



National Women's  
Council of Ireland  
Comhairle Náisiúnta  
na mBan in Éirinn



# FEMINIST AGENDA

NWCI Annual Report 2016



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# MESSAGE FROM THE CHAIRPERSON



2016 has been a year of growth and change for NWCI and our members.

NWCI's new Strategic Plan, which was adopted at our AGM in September, is the result of significant consultations with our members and other relevant stakeholders. *Driving Women's Equality 2016 -2020* outlines four key strategic policy areas for the organisation's work until 2020: women's health; women and care; women's economic independence; and women in leadership. In addition, the plan sets out clear objectives for the further development of NWCI's membership, cooperation with other relevant bodies and good governance. For each of the core objectives NWCI has developed an ambitious work programme and the Board looks forward to supporting the staff team in achieving this.

To deliver on this plan, we need to remain financially viable and it is therefore very welcome that NWCI's core funding from the Department of Justice and Equality was restored to almost pre-austerity levels in Budget 2017.

We also secured core funding for our work on women in local government and development and for working with our members through the Scheme to Support National Organisations (SSNO) funding.

And we are delighted that NWCI was awarded funding for an exciting new EU Daphne project that will bring together partner organisations in Scotland, Lithuania and Cyprus and key stakeholders in Ireland to create a zero-tolerance zone for sexual violence and harassment in third level institutions.

I want to extend a warm welcome to our new members, both groups and individuals, who joined NWCI in 2016. I encourage you to make use of the opportunities NWCI membership offers you in shaping NWCI policy and campaigning for a more equal Ireland for women.

Finally, I want to sincerely thank the previous and current Board members for their commitment and support for NWCI's work over the last year. And on behalf of the current Board, I wish to pay tribute to the incredibly hard-working staff team whose dedication and commitment is second to none.

Go raibh míle maith agaibh go léir.

Frances Byrne



2016 was an important year for women's equality in Ireland, and NWCI was at the forefront of change for women

Kicking off the year on Nollaig na mBan, NWCI launched our #FemGen general election campaign and our *Breakthrough Manifesto*. We called for women and men supporting women's equality to sign our manifesto and support feminist policies if elected. The #FemGen campaign was a huge success with over 170 candidates signing up. After our successful campaign for gender quotas for women in politics, the 2016 general election brought about the largest shift in the gender balance of our TDs, 22 percent of the Dáil are now women, up from 15 percent in 2012. It is clear that when the Government commit to advancing women's equality through affirmative actions, significant progress can be achieved.

2016 also saw the introduction of NWCI's ambitious new Strategic Plan, *Driving Women's Equality 2016-2020*. In the run up to our AGM morning event where the plan was launched, thousands of women shared their thoughts on the important issues that must be on our #FeministAgenda for the future.

A publicly subsidised model of childcare has been a central campaign for NWCI for over a decade, and Budget 2017 was an important breakthrough on this issue. For the first time the Government acknowledged its responsibility in tackling the enormous affordability crisis in childcare. The new childcare package has the potential to have a hugely positive impact on women's equality if further investment is provided.

NWCI continued our important work with young women, with workshops taking place throughout the year with a diversity of women aged 14 - 24 years. December saw a very successful second annual #FemFest, where we commemorated the inspirational women of 1916, and looked towards a feminist 2116!

The excitement and vibrancy in the Irish feminist movement is only strengthening year on year, and as Director, I would like to welcome all NWCI's new members, both group and individual, who joined in 2016.

We appreciate the support of our funders, critically in this year the Department of Justice and Equality increased our core funding to strengthen the capacity of the organisation. We consistently strived to increase our resources from a diversity of funders in a challenging environment

I am proud to lead such a strong team of women in NWCI who are committed to advancing women's equality and effectively representing the membership. I want to extend a sincere thank you to the team and our voluntary Board members for all their work and dedication throughout the year.

I look forward to continue working with our group and individual members to be an important catalyst for change for women and a crucial voice in setting the feminist agenda.

Orla O'Connor, Director





The National Women's Council of Ireland's / Comhairle Náisiúnta na mBan (NWCI) mission is to lead and to be a catalyst in the achievement of equality for women.

We are the national representative organisation for women and women's groups in Ireland. A non-governmental, not for profit organisation, founded in 1973, we seek to achieve equality for women.

We represent and take our mandate from our 180 member groups from across a diversity of backgrounds, sectors and geographical locations. We also have a growing number of individual members who support the campaign for women's equality in Ireland.

Our mandate is to take action to ensure that the voices of women in all their diversity are heard.

Our vision is of an Ireland and of a world where women can achieve their full potential in a just and equal society.

NWCI's values and beliefs shape and inform all the work we do.

They include:

- **Feminism** NWCI is a feminist organisation. We work to change society so that women and men have an equal say in the decisions that affect their lives.
- **Solidarity** between women in all their diversity, through empowerment, collaboration and participation of all women in Ireland and globally.
- **Collective action, collaboration and participation** NWCI is committed to work, where possible, based on collective action, collaboration and through participation, as preferential ways to achieve an equal and inclusive society where there is equality for all women.
- **The recognition of care in our society and the redistribution of care work between women and men** The recognition and valuing of affective care is fundamental to the achievement of equality for women.
- **Importance of human rights, global interdependence, justice and sustainability** NWCI believes in the dignity and human rights of all human beings. These rights are universal, inalienable and indivisible.
- **Intersectionality** NWCI acknowledges the intersectionality of women's lived experiences and in particular seeks to end discrimination on the grounds of gender, family status, religion, race, age, sexual orientation, marital status, disability, ethnicity or membership of the Travelling community.
- **Protection and respect for the bodily integrity and security of women and girls** NWCI believes that bodily integrity is a human right and the right to make one's own choices about one's body for oneself is a basic personal freedom.
- **Promote women's and girls' leadership to achieve an equal society** NWCI believes we must examine the role of women in leadership and promote women into decision making spaces at every level in order to promote solidarity amongst women and the generation of sustainable gender equal societies.
- **Right of women to economic independence** NWCI believes that every woman has a right to economic independence and that such a right pertains to women in employment or on welfare.
- **Committed to build a society based on equality, respect, dignity and inclusivity** NWCI believes that women have the right to live in a society where equality principles rest on an understanding of respect, dignity and inclusivity for all women.



# KEY EVENTS AND INITIATIVES IN 2016

## INTERNATIONAL WOMEN'S WEEK

### #FemGen: Celebrate the Changemakers

In advance of International Women's day, NWCI gathered with the newly elected women of the 32nd Dáil to mark a historic campaign and a breakthrough election for women with our *Celebrate the Changemakers* event.

We were joined on the day by newly elected TD for Dublin Bay South, Fine Gael's Kate O'Connell; Mayo's newest woman TD, Fianna Fáil's Lisa Chambers; Joan Collins, Independent TD for Dublin South Central; the co-leader of the Social Democrats, Catherine Murphy; the Sinn Féin MEP for Dublin, Lynn Boylan; and Senator Ivana Bacik, Labour.

The success of the gender quota was evident once all the votes were counted on election night. The number of women in the Dáil now stands at 22 percent, up from 15 percent.

*Celebrate the Changemakers* saw a very interesting discussion in the sold out Irish Film Institute between the TDs and a highly engaged audience. The success of gender quotas in increasing women's representation was viewed as hugely significant.

It is now crucial that we build on the success of the gender quota. We must make the Oireachtas more woman and family friendly and ensure that the women who have won their seat will want to retain their seat in successive elections.



## Commemorating the women of 1916 – NWC's Soapbox

Our annual International Women's Day Soapbox was a special one this year, commemorating the women of 1916, and examining what independence meant for the women of Ireland. After the official opening by the brilliant Sabina Higgins, we were joined by excellent speakers and a lively crowd in the Bandstand in Stephen's Green to celebrate the contribution of women to shaping Irish society, and to highlight the gender inequality we still face. Our 1916 Soapbox was part of the Government's Ireland 2016 Centenary Programme to recognise the contribution of women.

There were calls for affordable childcare, for an end to men's violence against women and for a repeal of the Eighth Amendment among many other feminist topics. There were also spoken word performances, poetry and the crowds were entertained by the Corus Choir.

A massive thank you to everyone who spoke on our Soapbox, to those who joined us on the day, and to those who tweeted using #NWCISoapbox. We were in the top three trends in Ireland all day, so they all had a huge impact.

The best photos of the day can be viewed in our Photo Gallery on our website [www.nwci.ie](http://www.nwci.ie) and there are some clips from the day on our YouTube channel.





# #FEMINISTAGENDA - OUR AGM MORNING EVENT



What should be part of our #FeministAgenda over the next four years? This was the topic of NWCI's AGM morning event that brought together almost 100 members and friends on the 9th September.

