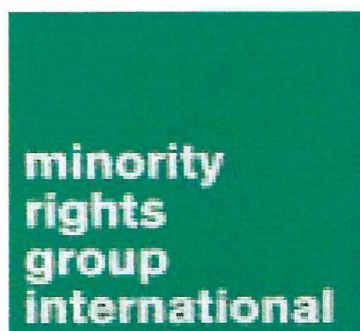


Company number: 01544957

Charity number: 282305



Minority Rights Group

Report and Financial Statements

31 December 2019

Minority Rights Group**Contents****For the year ended 31 December 2019**

974

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Minority Rights Group

Reference and administrative details

For the year ended 31 December 2019

Status

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

Governing document

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

Summary of investment powers

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

Company number 1544957

Charity number 282305

Registered office and operational address 54 Commercial Street
London
E1 6LT

Honorary officers	Gay McDougall	Chair
	Bill Samuel	Treasurer
	Joshua Castellino	Secretary

Members of the Council

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

Tom Astor
Albert Barume
Joe Frans
Françoise Hampson
Mahdiz Keshavarz
Gay McDougall - Chair of the Council
Willy Mutunga
George Ngwane
Bill Samuel - Treasurer
Meena Varma - Chair of the Finance & General Purposes Committee

Principal staff	Joshua Castellino	Executive Director/ Company Secretary (Appointed Oct. 2018)
	Claire Thomas	Deputy Director
	Carl Soderbergh	Director of Policy & Communications
	Berihu Mohammed	Director of Finance, Administration & IT

Bankers NatWest, 38 Strand, London, WC2H 5JB

Solicitors Bates Wells and Braithwaite, 10 Queen Street Place, London, EC4A 3DF

Auditors Moore Kingston Smith LLP, Devonshire House, 60 Goswell Road, London, EC1M 7AD

Minority Rights Group

Report of the Council for the year ended 31 December 2019

Report of the Council

Progressively Fulfilling Minority and Indigenous Rights Globally Today

Our mission remains to secure the rights of minorities and indigenous peoples and to promote cooperation and understanding between communities. We do this by working from the most grassroots level, supporting organisations to form and grow, ensuring that people experiencing discrimination know their rights and ensuring that those facing multiple forms of discrimination concurrently are not left or pushed behind. We work at local, provincial and national levels, ensuring decision makers are aware and supporting dialogue and solution finding. Where solutions are feasible and available but not implemented, we may support communities to take legal action or to lobby. Increasingly we are supporting those monitoring and combating hate and dangerous speech both online and offline. We have also made inroads into documenting, understanding and challenging discrimination and exclusion in health service provision and in budget allocations and spending decisions. We also continue our work at the international level, supporting minority and indigenous representatives to hold governments and all duty bearers to account and use international leverage to push for positive change on the ground. 2019 has been a year of rising push back from states with our partners and activists harassed and threatened, organisations closed, funding mechanisms closed or controlled. The rise of popular political movements in many states has also presented challenges with many instances of racist rhetoric by leaders, scapegoating of minority communities and rising, not reducing tension between those of different faiths or no faith.

Minority Rights Group's Strategy

2019 saw MRG celebrate 50 years of operations with an event held in the UK Houses of Parliament to which we invited many of those who have been involved in, or supportive of, MRG's journey. This prompted us to reflect not only on the motivations of the founder, David Astor, but also on whether he would have expected the needs for a minority rights lobby group to continue for 50 years – he was by no means naïve but still we suspect that he would have hoped that societies would have moved beyond the need for MRG by our 50th year and we renewed our aspiration to ensure that MRG is no longer needed in 50 (or better 20) years to come.

2019 also marked the third year in our four-year strategy [2017-2020], which focuses on the following objectives:

- 1) Countering religious and ethnic persecution, a root cause of forced migration and
- 2) Promoting inclusion of minorities and indigenous peoples in sustainable development and society

Our new strategy will take effect from January 2021 and considerable work was done across the year to consider change, opportunities, threats and new ways of working. As part of this we commissioned and completed a major review of the work of the organisation from 2012 – 2018 with a particular focus on capacity building. The process involved a questionnaire being sent to over 1,800 trainees and partner organisations in 60 countries. 178 questionnaires were returned. Visits were made to 4 countries (Tunisia, Sri Lanka, Thailand and North Macedonia). Overall, the feedback from the survey and the interviews conducted was very positive: 86% of those responding said that MRG had had a 'direct, positive impact'; 82% said MRG 'responds to beneficiary needs'; 82% said the work supported 'has sustainable outcomes'. MRG itself was rated even higher: 94% considered MRG 'a positive force'; 91% said we were 'open to criticism'; 87% said 'expert' and 81% said we had been able to 'help... secure funding'. Multiple trainees said that the program had strengthened their careers and initiatives, and 'gave voice to the voiceless' especially youth and women. Partners learned about advocacy, research, and consultation, gained deeper theoretical understanding of capacity building. They called the MRG programme reliable – 'honoured all promises', professional and useful in helping tackle discrimination. The evaluation had three main findings: MRG should seek to grow as the survey revealed a high level of unmet need; MRG should continue to factor multiple discriminations sensitively into its work and MRG should be more visible and see to change hostile public attitudes or build support among moderate or liberal view holders.

Minority Rights Group

Report of the Council for the year ended 31 December 2019

Highlights from 2019 include:

Grassroots

- MRG supported the founding of First Peoples Disability Organisation in Rwanda. Managed by, and working for highly marginalised Twa community members who have a disability, MRG supported literacy, numeracy and organisational management training to the 11 Board members, all of whom are Twa individuals living with a disability and 10 of whom had not been able to complete primary level schooling due to discrimination and poverty.
- MRG also began working with minority led and focused partners in Zimbabwe (Katswe Sistahood for Doma community, Basilwizi Trust for the Tonga community and Tsoro-o-tso San Development Trust for the San community) for the first time and is now working in Ethiopia as changes in the political context show that MRG's interventions may now be timely and useful.
- MRG helped a coalition of those working on discrimination on the grounds of ethnicity and disability to form in Iraq. The group has gone on to meet several more times independently, are sharing information and planning joint activities together.

