

Company number: 01544957

Charity number: 282305

Minority Rights Group
Report and Financial Statements
31 December 2015

Minority Rights Group

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For the year ended 31 December 2015

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Minority Rights Group

Reference and administrative details

For the year ended 31 December 2015

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 the power to invest the monies of the charity not immediately required for its purposes.

Company number 1544957

Charity number 282305

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

Honorary officers	Gay McDougall	Chair
	Arjan Buteijn	Treasurer
	Mark Lattimer	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 (from May 2015)
Albert Barume (from May 2015)
Arjan Buteijn - Treasurer
Joe Frans (from May 2015)
Françoise Hampson
Michelo Hansungule
Hurst Hannum (until May 2015)

Mahdiz Keshavarz (from May 2015)
Gay McDougall - Chair of the Council
Bill Samuel (until May 2015)
Rodolfo Stavenhagen
Melakou Tegegn
Meena Varma - Chair of the Finance & General Purposes Committee

Principal staff

Mark Lattimer	Executive Director
Claire Thomas	Deputy Director
Carl Soderbergh	Director of Policy & Communications
Lucy Claridge	Legal Director
Olu Coker	Director of Finance, Administration & IT

Minority Rights Group

Reference and administrative details

For the year ended 31 December 2015

Bankers

Natwest
38 Strand
London
WC2N 5JQ

Solicitors

Bates Wells and Braithwaite
10 Queen Street Place
London
EC4R 1BE

Auditors

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

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

The Council of Management present their report and the audited financial statements for the year ended 31 December 2015.

The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102).

Introduction

2015 was the third year of the current 2013-2016 4-year strategy for Minority Rights Group (MRG). The year saw a number of new programmes start and continued consolidation in other regional and thematic areas. Externally several factors continued to affect our work and that of our partners. Instability, conflict and authoritarian approaches by some governments to human and minority rights defenders added layers of difficulty to our work in the Middle East, Eastern Europe, South Asia and East and Central Africa.

MRG remains very grateful to all the partners who have worked with us in 2015, to the decision makers who have listened and taken points on board, to the journalists and editors who have reported news, 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.

Objectives, activities and achievements

MRG's objects are to educate the public, promote human rights, prevent and relieve poverty, and promote conflict resolution and reconciliation, with particular reference to the problems of minority groups around the world. MRG's assessment of the challenges faced by minorities and indigenous peoples worldwide has led it to focus on specific areas to try to achieve particular outcomes and impacts.

Public benefit

The MRG International Council has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular the Council considers how planned activities will contribute to the aims and objectives they have set. MRG's trustees have reviewed the charity's objects and have confirmed that they continue to meet the public benefit requirement of UK charitable law.

Contribution of volunteers and interns

MRG benefitted from the support of over 20 temporary interns who supported the work of the organisation through donating skills and time during 2015. This donated work time was very valuable to the organisation and is much appreciated.

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

MRG's aims are to secure the rights of minorities and indigenous peoples and to promote cooperation and understanding between communities. For the current strategic period, MRG has set the following three objectives:

1. Countering Discrimination against minorities and indigenous peoples and ensuring they benefit equitably from development.

We continued to uphold minority and indigenous rights to land where this was threatened in Kenya, Tanzania and DRC. We did this through capacity building training, para legal training, supported advocacy, research leading to reports and films and supporting legal cases to push for full implementation of existing legislation. We also worked to ensure that minority issues were included in the commitment to Leave No One Behind within the discussions leading up to the finalisation of the UN Sustainable Development Goals. We worked with partners representing communities who are among the poorest of the poor to ensure that policy makers are aware of their marginalisation and legitimate needs. We mainstreamed women's rights and in particular the double discrimination facing women within minority and indigenous communities. We also used culture as a tool to challenge and change discriminatory attitudes held by majority community members that perpetuate cycles of exclusion and poverty. This was done through grants to 7 street theatre projects that used drama to challenge and change racist attitudes affecting minority communities. We also built the capacity of the granted organisation to manage cultural projects and to work on minority rights.

2. Protecting the existence of communities under threat and those persecuted for their minority or indigenous identity.

Under this objective, we have continued and expanded our work to address the persecution of religious minority communities in the Middle East and North Africa, and have supported activists and organisations based in Egypt, Iraq, Pakistan and Russia, amongst others, to monitor and gather information on human rights abuses against members of their community and to report on these events nationally and internationally. This led to the publication of eight reports in 2015 as well as media coverage of the risks to peoples under threat worldwide. MRG supported individuals from all of these countries to attend international advocacy events and to call for accountability for continuing threats to the life, liberty and religious freedom of minorities. In particular in 2014 we reported on violations against religious minority communities in Iraq.

3. Strengthening the Voices of minorities and indigenous peoples.

This area of our work involves ensuring that the voices of minority and indigenous activists and community members are heard and understood, whether in their community, in their country or internationally. It involves work with journalists and the media (over 794 mentions of MRG or partners' work in media articles or broadcasts in 2015), through social media, and in building the capacity of partners to create effective messages and find ways to make them reach those who have influence, as well as supporting the creation of new civil society networks for those promoting minority rights. A new departure was an increased focus on multimedia messages (featuring audio, video, photos as well as text) with a new multimedia site launched. Once again, a feature of our work

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

during the year was to ensure that the voices of women from minority communities are heard and this was the focus of work in Mauritania, Tanzania as well as East Africa more generally.

Major achievements during the year included:

- MRG and partners have built up the Eastern Partnership Minorities Network, bringing together over 80 key rights organisations at a crucial time for minorities in Ukraine, Moldova, Belarus and the South Caucasus. The network and related MRG advocacy has secured increased engagement with relevant national authorities and a strengthened role within the EU's Eastern Partnership process.
- A major expansion of our work in Asia included a new programme on religious minorities in South Asia (Pakistan, India, Bangladesh and Sri Lanka). New programmes in the deep South of Thailand were also approved by the EU, enabling us to meet our long-term aim of re-establishing MRG's presence in the continent.
- Our programme 'Diversity, Drama and Development' in the Middle East and North Africa saw programmes of street theatre in six countries challenging discrimination, achieving audience numbers of over 14,000 for one show tour in Egypt.
- In the context of renewed violent repression of Kurdish communities in Turkey, MRG's latest report on discrimination in Turkey's education system received nationwide coverage on the TV, radio and in many national newspapers.
- The 2015 edition of the State of the World's Minorities and Indigenous Peoples was published in July, with a special focus on cities.
- MRG is now achieving a systematic level of submissions to UN human rights mechanisms on our programme countries. In the period under review this included some 11 oral statements, a further 11 written submissions and organisation of five side events before the UN Human Rights Council, UN special procedures or UN treaty bodies.

