

**NATIONAL WOMEN'S COUNCIL OF
IRELAND -
AMALGAMATED**

Limited by Guarantee

FINANCIAL STATEMENTS

31st DECEMBER 2015

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

FINANCIAL YEAR ENDED 31st DECEMBER 2015

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OFFICERS AND PROFESSIONAL ADVISERS

The details below are in respect of both companies, National Women's Council of Ireland Limited (Limited by Guarantee) and National Women's Council of Ireland Education and Training Limited (Limited by Guarantee) except where indicated otherwise

The board of directors

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

Company secretary

Anne Gibney

Registered office

100 North King Street
Dublin 7

Auditor

Grant Thornton
Chartered Accountants
& Registered Auditor
Molyneux House
Bride Street
Dublin 8

Bankers

Bank of Ireland
Lower Baggot Street
Dublin 2

Solicitors

Gartlan Furey Solicitors
20 Fitzwilliam Square
Dublin 2

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

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THE DIRECTORS' REPORT

FINANCIAL YEAR ENDED 31st DECEMBER 2015

The directors have pleasure in presenting their report and the financial statements of the company for the financial year ended 31st December 2015.

NWCI MISSION, VISION AND VALUES

National Women's Council of Ireland is the leading national women's membership organisation seeking equality between women and men. We represent our membership which includes 170 member groups as well as a wide range of supporting group and individual members from a diversity of backgrounds, sectors and locations. Our **mission** is to lead and to be a catalyst for change in the achievement of equality between women and men. We articulate the views and experiences of our members and make sure their voices are heard wherever decisions are made which affect the lives of women.

Our **vision** is of an Ireland, and of a world, where there is full equality between women and men.

Our **values and beliefs** shape what we do and how we work, key among these are that we are a **feminist** organisation. We believe that feminism is about working to change society so that women and men have an equal say in the decisions that affect their lives.

We are aware that women are not a homogenous group and very keen to reflect in our work the **diversity** that exists among all women.

We believe that care work is essential to the common good, it performs vital social and economic functions. We see the recognition and valuing of affective care as fundamental to full equality for women.

We believe in the **fundamental dignity and human rights** of all human beings. We recognise that these rights are universal, inalienable and indivisible.

We believe the right to make one's own choices about one's body for oneself is at the very core of personal freedom. **Bodily integrity** is a human right.

We know that tackling inequality and creating a more equal society requires **tackling structural inequalities** as well as a shift in the balance from self-interested 'consumerism' to a friendlier and more collaborative society. We believe that **women in leadership positions** (at all levels of society, locally, regionally, nationally and internationally) and the women's sector offer key sources of leadership and skills in relation to this change process.

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland Limited is the registered name of the Company. The National Women's Council of Ireland (NWCI) is limited by guarantee and does not have a share capital. At 31 December 2015 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

GROUP COMPANIES

NWCI's consolidated financial statements combine the activities of NWCI, a not-for-profit organisation and the NWCI Education & Training Ltd, is a registered charity, recognised by the Revenue Commissioners as having registered charity status – charity no CHY 11760.

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GOVERNANCE AND MANAGEMENT

The NWCI is in the process of applying for charitable status with the Charitable Regulatory Authority, the result of this will be known in 2016.

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. A review of our organisation's compliance with the principles outlined in this Code was conducted in August 2014.

This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review set out actions and completion dates for any issues that the assessment identified as needing to be addressed.

The governing body of the NWCI is called the Executive Board and the individual members are called Executive board members. This group has ultimate responsibility for the NWCI, overseeing and ensuring the overall direction, effectiveness and accountability of the organisation.

The role of the Executive Board is to oversee the business of the Company as per the Articles and Memorandum of Association.

The Executive Board meets regularly and its term of office is two years. As well as meeting regularly, a number of Board Sub-Committees are operated which are made up of Board and Staff representatives working on specific areas. In addition, Board Members may be part of an advisory committee/focus group or other working groups along with member groups for an event or project.

The Board is constituted from the membership of the NWCI; the membership elects the individual members of the Executive Board and also directly elects both the Chairperson and Deputy Chairperson at an Annual General Meeting every two years. When selecting candidates for election, the membership must be mindful that the executive board must include; three executive board members who reside outside Dublin and as agreed at the 2009 AGM, four members from groups who specifically target and work with certain designated categories of disadvantaged or marginalised member organisations.

BOARD RESPONSIBILITIES

- Direction – the Board sets the NWCI's direction and ensures that the organisation does not stray from its purpose. It also ensures that there is sufficient and realistic planning, target-setting and monitoring and that proper structures are in place;
- Assets – the Board ensures that the physical, financial and human assets of the organisation, including the board are properly monitored and effectively utilised;
- Accountability - ensuring that the organisation accounts for its monetary funds and its spending activities to all the relevant stakeholders;
- Legality - ensuring that the organisation acts legally e.g. in relation to health and safety; company law requirements etc.
- Big Picture - The exercise of governance means keeping an eye on the big picture rather than being drawn in to a level of detail that is a function of management and operations.
- Desirable Knowledge and Experience
- Knowledge/experience of working on gender equality and women's issues.
- Knowledge/experience of how organisations work.
- Knowledge and skills in one or more areas of Board Governance: policy, strategic planning, finance/fundraising, employment issues and legal.