Province Level

- An evaluation of our project working to build dialogue to solve common problems between Roma communities and local authorities found that the "... project showed a successful model of cooperation between an NGO, Roma mediators and state bodies. In some cases most urgent problems were resolved (e.g. assistance with documents to send children to pre-school class; documents for children helped to receive social support). Project helped to identify Roma problematic, provided with realistic numbers and thus, more targeted approach is being used in order to plan budget and activities at the regional level. ... The representative of the Kharkiv Regional State Administration acknowledged that social services would have never been able to collect such information."
- Secondary school pupils in Quetta in the unstable province of Balochistan of Pakistan performed plays about social and religious mutual respect devised in "Bards of Peace Clubs" established in 6 schools.

National level

- MRG helped generate a national debate by policy makers to redress an unintended consequence of an ID card roll out. The Maragoli people in Uganda are not listed on the Constitution as one of the peoples of Uganda despite the fact that they have been living there since pre-Ugandan Independence, this led to officials refusing to issue ID cards to anyone who stated that they were Maragoli. ID cards are needed to access education, health, bank accounts and even a mobile phone. MRG supported the local Maragoli Community Association to lobby the ID card authorities, the Ugandan Equal Opportunities Commission and Parliamentarians to resolve this. As a result, the Maragoli have been issued with their ID cards although they are still lobbying for their community to be named in the Constitution.
- In the **Tunisia programme**, seven organisations have established nine anti-discrimination points across the whole country. These points provide safe spaces for minorities to report cases of discrimination against black Tunisians as well as those affecting LGBTQI Tunisians. Through these points partners have documented over 100 cases of discrimination against members of LGBTQ+, black Tunisian and Sub-Saharan migrant communities, as well as forms of discrimination against other minorities (some incidents against Amazigh have also been documented). In addition to documentation, other services have been provided to victims of discrimination and their communities, including psycho-social support and legal consultation.

Regional Level

- The African Commission on Human and Peoples' Rights decided that the complaint made by the Bambuti Community of DRC who have been forced out of their ancestral forest home was admissible. This offers the community a way forward in a context where community members accessing the forest

Minority Rights Group

Report of the Council for the year ended 31 December 2019

- has resulted in shootings by forest guards (and deaths and injuries of Bambuti community members). Given that 80 per cent of the world's remaining forest biodiversity areas are under the stewardship of indigenous peoples, this and other similar cases is prompting a rethink of conservation policies in many quarters which MRG has been supporting indigenous activists to influence.

International level

- Media coverage has been positive throughout 2019, with MRG mentioned in 385 media pieces. Whilst this number is lower than previous years, through a new relationship with the Thompson Reuters Foundation, MRG and partner pieces have reached very wide audiences. Some highlights of coverage and reach include:
 - [A new high: Indigenous Thai farmers swap opium for coffee, land](#) (75 million reached)
 - [Unshackled yet far from free, ex-slaves struggle anew in Mauritania](#) (70.4 million reached)
 - [Hands off our cultural heritage, say world's indigenous people](#) (57.8 million reached)
 - [Indigenous people under threat from Indonesia's plan to move capital](#) (55.4 million reached)
 - [Are campaigners putting planetary concerns before people?](#) (2.06 million)
 - [Righting colonial-era wrongs in land rights](#) (1.9 million)
 - [Avoiding an urban 'slash and burn': The perils of moving Indonesia's capital](#) (1.75 million)
 - MRG [responded](#) when the Amazon forest was burning, with the press release picked up by Spanish-language papers, including three major Spanish outlets: [ABC Espana](#) reaching 21 million [Antena 3 TV](#) reaching 7.12 million, [Expansion](#) reaching 7.11 million people
- Of course, we continued to bring minority and indigenous peoples to speak at the UN and supported them to submit evidence to UN Human Rights Mechanisms
 - We were very concerned about the escalating religious exclusion and tensions in India, which began with the challenge to the citizenship of many people in Assam and culminated by year end in wide-spread protests against the generalised discriminatory citizenship provisions in the Citizenship Amendment Act. We submitted multiple evidence sets to a range of different UN mechanisms as well as stimulating review, intervention and strategy discussions with key actors.
 - We submitted materials or supported partners to submit materials to UN Treaty Bodies or to the Universal Periodic Review for Bangladesh, Egypt, India, Iran, Iraq and Mauritania. In the latter case, MRG jointly submitted a shadow report with *SOS Slaves* and *Anti-Slavery International* to the Human Rights Committee on the situation of Haratines and Black Africans in Mauritania, emphasizing the continued failure of Mauritania to prevent and punish persisting practices of slavery. Six of the recommendations contained in the Concluding Observations of the Committee echoed our own suggestions of recommendations.
 - We also supported our partner *SOS Slaves* to attend the annual High Level Political Forum which meets annually to review progress on the SDGs, they were able to make a statement as part of the Voluntary National Review of Mauritania.
- We continued to fundraise successfully for project funding reaching 121% of our breakeven target. New or returning donors included UK DfID, MFA Finland, NORAD and the Swiss MFA. New types of work funded included capacity building for minority budget monitoring, minority inclusion learning reviews and work on hate/dangerous speech. However, despite several very local and supportive donors, MRG's plans to increase the proportion of unrestricted income have progressed but not to the level we would wish. Combined with this, the difficult in raising match funding where required by donors, remains a challenge.
- MRG has always had a zero tolerance approach to harassment of any kind linked to our human rights based approach, however we did launch a complaint mechanism available to all staff, interns, partners, participants and

Minority Rights Group

Report of the Council for the year ended 31 December 2019

beneficiaries on our website. We made two complaints to organisations which included safeguarding concerns during 2019. One to a donor and one to an implementing organisation. In both cases, steps were taken by the organisation in response to our concerns.