In the lead up to the event, NWCI members and supporters shared their priorities for the feminist agenda throughout the duration of NWCI's new Strategic Plan. #FeministAgenda was among the top trends in Ireland for 3 days, as the impact of the conversation was felt far and wide.

At the event, Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD officially launched NWCI's new Strategic Plan *Driving Women's Equality 2016-2020*. This was followed by an inspiring panel discussion with Dr Ciara Kelly, GP and columnist, Sinéad Burke, aka Minnie Melange, researcher and writer and Lynn Ruane, Independent Senator. The discussion was chaired by Kitty Holland, Social Affairs Correspondent with the Irish Times.

The need to repeal the Eighth Amendment and to include women from disadvantaged backgrounds in the conversation around Ireland's feminist agenda were the two themes that were particularly highlighted during the conversations.

# ISTANBUL CONVENTION: MEASURING THE SCALE OF THE CRISIS

To mark the 16 Days of Global Action on Violence against Women, the Irish Observatory on Violence against Women, which is chaired and convened by NWC, held a very successful and engaging conference in December 2016 in partnership with the European Parliament.

The half day conference focused on the Council of Europe Convention on preventing and combating violence against women and domestic violence, also known as Istanbul Convention. In particular, we discussed Article 11 of the Convention which places obligations on the Irish government around data collection and analysis and on research. Speakers included the Minister of State for Justice and Equality, David Stanton, Lynn Boylan MEP, Deirdre Clune, MEP and Christina Olsen from the Violence against Women Section of the Council of Europe. There was a panel discussion chaired by Dearbhail McDonald with key agencies working in the area of data collection and analysis. The Observatory intends to keep pressure on the responsible state agencies to make progress on data collection and analysis during 2017.





# #FEMFEST – MAJOR CONFERENCE FOR AND WITH YOUNG WOMEN



On the first Friday in December, we held our second annual *#FemFest*, a major conference with young women. The day was made possible by the young women involved in our workshops throughout the year.

We held wide-ranging discussions on feminism and women's equality, did media interviews, and spoke on the day in the Science Gallery from the floor and the stage. The participation of the young women made *#FemFest* the fun and inspiring event that we could have only dreamt it could be.

We heard brilliant contributions on the day from our amazing chairs Ailbhe Smyth and Anna Cosgrave, and our panellists Clara Rose Thornton, Bríd Smith and Jeanne Sutton in the morning; and Rosemary MacCabe, Ellen Coyne and Sarah Griffin in the afternoon. We spoke about leadership, about street harassment and sexual assault, and about the need to repeal the Eighth Amendment. We were also honoured to be joined after lunch by Minister for Children and Youth Affairs, Katherine Zappone.

A special thank you to Lauren McGovern, who opened the event, to Sophie Kane and Vicky Kavanagh who both closed the event, and to Emma Murphy and Laura Hardiman for their spine tingling rendition of Sarah Griffin's *We Face This Land*. We also would like to thank the volunteers from Symantec who helped to make the day a success.

For those of you who didn't make it along – we missed you, and there is always next year!

# 100 YEARS AFTER 1916 - FEMINIST REFLECTIONS BLOGS



100 years after 1916, what do we have to celebrate? This is the question that NWCI asked as the country was commemorating 1916. For NWCI it was very important that we recognised and celebrated the role that women played in shaping the Ireland of today. But we are also aware that we cannot celebrate the past without acknowledging the role it plays in shaping our present, as well as planning for the future.

As part of the State's official programme to commemorate the events of 1916, the Ireland 2016 Centenary Programme, NWCI ran a series of 1916 Feminist Reflections Blogs. The blog series was kick started by Orla O'Connor, NWCI's Director, and other contributors included the young women who took part in our #FemFest workshops; Noreen Byrne, former NWCI Chair; Claire McGettrick from Justice for Magdalenes; and author and New York Times journalist Sadhbh Walshe. They explored the issues of justice for those women forcibly incarcerated in Church run, State funded institutions, repealing the Eighth Amendment and violence against women, among other themes.

The blogs were very popular on our website, and were an important part of NWCI's 1916 commemorations. Thank you to those who contributed, and to those who enjoyed reading them!





# KEY ACHIEVEMENTS AND ENGAGEMENTS WITH POLICY MAKERS - FILL THE GAP



NWCI engaged in our annual lobbying throughout the summer months to influence Budget 2017.

Two NWCI representatives attended the National Economic Dialogue at which we highlighted in particular the need to close the gender pension gap and introduce publicly subsidised, accessible, quality childcare. We also emphasised the need to follow through on the commitment made in the Programme for Partnership Government to introduce gender and equality proofing of the budgetary process.

We made two written pre-budget submissions during the usual period of consultation: detailed recommendations to the Department of Social Protection and an overarching, governmental submission titled *Fill The Gap: NWCI Pre Budget Submission 2017*.

NWCI warmly welcomed the announcement of a comprehensive childcare package as part of Budget 2017 as a significant change of direction that has the potential to have a hugely positive impact on women's equality if further funding is provided.

We considered the proposed package to be a breakthrough for the provision of childcare in Ireland and an important first step in developing a publicly subsidised universal childcare model, similar to the models available in many other European countries. NWCI warned however that the success of the scheme would depend on the Government significantly increasing the funding for the new scheme and integrating it with the development of a comprehensive family leave package that includes paid parental leave. NWCI continues to call for this in its regular meetings with Government.



On Nollaig na mBan, also known as Women's Little Christmas, 6 January 2016, NWCI called on all General Election candidates to make the upcoming election a breakthrough for women's equality and sign up to NWCI's *Breakthrough Manifesto* for Women.

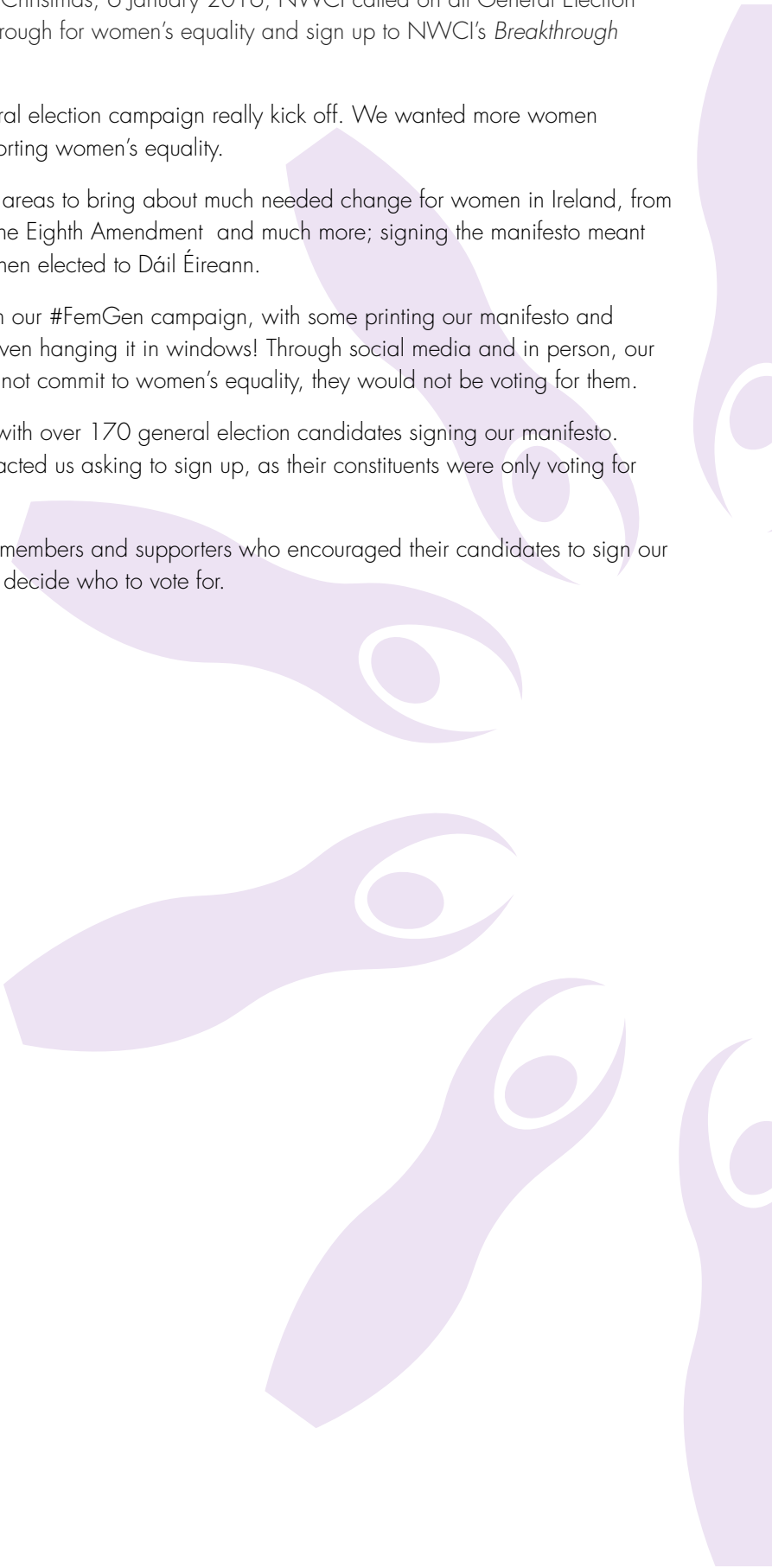
The launch of the manifesto saw our #FemGen general election campaign really kick off. We wanted more women elected, and more women and men politicians supporting women's equality.

