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Minority  
Rights  
Group

# Annual Report & Audited Accounts 2023

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June 2024. All rights reserved.

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

# Contents

1	<b>About us</b>
3	<b>A few words from our Co-Executive Directors</b> <i>Professor Joshua Castellino &amp; Claire Thomas</i>
4	<b>Why MRG’s work matters</b>
13	<b>Acknowledgments</b>
14	<b>Report of the Council for the year ended 31 December 2023</b> Implementing the third year of our 2021-2024 strategy
22	<b>MRG’s structure, governance and management</b>
25	<b>Financial review</b>
31	<b>Independant Auditor’s Report</b>
35	<b>Group Financial Statements and notes to the Financial statements</b>

# 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 engrossed 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.*

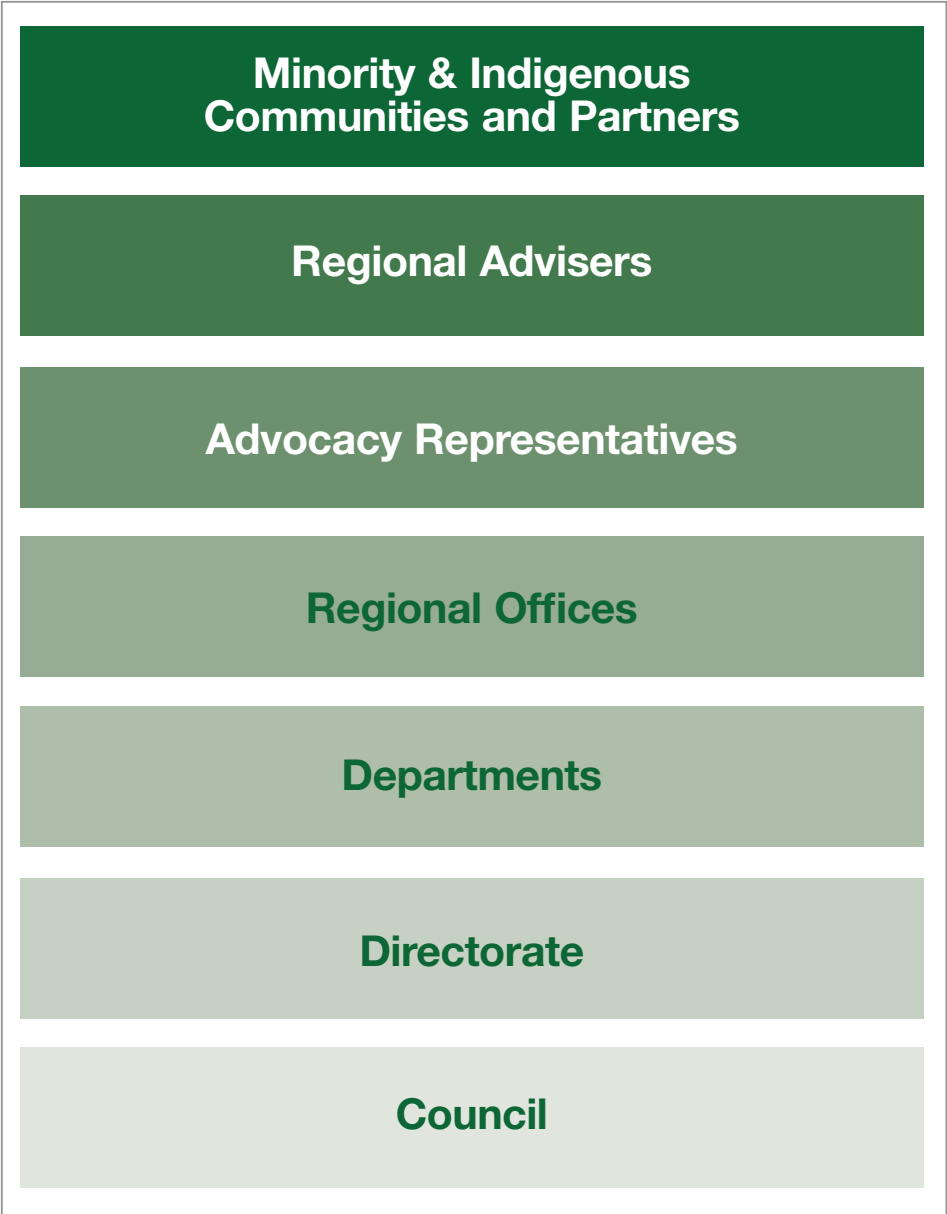


MRG has over 50 years' experience of working with non-dominant ethnic, religious and linguistic communities, and we bring a long-term view to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits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

**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, stating, *‘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 Gougssa (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, Adıyaman 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 Warrwa 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.