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ROLE OF EXECUTIVE BOARD

The Executive Board has evolved over time, moving away from being completely responsible for management, as the organisation has employed professional staff.

The Board is committed itself to a policy making role within the context of a best practice model of good governance. The professional staff members implement that policy through a strategic plan.

The Executive Board ensures that:

- It formulates overall governance of the organisation, including policy development and the development of the strategic plan, in conjunction with the membership and staff.
- Board members and staff jointly undertake to act with integrity, at all times treating discussions about the business of NWCI as confidential.
- A Director is appointed to manage the organisation.
- The Director receives, through the Chairperson, regular support, supervision and annual appraisal.
- The implementation of the Strategic Plan is overseen.
- A model of good governance and leadership is provided.
- Its Board members are informed of, and publicly support the policy positions and services developed and provided by the NWCI.
- Its Board members act as ambassadors for the NWCI.
- Its Board members act as a resource – e.g. sub-committees may draw on the expertise of individual board members.
- The board may be consulted on submissions to government

A Board member's entirely voluntary involvement in the non-profit context demands a considerable time commitment and also a deeply held commitment to achieve equality for women and to the feminist ethos of the organisation. Rewards for Board Members are intangible, no financial payment may be made, save for expenses incurred

AUDIT/FINANCE SUBCOMMITTEE

The primary purpose of the Audit/Finance Sub Committee is to make recommendations to the Board and assist the Board discharge its responsibility. Meetings shall be held at least four times a year. The Audit Committee has five members. Three members are NWCI Directors. The Chairperson of the Audit Committee shall not be the Chairperson of the NWCI.

Terms of reference include the following key responsibilities:

- Ensuring the Company adopts, maintains and applies appropriate accounting and financial reporting processes and procedures;
- Facilitating the independence of the external audit process and addressing issues arising from the audit process;
- Ensuring the Company maintains effective risk management and internal control systems;
- Reviewing financial statements and other financial information distributed to the Board;
- Monitoring the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements;
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements;

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- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulation;
- Monitoring the establishment of an appropriate internal control framework, including information systems and considering enhancements;
- Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt;
- Reviewing reports on any major defalcations, frauds and thefts from the Company;
- Initiating and supervising special investigations;
- To oversee any investments

GOVERNANCE SUBCOMMITTEE

The governance Subcommittee has five members, two of whom are Directors and two members from the senior Management Team. The fifth member is an independent legal adviser. The committee meet as required and prior to AGM's. The objective of the committee is to oversee the AGM and to ensure proper procedure is followed.

EMPLOYMENT SUBCOMMITTEE

The Employment subcommittee has seven members, six board members and the Director of the NWCI. The committee meets when required. Responsibility for updating the NWCI Employment Hand book lies with this subcommittee.

OUR WORK IN 2015

Full details are available in our Annual Report

Beijing +20 – A woman's place is in the world

To mark the 20th anniversary of the Beijing Platform for Action, NWCI and the Irish Human Rights and Equality Commission (IHREC) hosted a one day conference Beijing +20 – A Woman's Place is in the World in Dublin Castle on 20 February. More than 200 delegates attended the conference which was one of the biggest events for women's equality in 2015.

In 1995, 189 countries including Ireland came together in China for the 4th UN World Conference on Women. The Conference adopted the United Nations Beijing Declaration and Platform for Action which has 12 areas of critical concern. The Platform for Action is a visionary roadmap for the achievement of women's human rights and empowerment throughout the world.

At the Beijing +20 conference, delegates had the opportunity to hear from national and international key note speakers, including President Michael D Higgins, former President Mary Robinson, UN Women Deputy General Secretary, Lakshmi Puri, Garda Commissioner Nóirín O'Sullivan and Minister for Equality, Aodhán Ó Ríordáin.

Two plenary sessions in the morning discussed Women, Power and Decision Making and Overcoming Women's Poverty and Achieving Economic Independence.

In the afternoon, delegates had the opportunity to discuss key issues for women in ten workshops covering topics such as violence against women, women with disabilities, women, migration and racism, care work, institutional mechanisms for change, stereotyping young women and sexism in the media, women's issues in the LGBT community, women and institutional abuse and women's health.

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The plenary sessions were livestreamed and attracted an additional audience of over 1000 viewers who were not able to attend on the day. In addition, lots of people engaged on social media around the issues of Beijing+20 and the Hashtag trended for the day.

Better Boards, Better Business, Better Society

To kick off our International Women's Day celebrations we launched 'Better Boards, Better Business, Better Society; A Handbook for Increase Women on Boards in Ireland', in the Marker Hotel in Dublin.

Halla Tomasdottir, named by Newsweek in 2011 as one of 150 women who shake the world, acted as keynote speaker. The Icelandic entrepreneur explained the business case for women on boards and outlined how she and her partner managed to steer their financial services and private equity company through the recent crash by relying on feminine values; profit with principles, risk awareness, straight talking, emotional capital.