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 MRG's major programmes are independently evaluated when they have been completed and all evaluations are available to read on our website (evaluation section). In 2015 we evaluated two closing programmes: Russia and a programme of work with minority women in Somalia. The latter report stated:

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

"[The report demonstrates that].... community awareness of minority rights and issues has increased with many minority women and supporting civil society organizations increasingly getting involved in voicing their issues and advocating for respect and access to justice. It also demonstrates that civil society networks have been established and they have been instrumental in championing minority women's rights issues at different levels of the Somalia society from the community level, to decision making level in parliament and at global level. This has been possible through the trainings, awareness creation and lobbying and advocacy interventions that were conducted at the different levels by the project. The report also demonstrates that championing minority women's rights issues has taken both local and international dimensions given the activities of local community organizations involved in advocacy and the international exposure of the local leadership at international fora on issues of minority women's rights. Lastly the report demonstrates that there has been increased awareness not only of minority women's rights but of minority group's rights issues and violations. Increased awareness and capacity to pursue the rights of minority women enabled individuals and groups to take up initiatives to voice their concerns especially on behalf of the poor and marginalized women and girls especially in the rural areas." (Overcoming Multiple Discrimination Against Somali Minority Women Project, Final Evaluation Report, by CCORD Consultants).

Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its articles of association.

The governing body of MRG is an International Council, 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 2015 was 11 (2014 - 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 serve a maximum of 6 consecutive years (or 8 in the case of officers). As Council members step down, new Council members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process. They are provided with relevant documents and access to information about the governance and the work of the charity.

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

The Council decides the organisational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. All major new programme proposals are reviewed and agreed by the Council before they are implemented. The Council has established a sub-committee (the Finance and General Purposes Committee) which usually meets 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. 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 highest risks to MRG are the risk to staff and assets when travelling in countries affected by insecurity or conflict, political risks to projects in country (e.g. harassment or interference by authorities). A rising risk as MRG makes more films is that of a defamation case brought against us. The Council has assessed the major risks that could affect MRG and is satisfied that systems are in place to mitigate exposure to these risks.

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. MRG has two locally registered offices in Hungary and Uganda and cooperates with a number of like-minded charities to share information and achieve common goals.

Plans for future periods

A Strategic Review was undertaken in 2012 resulting in the current Strategic Plan which covers the four-year period 2013 – 2016. This centred on focusing the activities of MRG on three main objectives:

1. Countering discrimination against minorities and indigenous peoples and ensuring they benefit equitably from development
2. Protecting the existence of communities under threat and those persecuted for their minority or indigenous identity
3. Strengthening the voices of minorities and indigenous peoples and their participation in public life.

Work began during the latter half of 2015 towards planning for a strategic review to take place during 2016 aiming to conclude the process by the autumn of 2016. The new strategy will then be implemented from 2017.

Financial review

During the year under review, Minority Rights Group achieved an income of £3.22m, an increase of 16.4% on income achieved in the previous year (2014). Significant and continuing financial support was received from Anna & Michael Wix Charitable Trust, Blanes Trust, CAFOD, Eleanor Rathbone, Ericson Trust, European Cultural Foundation, Freedom Fund, Garden Court Barristers Chambers, Grundvig, Lee Foundation, OHCHR, Open Society Foundation, Pilkington Trust, Swedish PostCode Lottery, Sylvia Adams Charitable Trust, T.H. Brunner Charitable Trust, UNHCR, the governments of Canada, Finland, Ireland, Norway, Sweden, Switzerland and the United Kingdom and the European Commission. In addition numerous individuals made donations towards our work. These grants and gifts are greatly appreciated by the charity.

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

The charity's overall expenditure in 2015 amounted to £3.08m an increase of 14% on the previous year. The operating deficit for the year on the general fund was £6,323. This was adjusted to a surplus of £5,385 after taking account of the £11,708 gains on investments.

MRG spent £138,298 on fundraising (4.5% of total expenditure) in order to raise a total income of £ 3.15 million. £91,211 of this was the cost of staff who design new pieces of work and who draft detailed fundraising proposals. MRG does not invest fundraising resources in order to generate future income (other than the staff time devoted to drafting proposals which are normally decided in less than 6 months.)

Factors affecting MRG's financial performance included exchange rate shifts (e.g. the value of some of our grants was worth less in £ sterling than was the case at the time that budgets were drawn up) and donors' tight control on management and administrative contributions and a continuing trend away from granting core funding.

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 to establish a level of unrestricted reserves sufficient to cover essential core running costs for 6 months estimated at £378,753 in the 2016 budget.

Though the current reserves of £240,042 is short of this target, the Council considers that this is sufficient to avoid an unacceptable level of disruption to the organisation in the event of a downturn in future income, and there is a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. As the revaluation reserve is stated separately for book-keeping purposes only, it is the Council's view that the revaluation reserves, together with the other unrestricted reserves, form the free reserves of the charity.

For the year 2016, the target level of reserve is £378,753. Management aims to gradually build up the current reserves level over the next 4 to 5 years.

The restricted reserves or fund balance was £769,184 made up of positive and negative balances carried forward on the various grants. A fund balance is positive where the grant income received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in the following year. The fund balance is negative where the amount spent up to the yearend exceeds the income received on the grant. Any carried forward negative balances are reimbursed from subsequent payments from the donors under existing agreements in the following year.

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The value of the charity's investment portfolio stood at £278,655 at the year end.

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Report of the Council

For the year ended 31 December 2015

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).

Company law requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of its income and expenditure, for 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 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.

The Council is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial 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.

Minority Rights Group

Report of the Council

For the year ended 31 December 2015

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 March 2015 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.