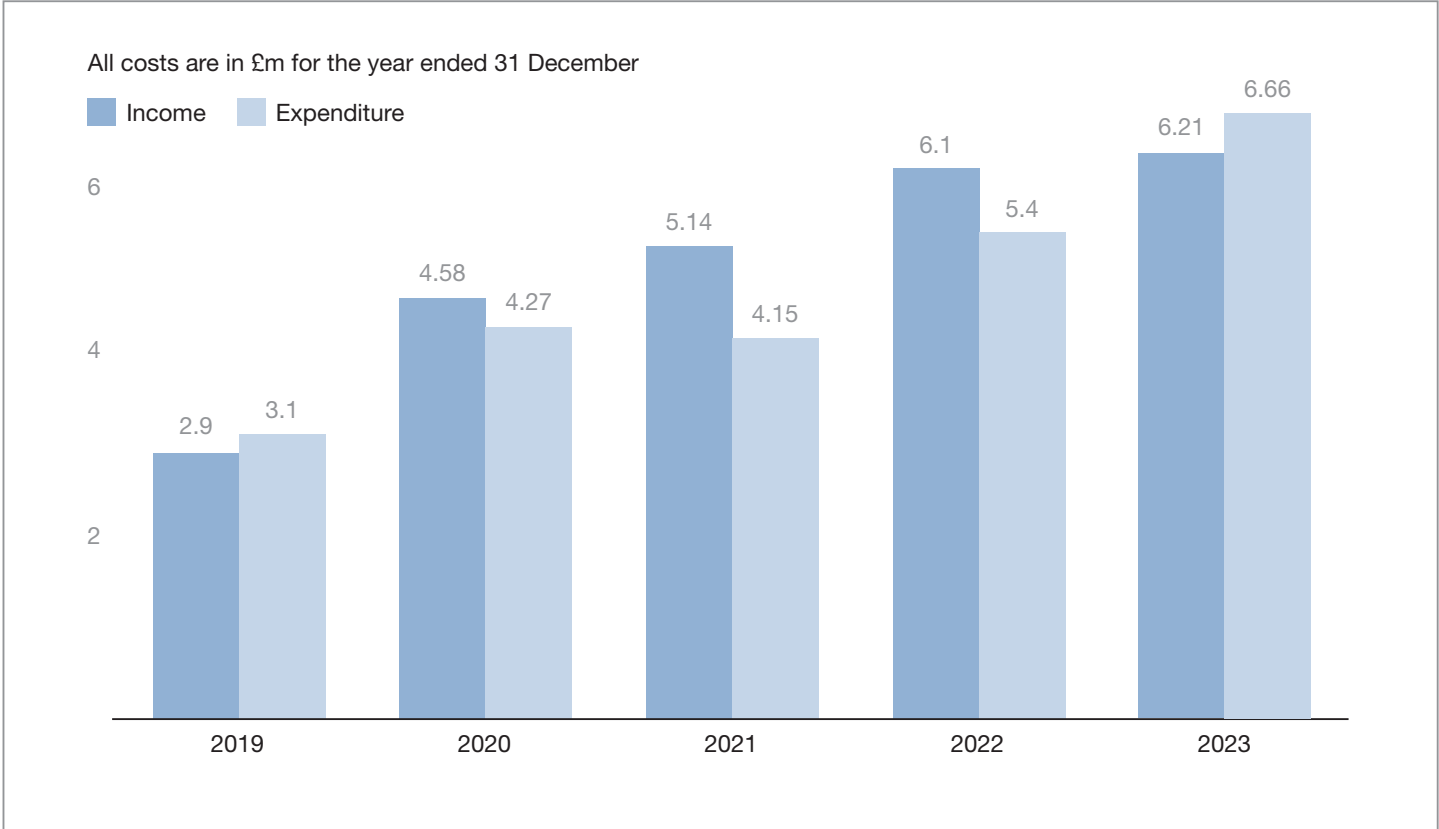
Overall group income has, as the chart below is showing, more than doubled in the last five years - from £2.9 m in 2019 to £6.21 m in 2023 with, as expected, expenditure also rising from £3.1 m to £6.66 m during the same period. We are very grateful for the financial support the group continues to receive 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:

28	<a href="#"><b>Reserves Policy</b></a>
29	<a href="#"><b>Investment Policy and Performance</b></a>
29	<a href="#"><b>Council of Management's Responsibilities</b></a>
31	<a href="#"><b>Independent Auditor's Report</b></a>
35	<a href="#"><b>Group &amp; Charity Statement of Financial Activities</b></a>
36	<a href="#"><b>Group Balance Sheet</b></a>
37	<a href="#"><b>Charity Balance Sheet</b></a>
38	<a href="#"><b>Group and Charity Cashflow Statement</b></a>
39	<a href="#"><b>Notes to the Financial Statements</b></a>
58	<a href="#"><b>Company / Charity Details</b></a>



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
		£	£	£	£	£	£
<b>Income from:</b>							
Donations and legacies	2	–	1,193,531	<b>1,193,531</b>	–	1,443,176	1,443,175
Investment income		–	7,808	<b>7,808</b>	–	7,136	7,136
Projects		4,994,327	–	<b>4,994,327</b>	4,594,495	(2,107)	4,592,388
Other Income		–	12,013	<b>12,013</b>	–	21,833	21,833
<b>Total</b>	15/2	<b>4,994,327</b>	1,213,352	<b>6,207,679</b>	4,594,495	1,470,037	6,064,532
<b>Expenditure on:</b>							
Raising funds	3	–	239,710	<b>239,710</b>	–	204,287	204,287
Advocacy & Projects	3	5,271,285	762,132	<b>6,033,416</b>	4,037,431	742,971	4,780,402
Policy and publications	3	–	385,196	<b>385,196</b>	–	381,316	381,316
<b>Total</b>	15/3	<b>5,271,285</b>	1,387,037	<b>6,658,322</b>	4,037,431	1,328,574	5,366,005
<b>Net income/(Expenditure)</b>		<b>(276,958)</b>	<b>(173,685)</b>	<b>(450,643)</b>	557,064	141,463	698,527
Unrealized gain/Loss on investments	8	–	14,505	<b>14,505</b>	–	(43,802)	(43,802)
Unrealized gain on foreign exchange transactions		(19,364)	(6,288)	<b>(25,652)</b>	14,848		14,848
Transfer between funds		(9,741)	9,741	<b>–</b>	317,356	(317,356)	
<b>Net movement in funds</b>		<b>(306,063)</b>	<b>(155,728)</b>	<b>(461,791)</b>	889,268	(219,694)	669,574
<b>Reconciliation of funds:</b>							
Funds at the start of the year		2,191,960	627,874	<b>2,819,833</b>	1,302,692	847,568	2,150,260
<b>Funds at the end of the year</b>	15	<b>1,885,897</b>	<b>472,146</b>	<b>2,358,043</b>	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	£	£	£	£
<b>Fixed assets</b>	7		87,685		35,597
Tangible fixed assets	8		291,454		269,142
Investments					
			379,139		304,739
<b>Current assets</b>					
Debtors	9	616,989		293,035	
Cash at bank and in hand		1,684,969		2,802,714	
		2,301,958		3,095,749	
<b>Creditors: amounts due within 1 year</b>	10a	(317,285)		(569,803)	
<b>Net current assets</b>			1,984,673		2,525,946
<b>Pension provision</b>	10b		(5,769)		(10,850)
<b>Net assets</b>	11		2,358,043		2,819,834
<b>Funds</b>	15 & 16				
<b>Restricted funds</b>					
In surplus			1,885,897		2,191,960
<b>Unrestricted funds</b>					
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
<b>Total funds</b>			2,358,043		2,819,834

The notes form part of the financial statements.