Other speaker at the event included Orla O'Connor, Director of NWCI, who opened the session; Louise Glennon, Women in Leadership Officer in NWCI, who outlined the recommendations included in the report, including gender quotas for women on boards, while stressing the need for the application of these a number of measures board room to shop floor; Lynn Boylan MEP who gave the European context including an update on the progress of the Women on Boards Directive. Norah Casey, Dragon, magazine publisher, television and radio presenter, and author acted as Chair, and was joined on the panel by Jane Williams, business woman and board director.

During the Q&A session, Norah Casey led the 150 strong audience to deliver energetic inputs and challenges from the floor.

We were delighted with the coverage the event attracted in broadcast and print media, particularly the full page in the Irish Times business pages devoted to Halla, her achievements based on feminine values and the need for gender quotas for women on boards.

We extend our sincere thanks to the European Parliament for supporting this event.

Marriage Equality Referendum – Women4Yes

NWCI held a national 'Women4Yes' press conference on 5 May 2015. 12 group members were represented, and more signed up to the press release. Several communications were sent to our membership calling for a yes vote and both an event page and a more detailed policy page were created on our website. The press conference was covered by UTV Live and the Irish Independent. Consistent messaging in support of a yes vote was maintained on our social networks. For the week of the referendum NWCI's reach on Facebook was 325,000 and for the month of May the reach was 250,000.

Feminist Futures – Our AGM Morning Event

Building on the theme of the 2014 year's AGM, "So, Tell Me Why We Still Need Feminism?", NWCI's 2015 AGM explored the theme of "Feminist Futures". As Ireland enters a period of economic recovery, it was a crucial time to outline what direction we want to take Ireland's recovery in.

With an international zeitgeist building around the feminist movement, Feminist Futures touched a nerve with the women of Ireland, and within two hours of the first mention of #FeministFutures on NWCI's Twitter account, the hashtag was trending across Ireland, spawning tens of articles on the tweets NWCI members and supporters were sharing, demanding a new, feminist Ireland.

The event was opened by Minister for Justice and Equality, Frances Fitzgerald.

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We were honoured to have historian and expert in gender and social history Mary McAuliffe address the event, outlining how women have fought for social change since independence.

Emer O'Toole, Guardian columnist, author of 'Girls Will Be Girls', self-described 'hairy feminist', and 'one of the leading lights of new feminism', flew in from Montreal to discuss what feminism means for young women, and how we can build a feminist future in Ireland.

Secretary General of the European Women's Lobby, Joanna Maycock, gave an international perspective on creating a feminist Ireland, while journalist and Sunday Independent columnist Carol Hunt chaired proceedings.

Book reading with Emer O'Toole –Girls will be Girls

NWCI were delighted to hold a special fundraising event in the Gutter bookshop with author and blogger Emer O'Toole.

Described by the Guardian as "one of the leading lights of the new feminism", Emer read from her bestselling book "Girls Will Be Girls: Dressing Up, Playing Parts and Daring to Act Differently."

The reading was followed by a Q&A with Emer, facilitated by Sinead Gleeson, presenter of The Book Show on RTE Radio 1 and Irish Times book reviewer.

We're very grateful to those who showed up to the Gutter bookshop to show their support for the work of the National Women's Council of Ireland – thank you!

Budget 360 – Turn it Around for Women

The National Women's Council of Ireland's Pre Budget Submission "Budget 360: Turn It Around for Women" was launched in September, ahead of Budget 2016. We used the Submission to call on the government to use Budget 2016 as an opportunity to turn it around for women and invest in areas which are crucial for women's equality and foundations for a sustainable future.

Recent years have seen a significant deterioration in economic conditions for women in Ireland. The Gender Pay Gap has widened with half of women in Ireland earning €20,000 or less and women have been particularly impacted by the rise in precarious work. Cutbacks to public and community services have had a huge impact, with essential supports to tackle violence against women pushed to the edge and Ireland still lagging far behind the rest of Europe when it comes to early years care and education.

We had three high level priorities. The first was delivering an Early Years infrastructure that is of high quality, accessible and affordable, delivering the promised two weeks of paid paternity leave and taking the first steps towards paid parental leave.

The second was for Budget 2016 to dedicate sufficient funding to effectively implement new legislation such as the Victims Directive and meet the standards set by the Council of Europe Convention on Violence against Women, and to restore funding to both frontline and advocacy organisations to at least pre-recession levels.

To provide decent work for women, we also maintained that Budget 2016 must increase the Minimum Wage to at least the level recommended by the Low Pay Commission and strengthen regulation around precarious work. We also called for the Budget to ensure that social clauses requiring gender equality and decent working conditions are attached to all public spending or capital expenditure.

When Budget 2016 was announced NWCI welcomed a number of measures but made clear that the Government still did not address the scale of the challenges. We welcomed the introduction of two weeks paternity leave which represented a success for the long campaign of NWCI to recognise the role of fathers and to distribute care more

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equally between women and men. However, we warned that the Budget still failed to tackle the enormous issue of affordability of childcare, which continues to be one of the biggest barriers to women's participation in the workforce and civic life in Ireland. There were further positives such as the increase in the minimum wage, but we continue to call for a gender proofing of all Budget measures in order to ensure that any additional resources are allocated in an equal and effective way.