- Significant challenges that MRG has faced during 2019 include
 - Significant challenges to civil space in many states, threats to our partners' staff, threats to activists, closure of or interference with organisations, limited freedom of movement, new visa regimes, restrictions on our ability to transfer money to partners. We have sought to continue our work despite these changes wherever possible, doing so may increase the costs of projects and involve very careful risk assessments for all those involved...
 - A popular backlash against the value of a diverse and mutually respectful and interconnected single human family which has more in common than divides us. Tragically, we are in an era of protectionism, unilateralism and competition with global solidarity and global political leadership at a low point unseen for many decades.

Strategy Objective One: Countering religious and ethnic persecution, a root cause of forced migration

Work has continued to focus on the Middle East and North Africa and South and South East Asia with continuing efforts to support communities facing persecution due to faith, no faith, or ethnicity. Efforts focused on documenting and monitoring persecution and exclusion as well as ensuring decision makers and influencers are aware of these details and patterns. Work focused on Egypt, India, Iran, Iraq, and Pakistan with additional work on Bangladesh, Morocco, Myanmar, Sri Lanka and Tunisia

Ten reports plus 3 online multimedia resources highlighting human rights violations, discrimination and displacement across our target regions were published. They include our annual flagship publication *Minority and Indigenous Trends*. The focus in 2019 was on Climate Justice. The annual Peoples Under Threat index/map was also published and is available here: <http://peoplesunderthreat.org>

Strategy Objective Two: Promoting inclusion of minorities and indigenous peoples in sustainable development and society

Training on achieving equality and inclusion were offered to activists under several of our projects including: Mauritania, Macedonia, East Africa, and Tunisia. A total of 729 activists were trained (144 women).

In **East Africa**, local partners continued to grow their capacity and also carried out campaigns on shootings by forest guards, forced displacement from land, education rights, employment rights, rights to an ID card, to establish health clinics in areas unserved. We also supported partners to enter into dialogue with the Office of the Prime Minister in Uganda, the Equal Opportunities Commission in Uganda, the Task Force on Ogiek Judgement Implementation in Kenya, and with relevant Ministry officials in Rwanda and Provincial Officials in the DRC.

We have been continuously following up our two recent major legal successes: the *Ogiek* case (Kenya, land rights) and the *Said & Yarg* case (Mauritania, slavery). *Kenya*: Following the historic judgement of the African Court in May 2017, follow up advocacy has been undertaken aiming to achieve the full implementation of the judgement, including in accordance with national legislation respecting communal property rights (2016 Community Land Act and the 2016 Forest & Conservation Management Act). MRG interacted with the Task Force established by the Task Force on this issue.

Measuring success and impact

MRG's work is primarily focused on ensuring the implementation of human rights through public education, advocacy and empowerment, which are types of work widely recognised to be difficult to measure and evaluate. In particular, changes in attitude or behaviour are difficult to measure. Complex social change processes are hard to summarise in a very brief quantitative report. Nonetheless, MRG has persevered with finding ways and means of evaluating and reporting on its work and has a strong reputation among human rights organisations for evaluation and transparency of reporting. All of

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Report of the Council for the year ended 31 December 2019

MRG's major programmes are independently evaluated when they have been completed and all evaluations are available to read on our website (our work/past programmes and evaluations section).

Examples of impact from our activities in 2019

- Of the 12,000 (17 and above years old) Maragoli community members threatened with having no ID cards, 8,000 received cards after a successful campaign. Having no card would have meant difficulties in accessing business finance, purchasing equipment, registering a land claim, accessing education and health care, even using a mobile phone.
- A Forest Guard who shot and killed a Bambuti community member in the ancestral forest homeland was sentenced to 15 years in prison. This was the first successful prosecution of a Forest Guard in North or South Kivu DRC and was closely followed by our partners there.
- We achieved over 50 recommendations from UN Human Rights mechanisms that echoed or derived from our partners' or our team's advocacy

Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its articles of association. Minority Rights Group continues to operate with an international governing Council that meets twice a year. MRG has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the African Commission for Human and Peoples' Rights.

MRG's Council is chaired by Gay McDougall. Membership of the Council is broadly balanced and includes members from different world regions and members of minority communities. Because of MRG's broad constituency and global remit, Council members do not represent any one particular community but rather ensure that MRG addresses minority rights needs and issues globally. Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 December 2019 was 7. Members of the Council are members of the charity but this entitles them only to voting rights.

MRG Chair Gay McDougall

Gay McDougall served as the first United Nations Independent Expert on Minority Issues from 2005 through 2011. She was Executive Director of the international NGO Global Rights from 1994 through 2006. From 1997- 2001 she served as an Independent Expert on the UN treaty body that oversees compliance with the International Convention on the Elimination of All Forms of Racial Discrimination, during which time she negotiated the adoption of General Recommendation XXV on the Gender Dimensions of Racial Discrimination, which requires governments to report explicitly on the situation of women impacted by racial discrimination. She played a leadership role in the UN Third World Conference against Racism. Her academic credentials including sitting as the Mulligan Distinguished Visiting Professor in International Law at Fordham Law School (2013); the Robert Drinan Visiting Professor in Human Rights at the Georgetown University Law Center in Washington, D.C. (2011-2012); Distinguished Scholar in Residence at the American University Washington College of Law (2006-2008); and Professor in the annual Academy on Human Rights and Humanitarian Law at the American University (2010 and 2012).

One third of Council members retire in rotation each year (but can be re-elected). Council members serve a maximum of 6 consecutive years (or 8 in the case of officers). As Council members step down, new Council members are identified who

Minority Rights Group

Report of the Council for the year ended 31 December 2019

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. They are provided with relevant documents and access to information about the governance and the work of the charity.