The financial statements were approved by 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	£	£	£	£
<b>Fixed assets</b>					
Tangible fixed assets	7		77,237		35,055
Investments	8		291,454		269,142
			<b>368,691</b>		<b>304,196</b>
<b>Current assets</b>					
Debtors	9	1,851,774		643,503	
Cash at bank and in hand		100,472		1,311,494	
		<b>1,952,246</b>		<b>1,954,997</b>	
<b>Creditors: amounts due within 1 year</b>	10a	(256,231)		(416,557)	
<b>Net current assets</b>			<b>1,217,552</b>		<b>1,538,441</b>
<b>Pension provision</b>	10b		(5,769)		(10,850)
<b>Net assets</b>	11		<b>1,580,475</b>		<b>1,831,787</b>
<b>Funds</b>	15 & 16				
<b>Restricted funds</b>					
In surplus					
<b>Unrestricted funds</b>			<b>1,108,329</b>		<b>1,254,979</b>
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
<b>Total funds</b>			<b>1,580,475</b>		<b>1,831,787</b>

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
<b>Net cash inflow/(outflow) from operating activities</b>	<b>(994,801)</b>	<b>829,459</b>
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
<b>Increase/(decrease) in cash in the period</b>	<b>(1,117,745)</b>	<b>815,155</b>
Net cash in hand and at bank on 1 January 2023	2,802,714	1,987,559
<b>Net cash in hand and at bank at the end of the year</b>	<b>1,684,969</b>	<b>2,802,714</b>
<b>Cash in hand and at bank</b>	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
<b>Net cash in hand and at bank</b>	<b>1,684,969</b>	<b>2,802,714</b>

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
<b>Sub-total</b>	<b>1,193,531</b>	<b>1,443,176</b>
<b>Other income</b>		
Other income	12,013	21,833
Investment income	7,808	7,136
Other income adjustment	—	-2,107
<b>Sub-total</b>	<b>19,821</b>	<b>26,862</b>
<b>Total</b>	<b>1,213,352</b>	<b>1,470,037</b>

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

\* 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 This is stated after charging / crediting:		2023	2022
		£	£
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 Staff costs were as follows:		2023	2022
		£	£
Salaries and wages		2,537,584	1,964,585
Social security costs		221,695	129,000
Pension contributions		84,578	82,325
		<b>2,843,857</b>	<b>2,175,910</b>

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
	<b>82</b>	<b>67</b>

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
	£	£	£	£
<b>Cost</b>				
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
<b>Depreciation</b>				
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
<b>Net book value</b>				
<b>At the end of the year</b>	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
	£	£	£	£
<b>Group</b>				
Tangible fixed assets	–	87,685	<b>87,685</b>	35,597
Fixed asset investments	–	291,454	<b>291,454</b>	269,142
Long term liabilities	–	(5,769)	<b>(5,769)</b>	(10,850)
Net current assets	1,885,897	98,776	<b>1,984,673</b>	2,525,938
<b>Net assets at the end of the year</b>	<b>1,885,897</b>	<b>472,146</b>	<b>2,358,043</b>	<b>2,819,826</b>
<b>Analysis of net assets between funds</b>				
<b>Charity</b>				
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
<b>Net assets at the end of the year</b>	<b>1,108,329</b>	<b>472,146</b>	<b>1,580,475</b>	<b>1,831,787</b>

