96
UJ21	Bambuti Case	(391)	–	(4,569)	4,960	(–)
	Minority Rights Group: Core Funded	(391)	–	(4,569)	4,960	(–)
Sub total/Legal empowerments & Strategic Litigation		22,243	–	(27,107)	4,960	96
		£	£	£	£	£
Z. OTHER VARIOUS CHARITABLE ACTIVITIES						
DIS21	Intersectional Minority and Disability Rights Advocacy	–	–	(79,211)	79,211	–
	Minority Rights Group - Core Funded (Sida Grant)	–	–	(79,211)	79,211	(–)
IAC23/24	International Arts Contest: Recognising Minority Artists	–	–	(1,726)	–	20,001
	United Nations Office of the High Commissioner for Human Rights	–	–	–	–	–
IFMY23	Inclusion Fellowship for Minority Youth in Somalia	10,529	11,198	(674)	–	(674)
	United Nations Democracy Fund	–	–	–	–	–
UNFPA	Data on to Illuminate Systemic Causes of Marginalisation	(2,279)	19,383	(11,297)	–	5,807
	UN Population Fund	–	–	–	–	–
Sub total/Other		8,250	30,581	(92,908)	79,211	25,134

Note 15: Movement in funds (continued)

For year ended 31 December 2024	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
RESTRICTED FUNDS:					
Africa	(111,579)	1,411,173	(1,198,148)	(–)	101,446
Middle East & North Africa	978,702	1,196,940	(1,390,936)	(–)	784,706
Europe/Central Asia region	371,160	663,922	(1,302,229)	(–)	(267,148)
Asia & Pacific region	718,676	1,302,072	(1,093,263)	–	927,486
Latin America	48,134	–	(49,854)	(1)	(1,720)
Legal empowerment & strategic litigation	22,243	–	(27,107)	4,960	95
Other charitable activities	(94,472)	30,581	(92,908)	79,211	(98,281)
Total restricted funds	1,932,864	4,604,689	(5,154,445)	84,169	1,446,583
Unrealized foreign exchange differences	(46,967)	–	18,402	–	(7,873)
Total restricted funds	1,885,897	4,604,689	(5,136,043)	84,169	1,438,710
UNRESTRICTED FUNDS:					
Revaluation reserve	107,929	5,677	–	–	113,606
Pension provision	(5,769)	–	(7,150)	–	(12,919)
General fund	369,986	–	(229,047)	–	140,939
Total unrestricted funds	472,146	5,677	(236,197)	–	241,626
Total funds	2,358,042	4,610,366	(5,372,240)	84,169	1,680,336

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Note 16: MRG Income & Expenditure 2024 by Results

MRG Income & Expenditure 2024 by Results		Income	Expenses	Partners' Expenses	Total Expenditure
		£	£	£	£
16	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,241,925	(1,123,727)	–	(1,123,727)
	Other income	54,218	(54,218)	–	(54,218)
	Investment income	10,526	–	–	–
	Fundraising	–	(161,958)	–	(161,958)
	Management, Finance, Administration, IT, Premises and Other Overheads	–	(909,072)	–	(909,072)
	Less: Operating costs recovery	–	–	–	–
	Management, Finance, Administration, IT, Premises and Other Overheads	–	796,565	–	796,565
	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,306,669	(1,452,410)	–	(1,452,410)
Result 1: Civil Society Organizations and activists representing or defending the rights of minorities and indigenous peoples are better equipped to advocate for rights protection through legal and policy influencing and social and cultural mechanisms					
BAE24	Baham Advocacy Empowerment Project	–	(31,579)	–	(31,579)
AFRB24	Asia Action for Freedom of Religion or Belief	578,695	(4,900)	–	(4,900)
CEI24	Capacity Building Training & Exchange visits for Rural, Grassroots and Minority Organisations in CEI Region	–	(10,042)	–	(10,042)
COACH22	Countering Online Anti-gypsyism and Cyberhate	–	(44,937)	(56,526)	(101,463)
MARIO22	Minorities, Accountability, Rights, Independence & Organisational Development	579,348	(298,023)	(327,380)	(625,403)
MACS23	Minorities, Accountability and Civil Space	617,131	(734,859)	–	(734,859)
MEDP24	Minority Empowerment for Democracy and Pluralism in Sri Lanka	229,381	(31,496)	(130,270)	(161,766)
MODE23	Movement on Disability Equality in Thailand's Southern Border Provinces	–	(72,142)	(87,000)	(159,142)
PRE22	Promoting Roma Equality in Slovenia and Slovakia	36,666	(36,893)	(64,497)	(101,390)
RISE23	Resilience, Inclusivity, Support and Equality	80,486	(66,993)	(67,254)	(134,247)
THAI21	Inclusive Peacebuilding in Thailand's Southern Border Provinces	86,801	(106,684)	(158,881)	(265,565)
TUI22	All4All Phase 2 – pour le droit a la difference et l'elimination de toutes les formes de discrimination en Tunisie	452,884	(147,598)	(230,694)	(378,292)
TFD23	Pour une Tunisie sans discrimination	129,824	(52,792)	(60,947)	(113,739)
TUR21	Minorities, Accountability, Rights, Collaboration	3	(68,860)	(750)	(69,609)
USMOG23	Empowering Young Minority Individuals	134,756	(37,903)	(110,157)	(148,060)
ERE21	Equality for Roma Through Enhanced Legal Access	–	–	–	–
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society	–	(57,133)	(37,909)	(95,042)
NRD	Protecting the Rights of Religious Minorities	(110,071)	92	–	92
	Sub-total	2,815,904	(1,802,740)	(1,332,265)	(3,135,005)

Result 2: Journalists, media and opinion formers display a better understanding of religious and ethnic persecution and patterns of exclusion and marginalization

EMM22	Engaging Media & Minorities to Act for Peachebuilding	123,740	(4,326)	179,600	175,274
JETF24	The Just Energy Transition Fellowship	89,190	(47,649)	–	(47,649)
RWW24	Rift Valley Waters: Indigenous-led Research on Climate Change and Health in Lake Turkana and Lake Bogoria	26,470	(261)	–	(261)
SWISS24	Assessing Progress Concerning Minority Inclusion in Kenya	15,942	(3,919)	–	(3,919)
Sub-total		255,341	(56,156)	179,600	123,444

Result 3: Increased recognition of, and commitment to addressing, religious and ethnic persecution, marginalization and exclusion by relevant decision-makers, duty bearers and key influencers

UJ21	Bambutu Case	–	(4,569)	–	(4,569)
CJSA22	Towards Accountability for Minority Rights Abuses in South Asia	–	(278,589)	(44,808)	(323,397)
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	–	(22,539)	–	(22,539)
SMV23	Strengthening Minority Voices	(2,898)	(117,288)	(15,180)	(132,468)
Sub-total		(2,898)	(422,984)	(59,988)	(482,972)

Result 4: Improved governance environments to improve the participation of minorities & indigenous peoples in decision-making

CSA23/4	Civil Society Action To Protect Civil Society Space in OSCE Region	72,658	(70,578)	(8,323)	(78,901)
DJA23	Development Journalism Award	–	(4,755)	–	(4,755)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	718,889	(279,098)	(536,568)	(815,666)
IR5	Furthest Behind First	–	(84,587)	(24,232)	(108,819)
IR6	Minority and Indigenous Peoples' Collective Action	166,681	(29,021)	(46,270)	(75,291)
RGA24	Researching Green Activism: How to Better Protect Communities, Civil Society Organisations, Networks and Climate Change Defenders in East Africa	99,780	(47,662)	(49,992)	(97,654)
IDEA23	Inclusive Development and Equitable Assistance	(20,591)	(2,348)	–	(2,348)
Sub-total		1,037,416	(518,049)	(665,385)	(1,183,433)

Result 5: Improved development opportunities for highly marginalized communities

DIS21	Intersectional Minority and Disability Rights Advocacy	–	(47,648)	(31,563)	(79,211)
IND21	Safeguarding tribal rights in the context of extractive industries operating in India	318,006	(42,158)	(88,686)	(130,844)
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	–	(49,854)	–	(49,854)
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	145,509	(68,608)	(52,796)	(121,403)
REP22	Improving access for Roma communities to employment opportunities in the hospitality industry	4,832	(54,125)	(27,344)	(81,469)
Z.OTHER	Various Charitable Activities	30,581	(13,697)	–	(13,697)
Sub-total		498,927	(276,090)	(200,388)	(476,479)
Results 1-5		4,604,689	(3,076,019)	(2,078,426)	(5,154,445)
TOTAL ACTIVITY		5,911,358	(4,528,429)	(2,078,426)	(6,606,855)

Note 17: Co-financing arrangements

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and the Norwegian Ministry of Foreign Affairs provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2024.

Cross-project Match Funding 2024	Codes of Match-funded projects												
Match Funding Project	IR 5	PRE 22	MARIO 22	IND 21	SMV 23	RISE 23	MACS 23	MODE 24	COACH 22	TFD 23	EVC 23	RISE 23	THAI 21
FIN22													
MRG Partners													
TUI22													
Hilton													
CEI													
Taiwan Foundation for Democracy													
Evan Cornish													
Eleanor Rathbone Charitable Trust													

Minority Rights Group

Reference and Administrative Details

The organization is a charitable company limited by guarantee, incorporated on 11 February 1981 and registered as a charity on 11 May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

Company number

1544957

Charity number

282305

Registered office and Operational address

54 Commercial Street,
London E1 6LT

Honorary officers

Anastasia Crickley, *Chair*
William Edgar Foyle Samuel,
Treasurer
Claire Thomas, *Secretary*

Members of the Council/Trustees

The Council of Management who served during the year and up to the date of this report were as follows:

Anastasia Crickley (*Chair*)
Amana Dawuda Wodu
Vivek Sinha
William Edgar Foyle Samuel -
Treasurer
George Ngwane
Sima LuiPERT
José Guevara Bermúdez
Astrid Thors
Stefania Kulaeva
Pratima Gurung
(*resigned 14/08/2024*)

Principal staff

Joshua Castellino *Co-Executive Director and Company Secretary (resigned 30 March 2025)*
Claire Thomas (*Co-Executive Director, Sole Executive Director from 31 March 2025*)
Carl Söderbergh (*Director of Policy and Advocacy*)
Berihu Mohammed (*Director of Finance, Administration and IT*)

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Minority Rights Group

Visit minorityrights.org for
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minorities and indigenous
peoples around the world.

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MINORITY RIGHTS GROUP

England & Wales - Charity number 282305

Accounts

أوقات الصلاة		
إقامة	لذان	صلاة
1:00	12:30	الظهر
4:30	4:00	العصر
6:18	6:08	المغرب
8:15	8:00	العشاء
5:17	4:47	الصبح
12:45	12:30	الجمعة
4:37	6:17	إشراق

09:42
08 10 2022 Saturday

Minority
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Annual Report & Audited Accounts 2023

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Cover Image: Malay Muslim men read the
Qur’an at a mosque in Yala, Thailand.
Credit: Muhammadfatou Mateh.

Minority Rights Group

About us

Minority Rights Group (MRG) is the leading human rights organization working with ethnic, religious and linguistic minorities, and indigenous peoples worldwide.

Millions of people miss out on basic rights because they are different. We support minorities and indigenous peoples in the defence of their rights – to the lands they

live on, to the languages they speak, to the beliefs they practise, to the cultures they enjoy, to equal opportunities in education and employment, and to full participation in public life.

We work with ethnic, religious and linguistic minorities, and indigenous peoples to secure their rights and promote understanding between communities. We are guided by the needs expressed by our worldwide network of over 300 partner organizations in more than 60 countries. Together, we challenge power structures that exclude and silence those who are different.

We understand how discrimination based on age, class, gender and disability can have multiple impacts on disadvantaged minorities and indigenous peoples. Our campaigns target governments and communities to eradicate such attitudes.



Dagmara Sulkiewicz of the CSO Muslim Religious Union in Poland Muslim Community in Białystok engaged in a walking tour of the 7th district of Budapest, as part of MRG's MARIO programme's annual central training.

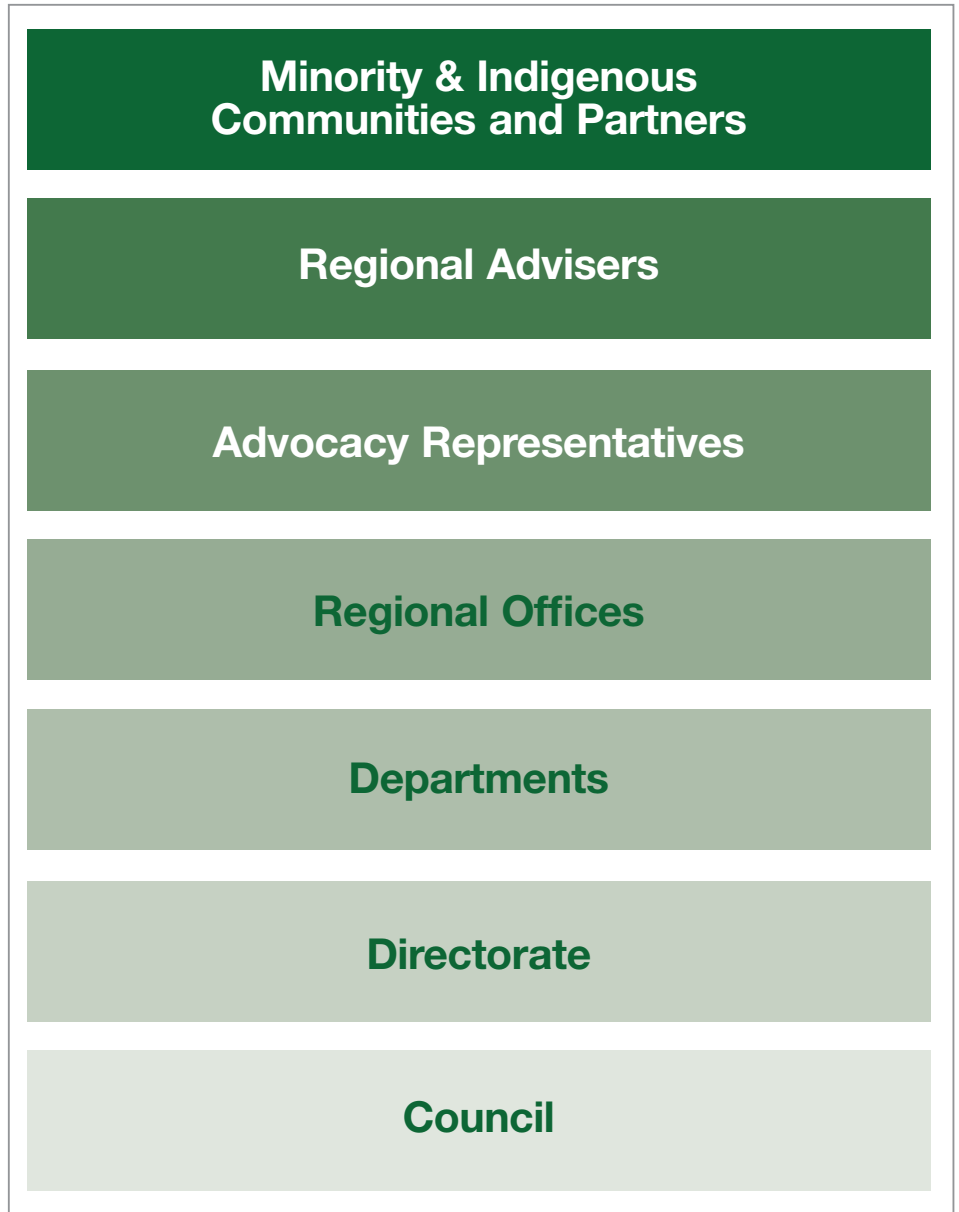
Credit: Emilia Lola Eördögh.

MRG has over 50 years' experience of working with non-dominant ethnic, religious and linguistic communities, and we bring a long-term view to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits in India and Nepal to name but a few.

MRG is an international non-governmental organization with an international governing Council that meets twice a year. We have consultative status with the United Nations Economic and Social Council and observer status with the African Commission for Human and Peoples' Rights (ACHPR). MRG is also registered with the Organization of American States.

Our truly global scope is guaranteed with our two regional offices in Kampala (Uganda) and Budapest (Hungary), as well as our regional presence in Asia, Latin America, the Middle East and North Africa.

Our engagement with regional and international bodies such as the African Commission on Human and Peoples' Rights, the European Union and the United Nations is facilitated by our staff based in Banjul, Geneva and Brussels.



MRG's structure to support its partners.

A few words from our Co-Executive Directors



In the period covered by this report minority and indigenous peoples' rights have continued to deteriorate sharply. In many jurisdictions this is a deliberate ploy to enlist majoritarianism as a tool to win elections. The year 2024 is synonymous with elections. A non-exhaustive list of countries where governments and opposition parties are turning to their electorates for governance mandates includes Algeria, Belize, Botswana, Chad, Comoros, Croatia, Dominican Republic, El Salvador, Georgia, Ghana, Iceland, India, Indonesia, Iran, Lithuania, Mauritania, Mauritius, Mexico, Moldova, Mozambique, Namibia, North Macedonia, Pakistan, Palau, Panama, Romania, Rwanda, Senegal, Sri Lanka, Solomon Islands, Somaliland, South Africa, South Sudan, Syria, Tunisia, Togo, United Kingdom, United States of America, Uruguay and Venezuela.

Elections seem a logical route to achieve desperately needed systems change. Yet, manipulated through hate towards particular communities, they can create an environment of fragmentation. This

makes minorities the story rather than climate change, declining industries, high inflation, unfair wealth distribution and growing inequality. Coming against the backdrop of shrinking civic space, this requires organizations like MRG to implement strategies to keep societies focused on their principal governance challenges while actively combatting disinformation and hate.

MRG's resources have continued to grow, helping us to react to these contexts. We commenced new projects in countries where the need is strong (e.g. Brazil, Tajikistan, Uzbekistan) while consolidating work in others. While our project funding rose, access to unrestricted funds did not rise to the same extent, challenging us to retain flexibility, stay responsive and build a resilient growth-supportive organizational structure. Finding new core donors who can prove as committed as our longstanding donors remains a high priority to secure our reach and impact while we stretch to respond to need.

The severity of the pressures on donors, states, businesses, institutions, societies and our communities themselves makes us appreciate those who support our work even more. It is a particular privilege to work with those who contribute to the global struggle for minority and indigenous rights in the belief that a more secure, equal and fair society is possible: one where the accident of birth is not the sole determinant of an individual's or a community's trajectory and outcome. To all who share our journey — partners, donors, staff and allies — we are deeply grateful for your work, the risks you take, the financial support you provide, and the influence you seek to wield to shape the world into one where everyone matters equally.

Handwritten signatures of Professor Joshua Castellino and Claire Thomas in black ink.

**Professor Joshua Castellino
& Claire Thomas, April 2024**

Why MRG's work matters



Meet H.E. Sabushimike, Burundi's Minister of National Solidarity, Human Rights, Social Affairs and Gender



Imelde Sabushimike is a distinguished beneficiary of a scholarship programme supported by MRG. She assumed the role of Minister in Burundi in 2020, marking a historic moment as the first female Batwa Minister in Africa. This remarkable milestone underscores Sabushimike's continuous dedication to championing the rights of Batwa communities for over a decade, from facilitating access to land to

passionately advocating for their cause at global forums. Notably, in 2023, Sabushimike led Burundi's delegation in deliberations on the Universal Periodic Review (UPR) of her country at the UN Human Rights Council in Geneva. MRG takes immense pride in Sabushimike's accomplishments, with her expressing gratitude, *'I thank Minority Rights Group very much: now I am a Minister thanks to your support during my school career.'*



H.E. Imelde Sabushimike (left) and MRG Head of Communications Samrawit Gougsa (right) at the UNPFII in New York.

Empowering Roma communities through enhanced employment opportunities



With funding from the Hilton Global Foundation and the Conrad N. Hilton Foundation, MRG and partners have expanded employment avenues for Roma community members in the hospitality industry in Hungary and Serbia. 72 young Roma have participated in the programme, gaining relevant skills and experience.

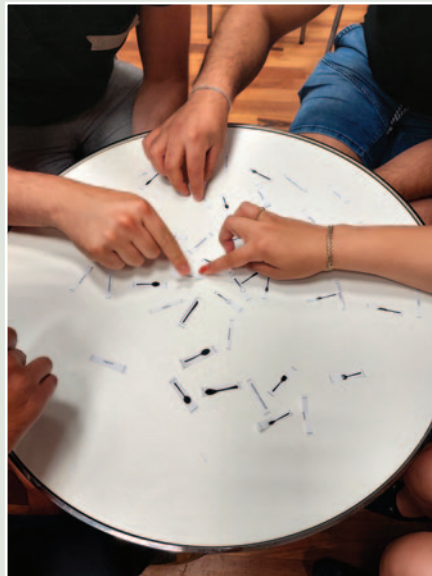
Testimonials from participants highlight the programme's extensive benefits. Some have reported increased self-confidence and ability to engage with others: *'I am enjoying interacting with people and, even though I used to be shy, I have gained self-confidence and improved my English language skills'* (I.M., Hungarian Roma woman).

Others have found job security and fulfilment: *'Working in a restaurant gives me job security. As a musician, I am grateful because I can do what I love in a friendly environment'* (E.B., Hungarian Roma man).

Other participants have developed their own career aspirations: *'I wish to open my own restaurant. It's been a dream*

for a long time, and this internship will definitely help me realize it' (S. M., Serbian Roma woman).

These testimonials show how the programme's benefits have extended far beyond enhancing job prospects for the Roma communities, as it has also empowered participants by fostering motivation, self-confidence and a feeling of security and clarity in their career aspirations.



Participatory training in Hungary.

Communities enjoy improved health and education: pilot methodology adopted by local authorities in Kenya



MRG worked with partners in Kenya from 2021 to 2023 to improve access to quality healthcare and education for ethnic minority communities. 25 Community Health Volunteers (CHVs), recruited from the local communities and trained by the programme, played a crucial role in implementing awareness-raising, sensitization and community outreach activities. They provided essential psychosocial counselling services, raised awareness on health and rights and

disseminated information. *'Before the training', explained a CHV, 'I did not have the courage to stand up and speak. I did not even have anything to talk about. But after the training, I can now address 100 people and talk to them about health, sanitation, and managing TB and HIV stigma.'*

The programme resulted in notable improvements in healthcare access and practices among the community members. CHVs' efforts contributed to

increased access to basic medical care, improved reproductive healthcare, enhanced maternal and child health, and better water, sanitation and hygiene practices. *'In this community', reported another CHV, 'the issue of pit latrines was not taken seriously, but after the activity, more villagers now have a pit latrine. Also, we can say more girls are going back to school to pursue education even if they get pregnant.'*

Their efforts were well-received by the communities as well as the county government administrations, which took the decision at the end of the project to integrate the majority of CHVs into their community health policy programmes, as confirmed by a health practitioner: *'The work of the CHVs has eased our service coverage to these communities. We will continue to work closely with them as we have integrated them into the County programme.'*

This important step helps to ensure the sustainability of the gains made so far as well as the possibility of ongoing improved access to such services for marginalized community members.



Winnie Kipyegon, Community Health Volunteer

Indictment of former Congolese warlord Roger Lumbala for complicity in crimes against humanity reliant on MRG evidence



On 6 November 2023, Roger Lumbala, former leader of the RCD-N party in the

Democratic Republic of the Congo (DRC), was indicted by the French authorities on charges of complicity in and conspiracy to commit crimes against humanity. Lumbala is accused of leading RCD-N troops in the 2002 'Erasing the board' attack campaign, which caused the deaths of over 60,000 indigenous Bambuti people.

The campaign was characterized by 'a new scale of violence' and the use of 'looting, rape, and summary execution as tools of warfare' (UN Special Investigation Team, 2003). This was confirmed by survivors and witnesses, who recalled how the soldiers '*attacked and started shooting and killing...destroyed the huts and set them on fire. People were also burned*' (Sumbula R., survivor of a massacre in the village of Mbuluku).

MRG is proud to have contributed to these efforts to bring Lumbala to justice by supporting the investigation with vital evidence, as the French investigators could not carry out interviews in the DRC.

Evidence was initially gathered by MRG in partnership with the Congolese organization Réseau des Associations Autochtones Pygmées du Congo (RAPY) and published in the 2004 '*Erasing the Board*' report, denouncing the brutal attacks committed against Bambuti by RCD-N troops through the testimonies of witnesses and survivors. The French Central Office for Combating Crimes Against Humanity, Genocide and War Crimes (OCLCH) relied heavily on MRG and RAPY's report during the preliminary enquiry against Lumbala, which started in 2016.

In 2020, OCLCH interviewed MRG's former Executive Director Mark Lattimer, who provided additional evidence including verbatim testimonies of victims interviewed by MRG, videos of the testimonies and a list of female victims of rape.

In 2021, the Prosecutor requested the opening of a judicial investigation before the Specialized War Crimes Unit of the Paris Court. Twenty-two survivors travelled to France to testify and were admitted to participate formally in the



Roger Lumbala attends a press briefing in Uganda's capital Kampala on January 8, 2013. Credit: Peter Busomoke/AFP via Getty Images.

upcoming trial as civil parties. MRG, also admitted as a civil party, supported four survivors by providing logistical and psychological assistance to minimize re-traumatization when recounting the events to the authorities.

The trial of Lumbala, scheduled to take place in Paris in 2025, is a historic step towards justice for survivors of mass atrocities. It 'sends a clear message that power and status cannot shield perpetrators from justice, no matter how much time has passed' (Samuel Ade Ndasi, MRG). It also highlights how documentation of human rights abuses and crimes against humanity can achieve results long after they had received the attention of the world's press.

Supporting partners, activists and communities who face safety threats and emergencies



MRG continues to offer support to partners, human rights activists and communities who face significant safety threats following civic space crackdowns. While details of the individuals assisted or the situations they have faced cannot be shared for security reasons, in 2023, MRG intervened in India, Myanmar, Palestine, Tajikistan, Turkey as well as other contexts that cannot be named, as this may generate reprisals against MRG partners.

Forms of support provided by MRG have included legal assistance, improvement in organizational security

competence, data security interventions, evacuations and relocation. Among the examples of positive impact of these interventions, a detained activist was released from prison, a new organization was established in the diaspora for a community unable to operate in their home country, and organizations were strengthened when they were targeted by harassment campaigns mounted by national authorities. MRG also continued to provide advice and financial support to activists who were relocated during 2022 and were still outside their home countries during 2023.



Stolen Fish documentary triggers debate on sustainable fishing and global migration



Stolen Fish, a documentary film produced by MRG on Gambian fishing communities, has been made available to public audiences online.

● [Watch the trailer here.](#)

In the Gambia, large quantities of fish are now being taken by Chinese-owned factories to make fishmeal, which is exported to Europe and China to feed animals in industrial farming. As a result, many Gambians are being deprived of their primary source of income, while overfishing is depleting marine ecosystems. ‘What 30 local boats can fish in a month’, explains Abou, a protagonist in the documentary, ‘the Chinese will take it in one day. I was thinking that, if I sell my boat, I can try [to go] to Europe.’

Premiered at Sheffield International Documentary Festival, *Stolen Fish* has already been shown at over 100 film festivals in 44 countries, gathered 30 awards (including the WWF Award and the nomination for the Oscar-qualifying Best Short Award at Doc Edge Film Festival in New Zealand), received seven honourable mentions, and



The *Stolen Fish* documentary poster.

reached 65,000 students globally during 180 educational screenings.

The film has created a debate and raised awareness about the domino effect of overfishing on the environment and people’s livelihoods, and its role as one of the untold drivers of migration.

‘I found it very useful to be able to show my students’, one teacher said, ‘that sustainability is important not only for the environment and the economy, but also for social justice.’

‘It is important to know the root causes of migration’, another teacher commented, ‘because we only see the final stage and there are many fake news [sic] and myths around this topic.’

‘One important aspect of this documentary’, added a student, ‘is that it was mostly created by women.’

From pollution to progress: the Roma community against environmental injustice in Slovakia



In 2023, MRG, with funding from the EU, provided grants to 30 grassroots

organizations engaging 30,000 people belonging to several minority and other marginalized communities, including Roma, Bosniaks, refugees, Latgalians, Ukrainians, Jews and Pomaks via the [MARIO programme](#).

One organization receiving support is Komunitné Centrum Menšín (KCM), based in Veľký Krtíš, Slovakia, which is home to a Roma community of 750 residents. Every winter, Veľký Krtíš suffers from heightened air pollution, as the community members burn PET bottles for warmth, and window frames are covered in carcinogenic lacquer and other materials which pose significant risks to the health of residents and the environment. Malfunctioning chimneys present severe fire hazards, while the accumulation of unsorted waste causes an increase in pests both inside and around the community's homes.

To address this situation, KCM trained the residents on safe heating practices, waste management and pest control, formed an advocacy group to liaise with

local authorities, and organized community brigades to make repairs. This has significantly improved the health of the residents, the environment and the attitudes of community members, who are now participating actively in tackling the challenges affecting Veľký Krtíš.

The project has also benefitted individual community members, one of whom has become the local chimney sweeper, a role that is urgently needed, considering that chimney sweepers from the town are reluctant to visit this neighbourhood.



Community brigades cleaning buildings in Veľký Krtíš, Slovakia.

Eloquent voices of minority and indigenous people with disabilities at the UN Forum on Minority Issues (UNFMI)



In November 2023, with support from MRG, three minority and indigenous activists with disabilities presented the key challenges faced by members of their communities who are people with disabilities (PWDs) at the UN Forum on Minority Issues (UNFMI), making recommendations to the relevant national governments.

Christine Kandie, director of Endorois Indigenous Women Empowerment Network in Kenya, explained how the Kenyan government ignored disability representation quotas in the 2022 general elections, specifying that *'24 counties out of 47 didn't fulfil the quota requirement of two PWD representatives'*, leaving Endorois PWDs even more marginalized and without representation. She also requested that the government *'to carry out a review of the national disability policy that was last reviewed in 2008.'*

Sukkree Aitae, representative of the Inclusive Learning Centre on Disabilities in Thailand Southern Border Provinces, spoke about the exclusion from

services, mainstream employment, welfare structures and policy decisions experienced by Malay Muslims with disabilities. He then urged the Thai government *'to enforce relevant legislation based on the needs of PWDs belonging to minority groups.'*

Luciana Viegas, an Afro-descendant activist representing Vidas Negras com Deficiência Importam (Black Lives with Disabilities Matter) movement in Brazil, expressed concern about the conditions of minority PWDs, especially the deaf linguistic community. *'In Brazil'* she said, *'the disabled Black population suffers the effects of aggravated discrimination, but ableism [discrimination on the grounds of disability] is not yet recognized as a form of systemic oppression.'* Accordingly, she recommended that the Brazilian government officially recognize ableism among other discrimination grounds.

MRG assisted the activists by offering training on the UN human rights system and the Forum and providing networking opportunities with other MRG partners. This proved invaluable for understanding shared structural

From left to right: Fancy Kiprotich, and Christine Kandie, both of the Endorois Indigenous Women Empowerment Network; Catia Britos Santos and Luciana Viegas, both of Vidas Negras com Deficiência Importam (Black Lives with Disabilities Matter), at the Sixteenth Session of the United Nations Forum on Minority Issues.



challenges across diverse contexts. Their interventions played a pivotal role in amplifying the voices of minority and indigenous PWDs on the global stage.

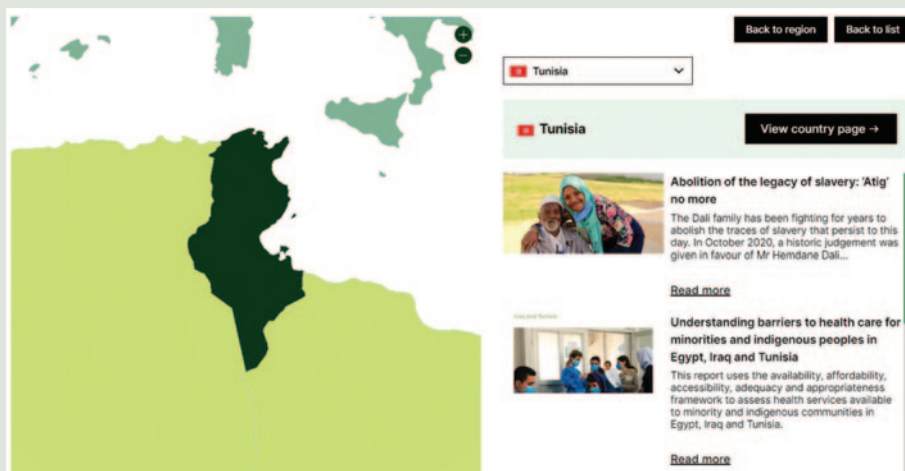
MRG's new website: a journey of accessibility and engagement



We are delighted to announce the launch of our new website. With information and insights generated over 55 years, MRG's old website reflected our rich history but was split across several platforms which had been bolted together progressively over time. The new website consolidates all our resources into a single, accessible and more user-friendly platform, offering a visually engaging and intuitive navigation experience for our diverse audiences. A standout feature is the interactive map which enables users to explore our

resources effortlessly and discover content spanning our Directory, films, reports, statements, blogs, photo stories and more. Prioritizing accessibility fosters inclusivity for all users, irrespective of ability or connectivity. The new website offers additional multilingual features throughout, encouraging new audiences to use our materials.

The revamp also enabled us to transition to a sustainably hosted website, which reflects our commitment to environmental stewardship.



The new World Map feature integrates films, reports and all other resources with the World Directory, making our new website informative and accessible.



Report of the Council: Acknowledgments

Our Allies



MRG would like to particularly like to thank all the partners and activists who have worked with us in 2023, many in tough security environments. We are grateful to decision-makers at local, national or international level who

listened to minority and indigenous viewpoints and concerns and acted and to those many journalists and editors who featured news on minorities and indigenous peoples in print, broadcast or online media.

Our Donors

Our donors in 2023 included the European Union, the Swedish Development Agency, the Norwegian Ministry of Foreign Affairs, Irish Aid, the Dutch Embassy in Tunisia, the US State

Department, the Finnish Ministry for Foreign Affairs, the Conrad N. Hilton Foundation, the Foundation for International Law for the Environment and the Blanes Trust.



Report of the Council: Implementing the third year of our 2021-2024 strategy

Work has continued towards achieving the over-arching goals MRG set out to achieve by 2024 with a large number of targets already met or close to being met by the end of the third year of our four-year strategy period. We remain focused on our three main pillars.

1 Combatting persecution

Minority and indigenous communities have been singled out to face persecution, harassment or intimidation, simply because of who they are or because they assert their right to be treated equally and with dignity. For too many minority and indigenous rights defenders, activism is particularly difficult and often dangerous in increasingly hostile environments in countries where democratic and civic space is shrinking and where persecution and intimidation are rampant and include new forms such as online hate speech.

These tendencies are visible in most, if not every country where MRG is

implementing programmes falling under Objective 1. In India, the atmosphere for protecting minority rights grows increasingly threatening as the world's largest democracy gears up for an election where anti-Muslim sentiment is the main rallying call to mobilize votes. The persecution of migrants seeking basic shelter and refuge is becoming ever more acute in countries like Tunisia as the promise of the Arab Spring crumbles. Meanwhile, in Iran, old antagonisms based on religious intolerance continue to create an ambience of fear. Our job remains to document violations, and advocate for, build the resilience of and support those committed to ending all kinds of persecution through varied context-tailored interventions.

2 Challenging marginalization

In many places where we work, minority and indigenous communities live on the fringes of society, robbed of opportunities and livelihoods, and deprived of access

An Alevi Cem ceremony held in Kızılcahöyük, Adiyaman village, for those who lost their lives in the 2023 Turkey/Syria earthquake. 23 March 2023.