NWCI's *Breakthrough Manifesto* highlighted ten key areas to bring about much needed change for women in Ireland, from childcare, to violence against women, to repealing the Eighth Amendment and much more; signing the manifesto meant candidates committed to supporting these policies when elected to Dáil Éireann.

NWCI members and supporters played a key part in our #FemGen campaign, with some printing our manifesto and using it to quiz candidates who came knocking, or even hanging it in windows! Through social media and in person, our members made it clear to candidates that if they did not commit to women's equality, they would not be voting for them.

NWCI's #FemGen campaign was a huge success, with over 170 general election candidates signing our manifesto. Even on Election Day, 26 February, candidates contacted us asking to sign up, as their constituents were only voting for candidates who had signed our manifesto.

We would like to say a massive thank you to all our members and supporters who encouraged their candidates to sign our #FemGen manifesto, and who used the manifesto to decide who to vote for.



## If elected, I will...

- |    |  |  |
|----|--|--|
| 1  | Change Ireland's record on Violence Against Women                                    | by strengthening legislation and resourcing frontline services and meeting the highest international standards including ratification and implementation of the recently signed Istanbul Convention.                                 |
| 2  | Make early years education and childcare a priority                                  | by increasing investment in affordable, accessible, quality, publicly subsidised early years care and education to OECD standards, delivering comprehensive out-of-school-hours childcare and continuing to strengthen family leave. |
| 3  | End the gender pay gap and deliver decent work for women                             | by supporting a living wage, legislating against precarious work, attaching social clauses on employment, equality and environmental standards to public spending and promoting gender balance in senior roles across all sectors.   |
| 4  | Close the gender pension gap and recognise the contribution of care                  | by ensuring gender-proofing is at the heart of pension reform, working towards a universal pension and building a 'care credit' into our social protection system  |
| 5  | Make sure every budget delivers on equality  | by gender-proofing of all local, departmental and national budgets and ensuring each budget strengthens equality, reduces poverty and makes our tax system more progressive.   |
| 6  | Support reproductive rights and repeal of the 8th Amendment                          | by delivering a Referendum to remove the 8th Amendment from our Constitution and bring Ireland in line with international Human Rights standards.  |
| 7  | Strengthen social protection, training and employment supports                       | by increasing access to and availability of quality, flexible options in training, education and employment, gender-proofing social protection policies and recognising the importance of care.                                      |
| 8  | Advance women's leadership and participation in decision making - local and national | by introducing gender quotas in local elections, creating a woman-friendly Oireachtas and supporting achievement of a 40% target for women on boards.  |
| 9  | Protect and invest in public services and ensure they serve the needs of all women   | by increasing investment in quality public services and gender proofing of policies and practices in areas like health, housing and local government, making them more effective and responsive to the needs of all women.           |
| 10 | Deliver a strong National Action Plan for Women's Equality                           | by consulting widely to reflect the diversity of all women in Ireland and ensuring an all-of-government approach with clear, ambitious, measurable, targets, resourcing and budget lines.  |



The Irish Observatory on Violence against Women, chaired and convened by NWCI, is an independent network of grassroots and national organisations that monitor progress on responses to violence against women in Ireland. The Irish Observatory links with and has representation on the European Observatory on Violence against Women which is co-ordinated by the European Women's Lobby (EWL). The current expert from Ireland to the European Observatory on Violence against Women is Mary Crilly, Director of the Sexual Violence Centre in Cork, appointed during 2016.

Membership expanded during 2016 and there are currently 18 members on the Observatory which meets four times per year. NWCI and other Observatory members sit on the Monitoring Committee of the Second National Strategy on Domestic, Sexual and Gender Based Violence 2016-2021 which was launched in January 2016 and provides the pathway to the ratification of the Istanbul Convention. The Observatory achieved greater visibility among policy makers during 2016 and secured a place on the Advisory Group on the government's National Awareness Raising Campaign which will run on an annual basis for six years.

NWCI is a member of the Oversight Group of the Second National Action Plan on Women, Peace and Security 2015-2018 which has commitments for different government department and agencies to ensure minority ethnic women coming from conflict and post conflict countries are supported and protected. NWCI continues its involvement in the National Steering Committee on FGM, as convened by Akidwa. NWCI chaired a Roundtable on FGM in mid-February which brought together many stakeholders, both statutory and non-statutory with an interest in tackling this issue in a whole of government approach.

NWCI received funding from Community Foundation of Ireland to produce a Charter of No Tolerance on Violence against Women. The Charter was completed during April and was disseminated in a wide range of settings, including universities, schools, trade unions, public bodies and other large organisations.

NWCI and the Irish Observatory on Violence against Women continued to play a supportive role in the Turn off the Red Light Campaign during 2016 to ensure that the criminalisation of the purchase of sex was progressed through the passage of the Criminal Law (Sexual Offences) Bill 2015 through both Houses of the Oireachtas. The Observatory also made a detailed submission to the UN Women consultation seeking views on their approach to sex work, the sex trade and prostitution.

## Current members of the Observatory on Violence against Women include:

- Akidwa
- Action Aid Ireland
- Cairde
- Dublin Rape Crisis Centre
- Galway Rape Crisis Centre
- Longford Women's Link
- Love & Care for People
- Immigrant Council of Ireland
- Irish Consortium on Gender Based Violence
- National Collective of Community Based Women's Networks (NCCWN)
- National Women's Council of Ireland (NWCI) – chair and convenor
- Oxfam Ireland
- Pavee Point Traveller and Roma Centre
- Ruhama
- Sexual Violence Centre Cork
- Sonas Domestic Violence Charity
- Women's Aid
- YWCA Ireland



## Advancing gender equality in health – the potential of Public Sector Duty

NWCI held a very successful half day seminar in April 2016 on *Advancing Gender Equality in Health*. The aim of the seminar was to explore the potential of the public sector duty to progress HSE commitments in the area of gender mainstreaming. It was well attended by HSE personnel from across Ireland and highlighted the growing recognition by senior management of the HSE that creating a gender sensitive health service would assist the HSE in meeting its obligations under the Public Sector Duty.

Speakers included Emily Logan, Chief Commissioner of the Irish Human Rights and Equality Commission (IHREC), Dr Noreen Shields, Corporate Inequalities Team, NHS Scotland and Dr Cate Hartigan, Assistant Director of Health and Wellbeing, HSE. The Irish Cancer Society presented their project on women and smoking cessation as a good example of gender mainstreaming in action, and Frances Swaray from Longford Primary Health Care Project for Travellers presented on the gender equality action project that they completed with the support of NWCI.



## Gender sensitive mental health services

NWCI held a very well attended roundtable on the importance of gender sensitive mental health services in November 2016. It was chaired by Shari McDaid, Director of Mental Health Reform and there was an excellent keynote address by Dr Karen Newbigging, Senior Lecturer in Health Policy and Management, University of Birmingham. The roundtable was held in the context of the upcoming review of *A Vision for Change*, Ireland's national mental health strategy which is currently gender blind. The report of the roundtable was requested by the Minister of State for Mental Health in her role as chair of the National Taskforce on Youth Mental Health to consider its relevance in looking at responding to the needs of young women.



## Preparing for Rights, Resilience, Recovery – the 7<sup>th</sup> World Congress on Women's Mental Health

During 2016 much work went into preparing for *Rights, Resilience, Recovery, the 7<sup>th</sup> World Congress on Women's Mental Health (WCWMH)* that NWCI would co-host with Trinity College Dublin in Dublin during International Women's Week 2017. NWCI were fortunate to recruit a Policy Assistant in May 2016 to support the co-ordination of the event.