Hearing Women's Voices?

Why are the majority of experts and guests on radio male? And why are women allocated shorter air time than their male counterparts?

These questions and more are addressed in "Hearing Women's Voices?" a study which explored women's underrepresentation in current affairs radio programming across national stations at peak listening times in Ireland. The study, which also made recommendations in relation to how this can be addressed to achieve a greater balance of women and men on air, was conducted by the National Women's Council of Ireland and Dublin City University was funded by the Broadcasting Authority of Ireland (BAI) through its Media Research Funding Scheme.

'Hearing Women's Voices' was launched by Minister for Communications, Energy and Natural Resources, Alex White, at an event that was chaired by political correspondent Alison O'Connor.

The study which took place across three weeks in the second half of 2014 revealed that the overall breakdown of voices was 28% female and 72% male voices across the three radio stations examined breaking down to 63% on RTE Radio, 82% on Newstalk and 70% on Today FM. Women also tended to get shorter air time when on and the majority of guests and experts were male across all stations.

FemFest – Our work with young women

Continuing on the work of The Y Factor, NWCI began a major piece of work with young women aged 16-24, on body image and leadership, called "Through the Looking Glass".

We held workshops with young women, asking who or what informs the relationship that the young women of Ireland have with their bodies, who their role models are and are they themselves role models in their own lives?

This work was based on our ongoing leadership work as well as research which shows that women and girls hold back from participating in everyday life, due to body insecurities. The obsession with how women look undermines the broad spectrum of what women have to offer, and impacts hugely on how we engage with the world.

Women outperform men in schools and universities across Ireland, yet men are overrepresented in all leadership positions, from the Dail, to the boardroom, to senior management. We know that this is not because women are less capable or less willing, but because of a long list of norms and cultures that are highly gendered.

We held five workshops through the year, including a public speaking workshop and a media training workshop.

The culmination of a year's work was FemFest, a fun and inspiring day combining panel discussions with creative performance, and points for activism and engagement, focusing on a myriad of issues relating to the topics of body image and leadership.

We heard brilliant contributions on the day from our body image panel of Tara Flynn, Tom Meagher, Dil Wickremasinghe, Louise O'Neill, chaired by the amazing Ailbhe Smyth. The leadership panel was equally inspiring - Lynn Ruane, Bressie, Nadya Bhattay and Claire Daly made some unforgettable contributions, as did the Chair, Sinead Burke.

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Women in Local Government and Development

Women in Local Government and Development kicked off in late 2014 as a new priority policy focus area for NWCI. Over 2015, we set out to gather together our membership and relevant stakeholders across the country to consult on what women in their communities needed to make local alignment processes work for them. We organised two day-long members' meetings in Longford and Limerick in association with the National Collective of Community-based Women's Networks and local community groups, including Longford Women's Link and NCCWN. The meetings were an opportunity for interested groups to discuss the topic of Making Women Central to Local Government. The events were very well-attended with representation of women's groups from Donegal to Cork. Reports were written and circulated outlining the views expressed by the groups and recommendations on what could be done to improve women's participation in local decision-making.

NWCI travelled to Longford, Galway, Cork, Letterkenny, Kilkenny engaging women's groups in discussions about the matters that affect their lives and their communities.

We also traveled to Brussels to attend a Council of European Municipalities and Regions conference at which good practice models were presented on gender-mainstreaming in local and regional authorities. Relationship has been established with key staff in the CEMR and with local authority staff and representatives involved in this Europe-wide project.

Throughout the year, NWCI has lobbied the Department of Environment, Communities and Local Government with regard to funding programmes, local government and development policies, including reasserting the importance of local women's groups in providing gender expertise in developing community initiatives.

Ending Violence against Women

NWCI convenes and chairs the Irish Observatory on Violence Against Women. It is a dynamic space for NGOs working on violence against women to come together and identify policy and legislative responses to all forms of violence against women. The membership of the Observatory expanded in 2015 and current members include ActionAid, Akidwa, Cairde, Cork Sexual Violence Centre, Dublin Rape Crisis Centre, European Women's Lobby through Irish Representative of the European Observatory, Galway Rape Crisis Centre, Immigrant Council of Ireland, National Women's Council of Ireland, NCCWN, Oxfam Ireland, Pavee Point Traveller and Roma Centre, Ruhama, Sonas Domestic Violence Charity and Women's Aid.

The Istanbul Convention was signed in November 2015 which was a great result for NWCI and members of the Observatory who had campaigned for its signature and ratification since 2011. Observatory members were very active in the consultations around the Second National Strategy on Domestic, Sexual and Gender Based Violence 2016-2021 which was launched in January 2016. This strategy has many actions for the Department of Health and HSE to undertake during its lifetime and it is working towards the full ratification of the Istanbul Convention.