Credit: Tolga Sezgin/NarPhotos.



to basic services such as health and education, while facing intensified economic challenges. Financial instability, high inflation and unemployment disproportionately undermine the resilience of these communities. Our programmes under this objective focus on ensuring that marginalized and vulnerable communities have equality of opportunity when national budgets are set, development programmes designed, humanitarian responses implemented and jobs filled. Supporting communities in this way, whether in Tajikistan, Tanzania or Thailand, will ensure a more sustainable world for everyone and means that more people are empowered to challenge marginalization and exclusion when they arise.

3 Realizing climate justice

Despite contributing little to carbon emissions and environmental destruction, minorities and indigenous peoples are generally overrepresented among communities facing the harshest effects of the climate crisis. Indigenous values and traditional knowledge are increasingly acknowledged as crucial to successful climate mitigation and adaptation strategies. Yet indigenous environmental defenders continue to be silenced and marginalized, since their non-market-based solutions present a significant threat to the wealth acquisition processes of powerful actors, such as extractive industries and those who rely on them for their own wealth acquisition. Climate

justice can only be achieved by ensuring that those with the greatest lived experience and knowledge of the planet's ecosystems, namely indigenous peoples, are at the heart of urgently needed systems change. We strive to create spaces and platforms where these voices, supported by their very clear evidence-based track record can take centre-stage in making the changes needed in a time of urgent crisis.

OBJECTIVE 1

The majority of our work on countering persecution is implemented in countries where democratic and civic space is extremely limited and where activists face restrictions and threats to their work. This is true in Egypt, India, Iran, Pakistan, Thailand and Turkey, where we often work without publicity to minimize risks and repercussions towards partners. Citing results in this area is therefore challenging in view of the 'Do No Harm' principle and the need to safeguard frontline communities and activists while avoiding the risk of putting the results of this work in jeopardy. The highlights cited below are therefore only a glimpse of this work.

Key highlights from our work in 2023 include:

- In Thailand, the new government recently established a parliamentary peace committee (the Ad-Hoc Committee on Studying, Monitoring, and Promoting Peacebuilding in

Southern Border Provinces) to support the peace process, allowing a broad spectrum of civil society organizations (CSOs) to participate as members in a parliamentary mechanism after almost a decade of military-led government. At the November 2023 CSO Peace Networking Meeting organized as part of our project, we offered representatives from local CSOs (121 participants, including 35 women and 9 people with disabilities) an opportunity to exchange opinions about the current peace process and propose recommendations to the new Thai government on how to improve its efficiency and inclusivity. The recommendations were submitted to the Ad-Hoc Committee at the end of the meeting.

- In West Africa, we trained journalists and activists to work together to achieve coverage of minority and indigenous issues in the media (with a particular focus on conflict, migration and climate change). In 2023, 53 journalists enrolled in the training programme (17 women, 3 people with disabilities). Since the launch of this initiative back in 2022, trained journalists have produced over 400 media pieces drawing attention to otherwise invisible communities and their issues.
- Our work in Turkey has enabled minority activists to work collectively despite challenging contexts and threats. We held two networking and

training workshops for Turkish minority CSOs in June and November, with 25 activists (11 women) attending each time. They were able collectively to influence key decision makers to include references to the existence and situation of these communities in official documents and reports. Furthermore, during the course of the year, 5 participatory monitoring reports, written by trained community members were published. They focused on specific minority communities including Roma, Circassian and Kurdish minorities.

- Prosecuting past persecution counteracts a culture of impunity and serves as a deterrent against future human rights abuses. Evidence of crimes against humanity perpetrated



Lodha women in the Sunderbans region of India filling their water bottles from a tap due to a serious shortage of potable water. Credit: Daniel Murty.

in 2002 in the Democratic Republic of Congo (DRC) that affected Bambuti communities was meticulously documented by MRG at that time and is now being used in the French legal system to prosecute Roger Lumbala, a key militia leader who is in custody in France and accused of organizing the attacks. MRG got back in touch with witnesses and survivors who gave evidence two decades ago and has sought to ensure their presence at the trial to see justice being done. This work is of contemporary resonance too, given the deteriorating situation in the eastern DRC and the risk of a repeat of such atrocities.

- Many of our projects encompass financial or legal support for activists facing threats, as well as referrals to human rights defenders' networks that can provide additional support such as relocation, including in Turkey and the DRC.

OBJECTIVE 2

Under this objective, we have been implementing much needed programmes focused on ensuring that minorities and indigenous peoples have equal access to opportunities, to thrive and contribute to the societies they form part of. We implement sophisticated interventions in Central and Eastern Europe (where we support various ethnic and linguistic minorities including Pomak, Tatar and Roma communities as well as religious minorities such as the Bosnaks in Croatia

or Jewish communities in several countries), Central Asia (where we launched two new initiatives in 2023), East and Horn of Africa (with significant projects supporting indigenous peoples and ethnic minorities) and the Middle East and North Africa (where we work with highly marginalized communities in Tunisia, for example).

Some highlights of this work include:

- MRG with partners achieved significant results in terms of inclusion in Kenya. This ranged from improved schools, new or newly staffed clinics as well as culturally relevant outreach with health information to underserved communities. The evaluation of this work concluded that *'Access to health and education improved in the project communities. Distance covered by communities to access healthcare reduced because of getting additional healthcare facilities or making operational those that had been abandoned for lack of healthcare personnel and lack of supplies as well as maintenance of these facilities. ... In the Sengwer community, a non-operational dispensary built in 2011 was renovated and operationalised after the community petitioned the county government. More than 80 patients are seeking /receiving health care services at the facility daily. Women are now reporting access to antenatal and postnatal care more*

compared to the pre-project phase. Deliveries in the hands of medical nurses, midwives and doctors have increased compared to pre-project period.’

- As part of our efforts to support minority civil society across Central and Eastern Europe, we have worked closely with grassroots minority organizations to build their capacities and skills. As such, 30 organizations across the region benefitted from our tailored support including 60 of their staff receiving training on minority rights protection and advocacy. We also provided financial support in the forms of small grants to these 30 organizations to implement projects and campaigns on issues affecting their communities. Overall, 2,904 people from minority communities including Roma, Bosniaks, Latvians, Ukrainians, Jews and Pomaks actively participated in the implementation of these grants. 4,844 people attended events or actions organized by MRG’s grantees and 22,500 people across the target countries of Slovakia, Bulgaria, Hungary, Latvia, Poland and Croatia were reached by campaigns, research or other funded interventions.
- Challenging discrimination against the Roma minority in accessing services (including emergency healthcare) across Eastern Europe remains at the heart of our work. In Slovakia, we recruited 3 mediators to conduct field visits amongst Roma communities to



Young Tuareg girls looking for water line up outside their camp’s only water point, Menaka, Mali.
Credit: Tiécoura N’Daou.

raise awareness of discrimination and existing avenues to challenge it. In the course of 2023, a total of 97 field visits were implemented reaching out to 656 community members (199 men and 457 women).

- We continued to challenge instances of discrimination, equip lawyers with skills and knowledge, and provide victims with legal advice in several countries. In Tunisia, in partnership with Avocats Sans Frontières we provided legal advice to 123 victims of discrimination while 164 victims of discrimination received other legal support. Discrimination faced by those who approached us ranged from gender-based discrimination to racial

discrimination or discrimination based on sexual orientation. In Slovakia and Slovenia, we focused our efforts on training legal practitioners on the use of strategic litigation and equality bodies’ anti-discrimination procedures to challenge racial discrimination, as well as anti-discrimination legislation and jurisprudence. A total of 33 lawyers (26 women and 7 men) were trained in 2023. Free legal aid was also provided in discrimination cases: 68 victims from Slovakia benefitted from it for example.

OBJECTIVE 3

The consequences of climate change are having a devastating impact on minority

communities and indigenous peoples around the world. The climate crisis not only affects the lands marginalized communities live on and the natural resources they rely on for their economic survival; our work is also documenting the impact of climate change on the health of the communities, including their mental health. Our work under this Objective responds to the needs of affected communities, with a significant focus on sub-Saharan Africa.

Key achievements in 2023 include:

- MRG supported partners in Kenya and Uganda to understand the mental health impacts of land loss and climate change on indigenous communities. MRG mentored Ugandan partner Action for Batwa Empowerment Group (ABEG) in conducting research on the mental health impacts of displacement linked to conservation on the Batwa community, leading to a first ever academic paper on this topic being published, authored by Sylvia Kokunda, ABEG CEO and a Batwa woman herself. This led to speaking

opportunities for Kokunda, generating visibility for the Batwa mental health situation in relation to conservation. The results of this work in Kenya and Uganda were also shared at the UN's climate conference COP 28 and via podcasts. MRG's work on fortress conservation has continued to develop through direct advocacy with the UN Environment Programme (UNEP) and a push towards articulating clear codes of conduct on the behaviour of conservation agencies towards indigenous peoples. We were also invited to address all the Judges at the African Court on Human and Peoples' Rights (ACTHPR) on this and other related topics; and we held events on this and on indigenous land rights in the African regional system.

- Through our networks, MRG is ensuring that indigenous perspectives are included in strategic litigation on climate change, including through cases before the European Court of Human Rights and an exploration of possible lawsuits before Africa's regional courts.
- Following advocacy from our partner MOSOP in Uganda, the Speaker of Parliament issued a directive to Uganda Wildlife Authority officials in Sebei sub-region to halt evictions of Mosopisye people living around Mt. Elgon National Park.
- Following contacts with MRG, the EU Delegation in India agreed to host a detailed briefing on minorities and



Professor Anne Poelina, Nyikina Warwa Traditional Custodian and Chair of Indigenous Knowledges at Notre Dame university, pictured with the Martuwarra river on Nyikina Country, Australia. Credit: Lachie Carracher.

indigenous peoples for EU staff as well as staff from 6 Delhi-based European embassies. MRG staff presented issues concerning the human rights violations relating to the impact of extractive industries on indigenous peoples in India with a view to feeding into the EU-India Human Rights Dialogue. It has been proposed that a meeting of this kind should be repeated on an annual basis, offering a unique opportunity to ensure that issues affecting minorities and indigenous peoples in India are raised with key stakeholders.

Media & social media

In 2023, MRG was mentioned in 1,153 news pieces. Our two most read articles focused on the political situation in Turkey and cited MRG's *World Directory of Minorities and Indigenous Peoples*; they were both published by CNN.

MRG is active on several social media platforms including Facebook, Instagram, LinkedIn, YouTube and X (formerly Twitter). We are pleased to report a constant growth of followers on all platforms since the launch of our current strategy, having now achieved 73,742 followers on Facebook (60,217 in early January 2021); 15,764 followers on X (12,504 in 2021); 3,673 on Instagram (1,201 in 2021); 19,931 followers on LinkedIn (2,310 in 2021) and 2,844 followers on YouTube (1,470 in 2021).



Zapotec community members attend workshops on World Water Day. Santa Catarina Minas, Oaxaca, Mexico. April 2019. Credit: Noel Rojo.

The number of users of our website has picked up again (1,120,168), having fallen the previous year due to significant technical issues with our website. We spent a considerable amount of time and resources during 2023 on a brand-new website which was launched in January 2024. The website now contains a multilingual functionality and an interactive world map integrated with MRG's *World Directory of Minority and Indigenous Peoples*, a key resource which offers informative profiles of minority and indigenous communities globally.

International advocacy

We continue to work hard to leverage the influence of international human rights

and other inter-governmental bodies to support minority and indigenous rights and the principles of equality, rights and dignity for all. We actively work with partners to put pressure on specific countries to live up to their international obligations. This included engagement with various UN bodies (the Human Rights Council, Treaty Bodies, the Universal Periodic Review, Special Procedures) and UN agencies (including the OHCHR, UNICEF, UNFPA, UNEP and the Office of the Secretary General), as well as with the European Commission, the Council of Europe, the OSCE, the African Union, the ACHPR and the ACTHPR.

Human Rights Council & Special Procedures:

MRG delivered 16 oral statements at the Human Rights Council throughout the year. We continued to be active and vocal on Iran; we delivered an oral statement at the first ever interactive dialogue with the fact-finding mission on Iran at the 53rd session of the Human Rights Council (our statement focused on minorities and women). In October 2023, the UN Special Rapporteur on Water and Sanitation, Pedro Arrojo-Agudo, released his report to the UN General Assembly on the right to water as a tool for peace, prevention and cooperation, that drew largely from MRG's submission and cited material from one of

our reports on water management in Iran. Likewise, MRG contributed to the UN Expert Mechanism on the Rights of Indigenous Peoples' study on the impact of militarization on the rights of indigenous peoples with our input being referenced six times in it.

MRG also organized a public event at the UN on the situation of Hazara Shi'a women in or fleeing Afghanistan, with the participation of the UN Special Rapporteur on Afghanistan. It was co-sponsored by Forum Asia, OMCT and Human Rights Watch, and was attended by the Ambassador of Afghanistan and many other diplomats. In this context,

three recommendations were made to the Human Rights Council, the Afghan authorities and third states to address the situation of Hazaras in Afghanistan and of those seeking asylum in third countries.

Treaty Bodies:

The UN Committee on the Elimination of Racial Discrimination (CERD) made historic recommendations relating to intersectional discrimination on grounds of race and disability to the Government of Brazil, with several recommendations addressing this intersectionality for the first time in the history of the CERD.

These recommendations draw directly from recommendations made by MRG and our partners and from our advocacy to have the CERD address intersectional discrimination based on ethnicity and disability, despite the word 'disability' being absent from the treaty that CERD monitors.

Universal Periodic Review (UPR):

As part of the Tunisia UPR, seven recommendations from national governments can be linked to MRG's advocacy. Tunisia supported four of these (i.e. those related to its anti-racial discrimination institutional framework). The OHCHR echoed one recommendation from MRG and its partners in its stakeholders' report drafted ahead of the UPR of Pakistan. Furthermore, 11 member states made at least 13 recommendations closely aligned with MRG's suggestions regarding



Boys exercise alongside a canal in Nukus, capital of Karakalpakstan, Uzbekistan. Credit: David Trilling.

notably the rights of religious minorities in the country. Pakistan publicly supported nine of these.

Other key stakeholders:

In June 2023, MRG’s Co-Executive Directors submitted written comments on the Zero Draft of the Political Declaration of the High-level Political Forum on Sustainable Development (HLPF), marking the midway point of the UN’s 2030 Agenda for Development. The Declaration was previously silent on minorities and only had one mention of indigenous peoples.

The submission made the case for why minorities should be included in the remit of the Declaration, why minority rights can contribute to alleviating poverty, and the need for disaggregation of data. The Zero Draft was subsequently amended in line with several of the recommendations we made to expressly mention ethnic and racial groups, and the need to disaggregate data on such identity factors.

MRG has been working closely with the ACHPR for a number of years. In 2023, the ACHPR Working Group on Indigenous Peoples changed its title to include minorities, an indication that minority exclusion and persecution are likely to get attention at a new level in Africa.

Furthermore, a memorandum of understanding was signed between the



A Bravan Somali artisan sits in front of his shoeshop as he poses for the camera, in Via Roma, Hamarwaybe District, Mogadishu. Credit: Mohamud Utaama.

ACHPR and MRG tasking MRG to conduct a study on minority rights across the continent. Following engagement and advocacy from MRG and others, the World Bank data team agreed to trial disaggregation of data by race/ethnicity for SDG indicator 10.2.1.

Following advocacy and engagement with UNICEF in Somalia, they agreed to the dissemination of information about polio vaccination in minority languages.

Publications

This year’s flagship *Minority and Indigenous Trends* report focused on water. As in previous years, we strove to

put frontline minority and indigenous contributors at the centre of the volume. Of the 49 written contributors, at least 24 self-identify as belonging to a minority and/or indigenous people and 29 can be considered voices from the ‘global south’.

We also published a number of reports and materials. The reports that received the most significant numbers of views on our website included our briefing *Reparations at last: Land justice for Kenya’s Ogieks* followed by our report *The State of Cultural Citizenship for Egyptian Minorities*.



MRG's structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its Articles of Association. The Charity operates with an international governing Council (who are also the Trustees) that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the African Commission for Human and Peoples' Rights.

The MRG Council is chaired by Anastasia Crickley. Council membership is broadly balanced and includes members from different world regions, with different skill sets and members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Council members do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantors at 31 December 2023 was 9. Members of the Council are members of the charity but this entitles them only to voting rights.

One third of Council members retire in rotation each year (but can be re-elected).

Council members normally serve a maximum of 6 consecutive years (or 8 in the case of officer bearers). As Council members step down, new Council members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process and are provided with relevant documents and access to information about the governance and the work of the charity.

The Council decides the organizational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. The Council operates through an established sub-committee - the Finance & General Purposes Committee, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Leadership Team of 10 senior staff led by the Co-Executive Directors who report to the Council. To facilitate closer access to local partners, MRG is supported by two regional offices: Minority Rights Group Africa (Uganda) and Minority Rights Group Europe (Hungary). Another MRG entity was established in Belgium during 2018.

We have staff based in countries and regions where programs are implemented -including in Kenya, Senegal, Tunisia, and Thailand; in strategic locations such as Geneva and The Gambia where inter-governmental organizations operate. We cooperate with like-minded charities in a much wider range of countries, to share information and achieve common goals. MRG adheres to the Charity Commission's public benefit guidance by making MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Reviewing risks to the charity 2023

The MRG Council and the Finance & General Purposes Committee regularly assess the risks that the organization is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information on causes, triggers and potential impact as well as mitigation measures reviewed, discussed and confirmed. The reduction of space for civil society organizations and the growth in impunity of state actions is a clear signal of the risk climate that MRG operates within. The highest risks to MRG continue to be the risk to staff and assets in countries affected by insecurity or conflict and political risks to projects in country (e.g. harassment or interference by authorities). The organization has taken steps to assess each risk, seek active

measures to mitigate these, and verify both the substantive factors and our assessment of each risk. Specific risk factors identified during the period include a continuation of security threats in a number of project countries where conflict is ongoing. The growing threats to civil space also provide a tough backdrop with virtually every country in the MENA region and many in Asia impacted by shut-downs, repression or obstruction. Appropriate action has been taken where necessary to safeguard staff, projects and partners in these contexts.

Plans for future periods

Our current strategy is coming to an end in December 2024. Throughout 2023, we researched, consulted and conducted dialogues to understand the opportunities and constraints that ought to shape how MRG best deploy limited resources to achieve real change for communities excluded on the basis of their identity around the world. We asked all our current and recent partners to share their priorities and perspectives via an online survey (with over 100 responses) and we deepened our understanding of this feedback through face-to-face meetings in Africa and

Europe. We approached other key stakeholders including donors and like-minded organizations and convened our global staff body for a week long meeting to discuss how we could strengthen our practice and prepare for future challenges and continued growth. Discussions at the 2023 meetings of our Council have started to pave the way for what will be the focus of our next strategy with the process expected to be finalized during 2024.



Report of the Council: Financial review

During the year under review, MRG's income rose by 2.4% from £6.06 m (2022) to £6.21 m. This is thanks to the increase in restricted income of just under 9%. In contrast, unrestricted income fell by just under 17.5%. There was also a significant increase in group total expenditure of 24% from £5.37 m in 2022 to £6.66 m in 2023. This is the combined effect of the increase in restricted and unrestricted expenditure of 30.6% and 4.4% respectively. The substantial increase in restricted expenditure was by no means unexpected as it related largely to expenditure in 2023 funded by grants received and recognised in the second half of 2022. Nevertheless the combined effect of the above was deficits in both our restricted and unrestricted financial activities - £277K and £174K respectively. The Group continues to provide substantial financial support to local minority rights organisations, participants and activists in a growing number of

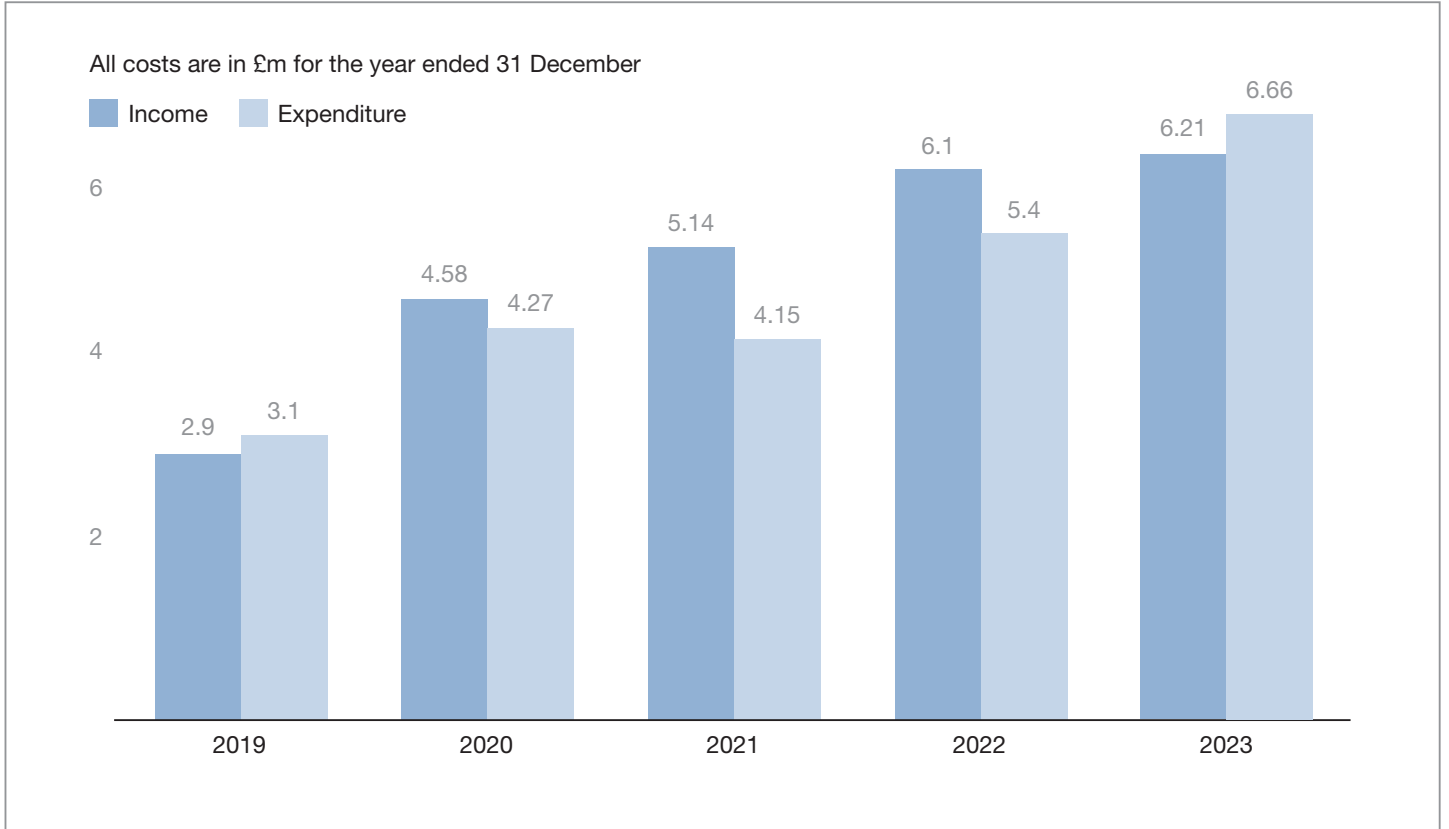
countries and regions of the world. In 2023 some 43% of total group expenditure related to sub-grants and associated activities. Therefore, the group and its partners across the world continue to prove strong and resilient, and to keep working and delivering our charitable activities at a higher level than ever before.

Overall group income has, as the chart below is showing, more than doubled in the last five years - from £2.9 m in 2019 to £6.21 m in 2023 with, as expected, expenditure also rising from £3.1 m to £6.66 m during the same period. We are very grateful for the financial support the group continues to receive from all our primary donors including the European Commission, Sida, Norwegian Ministry of Foreign Affairs, Ministries of Foreign Affairs of Finland, the Netherlands and Ireland.

Click on any of the links below to go directly to the appropriate page:

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- 29 [Investment Policy and Performance](#)
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MRG Income and Expenditure growth (£M) 2019-2023



Reserves policy

Restricted funds

These funds are tied to particular purposes, as specified by the donor or in a grant agreement. Unspent restricted funds are showing at £1.9 m on 31 December 2023 (£2.2 m on 31 December 2022).

Unrestricted funds

Unrestricted funds comprise funds that are not subject to specific grant restrictions as to their ultimate purpose other than to provide financial support for all or most of MRG's charitable activities. Total unrestricted funds at 31 December 2023 were at £472K (£628K 2022).

General reserves policy

General reserves are defined as that portion of unrestricted funds remaining once the Trustees have set aside any amounts required as either designated funds or in respect of any pension scheme deficit. The Trustees agreed a new General Reserves policy in June 2022, which will continue to build our financial resilience and sustainability, whilst at the same time ensuring we do not retain income for longer than required. The Policy determines a new target level for reserves of £370K, equivalent to the current underlying cost of support and central services per annum, and in line with the following principles.

- MRG should be resilient to financial shocks and be able to continue operations where income or expenditure fluctuates significantly, the Charity suffers a sudden and unexpected loss/cut in grant funding, or in the unlikely event that it has to close down all or a substantial portion of its operations.
- Charitable donations should be spent in a timely manner, in line with the expectations of donors, whilst balancing the need for resilience and sustainability.
- MRG's primary objective is to promote and defend the rights of minorities and indigenous peoples on an ongoing basis, and this must be balanced with the need for financial resilience and sustainability.

General Reserves

General reserves are not restricted, set aside or designated for a particular purpose. General reserves were £326K, marginally lower than at the end of 2022, £342K.

Designated Funds

Designated funds are those unrestricted funds that have been allocated at the Trustees' discretion for particular purposes. They can remain unallocated should circumstances change. The Trustees have agreed to designate a number of funds:

Investment revaluation reserve – This is the unrealised increase in the market value of investments. This was £108K at the end of 2023 (£93K 2022).

Project continuity and Strategic Litigation fund – This is a reallocation from general reserves to cover the costs associated post project completion expenses and strategic litigation expenses which cannot be funded by income generated during a given year. This amounted to £44K in December 2023 (£204K, 2022).

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £291.5K on 31 December 2023 (£269.1K, 2022).

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a reason for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Acknowledgements

MRG is very grateful to all the partners and activists who have worked with us in 2023, many in tough security environments. We are grateful to decision makers at local, national or international level who listened to minority and indigenous viewpoints and concerns and acted; to those who reported news in print, broadcast or the internet - and to all our donors – individuals and institutions – who provided financial support, without which none of this important work could have taken place.

MRG benefitted from the support several temporary interns who supported the organisation's work through their skills and time in 2023. This donated work time, whether through funded placements, as part of a course or freely offered, was invaluable to MRG and is much appreciated. We are mindful that using unpaid interns may reinforce restrictions in access to opportunities to those who can afford to work unpaid to gain experience, can confirm that we never use full-time unpaid interns, and are reviewing our general use of unpaid interns, especially when not interning as part of a course of study requirement or on an internship funded by an institution.

Statement of responsibilities of the Council of Management

The Trustees (who are also directors of Minority Rights Group under company law) are responsible for preparing the Council/Trustees report and the financial statements in accordance with applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice) in that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;

- ensure that statements comply with the Companies Act 2006.

The Trustees/Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organization
- To take account of the purposes, aims and values of the Charity

- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the employment offer made to senior employees, where pay is one part of a package including personal development and fulfilment and association with the public benefit delivered. The Charity recognizes that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the

remuneration of all staff who earned more than £50,000 per annum (pro rata). These are currently the Co-Executive Directors, Director of Policy and Communications, Director Finance, Administration and IT; and Director of Fundraising.

Remuneration for the year ended 31 December 2023 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.



Anastasia Crickley,
Chair MRG Council,
24th June 2024

Professor Joshua
Castellino, Co-Executive
Director, 24 June 2024

Independent Auditor's Report

Opinion

We have audited the financial statements of Minority Rights Group (the 'parent charitable company') for the year ended 31 December 2023 which comprise the Group Statement of Financial Activities, the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 29-30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to

cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks,

and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit

evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined

above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions

with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

*Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston
Smith LLP, Statutory Auditor
Devonshire House, 9 Appold Street
London EC2A 2AP*

Date: 26th June 2024

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group and Charity Statement of Financial Activities* – (Including Income and Expenditure Accounts)

For year ended 31 December 2023		2023			2022		
	Notes	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	–	1,193,531	1,193,531	–	1,443,176	1,443,175
Investment income		–	7,808	7,808	–	7,136	7,136
Projects		4,994,327	–	4,994,327	4,594,495	(2,107)	4,592,388
Other Income		–	12,013	12,013	–	21,833	21,833
Total	15/2	4,994,327	1,213,352	6,207,679	4,594,495	1,470,037	6,064,532
Expenditure on:							
Raising funds	3	–	239,710	239,710	–	204,287	204,287
Advocacy & Projects	3	5,271,285	762,132	6,033,416	4,037,431	742,971	4,780,402
Policy and publications	3	–	385,196	385,196	–	381,316	381,316
Total	15/3	5,271,285	1,387,037	6,658,322	4,037,431	1,328,574	5,366,005
Net income/(Expenditure)		(276,958)	(173,685)	(450,643)	557,064	141,463	698,527
Unrealized gain/Loss on investments	8	–	14,505	14,505	–	(43,802)	(43,802)
Unrealized gain on foreign exchange transactions		(19,364)	(6,288)	(25,652)	14,848		14,848
Transfer between funds		(9,741)	9,741	–	317,356	(317,356)	
Net movement in funds		(306,063)	(155,728)	(461,791)	889,268	(219,694)	669,574
Reconciliation of funds:							
Funds at the start of the year		2,191,960	627,874	2,819,833	1,302,692	847,568	2,150,260
Funds at the end of the year	15	1,885,897	472,146	2,358,043	2,191,960	627,874	2,819,834

* being a consolidation of the UK charity and the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognized gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group Balance Sheet

For year ended 31 December 2023		2023		2022	
	Notes	£	£	£	£
Fixed assets	7		87,685		35,597
Tangible fixed assets	8		291,454		269,142
Investments			379,139		304,739
Current assets					
Debtors	9	616,989		293,035	
Cash at bank and in hand		1,684,969		2,802,714	
		2,301,958		3,095,749	
Creditors: amounts due within 1 year	10a	(317,285)		(569,803)	
Net current assets			1,984,673		2,525,946
Pension provision	10b		(5,769)		(10,850)
Net assets	11		2,358,043		2,819,834
Funds	15 & 16				
Restricted funds					
In surplus			1,885,897		2,191,960
Unrestricted funds					
Designated funds					
Pension provision			(5,769)		(10,850)
Investments revaluation reserve			107,929		93,424
Project continuity and strategic litigation fund			43,564		203,559
General reserves			326,422		341,741
Total funds			2,358,043		2,819,834

The notes form part of the financial statements.

The financial statements were approved the Council/board of Trustees on 21st of June 2024.

Anastasia Crickley

Anastasia Crickley,
Chair of Council

Joshua Castellino

Professor
Joshua Castellino,
Co-Executive
Director/ Secretary

Charity Balance Sheet

For year ended 31 December 2023		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	7		77,237		35,055
Investments	8		291,454		269,142
			368,691		304,196
Current assets					
Debtors	9	1,851,774		643,503	
Cash at bank and in hand		100,472		1,311,494	
		1,952,246		1,954,997	
Creditors: amounts due within 1 year	10a	(256,231)		(416,557)	
Net current assets			1,217,552		1,538,441
Pension provision	10b		(5,769)		(10,850)
Net assets	11		1,580,475		1,831,787
Funds	15 & 16				
Restricted funds					
In surplus					
Unrestricted funds			1,108,329		1,254,979
Designated funds					
Pension provision			(5,769)		(10,850)
Investments revaluation reserve			107,929		93,424
Project continuity and strategic litigation fund			43,564		153,043
General reserves			326,422		341,191
Total funds			1,580,475		1,831,787

The notes form part of the financial statements.
 The financial statements were approved the Council/board of Trustees on 21st of June 2024.


 Anastasia Crickley,
 Chair of Council


 Professor
 Joshua Castellino,
 Co-Executive
 Director/ Secretary

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group and Charity Cash Flow Statement

For year ended 31 December 2023	2023	2022
	£	£
Net incoming (outgoing) resources	(450,643)	698,527
Interest received	(7,808)	(7,136)
Interest paid	2,831	2,831
Investment income	(7,808)	(7,136)
Depreciation charges	45,100	16,848
Decrease / (increase) in debtors	(323,947)	62,824
(Decrease) / increase in creditors	(252,526)	62,702
Net cash inflow/(outflow) from operating activities	(994,801)	829,459
Purchase of tangible fixed assets	(86,382)	(26,010)
Disposal of tangible fixed assets	-	(1,550)
Interest received	7,808	7,136
Interest paid	(2,831)	(2,831)
Net currency exchange adjustments	(41,539)	8,950
Increase/(decrease) in cash in the period	(1,117,745)	815,155
Net cash in hand and at bank on 1 January 2023	2,802,714	1,987,559
Net cash in hand and at bank at the end of the year	1,684,969	2,802,714
Cash in hand and at bank	31 December 2023 (£)	31 December 2022 (£)
Cash in hand - GBP	3,834	3,428
Cash at bank - GBP	(687,997)	271,901
Cash in hand - foreign currencies (GBP equivalent)	10,263	3,883
Cash at bank - foreign currencies (GBP equivalent)	2,358,869	2,523,501
Net cash in hand and at bank	1,684,969	2,802,714

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2023

Note

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2015). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2023. All intra-group transactions, balances and unrealized gains on transactions between group entities are eliminated on consolidation. Unrealized losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of

the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary..

b) All income is recognized when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognized where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.

c) Grants are recognized in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.

d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.

e) Interest and dividends are recognized when receivable.

f) Subscriptions are included in income in the year in which they fall due.

g) Resources expended are recognized in the period once there is a legal or constructive obligation to transfer

economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered.

h) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.

i) "Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less."

j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

- l) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities which are not covered by specific restricted fund grants.
Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:
- Furniture & equipment: general: *4 years*
Furniture & equipment - projects: *Depreciated in full in year of purchase*
Fixtures, fittings, plant and machinery: *Duration of lease for office premises*
- Items of equipment are capitalized where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.
- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u) The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income, and in particular any impact of COVID-19 within these areas. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Note 2: Unrestricted income analysis

For year ended 31 December 2023	2023	2022
	£	£
Blanes Trust	25,000	25,000
Orr Mackintosh Foundation	10,000	–
Sylvia Adams Charitable Trust	–	5,000
Ericson Trust	3,000	5,000
Swedish International Development Cooperation Agency	763,929	787,819
Norwegian Ministry of Foreign Affairs	370,741	417,854
Myriad Foundation (formerly King Baudouin Foundation)	7,956	–
International Bank for Reconstruction and Development	–	3,933
Foundation for International Law for the Environment	–	191,085
Other donations	12,905	7,485
Sub-total	1,193,531	1,443,176
Other income		
Other income	12,013	21,833
Investment income	7,808	7,136
Other income adjustment	–	-2,107
Sub-total	19,821	26,862
Total	1,213,352	1,470,037

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): NOTES TO THE FINANCIAL STATEMENTS

Note 3: Expenditure – Group and Charity

For year ended 31 December 2023	Raising Funds	Projects	Policy, Advocacy & Coms	Support Costs	Total Actual 2023	Total 2022
	£	£	£	£	£	£
Staff costs (Note 5)	143,127	842,168	176,161	296,148	1,457,605	1,277,055
Regions & consultants (Note 5)	67,016	1,185,088	121,090	13,058	1,386,253	898,855
Volunteers	–	288	–	424	712	3,713
Staff training & development	2,802	9,357	104	4,898	17,161	6,074
Staff travel and subsistence	1,284	129,827	3,897	43,923	178,931	143,244
Partner and related activities	–	2,413,071	2,487	809	2,416,368	1,965,223
Seminars, training and events	599	446,373	4,927	(997)	450,901	389,293
Policy, research and information	22	76,016	30,741	188	106,967	150,978
Project audits	–	37,040	–	–	37,040	41,158
Bank charges and forex	103	(46,628)	696	(64,898)	(110,726)	4,494
Other project expenses	–	88,336	–	495	88,831	1,058
IT expenses	4,430	100,358	7,074	18,432	130,294	68,136
Local premises & related expenses	–	19,356	–	–	19,356	29,044
Legal and professional fees	–	69,127	–	–	69,127	91,375
Sub-total	219,382	5,369,777	347,177	312,481	6,248,818	5,069,700
Office running costs	3,068	75,100	4,856	4,370	87,394	43,297
General audit and accounting	–	54,534	–	2,871	57,404	33,108
Other Finance costs	402	9,846	637	573	11,458	9,608
Premises and related expenses	2,015	151,082	9,510	8,559	171,167	156,425
Recruitment	–	6,826	–	359	7,186	3,612
Depreciation charges	1,564	38,274	2,475	2,227	44,540	18,057
Trustees' expenses & meetings	–	6,803	–	15,355	22,158	19,844
Other costs	778	6,553	455	410	8,197	12,353
Sub-total	7,827	349,020	17,932	34,725	409,504	296,304
Total	227,210	5,718,797	365,109	347,206	6,658,322	5,366,005
Support costs*	12,500	314,620	20,086	(347,206)	–	–
Total expenditure	239,710	6,033,416	385,196	–	6,658,322	5,366,005

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Note 4: Incoming/(outgoing) resources for the year – Group and Charity

For year ended 31 December 2023		2023	2022
This is stated after charging / crediting:		£	£
		£	£
Depreciation		44,540	18,057
Council members' expenses		22,158	19,845
Auditors' remuneration:	Group and charity general audits	25,995	17,500
	Other accounting services	31,409	15,608
	Donor (project) audits	37,040	41,158
Operating lease rentals:	Property	142,510	137,132
	Other	17,109	25,421

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £22,158 (2022: £19,845) to members relating to attendance at meetings of the Council.