NWCI did a big push for organisations and academic institutions to respond to the Call for Abstracts for core symposia and workshops to ensure a strong advocacy strand in the World Congress, and to make sure that NGOs in Ireland would have the opportunity to participate and present their research and work in mental health. NWCI secured a core symposium in the Congress, looking at the importance of gender sensitive mental health services to profile our partnership work with the HSE and with presentations from the SAOL Project, Transgender Equality Network Ireland and Dr Ann O Sullivan from UCD on older women and mental health.

We also secured keynote speakers such as Dr Dainius Puras, UN Special Rapporteur on the Right to Physical and Mental Health, Professor Michelle Williams, Dean of the Harvard School of Public Health, Jaha Dukareh, FGM survivor and global activist and Professor Helen Herrman, President of the World Psychiatric Association.

NWCI obtained funding from the Department of Health National Lottery Fund to produce a short documentary film on women mental health, the first of its kind in Ireland. The funding also covered the installation of three photo exhibitions at the Congress. All information on the Congress is available on [www.iawmh2017.org](http://www.iawmh2017.org)

## Advocating for women-centred maternity services

The National Maternity Strategy was launched at the end of January 2016. NWCI welcomed its women-centred approach but emphasised the need for significant resources to be ring fenced to ensure implementation. NWCI was also involved in the launch of a report on the prevalence of perinatal depression and in highlighting the grossly under-resourced mental health supports for women during pregnancy.

We assisted the HSE by organising and facilitating four focus groups around the country on the issue of maternity records. The roll out of the Maternal & New-born Clinical Management System (MN-CMS), an electronic health record (EHR) for all women and babies in Irish Maternity Services commenced in October 2016. This record will allow all information to be shared with relevant providers of care as and when required. Focus groups were held in Cork, Galway, Dublin and Tullamore and there was critical and valuable feedback from many women and groups across the country.

## Sexuality Education in Ireland

NWCI and our member, the Irish Family Planning Association (IFPA) conducted a joint project, funded by the European Women's Lobby (EWL), on sexuality education to produce a report looking at the availability and standards of sexuality education in Ireland. The EWL plans to produce a comparative report of standards across Europe in relation to sexual health which will be launched in 2017.

# CAMPAIGN TO REPEAL THE EIGHTH AMENDMENT



2016 was a significant year for the campaign to ensure full access to reproductive rights for women in Ireland. Calling for a repeal of the Eighth Amendment was a key message for us during the General Election campaign and one of the commitments we asked candidates to make when they signed our *#FemGen Breakthrough Manifesto*.

NWCI continued as an active member of the Coalition to Repeal the Eighth Amendment, attending steering group meetings and contributing to decisions on activities and messaging.

NWCI took part in the press conference organised by the Centre for Reproductive Rights on the day the UN ruling in the case of Amanda Mellet was published in mid-June 2016. The UN Committee found that the restrictive abortion regime in Ireland led to cruel, inhuman and degrading treatment of Amanda Mellet who had to travel to the UK for a termination following the diagnosis of a fatal foetal abnormality. Social media was particularly active on this matter with NWCI trending in Ireland on the day the UN released their criticism of Ireland's abortion laws as a violation of women's human rights.

We also took part in the largest March for Choice in Irish history in Dublin city centre, organised by our member, the Abortion Rights Campaign, where thousands of women, men and children came together on the streets in celebratory and determined form to call for immediate action from the Government to ensure comprehensive reproductive rights for women in Ireland.

In December 2016, NWCI made a substantive submission to the Citizens' Assembly, established by the Government and made up of 99 citizens and chaired by Justice Mary Laffoy to consider the Eighth Amendment.



# WOMEN AND LOCAL GOVERNMENT AND DEVELOPMENT

NWCI was an active participant of the bilateral meetings between the then Department of Environment, Community and Local Government (DECLG) and the Community & Voluntary Pillar. We made recommendations about addressing women's needs at a local level through the Framework Policy on Local and Community Development, pushing for a comprehensive review of Local and Economic Community Plans, gender parity make-up of Local Community and Development Committees (LCDCs), capacity building for LCDCs on gender expertise and the public sector positive duty. We also built strong relationships with relevant officials in the Department and continued to lobby for community development grant funding for local women's groups.

In January 2016, NWCI organised a roundtable in cooperation with our members NCCWN and Longford Women's Link in Dublin with twelve community-based women's groups on a proposed collective initiative to carry out a national gender audit snapshot of Local Economic and Community Plans.

We made a submission to a Department of Public Expenditure and Reform consultation on the Commissioning of Human, Social and Community Services. The submission made key recommendations on procurement and commissioning, including the inclusion of social clauses and considerations and the absolute exclusion of community development programmes and initiatives from commissioning or tendering processes. We also published gender sensitive consultation guidelines for Local Community Development Committees.

We attended meetings of each of DECLG's three regional fora of Local Community Development Committee Chief Officers in April in Dungarvan, Castlebar and Tallaght to brief them on their work and present a rationale for gender proofing LCDC policies and programmes.

We sat on a working group, convened by Pobal, of NGOs and Pobal representatives to organise a seminar targeted at implementers of the Social Inclusion Community Activation Programme (SICAP) and Local Community Development Committee members. In May, a seminar was held in the Gibson Hotel on the SICAP engagement strategies. NWCI sat on the steering group established by Pobal to organise the event. Turnout was very strong with almost 200 participants despite a transport strike. At the event, NWCI hosted a workshop on Women and Local Development. A full seminar report with compiled findings has been drafted in which 96% of participants rated our workshop good-excellent. The report was circulated to the seminar working group. A meeting will be convened by Pobal to debrief on it.

We held several outreach and training sessions throughout the year with local groups and Local Community Development Companies across Ireland highlighting the significance of gender inequalities to their work and promoting gender mainstreaming of their programmes.

We also fed into the design of a Local and Community Development Forum being organised by the DECLG in which participants would feed into the implementation of the LCDC Policy Framework published by the Department.





## Launching our new Strategic Plan Driving Women's Equality 2016 - 2020

NWCI members adopted a new, ambitious Strategic Plan *Driving Women's Equality 2016-2020* at our AGM in September 2016. The plan aims to ensure NWCI operates as a sustainable organisation, adding value to the work of our diverse member organisations, being a voice for women's equality and acting as a catalyst for change for women in Ireland and beyond.

The plan sets out two overarching goals for the organisation. The first relates to progressing key equality and human rights issues for women, in particular in the areas of health, reproductive rights and violence against women, economic independence, care and leadership.

The second goal is about seeking to further develop NWCI as a stable, sustainable, highly visible organisation, growing in our ability to achieve women's equality. In particular, we seek to diversify and increase our membership and ensure opportunities for our members to be involved in our work. We also work to ensure that our members are represented by a financially sustainable, effective and professional organisation.

The plan's development was led by Dr Gráinne Healy, Independent Consultant, and is based on extensive consultations with members and multiple stakeholders. The consultations included a facilitated members meeting with all members in April 2016.

Based on the Strategic Plan, Gráinne Healy worked with NWCI staff in order to develop a detailed implementation plan.





## Securing funding for new EU project on ending sexual harassment and violence on campus

In April we successfully secured just over €320,000 for the Ending Sexual Harassment & Violence in Third Level Education (ESHTE) project from the European Commission Directorate-General, Justice & Consumers, Daphne III funding line. This is our first EU project as the lead co-ordinator, and our core partners are the Mediterranean Institute of Gender Studies (MIGS) Cyprus, The Women's Issues Information Centre (WIIC) in Lithuania, and Rape Crisis Scotland (RCS), Scotland UK. The project will run from October 2016 to April 2019.

The project is a direct response to the shockingly high prevalence of sexual harassment and violence as reported in the European Research Study *Gender Based Violence, Stalking and Fear of Crime* across Poland, Spain, Italy, Germany, and the UK. Between 50 percent and nearly 70 percent of all women students reported at least one experience of sexual harassment and between 30 percent and 47 percent reported at least one experience of an unwanted sexual act. In Ireland, the *Say Something* report from USI and Cosc, reported 16 percent of students having experienced some form of unwanted sexual experience and over 30 percent feeling harassed or intimidated while in their current educational institution.

The project aims to prevent and combat this sexual violence and harassment and build a culture of zero tolerance in Higher Education Institutions (HEIs) throughout Europe. Each partner will work with HEIs in their own country to advance the project goals through an active campaign and developing policy and education tools with students and staff.

## SSNO funding

NWCI was approved core funding by the Department of Housing, Planning, Community and Local Government for €270,000 over three years. This funding supports two staff members – our Women in Local Government and Development Officer and our Membership Liaison Officer – in the organisation's strategic goals to deepen engagement with our membership, engage new members and to progress the involvement of women and women's groups in local development and local government processes.