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



Mark Lattimer
Executive Director

Independent auditor's report

To the members of

Minority Rights Group

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

We have audited the financial statements of Minority Rights Group for the year ended 31 December 2015 which comprise the Group Statement of Financial Activities, the Group Summary Income and Expenditure Account, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and the related notes. 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).

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 Council, 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 Council 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 Council, as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Council's Responsibilities Statement [set out on page 9] the Council (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.

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 responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition we read all the financial and non-financial information in the Council's Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

Independent auditor's report

To the members of

Minority Rights Group

-
- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2015 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Council's Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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 Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council was 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.


.....

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

Date: 15/6/2016

Devonshire House
60 Goswell Road
London
EC1M 7AD

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

Minority Rights Group

Consolidated Statement of financial activities* (incorporating an income and expenditure account)

For the year ended 31 December 2015

			2015			2014	
	Note	Restricted	General	Total	Restricted	General	Total
		£	£	£	£	£	£
Income and Endowment from:							
Donations and legacies	2	-	408,974	408,974	-	285,843	285,843
Investment income		-	8,185	8,185	-	6,410	6,410
<i>Charitable activities</i>							
Advocacy & Projects		2,741,655	-	2,741,655	2,396,102	-	2,396,102
Publications		-	3,716	3,716	-	4,269	4,269
Consultancy		-	150	150	-	30,736	30,736
<i>Other incoming resources</i>		-	58,700	58,700	-	44,209	44,209
Total income		<u>2,741,655</u>	<u>479,725</u>	<u>3,221,380</u>	<u>2,396,102</u>	<u>371,467</u>	<u>2,767,569</u>
Expenditure on:							
Raising funds		-	138,298	138,298	-	132,694	132,694
<i>Charitable activities</i>							
Advocacy & Projects		2,597,252	218,709	2,815,961	2,277,919	183,107	2,461,026
Project support		-	54,516	54,516	-	28,742	28,742
Publications		-	74,525	74,525	-	79,205	79,205
Total expenditures	3a	<u>2,597,252</u>	<u>486,048</u>	<u>3,083,300</u>	<u>2,277,919</u>	<u>423,748</u>	<u>2,701,667</u>
Net incoming/(outgoing) resources before transfers	4	144,403	(6,323)	138,080	118,183	(52,281)	65,902
Unrealised investment gains	8	-	11,708	11,708	-	733	733
Unrealised loss on foreign exchange		(14,837)	-	(14,837)	(4,155)	-	(4,155)
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		<u>129,566</u>	<u>5,385</u>	<u>134,951</u>	<u>114,028</u>	<u>(51,548)</u>	<u>62,480</u>
Total Funds brought forward		<u>639,618</u>	<u>234,658</u>	<u>874,276</u>	<u>525,590</u>	<u>286,206</u>	<u>811,796</u>
Total funds carried forward		<u>769,184</u>	<u>240,043</u>	<u>1,009,227</u>	<u>639,618</u>	<u>234,658</u>	<u>874,276</u>

*being a consolidation of the UK charity and the charity in Hungary, in line with Statement of Recommended Practice for charity accounting

All of 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 12 to the financial statements.

Minority Rights Group (Limited by guarantee)

Consolidated Balance sheet

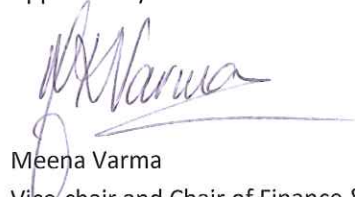
Company no. 1544957

As at 31 December 2015

	Note	£	2015 £	2014 £
Fixed assets				
Tangible fixed assets	7		2,028	6,171
Investments	8		<u>278,656</u>	<u>258,763</u>
			280,684	264,934
Current assets				
Debtors	9	391,301		380,988
Cash at bank and in hand		<u>639,300</u>		<u>469,317</u>
		1,030,601		850,305
Creditors: amounts due within 1 year	10	<u>302,059</u>		<u>240,963</u>
Net current assets			<u>728,542</u>	<u>609,342</u>
Net assets	11		<u><u>1,009,227</u></u>	<u><u>874,276</u></u>
Funds	12			
Restricted funds				
In surplus			769,184	639,618
Unrestricted funds				
Revaluation reserve			142,948	131,240
General fund			<u>97,095</u>	<u>103,418</u>
Total funds			<u><u>1,009,227</u></u>	<u><u>874,276</u></u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Approved by the Council on 15 June 2016 and signed on its behalf by



Meena Varma

Vice-chair and Chair of Finance & General Purposes Committee

Company Number: 01544957

Minority Rights Group

Charity Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2015

		Restricted	General	2015 Total	Restricted	General	2014 Total
	Note	£	£	£	£	£	£
Income and Endowment from:							
Donations and legacies	2	-	408,974	408,974		285,843	285,843
Investment income		-	8,185	8,185		6,410	6,410
							-
<i>Charitable activities</i>							
Advocacy & Projects		2,474,247		2,474,247	2,149,760		2,149,760
Publications		-	3,716	3,716		4,269	4,269
Consultancy		-	150	150		30,736	30,736
<i>Other incoming resources</i>		-	58,700	58,700		44,209	44,209
Total income		2,474,247	479,725	2,953,972	2,149,760	371,467	2,521,227
Expenditure on:							
Raising funds		-	138,298	138,298		132,694	132,694
							-
<i>Charitable activities</i>							
Advocacy & Projects		2,184,112	218,709	2,402,821	2,005,670	183,107	2,188,777
Advocacy Support		-		-			-
Project support		-	54,516	54,516		28,742	28,742
Publications		-	74,525	74,525		79,205	79,205
Total expenditure	3b	2,184,112	486,048	2,670,160	2,005,670	423,748	2,429,418
Net incoming/(outgoing) resources before transfers							
	4	290,135	(6,323)	283,812	144,090	(52,281)	91,809
Gross transfers between funds		-	-	-			-
Net incoming/(outgoing) resources before other gains and losses							
		290,135	(6,323)	283,812	144,090	(52,281)	91,809
Unrealised investment gains	8		11,708	11,708		733	733
Unrealised loss on foreign exchange		(920)	-	(920)	(4,155)		(4,155)
Net movement in funds		289,215	5,385	294,600	139,935	(51,548)	88,387
Funds at the start of the year		610,271	212,591	822,862	470,336	264,139	734,475
Funds at the end of the year		899,486	217,976	1,117,462	610,271	212,591	822,862

All of 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 12 to the financial statements.