Note 5: Staff costs and numbers

For year ended 31 December 2023		2023	2022
Staff costs were as follows:		£	£
		£	£
Salaries and wages		2,537,584	1,964,585
Social security costs		221,695	129,000
Pension contributions		84,578	82,325
		2,843,857	2,175,910

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £163,220 during the year (2022 : £153,946). These two employees earned above £60,000 in 2023; employer pension contributions for those employees totalled £16,322 (2022, £15,394). The salary and pension costs of the three other key staff was £186,443 (2022: £162,976).

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2023	2022
	No.	No.
Directors' office including fundraising	9	8
Administration and finance	9	7
Projects and project support including Regional Offices	64	52
	82	67

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

Note 6: Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Note 7: Tangible fixed assets – Group and Charity

For year ended 31 December 2023	Furniture & equipment 2023	Furniture & equipment 2022	Furniture & equipment 2023	Furniture & equipment 2022
	£	£	£	£
Cost				
At the start of the year	107,985	91,672	88,404	81,182
Additions in the year	86,382	26,010	79,374	24,459
Disposal in the year	–	(18,366)	–	(18,366)
At the end of the year	194,367	99,316	167,778	87,275
Depreciation				
At the start of the year	61,582	63,688	51,633	55,196
Charge for the year	45,100	16,848	38,908	15,391
Disposal in the year	–	(16,816)	–	(18,366)
At the end of the year	106,682	63,719	90,541	52,221
Net book value				
At the end of the year	87,685	35,597	77,237	35,055
At the start of the year	35,597	27,415	35,055	25,526

Note 8: Investments – Group and Charity

For year ended 31 December 2023	2023	2022
	£	£
Market value at the start of the year	269,142	305,807
Investment income reinvested	7,808	7,136
Net gains/losses	14,505	(43,802)
Market value at the end of the year	291,454	269,142
Historic cost at the end of the year	90,301	90,301

Note 9: Debtors

For year ended 31 December 2023	Group		Charity	
	2023 (£)	2022 (£)	2023 (£)	2022 (£)
Regional offices balances	0	57,922	681,442	435,756
Other debtors	32,527	43,763	32,527	43,763
Prepayments	61,814	104,965	58,523	77,599
Accrued income	522,648	86,385	521,574	86,385
	616,989	293,035	1,294,067	643,503

Note 10a: Creditors: amounts due within 1 year

For year ended 31 December 2023	Group		Charity	
	2023 (£)	2022 (£)	2023 (£)	2022 (£)
Trade creditors	16,588	31,216	8,694	28,617
Taxation, social security & other payroll	124,535	131,471	111,895	126,463
Grants repayable	–	–	–	–
Regional Offices balances	–	–	–	–
Other Creditors	(129)	14,983	(129)	14,983
Accruals and deferred income	176,283	392,132	144,927	246,493
	317,277	569,803	265,387	416,557

The Charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank Plc, of up to £120,000 in 2012. This facility is secured by a debenture on its assets.

Note 10b: Pension provision

For year ended 31 December 2023	Group		Charity	
	2023 (£)	2022 (£)	2023 (£)	2022 (£)
Pension liability	5,769	10,850	5,769	10,850
	5,769	10,850	5,769	10,850

Note 11: Analysis of net assets between funds

For year ended 31 December 2023	Restricted Funds	General funds	2023 Total Funds	2022 Total Funds
	£	£	£	£
Group				
Tangible fixed assets	–	87,685	87,685	35,597
Fixed asset investments	–	291,454	291,454	269,142
Long term liabilities	–	(5,769)	(5,769)	(10,850)
Net current assets	1,885,897	98,776	1,984,673	2,525,938
Net assets at the end of the year	1,885,897	472,146	2,358,043	2,819,826
Analysis of net assets between funds				
Charity				
Tangible fixed assets	–	77,237	77,237	25,526
Fixed asset investments	–	291,454	291,454	269,142
Long term liabilities	–	(5,769)	(5,769)	(10,850)
Net current assets	1,108,329	109,224	1,217,552	1,547,969
Net assets at the end of the year	1,108,329	472,146	1,580,475	1,831,787

Note 12: Operating lease commitments

The charity had commitments at the year end under operating leases as follows:	For year ended 31 December 2023	
	2023	2022
	£	£
Property		
Under 1 year	62,500	62,500
Equipment	2023	
<i>CCTV, Printers and franking machine</i>		
Under 1 year	4,452	6,324
2-5 years	12,657	19,097
	17,109	25,421

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2023

Note

13. Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2023 in line with financial reporting standards.

However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the plan by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The full actuarial valuation of the Scheme was carried out at 30 September 2020.

The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £31.6 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 96.2% (2020: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December 2025.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of 30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

Note 15: Movement in funds

For year ended 31 December 2023		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AFRICA:						
Ken	Amplifying Voices of Indigenous Human Rights Defenders to Advocate Rights to Health & Education	70,649	65,473	(106,258)	(29,864)	(–)
	European Commission	70,649	65,473	(106,258)	(29,864)	(–)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	62,383	777,227	(744,382)	–	95,228
	Finnish MFA	62,383	777,227	(744,382)	–	95,228
IR5	Furthest Behind First	107,927	174,688	(214,007)	–	68,608
	Irish Aid	107,927	174,688	(214,007)	–	68,608
LR1	Empowering Indigenous Land Rights Defenders to Prevent Climate Change	(116,142)	78,077	(40,744)	78,810	
	European Commission	(116,142)	78,077	(40,744)	78,810	
DFDC	Preventing and Resolving Conflicts Through Early Warning Mechanisms in Africa	(82,332)	17,946	4,507	59,878	(–)
	UKaidirect	(82,332)	17,946	4,507	59,878	(–)
EMM22	Engaging Media & Minorities to Act for Peacebuilding - EMMAP	199,522	214,470	(698,637)	–	(284,645)
	European Commission	199,522	214,470	(698,637)	–	(284,645)
IDEA23	Enhance Capacity of Organisations of marginalised & Underepresented Groups	–	23,683	(426)	–	23,257
	US State Department via Education Development Centre Inc	–	23,683	(426)	–	23,257
Gates22	Improve Polio Coverage Through IDP Inclusion in Banadir (Somalia)	212,481	–	(191,051)	(21,430)	(–)
	Bill & Belinda Gates Foundation	212,481	–	(191,051)	(21,430)	(–)
USMOG	Somalia Minority and Marginalised Fellows Programme	(26,566)	51,110	(39,293)	14,750	
	US State Department	(26,566)	51,110	(39,293)	14,750	
USMOG23	John Lewis Minority Fellows Program	–	57,795	(51,128)	–	6,666
	US State Department	–	57,795	(51,128)	–	6,666
SWIS21	Minority Inclusion and Accountability to Affected Populations in Somalia	(20,324)	(2,368)	(1,700)	24,392	(–)
	Swiss Embassy Kenya	(20,324)	(2,368)	(1,700)	24,392	(–)
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	(25,185)	40,967	(36,474)	20,692	(20,692)
	The Wellcome Trust	(25,185)	40,967	(36,474)	–	(20,692)
Sub total/Africa Region		382,413	1,499,067	(2,119,594)	147,228	(111,579)

Note 15: Movement in funds (continued)

For year ended 31 December 2023		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
MIDDLE EAST & NORTH AFRICA:						
EGY20	Empowering Egyptian Civil Society to Promote the Rights of Discriminated Religious & Ethnic Minorities	(24,724)	30,109	(21,255)	15,870	(–)
	European Commission	(24,724)	30,109	(21,255)	15,870	(–)
MACS23	Minorities, Accountability and Civil Space	–	1,133,410	(496,522)	–	636,888
	European Commission	–	1,133,410	(496,522)	–	636,888
CSHR1	Minority Equal Protection Initiative	(12,111)	40,172	(35,632)	7,571	(–)
	USDRL via CSHR	(12,111)	40,172	(35,632)	7,571	(–)
SMV23	Strengthening Minority Voices	–	176,566	–	–	176,566
	European Commission	–	176,566	–	–	176,566
TUI22	All4All Phase 2	148,732	410,543	(392,523)	–	166,752
	Embassy of the Netherlands in Tunisia	148,732	410,543	(392,523)	–	166,752
TFD23	For A Tunisia Without Discrimination	–	133,228	(134,731)	–	(1,503)
	European Commission	–	133,228	(134,731)	–	(1,503)
Sub total/Middle East & North Africa Region		111,897	1,924,028	(1,080,664)	23,441	978,702

Note 15: Movement in funds (continued)

For year ended 31 December 2023		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
EUROPE/CIS REGION:						
COACH22	Countering Online Anti-gypsyism and Cyberhate	129,436	–	(72,938)	–	56,498
	European Commission	129,436	–	(72,938)	–	56,498
DJA23	Development Journalism Award	2,657	4,569	(3,051)	–	4,175
	Embassy of the Kingdom of Netherlands in Hungary	2,657	4,569	(3,051)	–	4,175
CSA23	Civil Society Action To Protect Civil Society Space in OSCE Region	–	72,560	(73,177)	–	(617)
	Swedish MFA	–	72,560	(73,177)	–	(617)
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society in Uzbekistan	–	132,177	(35,021)	–	97,156
	European Commission	–	132,177	(35,021)	–	97,156
Ere21	Equality for Roma Through Enhanced Legal Access (Bulgaria & Croatia)	(58,070)	15,461	(29,450)	–	(72,059)
	European Commission	(58,070)	15,461	(29,450)	–	(72,059)
MARIO	Minorities, Accountability, Rights, Independence & Organisational Development	892,569	–	(710,647)	(49,587)	132,335
	European Commission	892,569	–	(710,647)	(49,587)	132,335
REILA	Roma Equality through Increased Legal Access	–	19,434	–	(19,434)	0
	European Commission	–	19,434	–	(19,434)	0
REP22	Roma Employment Opportunities Programme	62,380	83,450	(65,356)	–	80,474
	Conrad N Hilton Foundation	62,380	83,450	(65,356)	–	80,474
THS21	Learning & Collaborating on Countering Hate Speech in Turkey & New EU State	12,893	–	–	(12,893)	–
	European Commission	12,893	–	–	(12,893)	–
PRE22	Promote Roma Equality in Slovenia and Slovakia	86,554	–	(112,066)	–	(25,512)
	European Commission	86,554	–	(112,066)	–	(25,512)
Rise23	Resilience, Inclusivity, Support and Equality (Tajikstan)	–	136,564	(91,502)	–	45,062
	European Commission	–	136,564	(91,502)	–	45,062
TUR21	MARC -Turkey (Minorities, Aaccountability, Rights, Collaboration)	103,617	123,372	(173,340)	–	53,648
	European Commission	103,617	123,372	(173,340)	–	53,648
NRD	Supporting Religious Pluralism & Respect for Freedom of Religion/Belief In South Asia	(3,776)	–	155,535	(151,759)	(–)
	Norad	(3,776)	–	155,535	(151,759)	(–)
Sub Total Europe/CIS Region		1,228,260	587,587	(1,211,014)	(233,673)	371,160

Note 15: Movement in funds (continued)

For year ended 31 December 2023		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
ASIA & PACIFIC REGION:						
CR2	Freedom of Religion or Belief for Inclusive, Interdependent & Diverse Societies	–	4,725	(4,404)	(321)	–
	UKaidDirect via Institute of Development Studies	–	4,725	(4,404)	(321)	–
THAI21	Inclusive Peace-building in Thailand's Southern Border Provinces	30,818	353,838	(239,089)	–	145,567
	European Commission	30,818	350,687	(235,938)	–	145,567
	Taiwan Foundation for Democracy	–	3,151	(3,151)	–	–
MODE23	Movement on Disability Equality In Thailand Southern Border Provinces	–	161,613	–	–	161,613
	European Commission	–	161,613	–	–	161,613
CJSA22	Enhance Accountability and the Rule of Law in South Asia	321,221	375,287	(340,970)	–	355,538
	Open Society Institute (OSI)	321,221	375,287	(340,970)	–	355,538
IND21	Safeguarding Tribal Rights in Extractive Industries Operating in India	97,143	–	(41,185)	–	55,958
	European Commission	97,143	–	(41,185)	–	55,958
Sub total/Asia & Pacific Region		449,182	895,463	(625,648)	(321)	718,676

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
LATIN AMERICA:						
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	95,603	–	(47,468)	–	48,135
	European Commission – Research Agency	95,603	–	(47,468)	–	48,135
Sub total/Latin America Region		95,603	–	(47,468)	–	48,135

Note 15: Movement in funds (continued)

For year ended 31 December 2023		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG match funding	End of year
		£	£	£	£	£
LEGAL EMPOWERMENT & STRATEGIC LITIGATION:						
LG14	Ending Slavery in Mauritania	(41,085)	20,047	(6,323)	27,361	
	European Commission	(41,085)	20,047	(6,323)	27,361	
LG16	Contemporary Forms of Slavery - Road to Recovery	(10,739)	(6,647)	–	17,386	(–)
	UN Voluntary Trust Fund	(10,739)	(6,647)	–	17,386	(–)
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	24,725	14,907	(16,997)	–	22,635
	US DRL via Anti-Slavery International	24,725	14,907	(16,997)	–	22,635
UJ21	Bambuti Case	–	–	(27,752)	27,361	(391)
	Minority Rights Group: Core Funded	–	–	(27,752)	27,361	(391)
Sub total/Legal empowerment & Strategic Litigation		(27,100)	28,307	(51,072)	72,108	22,243
		£	£	£	£	£
Z. OTHER VARIOUS CHARITABLE ACTIVITIES						
DIS21	Intersectional Minority and Disability Rights Advocacy	–	–	(102,722)	102,722	0
	Minority Rights Group - Core Funded (Sida Grant)	–	–	(102,722)	102,722	–
IAC23	International Arts Contest: Recognising Minority Artists – United Nations	–	–	(4,616)	–	–
Meta22	Roundtables - Engaging Under-represented Groups & Communities	–	15,145	(16,057)	16,057	10,529
MIA23	Minority Inclusion Assessment	–	–	–	–	(–)
UCS21	Underserved Communities in Somalia (World Bank)	–	2,297	(3,353)	(32,483)	2,297
UNFPA	Data on to illuminate Systemic Causes of Marginalisation – UN Population Fund	–	35,836	(4,576)	–	(–)
YorkB	Intersection of Racial, Disability and Gender Discrimination In Brazil	–	6,598	(4,501)	(2,098)	(–)
Sub total/Other		–	59,877	(135,825)	(18,524)	8,250

Note 15: Movement in funds (continued)

For year ended 31 December 2023	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
RESTRICTED FUNDS:					
Africa	382,413	1,499,067	(2,119,594)	147,228	(111,579)
Middle East & North Africa	111,897	1,924,028	(1,080,664)	23,441	978,702
Europe/CIS region	1,228,260	587,587	(1,211,014)	(233,673)	371,160
Asia & Pacific region	449,182	895,463	(625,648)	(321)	718,676
Latin America	95,603	(–)	(47,468)	–	48,134
Legal empowerment & strategic litigation	(27,100)	28,307	(51,072)	72,108	22,243
Other charitable activities	–	59,877	(135,825)	(18,524)	(94,472)
Total restricted funds	2,240,255	4,994,327	(5,271,285)	(9,741)	1,932,864
Unrealized foreign exchange differences	(48,295)	–	(19,364)	–	(46,967)
Total restricted funds	2,191,960	4,994,327	(5,290,649)	–	1,885,897
UNRESTRICTED FUNDS:					
Revaluation reserve	93,424	14,505	–	–	107,929
Pension provision	(10,850)	–	5,081	–	(5,769)
General fund	544,800	1,213,352	(1,397,906)	9,741	369,987
Total unrestricted funds	627,374	1,227,857	(1,392,825)	9,741	472,147
Total funds	2,819,334	6,222,184	(6,683,474)	9,741	2,358,043

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Note 16: MRG Income & Expenditure 2023 by Results

MRG Income & Expenditure 2023 by Results		Income	Expenses	Partners Expenses	Total Expenditure
		£	£	£	£
16	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,193,531	(762,132)	–	(762,132)
	Other income	12,013	(385,196)	–	(385,196)
	Investment income	7,808	–	–	–
	Fundraising	–	(239,710)	–	(239,710)
	Management, Finance, Administration, IT, Premises and Other Overheads	–	(347,206)	–	(347,206)
	Less: Operating costs recovery	–	–	–	–
	Management, Finance, Administration, IT, Premises and Other Overheads	–	347,206	–	347,206
	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,213,352	(1,387,037)	–	(1,387,037)

Result 1: Civil Society Organizations and activists representing or defending the rights of minorities and indigenous peoples are better equipped to advocate for rights protection through legal and policy influencing. Social and cultural mechanisms

CSHR1	Minority Equal Protection Initiative	40,172	(35,632)	–	(35,632)
DFDC	Preventing and Resolving Conflicts Through Early Warning Mechanisms in Africa	17,946	13,274	(8,767)	4,507
EGY20	Empowering Egyptian Civil Society to Promote the Rights of Discriminated Religious & Ethnic Minorities	30,109	(15,738)	(5,517)	(21,255)
Ere21	Equality for Roma Through Enhanced Legal Access (Bulgaria & Croatia)	15,461	(29,099)	(351)	(29,450)
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society	132,177	(14,672)	(20,349)	(35,021)
IR5	Furthest Behind First	174,688	(297,978)	83,971	(214,007)
KEN	Amplifying Voices of Indigenous Human Rights Defenders to Advocate Rights to Health & Education	65,473	(48,914)	(57,344)	(106,258)
MACS23	Minorities, Accountability and Civil Space	1,133,410	(323,180)	(173,342)	(496,522)
NRD	Supporting Religious Pluralism & Respect for Freedom of Religion/Belief In South Asia	–	(83,884)	239,419	155,535
REILA	Roma Equality through Increased Legal Access	19,434	–	–	–
Rise23	Resilience, Inclusivity, Support and Equilaity (Tajikstan)	136,564	(27,010)	(64,492)	(91,502)
SMV23	Strengthening Minority Voices	176,566	–	–	–
TFD23	For A Tunisia Without Discrimination	133,228	(37,778)	(96,952)	(134,731)
TUI22	All4All Phase 2	410,543	(119,212)	(273,311)	(392,523)
TUR21	MARC – Turk(Minorities, Aaccountability, Rights, Collaboration	123,372	(117,935)	(55,406)	(173,340)
WELT21	Sostalga – The Impacts of Environmental Change on Mental Health	40,967	(24,571)	(11,903)	(36,474)
	Sub-total	2,650,110	(1,162,327)	(444,346)	(1,606,673)

Result 2: Journalists, media and opinion formers display a better understanding of religious and ethnic persecution and patterns of exclusion and marginalization

COACH22	Contering Online Anti-gypsyism and Cyberhate	–	(31,224)	(41,714)	(72,938)
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	–	(47,468)	–	(47,468)
THAI21	Inclusive Peachbuilding in Thailand's Southern Border Provinces	353,838	(75,656)	(163,433)	(239,089)
	Sub-total	353,838	(154,348)	(205,147)	(359,495)

Result 3: Increased recognition of, and commitment to addressing, religious and ethnic persecution, marginalization and exclusion by relevant decision-makers, duty bearers and key influencers

CJSA22	Enhance Accountability and the Rule of Law in South Asia	375,287	(318,277)	(22,694)	(340,970)
UJ21	Bambutu Case	–	(27,752)	-	(27,752)
	Sub-total	375,287	(346,029)	(22,694)	(368,723)

Result 4: Improved governance environments to improve the participation of minorities & indigenous peoples in decision-making

CR2	Freedom of Religion or Belief for Inclusive, Interdependent & Diverse Societies	4,725	(1,311)	(3,092)	(4,404)
CSA23	Civil Society Action To Protect Civil Society Space in OSCE Region	72,560	(34,729)	(38,448)	(73,177)
DJA23	Development Journalism Award (Dutch)	4,569	(3,027)	(24)	(3,051)
EMM22	Engaging Media & Minorities to Act for Peacebuilding - EMMAP	214,470	(245,387)	(453,250)	(698,637)
Gates22	Improve Polio Coverage Through IDP Inclusion in Banadir (Somalia)	-	(79,510)	(111,541)	(191,051)
IDEA23	Enhance Capacity of Organisations of Marginalised & Underepresented Groups	23,683	(426)	-	(426)
LG14	Ending Slavery in Mauritania	20,047	(6,323)	-	(6,323)
LG16	Contemporary Forms of Slavery – Road to Recovery	(6,647)	-	-	-
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	14,907	(13,030)	(3,967)	(16,997)
LR1	Empowering Indigenous Land Rights Defenders to Prevent Climate Change	78,077	(24,450)	(16,295)	(40,744)
MARIO	Minorities, Accountability, Rights, Independence & Organisational Development	-	(300,346)	(410,302)	(710,647)
PRE22	Promote Roma Equality in Slovenia and Slovakia	-	(54,625)	(57,441)	(112,066)
USMOG	Somalia Minority and Marginalised Fellows Programme	51,110	(15,915)	(23,379)	(39,293)
USMOG23	John Lewis Minority Fellows Program	57,795	(16,920)	(34,208)	(51,128)
	Sub-total	535,294	(795,998)	(1,151,947)	(1,947,945)

Result 5: Improved development opportunities for highly marginalized communities

DIS21	Intersectional Minority and Disability Rights Advocacy	–	(48,165)	(54,557)	(102,722)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	777,227	(178,695)	(565,688)	(744,382)
IND21	Safeguarding Tribal Rights in Extractive Industries Operating in India	–	(38,353)	(2,832)	(41,185)
MODE23	Movement on Disability Equality In Thailand's Southern Border Provinces	161,613	–	–	–
REP22	Roma Employment Opportunities Programme	83,450	(8,827)	(56,529)	(65,356)
SWIS21	Minority Inclusion and Accountability to Affected Populations in Somalia	(2,368)	(1,700)	–	(1,700)
Z.OTHER	Various Charitable Activities	59,877	(33,103)	–	(33,103)
Sub-total		1,079,798	(308,843)	(702,299)	(988,449)
Results 1-5		4,994,328	(2,767,545)	(2,503,739)	(5,271,285)
TOTAL ACTIVITY		6,207,679	(4,154,583)	(2,503,739)	(6,658,322)

Note 17: Co-financing arrangements

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and Norway MFA provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2023.

Cross-project Match Funding 2023		Codes of Match-funded projects										
Comment	Match Funding Project	EGY 20	IR5	Ken	PRE 22	MARIO 22	COACH 22	TFD 23	NRD	EVC 23	RISE 23	THAI 22
Empowering Egyptian Civil Society to Promote the Rights of Discriminated Religious & Ethnic Minorities	EGY20											
Development Journalism Award	DJA											
Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	FIN22											
MRGE Partners	MRG Partners											
Roma Employment Opportunities Programme	REP22											
All4All Phase 2	TUI22											
Inclusive Peacebuilding in Thailand's Southern Border Provinces	THAI22											
Sida funded re Disability work	DIS21											

MARIO22 also receiving match funding from Dutch Embassy in Budapest
 MARC Turkey received match funding from Finnish Embassy in Turkey.
 Thai22 received match funding from Taiwan Foundation for Democracy
 Ind21 received match funding from Allan & Nesta Ferguson.

Minority Rights Group

Company / Charity details

The organization is a charitable company limited by guarantee, incorporated on 11 February 1981 and registered as a charity on 11 May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

Company number

1544957

Charity number

282305

Registered office and Operational address

54 Commercial Street,
London E1 6LT

Honorary officers

Anastasia Crickley, *Chair*
Bill Samuel, *Treasurer*
Joshua Castellino, *Secretary*

Members of the Council/Trustees

The Council of Management who served during the year and up to the date of this report were as follows:

José Guevara Bermúdez
Anastasia Crickley (Chair)
Amana Dawuda – *appointed*
23 June 2023
Joe Frans – *resigned* *12 June 2023*
Pratima Gurung
Victoria Hoskins – *resigned*
12 June 2023
Mahdis Keshavarz – *resigned*
12 June 2023
George Ngwane
Bill Samuel – *Treasurer*
Vivek Sinha – *appointed*
23 June 2023
Astrid Thors

Principal staff

Professor Joshua Castellino,
Co-executive Director / Co. Secretary
Claire Thomas, *Co-executive*
Director
Carl Soderbergh, *Director*
of Policy & Advocacy
Berihu Mohammed, *Director of*
Finance, Administration & IT
Cecile Clerc, *Director of Fundraising*

Bankers

NatWest, 38 Strand,
London, WC2H 5JB

Solicitors

Bates, Wells and Braithwaite,
10 Queen Street, London ECAR 1BE

Auditors

Moore Kingstom Smith LLP,
9 Appold Street, London EC2A 2AP

Minority Rights Group



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Website www.minorityrights.org



Visit the website www.minorityrights.org for multimedia content about minorities and indigenous peoples around the world.

MINORITY RIGHTS GROUP

England & Wales - Charity number 282305

Accounts

A group of women, likely from a rural or developing region, are gathered in a room with wooden walls and a corrugated metal ceiling. The woman in the foreground is wearing a yellow headscarf and a blue patterned top, looking towards the camera with a slight smile. Other women in the background are wearing various headwraps and colorful clothing, some looking towards the right. A chalkboard is visible in the background.

minority
rights
group
international

Annual Report & Audited Accounts 2022

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Cover photo: One of the women from north
ethnic groups of Ghana in so called "Witches
Camp", accused of witchcraft, Gambaga,
Ghana, 2023. *Credit: Anna Alboth*

minority rights group international

About us

Minority Rights Group International (MRG) campaigns worldwide with around 150 partners in over 50 countries to ensure that minorities and indigenous peoples, often the poorest of the poor, can make their voices heard.

Minorities that are of concern to MRG are defined as disadvantaged ethnic, national, religious, linguistic or cultural

groups which are fewer in number than the rest of the population and which may wish to maintain and develop their identity.

Through our programmes, publications, advocacy, legal cases, consultancies, training and education, and our action in the media, we support minorities and indigenous peoples as they strive to defend their rights – to the lands they live on, to the languages they speak, to the beliefs they practice, to the cultures they enjoy, to equal opportunities in education and employment, and to full participation in public life.

We understand how discrimination based on age, class, gender and disability can have multiple impacts on disadvantaged minorities and indigenous peoples. Our campaigns target governments and communities to eradicate such attitudes. MRG has over 50 years' experience of



An indigenous Sunuwar at a public awareness rising gathering on Nepal's census organised by CEMSOJ in September 2021, Hawa, Dolakha, Nepal.
Credit: Bishal Rajbhandari/CEMSOJ

working with non-dominant ethnic, religious and linguistic communities, and we bring a long-term view of these issues to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits in India and Nepal to name but a few.

MRG is an international nongovernmental organization (NGO) with an international governing Council that meets twice a year. We have consultative status with the United Nations Economic and Social Council (ECOSOC), observer status with the African Commission for Human and Peoples' Rights and are registered with the Organization of American States. In 2022, MR was admitted as an observer organization to the United Nations Framework Convention on Climate Change (UNFCCC) process.

Our truly global scope is guaranteed with our two regional offices in Kampala (Uganda) and Budapest (Hungary); as well as regional presence in Asia, Latin America, the Middle East and North Africa.

Our engagement with regional and international stakeholders such as the African Commission on Human and Peoples' Rights (ACHPR), the United Nations (UN) and the European Union (EU) is facilitated by our staff based in Banjul, Geneva and Brussels.

**Minority & Indigenous
Communities and Partners**

Regional Advisers

Advocacy Representatives

Regional Offices

Departments

Directorate

Council

MRG structure to support its partners



A word from our Executive Director

Scarcity amidst deep adversity is the new normal across our partner organizations in nearly every part of the world. Yet unlike stories that dominate the global press, many minority and indigenous communities we work with simply do not seem to allow themselves to be drawn into despair. Their resilience appears to be based on deeply honed survival instincts coupled with innate humanity and empathy that remain central within their cultures.

As this report shows, this year we once again significantly increased the reach and the impact of our work. While such sustained growth has never been our ambition, the attempt to respond to need has changed our trajectory as an organization. In March this year we sought to bring as many of our staff together in London to reflect on the work done so far as a result of our current four-year strategy and commence the discussions that will shape the next

strategy from 2025 onwards. Today, fifty-four years after our founding, MRG staff are increasingly based in locations where their advocacy and programming work is being delivered. They are usually local people drawn from minority communities, who are deeply embedded in the struggle to ensure that minority and indigenous communities benefit from the same rights that are notionally guaranteed to all.

To reflect the near trebling of our organizational size we have made significant changes to ensure we can respond to calls for our work with alacrity. I am now privileged to share the Directorship of the organization with my Co-Director Claire Thomas, a committed and inspiring minority rights advocate with decades of experience. We have also been actively recruiting Regional Advisers who will liaise with local minority and indigenous communities in each of the world's sixteen sub-regions.

Co-designing programme-related interventions with local organizations and sub-granting to those with the greatest stake in achieving change builds capacity at home. It ensures a reliable flow of knowledge and voices to influence policies at local, national, regional and international levels. Our challenge remains in ensuring that this work gets greater exposure: to educate the silent majorities who are complicit in the current extractive and exploitative system, and to seek their partnership to make the changes that will guarantee a successful, sustainable and peaceful future for all.

A handwritten signature in black ink, appearing to read 'Joshua Castellino'.

Joshua Castellino
30 May 2023

Report of the Council: Our 2021-2024 strategy

The year 2022 was the second year of MRG's 2021-2024 Strategy. During this year, we witnessed a slow return to the pre-pandemic world and welcomed opportunities for in-person advocacy picking up again with travel enabling more proximate monitoring of programmes resuming in most parts of the world.

We continued working towards the achievement of the three objectives we had set ourselves at the beginning of our 2021-2024 strategic period. These are:



Alyaa Al Bayati, lawyer and human rights advocate. Credit: Where We Belong (2019), a film by DARST Projects, Manifest Media and Minority Rights Group International.

1 Combatting persecution

Many religious, ethnic, linguistic, cultural minority and indigenous rights defenders operate in increasingly hostile environments, often in countries where democratic space is shrinking drastically and where persecution and intimidation, including persecution on religious grounds, are taking new forms. Targeted online hate speech is increasing exponentially, affecting more and more communities. Overall, religious persecution rose sharply in Afghanistan, Iran and India, remained at high levels in Pakistan, Egypt, Iraq and China. Fault lines around religion are also leading to acute persecution in insecure and conflict affected contexts, including in the Sahel region, Libya, Syria and Myanmar while religious issues remain simmering at the root of lower intensity conflicts, as in the Deep South of Thailand.

2 Challenging marginalization

We frequently see minority and indigenous communities forced to live on the outskirts of society, robbed of opportunities and livelihoods, and deprived of access to basic public services such as health and education. Their exclusion is often closely associated with their ethnic background, religious faith, cultural practices, gender or disability status – or a combination of all these specificities. Working with our

partners we documented exclusion, presented evidence to decision makers, explained its enabling mechanisms and supported both decision makers and local communities (including those within these communities who experience multiple patterns of exclusion) to act together to dismantle the barriers they face in order to ensure equal opportunities for all. Our partners have gained sophisticated skills, knowledge and credibility through this experience, and stand ready to challenge entrenched marginalization and exclusion as they arise with or without our support.

3 Realising climate justice

The marginalization of minorities and indigenous peoples is also reflected in the climate crisis the world is experiencing. These communities, who have often contributed the least to the damage inflicted on the planet, are among those paying the highest price. At the same time, representatives of minority and indigenous communities are hardly ever in the rooms where decisions are taken that affect them. Climate justice can only be achieved by ensuring that the voices, lived experience and knowledge of minorities and indigenous peoples are included in the debates and policies addressing the current crisis.

Report of the Council: **Review of 2022 achievements**



1,426 activists trained
(720 women)



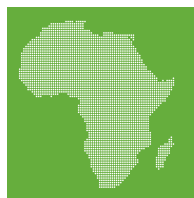
100 per cent of partners and activists in our network who have faced significant safety threats were offered support from us to enable them to defend themselves and/or maintain their operations



55 recommendations from national, regional or international human rights or development mechanisms to duty bearers linked to advocacy from MRG partners or trainees



321 duty bearers sensitized to the extreme exclusion and the needs of marginalized and persecuted minority and indigenous communities



MRG has become Expert Partner of the African Commission on Human and People's Rights



177 instances of rights claims seeking to address violations, discrimination or exclusion made by minority and indigenous communities through official channels or innovative approaches



Our work was mentioned in 1,410 news pieces



225 partner organizations/networks report higher capacities to defend the rights of their communities



18 publications of comprehensive, authoritative and influential information on the situation of minorities and indigenous peoples, including our flagship *Minority & Indigenous Trends* report focussing in 2022 on work



8 legal clinics established in India to support Adivasi victims of corporate abuses



339 field-visits to Roma communities across Hungary, Serbia, Croatia and Bulgaria to raise awareness about the non-discrimination legislation and the available legal remedies



Report of the Council: Implementing the second year of our 2021-2024 strategy

We have worked throughout 2022 with our partners towards achieving our objectives through the annual targets we set ourselves.

OBJECTIVE 1:

The majority of our work on countering religious persecution is implemented in countries where civic space is extremely limited, often tightening further along religious fault-lines, placing minority and indigenous activists under constant surveillance and threat, including online intimidation. This has become acute in Egypt, India, Iran, Pakistan and Turkey.