## Welcome to our new group members 2016

2016 has been a record year for NWC with ten organisations joining us as group members from all areas of Irish public life: the workplace, community, health, human rights and most notably three groups from the arts.

### Arts

**Waking The Feminists** is a grassroots movement calling for equality for women across the Irish theatre sector. WTF comprises women and men who are speaking out for equality for women in the theatre in Ireland. They are writers, directors, managers, actors, designers, choreographers, technicians, programmers, producers, artists and audience members. They have campaigned successfully in making major changes to future state funding for the Arts. [www.wakingthefeminists.org](http://www.wakingthefeminists.org) @WTFeminists

**Herstory** is a new cultural movement created to tell the stories of extraordinary but forgotten Irish women, stitching them back into the seams of history where they belong. Adopting a creative and collaborative approach, Herstory incorporates the worlds of music, comedy, theatre, fashion, dance, photography, poetry, fine art, film and more. Herstory hosts a vast programme of performances and exhibitions nationally. <http://www.herstory.ie> @HERSTORY2016

**Theatre Forum** is a national performing arts representative organisation. It provides information online and through workshops, training and professional development. Theatre Forum holds an annual large-scale all-island performing arts conference and publishes research on issues ranging from pay scales to arts attendances. It provides policy and advocacy support to its 250+ members, including venues, festivals, theatre and dance production companies as well as individual members. [www.theatreforum.ie/](http://www.theatreforum.ie/) @TheatreForumIE

### Community

**Women in Touch** Longford are a peer led social support group made up of women of all ages and backgrounds. With 35 group members, the group engages in training and education, discussions and debates, outings, social activities and acts as a social support group for one another. It links up with other women's groups from time to time and actively supports and creates awareness around issues of concern for women and their families.

**Love and Care for People (LCP)**, based in Cork, is committed to raising community awareness in the migrant community on different forms of family abuse including but not limited to Forced Marriage, Early Childhood Marriage, Honour Based Violence, Disownment, Destructive Relationships and Reproductive Abuse. LCP provides a safe haven and work to bring hope, emotional and social support, positive health and well-being, learning through play, access to education, mentorship and opportunities for women and young people to become economically self-sustaining. [www.loveandcareforpeople.eu](http://www.loveandcareforpeople.eu)

### Workplace

**Herizon** is a not-for-profit online forum for female leadership, entrepreneurship, gender equality and gender partnership. It posts weekly articles, studies, interviews on female leadership in action, companies and organisations who promote gender equality and who are true gender partners. [www.herizon.ie](http://www.herizon.ie) @herizonevent





## Health

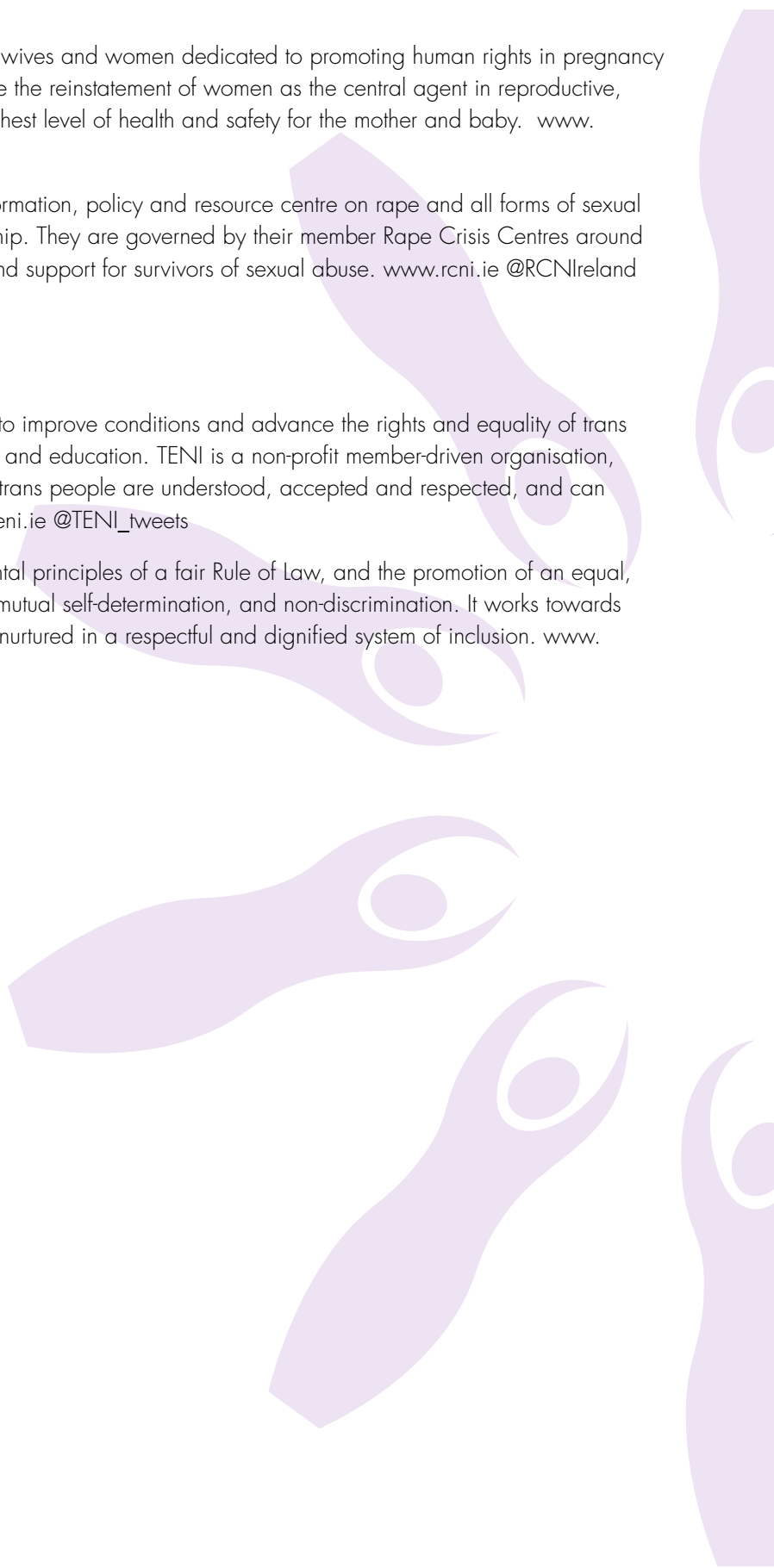
**Midwives for Choice** are an advocacy group of midwives and women dedicated to promoting human rights in pregnancy and childbirth. Midwives for Choice aims to promote the reinstatement of women as the central agent in reproductive, maternal and new-born health care to secure the highest level of health and safety for the mother and baby. [www.midwivesforchoice.ie](http://www.midwivesforchoice.ie) @midwives4choice

**Rape Crisis Network Ireland (RCNI)** is specialist information, policy and resource centre on rape and all forms of sexual violence with a proven capacity in strategic leadership. They are governed by their member Rape Crisis Centres around the country who provides free advice, counselling and support for survivors of sexual abuse. [www.rcni.ie](http://www.rcni.ie) @RCNIreland

## Human Rights

**Transgender Equality Network Ireland (TENI)** seeks to improve conditions and advance the rights and equality of trans people and their families through advocacy, support and education. TENI is a non-profit member-driven organisation, founded in 2006. TENI's vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society. [www.teni.ie](http://www.teni.ie) @TENI\_tweets

**Human Rights Sentinel's** work is based on fundamental principles of a fair Rule of Law, and the promotion of an equal, pluralist global society, where all people can enjoy mutual self-determination, and non-discrimination. It works towards encouraging a world where basic human rights are nurtured in a respectful and dignified system of inclusion. [www.sentinelhrd.com](http://www.sentinelhrd.com)



## CEDAW – Consulting with our members for NWCI Shadow Report

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), often described as an international 'Bill of Rights' for women, was adopted and ratified by Ireland in 1985. This committed the State to taking concrete steps to improve the status of women in Irish society by promoting laws, policies and attitudes that best serve to ensure women are guaranteed the same rights as men. In preparation for the State's 2017 examination under CEDAW, NWCI engaged in a full consultation process with all of our member organisations and with other NGOs in order to compile a Shadow Report that could be submitted to the CEDAW Committee, alongside the Government's own State Report. This work was also informed by the members of the Women's Human Rights Alliance which is a broad coalition of organisations concerned with the protection and promotion of women's human rights in Ireland, convened by NWCI.

The purpose of NWCI's Shadow Report was to highlight issues not raised by the State or to point out where the Government is focusing on achievements while minimising or neglecting failings. Our members responded to a detailed questionnaire about the application of CEDAW in Ireland. We also held a national consultation members meeting in collaboration with the Irish Women Lawyers' Association, entitled *Women's Rights and CEDAW*, in October 2016 and a former CEDAW committee member, Violeta Neubauer, to provide her expertise into shaping our report. As part of our commitment to our national members the event was livestreamed, and a video of the seminar is available on our YouTube channel.