Minority Rights Group (Limited by guarantee)

Charity Balance sheet


Company no. 1544957

As at 31 December 2015

	Note	£	2015 £	2014 £
Fixed assets				
Tangible fixed assets	7		2,028	6,171
Investments	8		<u>278,656</u>	<u>258,763</u>
			280,684	264,934
Current assets				
Debtors	9	575,117	348,541	
Cash at bank and in hand		<u>554,137</u>	<u>443,923</u>	
		1,129,254	792,464	-
Creditors: amounts due within 1 year	10	<u>292,476</u>	<u>234,536</u>	
Net current assets			<u>836,778</u>	<u>557,928</u>
Net assets	11		<u><u>1,117,462</u></u>	<u><u>822,862</u></u>
Funds	12			
Restricted funds				
In surplus			899,486	610,271
Unrestricted funds				
Revaluation reserve			142,948	131,240
General fund			<u>75,028</u>	<u>81,351</u>
Total funds			<u><u>1,117,462</u></u>	<u><u>822,862</u></u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Approved by the Council on 15 June 2016 and signed on its behalf by



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

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

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 2015. 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) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service 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 in which they are received or receivable whichever is earlier. Grants paid in arrears are deemed to be receivable when the related expenditure has been incurred. Grants received in advance for a specific future accounting period are deferred until such time as they are allowed to be expended.
- 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 for the year.
- 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 in which they are incurred. Resources expended include attributable 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 actual staff time attributable to each activity.
- Amounts transferred to partners for project activities are treated as advances and only charged to project cost when proper returns are received.
- 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 payment 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.

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

1. Accounting policies (continued)

- 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	3 years
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. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- 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 going concern is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. In particular the trustees have considered the Charity's forecasts and projections and the pressure on core income and have concluded that there is reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future.

2. Donations and legacies

	2015	2014
	£	£
The Blanes Trust	25,000	-
TBH Brunner Charitable Trust	1,000	1,000
Ministry of Foreign Affairs of Finland	20,475	29,904
Lee Foundation	5,000	-
Ericson Trust	2,000	2,000
Pilkington Trust	2,000	-
Swedish International Development Cooperation Agency	352,207	251,316
Donations and other income	1,292	1,623
	408,974	285,843

Minority Rights Group

Notes to the Group Financial Statements

For the year ended 31 December 2015

3a Group charitable expenditure

	Costs of raising funds	Advocacy & Projects	Project Support	Publications	Support costs	2015 Total	2014 Total
	£	£	£	£	£	£	£
Staff Costs (note 5)	89,945	706,089	5,500	55,838	89,999	947,371	943,694
Consultancy & Volunteers	3,160	221,309	-	-	4,334	228,803	196,450
Recruitment	430	-	-	-	-	430	1,162
Staff Training & Development	1,640	2,925	-	-	3,773	8,338	5,510
Staff Travel	2,174	67,431	-	436	13,201	83,242	75,343
Regional Offices	-	208,969	-	-	-	208,969	45,322
Partners' Activities	-	797,462	-	-	-	797,462	433,194
Partner attendance at events	-	272,168	-	-	-	272,168	254,146
Training Events	100	53,823	1,415	-	-	55,338	270,442
Publications Production	1,325	119,754	-	1,155	5,318	127,552	75,635
Media, PR & Marketing	430	5,122	-	-	-	5,552	23,915
Communications	92	12,516	825	1,025	8,142	22,600	36,884
Office Running costs	-	-	-	-	7,694	7,694	15,787
Premises costs	15,292	115,711	602	4,497	29,565	165,667	185,348
IT & Equipment	1,848	24,656	560	750	27,158	54,972	36,982
Depreciation	250	-	125	145	2,930	3,450	6,957
Bank charges and forex	174	21,927	4,198	-	-	26,299	13,708
Refund to donors	-	-	-	-	-	19,193	19,193
Professional Fees	50	28,025	-	-	18,507	46,582	41,804
Charity Management & Statutory	30	30	-	-	20,751	20,811	20,192
	<u>116,940</u>	<u>2,657,917</u>	<u>13,225</u>	<u>63,846</u>	<u>231,372</u>	<u>3,083,300</u>	<u>2,701,667</u>
Support costs	<u>21,357</u>	<u>158,045</u>	<u>41,291</u>	<u>10,679</u>	<u>(231,372)</u>	<u>-</u>	<u>-</u>
Total resources expended	<u>138,298</u>	<u>2,815,962</u>	<u>54,516</u>	<u>74,525</u>	<u>-</u>	<u>3,083,300</u>	<u>2,701,667</u>

Minority Rights Group

Notes to the Charity Financial Statements

For the year ended 31 December 2015

3b Charity charitable expenditure

	Costs of raising funds	Advocacy & Projects	Project Support	Publications	Support costs	2015 Total	2014 Total
	£	£	£	£	£	£	£
Staff Costs (note 5)	89,945	611,798	5,500	55,838	89,999	853,080	943,694
Consultancy & Volunteers	3,160	221,309	-	-	4,334	228,803	196,450
Recruitment	430			-		430	1,162
Staff Training & Development	1,640	2,925			3,773	8,338	5,510
Staff Travel	2,174	67,431		436	13,201	83,242	75,343
Regional Offices	-	118,038	-	-	-	118,038	45,322
Partners' Activities	-	669,692	-	-	-	669,692	433,194
Partner attendance at events	-	172,020	-	-	-	172,020	254,146
Training Events	100	53,823	1,415			55,338	270,442
Publications Production	1,325	119,754		1,155	5,318	127,552	75,635
Media, PR & Marketing	430	5,122	-	-	-	5,552	23,915
Communications	92	12,516	825	1,025	8,142	22,600	36,884
Office Running costs					7,694	7,694	15,787
Premises costs	15,292	115,711	602	4,497	29,565	165,667	185,348
IT & Equipment	1,848	24,656	560	750	27,158	54,972	36,982
Depreciation	250		125	145	2,930	3,450	6,957
Bank charges and forex	174	21,927	4,198			26,299	13,708
Refund to donors	-		-	-	-	19,193	19,193
Professional Fees	50	28,025	-	-	18,507	46,582	41,804
Charity Management & Statutory	30	30	-	-	20,751	20,811	20,192
	116,940	2,244,777	13,225	63,846	231,372	2,670,160	2,701,667
Support costs	21,357	158,045	41,291	10,679	(231,372)	-	-
Total resources expended	138,298	2,402,822	54,516	74,525	-	2,670,160	2,701,667