Our work under Objective 1 also encompasses peace building and conflict prevention efforts in countries such as Thailand where religious divisions between Muslims and Buddhists are rife and in Kenya, Uganda and Cameroon where ethnic division is a central issue.



Christians commemorate the birth of Jesus Christ, Iraq, December 2020. Credit: Kirkuk Now

Key highlights from our work in 2022 include:

- The award of 19 subgrants made to local partner organizations working on countering religious persecution across Asia, the Middle East and North Africa to support capacity building and enable locally focussed advocacy.
- A regional networking and learning meeting for 20 activists working on Freedom of Religion or Belief from across 10 countries from South and Southeast Asia, held in Bangkok in October 2022. It brought activist communities together to build solidarity in a tough rights climate.
- The launch of a new inclusive peace building initiative in Thailand's Southern Border province with a first round of training for 79 activists on conflict resolution and mediation. Two recommendations on minority rights' protection from Thailand's Universal Periodic Review (UPR) can also be

linked to MRG and local partner Duay Jai's recommendations, as presented in a joint UPR statement in March 2022.

- Making visible the situation of persecuted religious minorities from Asia and the MENA regions and improving the understanding of the wider public of the issues they face through supporting the production of 5 films.
- Engaging with and sensitizing 51 duty bearers and institutional actors from Kenya, Uganda and Cameroon on ethnic conflict issues and emphasizing the importance of early warning mechanisms, which helped prevent and diffuse violence.
- Face to face training for minority activists ahead of the UN Forum on Minority Issues in Geneva (November 2022) enabled support for a diverse range of activists, including from Iran at a time when the country was facing a significant crackdown on civic space.
- The organization of two exchange visits between EU and Turkish CSOs in preparation of a European conference co-organized with the Hrant Dink Foundation on sharing best practices to tackle hate speech in printed and online media in Turkey. The conference brought together representatives of EU and Turkish CSOs, the media, experts and decision makers in June 2022.
- The submission, together with partners, of evidence to a variety of UN treaty-monitoring bodies, UN Special Rapporteurs and states in the framework of the UPR and of the work



Minority women speaking openly with outsiders in Lahic, Azerbaijan. Credit : Neil Clarke

of the UN Human Rights Council concerning minority persecution in 8 states including on issues like persecutions of Hazara Shia in Afghanistan after the takeover of the country by the Taliban, of ethnic and religious minorities in Iran in the framework of the protests, and in the DRC in relation to land disputes. One key result was the integration of a minority rights focus in the work of the newly created UN Fact-Finding Mission on Iran.

- Our publications on Iran attracted significant interest in the second half of the year. For example, the report *'Rights Denied: Violations against ethnic and religious minorities in Iran'* was covered at least 22 times in the national and international press.

MRG was alone among international human rights NGOs in gaining access to the Pamiri region of Tajikistan at a critical point in time through longstanding partner relationships of trust. This

enabled the gathering of firsthand accounts of threats, harassment, detention and cruel and inhumane treatment. We directly witnessed heavy militarization and surveillance and were able to inform policy and plans of UN and EU mechanisms with oversight and reporting responsibilities.

We continued to support our Afghan partners and activists who had remained trapped in country or were hiding in Pakistan awaiting humanitarian visas. We offered them emotional and financial support as we did with minority and indigenous activists facing threats in a

number of countries including Egypt, the DRC and Cameroon.

The year also uncovered a surprising long-term impact of our work. We collaborated with the French prosecutor to build evidence that led to the arrest and detention of Roger Lumbala Tshitenga, an instigator of a genocidal wave of attacks against the Bambuti community (DRC) in the early 2000s. MRG's 2004 report formed the basis of the case and our continuing links with many who provided evidence at the time of the abuse will enable justice finally to be served for these atrocities. We supported 4 indigenous Batwa victims of violence and persecution to travel from the DRC to Paris for interviews with the investigative judge in the Lumbala case.

OBJECTIVE 2:

We continued implementing programs aimed at guaranteeing minority and indigenous peoples' access to equal opportunities. Our work under this objective spans working with Roma communities in Eastern Europe (including Roma with disabilities displaced in or from Ukraine), religious minorities in the Middle East and North Africa and covers much of sub-Saharan Africa from Ghana to Zimbabwe. As local and national duty bearers' work moved past pandemic responses, we were able to renew dialogues at local and national levels utilising the reopening of in-



Batwa women weaving traditional baskets in Mpungu Sub County, Kanungu district, Uganda. November 2021.
Credit: Samrawit Gougsa/MRG

country advocacy opportunities to push for the advancement of minority and indigenous rights.

Some highlights in this realm included:

- As part of our work in Mauritania to eradicate slavery, we trained 100 university law students on minority rights, international human rights law and regional jurisprudence on slavery while offering refresher training to 70 activists and paralegals in an effort to strengthen the pool of support for victims of slavery.
- Our partners in Pakistan researched the deaths at work of over 50 Christian and Hindu workers in the sanitation sector and commenced dialogues with local authorities and international duty bearers seeking to reduce insecure employment and eliminate negligence in terms of health and safety for these low status workers.
- Our ongoing dialogues with authorities in Uganda resulted in a commitment to gather data on equal access to services across the country disaggregated by ethnicity for the first time. We also actively supported local minority- and indigenous-led organizations to submit a UPR shadow report on Uganda to the UN Human Rights Council. The report had 17 recommendations on different thematic areas, leading to one being accepted by the government of Uganda in its review in January.

- Our 11 young minority fellows from Somalia benefited from a 7-day training program prior to their work experience placement in a governmental office.
- Under our CREID program, our Iraqi partner developed an app called ‘Feel like me’ which uses Augmented Reality to narrate Yazidi experiences of hate speech post genocide. The app has 6 storytelling experiences featuring women characters and persons with disabilities.
- A ground-breaking legal case in Tunisia was won, allowing an individual to change his name in law, removing the suffix Atig – which announced his

family’s past slave roots. The case which originated two decades previously, was all but lost, but rekindled after conversations with a discrimination adviser funded by MRG and partners. He was linked to a lawyer who persuaded authorities that descendants from slaves should have the right to erase this information from their past and not be forced to pass it onto their children.

- Our Iraqi partner IMOK held a meeting in March with representatives of the Office of Human Rights in Chamchamal, Sulaimaniya sharing findings on uptake of COVID vaccines among internally displaced people



A refugee youth activist in Ritsona camp, Greece. Credit: Tom Alboth

(many Yezidi, Kakai or otherwise of minority origin). The Office made commitments to ensure equality of vaccine access, increase knowledge amongst IDPs and stated its intention to use report findings to convey IDP needs to other decision makers.

- As a follow up to our first inclusion audit we published: *'Minority exclusion in Somalia: shortcomings of aid agency feedback mechanisms,'* providing recommendations on how to ensure that complaint and feedback mechanisms for aid agencies in Somalia are installed and better utilized to address longstanding concerns

about the effectiveness of their efforts in reaching marginalized and excluded communities.

- Free legal counselling provided to 84 members of Roma communities across Hungary, Serbia, Croatia and Bulgaria. 25 of those cases were reported to the national equality body.
- The submission of a joint alternative report to the CERD committee on the situation of Black people with disabilities ahead of the review of Brazil in partnership with Vidas Negras com Deficiência Importam (VNDI) Brazil and the University of York (UK). The chair of the CERD committee described the

report as 'pivotal in convincing members that including a focus on disabilities in the Concluding Observations was essential'. The committee gave 11 concluding observations relating to the report, of which there were 8 recommendations made to the government of Brazil specifically on race, disability and care. It has since installed a new position of General Coordinator on Diversity and Intersectionality at the National Secretary on the Rights of Persons with Disabilities and collaborated with MRG and partners to host a side event on the topic at the Conference of State Parties to the UN Convention on the Rights of Persons with Disabilities in June.



After forced evictions from the Mau Forest in Kenya, the Ogieks have become shepherds and farmers, Kenya. Credit: Zsuzsanna Fodor.

OBJECTIVE 3:

Realising climate justice by ensuring that the voices, lived experiences and knowledge of minorities and indigenous peoples are included in debates and policies addressing the climate crisis is MRG's third objective. Key achievements of the year include:

- A refresher training on land rights was organized for 145 paralegals from Kenya, Uganda, DRC and Cameroon with 70 per cent of the paralegals trained since reporting that they have applied the knowledge gained in efforts to secure minority and indigenous rights within their communities.

- The passing of a Bill seeking to promote the rights of indigenous peoples in the DRC after more than 8 years of concerted advocacy efforts including those by MRG partners among many NGOs.
- Standing by the Ogiek community from Kenya as their quest for justice carries on. On 23 June 2022, the African Court on Human and Peoples' Rights delivered a reparations judgement which identified remedies for the breaches found in the 2017 judgement, in the final act of a long running case. The reparations required are progressive and comprehensive and signal a resounding victory for the community – although one for which work to ensure implementation must continue.
- Organizing a side event at the Stockholm +50 Conference, marking the 50th anniversary of the UN Conference on the Human Environment. The all-indigenous panel at the side event, 'Humanity's Last Chance Saloon', focussed on the importance of indigenous traditional knowledge in safeguarding the environment and combatting climate change. The side event plus MRG participation in the drafting of the outcome document helped to ensure that key safeguards were incorporated in the final text.
- Holding two side events at COP27 (which we did not attend for security reasons), focusing on the intersections of climate change and health

experiences for minorities and indigenous peoples: One 'Forest as Medicine: Intersections of biodiversity loss, traditional knowledge and mental health' with an all indigenous panel, and another 'Leaving No One Behind: The climate crisis and people with disabilities' with a panel of speakers with lived experience of disability while belonging to a minority or indigenous community. We also secured a speaker slot for Abou Seine, a protagonist of MRG's acclaimed documentary film *Stolen Fish*, during a side event titled 'Oceans, Climate and One Health'

- The publication of a ground-breaking report on fortress conservation and international accountability for human rights violations against the Batwa in the Kahuzi-Biega National Park (PNKB) in DRC. The report contributed to a global challenge to westernized fortress conservation ideas that compromise indigenous peoples' rights by adopting the '30 by 30' agenda. MRG's first investigative report of this type, it painstakingly collected shocking evidence of internationally funded Park Guards killing, raping and harassing indigenous forest dwellers who had been evicted and banned from the forest but given no alternative land or means to survive. We actively collaborated with the international task force set up in Bukavu to investigate these human rights violations; are cooperating with a US Congress



Fishermen belonging to a marginalized coastal community in Ghana. Credit: Anna Alboth

investigation into how US money was involved in funding human rights violations; and are pursuing legal avenues for accountability with regards to failures of due diligence in the award of German funding.

- MRG joined a wider consortium to lobby on the dangers and counterproductive nature of fortress conservation and secured some changes to the 30 by 30 commitments made by states at the UN COP 15 Biodiversity Conference to respect indigenous peoples' role in protecting the ecosystems which they have long managed sustainably.



Report of the Council: Acknowledgments

Our Allies



MRG would like to thank all the partners and activists who have worked with us this year, many in extremely difficult security environments. We are also grateful to decision-makers at local, national or international level who have

listened to minority and indigenous viewpoints and concerns and acted, and to the many journalists and others who featured news on minorities and indigenous peoples in print, broadcast or online media.



Our Donors



MRG remains extremely grateful to our donors – individuals and institutions – in providing financial support. You have ensured the quality, depth and reach of the work we have accomplished.



Affairs, the Dutch Embassies in Tunisia and Hungary, UK Aid Direct, the US State Department, the Open Society Institute, the Bill and Melinda Gates Foundation, the Conrad N. Hilton Foundation, the Ericson Trust, the Blanes Trust, the Foundation for International Law for the Environment, the UN Voluntary Trust Fund and the Silvia Adams Charitable Trust. We are also grateful to our corporate supporters including Vasco, our first corporate partner.



Our donors in 2022 include the European Union, the Swedish Development Agency, the Norwegian Ministry of Foreign Affairs, the Norwegian Development Cooperation Agency, Irish Aid, the Finnish Ministry for Foreign



Report of the Council: Financial review

During the year under review, MRG's income rose to by 17.9% from £5.14 m (2021) to £6.06 m. This is thanks to the increase, in both the core (unrestricted) grant as well as restricted income, of 9% and 21% respectively. The overall net income of £699K for the year is the combined effect of a surplus of £557K in restricted activities and £142K in unrestricted income streams. Total expenditure has also gone up, by 29% from £4.15 m in 2021 to £5.37 m in 2022, reflecting the substantial increase in staffing resources, sub-grants to partners and other activities.

Consequently, MRG's reserves including unrealised losses on investments and exchange rate gains have gone up from £2.15 m in 2021 to £2.82 m in 2022.

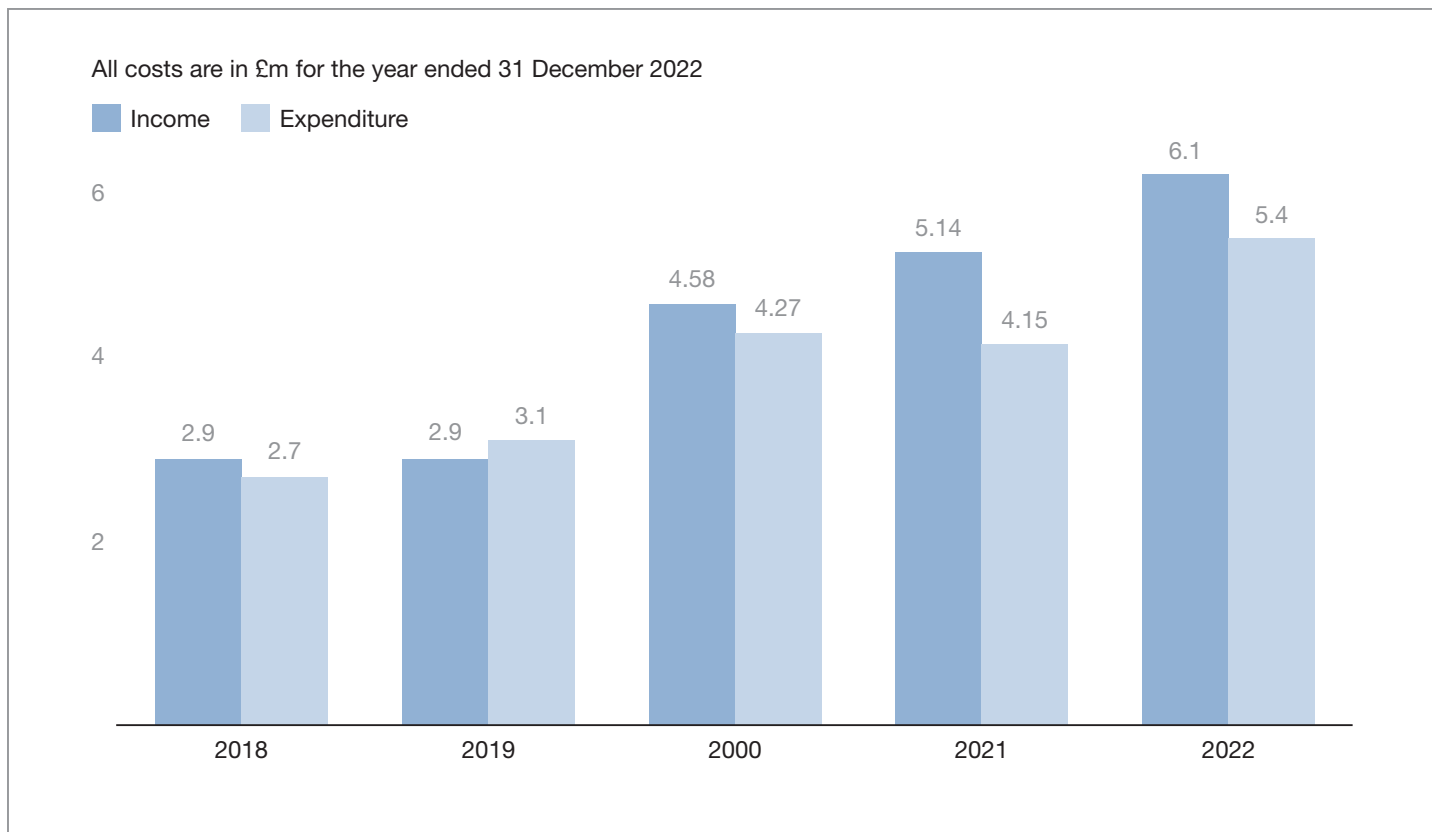
MRG and our partners across the world continue to prove strong and resilient and to keep working and delivering our charitable activities at a higher level than ever before. Overall MRG's income has, as the chart below is showing, more than doubled in the last five years, from £2.9 m in 2018 to £6.1 m in 2022 with, as expected, expenditure also rising from £2.7 m to £5.4 m during the same period.

Our cash flow position during the year was also strong, rising from £1.99 m on 31st December 2021 to £2.8 m on 31st December 2022. Our long-standing core funders, Sida and the Norwegian MFA, continued their indispensable financial support for the charity, the growing number of its projects and charitable activities across the world.

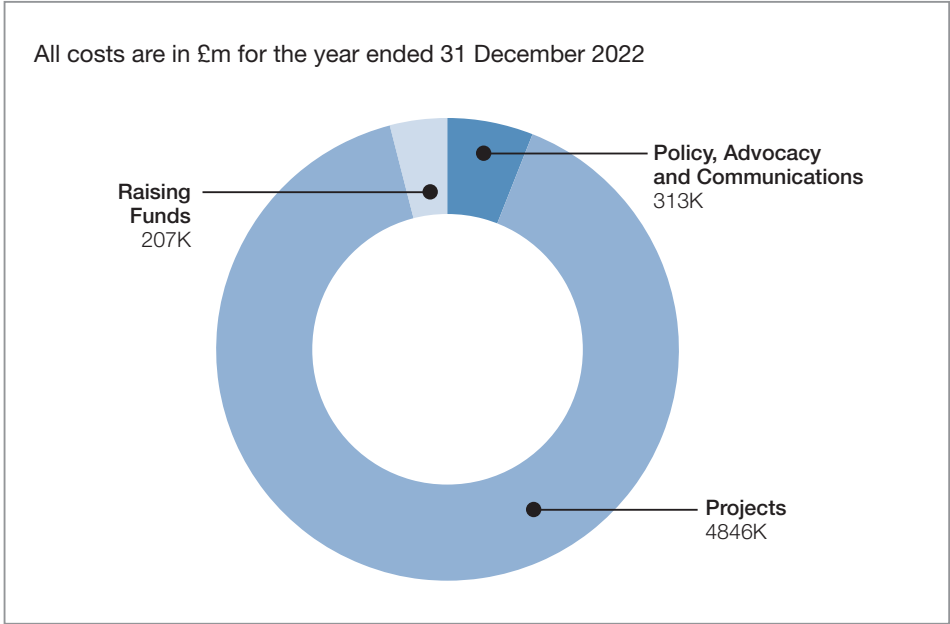
Click on any of the links below to go directly to the appropriate page:

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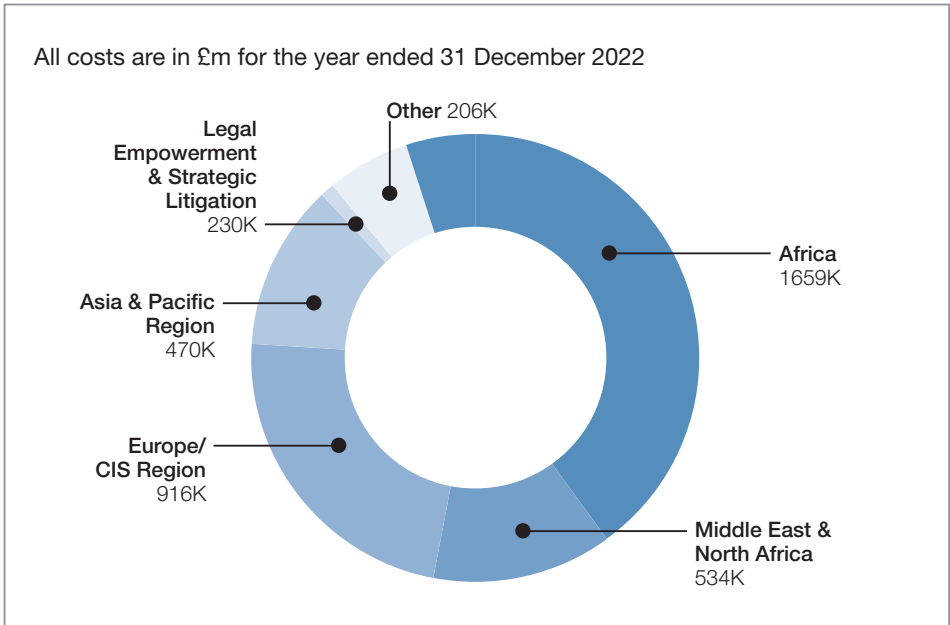
MRG Income and Expenditure growth (£M)



MRG spend breakdown of Project and Advocacy per region (restricted funds only)



Total expenditure by MRG areas of work in 2022



Reserves policy

Restricted funds

These funds are tied to particular purposes, as specified by the donor or in a grant agreement. Unspent restricted funds are showing at £2.2 m on 31 December 2022 (£1.3 m on 31 December 2021).

Unrestricted funds

Unrestricted funds comprise funds that are not subject to specific grant restrictions as to their ultimate purpose other than to provide financial support for all or most of MRG's charitable activities. Total unrestricted funds at 31 December 2022 were at £627.9K (£847.6K 2021).

General reserves policy

General reserves are defined as that portion of unrestricted funds remaining once the Trustees have set aside any amounts required as either designated funds or in respect of any pension scheme deficit. The Trustees agreed a new General Reserves policy in June 2022, which will continue to build our financial resilience and sustainability, whilst at the same time ensuring we do not retain income for longer than required. The Policy determines a new target level for reserves of £370K, equivalent to the current underlying cost of support and central services per annum, and in line with the following principles.

- MRG should be resilient to financial shocks and be able to continue

operations where income or expenditure fluctuates significantly, the Charity suffers a sudden and unexpected loss/cut in grant funding, or in the unlikely event that it has to close down all or a substantial portion of its operations.

- Charitable donations should be spent in a timely manner, in line with the expectations of donors, whilst balancing the need for resilience and sustainability.
- MRG's primary objective is to promote and defend the rights of minorities and indigenous peoples on an ongoing basis, and this must be balanced with the need for financial resilience and sustainability.

General Reserves

General reserves are not restricted, set aside or designated for a particular purpose. General reserves were £130.4K at 31 December 2022 (£330.1K, 2021). This is still well below the target level of £370K.

Designated Funds

Designated funds are those unrestricted funds that have been allocated at the Trustees' discretion for particular purposes. They can remain unallocated should circumstances change. The Trustees have agreed to designate a number of funds:

Tangible fixed assets – the net book value of TFAs is £35.6K as at 31 December 2022, (£27.4K, 2021).

Cost of long-term investment – this is made up of the cost of investments purchased over 10-15 years ago, and dividends reinvested annually since then. This amounted to £175.7K on 31st December 2022 (£168.6K, 2021). The fund is designed to help the charity stave off the disruptive effects of a significant financial shock such as an unexpected contraction in income or a major cashflow problem, and to pay for an orderly discontinuation of operations in the unlikely event that the Charity has to close all or a substantial portion of its charitable work.

Investment revaluation reserve – this is the unrealised increase in the market value of investments. This was £93.4K at the end of 2022 (£137.2K 2021).

Project continuity and completion fund

– this is a reallocation from general reserves to cover the costs associated with “no-cost extensions” of projects and post project completion expenses which restricted funding agreements will not cover. No-cost extensions are typically six months (occasionally 3 months) long. This amounted to £203.6K in December 2022 (£203.6K, 2021).

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £269.1K on 31 December 2022 (£305.8K, 2021)

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organisation
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of

remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the employment offer made to senior employees, where pay is one part of a package including personal development and fulfilment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata).

These are currently the Co-Directors; Director of Policy and Advocacy; Director of Finance, Administration and IT and Director of Development and Partnerships.

Remuneration for the year ended 31 December 2022 comprised salary and pension contributions. There are no other

pecuniary benefits for senior or other staff at the Charity.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Measuring success and impact

MRG's work is primarily focused on ensuring implementation of human rights through public education, advocacy and empowerment, all types of work widely recognised to be difficult to measure and evaluate. Complex social change processes, and especially changes in attitude and behaviour are notoriously hard to summarise in a brief quantitative report. Nonetheless, MRG has persevered with finding means of evaluating and reporting on its work and has a strong reputation among human

rights organizations for evaluation and transparency of reporting. All our major programmes are independently evaluated when completed with the evaluations made public on our website.

Reviewing risks to the charity 2022

The MRG Council and the Finance and General Purposes Committee regularly assess the risks that the organisation is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information and mitigation measures reviewed, discussed and confirmed. The reduction of space for civil society organisations and the growth in impunity of state actions is a clear signal of the risk climate that MRG operates within. The highest risks to MRG continue to be the risk to staff and assets in countries affected by insecurity or conflict or political risks to projects in country (e.g. harassment or interference by authorities). The organisation has taken steps to assess each risk, seek active measures to mitigate these, and verify both the substantive factors and our assessment of each risk. Specific risk factors identified during the period include:

1. Continuing security threats in a number of project countries where conflict is ongoing, and growing threats to civil space: Virtually all countries in the MENA region and many in Asia have been impacted by

shut-downs, repression or obstruction. Appropriate action has been taken where necessary to safeguard staff, projects and partners following MRG's existing Security Policy.

2. During the COVID-19 period we respected lock-down and travel and meeting/event restrictions. Most staff continued to work from home, at least part time during 2022. Remote management and monitoring of partners' activities became the norm with increased usage of online meeting and event facilities. Partners operating in remote areas with poor or intermittent online connectivity, frequent power cuts and/or costly or taxed data regimes faced particular difficulties in the new circumstances. The ability of governments to turn off internet and phone connections during periods of turmoil (e.g. in Tajikistan) remains an ongoing concern, with activists forced to find ways around such measures with mixed levels of success.

Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its articles of association. The Charity operates with an international governing Council/ The Trustees that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the African Commission for Human and Peoples' Rights.

The MRG Council is chaired by Anastasia Crickley. Council membership is broadly balanced and includes members from different world regions and members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Council members do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2022 was 11. Members of the Council are members of the charity but this entitles them only to voting rights.

One third of Council members retire in rotation each year (but can be re-elected).

Council members normally serve a maximum of 6 consecutive years (or 8 in the case of officers). As Council members step down, new Council members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process, and are provided with relevant documents and access to information about the governance and the work of the charity. MRG is also an observer organization to the UNFCCC process.

The Council decides the organizational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. The Council operates through an established sub-committee - the Finance & General Purposes Committee, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues. Day to day management of the Charity is carried out by a Leadership Team of 9 senior staff led by the Executive Director who reports to the Council. To facilitate closer access to local partners, MRG is supported by two regional offices: Minority Rights Group Africa (Uganda) and Minority Rights Group Europe

(Hungary). Another MRG entity was established in Belgium during 2018. We have staff based in countries and regions where programs are implemented, including in Tunisia, Pakistan, Thailand and Kenya, in strategic locations such as Geneva, and we cooperate with like-minded charities to share information and achieve common goals.

MRG adheres to the Charity Commission's public benefit guidance by making MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Trustees' resignations and appointments

The following members resigned from the Council after serving their term: Meena Varma (Aug. 2022) and Alice Astor (Mar. 2023).

Statement of responsibilities of the Council of Management

The Trustees (who are also directors of Minority Rights Group for the purposes of company law) are responsible for preparing the Council/Trustees report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) in that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- Ensure that statements comply with the Companies Act 2006.

make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

*Anastasia Crickley,
Chair MRG Council
and Joshua Castellino,
Executive Director*



30 May 2023



30 May 2023

The Trustees/Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to

Independent Auditors' Report to the Members of Minority Rights Group

Opinion

We have audited the financial statements of Minority Rights Group (the 'parent charitable company') for the year ended 31 December 2022 which comprise the Group Statement of Financial Activities, the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 11-12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to

cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks,

and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit

evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined

above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions

with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

*Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston
Smith LLP, Statutory Auditor
9 Appold Street
London EC2A 2AP*

Date: 21st June 2023

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Minority Rights Group (Limited by guarantee): Group and Charity Statement of Financial Activities* – (Including Income and Expenditure Accounts)

For year ended 31 December 2022		2022			2021		
	Notes	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	–	1,443,176	1,443,175	–	1,324,847	1,324,847
Investment income		–	7,136	7,136	–	6,156	6,156
Transfer between funds		–	–	–	–	–	–
Projects		4,594,495	(2,107)	4,592,389	3,787,927	–	3,787,927
Policy, Advocacy & Communications		–	3,582	3,582	–	1,615	1,615
Other		–	18,251	18,251	–	16,065	16,065
Total	15/2	4,594,495	1,470,037	6,064,532	3,787,927	1,348,683	5,136,610
Expenditure on:							
Raising funds	3	–	204,287	204,287	–	145,474	145,474
Projects	3	4,037,431	742,971	4,780,402	3,664,063	216,046	3,880,110
Policy, advocacy & communications	3	–	381,316	381,316	–	123,641	123,641
Total	15/3	4,037,431	1,328,574	5,366,005	3,664,063	485,162	4,149,225
Net income/(Expenditure)		557,064	141,463	698,527	123,864	863,521	987,385
Unrealised gain/Loss on investments	8	–	(43,802)	(43,802)	–	34,617	34,617
Unrealised gain on foreign exchange transactions		14,848		14,848	(39,711)	–	(39,711)
Transfer between funds		317,356	(317,356)	–	342,427	(342,427)	–
Net movement in funds		889,268	(219,694)	669,574	426,580	555,712	982,292
Reconciliation of funds:							
Funds at the start of the year		1,302,692	847,568	2,150,260	876,112	291,857	1,167,969
Funds at the end of the year	15	2,191,960	627,874	2,819,834	1,302,692	847,569	2,150,260

* being a consolidation of the UK charity and the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

Minority Rights Group (Limited by guarantee): Group Balance Sheet

For year ended 31 December 2022		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	7		35,597		27,415
Investments	8		269,142		305,807
			304,739		333,222
Current assets					
Debtors	9	293,035		355,859	
Cash at bank and in hand		2,802,714		1,987,559	
		3,095,749		2,343,418	
Creditors: amounts due within 1 year	10a	(569,803)		(507,109)	
Net current assets			2,525,946		1,836,309
Pension provision	10b		(10,850)		(19,271)
Net assets	11		2,819,834		2,150,260
Funds	15				
Restricted funds					
In surplus			2,191,960		1,302,692
Unrestricted funds					
Designated funds					
Pension provision			(10,850)		(19,271)
Tangible fixed assets			35,597		27,415
Cost of investments incl. dividends reinvested			175,718		121,565
Investments revaluation reserve			93,424		184,242
Project continuity and completion fund			203,559		203,559
General Reserves			130,426		330,057
Total funds			2,819,834		2,150,260

The notes form part of the financial statements.
The financial statements were approved the Council/board of Trustees on the 30th of May 2023.

Anastasia Crickley

Anastasia Crickley,
Chair of Council

Joshua Castellino

Joshua Castellino,
Executive Director/
Secretary

Minority Rights Group (Limited by guarantee): Charity Balance Sheet

For year ended 31 December 2022		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	7		35,055		25,526
Investments	8		269,142		305,807
Current assets					
Debtors	9	643,503		818,055	
Cash at bank and in hand		1,311,494		1,410,953	
		<u>1,954,997</u>	304,196	<u>2,229,008</u>	331,333
Creditors: amounts due within 1 year	10a	(416,557)		(502,997)	
Net current assets			1,538,441		1,726,011
Pension provision	10b		(10,850)		(19,271)
Net assets	11		1,831,787		2,038,073
Funds					
15					
Restricted funds					
In surplus					
Unrestricted funds					
1,254,979					
753,770					
Designated funds					
Pension provision			(10,850)		(19,271)
Tangible fixed assets			35,055		25,526
Cost of investments incl. dividends reinvested			175,718		121,565
Investments revaluation reserve			93,424		184,242
Project continuity and completion fund			153,043		153,041
General Reserves			130,419		819,199
Total funds			1,831,787		2,038,073

The notes form part of the financial statements.

The financial statements were approved the Council/board of Trustees on the 30th of May 2023.

Anastasia Crickley

Anastasia Crickley,
Chair of Council

Joshua Castellino

Joshua Castellino,
Executive Director/
Secretary

Minority Rights Group (Limited by guarantee): Group and Charity Cash Flow Statement

For year ended 31 December 2022	2022	2021
	£	£
Net incoming (outgoing) resources	698,527	987,385
Interest received	(7,136)	(409)
Interest paid	2,831	2,831
Investment income	(7,136)	(6,156)
Depreciation charges	16,848	15,297
Decrease/ (increase) in debtors	62,824	85,491
(Decrease)/ increase in creditors	62,702	28,622
Net cash inflow/(outflow) from operating activities	829,459	1,113,061
Purchase of tangible fixed assets	(26,010)	(23,170)
Disposal of tangible fixed assets	(1,550)	207
Interest received	7,136	409
Interest paid	(2,831)	(2,831)
Net currency exchange adjustments	8,950	(89,629)
Increase/(decrease) in cash in the period	815,155	998,047
Net cash in hand and at bank on 1 January	1,987,559	989,512
Net cash in hand and at bank at the end of the year	2,802,714	1,987,559
Cash in hand and at bank	31 December 2022 (£)	31 December 2021 (£)
Cash in hand - GBP	3,428	942
Cash at bank - GBP	271,901	307,056
Cash in hand - foreign currencies (GBP equivalent)	3,883	5,851
Cash at bank - foreign currencies (GBP equivalent)	2,523,501	1,673,710
Net cash in hand and at bank	2,802,714	1,987,559

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2022

Note

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2015). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2022. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of

the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.

b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.

c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.

d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.

e) Interest and dividends are recognised when receivable.

f) Subscriptions are included in income in the year in which they fall due.

g) Resources expended are recognised in the period once there is a legal or constructive obligation to transfer

economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered.

h) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.

i) "Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less."

j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

- l) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities which are not covered by specific restricted fund grants. Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or

generated for the objects of the charity.

- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:

Furniture & equipment: general: 4 years
 Furniture & equipment - projects:
 Depreciated in full in year of purchase
 Fixtures, fittings, plant and machinery:
 Duration of lease for office premises

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u) The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that

might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income, and in particular any impact of COVID-19 within these areas. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 2: Unrestricted income analysis

For year ended 31 December 2022	2022	2021
	£	£
Blanes Trust	25,000	25,000
Sylvia Adams Charitable Trust	5,000	–
Ericson Trust	5,000	4,000
Swedish International Development Cooperation Agency	787,819	847,206
Norwegian Ministry of Foreign Affairs	417,854	426,307
King Baudouin Foundation	–	4,286
International Bank for Reconstruction and Development	3,933	–
Foundation for International Law for the Environment	191,085	–
Other donations	7,485	18,048
Sub-total	1,443,176	1,324,846
Other income		
Investment income	7,136	6,156
Policy and publications	3,582	1,615
Other income	18,251	16,065
Other income adjustment	(2,107)	–
Sub-total	26,862	23,837
Total	1,470,037	1,348,683

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 3: Expenditure – Group and Charity

For year ended 31 December 2022	Raising Funds	Projects	Policy, Advocacy & Coms	Support Costs	Total Actual 2022	Total 2021
	£	£	£	£	£	£
Staff costs (Note 5)	112,832	608,803	261,367	294,053	1,277,055	892,212
Regions & consultants (Note 5)	54,877	783,326	45,573	15,079	898,855	783,419
Volunteers	–	2,620	–	1,093	3,713	843
Staff training & development	1,197	1,655	–	3,222	6,074	4,216
Staff travel and subsistence	4,315	107,367	289	31,273	143,244	36,141
Partner and related activities	–	1,965,223	–	–	1,965,223	1,712,220
Seminars, training and events	–	387,044	2,249	–	389,293	164,693
Policy, research and information	4,394	135,123	11,461	–	150,978	102,555
Project audits	–	41,158	–	–	41,158	37,651
Bank charges and forex	36	14,352	229	(10,123)	4,494	4,191
Other project expenses	–	1,058	–	–	1,058	6,749
IT expenses	6,020	32,482	13,945	15,689	68,136	42,411
Covid19 expenses	–	–	–	–	–	13,605
Local office rents & expenses	–	29,044	–	–	29,044	27,128
Legal and professional fees	–	90,585	–	791	91,376	36,682
Sub-total	183,671	4,199,840	335,113	351,077	5,069,700	3,864,716
Office running costs	1,569	35,868	2,862	2,998	43,297	43,066
General audit and accounting	1,199	27,427	2,188	2,293	33,108	30,025
Other Finance costs	348	7,959	635	665	9,608	2,360
Premises	1,199	129,586	10,340	15,300	156,425	186,537
Recruitment	348	2,992	239	33	3,612	2,546
Depreciation charges	–	1,670	–	16,387	18,057	14,115
Trustees' expenses & meetings	719	16,440	1,312	1,374	19,845	811
Other costs	–	2,165	194	9,994	12,353	5,049
Sub-total	5,383	224,107	17,770	49,045	296,304	284,508
Total	189,054	4,423,946	352,883	400,122	5,366,005	4,149,225
Support costs*	15,233	356,456	28,433	(400,122)	–	–
Total expenditure	204,287	4,780,402	381,316	–	5,366,005	4,149,225

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 4: Incoming/(outgoing) resources for the year – Group and Charity

For year ended 31 December 2022		2022	2021
This is stated after charging / crediting:			
		£	£
Depreciation		18,057	15,297
Council members' expenses		19,845	811
Auditors' remuneration:	Group and charity general audits	17,500	19,937
	Other accounting services	15,608	10,088
	Donor (project) audits	41,158	37,651
Operating lease rentals:	Property	137,132	141,135
	Other	25,421	4,069

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £19,845 (2021: £811) to members relating to attendance at meetings of the Council.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 5: Staff costs and numbers

For year ended 31 December 2022		2022	2021
Staff costs were as follows:			
		£	£
Salaries and wages		1,964,585	1,515,756
Social security costs		129,000	100,656
Pension contributions		82,325	59,220
		2,175,910	1,675,632

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £153,946 during the year (2021 : £149,330). These two employees earned above £60,000 in 2022; employer pension contributions for those employees totalled £15,394 (2021, £13,699). The salary and on-costs of the three other key staff was £187,806 (2021: £170,125)

	2022	2021
	No.	No.
Directors' office including fundraising	8	6
Administration and finance	7	6
Projects and project support including Regional Offices	52	38
	67	50

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 6: Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 7: Tangible fixed assets – Group and Charity

For year ended 31 December 2022	Furniture & equipment 2022	Furniture & equipment 2021	Furniture & equipment 2022	Furniture & equipment 2021
	£	£	£	£
Cost				0
At the start of the year	91,672	73,896	81,182	59,836
Additions in the year	26,010	23,170	24,459	20,040
Disposal in the year	(18,366)	(5,920)	(18,366)	207
At the end of the year	99,316	91,146	87,275	80,083
Depreciation				
At the start of the year	63,688	54,363	55,196	41,417
Charge for the year	16,848	15,297	15,391	12,933
Disposal in the year	(16,816)	(5,920)	(18,366)	207
At the end of the year	63,719	63,740	52,221	54,557
Net book value				
At the end of the year	35,597	27,415	35,055	25,526
At the start of the year	27,415	19,533	25,526	18,419

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 8: Investments – Group and Charity

For year ended 31 December 2022	2022	2021
	£	£
Market value at the start of the year	305,807	265,034
Investment income reinvested	7,136	6,156
Net gains/losses	(43,802)	34,617
Market value at the end of the year	269,142	305,807
Historic cost at the end of the year	90,301	90,301

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 9: Debtors

For year ended 31 December 2022	Group		Charity	
	2022 (£)	2021 (£)	2022 (£)	2021 (£)
Regional Offices balances	57,922	0	435,756	463,330
Other debtors	43,763	15,796	43,763	15,796
Prepayments	104,965	44,562	77,599	43,428
Accrued income	86,385	295,500	86,385	295,500
	293,035	355,859	643,503	818,055

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 10a: Creditors: amounts due within 1 year

For year ended 31 December 2022	Group		Charity	
	2022 (£)	2021 (£)	2022 (£)	2021 (£)
Trade creditors	31,216	61,159	28,617	61,159
Taxation, social security & other payroll	131,471	60,821	126,463	60,811
Grants repayable	–	10,753	–	10,753
Regional Offices balances	–	–	–	–
Other Creditors	14,983	9,892	14,983	8,763
Accruals and deferred income	392,132	364,484	246,493	361,511
	569,803	507,109	416,557	502,997

The Charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank Plc, of up to £120,000 in 2012. This facility is secured by a debenture on its assets.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 10b: Pension provision

For year ended 31 December 2022	Group		Charity	
	2022 (£)	2021 (£)	2022 (£)	2021 (£)
Pension liability	10,850	19,271	10,850	19,271
	10,850	19,271	10,850	19,271

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 11: Analysis of net assets between funds

For year ended 31 December 2022	Restricted Funds	General funds	2022 Total Funds	2021 Total Funds
	£	£	£	£
Group				
Tangible fixed assets	–	35,597	35,597	27,414
Fixed asset investments	–	269,142	269,142	305,807
Long term liabilities	–	(10,850)	(10,850)	(19,271)
Net current assets	2,191,960	333,978	2,525,938	1,836,309
Net assets at the end of the year	2,191,960	627,867	2,819,826	2,150,260
Analysis of net assets between funds				
Charity				
Tangible fixed assets	(9,529)	35,055	25,526	25,526
Fixed asset investments	–	269,142	269,142	305,807
Long term liabilities	–	(10,850)	(10,850)	(19,271)
Net current assets	1,254,979	292,991	1,547,969	1,726,011
Net assets at the end of the year	1,245,450	586,337	1,831,787	2,038,073

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 12: Operating lease commitments

For year ended 31 December 2022	2021	2020
	£	£
The charity had commitments at the year end under operating leases as follows:		
Property		
Under 1 year	62,500	62,500
Equipment		
<i>CCTV, Printers and Franking Machine</i>		
Under 1 year	6,324	2,723
2-5 years	19,098	616
	25,421	3,339

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2022

Note

13. Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2022 in line with financial reporting standards.

However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the plan by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The full actuarial valuation of the Scheme was carried out at 30 September 2020.

The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £31.6 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 96.2% (2020: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December 2025.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of 30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AFRICA:						
Ken	Amplifying Voices of Indigenous Human Rights Defenders	60,314	97,356	(87,021)	–	70,649
	European Commission	60,314	97,356	(87,021)	–	70,649
FIN	From Disparity to Dignity: Realising Indigenous and Minority Rights in Development	123,967	–	(181,685)	57,718	(–)
	Finnish MFA	123,967	–	(181,685)	57,718	(–)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	–	321,128	(258,745)	–	62,383
	Finnish MFA	–	321,128	(258,745)	–	62,383
IR5	Furthest Behind First	135,308	166,111	(203,492)	10,000	107,927
	Irish Aid	135,308	166,111	(203,492)	10,000	107,927
LR1	Empowering Indigenous Land Rights Defenders to Prevent Climate Change	68,431	–	(184,573)	–	(116,142)
	European Commission	68,431	–	(184,573)	–	(116,142)
DFDC	Networks for Peace	–	104,713	(187,046)	–	(82,332)
	UKaidirect	–	104,713	(187,046)	–	(82,332)
EMM22	Engaging Media & Minorities to Act for Peace-building - EMMAP	–	312,221	(112,699)	–	199,522
	European Commission	–	312,221	(112,699)	–	199,522
DIVE21	Diversity - Impact on Vaccine Equality	61,203	–	(52,808)	(8,395)	(–)
	Global Impact	61,203	–	(52,808)	(8,395)	(–)
Gates22	Improve Polio Coverage Through IDP Inclusion in Banadir (Somalia)	–	341,308	(128,827)	–	212,481
	Bill & Melinda Gates Foundation	–	341,308	(128,827)	–	212,481
USMOG	Somalia Minority and Marginalised Fellows Programme	(9,560)	97,193	(114,199)	–	(26,566)
	US State Department	(9,560)	97,193	(114,199)	–	(26,566)
SWIS21	Minority Inclusion and Accountability to Affected Populations in Somalia	7,804	18,423	(46,571)	20	(20,324)
	Swiss Embassy Kenya	7,804	12,753	(40,901)	20	(20,324)
	Danish Refugee Council	–	5,670	(5,670)	–	–
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	8,012	67,924	(101,121)	–	(25,185)
	The Wellcome Trust via Invisible Flock	8,012	67,924	(101,121)	–	(25,185)
Sub total/Africa Region		455,479	1,526,377	(1,658,786)	59,343	382,413

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
MIDDLE EAST & NORTH AFRICA:						
EGY20	Empowering Egyptian Civil Society to Promote the Rights of Discriminated Religious & Ethnic Minorities	112,934	(630)	(137,029)	–	(24,724)
	European Commission	112,934	(630)	(137,029)	–	(24,724)
CSHR1	Minority Equal Protection Initiative	12,761	62,382	(87,254)	–	(12,111)
	USDRL via CSHR	12,761	62,382	(87,254)	–	(12,111)
TUI20	All4All: Pour le droit à la Différence et l'Élimination de toutes les formes de Discrimination in Tunisie.	72,086	58,323	(148,000)	17,591	–
	Embassy of the Netherlands in Tunisia	72,086	58,323	(148,000)	17,591	–
TUI22	All4All Phase 2	–	299,115	(150,383)	–	148,732
	Embassy of the Netherlands in Tunisia	–	299,115	(150,383)	–	148,732
TU1	For the Consolidation of the Capacity of the Civilian Society in Tunisia	–	2,350	(11,673)	9,323	(–)
	European Commission	–	2,350	(11,673)	9,323	(–)
Sub total/Middle East& North Africa Region		197,781	421,541	(534,339)	26,914	111,897

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
EUROPE/CIS REGION:						
COAH22	Contering Online Anti-gypsism and Cyberhate	–	151,498	(22,062)	–	129,436
	European Commission	–	151,498	(22,062)	–	129,436
DJA23	Development Journalism Award (Dutch)	–	2,657	–	–	2,657
	Embassy of the Kingdom of Netherlands (Hungary)	–	2,657	–	–	2,657
Ere21	Equality for Roma Through Enhanced Legal Access (Bulgaria & Croatia)	–	–	(96,006)	37,936	(58,070)
	European Commission	–	–	(96,006)	37,936	(58,070)
MARIO	Minorities, Accountability, Rights, Independence & Organisational Development	–	892,569	–	(–)	892,569
	European Commission	–	892,569	–	(–)	892,569
REILA	Roma Equality through Increased Legal Access	95,109	–	(56,039)	(39,070)	(–)
	European Commission	95,109	–	(56,039)	(39,070)	–
REP22	Roma Employment Opportunities Programme	–	62,380	–	–	62,380
	Conrad N. Hilton Foundation	–	62,380	–	–	62,380
THS21	Learning & Collaborating on Countering Hate Speech in Turkey & New EU State	57,602	–	(48,251)	3,542	12,893
	European Commission	57,602	–	(48,251)	3,542	12,893
PRESS	Promote Roma Equality in Slovenia and Slovakia	157,087	–	(70,533)	–	86,554
	European Commission	157,087	–	(70,533)	–	86,554
TUR21	MARC -Turk Minorities, Accountability, Rights, Collaboration	86,747	131,881	(115,010)	–	103,617
	European Commission	86,747	131,881	(115,010)	–	103,617
NRD	Supporting Religious Pluralism & Respect for Freedom of Religion/Belief In South Asia	(51,098)	555,032	(507,711)	–	(3,776)
	Norad	(51,098)	555,032	(507,711)	–	3,776
Sub Total Europe/CIS Region		345,446	1,796,017	(915,611)	2,408	1,228,260

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
ASIA & PACIFIC REGION:						
SA1	Protecting the Rights of Religious Minorities	–	20,563	(59,073)	38,510	
	European Commission	–	20,563	(59,073)	38,510	
CR2	Freedom of Religion or Belief for Inclusive, Interdependent & Diverse Societies	–	181,616	(114,365)	(67,251)	(–)
	UKaidDirect via Institute of Development Studies	–	181,616	(114,365)	(67,251)	(–)
THAU21	Inclusive Peace-building in Thailand’s Southern Border Provinces	203,475	–	(172,657)	–	30,818
	European Commission	203,475	–	(172,657)	–	30,818
CJSA	Enhance Accountability and the Rule of Law in South Asia	–	403,938	(82,717)	–	321,221
	Open Society Institute (OSI)	–	400,460	(79,239)	–	321,221
	Global Dialogue	–	3,478	(3,478)	–	0
IND21	Safeguarding Tribal Rights in Extractive Industries Operating in India	138,552	–	(41,409)	–	97,143
	European Commission	138,552	–	(41,409)	–	97,143
Sub total/Asia & Pacific Region		342,027	606,117	(470,221)	(28,741)	449,182

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
LATIN AMERICA:						
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	–	117,853	(22,250)	–	95,603
	European Commission - Research Agency	–	117,853	(22,250)	–	95,603
Sub total/Latin America Region		–	117,853	(22,250)	–	95,603

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
LEGAL EMPOWERMENTS & STRATEGIC LITIGATION:						
LG13	From Action to Equal Rights for Roma	–	–	(9,125)	9,125	(–)
	European Commission via Sonce	–	–	(9,125)	9,125	(–)
LG14	Ending Slavery in Mauritania	24,684	9,467	(75,235)	–	(41,085)
	European Commission	24,684	9,467	(75,235)	–	(41,085)
LG15	Justice for Haratine Women & Children	417	–	–	(417)	–
	OHCHR- UN Voluntary Trust Fund on Contemporary Forms of Slavery	417	–	–	(417)	–
LG16	Contemporary Forms of Slavery - Road to Recovery	–	20,328	(31,067)	–	(10,739)
	UN Voluntary Trust Fund	–	20,328	(31,067)	–	(10,739)
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	–	36,425	(11,700)	–	24,725
	Anti-Slavery International	–	36,425	(11,700)	–	24,725
UJ21	Bambutu Case	–	–	(103,105)	103,105	–
	Minority Rights Group: Core Funded	–	–	(103,105)	103,105	–
Sub total/Legal empowerments & Strategic Litigation		25,101	66,219	(230,232)	111,813	(27,100)
		£	£	£	£	£
Z. OTHER VARIOUS CHARITABLE ACTIVITIES						
DIS21	Intersectional Minority and Disability Rights Advocacy	–	–	(114,056)	114,056	0
	Minority Rights Group - Core Funded (Sida Grant)	–	–	(114,056)	114,056	(–)
AFGA21	Support for Afghan Defenders	–	9,367	(32,601)	23,234	–
UCS21	Identifying Sub-Saharan African Historically Underserved Traditional Communities in Somalia	–	–	(13,787)	13,787	(–)
YorkB	Intersection of Racial, Disability and Gender Discrimination during Health Emergencies in Brazil	–	6,290.43	(4,083.47)	(2,207)	
Meta22	Roundtables - Engaging Under-represented Groups & Communities	–	45,636	(41,463)	(4,173)	
	Other (RW2, SWIK20)	–	(921.97)	–	921.97	–
Sub total/Other		–	60,371	(205,991)	145,619	(–)

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2022	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
RESTRICTED FUNDS:					
Africa	455,479	1,526,377	(1,658,786)	59,343	382,413
Middle East & North Africa	197,781	421,541	(534,339)	26,914	111,897
Europe/CIS Region	345,446	1,796,017	(915,611)	2,408	1,228,260
Asia & Pacific Region	342,027	606,117	(470,221)	(28,741)	449,182
Strategic Communication	–	117,853	(22,250)	–	95,603
Legal Empowerment & Strategic Litigation	25,101	66,219	(230,232)	111,813	(27,100)
Other Charitable Activities	–	60,371	(205,991)	145,619	(–)
Total Restricted Funds	1,365,835	4,594,495	(4,037,431)	317,356	2,240,255
Unrealised foreign exchange differences	(63,143)	–	14,848	–	(48,295)
Total Restricted Funds	1,302,692	4,594,495	(4,022,583)	317,356	2,191,960
UNRESTRICTED FUNDS:					
Revaluation reserve	184,242	–	(43,802)	–	140,441
Pension provision	(19,271)	–	8,421	–	(10,850)
General fund	682,596	1,470,037	(1,336,995)	(317,356)	498,283
Total unrestricted funds	847,568	1,470,037	(1,372,376)	(317,356)	627,874
Total funds	2,150,260	6,064,532	(5,394,959)	–	2,819,834

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 16: MRG Income & Expenditure 2022 by Results

MRG Income & Expenditure 2022 by Results		Income	Expenses	Partners Expenses	Total Expenditure
		£	£	£	£
16	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,443,176	(655,062)	(87,909)	(742,971)
	Policy, Advocacy & Communications	3,582	(381,316)	–	(381,316)
	Other	18,251	–	–	–
	Investment income	7,136	–	–	–
	Fundraising	–	(204,287)	–	(204,287)
	Management, Finance, Administration, IT, Premises and Other Overheads	(2,107)	(400,122)	–	(400,122)
	Less: Operating costs recovery	–	–	–	–
	Management, Finance, Administration, IT, Premises and Other Overheads	–	400,122	–	400,122
	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,470,037	(1,240,665)	(87,909)	(1,328,574)
Result 1: Civil Society Organisations and activists representing or defending the rights of minorities and indigenous peoples are better equipped to advocate for rights protection through legal and policy influencing. Social and cultural mechanisms					
CSHR1	Minority Equal Protection Initiative	62,382	(62,209)	(25,045)	(87,254)
DFDC	Networks for Peace	104,713	(123,264)	(63,781)	(187,046)
EGY20	Empowering Egyptian Civil Society to Promote the Rights of Discriminated Religious & Ethnic Minorities	(630)	(105,194)	(31,834)	(137,029)
Ere21	Equality for Roma Through Enhanced Legal Access (Bulgaria & Croatia)	–	(36,469)	(59,537)	(96,006)
NRD	Supporting Religious Pluralism & Respect for Freedom of Religion/Belief In South Asia	555,032	(263,900)	(243,811)	(507,711)
REILA	Roma Equality through Increased Legal Access	–	(47,546)	(8,493)	(56,039)
THAI21	Inclusive Peacebuilding in Thailand's Southern Border Provinces	–	(55,173)	(117,485)	(172,657)
THS21	Learning & Collaborating on Countering Hate Speech in Turkey & New EU State	–	(35,475)	(12,776)	(48,251)
TU1	For the Consolidation of the Capacity of the Civilian Society in Tunisia	2,350	(11,673)	–	(11,673)
TUI20	All4All: Pour le droit à la Différence et l'Élimination de toutes les formes de Discrimination in Tunisie	58,323	(88,259)	(59,741)	(148,000)
TUI22	All4All Phase 2	299,115	(60,367)	(90,016)	(150,383)
TUR21	MARC -Turk Minorities, Accountability, Rights, Collaboration	131,881	(110,411)	(4,599)	(115,010)
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	67,924	(53,527)	(47,594)	(101,121)
	Sub-total	1,281,091	(1,053,468)	(764,712)	(1,818,180)

Result 2: Journalists, media and opinion formers display a better understanding of religious and ethnic persecution and patterns of exclusion and marginalisation

DJA23	Contering Online Anti-gypsism and Cyberhate	151,498	(2,654)	(19,408)	(22,062)
EMM22	Development Journalism Award (Dutch)	2,657	–	–	–
EMMAP	Engaging Media & Minorities to Act for Peace-building	312,221	(40,807)	(71,892)	(112,699)
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	117,853	(22,250)	–	(22,250)
Sub-total		584,229	(65,711)	(91,300)	(157,011)

Result 3: Increased recognition of, and commitment to addressing, religious and ethnic persecution, marginalisation and exclusion by relevant decision-makers, duty bearers and key influencers

CJSA	Enhance Accountability and the Rule of Law in South Asia	403,938	(75,392)	(7,325)	(82,717)
IR5	Furthest Behind First	166,111	(142,720)	(60,771)	(203,492)
KEN	Amplifying Voices of Indigenous Human Rights Defenders	97,356	(24,338)	(62,682)	(87,021)
SA1	Protecting the Rights of Religious Minorities	20,563	(53,919)	(5,154)	(59,073)
UJ21	Bambutu Case	–	(72,291)	(30,813)	(103,105)
Sub-total		687,968	(368,661)	(166,746)	(535,407)

Result 4: Improved governance environments to improve the participation of minorities & indigenous peoples in decision-making

CR2	Freedom of Religion or Belief for Inclusive, Interdependent & Diverse Societies	181,616	(77,128)	(37,238)	(114,365)
Gates22	Improve Polio Coverage Through IDP Inclusion in Banadir (Somalia)	341,308	(28,477)	(100,350)	128,827
LG13	From Action to Equal Rights for Roma	–	(7,746)	(1,379)	(9,125)
LG14	Ending Slavery in Mauritania	9,467	(32,281)	(42,955)	(75,235)
LG15	Justice for Haratine Women & Children	–	–	–	–
LG16	Contemporary Forms of Slavery – Road to Recovery	20,328	(16,828)	(14,239)	(31,067)
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	36,425	(6,879)	(4,821)	(11,700)
LR1	Empowering Indigenous Land Rights Defenders to Prevent Climate Change	–	(131,343)	(53,230)	(184,573)
MARIO	Minorities, Accountability, Rights, Independence & Organisational Development	892,569	–	–	–
PRESS	Promote Roma Equality in Slovenia and Slovakia	–	(13,365)	(57,168)	(70,533)
USMOG	Somalia Minority and Marginalised Fellows Programme	97,193	(28,999)	(85,200)	(114,199)
Sub-total		1,578,905	(343,044)	(396,581)	(739,625)

Result 5: Improved development opportunities for highly marginalised communities

DIS21	Intersectional Minority and Disability Rights Advocacy	–	(58,555)	(55,502)	(114,056)
DIVE21	Diversity - Impact on Vaccine Equality	–	(22,282)	(30,526)	(52,808)
FIN	From Disparity to Dignity: Realising Indigenous and Minority Rights in Development	–	(92,807)	(88,878)	(181,685)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	321,128	(61,608)	(197,137)	(258,745)
IND21	Safeguarding Tribal Rights in Extractive Industries Operating in India	–	(41,409)	–	(41,409)
REP22	Roma Employment Opportunities Programme	62,380	–	–	–
SWIS21	Minority Inclusion and Accountability to Affected Populations in Somalia	18,423	(20,535)	(26,035)	(46,571)
Z.OTHER	Various Charitable Activities	60,371	(32,038)	(59,897)	(91,934)
Sub-total		462,303	(329,233)	(457,975)	(787,208)
Results 1-5		4,594,495	(2,160,117)	(1,877,314)	(4,037,431)
TOTAL ACTIVITY		6,064,532	(3,400,782)	(1,965,223)	(5,366,005)

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 17: Co-financing arrangements

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and Norway MFA provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2022.

Cross-project Match Funding 2022		Codes of Match-funded projects											
Comment	CODE	EGY20	IR5	Ken	LG14	LR1	NRD	SA1	TU1	Reila	Erela	TFD23	THAI22
CR2 provides small CF for NRD	CR2												
EGY20 provides some CF for NOR	EGY20												
Fin1 provides some CF for Kenya, IR5. NRD	Fin1												
LG12 USAID provides CF for LG14	LG12												
LR1 provides some CF for IA5	LR1												
NRD provides some CF for EG20, SA1. THAI22	NRD												
RW2 provides some CF for IA4	RW2												
TUI20 Dutch provides CF for TU1 EU	TUI20												
SA 1 provides some CF for NOR	SA1												
MRGE Partners PRAXIX and others													
EU Thailand	THAI22												
TUI22 Dutch provides some CF to TFD23	TUI22												
Fin22 provides come CF to NRD	FIN22												
Sida funded re Disability work	DIS21												
IR5 Irish Aid	IR5												

Company / Charity details

The organization is a charitable company limited by guarantee, incorporated on 11 February 1981 and registered as a charity on 11 May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

Company number

1544957

Charity number

282305

Registered office and Operational address

54 Commercial Street,
London E1 6LT

Honorary officers

Anastasia Crickley, *Chair*
Bill Samuel, *Treasurer*
Joshua Castellino, *Secretary*

Members of the Council/Trustees

The Council of Management who served during the year and up to the date of this report were as follows:

Alice Astor
José Antonio Guevara-Bermudez
Anastasia Crickley (*Chair*)
Joe Frans
Pratima Gurung
Victoria Hoskins
Mahdis Keshavarz
George Ngwane
Bill Samuel (*Treasurer*)
Astrid Thors
Meena Varma

Principal staff

Joshua Castellino, *Executive Director/ Company Secretary*
Claire Thomas, *Deputy Director (Co-Executive Director from 1st March 2023)*
Carl Soderbergh, *Director of Policy & Advocacy*
Berihu Mohammed, *Director of Finance, Administration & IT*
Cecile Clerc, *Director of Development & Partnerships*

Bankers

NatWest, 38 Strand,
London, WC2H 5JB

Solicitors

Bates, Wells and Braithwaite,
10 Queen Street, London EC4A 1BE

Auditors

Moore Kingston Smith LLP,
9 Appold Street, London EC2A 2AP



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Website www.minorityrights.org



Visit the website www.minorityrights.org for multimedia content about minorities and indigenous peoples around the world.

MINORITY RIGHTS GROUP

England & Wales - Charity number 282305

Accounts



minority
rights
group
international

Annual Report & Audited Accounts 2021

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Published August 2022

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minority rights group international

About MRG

Minority Rights Group International (MRG) campaigns worldwide with around 150 partners in over 50 countries to ensure that minorities and indigenous peoples, often the poorest of the poor, can **make their voices heard**.

Minorities that are of concern to MRG are defined as disadvantaged ethnic, national, religious, linguistic or cultural

groups which are fewer in number than the rest of the population and which may wish to maintain and develop their identity.

Through our **programmes, publications, advocacy, legal cases, consultancies, training and education**, and our action in the media, **we support minorities and indigenous peoples** as they strive to defend their rights – to the lands they live on, to the languages they speak, to the beliefs they practice, to the cultures they enjoy, to equal opportunities in education and employment, and to full participation in public life.

We understand how **discrimination based on age, class, gender and disability** can have multiple impacts on disadvantaged minorities and indigenous peoples. Our campaigns target governments and communities to eradicate such attitudes. MRG has over 50 years' experience of working with



Ameth Sene Diagne is walking along the shore of the ocean in a place where his village, Doun Baba Dieye, used to be. Langue de Barbarie, Senegal. *Jana Čavojská*

non-dominant ethnic, religious and linguistic communities, and we bring a long-term view of these issues to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits in India and Nepal to name but a few.

About us

MRG is an international nongovernmental organization (NGO) with an **international governing Council** that meets twice a year. We have consultative status with the United Nations Economic and Social Council (ECOSOC), observer status with the African Commission for Human and Peoples' Rights and are registered with the Organization of American States.

Our **truly global presence** is guaranteed with our two regional offices in **Kampala (Uganda)** and **Budapest (Hungary)**; as well as regional presence in Asia and South Asia, the Middle East and North Africa.

Our engagement with regional and international stakeholders such as the African Commission on Human and Peoples' Rights (ACHPR), the United Nations (UN) and the European Union (EU) is facilitated by our staff based in Banjul, Geneva and Brussels.

Minority & Indigenous Communities and Partners

Correspondents

Advocacy Representatives

Regional Offices

Departments

Directorate

Council

MRG structure to support its partners



A word from our Executive Director

The climate crisis, the pandemic, economic stagnation, grinding poverty, malnutrition, starvation, growing inequality, deep-seated structural discrimination, marginalization of communities, social fragmentation, ethnic conflict, mass detention, calls for genocide, use of torture, growing impunity... the list of violations perpetrated by human beings upon other human beings and nature that they seek to dominate and exploit for their own benefit, seems endless. These stories justifiably dominate our headlines. But rather than galvanizing society towards a better tomorrow, they lead to mass despair and resignation. With every such person that turns their back on the problem, a space is created, a vacuum in which the abdication of responsibility is filled by others who view human misery as an opportunity to continue their domination, this time with the tacit approval of the silent masses.

At MRG, in working with our communities, we have witnessed each of the phenomena above this year.

Every one of the situations described are real among our 150 partners. But we are also privileged to witness incredible stories of incessant struggles being won. Of people reaching out across narrow boundaries that divide them to work together to solve problems. Of resilience that is inspiring and should make those who despair question their own humanity. In the midst of these tough, some say impossible times, humanity is responding, though their stories remain submerged due to access limitations by those that own mass media, and limited bandwidth in listening. At MRG we have little interest in admiring the problem - in telling ever more excruciating horror stories that debilitate. We are interested in working with people committed to solutions. Who bring their knowledge, lived experience

and innovation to address the structures, cultures, institutions and above all people who feel entitled to ignore and profit from the suffering of others.

We know this battle for humanity can be won and are committed to ensuring that inherited practices of the past will not condemn our future. We have the skills and commitment, and hope that others like you will mobilize alongside us to educate majorities and minorities and claim the space where the rights and inherent dignity of everyone are respected and a sustainable future can be realized for all.

Joshua Castellino

A handwritten signature in black ink, appearing to read 'Joshua Castellino'.

June 2022

Report of the Council: Our 2021-2024 strategy

In 2021, we launched our new four-year strategy covering the period 2021-2024. Designed following extensive consultations with minority and indigenous communities and a wide range of other stakeholders including donors and like-minded organizations it was launched in a world still largely dominated by the Covid-19 pandemic and its numerous associated challenges.

Unsurprisingly in a context marked by increased inequalities and growing persecution, the following three objectives have been set:

Combating persecution

Many minority and indigenous rights defenders operate in increasingly **hostile environments**, often in countries where **democratic space is shrinking** drastically and where **persecution** and **intimidation** are taking new forms.

Targeted online hate speech is increasing exponentially, affecting more and more communities – as clearly demonstrated by the role social media played in the Rohingya genocide in Myanmar.

These tendencies are echoed in countries as varied as Egypt and India, and affect communities as diverse as Roma in Europe and religious minorities in Pakistan, which experience **online hate** daily.

Challenging marginalization

We frequently see minority and indigenous communities forced to live on the **outskirts of society**, robbed of opportunities and livelihoods, and deprived of access to basic public services such as health and education. Covid-19 had a dramatic impact on these communities in terms of economic losses but also extremely low access to vaccines.

Our work ensures that marginalized communities and those who seek to foster inclusion can gain **access to every opportunity**.

Supporting communities in this way will ensure a **more sustainable world for everyone** and means that more people are empowered to challenge marginalization and exclusion when they arise.

Realizing climate justice

The marginalization of minorities and indigenous peoples is also reflected in the **climate crisis** the world is experiencing. These communities, which have often **contributed the least** to the damage being inflicted on the planet, are among those which now are asked to **pay the highest price**. At the same time, the representatives of minority and indigenous communities are **hardly ever in the room** when decisions are taken that affect them.

Climate justice can only be achieved by ensuring that the **voices, lived experience** and **knowledge** of minorities and indigenous peoples are included in the **debates and policies** addressing the current crisis.

The confessional school in Ritsona Refugee Camp, Greece. . Tom Alboth



Report of the Council: **Review of 2021 achievements**



2,402 activists trained, including 1,138 women



67 partner organizations reported they have improved capacities to defend the rights of their communities



Legal support provided to 6 strategic legal cases (at domestic and/or regional level) challenging discrimination and rights denials of minority and indigenous communities across our programmes



153 small grants awarded to 108 minority and indigenous organizations across all our projects enabling them to implement their work and campaign for the protection of the rights of their communities



Our work was mentioned in 763 news pieces, with an overall cumulated potential reach of 3,932,373,304 people



100 per cent of partners and activists in our network who have faced significant safety threats were offered support from us to enable them to defend themselves and/or maintain their operations



MRG secured observer status to the UN Framework Convention on Climate Change (UNFCCC) and attended the COP26 summit in Glasgow



26 publications of comprehensive, authoritative & influential information on the situation of minorities and indigenous peoples including our Minority and Indigenous Trends report



36 recommendations from national, regional or international human rights or development mechanisms to duty bearers urging them to address discrimination against or persecution of minorities or indigenous peoples following high-quality international or regional advocacy submissions



Report of the Council: Implementing the first year of our 2021-2024 strategy

2021 has been the first year of MRG's new 2021-2024 strategy which was launched in a world still largely dominated by the corona virus pandemic and its associated numerous challenges. For the communities we work with, it has meant reduced access to economic and livelihood opportunities as curfews and travel restrictions were still imposed in many countries. For the same reasons, organizations representing these communities have often faced limited opportunities to engage with governments and decision-makers to voice the needs and concerns of their communities and seek redress to rights abuses. Many opportunities to engage with international bodies have also remained online which is highly complicated for those with connectivity issues. In the midst of all these, violations of rights, persecution and exclusion have not vanished.

Despite such a context, MRG has started working towards achieving its three

strategic objectives and the annual targets we had set ourselves under each one.

OBJECTIVE 1

Our work on countering persecution is being implemented where civic space is extremely limited and minority and indigenous activists operate facing constant limitations and threats in countries like Egypt, India, Iran, Pakistan and Turkey.

In such challenging national contexts, we are pleased to report the following achievements:

- The launch of a new major initiative in Turkey: The objective of the MARC (Minorities, Accountability, Rights, Collaboration) project is to contribute to the full realization of the rights of ethnic, religious and linguistic minorities in Turkey and to establish a strong network of minority defenders

to monitor and document violations of minority rights; produce and publish authoritative reports; and carry out related advocacy to increase awareness of the situation of minorities. Under this project, a first round of training for 30 human rights defenders on anti-discrimination, advocacy, national and international legal frameworks has been held.

- Piloting the use of innovative crowd sourced technology to document human rights abuses at protests as part of our project 'Protecting the Rights of Religious Minorities' which is being implemented across Asia and the Middle East and North Africa regions.
- Stepping up to respond to the request for support from partners and activists living and working in Afghanistan as the Taliban regain control of the country. As we do with every request for help received from human rights defenders at risk, we provided support to minority activists who were seeking to or had managed to escape Afghanistan as they had become targets of the new regime as a result of their ethnicity or their work on human and gender rights. We supported them financially and emotionally as they went into hiding in safe houses in Pakistan waiting for humanitarian visas that would enable them to leave Pakistan, a country where their situation remains highly precarious.



The 'Sea of Plastic' in Almería, Spain, where around 4,000 migrant agricultural labourers live in 62 slums.
Anna Alboth

- Facilitating the engagement of local partners with the HRC in discussing the rights for minority clans in Somalia and called for HRC action on Egypt.

As part of our advocacy efforts, we supported initiatives aimed at preserving civil society space within our advocacy work targeting the United Nations, through condemnation and seeking to

address reprisals at the Human Rights Council (HRC) and UN General Assembly respectively. Minorities and conflict featured strongly with in our engagement with the Special Advisor to the UN Secretary-General on the prevention of Genocide in her first direct dialogue with the HRC, and in co-sponsoring Regional Forums on conflict prevention and minorities (Europe, Africa and the Middle

East). MRG also participated in the Special Session on Afghanistan convened by the HRC, and in subsequent sessions to raise the situation of Hazara Shi'a and call for the establishment of robust accountability mechanisms.