NWCI sits on the Oversight Group of Second National Action Plan on Women, Peace and Security 2015-2018, as convened by Department of Foreign Affairs. There is a strong focus in this Group on how Ireland responds to migrant women in Ireland who are fleeing gender based violence in their country of origin and how the Irish government deals with the prevalence of Female Genital Mutilation.

In 2015 NWCI responded to the Criminal Law (Sexual Offences) Bill which was published at the end of July and highlighted the changes needed in the Bill including a definition of consent and the criminalisation of the buyer and decriminalisation of the seller in order to tackle demand for prostitution. NWCI made a submission to the Domestic Violence Heads of Bill to the Oireachtas Committee on Justice and Equality.

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Ending Violence against Women (continued)

NWCI made a successful application to the Women's Fund as administered by the Community Foundation for Ireland to develop a Charter of Zero Tolerance on Violence against Women that organisations across Ireland can use to publicly demonstrate their opposition to all forms of violence against women. As part of that funding NWCI will also develop a policy on violence against women that our members can use in their lobbying work.

Ensuring women's right to health

During 2015 NWCI witnessed increased engagement in gender mainstreaming in health within the HSE and with other agencies working on health. There was ongoing cross-sectoral engagement on the issue through consultation workshops and through meetings of the gender mainstreaming steering group. Key successes and outcomes include NWCI securing the hosting of the 2017 World Congress on Women's Mental Health; increased public awareness and understanding of the importance of gender mainstreaming in health service planning and delivery through gender and health workshops around the country; facilitation of strong engagement by women in the reform of our maternity services from a diverse range of backgrounds as well as those of health service professionals; excellent outcomes from the gender mainstreaming demonstration project in Co. Longford as a model of good practice and assisting the health service in meeting its strategic objectives and targets to reduce inequalities in health.

NWCI is part of the HSE Cross Divisional Working Group on Health Inequalities who have been tasked with organising regional workshops on health inequalities for the purpose of devising a Health Inequalities Action Plan for the HSE. NWCI took an active part in the HSE Health Inequalities Resource Group which focused on revising the Health Inequalities training with HSE staff that was rolled out during 2015.

Gender Matters Workshops

In February and March 2015 NWCI in partnership with HSE held a series of regional workshops with women and men including transgender across Ireland to hear and document their experiences of health services in Ireland from a gender perspective. Workshops took place in Galway, Letterkenny, Waterford and Mullingar. These workshops were very well attended with a diverse range of groups and issues present. From these consultations NWCI compiled a report on the issues and key recommendations to the HSE as part of the review of the Health Inequalities Framework.

Training Awareness Tools

In March 2015 NWCI produced a video to raise awareness amongst healthcare professionals and NGOs of the importance of gender in health policy, planning and service delivery and to support NWCI Gender Matters Training Programme. The video has contributions from Tony O'Brien, Director General, HSE, Transgender Equality Network Ireland, Men's Development Network and Pavee Point Traveller and Roma Centre. The video can be accessed on <https://vimeo.com/125024629> and <https://youtu.be/ik8lz463LjQ>.

Lobbying Work

A communication was sent to Minister for Health in September regarding health priorities for NWCI in the context of Budget 2016. Areas that were covered include universal social insurance, gender mainstreaming in health, maternity services, Female Genital Mutilation, osteoporosis, Traveller and Roma health and cancer services. NWCI had the opportunity to meet with the Minister for Health on 9th of November with regard to this communication. It was a very good opportunity to inform him of our work on women's health and to bring up some issues of concern from our membership. NWCI requested that his Department resource a gender mainstreaming unit with Department of Health and NWCI submitted a briefing paper on what that would look like for consideration by the Secretary General of his department.

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Gender Equality Review / Action Project Longford

During the second half of 2015 NWCI worked with and supported Longford Primary Health Care Project for Travellers in incorporating a gender dimension to their health promotion services for Traveller women and men. Support activities included increasing gender awareness capacity of staff through training on gender sensitive approaches and gender proofing of policies, plans and services. The LPHCP drew up gender equality statement for the organisation, gender proofing leaflets and action plans and conducted a snap shot survey with service users. This successful project culminated in the production of a gender equality action plan for 2016.

Maternity Services

NWCI supported the HSE to carry out consultations on its draft Maternity Charter. Workshops were held in Galway, Letterkenny, Waterford and Mullingar during February and March 2015. This feedback will influence the revision of the Maternity Charter due to be published in late 2016 but also contributed to the development of a National Maternity Strategy for Ireland which was published in January 2016. NWCI finished its report on the consultations and forwarded it to HSE and certain members of the Maternity Steering Group. Much of the material also formed basis of NWCI engagement with the online consultation by the Department of Health which we had to submit by 15 July. NWCI was asked by Department of Health to assist in the organisation of two focus group discussions on maternity to complement the online consultation and to reach hard to reach groups. These took place in Cork on 15 July and in Dublin on 20th of July.