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

3c Subsidiary Company's Financial Statement- Minority Rights Group Europe

MRGE was founded in 2008 as a one person's public benefit company in accordance with Hungarian company law, Act nr. CXLIV. of the Year 1997 with a capital of Three Million Hungarian Forints. Its office is in Budapest; Registration Number 01-09-906377

	2015 £	2014 £
Income and Endowment from:		
Income from UK	31,578	71,971
Other grant income	385,396	185,247
Other income	108	2,089
	<hr/>	<hr/>
Total income	417,082	259,307
Expenditure on:		
<i>Charitable activities</i>		
Grant to partners	227,770	103,020
Materials and services	90,931	72,709
Staff cost	94,291	83,809
	<hr/>	<hr/>
Total expenditures	412,992	259,538
Net incoming/(outgoing) resources before	4,090	(231)
Unrealised loss on foreign exchange	(2,706)	(18,530)
Net movement in funds	1,384	(18,761)
Total Funds brought forward	219	18,980
Total funds carried forward	1,603	219
	<hr/>	<hr/>
	2015 £	2014 £
Fixed assets		
Tangible fixed assets	-	-
Current assets		
Debtors	19,715	93,537
Accrued Assets (grants)	669,189	439,412
Cash at bank and in hand	85,164	24,466
	<hr/>	<hr/>
	774,068	557,415
Long term liabilities (grants)	(620,169)	(355,158)
Current liabilities	(152,296)	(202,026)
Creditors: amounts due within 1 year		
Net assets	1,603	231
	<hr/>	<hr/>
Funds		
Subscribed capital	7,054	7,453
Accumulated reserves	(40,524)	(24,068)
Tied up reserve	33,689	35,595
Surplus/deficit for the year	1,384	(18,749)
Funds carried forward	1,603	231
	<hr/>	<hr/>

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

4. Net incoming/(outgoing) resources for the year

This is stated after charging / crediting:

	2015 £	2014 £
Depreciation	4,100	7,311
Council members' remuneration	-	-
Council members' expenses	3,535	20,178
Auditors' remuneration:		
▪ audit	15,600	15,600
▪ other services (donor audits)	17,700	17,700
Operating lease rentals:		
▪ property	125,088	125,088
▪ other	5,818	5,529

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs to 10 (2014: 9) members relating to attendance at meetings of the Council.

5. Staff costs and numbers

Staff costs were as follows:

	2015 £	2014 £
Salaries and wages	664,161	649,300
Social security costs	63,995	65,398
Pension contributions	28,345	30,744
Other staff cost	9,307	8,117
Regional Office staff	135,850	190,135
	901,658	943,694

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £137,244 during the year (2014:£137,244). One employee earned between £70,001-£80,000 during the year (2014:1). Employer pension contributions for that employee totalled £7,895 in 2015 (2014: £7,670)

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

	2015 No.	2014 No.
Directors' office including fundraising	4.8	3.5
Administration and finance	4.0	4.2
Projects and project support- UK	7.4	9.0
Projects and project support- Regional Office	16.3	15.0
	32.5	31.7

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.

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

6. Taxation

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

7. Tangible fixed assets- Group and Charity

	Furniture and equipment 2015 £	Furniture and equipment 2014 £
Cost		
At the start of the year	206,755	206,567
Additions in year	1,020	188
Disposal	(36,346)	-
At the end of the year	<u>171,429</u>	<u>206,755</u>
Depreciation		
At the start of the year	200,584	193,273
Disposal	(35,283)	-
Charge for the year	4,100	7,311
At the end of the year	<u>169,401</u>	<u>200,584</u>
Net book value		
At the end of the year	<u>2,028</u>	<u>6,171</u>
At the start of the year	<u>6,171</u>	<u>13,294</u>

8. Investments- Group and Charity

	2015 £	2014 £
Market value at the start of the year	258,763	251,620
Investment Income rolled over	8,185	6,410
Unrealised gain	11,708	733
Market value at the end of the year	<u>278,656</u>	<u>258,763</u>
Historic cost at the end of the year	<u>121,113</u>	<u>121,113</u>
Investments representing over 5% by value of the portfolio comprise:		
	2015 £	2014 £
80697.267 shares in AXA Ethical Distribution fund R/20,226 shares in	109,345	104,745
73168 ordinary shares in Friends Provident Stewardship Income Trust	<u>169,310</u>	<u>154,018</u>
	<u>278,655</u>	<u>258,763</u>

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

9.	Debtors	Group		Charity	
		2015	2014	2015	2014
		£	£	£	£
	Trade debtors	4,016	4,016	4,016	4,016
	Outstanding with Partners	94,171	132,047	78,274	27,969
	Regional Offices balances	3,310	3,310	219,815	182,414
	Other debtors	10,226	19,563	7,350	19,563
	Due from other parties/Tax & Soc sec	478	4,059	478	4,059
	Prepayments	35,391	34,723	35,156	34,723
	VAT	1,817	405	1,817	1,258
	Accrued income	241,892	182,865	228,211	74,539
		<u>391,301</u>	<u>380,988</u>	<u>575,117</u>	<u>348,541</u>

10.	Creditors: amounts due within 1 year	Group		Charity	
		2015	2014	2015	2014
		£	£	£	£
	Trade creditors/VAT	1,327	369	-	369
	Taxation and social security	-	6,427	-	-
	salaries/Pensions	1,315	-	1,315	-
	Kapila Staff Fund	1,000	500	1,000	500
	ZHRF	19,500	-	19,500	-
	Other Creditors	8,075	13,542	8,075	13,542
	Accruals	270,842	220,125	262,586	220,125
		<u>302,059</u>	<u>240,963</u>	<u>292,476</u>	<u>234,536</u>