OBJECTIVE 2

Promote the rights of minorities and indigenous peoples to equal opportunities

and to thrive and contribute to society, spanned much of the globe from the Roma in Serbia and Hungary to Christian sanitation workers in Pakistan, and covering much of Africa from Tunisia to Zimbabwe.

With decision makers focused on pandemic responses, we constructed opportunities to advance minority and indigenous rights in law and policy,

especially in advocating for universal health coverage. Some highlights in this realm included:

- Having launched, under our global programme 'From Despair to Dignity' a cycle of community led research on access to education and health in Kenya and Uganda, we used the data gathered to support our and partners' regular engagement with the African Commission on Human and Peoples' Rights. This led to the inclusion of Education and Health as a regular agenda item of the Working Group on Indigenous Peoples.
- As part of our programme 'Roma Equality through Increased Legal Access', we developed, published and disseminated three training manuals on national and international anti-discrimination legislation, available legal remedies and forums, and discrimination case law for lawyers, CSOs and Roma activists in Serbian and Hungarian.
- In Tunisia, fifteen cases of discrimination were referred to the network of lawyers that was established in the country with our support. We had previously trained 45 Tunisian lawyers on antidiscrimination against LGBTQ+ individuals.
- Responding to the global context and the needs of our communities, we launched the 'Diversity and Inclusion in Vaccine Equity' programme. This new initiative, implemented in Algeria,



At a Nubian wedding in Kibera, Kenya. *Diana Takácsová*

Kenya, Pakistan and Sri Lanka innovatively uses social media monitoring tools to track and understand online sharing across diverse ethnic, religious and linguistic communities about Covid-19 vaccine confidence, uptake and access.

- A Supreme Court case was lodged in Pakistan challenging the State issuing directly discriminatory adverts specifying non-Muslim candidates for low status, low skill, low pay work.

Many of our advocacy activities under this objective unsurprisingly focused on health. They included organizing a side event on indigenous women in the pandemic with the participation of the Special Rapporteur (SR) on the rights of indigenous peoples and of indigenous women human rights defenders from Colombia, Guatemala and Kenya. We engaged with the SR on indigenous peoples as he presented his report on indigenous peoples and Covid-19 recovery, and with the High Commissioner for Human Rights in her dialogue on the role of states in responding to pandemics and health emergencies. On the exclusion of minorities from access to health and access to work was also addressed at a side event co-organized in the margins of the UN High Level Political Forum on the Sustainable Development Goals (SDGs) in July. Before that, MRG had engaged with the new SR on right to health to welcome her focus on racial justice in

health. We also supported a request broadly coordinated by the Peoples' Vaccine movement for CERD to address the refusal of Germany, Norway, Switzerland, UK and the USA to waive intellectual property rights and take other measures to ensure global supply of Covid-19 vaccines.

OBJECTIVE 3

Under our objective to achieve climate justice, our work to defend the land rights of indigenous peoples has remained particularly strong. Indigenous land is

sadly under imminent threat, from development activities including commercial farming, but equally, from the establishment of national parks which are sold as mitigating climate change.

Key achievements of the year include:

- Across Uganda, Kenya and DRC, the focused countries of our land rights work in Africa, 200 paralegals have been trained and supported in their work



A man stands outside a Catholic church in Peshawar, Pakistan. MRG/Jared Ferrie

- Training of 266 activists on the Indian and International legal frameworks for indigenous rights under our project to safeguard tribal rights in the context of extractive industries in India.
- Building and nurturing coalitions amongst experts and NGOs concerned with conservation and indigenous peoples' rights and actively participated in / supported conferences and other events focused on indigenous peoples' rights vis-à-vis conservation.
- Supporting local partners to follow up on the local legal case before the Eldoret High Court (Kenya) on behalf of 172 members of the Endorois community and focusing on the non-implementation of the African Commission Decision of 2010 in favor of the community.
- Launching an exciting and unique new initiative - 'Land Bodies Ecologies': the project focusses on mental health issues that arise especially in relation to environmental change and land-

rights issues, engaging with communities in five countries.

- Securing observer status to the UN Framework Convention on Climate Change (UNFCCC) and attending the COP26 summit in Glasgow, primarily to learn COP procedures and network with UNFCCC staff and other activists, with the intention of developing programmes to support minority and indigenous participants in future years.

Our advocacy efforts under this objective included engaging with the UN Working Group of Experts on People of African Descent to insist that climate crisis mitigation measures must involve Afro-descendant communities. We also supported the global campaign for the recognition of a human right to a healthy environment that led to the adoption of a groundbreaking HRC resolution in September recognizing that right.



Journalists visiting Ogiek community in Nakuru region in Kenya. *Diana Takacsova/MRG*



Report of the Council: Acknowledgments

Our Allies



MRG would like to particularly thank all the partners and activists who have worked with us in 2021, many in tough security environments. We are grateful to decision-makers at local, national or

international level who listened to minority and indigenous viewpoints and concerns and acted, and to those who reported news in print, broadcast or the internet.



Our Donors

MRG is extremely grateful to all our donors – individuals and institutions – who provided financial support, without which none of this important work could have taken place.

UKaidirect, the Ericson Trust, the Blanes Trust, the Evan Cornish Foundation and the Allan and Nesta Ferguson Charitable Trust.



We are also grateful to our corporate supporters including Vasco, our first corporate partner.



Our donors include the European Union, the Swedish Development Agency, the Norwegian Ministry of Foreign Affairs, Irish Aid, the Dutch Embassy in Tunisia,

Company / Charity details

The organisation is a charitable company limited by guarantee, incorporated on 11 February 1981 and registered as a charity on 11 May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

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Meena Varma, *Chair*
Mahdis Keshavarz, *Vice-Chair*
Bill Samuel, *Treasurer*
Joe Frans, *Chair of Finance and General Purposes Committee*
Joshua Castellino, *Secretary*

Members of the Council/Trustees

The Council of Management who served during the year and up to the date of this report were as follows:

Alice Astor
Tom Astor
Jose Bermudez
Anastasia Crickley
Joe Frans
Pratima Gurung
Victoria Hoskins
Madhis Keshavarz (*Vice- chair*)
George Ngwane
Bill Samuel (*Treasurer*)
Astrid Thors
Meena Varma (*Chair*)

Principal staff

Joshua Castellino, *Executive Director/ Company Secretary*
Claire Thomas, *Deputy Director*
Carl Soderbergh, *Director of Policy & Advocacy*
Berihu Mohammed, *Director of Finance, Administration & IT*
Cecile Clerc, *Director of Development & Partnerships*

Bankers

NatWest, 38 Strand,
London, WC2H 5JB

Solicitors

Bates, Wells and Braithwaite,
10 Queen Street, London EC4R 1BE

Auditors

Moore Kingston Smith LLP,
9 Appold Street, London EC2A 2AP



Report of the Council: Financial review

During the year under review, MRG's income rose to by 12.2 per cent from £4.58 m (2020) to £5.14 m. This is thanks almost entirely to the increase in the core (unrestricted) grant from Sida and Norway MFA during the year. Total expenditure fell by 2.9% from £4.27m (2020) to £4.15 m. The overall net income of £987K for the year is the combined effect of a surplus of £124K in restricted activities and £863K in unrestricted activities. Consequently, group reserves including unrealized gains/losses on investments and

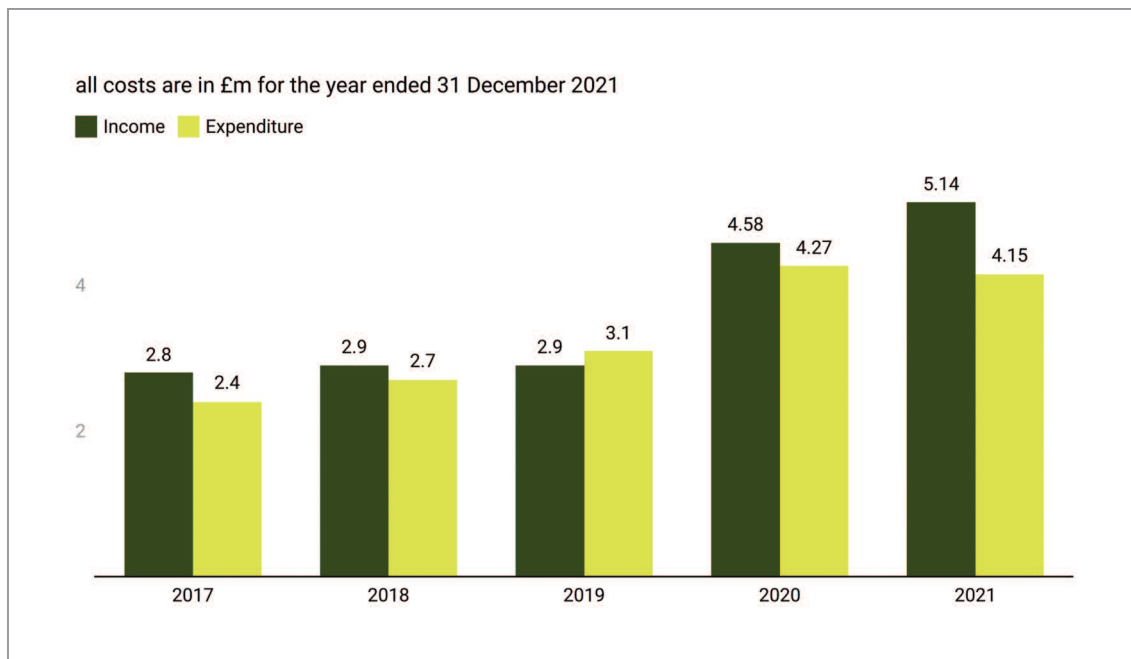
exchange rate losses have gone up from £1.17 m in 2020 to £2.15 m in 2021. Despite the Covid-19 pandemic and the potential adverse effect it could have had on our finances, the staff group and our partners across the world have proved strong and resilient enough to keep working and delivering our charitable activities at a higher level than ever before.

MRG's income and expenditure have grown rapidly in the last three years and its finances remain in a good and steady state position now and going forward.

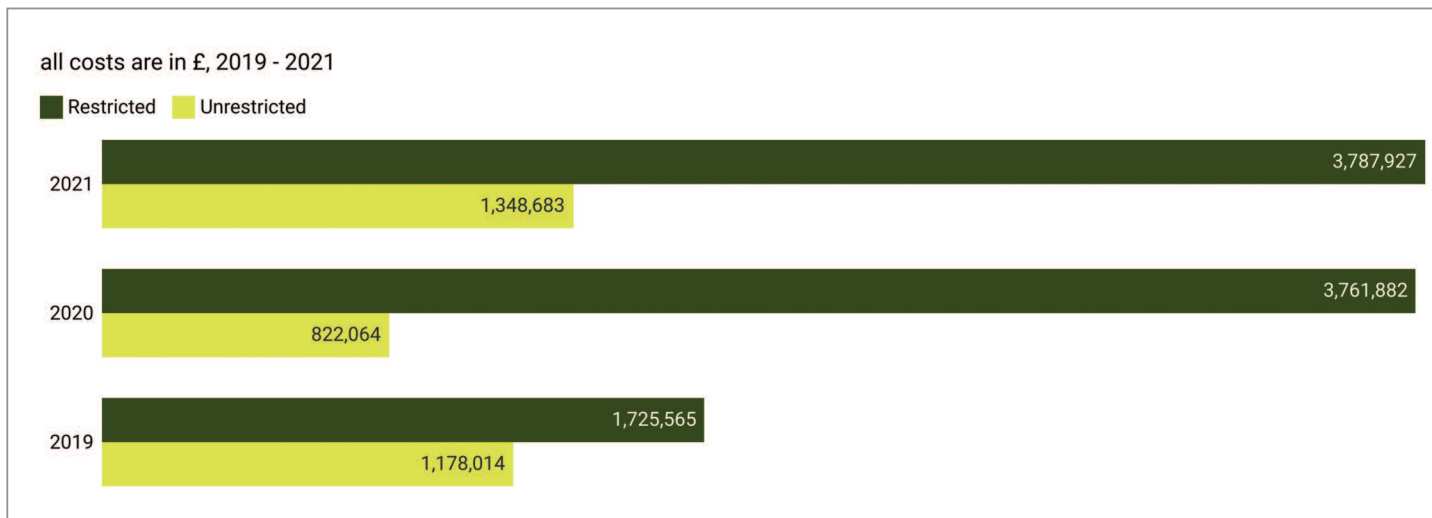
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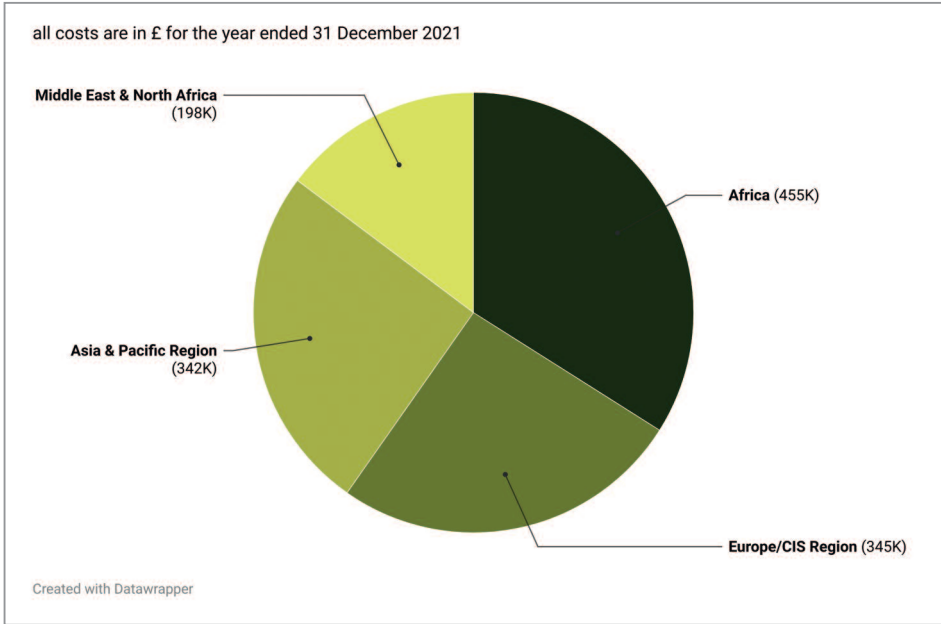
MRG Income and Expenditure growth (£M)



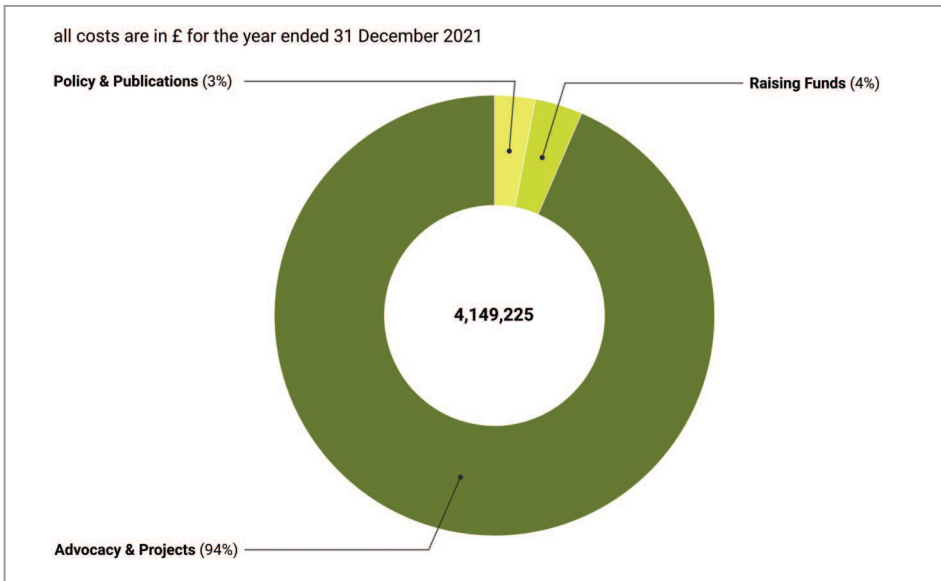
MRG total for Restricted and Unrestricted funds (2019-2021)



MRG spend breakdown of Project and Advocacy per region (restricted funds only)



Total expenditure by MRG areas of work in 2021



Reserves policy

Restricted funds

These funds are tied to particular purposes, as specified by the donor or in a grant agreement. Unspent restricted funds increased from £876K on 31 December 2020 to £1.3 m on 31 December 2021.

Unrestricted funds

Unrestricted funds comprise those funds that are not subject to specific grant restrictions in respect of their ultimate purpose other than to provide financial support for all or most of MRG's charitable activities. Total unrestricted funds at 31 December 2021 were at £848K.

General reserves policy

General reserves are defined as that portion of unrestricted funds remaining once the Trustees have set aside any amounts required as either designated funds or in respect of any pension scheme deficit. The Trustees agreed a new General Reserves policy in June 2022, which will continue to build our financial resilience and sustainability, whilst at the same time ensuring we do not retain income for longer than required.

The Policy determines a new target level for reserves of £370K, equivalent to the current underlying cost of support and central services per annum, and in line with the following principles.

- MRG should be resilient to financial shocks and be able to continue operations where income or expenditure fluctuates significantly, the Charity suffers a sudden and unexpected loss/cut in grant funding, or in the unlikely event that it has to close down all or a substantial portion of its operations.
- Charitable donations should be spent in a timely manner, in line with the expectations of donors, whilst balancing the need for resilience and sustainability.
- MRG's primary objective is to promote and defend the rights of minorities and indigenous peoples on an ongoing basis, and this must be balanced with the need for financial resilience and sustainability.

General Reserves

General reserves are not restricted, set aside or designated for a particular purpose. General reserves were £330K at 31 December 2021 (£76K, 2020). This is just below the target level of £370K.

Designated Funds

Designated funds are those unrestricted funds that have been allocated at the Trustees' discretion for particular purposes. They can remain unallocated should circumstances change. The Trustees have agreed to designate a number of funds:

Tangible fixed assets – the net book value of TFAs is £27K as at 31 December 2022, (£20K, 2020).

Cost of long-term investment – this is made up of the cost of investments purchased over 10-15 years ago, and dividends reinvested annually since then. This amounted to £122K on 31st December 2021 (£115K, 2020). The fund is designed to help the charity stave off the disruptive effects of a significant financial shock such as an unexpected contraction in income or a major cashflow problem, and to pay for an orderly discontinuation of operations in the unlikely event that the Charity has to close all or a substantial portion of its charitable work.

Investment revaluation reserve – this is the unrealised increase in the market value of investments. This was £184K at the end of 2021 (£150K 2020).

Project continuity and completion fund

– This is a reallocation from general reserves to cover the costs associated with “no-cost extensions” of projects and post project completion expenses which restricted funding agreements will not cover. No-cost extensions are typically six months (occasionally 3 months) long. This amounted to £202K in December 2021 (Nil, 2020). This is likely to be a one-off designation but may require topping up (marginally) from year to year.

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £265,034.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organisation
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity

workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the employment offer made to senior employees, where pay is one part of a package including personal development and fulfilment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata). These are currently the Executive Director, Deputy Director, Director of Policy and Advocacy, Director Finance, Administration and IT and Director of Development & Partnerships. Remuneration for the year ended 31 December 2021 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose

Measuring success and impact

MRG's work is primarily focused on ensuring implementation of human rights through public education, advocacy and empowerment, all types of work widely recognised to be difficult to measure and evaluate. Complex social change processes, and especially changes in attitude and behaviour are notoriously hard to summarise in a brief quantitative report. Nonetheless, MRG has persevered with finding means of evaluating and reporting on its work and has a strong reputation among human rights organisations for evaluation and transparency of reporting. All our major programmes are independently evaluated

when completed with the evaluations made public on our website.

Reviewing risks to the charity 2021

The MRG Council/board of Trustees and the Finance and General Purposes Committee regularly assess the risks that the organisation is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information and mitigation measures reviewed, discussed and confirmed. The reduction of space for civil society organisations and the growth in impunity of state actions is a clear signal of the risk climate that MRG operates within. The highest risks to MRG continue to be the risk to staff and assets in countries affected by insecurity or conflict or political risks to projects in country (e.g. harassment or interference by authorities). A realised risk in 2021 (listed on the risk register for many years) was of course the pandemic which required adjustment to activities and ways of working but did not prevent continuing successful work to advance our mission. The organisation has taken steps to assess each risk, seek active measures to mitigate these, and verify both the substantive factors and our assessment of each risk.

Specific risk factors identified during the period include:

1. Continuing security threats in a number of project countries where conflict is ongoing, and growing threats to civil space: Virtually all countries in the MENA region and many in Asia have been impacted by shut-downs, repression or obstruction. Appropriate action has been taken where necessary to safeguard staff, projects and partners following MRG's existing Security Policy.
2. During the Covid-19 period we respected lock-down and travel and meeting/event restrictions. Most staff continued to work from home, at least part time during 2021. Remote management and monitoring of partners' activities became the norm with increased usage of online meeting and event facilities. Partners operating in remote areas with poor or intermittent online connectivity, frequent power cuts and/or costly or taxed data regimes faced particular difficulties in the new circumstances. The ability of governments to turn off internet and phone connections during periods of turmoil e.g. in Tajikistan) remains an ongoing concern, with activists forced to find ways around such measures with mixed levels of success.

Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its articles of association. The Charity operates with an international governing Council/ board of Trustees that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the African Commission for Human and Peoples' Rights.

The Council/ board of Trustees is chaired by Meena Varma. Membership is broadly balanced and includes members from different world regions and members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Trustees do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2020 was 7. Trustees are members of the charity but this entitles them only to voting rights.

One third of the Trustees retire in rotation each year (but can be re-elected). They

normally serve a maximum of 6 consecutive years (or 8 in the case of officers). As Trustees step down, new Trustees are identified who have particular skills, or who could bring relevant experience and expertise to the charity. They are encouraged to visit MRG's offices for briefings with staff as part of the induction process and are provided with relevant documents and access to information about the governance and the work of the charity.

The Council/board of Trustees decides the organisational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. It operates through an established sub-committee - the *Finance & General Purposes Committee*, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Management Team of 9 senior staff led by the Executive Director who reports to the Council. To facilitate closer access to local partners, MRG is supported by two regional offices: *Minority Rights Group Africa* (Uganda) and *Minority Rights Group Europe* (Hungary). Another MRG entity was established in Belgium during 2018. We have staff based in countries and regions

where programs are implemented, including in Tunisia, Pakistan, Thailand and Kenya, in strategic locations such as Geneva, and we cooperate with like-minded charities to share information and achieve common goals.

MRG adheres to the Charity Commission's public benefit guidance by making MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Trustees' resignations and appointments

The following members resigned from the Council after serving their full term: Tom Astor (Sep. 2021). The following new members were appointed during the period: Alice Astor (Jul. 2022), Anastasia Crickley (Jul. 2022), Pratima Gurung (Mar. 2022), Victoria Hoskins (Jun. 2021), and Astrid Thors (Jun. 2021).

Statement of responsibilities of the Council of Management

The Trustees (who are also directors of Minority Rights Group for the purposes of company law) are responsible for preparing the Council/Trustees report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) in that period. In preparing these financial statements, the Trustees are required to:

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2021

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- Ensure that statements comply with the Companies Act 2006.

make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

*Meena Varma,
Chair MRG Council
and Joshua Castellino,
Executive Director*



15 June 2022



15 June 2022

The Trustees/Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to

Independent Auditors' Report to the Members of Minority Rights Group

Opinion

We have audited the financial statements of Minority Rights Group (the 'parent charitable company') for the year ended 31 December 2021 which comprise the Group Statement of Financial Activities, the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to

cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks,

and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit

evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined

above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with

these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

*Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston
Smith LLP, Statutory Auditor
9 Appold Street
London EC2A 2AP*

Date: 15 August 2022

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Minority Rights Group (Limited by guarantee): Group and Charity Statement of Financial Activities* – (Including Income and Expenditure Accounts)

For year ended 31 December 2021

	Notes	2021			2020		
		Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	–	1,324,847	1,324,847	–	802,555	802,555
Investment income		–	6,156	6,156	–	7,679	7,679
Transfer between funds		–	–	–	–	–	–
Advocacy & Projects		3,787,927	–	3,787,927	3,761,882	–	3,761,882
Policy and publications		–	1,615	1,615	–	6,566	6,566
Other		–	16,065	16,065	–	5,264	5,264
Total	15/2	3,787,927	1,348,683	5,136,610	3,761,882	822,064	4,583,946
Expenditure on:							
Raising funds	3	–	145,474	145,474	–	156,918	156,918
Advocacy & Projects	3	3,664,063	216,046	3,880,110	3,556,047	424,259	3,980,306
Policy and publications	3	–	123,641	123,641	–	136,465	136,465
Total	15/3	3,664,063	485,162	4,149,225	3,556,047	717,642	4,273,689
Net income/(Expenditure)		123,864	863,521	987,385	205,835	104,421	310,257
Unrealised gain/Loss on investments	8	–	34,617	34,617	–	(29,302)	(29,302)
Unrealised gain on foreign exchange transactions		(39,711)	–	(39,711)	28,896	–	28,896
Transfer between funds		342,427	(342,427)	–	328,728	(328,728)	–
Net movement in funds		426,580	555,712	982,292	563,459	(253,608)	309,851
Reconciliation of funds:							
Funds at the start of the year		876,112	291,857	1,167,969	312,653	545,465	858,118
Funds at the end of the year	15	1,302,692	847,569	2,150,260	876,112	291,857	1,167,969

* being a consolidation of the UK charity and the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

Minority Rights Group (Limited by guarantee): Group Balance Sheet

For year ended 31 December 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible fixed assets	7		27,415		19,533
Investments	8		305,807		265,034
			333,222		284,567
Current assets					
Debtors	9	355,859		441,350	
Cash at bank and in hand		1,987,559		989,512	
		2,343,418		1,430,862	
Creditors: amounts due within 1 year	10a	(507,109)		(478,487)	
Net current assets			1,836,309		952,375
Pension provision	10b		(19,271)		(68,973)
Net assets	11		2,150,260		1,167,969
Funds	15				
Restricted funds					
In surplus			1,302,692		876,112
Unrestricted funds					
Designated funds					
Pension provision			(19,271)		(68,973)
Tangible fixed assets			27,415		19,533
Cost of investments incl. dividends reinvested			121,565		115,409
Investments revaluation reserve			184,242		149,625
Project continuity and completion fund			203,559		–
General Reserves			330,057		76,263
Total funds			2,150,260		1,167,969

The notes form part of the financial statements.

The financial statements were approved the Council/board of Trustees on the 15th of June 2022.

Meena Varma



Joshua Castellino



Minority Rights Group (Limited by guarantee):Charity Balance Sheet

For year ended 31 December 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible fixed assets	7		25,526		18,419
Investments	8		305,807		265,034
			331,333		283,453
Current assets					
Debtors	9	818,055		508,338	
Cash at bank and in hand		1,410,953		384,147	
		2,229,008		892,485	
Creditors: amounts due within 1 year	10a	(502,997)		(469,729)	
Net current assets			1,726,011		422,756
Pension provision	10b		(19,271)		(68,973)
Net assets	11		2,038,073		637,236
Funds	15				
Restricted funds					
In surplus					
Unrestricted funds			753,770		414,352
Designated funds					
Pension provision			(19,271)		(68,973)
Tangible fixed assets			25,526		18,419
Cost of investments incl. dividends reinvested			121,565		115,409
Investments revaluation reserve			184,242		149,625
Project continuity and completion fund			153,041		–
General Reserves			819,199		8,404
Total funds			2,038,073		637,236

The notes form part of the financial statements.

The financial statements were approved by the Council/board of Trustees on the 15th of June 2022.

Meena Varma



Joshua Castellino



Minority Rights Group (Limited by guarantee): Group and Charity Cash Flow Statement

For year ended 31 December 2021	2021	2020
	£	£
Net incoming (outgoing) resources	987,385	310,256
Interest received	(409)	(1,176)
Interest paid	2,831	2,831
Investment income	(6,156)	(7,679)
Depreciation charges	15,297	13,342
Decrease/ (increase) in debtors	85,491	(292,673)
(Decrease)/ increase in creditors	28,622	186,375
Net cash inflow/(outflow) from operating activities	1,113,061	211,276
Purchase of tangible fixed assets	(23,170)	(20,912)
Disposal of tangible fixed assets	207	-
Interest received	409	1,175
Interest paid	(2,831)	(2,831)
Net currency exchange adjustments	(89,629)	12,993
Increase/(decrease) in cash in the period	998,047	201,702
Net cash in hand and at bank on 1 January 2020/2019	989,512	787,810
Net cash in hand and at bank at the end of the year	1,987,559	989,512
Cash in hand and at bank	31 December 2021 (£)	31 December 2020 (£)
Cash in hand - GBP	942	952
Cash at bank - GBP	307,056	(25,496)
Cash in hand - foreign currencies (GBP equivalent)	5,851	8,912
Cash at bank - foreign currencies (GBP equivalent)	1,673,710	1,005,144
Net cash in hand and at bank	1,987,559	989,512

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2021

Note

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2015). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2021. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of

the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.

b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.

c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.

d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.

e) Interest and dividends are recognised when receivable.

f) Subscriptions are included in income in the year in which they fall due.

g) Resources expended are recognised in the period once there is a legal or constructive obligation to transfer

economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered.

h) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.

i) "Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less."

j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

- l) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities which are not covered by specific restricted fund grants. Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or

generated for the objects of the charity.

- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:

Furniture & equipment: general: 4 years
 Furniture & equipment - projects:
 Depreciated in full in year of purchase
 Fixtures, fittings, plant and machinery:
 Duration of lease for office premises

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u) The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment

for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income, and in particular any impact of COVID-19 within these areas. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 2: Unrestricted income analysis

For year ended 31 December 2021	2021	2020
	£	£
Blanes Trust	25,000	25,000
Meadowbrook Charitable Trust	–	4,000
Sylvia Adams Charitable Trust	–	8,000
Ericson Trust	4,000	2,000
Eva Reckitt Charitable Trust	–	1,000
Swedish International Development Cooperation Agency	847,206	549,927
T. H. Brunner Charitable Trust	–	1,000
Norwegian Ministry of Foreign Affairs*	426,307	204,446
King Baudouin Foundation	4,286	–
Other donations	18,048	7,182
Sub-total	1,324,846	802,555
Other income		
Investment income	6,156	7,679
Policy and publications	1,615	6,566
Other income	16,065	5,264
Sub-total	23,837	19,509
Total	1,348,683	822,064

* Roughly 50% of the Norway grant for 2020 was received in advance the last quarter of 2019 and recognised as income in 2019 in line with our income recognition policy.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 3: Expenditure – Group and Charity

For year ended 31 December 2021

	Raising Funds	Advocacy & Projects	Policy & Publications	Support Costs	Total Actual 2021	Total 2020
	£	£	£	£	£	£
Staff costs (Note 5)	81,017	493,071	68,152	249,972	892,212	856,116
Regions & consultants (Note 5)	43,074	709,238	31,107	–	783,419	693,112
Volunteers	–	738	–	105	843	2,742
Staff training & development	49	4,167	–	–	4,216	2,178
Staff travel and subsistence	–	28,436	289	7,416	36,141	82,090
Partner and related activities	–	1,712,220	–	–	1,712,220	1,951,129
Seminars, training and events	225	162,760	107	1,601	164,693	40,360
Policy, research and information	418	93,379	2,427	6,331	102,555	112,336
Project audits	–	37,651	–	–	37,651	13,836
Bank charges and forex	167	4,024	–	–	4,191	43,451
IT expenses	3,851	23,438	3,240	11,882	42,411	88,930
Other project expenses	–	6,749	–	–	6,749	23,182
Covid19 expenses	–	13,605	–	–	13,605	64,997
Local office rents & expenses	–	27,128	–	–	27,128	26,471
Legal and professional fees	–	36,682	–	–	36,682	38,130
Sub-total	128,801	3,353,286	105,322	277,307	3,864,716	4,039,060
Office running costs	1,435	37,367	1,174	3,090	43,066	58,867
General audit and accounting	1,001	26,052	818	2,154	30,025	33,159
Other Finance costs	79	2,048	64	169	2,360	2,831
Premises	1,001	161,852	5,084	18,601	186,537	177,640
Recruitment	85	2,209	69	183	2,546	2,017
Depreciation charges	–	1,670	–	12,445	14,115	11,952
Trustees' expenses & meetings	27	704	22	58	811	1,217
Other costs	–	(53,053)	–	58,102	5,049	(53,054)
Sub-total	3,627	178,848	7,231	94,802	284,508	234,629
Total	132,428	3,532,134	112,553	372,110	4,149,225	4,273,689
Support costs*	13,046	347,975	11,088	372,110	–	–
Total expenditure	145,474	3,880,110	123,641	–	4,149,225	4,273,689

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 4: Incoming/(outgoing) resources for the year – Group and Charity

For year ended 31 December 2021

This is stated after charging / crediting:

	2021	2020
	£	£
Depreciation	15,297	13,342
Council members' expenses	811	1,217
Auditors' remuneration:		
Group and charity general audits	19,937	24,257
Other accounting services	10,088	8,902
Donor (project) audits	37,651	13,836
Operating lease rentals:		
Property	141,135	133,930
Other	4,069	5,048

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £811 (2020: £1,217) to members relating to attendance at meetings of the Council. Council members receive no remuneration.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 5: Staff costs and numbers

For year ended 31 December 2021

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	1,515,756	1,401,100
Social security costs	100,656	93,297
Pension contributions	59,220	54,831
	1,675,632	1,549,228

During the year there was one employee whose remuneration exceeded £60,000 (2020, 1). This amounted to £89,999 (2020, £80,000). The remuneration of key management personnel was £346,902 (2020, £335,991). The average weekly number of employees (full-time equivalent) during the year was as follows:

	2021	2020
	No.	No.
Directors' office including fundraising	6	6
Administration and finance	6	5
Projects and project support including Regional Offices	38	35
	50	46

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata on the number of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 6: Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 7: Tangible fixed assets – Group and Charity

For year ended 31 December 2021	Furniture & equipment 2021	Furniture & equipment 2020	Furniture & equipment 2021	Furniture & equipment 2020
	£	£	£	£
Cost				
At the start of the year	73,896	52,984	59,836	39,504
Additions in the year	23,170	20,912	20,040	20,332
Disposal in the year	(5,920)	–	207	–
At the end of the year	91,146	73,896	80,083	59,836
Depreciation				
At the start of the year	54,363	41,021	41,417	30,481
Charge for the year	15,297	13,342	12,933	10,936
Disposal in the year	(5,920)	–	207	–
At the end of the year	63,740	54,363	54,557	41,417
Net book value				
At the end of the year	27,415	41,417	25,526	18,419
At the start of the year	19,533	18,419	18,419	8,067

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 8: Investments – Group and Charity

For year ended 31 December 2021	2021	2020
	£	£
Market value at the start of the year	265,034	286,656
Investment income reinvested	6,156	7,679
Net gains/losses	34,617	(29,301)
Market value at the end of the year	305,807	265,034
Historic cost at the end of the year	90,301	90,301

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 9: Debtors

For year ended 31 December 2021	Group		Charity	
	2021 (£)	2020 (£)	2021 (£)	2020 (£)
Regional Offices balances	0	–	463,330	69,164
Other debtors	15,796	32,379	15,796	30,202
Prepayments	44,562	42,924	43,428	42,924
Accrued income	295,500	366,047	295,500	366,048
	355,859	441,350	818,055	508,338

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 10a: Creditors: amounts due within 1 year

For year ended 31 December 2021	Group		Charity	
	2021 (£)	2020 (£)	2021 (£)	2020 (£)
Trade creditors	61,159	33,678	61,159	33,678
Taxation, social security & other payroll	60,821	67,179	60,811	66,357
Grants repayable	10,753	63,484	10,753	63,484
Regional Offices balances	–	–	–	–
Other Creditors	9,892	8,380	8,763	1,702
Accruals and deferred income	364,484	308,766	361,511	304,508
	507,109	481,487	502,997	469,729

The Charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank Plc, of up to £120,000 in 2012. This facility is secured by a debenture on its assets.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 10b: Pension provision

For year ended 31 December 2021	Group		Charity	
	2021 (£)	2020 (£)	2021 (£)	2020 (£)
Pension liability	19,271	68,973	19,271	68,973
	19,271	68,973	19,271	68,973

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 11: Analysis of net assets between funds

For year ended 31 December 2021

	Restricted Funds	General funds	Total Funds
	£	£	£
Group			
Tangible fixed assets	–	27,415	27,414
Fixed asset investments	–	305,807	305,807
Long term liabilities	–	(19,271)	(19,271)
Net current assets	1,302,692	533,616	1,836,309
Net assets at the end of the year	1,302,692	847,568	2,150,260
Analysis of net assets between funds			
Charity			
Tangible fixed assets	–	25,526	25,526
Fixed asset investments	–	305,807	305,807
Long term liabilities	–	(19,271)	(19,271)
Net current assets	753,770	972,240	1,726,011
Net assets at the end of the year	753,770	1,284,303	2,038,073

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 12: Operating lease commitments

For year ended 31 December 2021

The charity had commitments at the year end under operating leases as follows:

	2021	2020
	£	£
Property		
Under 1 year	62,500	62,500
Equipment		
Under 1 year	2,723	2,723
2-5 years	616	3,339
	3,339	6,062

Minority Rights Group (Limited by guarantee)

Notes to the financial statements
For the year ended 31 December 2021

Note

13. Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2021 in line with financial reporting standards.