World Congress on Women's Mental Health

NWCI and Trinity College Dublin made a successful bid to host World Congress on Women's Mental Health in Dublin in March 2017. We began much of the planning during 2015 to lay good foundations for a successful Congress that will attract approx. 1,000 delegates across the continents. The Congress will take place from Monday 6th of March to Thursday 9th of March in the RDS. The Congress is co-hosted by NWCI and TCD and the International Association for Women's Mental Health and supported by Conference partners. The theme is Rights, Recovery, Resilience. For more information see www.iawmh2017.org,

Ensuring quality, affordable and accessible childcare

The provision of affordable childcare, the introduction of paid paternity leave and parental leave were core NWCI demands for 2015 and were central to our lobbying work for Budget 2016. The core demands for 2015 were as follows

1. Provide choice for parents to take leave from employment in the first year of a child's life by introducing two weeks Paternity Leave for Fathers on the birth of their child and 6 months paid parental leave incrementally over three Budgets initially with two months paid parental leave in Budget 2016.
2. Provide affordable Childcare for children aged 6months to 3years through capping of fees for all parents and the introduction of a subsidisation scheme so that childcare costs will be reduced for all parents. NWCI advocated that the maximum a parent should be 40% of childcare costs based on a sliding scale according to income, with those on lowest income receiving full subsidisation. We lobbied that the scheme would be introduced over 3 Budgets with a 20% subsidy in Budget 2016.
3. Extend the Early Childhood Care and Education programme to introduce free ECCE for all children when they reach 3years until they enter primary school and extend the hours of ECCE to 20 hours per week for 48 weeks per year.

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We made significant achievements in Budget 2016 as the Government announced the introduction of Paternity Leave for 2 weeks for fathers after the birth of a child. We also lobbied all the political parties in the preparation of their election Manifestos to include our demands in their childcare recommendations.

Working in Partnership

Women's Human Rights Alliance

NWCI convenes the Women's Human Rights Alliance (WHRA) which is a broad coalition of organisations concerned with the protection and promotion of women's human rights in Ireland. In May 2015 WHRA made a submission to the UN Committee monitoring Ireland's compliance with the International Covenant on Economic, Social and Cultural Rights (ICESCR). The submission focused on the Right to Health as contained in Article 12 of the ICESCR and covered issues of concern including the importance of gender sensitive healthcare, access to abortion services, female genital mutilation, violence against women, symphysiotomy, the right to health of minority ethnic groups including the Traveller community and the importance of the incorporation of the right to health in the Irish Constitution. Ireland's report under ICESCR was examined in the 55th session of the Committee which took place from 1-19 June in Geneva and many of these concerns were reflected in the UN Committee concluding observations.

In October the Women's Human Rights Alliance made a detailed submission to the UN Committee overseeing the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Ireland hasn't reported to the UN on its compliance with this Convention in over 10 years. In the 10 page submission NWCI and WHRA recommended that the UN Committee ask the government for responses in relation to 18 issues. To view the submission and other NGO submissions see

http://tinternet.ohchr.org/_layouts/treatybodyexternal/SessionDetails1.aspx?SessionID=1024&Lang=en

At the end of November, the UN Committee held consultations with NGOs in Geneva as part of the preparation of the List of Issues to send to the Irish government by March 2016. NWCI were present to deliver an oral statement which was an excellent opportunity to raise a multitude of concerns regarding women's rights in Ireland.

Turn off the Red Light

NWCI continued to play an active part in the Turn off the Red Light Campaign during 2015. The criminalisation of the purchase of sex was included as a provision in the Criminal Law (Sexual Offences) Bill that was published in July 2015 so the campaign was focused on ensuring the smooth passage of the Bill through all stages of parliament and engaging with parliamentarians on the importance of this provision.

Gender Mainstreaming in Health Advisory Group

NWCI convenes the Gender Mainstreaming in Health Advisory Group which is made up of key agencies including HSE, Department of Health, the Irish Human Rights and Equality

Commission, Men's Development Network, Men's Health Forum, Cairde, Irish Cancer Society, Pavee Point Traveller and Roma Centre, the Institute for Public Health, Transgender Equality Network Ireland and Irish Nurses and Midwives Organisation. This group met twice during 2015 and gave invaluable advice and guidance to the gender mainstreaming and health work of NWCI.

Coalition to Repeal the 8th amendment

NWCI took an active role in the activities of the Coalition to Repeal the 8th Amendment, which is a growing coalition of 55 organizations, including pro-choice, feminist, human rights and other civil society organisations.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

THE DIRECTORS' REPORT

FINANCIAL YEAR ENDED 31st DECEMBER 2015

Spreading the Word

Our Communications work went from strength to strength in 2015. Here were some of the highlights

- Numerous opinion pieces in local and national papers on issues such as care, economic independence, women in leadership, body image and reproductive rights
- Working in coalitions with our members to raise the profile of key issues such as family leave and a repeal of the 8th Amendment
- High level coverage for our Looking Glass work with young women on body image and leadership, culmination in the brilliant #FemFest
- Trending for 72 hours leading up to NWCI's AGM, where hundreds of women shared their dreams for #FeministFutures
- A highly successful 'Sharing Stories of Women in History' blog series, by Ella Hassett
- Great coverage of our pre-Budget Submission, including various local and national op-eds against proposed tax cuts and calling for investment in public services
- An International Women's Day hub on our website, showcasing all the IWD news and events from our members
- Monthly newsflash delivered to over 10,000 subscribers
- 4,150 new followers on Twitter, bringing us up to over 13,000 followers
- 2,032 new likes on Facebook, bringing us to almost 8,400 likes
- Over 5,000 monthly visitors to our website www.nwci.ie

FINANCIAL RESULTS

The financial results for the financial year ended 31st December 2015 are shown in the Consolidated Statement of Financial Activities on page 18.