Analysis of net assets between funds			
11.	Group	Restricted funds	General funds
		£	£
	Tangible fixed assets	-	2,028
	Fixed asset investments	40,641	238,015
	Net current assets	530,535	-
	Net assets at the end of the year	<u>571,176</u>	<u>240,043</u>
	Charity	Restricted funds	General funds
		£	£
	Tangible fixed assets	-	2,028
	Fixed asset investments	40,641	238,015
	Net current assets	638,771	-
	Net assets at the end of the year	<u>679,412</u>	<u>240,043</u>

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

12. Movement in funds (summary note)- Charity

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
AFRICA & MIDDLE EAST REGION	24,958	349,895	(226,895)	-	147,958
ASIA PACIFIC REGION	-	14,507	(14,507)	-	-
EUROPE / CIS REGION	14,851	94,032	(101,114)	-	7,769
STRATEGIC COMMUNICATIONS	10,253	408,243	(388,057)	-	30,439
INTERNATIONAL ADVOCACY	474,519	1,111,394	(1,156,127)	-	429,786
HUMAN RIGHTS IN CONFLICTS	110,491	496,176	(297,412)	-	309,255
Unrealised foreign exchange differences	(24,801)		(920)	-	(25,721)
	610,271	2,474,247	(2,184,112)	-	899,486
AFRICA & MIDDLE EAST REGION					
YM1 Yemen	-	127,625	(37,171)	-	90,454
European Commission	-	127,625	(37,171)	-	90,454
Realizing the rights of minorities and indigenous					
IR3 peoples in East and Central Africa	-	112,668	(69,791)	-	42,877
Irish Aid *		105,143	(62,266)		42,877
Ministry for Foreign Affairs of Finland		7,525	(7,525)		-
IR2 Marginalised Minorities in East and Central Africa	(1,627)	42,198	(40,571)	-	-
Irish Aid *	-			-	-
Ministry for Foreign Affairs of Finland	(1,627)	42,198	(40,571)	-	-
SM1 Somali Minority Women*	26,585	36,004	(61,738)	-	851
European Commission	26,585	26,450	(53,035)	-	-
Ministry for Foreign Affairs of Finland	-	9,554	(8,703)	-	851
BA2 Batwa education	-	31,400	(17,624)	-	13,776
A&N Ferguson		15,700	(1,924)		13,776
Sylvia Adams	-	15,700	(15,700)		-
Sub Total Africa & Middle East Region	24,958	349,895	(226,895)	-	147,958
ASIA & PACIFIC REGION					
Inter-community reconciliation, peace-building,					
and rights activities in South/South East Asia	-	14,507	(14,507)	-	-
FI4 Ministry for Foreign Affairs of Finland	-	14,507	(14,507)	-	-
Sub Total Asia & Pacific Region	-	14,507	(14,507)	-	-

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

12. Movements in funds (continued)	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
EUROPE / CIS REGION					
EP1 Eastern Partnership *	-	32,755	(17,086)	-	15,669
European Commission	-	-	-	-	-
Ministry for Foreign Affairs of Finland	-	32,755	(17,086)	-	15,669
WISEGRAD	-	-	-	-	-
RS1 Russia	-	-	-	-	-
European Commission	-	-	-	-	-
GR1 Sustainable Citizenship Participation	-	-	-	-	-
Grundtvig Lifelong Learning Programme	-	-	-	-	-
TR1 Turkey	14,851	61,277	(83,749)	-	(7,621)
European Commission	14,851	34,258	(56,730)	-	(7,621)
FCO	-	27,019	(27,019)	-	-
TR2 Turkey II	-	-	(279)	-	(279)
European Commission	-	-	(279)	-	(279)
Sub Total Europe / CIS Region	14,851	94,032	(101,114)	-	7,769
STRATEGIC COMMUNICATIONS					
BP8 Minority Realities	14,253	390,730	(374,544)	-	30,439
European Commission	-	341,754	(311,315)	-	30,439
Ministry for Foreign Affairs of Finland	14,253	38,976	(53,229)	-	-
CAFOD	-	10,000	(10,000)	-	-
Minority inclusion in the post 2015 agenda	(4,000)	17,513	(13,513)	-	-
FI2 Ministry for Foreign Affairs of Finland	(4,000)	17,513	(13,513)	-	-
Sub Total Strategic Communications	10,253	408,243	(388,057)	-	30,439
INTERNATIONAL ADVOCACY					
LG* Legal Cases Project	(4,331)	92,636	(80,734)	-	7,571
FI1 Ministry for Foreign Affairs of Finland	-	14,872	(14,872)	-	-
LG5 The Tides Center	(484)	-	-	484	-
LG5 OHCHR	-	9,913	(9,913)	-	-
LG5 ASI/Freedom Fund	-	12,718	(4,663)	(484)	7,571
LG7 Royal Norwegian Ministry of Foreign Affairs 2013	(3,847)	55,134	(51,287)	-	-
BS1 Botswana	-	37,186	(3,492)	-	33,694
European Commission	-	37,186	(3,492)	-	33,694
BH1 Bosnia	(23,591)	41,138	(53,921)	-	(36,374)
European Commission	(23,591)	40,138	(24,981)	-	(8,434)
Garden Court Chambers	-	1,000	(1,000)	-	-
Norway MFA	-	-	(27,940)	-	(27,940)
ME1 Minorities in the MENA Region	64,298	122,380	(191,959)	-	(5,281)
Royal Norwegian Ministry of Foreign Affairs 2012	64,298	122,380	(191,959)	-	(5,282)
AA1 Drama Diversity Development	433,680	659,432	(650,742)	-	442,370
European Commission	374,978	526,414	(459,022)	-	442,370
Prince Claus Foundation	58,702	53,752	(112,454)	-	-
SP1 Swedish Postcode Lottery	-	79,267	(79,267)	-	-
AA9 Street Theatre Dominican Republic*	(1,661)	66,798	(74,807)	-	(9,670)
European Commission	(1,661)	61,605	(69,614)	-	(9,670)
OSI	-	3,794	(3,794)	-	-
UNR	-	1,399	(1,399)	-	-
AA5 Walk into my life	-	5,463	(7,987)	-	(2,524)
European cultural fund	-	5,463	(7,987)	-	(2,524)
AN1 Mauritania project	6,117	86,361	(92,478)	-	-
European Commission	(8,717)	55,941.00	(47,224)	-	-
AN1 Anti Slavery International	-	14,568	(14,568)	-	-
AN1 Ministry for Foreign Affairs of Finland	14,834	15,852	(30,686)	-	-
AD3 Minority representation at the UN	7	-	(7)	-	-
Swiss FDFA	7	-	(7)	-	-
Sub Total International Advocacy	474,519	1,111,394	(1,156,127)	-	429,786