# WORKING WITH OUR MEMBERS AND PARTNERS



## NWCI members meet EU Commissioner Vera Jourová

A number of NWCI members and staff had the opportunity to meet the EU Commissioner with responsibility for Gender Equality, Vera Jourová, in November 2016. At the meeting we highlighted the situation in Ireland in relation to the gender pay gap, violence against women, work life balance and women in decision making as these were the areas covered by Commissioner Jourová's portfolio. The delegation consisted of Margaret Martin, Women's Aid, Olwen Dawe, Network Ireland, Sheila Crowley, Ruhama, Eilís Ní Chaitheá, NWCI, Orla O'Connor, NWCI, Niamh Allen, NWCI and Silke Paasche, NWCI.





## Symantec IT volunteers supporting NWCI's work

Over the last 18 months group member Symantec Women's Action Network SWAN (part of Symantec, the IT Security Software Company) has kindly donated many hours of IT expertise to NWCI. Under the direction of Linda Brennan, Global Director of Production, a team of eight Symantec volunteers have provided considerable support and expertise to our work.

With the introduction of a new CRM system, we have been fortunate to avail of the help of Salesforce expert Lauren Dunne Touyet who spent a considerable amount of time training up all our staff saving the organisation significant costs. Other areas where Symantec team of volunteers have supported us include help at events, CRM and website data management, advice on sustainable, financial strategies for NWCI and the provision of IT equipment.

We thank the volunteers for their huge contribution to our work and hope to build on the success of this volunteer programme in the future.



Our communications work went from strength to strength in 2016.

Here are some of the highlights

- Numerous opinion pieces in local and national newspapers on issues such as care, economic independence, young women in leadership, and violence against women
- Working in coalitions with our members to raise the profile of important issues such as repealing the Eighth Amendment and the need for better data on violence against women
- Over 170 general election candidates signed up to our #FemGen manifesto
- Great coverage for #FemFest and our work with young women throughout the year
- Trending on Twitter for 3 days around NWCI's AGM, where along with our members and supporters, we set the #FeministAgenda
- A brilliantly well-read #FeministReflections blog series where we reflected on a feminist commemoration of the 1916 Easter Rising
- High level coverage of NWCI's reaction to Budget 2017, with Orla O'Connor, Director interviewed on RTÉ, TV3 News, and Newstalk, as well as local media across Ireland.
- An International Women's Day hub on our website, highlighting all of our member's International Women's Day news and events
- Our Twitter followers rose from 13,542 followers in January to 17,650 followers in December.
- Our Facebook likes rose from 8,847 likes in January to 14,183 likes in December.
- Our Instagram followers grew to 865
- Over 10,000 subscribers received five NWCI Newsflashes
- In July, almost 5,000 people sent just under 20,000 emails through NWCI's e-action, to TDs calling for support of a bill to allow abortion in cases of fatal foetal abnormalities, and a repeal of the Eighth Amendment.
- In October, over 3,400 people sent over 13,000 emails through NWCI's e-action, to TDs calling for support for a private members bill to repeal the Eighth Amendment.
- NWCI Director's official account was set up ahead of NWCI's September AGM, and is growing in engagement every month. @OrlaNWCI had 850 followers at the end of 2016.



# OUR TEAM IN 2016



Orla O'Connor,  
Director



Niamh Allen,  
Head of Development



Leonie Brady,  
Receptionist  
(from June 2016)



Sarah Clarkin,  
Communications and  
Social Media Officer



Marian Gallagher,  
Receptionist  
(from March 2016)



Anne Gibney,  
Head of Finance  
and Operations



Louise Glennon,  
Women in Leadership  
Coordinator  
(until July 2016)



Jacqueline Healy,  
Women's Health and Human  
Rights Coordinator



Sarah Henry,  
EU Project Officer – ESHTe  
(from October 2016)



Alice-Mary Higgins,  
Policy and Campaigns  
Officer (until June 2016)



Catherine Lane,  
Women and Local Government  
& Development Officer  
(from December 2016)



Jennifer McCarthy-Flynn,  
EU Project Coordinator –ESHTe  
(from October 2016)



Helen Mullarkey,  
Membership Development Officer



Eilís Ní Chaitheá,  
Policy and Campaigns  
Coordinator



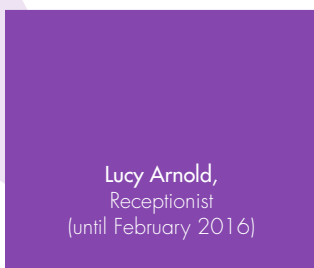
Delphine O'Keeffe,  
Policy Assistant – Women's Health  
(from May 2016)



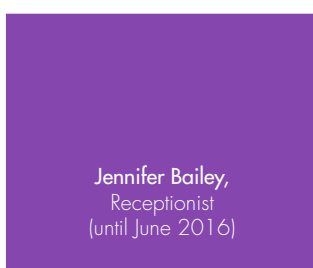
Silke Paasche,  
Head of Communications and  
Membership



Denise Roche,  
Policy Assistant  
(from May 2016)



Lucy Arnold,  
Receptionist  
(until February 2016)



Jennifer Bailey,  
Receptionist  
(until June 2016)





We would like to thank the following people who worked with us and contributed to our campaigns in 2016.

- Veronica Arenas Marshall
- Kirana Bhagwan
- Sarah Bourne
- Sabina Brennan
- Marina Costa
- Sarah Deegan
- Lauren Dunne
- Grainne Healy
- Katie Hennessy
- Agnieszka Krawczk
- Marie Lynch
- Samantha Mulvey
- Kieran Murphy
- Mary Murphy
- Niamh O'Carroll
- Veronica O'Keane
- Kathy Walsh





## FRANCES BYRNE, CHAIRPERSON

A lone mother since the 1990s, Frances has been a feminist activist for many years in paid and unpaid roles. A board member of NWCI since 2014, she has represented NWCI's membership on the National Women's Strategy Committee since 2012. Frances is also the alternate NWCI rep on the European Women's Lobby Board. Formerly a board member of the European Anti-Poverty Network - Ireland, Frances was also a founding member of Claiming Our Future, the Advocacy Initiative and the Equality & Rights Alliance. Frances led OPEN, the national network of lone parent groups, for over a decade.



## SHEILA DICKSON, VICE-CHAIRPERSON

Sheila has been a nurse for over 35 years and has been actively involved in the Irish Nurses and Midwives Organisation for a number of years, holding the office of President from 2008-2012 where she represented members locally, nationally and internationally. Sheila shares the vision of NWCI as a committed and active feminist and currently holds the position of Deputy Chairperson. Sheila is a Peace Commissioner, a member of the Killarney Marketing & Twinning Committee and a founding member of the Killarney Women's Network for Training & Empowerment (KWOTE).



## SARAH BENSON

Sarah is the CEO of Ruhama, the NGO working nationally with women affected by prostitution including victims of sex trafficking providing a broad holistic range of services, including exiting supports, on a free, confidential non-judgmental basis. Previously Sarah managed the National Domestic Violence Helpline with Women's Aid. She has extensive experience of work in the community and voluntary sector both in Ireland and abroad. Sarah is currently also the Chairperson of CAP International, an international network of frontline organisations working in the field of prostitution/human trafficking.



## OLWEN DAWE

Olwen is a past President and National Executive Officer of Network Ireland, she chairs the National Campaign for the Arts (NCFA)'s Policy Committee and is a Board member of CoisCéim Dance Theatre. A Policy Analyst and Consultant, Olwen advises the public and private sector predominantly on gender equality and diversity, she is currently completing a Master of Economic Science in Policy Analysis with the Institute of Public Administration at UCD, on advocacy and public policy decision-making.



## CATRÍONA GRAHAM

In addition to working as Campaigns and Advocacy Officer with the Immigrant Council of Ireland, Catriona is Communications Officer with the Children's Rights Alliance and acts as liaison for the 'Turn Off the Red Light' campaign. She is a member of the Executive Board of the National Women's Council of Ireland and is an Outreach Volunteer with Ruhama, an organisation supporting women affected by prostitution. Catriona is passionate about gender equality and combating exploitation in the sex trade, and believes feminism must always be intersectional.



## SUZANNA GRIFFIN

Suzanna has been a long-time activist with the trade union movement and has been recognised for her role in championing women's rights. Suzanna serves on the Public Administration and Community Division in SIPTU, on the SIPTU Equality Committee and also represents the union on the ICTU Women's Committee.