The Council decides the organisational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. They also monitor and ensure correct control measures are in place for major risks. The Council has established a sub-committee (the Finance and General Purposes Committee) which usually meets two to three times each year to ensure proper oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Management Team of 9 senior staff led by the Executive Director who reports to the Council.

In order to be closer to its 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 also have a number of staff based in the countries where we run programs, such as Tunisia and Kenya or in strategic locations such as Geneva and cooperate with a number of like-minded charities to share information and achieve common goals.

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

Reviewing risks to the charity 2020

The Council and the Finance and General Purposes Committee regularly assess the risks to which the organisation is exposed. Over 20 different risk areas are assessed for likelihood and impact. Detailed information and mitigation measures are discussed and confirmed in place. The reduction of space for civil society organisations and the growth in impunity of state actions is a clear signal of the risk climate for MRG operates within. The highest risks to MRG continue to be the risk to staff and assets when travelling in countries affected by insecurity or conflict or political risks to projects in country (e.g. harassment or interference by authorities). MRG has a business continuity plan which was partly activated as a result of the Corona Virus Pandemic in early 2020. Currently the risk of not being able to deliver programmes due to the pandemic is very high. The organisation has taken steps to assess each risk, seek active measures to mitigate these, and verify both the substantive factors and our assessment of each risk as part of the attached updated register.

Specific risk factors identified during the period include:

- 1- Continuing security threats in a number of project countries where conflict is ongoing, as well as growing threats to civil space: In the MENA region, virtually all countries fall into one of the following categories of civic space situation: close down, repression or obstruction. Appropriate action will be taken where necessary to safeguard staff, projects and partners following MRG's existing Security Policy.
- 2- Of course, we are now reacting to the COVID-19 outbreak by ceasing all travel, working from home, using virtual meeting technology, supporting Minority and Indigenous Communities to prepare, supporting partner organisations to broadcast clear guidance in local languages on radio stations, supporting the very poorest to buy

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soap, lobbying UN agencies and governments to supply food aid to those living on daily labouring which is no longer available.

Plans for future periods

The final year of our current strategic period will see us carrying on responding to the needs of minority and indigenous communities worldwide. Other than surviving the current Pandemic, we are looking to enhance our approach to achieving implementation of sustainable positive change for minority communities, we are proposing to increase work on climate justice and environmental issues where that intersects with minority or indigenous rights issues. We are also building plans to seek to grow our organisation to respond to identified levels of unmet need for our support, our expertise and our insights globally.

Acknowledgements

MRG remains very grateful to all the partners and activists who have worked with us in 2019, many of whom are working in difficult security environments. We are also grateful to the decision makers, whether at the local, national or international level, who have listened to minority viewpoints and concerns and taken points on board; to all those who have reported news – whether in print, broadcast or on the internet – and, last, but of course, not least, all those donors – individuals and institutions – who have provided financial support, without which none of this important work could have taken place.

MRG benefitted from the support of over 25 temporary interns who supported the work of the organisation through donating skills and time during 2019. This donated work time was very valuable to the organisation and is much appreciated.

Financial review

During the year under review, Minority Rights Group's income remained steady at £2.9m (£2.9M 2018). In contrast, total expenditure rose from £2.7m to £3.05 m, an increase of 14.9%. The overall deficit of £143K for the year is the combined effect of a deficit in restricted activities of £682K and a surplus £529K in unrestricted activities. Consequently, group reserves including unrealised gains/losses on investments and exchange rate transactions respectively fell by £158K. The deficit on restricted (project) activities is fully covered by restricted reserves brought forward from previous years, and therefore has no immediate or medium/long term impact of the Group's finances. The surplus on core funding, on the other hand, leaves the Group in a particularly strong position to support, subsidise and match-fund projects going forward. It is important to note that this surplus does include an advance 2020 grant of £312K from the Norwegian MFA – one of MRG's reliable and long-standing funders.

Our cash flow position as at 31st December was also quite strong, with net cash in hand and at bank at £788K.

MRG is very grateful for the financial support that we received from a wide variety of funders and stakeholders during the year – The Blanes Trust, Sylvia Adams and other trusts and individual donors. We are also very grateful to the Swedish International Development Cooperation Agency and the Norwegian Ministry of Foreign Affairs for their long-standing financial support. These two grants in particular provide the bulk of the funding needed to match-fund our wide ranging portfolio of projects, local NGO's and partners, and to sustain MRG and its strategic objectives.

Minority Rights Group

Report of the Council for the year ended 31 December 2019

Reserves policy

In order to ensure continuity of operations in case of temporary loss of funding and provide an adequate buffer to cushion the effect of temporary cash flow difficulties, MRG aims for a level of unrestricted reserves sufficient to cover essential core running costs for a period of 3 to 6 months. Core management and support costs are estimated at £450K and £322K, respectively, before and after recovering eligible overheads from projects. Therefore, after charging eligible overheads, these costs are estimated at £80K and £160K for a period of 3 months and 6 months, respectively.

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 £286,656K.

Endowment Fund to Mark our 50th Anniversary

During 2018, MRG investigated the possibility of establishing an endowment or capital fund which would be formally established in MRG's 50th year. If sufficient contributions are received, it is hoped that this will enable MRG to buy a building, which in turn will reduce on-going overhead costs.

Grant making policy

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

Statement of responsibilities of the Council of Management

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;

Minority Rights Group

Report of the Council for the year ended 31 December 2019

- 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.

statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Council is aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Remuneration Policy

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

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

To ensure that pay levels and pay increases are appropriate in the context of the interests of our beneficiaries.

Senior Executive Remuneration

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

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

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

Remuneration for the year ended 31 December 2019 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.



Meena Varna

Vice-chair and Chair of Finance & General Purposes Committee



Joshua Castellino
Executive Director

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MINORITY RIGHTS GROUP

Opinion

We have audited the financial statements of Minority Rights Group (the 'company') for the year ended 31 December 2019 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, 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 (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland'.