However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the plan

by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The Scheme Actuary has prepared a funding position update as of September 2021. The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £31.6 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 96.2% (2020: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December 2025.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of

30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management (Trustees), as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is unlikely to crystallise in the foreseeable future.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AFRICA:						
Ken	Voices of Indigenous Human Rights Defenders	56,579	98,098	(104,847)	10,485	60,314
	European Commission	56,579	98,098	(104,847)	10,485	60,314
FIN	Disparity to Dignity	112,436	322,828	(311,297)	–	123,967
	Finnish MFA	112,436	322,828	(311,297)	–	123,967
IR4	Rights for Minorities & Indigenous Peoples in Africa	75,062	(2,209)	(120,123)	47,270	–
	Irish Aid	75,062	(2,209)	(120,123)	47,270	–
IR5	Furthest Behind First	–	169,162	(49,063)	15,210	135,308
	Irish Aid	–	169,162	(49,063)	15,210	135,308
RW2	Capacity of Civil Society, Human Rights Defenders	48,786	(1,789)	(57,275)	10,278	–
	European Commission	48,786	(1,789)	(57,275)	10,278	–
LR1	Indigenous Land Rights to Prevent Climate Change	(46,821)	304,443	(257,753)	68,562	68,431
	European Commission	(46,821)	304,443	(257,753)	68,562	68,431
DFDC	Preventing and Resolving Conflicts in Africa	17,670	339,262	(309,620)	(47,312)	–
	UKaidirect	17,670	339,262	(309,620)	(47,312)	–
DFDM	Indigenous Peoples Reproductive Healthcare	(6,251)	177,789	(199,127)	27,588	–
	UKaidirect	(6,251)	177,789	(199,127)	27,588	–
DIVE21	Diversity - Impact on Vaccine Equality	–	122,536	(61,333)	–	61,203
	Global Impact	–	122,536	(61,333)	–	61,203
UNE1	UNESCO's Action to promote Indigenous languages	11,791	20,217	(31,809)	(199)	–
	UNESCO	11,791	20,217	(31,809)	(199)	–
SWIK20	Minority Inclusion Audit for SDC Horn of Africa	17,785	34,856	(22,314)	(30,327)	–
	Swiss Embassy Kenya	17,785	34,856	(22,314)	(30,327)	–
USMOG	Inclusion: Young Somalis from Minority Communities	–	28,530	(38,090)	–	(9,560)
	US State Department	–	28,530	(38,090)	–	(9,560)
LG1	Landrights for All	–	11,509	(483)	(11,026)	–
	Voice via UCRT	–	11,509	(483)	(11,026)	–
SWIS21	Minority Inclusion and Accountability (Somalia)	–	34,916	(54,224)	27,112	7,804
	Swiss Embassy Kenya	–	34,916	(54,224)	27,112	7,804
WELT21	Land Body Ecologies	–	52,092	(44,080)	–	8,012
	The Wellcome Trust via Invisible Flock	–	52,092	(44,080)	–	8,012
Sub total		287,037	1,712,240	(1,661,438)	117,639	455,479

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
MIDDLE EAST & NORTH AFRICA:						
AA10	Strengthening HRDs in Iran & Iraq	–	(1,389)	–	1,389	
	European Commission	–	(1,389)	–	1,389	
EGY20	Human Rights of Minorities in Egypt	96,973	70,732	(57,666)	2,895	112,934
	European Commission	96,973	70,732	(57,666)	2,895	112,934
CSHR1	Minority Equal Protection Initiative	1,516	50,248	(39,003)	–	12,761
	USDRL via CSHR	1,516	50,248	(39,003)	–	12,761
TUI20	All 4 All	142,163	257,091	(327,168)	–	72,086
	Embassy of the Netherlands in Tunisia	142,163	257,091	(327,168)	–	72,086
TU1	Capacities of Civil Society in Tunisia	12,075	42,657	(24,900)	(29,832)	–
	European Commission	12,075	42,657	(24,900)	(29,832)	–
Sub total		252,727	419,339	(448,736)	(25,548)	197,781

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
EUROPE/CIS REGION:						
FH1	Freedom from Hate	–	25,644	(235)	(25,409)	–
	European Commission	–	25,644	(235)	(25,409)	–
FA1	Fair Trial for People Suspected/Accused of Crimes	–	8,146	(12)	(8,134)	–
	European Commission	–	8,146	(12)	(8,134)	–
Ere21	Equality for Roma Through Enhanced Legal Access	–	–	(53,600)	53,600	–
	European Commission	–	–	(53,600)	53,600	–
REILA	Roma Equality through Increased Legal Access	162,093	–	(82,820)	15,836	95,109
	European Commission	158,453	–	(79,180)	15,836	95,109
	Dorsey and Whitney LLP	3,640	–	(3,640)	–	–
THS21	Countering Hate Speech in Turkey and New EU Member States	–	77,096	(21,660)	2,166	57,602
	European Commission	–	77,096	(21,660)	2,166	57,602

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
PRESS	Promote Roma Equality in Slovenia and Slovakia	–	157,087	–	–	157,087
	European Commission	–	157,087	–	–	157,087
TUR21	Minorities, Accountability and Rights	–	134,249	(50,002)	2,500	86,747
	European Commission	–	134,249	(50,002)	2,500	86,747
NRD	Rights of Religious Minorities	100,751	246,984	(443,148)	44,315	(51,098)
	Norad	100,751	246,984	(443,148)	44,315	–51,098
Sub Total Europe/CIS Region		262,844	649,207	(651,478)	84,874	345,446

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AISA & PACIFIC REGION:						
SA1	Religious Pluralism for FoRB in South Asia	10,698	117,335	(175,463)	47,430	–
	European Commission	10,698	117,335	(175,463)	47,430	–
CR2	Religious Equality and Inclusive Development	14,000	215,786	(259,152)	29,366	–
	UKaiddirect via Institute of Development Studies	14,000	215,786	(259,152)	29,366	–
THA21	EU Thailand 2022	–	203,475	–	–	203,475
	European Commission	–	203,475	–	–	203,475
PK1	Tolerance through the Arts for Pakistan Youth	5,441	(4,368)	(1,219)	146	–
	Commonwealth Foundation for Democracy	5,441	(4,368)	(1,219)	146	–
IND21	Safeguarding Tribal Rights in Extractive Industries: India	–	248,425	(115,656)	5,783	138,552
	European Commission	–	238,425	(105,656)	5,783	138,552
	Allan & Nesta Ferguson Charitable Trust	–	10,000	(10,000)	–	–
Sub total		30,139	780,654	(551,490)	82,725	342,027

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year	
	£	£	£	£	£	
STRATEGIC COMMUNICATION:						
MM1	Reporting on Dev. Minorities & Migration	37,720	41,281	(82,628)	3,627	–
	European Commission	37,720	41,281	(82,628)	3,627	
	Sub total	37,720	41,281	(82,628)	3,627	–

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year	
	£	£	£	£	£	
LEGAL EMPOWERMENTS & STRATEGIC LITIGATION:						
LG10	Other legal projects incl. ASI sub-grant	–	(10,434)	–	10,434	–
	Various Charitable Sources	–	(10,434)	–	10,434	–
LG13	From Action to Equal Rights for Roma	–	27,763	(30,230)	2,467	–
	EU via Sonce	–	27,763	(30,230)	2,467	–
LG14	Ending Slavery in Mauritania: EU	8,902	122,990	(107,209)	–	24,684
	European Commission	8,902	122,990	(107,209)	–	24,684
LG15	Justice for Haratine Women & Children	2,653	–	(2,236)	–	417
	OHCHR	2,653	–	(2,236)	–	417
UJ21	Bambuti Case	–	–	(19,050)	19,050	–
	Minority Rights Group: Core Funded	–	–	(19,050)	19,050	–
BH1	Minorities & Indigenous Peoples Rights in Botswana	–	1,690	(17)	(1,674)	–
	European Commission	–	1,690	(17)	(1,674)	–
	Sub total	11,555	142,010	(158,742)	30,278	25,101

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
OTHER:					
DIS21 Intersectional Minority and Disability Rights Advocacy	–	–	(71,073)	71,073	–
Minority Rights Group - Core Funded (Sida Grant)	–	–	(71,073)	71,073	–
EDA21 Education Appeal - Meadowbrook trust	4,000	–	(5,147)	1,147	–
AFG21 Afghanistan Appeal	–	8,051	(5,913)	-2,138	–
Kee20 Protecting Workers & Victims of Modern Slavery during Covid-19	–	35,146	(26,967)	-8,179	–
UCS21 Underserved Communities in Somalia (World Bank)	–	–	(399)	399	–
York Intersection of Racial, Disability and Gender Discrimination In Brazil	–	–	-52	52	–
Education Appeal - Charities Trust BBC	5,889	–	–	-5,889	–
Education Appeal - Individual supporters	7,633	–	–	-7,633	–
Sub total	17,522	43,197	(109,551)	48,832	–

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2021

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
RESTRICTED FUNDS:					
Africa	287,037	1,712,240	(1,661,438)	117,639	455,479
Middle East & North Africa	252,727	419,339	(448,736)	(25,548)	197,781
Europe/CIS Region	262,844	649,207	(651,478)	84,874	345,446
Asia & Pacific Region	30,139	780,654	(551,490)	82,725	342,027
Strategic Communication	37,720	41,281	(82,628)	3,627	–
Legal Empowerment & Strategic Litigation	11,555	142,010	(158,742)	30,278	25,101
Other Charitable Activities	17,522	43,197	(109,551)	48,832	–
Total Restricted Funds	899,544	3,787,927	(3,664,063)	342,427	1,365,835
Unrealised foreign exchange differences	(23,432)	–	(39,711)	–	(63,143)
Total Restricted Funds	876,112	3,787,927	(3,703,774)	342,427	1,302,692
UNRESTRICTED FUNDS:					
Revaluation reserve	149,625	–	34,617	–	184,242
Pension provision	(68,973)	–	49,702	–	(19,271)
General fund	211,204	1,348,683	(534,864)	(342,427)	682,596
Total unrestricted funds	291,856	1,348,683	(450,545)	(342,427)	847,568
Total funds	1,167,968	5,136,611	(4,154,319)	–	2,150,260

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 16: MRG Income & Expenditure 2021 by Results

MRG Income & Expenditure 2021 by Results	Income	Expenses	Partners Expenses	Total Expenditure
	£	£	£	£
16 PROGRAMMEGRANTS, DONATIONS AND ACTIVITIES	1,324,847	(216,046)	–	(216,046)
Policy and publications	1,615	(123,641)	–	(123,641)
Other	16,065	–	–	-
Investment income	6,156	–	–	-
Fundraising	–	(145,474)	–	(145,474)
Management, Finance, Administration, IT, Premises & Other Overheads	–	(372,110)	–	(372,110)
Less: Operating costs recovery	–	–	–	-
Management, Finance, Administration, IT, Premises & Other Overheads	–	372,110	–	372,110
PROGRAMMEGRANTS, DONATIONS AND ACTIVITIES	1,348,683	(540,832)	–	(485,162)
Result 1: Civil Society Organisations and activists representing or defending the rights of minorities and indigenous peoples are better equipped to advocate for rights protection through legal and policy influencing. Social and cultural mechanisms				
AA10 Strengthening HRDs in Iran & Iraq	(1,389)	–	–	–
EGY20 Human Rights of Minorities in Egypt	70,732	(54,686)	(2,980)	(57,666)
CSHR1 Minority Equal Protection Initiative	50,248	(39,003)	–	(39,003)
TUI20 All 4 All	257,091	(135,679)	(191,489)	(327,168)
TU1 Capacities of Civil Society in Tunisia	42,657	(15,159)	(9,741)	(24,900)
REILA Roma Equality through Increased Legal Access	–	(44,733)	(38,087)	(82,820)
Ere21 Equality for Roma Through Enhanced Legal Access	–	(24,294)	(29,306)	(53,600)
THS21 Countering Hate Speech in Turkey and New EU Member States	77,096	(12,028)	(9,632)	(21,660)
TUR21 Minorities, Accountability and Rights	134,249	(49,878)	(124)	(50,002)
NRD Rights of Religious Minorities	246,984	(167,687)	(275,461)	(443,148)
SA1 Religious Pluralism for FoRB in South Asia	117,335	(100,679)	(74,784)	(175,463)
IR4 Rights for Minorities and indigenous Peoples in Africa	(2,209)	(112,245)	(7,878)	(120,123)
IR5 Furthest Behind First	169,162	(45,687)	(3,376)	(49,063)
RW2 Capacity of Civil Society, Human Rights Defenders	(1,789)	(22,962)	(34,313)	(57,275)
KEN Voices of Indigenous Human Rights Defenders	98,098	(36,857)	(67,990)	(104,847)
WELT21 Land Body Ecologies	52,092	(10,079)	(34,001)	(44,080)
DFDC Preventing and Resolving Conflicts in Africa	339,262	(207,499)	(102,121)	(309,620)
Sub-total	1,649,620	(1,079,155)	(881,283)	(1,960,439)

Result 2: Journalists, media and opinion formers display a better understanding of religious and ethnic persecution and patterns of exclusion and marginalisation

MM1	Reporting on Dev. Minorities & Migration	41,281	(59,074)	(23,554)	(82,628)
FA1	Fair Trial for People Suspected/Accused of Crimes	8,146	(12)	–	(12)
THA21	EU Thailand 2022	203,475	–	–	–
Sub-total		252,903	(59,086)	(23,554)	(82,640)

Result 3: Increased recognition of, and commitment to addressing, religious and ethnic persecution, marginalisation and exclusion by relevant decision-makers, duty bearers and key influencers

UB!	Bambuti Case	–	(18,069)	(981)	(19,050)
Sub-total		–	(18,069)	(981)	(19,050)

Result 4: Improved governance environments to improve the participation of minorities & indigenous peoples in decision-making

LG10	Other legal projects incl. ASI sub-grant	(10,434)	–	–	–
LG13	From Action to Equal Rights for Roma	27,763	(30,126)	(104)	(30,230)
USMOG	Inclusion: Young Somalis from Minority Communities	28,530	(8,900)	(29,190)	(38,090)
LG14	Ending Slavery in Mauritania: EU	122,990	(40,702)	(66,507)	(107,209)
LG15	Justice for Haratine Women & Children	–	(186)	(2,050)	(2,236)
LR1	Indigenous Land Rights to Prevent Climate Change *	304,443	(116,757)	(140,996)	(257,753)
FH1	Freedom from Hate:	25,644	(235)	–	(235)
CR2	Religious Equality and Inclusive Development	215,786	(115,821)	(143,331)	(259,152)
DFDM	Indigenous Peoples Reproductive Healthcare	177,789	(30,316)	(168,810)	(199,127)
PRESS	Promote Roma Equality in Slovenia and Slovakia	157,087	–	–	–
UNE1	UNESCO's Action to promote Indigenous languages	20,217	(31,809)	–	(31,809)
LG1	Voice UCRT	11,509	(483)	–	(483)
BH1	Minorities & Indigenous Peoples Rights in Botswana	1,690	(17)	–	(17)
Sub-total		1,083,015	(375,352)	(550,988)	(926,340)

Result 5: Improved development opportunities for highly marginalised communities

SWIK20	Minority Inclusion Audit for SDC Horn of Africa	34,856	(22,306)	(8)	(22,314)
SWIS21	Minority Inclusion and Accountability (Somalia)	34,916	(7,103)	(47,121)	(54,224)
IND21	Safeguarding Tribal Rights in Extractive Industries: India	248,425	(49,752)	(65,905)	(115,656)
FIN	Disparity to Dignity	322,828	(146,443)	(164,854)	(311,297)
DIVE21	Diversity - Impact on Vaccine Equality	122,536	(23,806)	(37,527)	(61,333)
PK1	Tolerance through the Arts for Pakistan Youth	(4,368)	(1,219)	–	(1,219)
DIS21	Intersectional Minority and Disability Rights Advocacy	–	(34,190)	(36,882)	(71,073)
OTHER	Various Charitable Activities	43,197	(38,478)	–	(38,478)
Sub-total		802,390	(323,296)	(352,298)	(675,595)
Results 1-5		3,787,927	(1,854,959)	(1,809,104)	(3,664,063)
TOTAL ACTIVITY		5,136,611	(2,340,121)	(1,809,104)	(4,149,225)

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 17: Co-financing arrangements

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and Norway MFA provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2021.

Comment	CODE	EG20	IR4	IR5	Ken	LG14	LR1	MM1	NOR	SA1	TU1	Reila	Erela
CR2 provides small Co-financing (CF) for NOR	CR2												
EG20 provides some CF for NOR	EG20												
Fin1 provides some CF for Kenya, IR4, IR5	Fin1												
IR4 provides some CF for LR1 and for RW1	IR4												
LG12 USAID provides CF for LG14	LG12												
LR1 provides some CF for IA4 and IA 5	LR1												
NOR provides some CF for EG20 and SA1	NOR												
RW1 provides some CF for IA4	RW2												
TUI20 Dutch provides CF for TU1 EU	TUI20												
SA 1 provides some CF for NOR	SA1												
BBC Education Appeal													
MRGE Partners PRAXIX and others													

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 18: Post balance sheet event – Sida Core Grant

As a result of the war in the Ukraine and the refugee crisis that has emanated, the Swedish Government has decided to reduce the overall funding available to Sida – as presented in its spring fiscal budget for 2022. This implies that the overall funds available to Sida for development cooperation have been reduced by 6.9 billion SEK to instead cover costs associated with the reception of refugees from the Ukraine in Sweden. Sida, in turn, has decided to cut its grants to charities and NGO's including MRG. The 2021 Sida grant is therefore due to reduced by 10% from 10 m to 9 m SEK. The latter translates to approx a loss of £85K, and MRG will be revising its expenditure budget for the year to generate a saving of approx £55K, and draw the balance of £30K from its reserves. However, the latest information on this matter suggests that there is a reasonable chance that the planned cut to our Sida grant will be recinded before the end of the year.



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Website www.minorityrights.org



Visit the website www.minorityrights.org for multimedia content about minorities and indigenous peoples around the world.

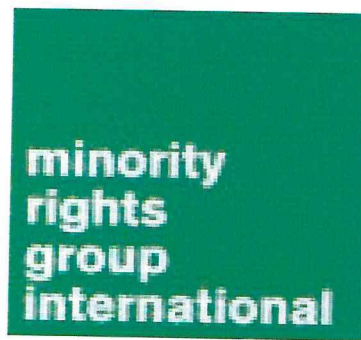
MINORITY RIGHTS GROUP

England & Wales - Charity number 282305

Accounts

Company number: 01544957

Charity number: 282305



Minority Rights Group
Report and Financial Statements
For Year Ended 31 December 2020

Minority Rights Group
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For the year ended 31 December 2020

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Minority Rights Group
Reference and administrative details
For the year ended 31 December 2020

Status

The organisation is a charitable company limited by guarantee, incorporated on 11th February 1981 and registered as a charity on 11th May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

Company number	1544957	
Charity number	282305	
Registered office and Operational address	54 Commercial Street London E1 6LT	
Honorary officers	Meena Varma	Chair
	Bill Samuel	Treasurer
	Joshua Castellino	Secretary

Members of the Council

The Council of Management who served during the year and up to the date of this report were as follows:

Tom Astor
Albert Barume (Resigned May 2020)
Joe Frans (Elected Chair of Finance & General Purposes Committee May 2020)
Françoise Hampson (Resigned May 2020)
Mahdiz Keshavarz
Gay McDougall (Resigned May 2020)
Willy Mutunga (Resigned May 2020)
George Ngwane
Bill Samuel - Treasurer
Meena Varma (Elected Chair of the Council May 2020)

Principal staff	Joshua Castellino	Executive Director/ Company Secretary
	Claire Thomas	Deputy Director
	Carl Soderbergh	Director of Policy & Communications
	Berihu Mohammed	Director of Finance, Administration & IT
	Cecile Clerc	Director of Fundraising

Bankers	NatWest, 38 Strand, London, WC2H 5JB
Solicitors	Bates Wells and Braithwaite, 10 Queen Street Place, London, ECAR 1BE
Auditors	Moore Kingston Smith LLP, Devonshire House, 60 Goswell Road, London, EC1M 7AD

Responding to Urgent Need

The outbreak of the coronavirus pandemic with its many accompanying challenges dominated the work of MRG in 2020. Like nearly every other organisation in the world, the impact of the virus itself, accompanying lockdowns, uncertainties of completing tasks, impacted the organisation's ability to carry out its usual array of functions.

The pandemic had two other specific impacts on our work. First it reiterated MRG's persistent call – for designing local, national and global systems to ensure that no one is left behind. As the pandemic ripped into societies, the communities MRG worked with were often among the most vulnerable in society, the most susceptible to illness, the ones with the most to lose in lockdowns, farthest away from protective equipment or information, and often last in queue for remedies. With limited or no response from many other quarters, the organisation became the focal point of their plea for assistance. Second, in many societies the stigmatization of minorities and indigenous peoples in a shrinking civil space exponentially raised the sense of threat to such communities, from majorities, as much as from disease.

While lockdowns and restrictions affected many aspects of how MRG works, the pandemic acted as a spotlight giving majorities a taste of the 'normal' exclusion and marginalisation that is central to the minority and indigenous experiences. As an organisation we were forced to respond innovatively, pivoting programmes to address urgent need with the blessing of donors, then finding ways to physically support the varying needs of communities. We had to be active in very local settings where the vulnerabilities were experienced acutely, while simultaneously advocating for these situations at the highest levels of global policy making.

The shameful murder of George Floyd in the summer of 2020 and the global outpouring in support of the call for structural change shook the foundations of society and had an internal echo at MRG. At international level the attention to this murder, like the pandemic, reinforced the necessity of our work in highlighting, unravelling and reconstructing societies to defeat the ossified structural discrimination that characterizes them. Yet the death also sparked internal questions about MRG as an organisation, our own privileged origins, our operations, and the implication of working within the deep structurally unjust charitable and donor driven systems. Much of the year since then has included an internal discussion seeking to understand and admit past failures in a bid to ensure that MRG itself is not a part of the problem it seeks to mitigate.

Our mission, reignited in 2020 through the new strategic plan, remains the securing of the rights of minorities and indigenous peoples and the promotion of cooperation and understanding between communities. We do this by working up from the most grassroots of levels - supporting organisations to form and grow, ensuring that people experiencing discrimination know their rights and ensuring that those facing multiple forms of discrimination concurrently are not left or pushed behind. We work at local, provincial and national levels, ensuring decision makers are aware of and support dialogue and the design and implementation of solutions. Where solutions are feasible and available but not implemented, we may support communities to take legal action or to lobby. We increasingly seek to protect and support those monitoring and combating hate and dangerous speech both online and offline. The strange circumstances of 2020 hindered the use of the usual international advocacy channels such as the United Nations human rights machinery, but we continued to support minority and indigenous representatives to hold governments and duty bearers to account in using international media leverage to push for positive change on the ground. This international sphere grew in importance as many states sought to restrict civil space and significantly limit freedoms, especially in dissent. The consequences of this was a trend of partners and activists being harassed and threatened, an increase in surveillance, organisations being closed, and funding mechanisms disrupted to limit civil societies' abilities to scrutinise governments. The continued rise of 'populist' political movements, fuelled by stigmatizing specific communities in a bid to artificially construct overwhelming majorities to

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

dominate the political space presented significant challenge, with many instances of racist rhetoric by leaders accompanied by scapegoating of minority communities to raise tensions between those deemed or artificially constructed as being ‘different’.

Minority Rights Group’s Strategy

With a new strategy taking effect from January 2021, work was undertaken across the year to complete consultations that commenced in 2019 to reframe MRG priorities based on the challenges, experiences and perspectives of our diverse stakeholders. The new strategy is available on our [website](#). In the final year of our 2016-2020 strategy, our focus was firmly on:

- 1) Countering religious and ethnic persecution, and,
- 2) Promoting inclusion of minorities and indigenous peoples in sustainable development and society.

Our work on *countering persecution* came into sharp focus in many countries including Egypt, India, Iraq, Iran, Myanmar and Pakistan. These high-risk contexts entailed significant dangers to activists that often constrained our ability to report fully and freely. Our report on [Iran](#) constitutes an example of how even in such contexts, we supported processes that monitor and record persecution, working creatively to bring this to the attention of international influencers and decision makers.

We explored a range of options and activities in seeking to monitor and document hate speech, while supporting activists who were threatened as a result of legitimate human rights endeavours. Defending the land rights of indigenous peoples in Africa continued as a specific focus. Indigenous land is under imminent threat, from development activities including commercial farming, but equally, from the establishment of national nature reserves or parks which are sold as mitigating climate change. This policy, derived from colonial era policies of [Fortress Conservation](#), excludes people from their ancestral homes in the name of conservation despite evidence that indigenous peoples are the best custodians of the environment. We actively campaigned to draw this evidence together in showing how removing indigenous peoples from their lands is not only a fundamental violation of their rights. It is also [counter-productive in protecting the environment](#). This work left us well placed at the end of the strategy period for a more concerted focus on our environmental work.

Our activities to **promote inclusion of minority and indigenous peoples** to equal opportunities, and to thrive and contribute to society, spanned much of the globe from the Roma in Serbia and Hungary to Christian sanitation workers in Pakistan, and covering much of Africa from Tunisia to Zimbabwe. With decision makers focused on pandemic responses, we construed opportunities to advance minority and indigenous rights in law and policy, especially in advocating for universal health coverage. Some highlights in this realm included:

- A court judgement in [Tunisia](#) allowing a man to legally change his name to remove a word (‘Atig’) denoting slave ancestry.
- The appointment of the Director of MRG’s longstanding partner in Rwanda to the [Senate](#) to represent the Batwa community.
- A Bill to amend the Third Schedule to the Ugandan Constitution to include the [Maragoli](#) as one of Uganda’s indigenous communities. When passed it will end the risk of statelessness & address the demand for citizenship and opening doors for tribes excluded from the schedule to claim their identity.

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

Minority Rights Group's Strategy

MRG's pivoted pandemic response work took on a variety of forms:

- Ensuring that Covid 19 prevention information on measures and awareness of symptoms reached minority and indigenous communities through radio broadcasts in minority and indigenous languages;
- production of leaflets in minority and indigenous languages that were included in state or UN relief supplies or hygiene kits to vulnerable families;
- Recording a song in an indigenous language by a popular young artist with key Covid19 prevention and awareness messages;
- Distributing soap and supporting erection of handwashing stations in remote communities;
- Distributing PPE to religious minority sanitation workers cleaning hospital wards and quarantine centres in Pakistan;
- Supporting partners with equipment, connectivity and data to ensure participation.

- In a few cases where communities reported being "skipped" or discriminated against in aid distribution, arranging with donors or supplying limited food aid and soap to vulnerable households, including those led by minority and indigenous people living with a disability.

International media

The rise of overly simplistic populist messages linked to scapegoating of "others" including minority and indigenous communities prompted MRG to step-up efforts to ensure that positive messages about minority and indigenous communities reach were widely disseminated. Some highlights of our media coverage in 2020 include:

- Minorities & Climate Change: What We Need to Do to Instil Change (116 million reached)
- The Ba'aka: Walking with Elephants (116 million reached)
- Clandestine hospital pickups and pushbacks from Croatia continue (104 million reached)
- Martin Short obituary (87 million reached)
- Vulnerability of Stateless People to the Coronavirus Crisis (43 million reached)
- Online Trolling and Hate Surges on Pakistani Social Media Post Coronavirus Lockdown (28 million reached)
- In Tunisia, a family was authorized to change its name to no longer suffer discrimination (26 million reached)
- With "Black Lives Matter", black Yemenis raise their voice (25 million reached)
- Marsh Migration, Climate Change, and Coastal Resilience: Human Dimensions Considerations for a Fair Path Forward (24 million reached)
- Nobody will cry for strangers (Refugees crossing the Mediterranean Sea) (22 million reached)

A documentary film produced by MRG *Stolen Fish* highlighting links between unsustainable fish industry in West Africa, impacts on local minority communities and migration was selected to be shown at 23 film festivals (to date) all over the world (including the prestigious *Sheffield Doc*, *Environmental Film Festival in the Nation's Capital* or *DCEFF* and *DOCEDGE International Documentary Film Festival* in New Zealand). The film was selected for educational programs in local editions of *One World Film Festival* and *Watch Docs Educational Programme for Schools*, as a brilliant example of illustrating the drivers of migration from Africa to Europe. A planned screening the European Parliament (with Compassion in World Farming and Miquel Urban, Spanish MEP) will further challenge the narrative on migration into Europe. The reviews of the film reached thousands of readers and were published in +50 media outlets (including VICE magazine and *El Pais*).

International advocacy

The pandemic necessitated three responses in terms of international advocacy: reacting, adapting and thinking forward. Some of the activities undertaken included:

- Monitoring and submitting evidence of the particular impact of the pandemic and of state measures and social reactions on ethnic, religious or linguistic minorities and indigenous peoples. MRG inputted into the drafting of the OHCHR's guidance note on COVID-19 and minorities and to the OHCHR's guidance note on COVID-19 and indigenous peoples.
- Regular updates about the impact of the situation on minorities and IPs were submitted to the SR on racism, the SR on minority issues, the SR on indigenous peoples, the SR on freedom of religion or belief, the SR on cultural rights and the SR on health.
- Joining a call on states to protect the rights of the stateless in their COVID-19 responses
- Engaging with the new SR on slavery as his work is relevant to minorities and indigenous peoples, including in the context of COVID-19.
- Addressing the UN Human Rights Council on COVID-19 and minority rights.

The organisation also adapted to new circumstances by developing new avenues of advocacy and supporting minority rights defenders remotely. MRG's track record of facilitating minority and indigenous representatives'

Minority Rights Group's Strategy

voices at the UN has usually involved complicated, expensive, time-consuming visa, travel and logistical arrangements. As recently as Nov 2018 our attempt at facilitating submission of evidence by communities affected by statelessness (facing travel difficulties) through video link or pre-recorded video was denied. The pandemic changed this in 2020 and MRG responded by grasping the new opportunities for remote participation, submitting a range of video statements by MRG staff and partners to events. Among notable interventions were:

- Our Roma partner *Chirikli*, whose participation in the UN scrutiny on human rights Ukraine was facilitated in September and in December 2020. Our Kenyan partner OPDP participated in a panel discussion on the situation of indigenous human rights defenders.
- In collaboration with local partners, we submitted alternative reports when reviews were maintained, like for the CRC review of Tunisia, the UPR of Rwanda and the UPR of Lebanon. We also reacted to the adoption of the UPR reports of Egypt and of Iraq.
- We did not let the pandemic impact our call for UN action on the situation of human rights in China, on Sri Lanka (in February and again in July), in the context of raising alarm at the situation with Citizenship Amendment Act in India and on the crackdown on the human rights movement in Egypt, joining an NGO call for the release of HRDs in the country.
- The focus of our annual report called for UN attention on the impact of technologies on minority and indigenous communities, including in the framework of UN discussions on digital technologies and human rights, discussions of the impact of technologies on the work of law-enforcement, and in engagements with the SR on racism. MRG also engaged with the new SR on indigenous peoples on the issue of "fortress conservation".

MRG actively advocated keeping the human rights protection system functioning throughout the pandemic to avoid protection gaps for the most vulnerable, and participated in institutional reflections about practices of remote participation that could be kept post-pandemic to facilitate minority and indigenous rights defenders, who may not have access to Geneva or New York. In this respect MRG:

- Advocated active continuation of the work of treaty bodies.

Minority Rights Group

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- Engaged with the Secretariat of the CERD, alongside partners for continuation of its work despite the pandemic.
- Engaged with the Secretariat of the *UN Forum on Minority Issues* and was involved reflecting on whether the Forum should take place, and what form it could take. We advocated long-awaited changes, including permanent possibilities for remote participation, that could make the Forum more inclusive in future.
- Before the pandemic started, early in 2020 MRG facilitated the participation of a Tunisian delegation of in the review of Tunisia by the Human Rights Committee.

The international response to the killing of George Floyd spurred a worldwide campaign to denounce systemic racism in law enforcement and beyond in the wake of the *#BlackLivesMatter* movement. MRG supported ACLU and others' call for a strong reaction (in this letter and through this statement) from the UN Human Rights Council and intervened during the Urgent Debate organized at the UN as well as during the general debate on racial discrimination. We joined others in follow-up calls for the UN to further the reach of the resolution on systemic racism against persons of African descent in law-enforcement (through this letter and through this statement).

Fundraising

Despite the challenges of the pandemic, we continued to fundraise successfully for project funding reaching 108% of our breakeven target despite considerable work of engaging donors and re-articulating work plans to pivot existing funding to respond to urgent needs of communities. Despite this overall success, the difficulty of raising match funding where required by donors, remains a challenge. We carried out two successful appeals, a *BBC Radio 4* appeal presented by actor Paterson Joseph, who also participated in online events and social media support of MRG's work; and an appeal linked to Covid 19 run from our website. During the year we also worked actively with two of our core statutory donors to shape their worldview from the minority and indigenous perspectives in terms of influencing their development priorities and actively shaping interventions and responses to further the reach and impact of our work through their good offices.

MRG is extremely grateful for the financial support received from a wide variety of funders and stakeholders during the year including the *Eleanor Rathbone Charitable Trust*, the *Ericson Trust*, the *Blanes Trust* and the *Sylvia Adams Charitable Trust* amongst others. We would also like to take this opportunity to thank all the individuals who generously responded to the two appeals we launched in 2020 as well as *Dorsey & Whitney LLP* for their support towards our strategic litigation work. All our statutory donors including *Irish Aid*, the *Finnish Ministry of Foreign Affairs*, *UKAidDirect* and the *EU* have been instrumental in enabling us to adapt our work to respond to the impact of COVID-19 on the communities we work with. We are also very thankful to the *Swedish International Development Cooperation Agency* and the *Norwegian Ministry of Foreign Affairs* for their long-standing financial support and commitment to our work. Their grants in particular provide the bulk of the funding needed to co-finance our wide-ranging portfolio of projects, local NGO's and partners, and to sustain MRG and its strategic objectives. This year in particular their support played a vital role in allowing us to quickly and efficiently respond to COVID-19 challenges.