These results show a net deficit of €70,963 (2014: net surplus €134,439).

INCOME

National Women's Council of Ireland (NWCI) and National Women's Council of Ireland (E&T) raised total income of €713,787 for the financial year ended 31st December 2015 (2014: €883,655). Analysis of income is on page 24.

€439,108 restricted funds received in 2014 carried forward to the following year in order to finish the programme of work and are therefore not part of income raised in 2015.

EXPENDITURE

Total expenditure for the year, at €784k is up 5% on 2014 (€749k). Charitable activities accounts for 98% of expenditure. Raising funds has decreased by 70% in the year to €5,132 (2014: €17k). This is due to the strengthening of NWCI's policy on income generating. NWCI wish to increase the grants received from membership and non-statutory organisations. We developed a new post of Fundraiser for the organisation on part-time bases to explore new and innovative means of generating donations and fundraising income.

NWCI's ability to deliver quality, value for money programmes has ensured strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

THE DIRECTORS' REPORT

FINANCIAL YEAR ENDED 31st DECEMBER 2015

RESERVES POLICY

NWCI's policy is to maintain unrestricted reserves at a minimum level to ensure the long-term viability of the organisation. Reserves to be maintained at a level which ensures that NWCI's core activity could continue during a period of unforeseen difficulty. It takes into account risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisations commitments. The results for the year are set out on pages 21-22. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €31,916 as at 31.12.2015. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted funds in the future. At the year end the balance sheet shows unrestricted reserve of €31,916 and restricted reserves of €103,882 which will be carried forward to 2016. Restricted reserves will be used to carry out agreed programmes during 2016.

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the organisation continues to be the sourcing of new funding. Atlantic Philanthropies have decided to pull out of Ireland in 2015. This funding will be no longer available from 2015 on.

The submission of new funding applications will continue to be a priority for the organisation throughout 2016 as well as implementing the new Strategic Plan.

NWCI's risk management and internal control lies with the Board of Directors, with the Audit/Finance Subcommittee playing a key supporting and assurance role.

The internal control system aims to monitor the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements;

Reviewing risk management practices monitor the establishment of an appropriate internal control framework, including information systems and considering enhancements;

Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt;

Reviewing reports on any major defalcations, frauds and thefts from the Company;

Initiating and supervising special investigations;

Reviewing reports on the adequacy of insurance coverage

STAFF AND VOLUNTEERS

The Board would like to express their appreciation to the dedication and hard work of all their staff, interns and students. The NWCI is committed to equality of opportunity in employment. All employment decisions at the NWCI are based on competencies that include experience, abilities and qualifications. The organisation supports the implementation of positive action programmes to remove barriers to equality and promote concepts of diversity and equality of opportunity in all of its employment. It is our policy that the principles and practices of equality of opportunity should apply to all conditions of service for our employees, including recruitment, placement, selection, promotion, career development, training, pension and leave entitlements.

The NWCI is committed to ensuring the health, safety and well-being at work of its employees, student interns, contractors and visitors. It is committed to providing and maintaining a safe place of work, safe systems of work, safe equipment and safe procedures, in so far as is reasonably practicable, and in accordance with relevant legislation. This policy sets out the NWCI's programme for managing and safeguarding Health and Safety

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

THE DIRECTORS' REPORT

FINANCIAL YEAR ENDED 31st DECEMBER 2015

IMPORTANT EVENTS SINCE THE YEAR END

There have been no significant events affecting the company since the year end.

DIRECTORS

The directors and secretary who served the company during the year were as follows:

Moninne Griffith
Louise Lovett
Oluwayemi Solaru Adenuga
Miriam Holt
Saoirleith Ní Bhroin
Sarah Benson
Sheila Dickson
Frances Byrne
Aoife Smith
Rosaleen McDonagh
Suzanna Griffin

The secretary was Anne Gibney

DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year giving a true and fair view of the state of affairs of the company for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company for the financial year end date of the profit or loss of the company for that financial year and otherwise comply with the Companies Act 2014

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACCOUNTING RECORDS

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at 100 North King Street, Dublin 7.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

THE DIRECTORS' REPORT

FINANCIAL YEAR ENDED 31st DECEMBER 2015

STATEMENT OF RELEVANT AUDIT INFORMATION

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITOR

The auditor, Grant Thornton, will continue in office in accordance with section 383(2) of the Companies Act 2014.