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 2019 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 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MINORITY RIGHTS GROUP (Continued)

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, 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:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MINORITY RIGHTS GROUP (Continued)

- 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.

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

Date 27 May 2020

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London, EC1M 7AD

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

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

For year ended 31 December 2019

		2019			2018		
	Note	Restricted	Un - restricted	Total	Restricted	Un - restricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	-	1,137,290	1,137,290	-	1,079,563	1,079,563
Investment income		-	9,516	9,516	-	8,743	8,743
Transfer between		-	-	-	-	-	-
Advocacy & Projects		1,725,565	-	1,725,565	1,749,808	-	1,749,808
Policy and publications		-	14,527	14,527	-	2,244	2,244
Other		-	16,681	16,681	-	47,815	47,815
Total	15/2	1,725,565	1,178,015	2,903,580	1,749,808	1,138,365	2,888,173
Expenditure on:							
Raising funds	3	-	167,815	167,815	-	105,779	105,779
Advocacy & Projects	3	2,407,510	342,197	2,749,707	1,831,200	545,940	2,377,140
Policy and publications	3	-	128,850	128,850	-	168,828	168,828
Total	15/3	2,407,510	638,862	3,046,371	1,831,200	820,547	2,651,747
Net income/(Expenditure)		(681,944)	539,153	(142,791)	(81,392)	317,818	236,426
Unrealised gain on investments	8	-	37,305	37,305	-	(32,825)	(32,825)
Unrealised gain on foreign exchange transactions		(52,329)	-	(52,329)	(9,658)	38,752	29,094
Transfer between funds		316,723	(316,723)	-	138,819	(138,819)	-
Net movement in funds		(417,550)	259,735	(157,815)	47,769	184,927	232,696
Reconciliation of funds:							
Funds at the start of the year		730,204	285,730	1,015,934	682,435	100,803	783,238
Funds at the end of the year	15	312,654	545,465	858,118	730,204	285,730	1,015,934

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

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

Company number. 1544957

Charity number: 282305

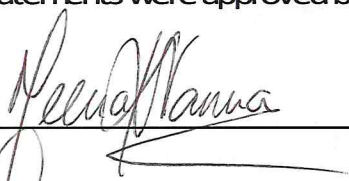
Minority Rights Group (Limited by guarantee)
Group Balance Sheet

As at 31 December 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible fixed assets	7	9,785	7,917
Investments	8	<u>286,656</u>	<u>239,934</u>
		296,441	247,851
Current assets			
Debtors	9	148,677	192,781
Cash at bank and in hand		<u>787,810</u>	<u>954,841</u>
		936,487	1,147,622
Creditors: amounts due within 1 year	10a	<u>(292,112)</u>	<u>(284,462)</u>
Net current assets		<u>644,375</u>	<u>863,160</u>
Pension provision	10b	<u>(82,697)</u>	<u>(65,077)</u>
Net assets	11	<u>858,118</u>	<u>1,045,934</u>
Funds	15		
Restricted funds			
In surplus		312,654	730,204
Unrestricted funds			
Pension provision		(82,697)	(95,077)
Reserves		<u>628,162</u>	<u>380,807</u>
Total funds		<u>858,118</u>	<u>1,015,934</u>

The notes form part of the financial statements.

The financial statements were approved by the Council on 15 May 2020, and signed on their behalf by:



 Meena Varma
 Vice-chair and Chair of Finance & General Purposes
 Committee



 Joshua Castellino
 Executive Director/Secretary

Company number: 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)
Charity Balance Sheet

As at 31 December 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible fixed assets	7	8,067	6,674
Investments	8	<u>286,656</u>	<u>239,934</u>
		294,723	246,608
Current assets			
Debtors	9	138,049	185,977
Cash at bank and in hand		<u>461,179</u>	<u>612,398</u>
		599,229	798,375
Creditors: amounts due within 1 year	10a	<u>(361,002)</u>	<u>(316,762)</u>
Net current assets		<u>238,227</u>	<u>481,613</u>
Pension provision	10b	<u>(82,697)</u>	<u>(95,077)</u>
Net assets	11	<u><u>450,252</u></u>	<u><u>633,144</u></u>
Funds	15		
Restricted funds			
In surplus		(12,515)	442,491
Unrestricted funds			
Pension provision		(82,697)	(95,077)
Reserves		<u>545,465</u>	<u>285,730</u>
Total funds		<u><u>450,252</u></u>	<u><u>633,144</u></u>

The notes form part of the financial statements.

The financial statements were approved by the Council on 15 May 2020, and signed on their behalf by:



 Meena Vanna
 Vice-chair and Chair of Finance & General Purposes
 Committee



 Joshua Castellino
 Executive Director / Secretary

Company number: 1544957

Charity number: 282305

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

For year ended 31 December 2019

	2019	2018
	£	£
Net incoming (outgoing) resources	(142,791)	236,426
Interest received	(99)	(21)
Interest paid	30,477	58,037
Investment income	(9,516)	(8,743)
Depreciation charges	10,760	4,808
Decrease/ (increase) in debtors	44,104	146,854
(Decrease)/ increase in creditors	7,650	111,304
Net cash inflow/(outflow) from operating activities	(59,415)	548,666
Purchase of tangible fixed assets	(12,628)	(6,127)
Disposal of tangible fixed assets	-	(995)
Interest received	99	21
Interest paid	(30,477)	(58,037)
Net currency exchange adjustments	(64,611)	9,138
Increase/(decrease) in cash in the period	(167,031)	492,665
Net cash in hand and at bank on 1 January 2019/2018	954,841	462,176
Net cash in hand and at bank at the end of the year	787,810	954,841

	31 December	31 December
	2019	2018
	£	£
Cash in hand and at bank		
Cash in hand - GBP	2,540	724
Cash at bank - GBP	86,735	(296,606)
Cash in hand - foreign currencies (GBP equivalent)	9,483	8,667
Cash at bank - foreign currencies (GBP equivalent)	689,053	1,242,056
Net cash in hand and at bank	787,810	954,841

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates of exchange as per standard practice.