**Note 12:** Operating lease commitments

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

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

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

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



**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
		£	£	£	£	£
<b>ASIA &amp; PACIFIC REGION:</b>						
CR2	<b>Freedom of Religion or Belief for Inclusive, Interdependent &amp; Diverse Societies</b>	–	4,725	(4,404)	(321)	–
	UKaidDirect via Institute of Development Studies	–	4,725	(4,404)	(321)	–
THAI21	<b>Inclusive Peace-building in Thailand's Southern Border Provinces</b>	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	<b>Movement on Disability Equality In Thailand Southern Border Provinces</b>	–	161,613	–	–	161,613
	European Commission	–	161,613	–	–	161,613
CJSA22	<b>Enhance Accountability and the Rule of Law in South Asia</b>	321,221	375,287	(340,970)	–	355,538
	Open Society Institute (OSI)	321,221	375,287	(340,970)	–	355,538
IND21	<b>Safeguarding Tribal Rights in Extractive Industries Operating in India</b>	97,143	–	(41,185)	–	55,958
	European Commission	97,143	–	(41,185)	–	55,958
<b>Sub total/Asia &amp; Pacific Region</b>		<b>449,182</b>	<b>895,463</b>	<b>(625,648)</b>	<b>(321)</b>	<b>718,676</b>

**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
		£	£	£	£	£
<b>LATIN AMERICA:</b>						
PROM22	<b>The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia</b>	95,603	–	(47,468)	–	48,135
	European Commission – Research Agency	95,603	–	(47,468)	–	48,135
<b>Sub total/Latin America Region</b>		<b>95,603</b>	<b>–</b>	<b>(47,468)</b>	<b>–</b>	<b>48,135</b>

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

**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
	£	£	£	£	£
<b>RESTRICTED FUNDS:</b>					
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)
<b>Total restricted funds</b>	<b>2,240,255</b>	<b>4,994,327</b>	<b>(5,271,285)</b>	<b>(9,741)</b>	<b>1,932,864</b>
<b>Unrealized foreign exchange differences</b>	<b>(48,295)</b>	<b>–</b>	<b>(19,364)</b>	<b>–</b>	<b>(46,967)</b>
<b>Total restricted funds</b>	<b>2,191,960</b>	<b>4,994,327</b>	<b>(5,290,649)</b>	<b>–</b>	<b>1,885,897</b>
<b>UNRESTRICTED FUNDS:</b>					
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
<b>Total unrestricted funds</b>	<b>627,374</b>	<b>1,227,857</b>	<b>(1,392,825)</b>	<b>9,741</b>	<b>472,147</b>
<b>Total funds</b>	<b>2,819,334</b>	<b>6,222,184</b>	<b>(6,683,474)</b>	<b>9,741</b>	<b>2,358,043</b>

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	<b>PROGRAMME GRANTS, DONATIONS AND ACTIVITIES</b>	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)
	<b>Less: Operating costs recovery</b>	–	–	–	–
	Management, Finance, Administration, IT. Premises and Other Overheads	–	347,206	–	347,206
<b>PROGRAMME GRANTS, DONATIONS AND ACTIVITIES</b>		<b>1,213,352</b>	<b>(1,387,037)</b>	<b>–</b>	<b>(1,387,037)</b>
<b>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</b>					
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	Sostalgia – The Impacts of Environmental Change on Mental Health	40,967	(24,571)	(11,903)	(36,474)
<b>Sub-total</b>		<b>2,650,110</b>	<b>(1,162,327)</b>	<b>(444,346)</b>	<b>(1,606,673)</b>

**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)
<b>Sub-total</b>		<b>353,838</b>	<b>(154,348)</b>	<b>(205,147)</b>	<b>(359,495)</b>

**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)
<b>Sub-total</b>		<b>375,287</b>	<b>(346,029)</b>	<b>(22,694)</b>	<b>(368,723)</b>

**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)
<b>Sub-total</b>		<b>535,294</b>	<b>(795,998)</b>	<b>(1,151,947)</b>	<b>(1,947,945)</b>

**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)
<b>Sub-total</b>		<b>1,079,798</b>	<b>(308,843)</b>	<b>(702,299)</b>	<b>(988,449)</b>
<b>Results 1-5</b>		<b>4,994,328</b>	<b>(2,767,545)</b>	<b>(2,503,739)</b>	<b>(5,271,285)</b>
<b>TOTAL ACTIVITY</b>		<b>6,207,679</b>	<b>(4,154,583)</b>	<b>(2,503,739)</b>	<b>(6,658,322)</b>



**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.



## 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 EC4A 1BE

**Auditors**

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

# Minority Rights Group



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**Visit the website [www.minorityrights.org](http://www.minorityrights.org) for multimedia content about minorities and indigenous peoples around the world.**