Minority Rights Group

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For the year ended 31 December 2015

12. Movements in funds (continued)	At the start of the year	Incoming resources	Outgoing resources	Transfers	At the end of the year
	£	£	£	£	£
HUMAN RIGHTS IN CONFLICTS	(2,498)	33,755	(31,257)	-	-
FI3 Ministry for Foreign Affairs of Finland	(2,498)	33,755	(31,257)	-	-
AA4 EU Iraq - Civil society	112,989	462,421	(266,155)	-	309,255
European Commission	104,221	376,016	(170,982)	-	309,255
Canadian DFATD	-	86,405	(86,405)	-	-
Ministry for Foreign Affairs of Finland	8,768	-	(8,768)	-	-
Sub Total Human Rights in Conflict	110,491	496,176	(297,412)	-	309,255
Total restricted funds before unrealised foreign exchange losses	635,072	2,474,247	(2,184,112)	-	925,207
Unrealised foreign exchange differences on restricted fund balances	(24,801)	-	(920)	-	(25,721)
Total restricted funds after unrealised foreign exchange losses	610,271	2,474,247	(2,185,032)	-	899,486
Designated fund	-	-	-	-	-
Revaluation Reserve	131,240	11,708	-	-	142,948
General fund	81,351	479,725	(486,048)	-	75,028
Total unrestricted funds	212,591	491,433	(486,048)	-	217,976
Total funds	822,862	2,965,680	(2,671,080)	-	1,117,462

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

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Notes to the financial statements

For the year ended 31 December 2015

13. Movement in funds (summary note)- Group

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
AFRICA & MIDDLE EAST REGION	24,958	349,895	(227,746)	-	147,107
ASIA PACIFIC REGION	-	14,507	(14,507)	-	-
EUROPE / CIS REGION	44,197	361,441	(482,964)	-	(77,326)
STRATEGIC COMMUNICATIONS	10,253	408,242	(418,495)	-	-
INTERNATIONAL ADVOCACY	474,519	1,111,394	(1,156,128)	-	429,785
HUMAN RIGHTS IN CONFLICTS	110,491	496,176	(297,412)	-	309,255
Unrealised foreign exchange differences	(24,801)		(14,837)	-	(39,638)
	639,617	2,741,655	(2,597,252)	-	769,183
AFRICA & MIDDLE EAST REGION					
YM1 Yemen	-	127,625	(37,171)	-	90,454
European Commission	-	127,625	(37,171)	-	90,454
Realizing the rights of minorities and indigenous peoples in East and Central Africa	-	112,668	(69,791)	-	42,877
Irish Aid *		105,143	(62,266)		42,877
Ministry for Foreign Affairs of Finland		7,525	(7,525)		-
IR2 Marginalised Minorities in East and Central Africa	(1,627)	42,198	(40,571)	-	-
Irish Aid *	-			-	-
Ministry for Foreign Affairs of Finland	(1,627)	42,198	(40,571)	-	-
SM1 Somali Minority Women*	26,585	36,004	(62,589)	-	-
European Commission	26,585	26,450	(53,035)	-	-
Ministry for Foreign Affairs of Finland	-	9,554	(9,554)	-	-
LS1 FCO	-			-	-
BA2 Batwa education	-	31,400	(17,624)	-	13,776
A&N Ferguson		15,700	(1,924)		13,776
Sylvia Adams	-	15,700	(15,700)		-
Sub Total Africa & Middle East Region	24,958	349,895	(227,746)	-	147,107
ASIA & PACIFIC REGION					
Inter-community reconciliation, peace-building, and rights activities in South/South East Asia	-	14,507	(14,507)	-	-
FI4 Ministry for Foreign Affairs of Finland	-	14,507	(14,507)	-	-
Sub Total Asia & Pacific Region	-	14,507	(14,507)	-	-