Company number: 1544957

Charity number: 282305

Minority Rights Group (Limited by guarantee)
Notes to the financial statements
For the year ended 31 December 2019

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 2018. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting policies used into line with those used by other members of the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.
- b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.
- d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.
- e) Interest and dividends are recognised when receivable.
- f) Subscriptions are included in income in the year in which they fall due.
- g) Resources expended are recognised in the period once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered.
- h) Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.
- i) Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.
- j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

1. Accounting policies (continued)

- k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- l) Advocacy and Project support costs comprise costs incurred in supporting advocacy and project activities which are not covered by specific restricted fund grants. Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.
- m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- p) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.
- r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.
- s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:

Furniture and equipment – general	4 years
Furniture and equipment – projects	Depreciated in full in year of purchase
Fixtures, fittings, plant and machinery	duration of lease for office premises

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

- t) Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- u) The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income, and in particular any impact of COVID-19 within these areas. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2019

2. Unrestricted income analysis	2019	2018
Core grants, donations and legacies	£	£
Blanes Trust	50,000	25,000
Sylvia Adams	9,000	1,000
Ericson Trust	3,000	4,000
Lee Foundation	-	5,000
Rathbone Trust	2,000	-
Pilkington Trust	2,000	-
Swedish International Development Cooperation Agency	442,859	606,299
T. H. Brunner Charitable Trust	1,000	1,000
Norwegian Ministry of Foreign Affairs*	623,343	420,485
The Rhododendron Trust	-	1,000
Other income and donations	4,088	15,779
Total	1,137,290	1,079,563

*The core grant from Norwegian MFA (above) includes a payment of approximately £312K, which has been carried forward to be spent in 2020, as our current grant runs to December 2020.

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2019

Note

3 Expenditure - Group and Charity

	Raising Funds £	Advocacy & Projects £	Policy & Publications £	Support costs £	Total 2019 £	Total 2018 £
Staff Costs (note 5)	77,894	405,140	63,164	166,110	712,308	691,818
Regional offices and consultants	51,537	506,116	-	-	557,653	328,415
Volunteers	-	8,439	-	3,533	11,972	9,183
Staff Training & Development	-	3,355	3,648	-	7,003	11,852
Staff Travel and subsistence	7,839	121,927	289	7,529	137,584	106,088
Partners' Activities	-	991,555	-	-	991,555	943,832
Seminars, training and events	503	119,402	15,106	962	135,972	73,046
Policy and information	-	-	22,386	-	22,386	27,986
Project audits	-	36,229	-	-	36,229	26,118
Bank charges and forex	141	17,166	285	3,343	20,934	13,968
Other Finance costs	360	8,310	586	21,221	30,477	9,889
IT expenses	1,530	33,350	1,879	13,201	49,960	41,427
Project equipment	-	-	-	-	-	2,658
Local office rents & other expenses	-	27,701	-	-	27,701	39,010
Professional Fees	-	3,817	-	-	3,817	3,327
Sub-total	139,804	2,282,508	107,343	215,898	2,745,552	2,328,617
Office Running costs	2,113	34,490	1,622	3,262	41,487	58,836
General audit and accounting fees	1,292	21,087	992	1,995	25,365	19,361
Premises costs	10,374	169,377	7,966	16,021	203,738	172,199
Recruitment	54	888	42	84	1,069	23,908
Depreciation charges (General)	549	8,962	421	848	10,780	2,150
Trustees' expenses and meetings	342	5,587	263	528	6,720	12,205
Other costs	594	10,610	456	0	11,660	34,471
Sub-total	15,318	251,002	11,761	22,739	300,819	323,130
Total	155,122	2,533,509	119,104	238,637	3,046,371	2,651,747
Support costs *	13,184	215,330	10,123	238,637	-	-
Total expenditure	168,306	2,748,839	129,227	-	3,046,371	2,651,747

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

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2019

Note

4. Incoming/(outgoing) resources for the year - Group and Charity

This is stated after charging / crediting:

		2019 £	2018 £
Depredation		10,760	4,808
Council members' expenses		6,720	12,205
Auditors' remuneration:	Group and charity general audits	17,016	18,121
	Other accounting services	8,349	1,240
	Donor (project) audits	36,229	26,118
Operating lease rentals:	Property	127,733	119,491
	Other	6,937	7,936

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs to 9 (2018: 9) members relating to attendance at meetings of the Council.

5. Staff costs and numbers

Staff costs were as follows:

	2019 £	2018 £
Salaries and wages	1,139,268	902,062
Social security costs	86,326	74,683
Pension contributions	49,844	43,489
	1,275,438	1,020,234

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £125,900 during the year (2018: £76,214). There was a vacancy in 2018. Only one employee earned above £60,000 in 2019; employer pension contributions for that employee totalled £8,000 (2018: £20,000). The salary and on-costs of the other key staff was £122,807 (2018: £130,000)

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

	2019 No.	2018 No.
Directors' office including fundraising	6	6
Administration and finance	5	4
Projects and project support including Regional Offices	30	25
	41	35

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

6. Taxation

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

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2019

Note

7. Tangible fixed assets- Group and charity

	Group			Charity
	Furniture & equipment	Furniture & equipment	Furniture & equipment	Furniture & equipment
	2019	2018	2019	2018
	£	£	£	£
Cost				
At the start of the year	41,903	35,776	28,944	24,726
Additions in the year	12,628	6,127	10,560	4,218
Disposal in the year	(1,547)	-	-	-
At the end of the year	52,984	41,903	39,504	28,944
Depreciation				
At the start of the year	33,986	28,183	22,270	17,462
Charge for the year	10,760	4,808	9,167	4,808
Disposal in the year	(1,547)	995	-	-
At the end of the year	43,199	33,986	31,437	22,270
Net book value				
At the end of the year	9,785	7,917	8,067	6,674
At the start of the year	7,917	7,569	6,674	7,264