## MIRIAM HOLT

Miriam has over 14 years of experience working in the area of women's human rights in the community sector in a voluntary and professional capacity. She is National Co-Ordinator of the NCCWN which manages and delivers a Women's Equality & Development Programme through its 17 locally based Women's Community Development Projects throughout Ireland. The main aims of the NCCWCN are to help to address poverty, social exclusion and gender inequality experienced by women and to give a voice to community women at local and national level.



## LOUISE LOVETT

Louise, BA Mgmt. (Hons), is the CEO of Longford Women's Link (LWL), a rural NGO which employs 110 staff. Prior to joining LWL, Louise gained extensive experience working in the corporate sector for 27 years, with 5 years in executive management. Louise is Chairperson of Longford County Childcare Committee (LCCC). She is also member of the Midlands Regional Joint Consultative Housing Forum (MRJHCF), the Longford Westmeath Children & Young People's Services Committee (CYPSC) and of Longford County Council's Socio Economic Strategic Policy Committee.







## ROSALEEN MCDONAGH

Rosaleen is a long time human rights activist particularly on issues affecting Travellers, Roma, women and people with disabilities. Rosaleen has built her feminist analysis and career from her subjective experiences as a Traveller woman and a woman with a disability. She has worked in Pavee Point Traveller and Roma Centre for ten years where she jointly managed the Violence against Women programme. She is a playwright and a regular contributor to The Irish Times writing from the perspective of a Traveller feminist. She is currently a PhD candidate in Northumbria University.



## NUALA RYAN

Nuala, a dedicated feminist and a long-standing member of NWC, represented the Irish Federation of University Women for ten years. She has a special interest in European affairs and has been the Irish representative on the European Network of Women (ENOW) and the board of the European Women's Lobby in Brussels. Currently she is Chairperson of a Prison Visiting Committee.

Nuala's work reflects her concerns regarding women's social exclusion and her commitment to the importance of education in women's lives.



## PAULINE SARGENT

Pauline is the founder of DigiWomen, an organisation that promotes and shares the work of women makers and users of technology. DigiWomen are part of the IBM Global Entrepreneur Programme and are working on providing realtime analytics on women in STEM. She is also the owner of Social Zavvy, a digital marketing company, and an integral part of Pauline's work is lecturing with Dublin Business School. As a member of the Smart Dublin Network Advisory team, DigiWomen aims to provide linkage and collaboration opportunities for solving city challenges and improving city life for all women using smart technologies.

## Submissions

Submission to Public Consultation on a Universal Supplementary Retirement Savings Scheme, January 2016

Submission to consultation by Department of Public Expenditure and Reform on Commissioning of Human, Social and Community Services, February 2016.

NWCI March 2016 Submission to the Low Pay Commission, March 2016

Submission to HIQA Draft National Standards for Safer Better Maternity Services (online), May 2016

Submission to the development of an Action Plan on Housing, July 2016

NWCI and DRCC Preliminary Observations on a Code of Ethics for An Garda Síochána, August 2016

NWCI Pre-budget Submission 2017 to Department of Social Protection, September 2016

Fill the Gap - NWCI Pre Budget Submission 2017, September 2016

Irish Observatory on Violence against Women submission to UN Women on the consultation seeking views on UN Women approach to sex work, the sex trade and prostitution, October 2016 7

Submissions to the HSE National Intercultural Strategy, October 2016

Submission to the National Drugs Strategy (phone), October 2016

Submission to the Citizens' Assembly on its consideration of the Eighth Amendment to the Constitution, December 2016

## Other Publications

Breakthrough Manifesto (General Election), January 2016

Unconscious Bias Training Pack, February 2016

Charter of Zero Tolerance on Violence Against Women, May 2016

What Women Want – Consultation Checklist for Local Community Development Committees, July 2017

Driving Women's Equality 2016- 2020 – NWCI Strategic Plan Summary, September 2016

Feminist Futures - NWCI Annual Report 2015, September 2016

## NWCI is Chair of

- Women's Human Rights Alliance
- National Observatory on Violence Against Women
- Gender Mainstreaming Advisory Group

## NWCI is Board Member of

- European Women's Lobby
- Equality Rights Alliance

## NWCI is Member of

- National Women's Strategy—Monitoring Committee
- National Steering Committee on Violence against Women
- National Steering Committee on FGM
- Turn Off the Red Light Campaign—Core Group
- Economic Social and Cultural (ESC) Rights
- Equality Rights Alliance's Public Sector Duty working group
- HSE Tobacco Control Partners Group
- HSE Health Inequalities Resource Group
- EAPN
- AONTAS
- Community Work Ireland
- The Community Platform
- Community and Voluntary Pillar
- Refugee and Migrant Coalition
- Alcohol Health Alliance Ireland
- Victims Rights Alliance
- Better Europe Alliance Group





## Board of Directors until AGM September 2016

Moninne Griffith (Chairperson)  
Sheila Dickson (Deputy Chairperson)  
Louise Lovett\*  
Oluwayemi Solaru Adenuga\*  
Miriam Holt  
Saorlaith Ni Bhroin  
Sarah Benson  
Frances Byrne  
Aoife Smith  
Rosaleen McDonagh\*  
Suzanna Griffin \*

\* Indicates directorship of National Women's Council of Ireland only

## New Elected Board members AGM September 2016

Frances Byrne (Chairperson)  
Sheila Dickson (Deputy Chairperson)  
Louise Lovett\*  
Nuala Ryan  
Miriam Holt  
Olwen Dawe  
Sarah Benson  
Catriona Graham  
Rosaleen McDonagh\*  
Suzanna Griffin\*  
Pauline Sargent\*

*Company secretary*

Anne Gibney

*Registered office*

100 North King Street  
Dublin 7



## *Auditor*

Browne Murphy & Hughes  
Chartered & Certified Accountants  
28 Upper Fitzwilliam Street  
Dublin 2

## *Bankers*

Bank of Ireland  
Lower Baggot Street  
Dublin 2

## *Solicitors*

Garlan Furey Solicitors  
20 Fitzwilliam Square  
Dublin 2

## BOARD MEETINGS & SUBCOMMITTEES

There were 7 Board meetings during 2016

### *Attendance at meetings*

Moninne Griffith	5 meetings
Sheila Dickson	4 meetings
Miriam Holt	7 meetings
Sarah Benson	7 meetings
Frances Byrne	6 meetings
Rosaleen McDonagh	2 meetings
Suzanna Griffin	5 meetings
Saorlaith Ni Bhroin	5 meetings
Oluwayemi Solaru Adenuga	3 meetings
Louise Lovett	5 meetings
Aoife Smith	1 meeting (Maternity Leave)
Olwen Dawe	1 meeting
Catriona Graham	1 meeting
Pauline Sargent	1 meeting
Nuala Ryan	1 meeting



## Governance Subcommittee

### Members of subcommittee

Moninne Griffith, Sheila Dickson, Louise Lovett, Miriam Holt, Lauren Tennyson (Legal Adviser), Orla O'Connor and Anne Gibney

Subcommittee met twice during 2016. All members attended both meetings.

We comply with the Governance Code for Community, Voluntary and charitable organisations in Ireland. We confirm that a review of our organisation's compliance with the principles in the code was conducted in July 2016. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies need to be addressed.

## Employment Subcommittee

### Members of subcommittee

Moninne Griffith, Sheila Dickson, Sarah Benson, Miriam Holt, Aoife Smyth, Rosaleen McDonagh, Orla O'Connor and Anne Gibney

Subcommittee met three times during 2016. Moninne Griffith, Miriam Holt, Sarah Benson and Anne Gibney attended all three meetings, Orla O'Connor and Sheila Dickson attended two meetings and Aoife Smith (Maternity leave) and Rosaleen McDonagh were unable to attend any meetings.

## Audit/Finance Subcommittee

### Members of subcommittee

Moninne Griffith, Sheila Dickson, Miriam Holt, Orla O'Connor and Anne Gibney

Subcommittee met three times during 2016. Sheila Dickson and Orla O'Connor attended two meetings; all other members attended all meetings.

## GUIDING PRINCIPLES FOR FUNDRAISING

NWCI is committed to following the guidelines as outlined in the *Statement of Guiding Principles for Fundraising*. This statement exists to improve fundraising practice, promote high levels of accountability and transparency by organisations fundraising from the public and to provide clarity and assurances to donors and prospective donors about the organisations they support.



The main work and activities of NWCI for 2016 were in line with our Strategic Plan.