Measuring success and impact

MRG's work is primarily focused on ensuring implementation of human rights through public education, advocacy and empowerment, all types of work widely recognised to be difficult to measure and evaluate. Complex social change processes, and especially changes in attitude and behaviour are notoriously hard to summarise in a brief quantitative report. Nonetheless, MRG has persevered with finding means of evaluating and reporting on its work and has a strong reputation among human rights organisations for evaluation and transparency of reporting. All our major programmes are independently evaluated when completed with the evaluations made public on our website.

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its articles of association. The organisation operates with an international governing Council that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the African Commission for Human and Peoples' Rights.

The MRG Council is chaired by Meena Varma. Council membership is broadly balanced and includes members from different world regions and members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Council members do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2020 was 7. Members of the Council are members of the charity but this entitles them only to voting rights.

One third of Council members retire in rotation each year (but can be re-elected). Council members normally serve a maximum of 6 consecutive years (or 8 in the case of officers). As Council members step down, new Council members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process, and are provided with relevant documents and access to information about the governance and the work of the charity.

The Council decides the organisational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. The Council operates through an established sub-committee - the *Finance & General Purposes Committee*, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Management Team of 9 senior staff led by the Executive Director who reports to the Council. To facilitate closer access to local partners, MRG is supported by two regional offices: *Minority Rights Group Africa* (Uganda) and *Minority Rights Group Europe* (Hungary). Another MRG entity was established in Belgium during 2018. We have staff based in countries where programs are implemented, including in Tunisia, Pakistan, Thailand and Kenya, in strategic locations such as Geneva, and cooperate with like-minded charities to share information and achieve common goals.

MRG adheres to the Charity Commission's public benefit guidance by making MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Reviewing risks to the charity 2020

The *MRG Council* and the *Finance and General Purposes Committee* regularly assess the risks that the organisation is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information and mitigation measures reviewed, discussed and confirmed. The reduction of space for civil society organisations and the growth in impunity of state actions is a clear signal of the risk climate that MRG operates within. The highest risks to MRG continue to be the risk to staff and assets in countries affected by insecurity or conflict or political risks to projects in country (e.g. harassment or interference by authorities). MRG has a business continuity plan which was partly activated as a result of the Corona Virus Pandemic in early 2020. While the pandemic required adjustment to activities and ways of working, it did not prevent continuing successful work to advance our mission. The organisation has taken steps to assess

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

each risk, seek active measures to mitigate these, and verify both the substantive factors and our assessment of each risk.

Specific risk factors identified during the period include:

1. Continuing security threats in a number of project countries where conflict is ongoing, and growing threats to civil space: Virtually all countries in the MENA region have been impacted by shut-downs, repression or obstruction. Appropriate action has been taken where necessary to safeguard staff, projects and partners following MRG's existing Security Policy.
2. During the COVID-19 period we respected lock-down and travel and meeting/event restrictions. Most staff worked from home for most of the period from March 2020-December 2020. Remote management and monitoring of partners' activities became the norm with increased usage of online meeting and event facilities. Partners operating in remote areas with poor or intermittent online connectivity, frequent power cuts and/or costly or taxed data regimes faced particular difficulties in the new circumstances. The ability of governments to turn off internet and phone connections during periods of turmoil (e.g. in Ethiopia during 2020) remains an ongoing concern, with activists forced to find ways around such measures with mixed levels of success.

Plans for future periods

A new strategic period for MRG commenced in January 2021. We seek to enhance our approach in achieving implementation of sustainable positive change for minority communities, proposing to increase work on climate justice and environmental issues where that intersects with minority or indigenous rights issues. We are also pursuing plans to grow the organisation in response to identified levels of unmet need for our support, expertise and insights globally.

Acknowledgements

MRG is very grateful to all the partners and activists who have worked with us in 2020, many in tough security environments. We are grateful to decision makers at local, national or international level who listened to minority and indigenous viewpoints and concerns and acted; to those who reported news in print, broadcast or the internet - and to all our donors – individuals and institutions – who provided financial support, without which none of this important work could have taken place.

MRG benefitted from the support of nearly 30 temporary interns who supported the organisation's work through their skills and time in 2020. This donated work time, whether through funded placements, as part of a course or freely offered, was invaluable to MRG and is much appreciated. We are mindful that using unpaid interns may reinforce restrictions in access to opportunities to those who can afford to work unpaid to gain experience, can confirm that we never use full-time unpaid interns, and are reviewing our general use of unpaid interns, especially when not interning as part of a course of study requirement.

Financial review

During the year under review, MRG's income rose to by 59% from £2.9 m (2019) to £4.6 m. This is thanks entirely to the increase in restricted income during the year. Total expenditure also rose by 41% from £3.0 m to £4.3 m, reflecting the sharp increase in our charitable activities. The overall surplus of £310K for the year is the combined effect of a surplus of £222K in restricted activities and £88K in unrestricted activities. Consequently, group reserves including unrealised gains/losses on investments and exchange rate transactions respectively gone up by £310K from £858K in 2019 to just under £1.17 m. The Group finances are therefore in a good and steady state position now and going forward.

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

Despite of Covid19 and the potential adverse effect it could have had on our finances, the group and its partners across the world have proved strong and resilient enough to keep working and delivering our charitable activities at a higher level than ever before. Our cash flow position during the year was also strong. This was largely thanks to our long standing core funders, Sida and the Norwegian MFA, deciding to pay us the core grants in two instalments 6 months in advance rather than in one instalment in the middle of the year.

Reserves policy

The policy is reviewed by the Council annually, and such a review was conducted in 2021. The Council is committed to ensuring continuity of operations in case of temporary loss of funding, providing an adequate buffer to cushion the potential effects of temporary cash flow difficulties, and to covering unexpected expenses if and when they arise. MRG aims therefore for a level of unrestricted reserves sufficient to cover essential project and core running costs for a period of up to 6 months at all times. As MRG's core management, support and overhead costs are still estimated at £450K pa, the general (unrestricted) reserves policy target remains at £225K. However, in view of the worsening/increasingly challenging political climate in some of the areas/countries/regions where MRG operates, the Council is also now reviewing the Charity's options with respect to its policy on potential designated or specific contingency reserves.

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £265,034.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Statement of responsibilities of the Council of Management

The Council (who are also directors of Minority Rights Group for the purposes of company law) are responsible for preparing the Council's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) in that period. In preparing these financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;

Minority Rights Group

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- Ensure that statements comply with the Companies Act 2006.

The Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Council is aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organisation
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

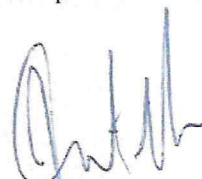
- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the wider employment offer made to senior employees, where pay is one part of a package that includes personal development, personal fulfilment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata). This is currently the Executive Director and the Deputy Director.

Remuneration for the year ended 31 December 2020 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.



Meena Varma
Chair MRG Council



Joshua Castellino
Executive Director

Independent Auditors' Report to the Members of Minority Rights Group

Opinion

We have audited the financial statements of Minority Rights Group ('the company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Independent Auditors' Report to the Members of Minority Rights Group

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; [or]
- we have not received all the information and explanations we require for our audit.[or]
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page X, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to

Independent Auditors' Report to the Members of Minority Rights Group

those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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

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

Independent Auditors' Report to the Members of Minority Rights Group

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

Date 28/05/2021

Minority Rights Group (Limited by guarantee)
Group and Charity Statement of Financial Activities*
(Including Income and Expenditure Accounts)

For year ended 31 December 2020

	2020			2019			
	Note	Restricted	Un - restricted	Total	Restricted	Un - restricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	-	802,555	802,555	-	1,137,290	1,137,290
Investment income		-	7,679	7,679	-	9,516	9,516
Transfer between funds		-	-	-	-	-	-
Advocacy & Projects		3,761,882	-	3,761,882	1,725,565	-	1,725,565
Policy and publications		-	6,566	6,566	-	14,527	14,527
Other		-	5,264	5,264	-	16,681	16,681
Total	15/2	3,761,882	822,064	4,583,946	1,725,565	1,178,015	2,903,580
Expenditure on:							
Raising funds	3	-	156,918	156,918	-	167,815	167,815
Advocacy & Projects	3	3,556,047	424,259	3,980,306	2,407,510	342,197	2,749,707
Policy and publications	3	-	136,465	136,465	-	128,850	128,850
Total	15/3	3,556,047	717,642	4,273,690	2,407,510	638,862	3,046,372
Net income/(Expenditure)		205,835	104,421	310,256	(681,944)	539,153	(142,792)
Unrealised gain/Loss on investments	8	-	(29,302)	(29,302)	-	37,305	37,305
Unrealised gain on foreign exchange transactions		28,896	-	28,896	(52,329)	-	(52,329)
Transfer between funds		328,728	(328,728)	-	316,723	(316,723)	-
Net movement in funds		563,459	(253,608)	309,850	(417,550)	259,735	(157,816)
Reconciliation of funds:							
Funds at the start of the year		312,654	545,465	858,118	730,204	285,730	1,015,934
Funds at the end of the year	15	876,112	291,856	1,167,968	312,654	545,465	858,118

* being a consolidation of the UK charity and the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the Financial Statements.

Company number. 1544957

Charity number: 282305


Minority Rights Group (Limited by guarantee)
Group Balance Sheet

As at 31 December 2020

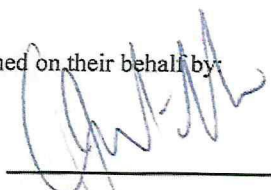
	Note	£	2020 £	2019 £
Fixed assets				
Tangible fixed assets	7		19,533	9,785
Investments	8		<u>265,034</u>	<u>286,656</u>
			284,567	296,441
Current assets				
Debtors	9	441,350	148,677	
Cash at bank and in hand		<u>989,512</u>	<u>787,810</u>	
		1,430,862	936,487	
Creditors: amounts due within 1 year	10a	<u>(478,487)</u>	<u>(292,112)</u>	
Net current assets			<u>952,375</u>	<u>644,375</u>
Pension provision	10b		<u>68,973</u>	<u>82,697</u>
Net assets	11		<u>1,167,968</u>	<u>858,118</u>
Funds	15			
Restricted funds				
In surplus			876,112	312,654
Unrestricted funds				
Pension provision			(68,973)	(82,697)
Reserves			<u>360,829</u>	<u>628,162</u>
Total funds			<u>1,167,968</u>	<u>858,118</u>

The notes form part of the financial statements.

The financial statements were approved by the Council on 17 May 2021, and signed on their behalf by:



Meena Varma
Chair of Council



Joshua Castellino
Executive Director/Secretary

Company number. 1544957
Charity number: 282305

Minority Rights Group (Limited by guarantee)
Charity Balance Sheet

As at 31 December 2020

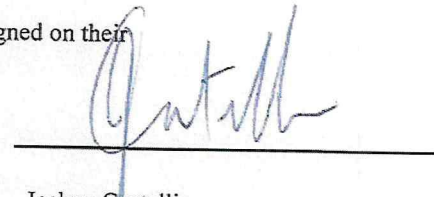
	Note	2020		2019
		£	£	£
Fixed assets				
Tangible fixed assets	7		18,419	8,067
Investments	8		<u>265,034</u>	<u>286,656</u>
			283,453	294,723
Current assets				
Debtors	9	508,338	138,049	
Cash at bank and in hand		<u>384,147</u>	<u>461,179</u>	
		892,485	599,228	
Creditors: amounts due within 1 year	10a	<u>(469,729)</u>	<u>(361,002)</u>	
Net current assets			<u>422,756</u>	<u>238,226</u>
Pension provision	10b		68,973	82,697
Net assets	11		<u>637,235</u>	<u>450,252</u>
Funds	15			
Restricted funds				
In surplus			414,352	(12,515)
Unrestricted funds				
Pension provision			(68,973)	(82,697)
Reserves			<u>291,856</u>	<u>545,464</u>
Total funds			<u>637,235</u>	<u>450,252</u>

The notes form part of the financial statements.

The financial statements were approved by the Council on 17 May 2021, and signed on their behalf by:



Meena Varma
Chair of the Council



Joshua Castellino
Executive Director /Secretary

Company number. 1544957

Charity number: 282305

**Minority Rights Group (Limited by guarantee)
Group and Charity Cash Flow Statement**

For year ended 31 December 2020

	2020	2019
	£	£
Net incoming (outgoing) resources	310,256	(142,791)
Interest received	(1,176)	(99)
Interest paid	2,831	30,477
Investment income	(7,679)	(9,516)
Depreciation charges	13,342	10,760
Decrease/ (increase) in debtors	(292,673)	44,104
(Decrease)/ increase in creditors	<u>186,375</u>	<u>7,650</u>
Net cash inflow/(outflow) from operating activities	211,277	(59,415)
Purchase of tangible fixed assets	(20,912)	(12,628)
Disposal of tangible fixed assets	-	-
Interest received	1,176	99
Interest paid	(2,831)	(30,477)
Net currency exchange adjustments	<u>12,993</u>	<u>(64,611)</u>
Increase/(decrease) in cash in the period	201,702	(167,031)
Net cash in hand and at bank on 1 January 2020/2019	<u>787,810</u>	<u>954,841</u>
Net cash in hand and at bank at the end of the year	<u>989,512</u>	<u>787,810</u>
	31 December	31 December
Cash in hand and at bank	2020	2019
	£	£
Cash in hand - GBP	952	2,540
Cash at bank - GBP	(25,496)	86,734
Cash in hand - foreign currencies (GBP equivalent)	8,912	9,483
Cash at bank - foreign currencies (GBP equivalent)	<u>1,005,144</u>	<u>689,053</u>
Net cash in hand and at bank	<u>989,512</u>	<u>787,810</u>

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Company number: 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)
Notes to the financial statements
For the year ended 31 December 2020

Note

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2015). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2020. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.
- b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.
- d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.
- e) Interest and dividends are recognised when receivable.
- f) Subscriptions are included in income in the year in which they fall due.
- g) Resources expended are recognised in the period once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered.
- h) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.
- i) Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.
- j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

1. Accounting policies (continued)

- k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- l) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities which are not covered by specific restricted fund grants.
Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:
- | | |
|---|---|
| Furniture and equipment - general | 4 years |
| Furniture and equipment - projects | Depreciated in full in year of purchase |
| Fixtures, fittings, plant and machinery | duration of lease for office premises |
- Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.
- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u)
The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income, and in particular any impact of COVID-19 within these areas. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2020

2. Unrestricted income analysis	2020	2019
	£	£
Grants and donations		
Blanes Trust	25,000	50,000
Meadowbrook Charitable Trust	4,000	-
Sylvia Adams Charitable Trust	8,000	9,000
Ericson Trust	2,000	3,000
Eva Reckitt Charitable Trust	1,000	-
Rathbone Trust	-	2,000
Swedish International Development Cooperation Agency	549,927	442,859
T. H. Brunner Charitable Trust	1,000	1,000
Norwegian Ministry of Foreign Affairs*	204,446	623,343
Other income and donations	7,182	6,088
Sub-total	802,555	1,137,290
Other income		
Investment income	7,679	9,516
Policy and publications	6,566	14,527
Other income	5,264	16,681
Sub-total	19,509	40,725
Total	822,064	1,178,015

* The grant amount for 2019 includes a grant for the first half of 2020 received in advance.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2020

Note

3 Expenditure - Group and Charity

	Raising Funds £	Advocacy & Projects £	Policy & Publications £	Support Costs £	Total Actual 2020 £	Total 2019 £
Staff costs (Note 5)	61,120	499,972	92,865	202,159	856,116	712,308
Regions & consultants (Note 5)	76,914	592,999	23,199	-	693,112	557,653
Volunteers	548	1,836	27	331	2,742	11,972
Staff training & development	220	1,958	-	-	2,178	7,003
Staff travel and subsistence	-	80,292	289	1,509	82,090	137,584
Partner and related activities	-	1,951,129	-	-	1,951,129	991,555
Seminars, training and events	1,191	32,121	-	7,048	40,360	135,972
Policy, research and information	512	109,911	370	1,543	112,336	22,386
Project audits	-	13,836	-	-	13,836	36,229
Bank charges and forex	93	43,358	-	-	43,451	20,934
IT expenses	537	28,045	1,879	58,469	88,930	49,960
Other project expenses	-	23,182	-	-	23,182	-
Covid19 expenses	-	64,997	-	-	64,997	-
Local office rents & expenses	-	26,471	-	-	26,471	27,701
Legal and professional fees	-	38,071	-	60	38,131	3,817
Sub-total	141,135	3,508,178	118,629	271,118	4,039,060	2,715,074
Office running costs	2,057	51,129	1,729	3,951	58,867	41,487
General audit and accounting	1,159	28,800	974	2,226	33,159	25,365
Other Finance costs	99	2,459	83	190	2,831	30,477
Premises	1,159	154,292	5,217	16,972	177,640	203,738
Recruitment	70	1,752	59	135	2,017	1,069
Depreciation charges	-	1,670	-	10,282	11,952	10,780
Trustees' expenses & meetings	43	1,057	36	82	1,217	6,720
Other costs	-	(53,053)	-	-	(53,053)	11,660
Sub-total	4,586	188,106	8,098	33,838	234,629	331,297
Total	145,721	3,696,285	126,727	304,957	4,273,690	3,046,372
Support costs*	11,197	284,022	9,738	304,957	-	-
Total expenditure	156,918	3,980,306	136,465	-	4,273,690	3,046,372

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Minority Rights Group (Limited by guarantee)**Notes to the financial statements (continued)****For the year ended 31 December 2020****Note****4. Incoming/(outgoing) resources for the year - Group and Charity**

This is stated after charging / crediting:

		2020	2019
		£	£
Depreciation		13,342	10,760
Council members' expenses		1,217	6,720
Auditors' remuneration:	Group and charity general audits	24,257	17,016
	Other accounting services	8,902	8,349
	Donor (project) audits	13,836	36,229
Operating lease rentals:	Property	133,930	127,733
	Other	5,048	6,937
		<u>5,048</u>	<u>6,937</u>

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £1,217 (2019: £6,720) to members relating to attendance at meetings of the Council.

5. Staff costs and numbers

Staff costs were as follows:

	2020	2019
	£	£
Salaries and wages	1,401,100	1,139,268
Social security costs	93,297	86,326
Pension contributions	54,831	49,844
	<u>1,549,228</u>	<u>1,275,438</u>

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £130,742 during the year (2019: £125,900). Only one employee earned above £60,000 in 2020.; employer pension contributions for that employee totalled £8,000 (2019, £8,000). The salary and on-costs of the other key staff was £170,420 (2019: £159,790)

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2020	2019
	No.	No.
Directors' office including fundraising	6	6
Administration and finance	5	5
Projects and project support including Regional Offices	35	30
	<u>46</u>	<u>41</u>

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

6. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2020

Note

7. Tangible fixed assets- Group and charity

	Group		Charity	
	Furniture & equipment 2020 £	Furniture & equipment 2019 £	Furniture & equipment 2020 £	Furniture & equipment 2019 £
Cost				
At the start of the year	52,984	41,903	39,504	28,944
Additions in the year	20,912	12,628	20,332	10,560
Disposal in the year	-	(1,547)	-	-
At the end of the year	73,896	52,984	59,836	39,504
Depreciation				
At the start of the year	41,021	33,986	30,481	22,270
Charge for the year	13,342	10,760	10,936	9,167
Disposal in the year	-	(1,547)	-	-
At the end of the year	54,363	43,199	41,417	31,437
Net book value				
At the end of the year	19,533	9,785	18,419	8,067
At the start of the year	11,963	7,569	8,067	7,264

8. Investments- group and Charity

	2020 £	2019 £
Market value at the start of the year	286,656	239,934
Investment income reinvested	7,679	9,417
Net gains/losses	(29,302)	37,305
Market value at the end of the year	265,034	286,656
Historic cost at the end of the year	90,301	90,301

9. Debtors

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Regional Offices balances	-	5,152	69,164	-
Other debtors	32,379	25,630	30,202	25,630
Prepayments	42,924	46,901	42,924	41,426
Accrued income	366,048	70,993	366,048	70,993
	441,350	148,677	508,338	138,049

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2020

Note

10a. Creditors: amounts due within 1 year

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Trade creditors	33,678	26,091	33,678	14,235
Taxation, social security & other payroll	67,179	38,476	66,357	32,412
Grants repayable	63,484	40,480	63,484	40,480
Regional Offices balances	-	-	-	100,143
Other Creditors	5,381	24,069	1,703	15,843
Accruals and deferred income	308,766	162,996	304,508	157,889
	<u>478,487</u>	<u>292,112</u>	<u>469,729</u>	<u>361,002</u>

The charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank PLC, of up to £120K in 2012. This facility is secured by a debenture on its assets.

10b. Pension provision

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Pension liability	68,973	82,697	68,973	82,697
	<u>68,973</u>	<u>82,697</u>	<u>68,973</u>	<u>82,697</u>

11. Analysis of net assets between funds

Group	Restricted	General	Total Funds
	funds	funds	
	£	£	£
Tangible fixed assets	-	19,533	19,532
Fixed asset investments	-	265,034	265,033
Long term liabilities	-	68,973	68,973
Net current assets	876,112	(61,683)	814,429
Net assets at the end of the year	<u>876,112</u>	<u>291,856</u>	<u>1,167,968</u>
	Restricted	General	Total Funds
	funds	funds	
	£	£	£
Charity			
Tangible fixed assets	-	18,419	18,419
Fixed asset investments	-	265,034	265,034
Long term liabilities	-	68,973	68,973
Net current assets	414,352	8,404	422,756
Net assets at the end of the year	<u>414,352</u>	<u>360,829</u>	<u>775,181</u>

12. Operating lease commitments

The charity had commitments at the year end under operating leases as follows:

Property	2020	2019
	£	£
Under 1 year	<u>133,930</u>	<u>127,773</u>
	Equipment	
	2020	2019
	£	£
Under 1 year	-	-
2-5 years	5,048	6,973
	<u>5,048</u>	<u>6,973</u>

Minority Rights Group (Limited by guarantee)

Notes to the financial statements (continued)

For the year ended 31 December 2020

13 Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2020 in line with financial reporting standards.

However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the plan by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The Scheme Actuary has prepared a funding position update as of September 2020. The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £131.50 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 85.8% (2019: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of 30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

Note

15. Movement in funds

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
AFRICA					
Ken Voices of Indigenous Human Rights Defenders	-	114,114	(60,563)	3,028	56,579
European Commission	-	114,114	(60,563)	3,028	56,579
FIN Disparity to Dignity	40,862	336,067	(264,493)	-	112,436
Finnish MFA	40,862	336,067	(264,493)	-	112,436
IR4 Rights for Minorities & Indigenous Peoples in Africa	56,449	152,057	(156,993)	23,549	75,062
Irish Aid	56,449	152,057	(156,993)	23,549	75,062
RW2 Capacity of Civil Society, Human Rights Defenders	24,673	111,889	(92,133)	4,357	48,786
European Commission	24,673	106,889	(87,133)	4,357	48,786
Eva Cornish Foundation	-	5,000	(5,000)	-	-
LR1 Indigenous Land Rights to Prevent Climate Change *	(19,507)	217,853	(278,599)	33,432	(46,821)
European Commission	(19,507)	217,853	(278,599)	33,432	(46,821)
CR2 Religious Equality and Inclusive Development	(20,706)	359,976	(298,264)	(27,006)	14,000
UKaidirect via Institute of Development Studies	(20,706)	359,976	(298,264)	(27,006)	14,000
DFDC Preventing and Resolving Conflicts in Africa	2,544	383,571	(368,445)	-	17,670
UKaidirect	2,544	383,571	(368,445)	-	17,670
DFDM Indigenous Peoples Reproductive Healthcare	11,973	327,320	(345,544)	-	(6,251)
UKaidirect	11,973	327,320	(345,544)	-	(6,251)
UNE1 UNESCO's Action to promote Indigenous languages	-	35,677	(23,886)	-	11,791
UNESCO	-	35,677	(23,886)	-	11,791
SWIK20 Minority Inclusion Audit for SDC Horn of Africa	-	47,172	(29,387)	-	17,785
Swiss Embassy Kenya	-	47,172	(29,387)	-	17,785
Sub -total	96,288	2,085,696	(1,918,307)	37,360	301,036
MIDDLE EAST & NORTH AFRICA					
AA10 Strengthening Human Rights Defencers in Iran & Iraq	38,581	25,425	(66,091)	2,085	-
European Commission	38,581	25,425	(66,091)	2,085	-
EGY20 Human Rights of Minorities in Egypt	-	122,472	(25,499)	-	96,973
European Commission	-	122,472	(25,499)	-	96,973
CSHR1 Minority Equal Protection Initiative	-	8,049	(6,533)	-	1,516
USDRL via CSHR	-	8,049	(6,533)	-	1,516
TUI20 All 4 All	-	316,001	(173,838)	-	142,163
The Netherlands MFA	-	316,001	(173,838)	-	142,163
TU1 Capacities of Civil Society in Tunisia	36,241	104,018	(131,006)	2,822	12,075
European Commission	36,241	104,018	(131,006)	2,822	12,075
Sub -total	74,822	575,965	(402,966)	4,907	252,728

Minority Rights Group (limited by guarantee) : Notes to the financial statements for the year ended 31 December 2020

Note	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
15. Movement in funds					
EUROPE/CIS REGION					
FFH Freedom from Hate:	(32,652)	-	22,170	10,482	
European Commission	(32,652)	-	22,170	10,482	
FA1 Fair Trial for People Suspected/Accused of Crimes	-	-	(16,837)	16,837	-
European Commission	-	-	(16,837)	16,837	-
REI20 Roma Equality through Increased Legal Access	-	196,340	(37,886)	3,640	162,094
European Commission	-	196,340	(37,886)	-	158,454
Dorsey and Whitney LLP	-	-	-	3,640	3,640
UR1 Partnerships for All - Roma & Local Authorities in Ukraine	(50,020)	-	58,076	(8,056)	(0)
European Commission	(50,020)	-	58,076	(8,056)	(0)
NRD Rights of Religious Minorities	203,525	284,171	(429,939)	42,994	100,751
Norad	203,525	284,171	(429,939)	42,994	100,751
Sub Total Europe/CIS Region	120,853	480,511	(404,417)	65,897	262,844
ASIA & PACIFIC REGION					
SA1 Religious Pluralism for FoRB in South Asia	43,913	144,324	(186,883)	9,344	10,698
European Commission	43,913	144,324	(186,883)	9,344	10,698
PK1 Tolerance through the Arts for Pakistan Youth	16,105	-	(10,663)	-	5,442
Commonwealth Foundation for Democracy	16,105	-	(10,663)	-	5,442
Asia & PACIFIC REGION - sub total	60,017	144,324	(197,546)	9,344	16,139
STRATEGIC COMMUNICATION					
MM1 Reporting on Dev. Minorities & Migration	105,736	267,712	(335,728)	-	37,720
European Commission	105,736	267,712	(335,728)	-	37,720
Strategic Communications: sub-total	105,736	267,712	(335,728)	-	37,720
LEGAL EMPOWERMENTS & STRATEGIC LITIGATION					
LG1 Voice UCRT	-	14,123	(14,567)	444	(0)
Voice UCRT	-	14,123	(14,567)	444	(0)
LG10 Other legal projects incl. ASI sub-grant	-	(13,426)	(3,086)	16,512	
Various Charitable Sources	-	(13,426)	(3,086)	16,512	
LG12 Environment Favourable for Eradication of Slavery	(53,715)	(9,977)	(2,848)	66,540	
USDRL	(53,715)	(9,977)	(2,848)	66,540	
LG13 From Action to Equal Rights for Roma	-	43,592	(43,267)	(325)	
EU via Sonce	-	43,592	(43,267)	(325)	
LG14 Ending Slavery in Mauritania: EU	-	163,631	(171,921)	17,192	8,902
European Commission	-	163,631	(171,921)	17,192	8,902
LG15 Justice for Haratine Women & Children	-	11,628	(9,973)	997	2,653
UNHCR	-	11,628	(9,973)	997	2,653
BH1 Minorities & Indigenous Peoples Rights in Botswana	-	(23,003)	-	23,003	-
European Commission	-	(23,003)	-	23,003	-
Legal empowerments & Strategic Litigation: sub-total	(53,715)	186,568	(245,661)	124,363	11,555
OTHER Various Charitable Activities					
Dep. Of AUSW, Angele Genheiten Eda, Switzerland	-	3,580	(3,580)	-	-
Education Appeal - Meadbrook trust	-	-	-	4,000	4,000
Education Appeal - Charities Trust BBC	-	-	-	5,889	5,889
Education Appeal - individual supporters	-	-	-	7,633	7,633
Other	(39,019)	17,526	(47,841.8)	69,335	
	(39,019)	21,106	(51,422)	86,857	17,522

Note 15 Movement in funds

Restricted funds

	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£		£
Africa	96,288	2,085,696	(1,918,307)	37,360	301,036
Middle East & North Africa	74,822	575,965	(402,966)	4,907	252,728
Europe/CIS Region	120,853	480,511	(404,417)	65,897	262,844
Asia & Pacific Region	60,017	144,324	(197,546)	9,344	16,139
Strategic Communication	105,736	267,712	(335,728)	-	37,720
Legal Empowerment & Strategic Litigation	(53,715)	186,568	(245,661)	124,363	11,555
Other Charitable Activities	(39,019)	21,106	(51,422)	86,857	17,522
Total Restricted Funds	364,982	3,761,882	(3,556,047)	328,728	899,545
Unrealised foreign exchange differences	(52,329)	28,896	-	-	(23,433)
Total Restricted Funds	312,653	3,790,778	(3,556,047)	328,728	876,112

Unrestricted Funds

Revaluation reserve	178,927	-	(29,302)	-	149,625
Pension provision	(82,697)	-	13,724	-	(68,973)
General fund	449,235	822,064	(731,366)	(328,728)	211,204
Total unrestricted funds	545,465	822,064	(746,944)	(328,728)	291,856
Total funds	858,118	4,612,842	(4,302,992)	-	1,167,968

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Minority Rights Group (limited by guarantee): Notes to the financial statements for year ended 31 December 2020

Income and Expenditure 2020 by Strategic Objective			
Note	ITEMS	Income £	Expenditure £
16	PROGRAMMEGRANTS, DONATIONS AND ACTIVITIES	802,555	424,259
	Policy and publications	6,566	136,465
	Other	5,264	-
	Investment income	7,679	-
	Operating costs (departmental)	-	-
	Fundraising	-	156,918
	Management, Finance, Administration, IT. Premises and Other Oveheads	-	304,957
	Less: Operating costs recovery	-	-
	Management, Finance, Administration, IT. Premises and Other Oveheads	-	(304,957)
	PROGRAMMEGRANTS, DONATIONS AND ACTIVITIES	822,064	717,642
	STRATEGIC OBJECTIVE 1: Countering religious and ethnic persecution, a root cause of forced migration		
	Middle East/North Africa		
AA10	Strengthening Human Rights Defencers in Iran & Iraq	25,425	66,091
EGY20	Human Rights of Minorities in Egypt	122,472	25,499
CSHR1	Minority Equal Protection Initiative	8,049	6,533
TUI20	All 4 All	316,001	173,838
TU1	Capacities of Civil Society in Tunisia	104,018	131,006
	Asia/Pacific Region	-	-
SA1	Religious Pluralism for FoRB in South Asia	144,324	186,883
	Global or Cross Regional Comms and Advocacy	-	-
MM1	Reporting on Dev. Minorities & Migration	267,712	335,728
	TOTAL STRATEGIC OBJECTIVE 1 - Total	988,001	925,577
	STRATEGIC OBJECTIVE 2: Inclusion of minorities and indigenous peoples in sustainable development and		
	Africa Region		
KEN	Voices of Indigenous Human Rights Defenders	114,114	60,563
FIN	Disparity to Dignity	336,067	264,493
IR4	Rights for Minorities and indigenous Peoples in Africa	152,057	156,993
RW2	Capacity of Civil Society, Human Rights Defenders	111,889	92,133
LR1	Indigenous Land Rights to Prevent Climate Change *	217,853	278,599
CR2	Religious Equality and Inclusive Development	359,976	298,264
DFDC	Preventing and Resolving Conflicts in Africa	383,571	368,445
DFDM	Indigenous Peoples Reproductive Healthcare	327,320	345,544
UNE1	UNESCO's Action to promote Indigenous languages	35,677	23,886
SWIK20	Minority Inclusion Audit for SDC Horn of Africa	47,172	29,387
	Europe/Central Asia Region	-	-
FFH	Freedom from Hate:	-	(22,170)
FA1	Fair Trial for People Suspected/Accused of Crimes	-	16,837
REI20	Roma Equality throughy Increased Legal Access	196,340	37,886
UR1	Partneships for All - Roma & Local Authorities in Ukraine	-	(58,076)
NRD	Rights of Religious Minorities	284,171	429,939
	Legal Empowerment and Strategic Litigation	-	-
LG1	Voice UCRT	14,123	14,567
LG10	Other legal projects incl. ASI sub-grant	(13,426)	3,086
LG12	Environment Favourable for Eradication of Slavery	(9,977)	2,848
LG13	From Action to Equal Rights for Roma	43,592	43,267
LG14	Ending Slavery in Mauritania: EU	163,631	171,921
LG15	Justice for Haratine Women & Children	11,628	9,973
BH1	Minorities & Indigenous Peoples Rights in Botswana	(23,003)	-
	Global or Cross Regional Hate Prevention projects	-	-
PK1	Tolerance through the Arts for Pakistan Youth	-	10,663
OTHER	Various Charitable Activities	21,106	51,422
	TOTAL STRATEGIC OBJECTIVE 2 - Total	2,773,881	2,630,470
	TOTAL STRATEGIC OBJECTIVE 1 & 2	3,761,882	3,556,047
	TOTAL ACTIVITY	4,583,946	4,273,690

Note

17 **Co-financing arrangements**

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and Norway MFA provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2020

Comment	Code	EG20	IR4	Ken	LG14	LR1	MM1	NOR	SA1	TU1
CR2 provides small Co-financing (CF) for NOR	CR2									
EG20 provides some CF for NOR	EG20									
Fin1 provides some CF for MMI and for Kenya	Fin1									
IR4 provides some CF for LR1 and for RW1	IR4									
LG12 USAID provides CF for LG14	LG12									
LR1 provides some CF for IA4	LR1									
NOR provides some CF for EG20 and SA1	NOR									
RW1 provides some CF for IA4	RW2									
SA 1 provides some CF for NOR	SA1									
TUI20 Dutch provides CF for TU1 EU	TUI20									

18 **Post balance sheet event**

Heavy UK government cuts to its ODA spend announced on April 29th will reduce CREID by 60% , discontinuing work in Myanmar. The full impact of the cut is still being worked out, but will likely end work in Iraq early, slowing implementation in Pakistan.

The Maternal Health project, focused on sexual and reproductive health rights for minority and indigenous women in Cambodia and Myanmar had a difficult time in 2020. The impact of the pandemic was exacerbated by an in-year budget cut of 25% required by the donor (FCDO) in the summer of 2020. The Myanmar coup occurred with pilot projects poised to roll out in January 2021, with the FCDO decision to withhold work that may support the military authorities suspending all work, including any that were critical of the regime or which acted in support of protestors. On 30th April MRG was informed that, as part of very extensive reductions in UK Aid, the project was being cut entirely with a 90-day notice to stop all activity and close out in as a responsible manner as possible.