8. Investments- group and Charity

	2019	2018
	£	£
Market value at the start of the year	239,934	264,016
Investment income reinvested	9,417	8,743
Net gains	37,305	(32,825)
Market value at the end of the year	286,656	239,934
Historic cost at the end of the year	90,301	90,301

9. Debtors

	Group			Charity
	2019	2018	2019	2018
	£	£	£	£
Regional Offices balances	5,152	3,921	-	-
Other debtors	25,630	62,436	25,630	59,553
Prepayments	46,901	61,935	41,426	61,935
Accrued income	70,993	64,490	70,993	64,490
	148,677	192,781	138,049	185,977

Minority Rights Group (Limited by guarantee)
Notes to the financial statements (continued)
For the year ended 31 December 2019

Note

10a. Creditors: amounts due within 1 year

	Group			Charity
	2019	2018	2019	2018
	£	£	£	£
Trade creditors	26,091	30,180	14,235	30,180
Taxation, social security & other payroll	38,476	16,289	32,412	16,289
Grants repayable	40,480	121,627	40,480	121,627
Regional Offices balances	-	-	100,143	64,390
Other Creditors	24,069	35,144	15,843	6,248
Accruals and deferred income	162,996	81,222	157,889	78,028
	292,112	284,462	361,002	316,762

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

10b. Pension provision

	Group			Charity
	2019	2018	2019	2018
	£	£	£	£
Pension liability	(82,697)	(95,077)	(82,697)	(95,077)
	(82,697)	(95,077)	(82,697)	(95,077)

11. Analysis of net assets between funds

	Restricted funds	General funds	Total Funds
Group	£	£	£
Tangible fixed assets	-	9,785	9,785
Fixed asset investments	-	286,656	286,656
Long term liabilities	-	(82,697)	(82,697)
Net current assets	312,654	331,721	644,375
Net assets at the end of the year	312,654	545,465	858,118

	Restricted funds	General funds	Total Funds
Charity	£	£	£
Tangible fixed assets	-	8,067	8,067
Fixed asset investments	-	286,656	286,656
Long term liabilities	-	(82,697)	(82,697)
Net current assets	(12,515)	250,742	238,227
Net assets at the end of the year	(12,515)	462,768	450,252

12. Operating lease commitments

The charity had commitments at the year end under operating leases as follows:

Property	2019	2018
	£	£
Under 1 year	125,000	125,000

Equipment	2019	2018
	£	£
Under 1 year	-	6,182
2-5 years	5,048	11,288
	5,048	17,470

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 2019 in line with financial reporting standards.

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

14. Pension scheme

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

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

The Scheme Actuary has prepared a funding position update as of September 2017. The market value of the plan's assets compared with the plan's Technical Provisions (i.e. past service liabilities) revealed a shortfall of £131.50 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 85.8% (2018: 85.8%).

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

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

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

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

Minority Rights Group (limited by guarantee) : Notes to the financial statements for the year ended 31 December 2019

Note

15. Movement in funds

Restricted funds

	Start of the year	Incoming resources	Outgoing resources	Transfers Ind MRG Match Funding	End of the year
	£	£	£	£	£
Africa and Middle East Region	511,896	627,321	(1,009,936)	3,247	132,529
Asia Pacific Region	144,079	16,956	(108,584)	7,566	60,017
Europe/CIS Region	(79,339)	297,871	(247,587)	137,144	108,088
Strategic Communications	165,271	428,600	(535,839)	47,704	105,736
Legal empowerment and strategic Litigation	3,625	55,520	(289,778)	150,664	(53,715)
Cultural programmes	-	29,602	-	(29,602)	-
Human Rights in Conflicts	(15,328)	269,695	(215,787)	-	38,581
	730,204	1,725,565	(2,407,510)	316,723	364,982
Unrealised foreign exchange differences	-	-	-	-	(52,329)
Total Restricted Funds	730,204	1,725,565	(2,407,510)	316,723	312,653
AFRICA AND MIDDLE EAST REGION					
YML Enhancing the Political and Civil Rights in Yemen	-	1,870	-	(1,870)	-
European Commission	-	1,870	-	(1,870)	-
Disparity to Dignity: Realising Indigenous and Minority Rights in					
FIN Development	-	98,696	(57,834)	-	40,862
Finnish MFA	-	98,696	(57,834)	-	40,862
IR4 Rights for Minorities & Indigenous Peoples in Africa*	98,097	141,461	(183,110)	-	56,449
Irish Aid	98,097	141,461	(183,110)	-	56,449
Strengthening Capacity of Civil Society, Human Rights Defenders & Media Challenge Discrimination against Marginalised Peoples in Rwanda					
RW2 *	40,422	109,651	(125,400)	-	24,673
European Commission	40,422	109,651	(125,400)	-	24,673
Eleanor Rathbone Charitable Trust		1,000	(1,000)	-	-
Empowering Indigenous Land Rights Defenders to Prevent Climate					
LR1 Change *	187,052	-	(206,559)	-	(19,507)
European Commission	187,052	-	(206,559)	-	(19,507)
Coalition for Religious Equality and Inclusive Development -					
CR1/2 Implementation phase	-	73,738	(94,444)	-	(20,706)
UKaid direct via Institute of Development Studies	-	73,738	(94,444)	-	(20,706)
Preventing and Resolving Conflicts Through Early Warning Mechanisms					
DFDC in Africa	-	73,970	(71,426)	-	2,544
UKaid direct	-	73,970	(71,426)	-	2,544
Enhancing Quality and Universal Access to Indigenous Peoples					
DFDM Reproductive Healthcare	-	34,053	(22,080)	-	11,973
UKaid direct	-	34,053	(22,080)	-	11,973
Strengthening Human Rights Advocacy for Freedom of Religion and					
DP2 Belief in MENA **	55,738	20,522	(76,260)	-	-
Dutch Ministry of Foreign Affairs	55,738	20,522	(76,260)	-	-
Protecting & Promoting the Human Rights of Discriminated Minorities in					
EG2 Egypt **	64,783	14,361	(84,261)	5,117	-
European Commission	64,783	14,361	(84,261)	5,117	-
Consolidating the Capacities of Civil Society in Tunisia to Combat All					
TU1 Forms of Discrimination	65,804	58,998	(88,561)	-	36,241
European Commission	65,804	58,998	(88,561)	-	36,241
Sub Total Africa & Middle East Region	511,896	627,321	(1,009,936)	3,247	132,529
ASIA & PACIFIC REGION					
TH1 Empowering Thai CSOs representing Marginalised Communities	-	(7,566)	-	7,566	-
European Commission	-	(7,566)	-	7,566	-
SA1 Supporting Religious Pluralism & Respect for FoRB in South Asia ***	133,741	-	(89,828)	-	43,913
European Commission	133,741	-	(89,828)	-	43,913
PK1 Promoting Tolerance through the Arts for Pakistan Youth	10,338	24,522	(18,755)	-	16,105
Commonwealth Foundation for Democracy	10,338	24,522	(18,755)	-	16,105
Sub Total Asia & Pacific Region	144,079	16,956	(108,584)	7,566	60,017