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

13.	Movements in funds (continued)	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
	EUROPE / CIS REGION					
EP1	Eastern Partnership *	-	297,879	(316,088)	-	(18,209)
	European Commission	-	265,124	(265,124)	-	-
	Ministry for Foreign Affairs of Finland		32,755	(32,755)		-
	WISEGRAD		-	(18,209)		(18,209)
RS1	Russia	28,076	-	(80,210)	-	(52,134)
	European Commission	28,076		(80,210)	-	(52,134)
GR1	Sustainable Citizenship Participation	1,270	2,285	(2,638)	-	917
	Grundtvig Lifelong Learning Programme	1,270	2,285	(2,638)	-	917
TR1	Turkey	14,851	61,277	(83,749)	-	(7,621)
	European Commission	14,851	34,258	(56,730)		(7,621)
	FCO		27,019	(27,019)		-
TR2	Turkey II	-	-	(279)	-	(279)
	European Commission			(279)		(279)
	Sub Total Europe / CIS Region	44,197	361,441	(482,964)	-	(77,326)
	STRATEGIC COMMUNICATIONS					
BP8	Minority Realities	14,253	390,730	(404,983)	-	-
	European Commission	-	341,754	(341,754)	-	-
	Ministry for Foreign Affairs of Finland	14,253	38,976	(53,229)	-	-
	CAFOD	-	10,000	(10,000)	-	-
	Minority inclusion in the post 2015 agenda	(4,000)	17,512	(13,512)	-	-
FI2	Ministry for Foreign Affairs of Finland	(4,000)	17,512	(13,512)	-	-
	Sub Total Strategic Communications	10,253	408,242	(418,495)	-	-
	INTERNATIONAL ADVOCACY					
LG*	Legal Cases Project	(4,331)	92,636	(80,734)	-	7,571
FI1	Ministry for Foreign Affairs of Finland	-	14,872	(14,872)		-
LG5	The Tides Center	(484)			484	-
LG5	OHCHR		9,913	(9,913)		-
LG5	ASI/Freedom Fund		12,717	(4,663)	(484)	7,571
LG7	Royal Norwegian Ministry of Foreign Affairs 2013	(3,847)	55,134	(51,287)	-	-
BS1	Botswana	-	37,186	(3,492)	-	33,694
	European Commission		37,186	(3,492)		33,694
BH1	Bosnia	(23,591)	41,138	(53,921)	-	(36,374)
	European Commission	(23,591)	40,138	(24,981)	-	(8,434)
	Garden Court Chambers		1,000	(1,000)		-
	Norway MFA			(27,940)		(27,940)
ME1	Minorities in the MENA Region	64,298	122,380	(191,959)	-	(5,281)
	Royal Norwegian Ministry of Foreign Affairs 2012	64,298	122,380	(191,959)	-	(5,282)
AA1	Drama Diversity Development	433,680	659,432	(650,742)	-	442,370
	European Commission	374,978	526,414	(459,022)	-	442,370
	Prince Claus Foundation	58,702	53,752	(112,454)	-	-
SP1	Swedish Postcode Lottery		79,267	(79,267)		-
AA9	Street Theatre Dominican Republic*	(1,661)	66,798	(74,807)	-	(9,670)
	European Commission	(1,661)	61,605	(69,614)	-	(9,670)
	OSI	-	3,794	(3,794)	-	-
	UNR		1,399	(1,399)		-
AA5	Walk into my life		5,463	(7,987)		(2,524)
	European cultural fund		5,463	(7,987)		(2,524)
AN1	Mauritania project	6,117	86,361	(92,479)	-	(1)
	European Commission	(8,717)	55,941.00	(47,224)	-	-
AN1	Anti Slavery International	-	14,568	(14,568)	-	-
AN1	Ministry for Foreign Affairs of Finland	14,834	15,852	(30,687)	-	-
AD3	Minority representation at the UN	7	-	(7)	-	-
	Swiss FDFA	7		(7)		-
	Sub Total International Advocacy	474,519	1,111,394	(1,156,128)	-	429,785

Minority Rights Group

Notes to the financial statements

For the year ended 31 December 2015

13.	Movements in funds (continued)	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
	HUMAN RIGHTS IN CONFLICTS	(2,498)	33,755	(31,257)	-	-
FI3	Ministry for Foreign Affairs of Finland	(2,498)	33,755	(31,257)	-	-
AA4	EU Iraq - Civil society	112,989	462,421	(266,156)	-	309,254
	European Commission	104,221	376,016	(170,983)	-	309,254
	Canadian DFATD	-	86,405	(86,405)	-	-
	Ministry for Foreign Affairs of Finland	8,768	-	(8,768)	-	-
	Sub Total Human Rights in Conflict	110,491	496,176	(297,412)	-	309,254
	Total restricted funds before unrealised foreign	664,418	2,741,655	(2,597,252)	-	808,820
	Unrealised foreign exchange differences on	(24,801)	-	(14,837)	-	(39,638)
	Total restricted funds after unrealised foreign	639,618	2,741,655	(2,612,089)	-	769,184
	Designated fund	-	-	-	-	-
	Revaluation Reserve	131,240	11,708	-	-	142,948
	General fund	103,418	479,725	(486,048)	-	97,095
	Total unrestricted funds	234,658	491,433	(486,048)	-	240,043
	Total funds	874,276	3,233,088	(3,098,137)	-	1,009,227

13. Movements in funds (continued)

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

ASIA & PACIFIC REGION

To build the capacity of selected minority and indigenous communities to undertake effective advocacy to challenge discrimination, reduce abuses of human rights and improve living standards.

EUROPE / CIS REGION

To build the capacity of minority communities in selected states to undertake effective advocacy to challenge discrimination, and improve living standards. To contribute to processes designed to reduce inter-community tensions.

STRATEGIC COMMUNICATIONS

To provide comprehensive and up-to-date information on the situation of minorities and indigenous peoples worldwide to the global media and international policy-makers, including development agencies and officials responsible for early warning and early action on situations of mass human rights abuses.

INTERNATIONAL ADVOCACY

To build the capacity of selected minority and indigenous communities worldwide to participate effectively in international fora and international legal processes to represent the needs of their communities and pressure states to make policy changes that result in improvements in the day-to-day life for minorities.

HUMAN RIGHTS IN CONFLICTS

To support monitoring and promote the human rights of vulnerable civilians in conflicts or failed state situations ('Ceasefire' activities).

Minority Rights Group

Notes to the financial statements

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Operating lease commitments

14.

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

	Property		Equipment	
	2015	2014	2015	2014
	£	£	£	£
1 - 2 years	125,000	125,000	3,436	1,694
2 - 5 years	250,000	375,000	7,850	11,286
	<u>375,000</u>	<u>500,000</u>	<u>11,286</u>	<u>12,980</u>

Foreign exchange

15.

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2015 in line with financial reporting standards. However, these funds remain in foreign currency bank accounts. The EC, one of Minority Rights Group's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of the fund balances in Notes 12 & 13 and the actual value when these balances are spent or converted.

Contingent Liabilities

16.

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 service 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 at 30 September 2015. The market value of the plan's assets compared with the plan's Technical Provisions (i.e. past service liabilities) revealed a shortfall of £206.9 million, equivalent to a funding level of 81%.

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 the shortfall. The proposed recovery plan requires participating employers to pay additional contributions to eliminate the scheme's deficit. Minority Rights Group began making additional contributions of £11,716 per annum, increasing by 3% each year from 1 April 2013. The additional contributions stands at £13,651 per annum from 1st April 2016.

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 at 30 September 2015. Minority Rights Group would have been liable for an estimated share of the employer debt of £272,022 if it had left the scheme in September 2015.

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 unlikely to crystallise in the foreseeable future.