## *Income & Expenditures*

### *INCOME*

Department of Justice & Equality	400,000
Department of Community, Rural and Gaeltacht Affairs - Social Partnership	18,840
HSE	105,000
Pobal SSNO	84,417
IHREC	8,000
Department of Arts, Heritage, Regional & Rural	26,873
Department of Health	24,075
Daphne EU Project	256,755
Arts Council	12,850
Rental income	48,496
Members' Subscriptions	27,452
Rowntree Charitable Trust	47,564
Other	37,673
<b>TOTAL INCOME</b>	<b>€1,097,995</b>

### *EXPENDITURE*

Staff costs	521,533
Office running costs	37,193
Rent, cleaning & relocation	68,618
Communication & information	22,690
Governance and Statutory costs	8,829
Investment Management	10,435
Professional Fees	5,535
Programme Activities	76,992
<b>TOTAL EXPENDITURE</b>	<b>€ 751,825</b>





## Financial Results

The financial results for the financial year ending 31<sup>st</sup> December 2016 show a net surplus of €346,170 (2015: net deficit €70,964).

## INCOME

The National Women's Council of Ireland (NWCI) and the National Women's Council of Ireland (E&T) raised a total income of €1,097,995 for the financial year ending 31<sup>st</sup> December 2016 (2015: €713,786).

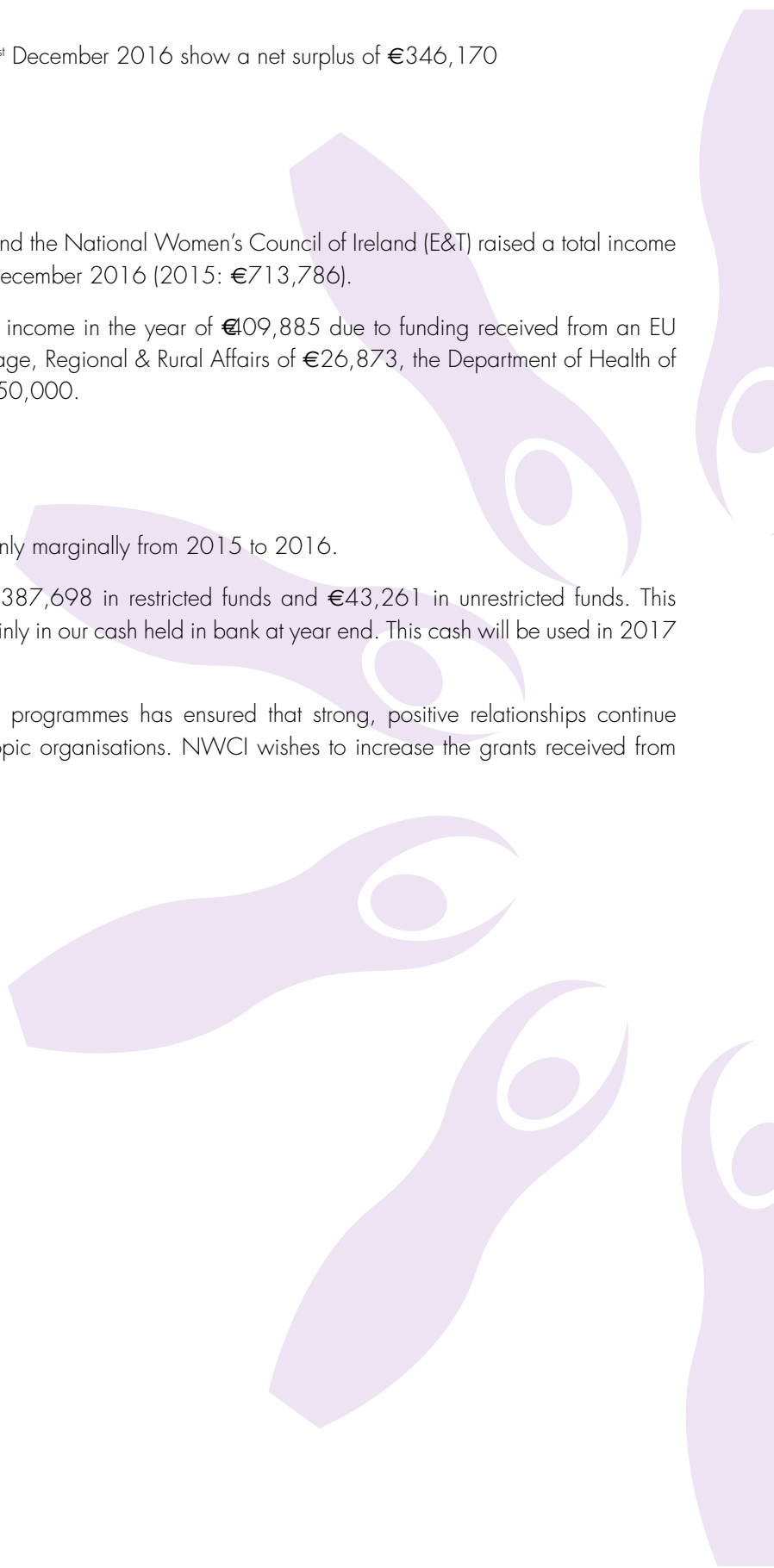
The main reason for this surplus was an increase in income in the year of €109,885 due to funding received from an EU Project of €256,755, the Department of Arts, Heritage, Regional & Rural Affairs of €26,873, the Department of Health of €24,075 and an increase in the core funding of €50,000.

## EXPENDITURE

Total expenditure for the year at €752k increased only marginally from 2015 to 2016.

The balance sheet is showing strong reserves of €387,698 in restricted funds and €43,261 in unrestricted funds. This increase in the balance sheet position is reflected mainly in our cash held in bank at year end. This cash will be used in 2017 to carry out agreed programmes of work.

NWCI's ability to deliver quality, value for money programmes has ensured that strong, positive relationships continue with Government Departments, Trusts and Philanthropic organisations. NWCI wishes to increase the grants received from membership and non-statutory organisations.



## Summary Accounts for the National Women's Council of Ireland Company Limited by Guarantee

Amalgamated Statement of Financial Activities

	Restricted Funds	Unrestricted Funds	Total 2016	Total 2015
<b>INCOMING RESOURCES</b>	€	€	€	€
Donations	47,564	27,452	75,016	75,472
Charitable activities	558,714	415,769	974,483	582,314
Investment	-	48,496	48,496	56,000
	—	—	—	—
<b>Total incoming resources</b>	<b>606,278</b>	<b>491,717</b>	<b>1,097,995</b>	<b>713,786</b>
	—	—	—	—
<b>RESOURCES EXPENDED</b>				
Raising funds	4,187	3,658	7,845	5,132
Charitable activities	305,425	438,555	743,980	779,618
	—	—	—	—
<b>Total resources expended</b>	<b>309,612</b>	<b>442,213</b>	<b>751,825</b>	<b>733,347</b>
	—	—	—	—
<b>Net surplus/ (deficit) for the Financial year</b>	<b>296,666</b>	<b>49,504</b>	<b>346,170</b>	<b>(70,964)</b>

These financial statements were approved by the directors on 27<sup>th</sup> April 2017 and are signed on their behalf by: Frances Byrne, Chairperson and Sheila Dickson, Deputy Chairperson.



## Summary Accounts for the National Women's Council of Ireland Company Limited by Guarantee

Amalgamated Balance Sheet as at 31<sup>st</sup> December 2016

### FIXED ASSETS

Tangible assets	320,605	327,148
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### CURRENT ASSETS

Debtors	7,701	53,612
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Cash at bank and in hand	502,153	212,389
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	<u>509,854</u>	<u>266,001</u>
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CREDITORS: Amounts falling due within one year	(70,985)	(133,466)
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NET CURRENT ASSETS	438,869	132,535
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TOTAL ASSETS LESS CURRENT LIABILITIES	<u>759,474</u>	<u>459,683</u>
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CREDITORS: Amounts falling due after more than one year	(9,464)	(55,843)
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	<u>750,010</u>	<u>403,840</u>
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### RESERVES

Restricted – building development fund	185,987	192,530
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Restricted fund – other	406,238	109,572
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Unrestricted fund	157,785	101,738
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MEMBERS' FUNDS	<u>750,010</u>	<u>403,840</u>
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These financial statements were approved by the directors on 27<sup>th</sup> April 2017 and are signed on their behalf by: Frances Byrne, Chairperson and Sheila Dickson, Deputy Chairperson



These summary accounts have been extracted from the statutory financial statements of the National Women's Council of Ireland Company Limited by Guarantee and the National Women's Council of Ireland Education & Training Company Limited by Guarantee. Those statutory financial statements, on which the Auditors (Browne Murphy & Hughes) expressed an unqualified audit opinion, will be filed with the Registrar of Companies following the Annual General Meeting. Copies of the full audited financial statements have been sent to members and are available on the NWCI Website ([www.nwci.ie](http://www.nwci.ie)).







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