* These programmes match fund each other

** These programmes match fund each other

Note

15. Movement in funds

EUROPE/CIS REGION

Freedom from Hate: Empowering Civil Society to

FFH Counter Cyber-hate Against Roma

European Commission

Enhancing the Fair Trial for People Suspected or

FA1 Accused of Crimes

European Commission

Ukraine - Strategies for Socio-economic Cooperation

UR1 between Roma Communities and Local Authorities

European Commission

NRD Protecting the Rights of Religious Minorities ***

Norad

Mobilising Civil Society for Monitoring Equality for

TR2 Roma People in the Education and Housing Systems in

European Commission

Sub Total Europe/CIS Region

STRATEGIC COMMUNICATIONS

Reporting Effectively on Development, Minorities &

MVM1 Migration***

European Commission

Visegrad Fund

LEGAL EMPOWERMENT & STRATEGIC LITIGATION

LG* Legal Empowerment & Strategic Litigation

LG* Other legal projects incl. ASI sub-grant

LG9 US DRL: Mauritania ****

LG10 From Action to Equal Rights for Roma - EU via SONCE

To create a favourable environment to end Slavery in

LG12 Mauritania: EU ****

FF1 Freedom Fund

Securing the Recognition of Minorities and Indigenous

BS1 Peoples and their Rights in Botswana

European Commission

CULTURAL PROGRAMMES

AA1 Drama, Diversity and Development

European Commission

Sub Total International Advocacy and culture

Start of the year	Incoming resources	Outgoing resources	Transfers Ind MRG Match Funding	End of the year
£	£	£	£	£
52,449	-	(102,384)	17,283	(32,652)
52,449	-	(102,384)	17,283	32,652
21,000	-	(20,920)	(99)	
21,000	-	(20,920)	(99)	
(140,048)	-	(29,938)	119,960	(50,026)
(140,048)	-	(29,938)	119,960	50,026
-	310,840	(107,315)	-	203,525
-	310,840	(107,315)	-	203,525
(12,740)	(12,969)	12,969	-	
(12,740)	(12,969)	12,969	-	
(79,339)	297,871	(247,587)	137,144	108,088
165,271	428,600	(535,839)	47,704	105,736
165,271	427,000	(534,239)	47,704	105,736
-	1,600	(1,600)	-	-
3,625	55,520	(289,778)	150,664	(53,715)
(95,383)	19,543	(33,312)	109,122	
28,900	16,987	(62,910)	16,966	
14,558	23,859	(65,155)	585	
48,918	9,978	(112,611)	-	(53,715)
6,632	-	(10,543)	3,901	
-	(14,847)	(5,248)	20,090	
-	(14,847)	(5,248)	20,090	
-	29,602	-	(29,602)	
-	29,602	-	(29,602)	
-	29,602	-	(29,602)	

**** These programmes match fund each other

Note 15 Movement in funds

HUMAN RIGHTS IN CONFLICTS

AA10 Iraq/Iran**

European Commission

Sub-total: Human Rights in Conflict

Restricted funds before unrealised forex gains/(losses)

Unrealised foreign exchange gains (losses)

Total restricted funds

Unrestricted Funds

Revaluation reserve

Pension provision

General fund

Total unrestricted funds

Total funds

At start of year	Incoming resources	Outgoing resources	Transfers Ind MRG Match Funding	At end of the year
£	£	£		£
(15,328)	269,695	(215,787)	-	38,581
(15,328)	269,695	(215,787)	-	38,581
(15,328)	269,695	(215,787)	-	38,581
730,204	1,725,565	(2,407,510)	316,723	364,983
-	-	(52,329)	-	(52,329)
730,204	1,725,565	(2,459,839)	316,723	312,654
141,622	37,305	-	-	178,927
(95,077)	12,380	-	-	(82,697)
239,184	539,153	(12,380)	(316,723)	449,235
285,730	588,838	(12,380)	(316,723)	545,465
1,015,934	2,314,404	(2,472,219)	-	858,118

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.

16 Post Balance Sheet Event

After the year end, due to the impact of COVID-19, the value of investments has fallen by up to 21% of the opening market value to the date of approval of these financial statements. These circumstances have arisen after 31 December 2019 and so the fall in the value of investments has been treated as a non-adjusting event for the purposes of these financial statements.