Signed on behalf of the director



Moninne Griffith
Chairperson



Sheila Dickson
Deputy Chairperson

Approved by the directors on 30/6 2016

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED FOR FINANCIAL THE YEAR ENDED 31st DECEMBER 2015

We have audited the financial statements of National Women's Council of Ireland Limited and National Women's Council of Ireland Education and Training Limited for the year ended 31st December 2015 which comprise the Income statement, the Statement of other comprehensive income, the Statement of financial position, the Statement of cash flows, the Statement of changes in equity and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITOR

As explained more fully in the Directors' Responsibilities Statement, directors are responsible for the preparation of the financial statements giving a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish 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 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:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the state of the company's affairs as at 31st December 2015 and of its deficit and cash flows for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED FOR FINANCIAL THE YEAR ENDED 31st DECEMBER 2015

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY THE COMPANIES ACT 2014

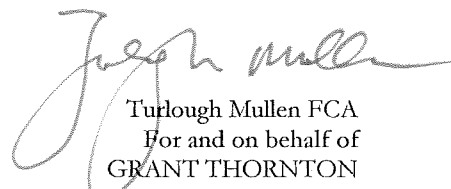
- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the provisions in the Companies Acts 2014 which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

Molyneux House
Bride Street
Dublin 8

30 June 2016


Turlough Mullen FCA
For and on behalf of
GRANT THORNTON
Chartered Accountants
& Registered Auditor

The notes on pages 23 to 30 form part of these financial statements.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

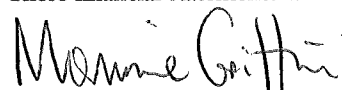
FINANCIAL YEAR ENDED 31st DECEMBER 2015

	Note	Restricted Funds	Unrestricted Funds	Total 2015	Total 2014
INCOMING RESOURCES		€	€	€	€
Donations	3	47,564	27,908	75,472	350,348
Charitable activities		210,863	371,029	581,892	501,481
Investment		-	56,000	56,000	22,866
Other		-	423	423	8,960
Total incoming resources		258,427	455,360	713,787	883,655
RESOURCES EXPENDED					
Raising funds	16	1,523	3,600	5,132	17,465
Charitable activities	18	380,381	386,742	767,123	710,620
Investment		-	12,495	12,495	6,827
Other		-	-	-	7,000
Total resources expended		381,913	402,837	784,750	749,216
Net (deficit)/surplus resources		(123,486)	52,523	(70,963)	134,439
Transfer					-
Total funds at beginning of year	19	439,108	35,696	474,804	340,365
Total funds at end of year	19	315,622	88,219	403,841	474,804

All of the activities of the company are classed as continuing.

The company has no recognised gains or losses other than the results for the
year as set out above.

These financial statements were approved by the directors on 30/6/16 and are signed on their behalf by:



Moninne Griffith
Chairperson



Sheila Dickson
Deputy Chairperson

The notes on pages 23 to 30 form part of these financial statements.

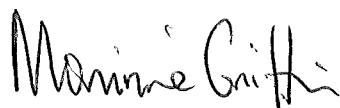
NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL POSITION

31st DECEMBER 2015

		2015	2014
FIXED ASSETS			
Tangible assets	8	327,148	332,584
CURRENT ASSETS			
Debtors	9	37,595	14,067
Cash at bank and in hand		212,387	317,619
		<u>249,982</u>	<u>331,686</u>
CREDITORS: Amounts falling due within one year	10	117,446	103,796
		<u>=====</u>	<u>=====</u>
NET CURRENT ASSETS		132,536	227,890
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>459,684</u>	<u>560,474</u>
		<u>=====</u>	<u>=====</u>
CREDITORS: Amounts falling due after more than one year	10	(55,843)	(85,670)
		<u>403,841</u>	<u>474,804</u>
		<u>=====</u>	<u>=====</u>
RESERVES			
Restricted – building development fund	15	192,530	199,223
Restricted fund – other		109,572	233,058
Unrestricted fund		101,739	42,523
MEMBERS' FUNDS		<u>403,841</u>	<u>474,804</u>
		<u>=====</u>	<u>=====</u>

These financial statements were approved by the directors on 30/6/16 and are signed on their behalf by:



Moninne Griffith
Chairperson



Sheila Dickson
Deputy Chairperson

The notes on pages 23 to 30 form part of these financial statements.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

31st DECEMBER 2015

	2015	2014
NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES	(73,681)	177,755
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		
Interest paid	-	404
Interest received	(6,145)	(5,285)
NET CASH (OUTFLOW)/INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE	(6,145)	(4,881)
CAPITAL EXPENDITURE		
Payments to acquire tangible fixed assets	(1,257)	(339,411)
	(1,257)	(339,411)
FINANCING		
Increase in bank loans	-	130,000
Repayment of bank loan	(24,149)	(20,057)
	(24,149)	109,943
(DECREASE) IN CASH	<u>(105,232)</u>	<u>(56,594)</u>

RECONCILIATION OF OPERATING SURPLUS/(DEFICIT) TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2015 €	2014 €
Net incoming/(outgoing) resources	(64,818)	139,319
Depreciation	6,693	7,025
Decrease/(increase) in debtors	(23,528)	(3,784)
(Decrease)/increase in creditors	7,972	35,195
Net cash (outflow)/inflow from operating activities	<u>(73,681)</u>	<u>177,755</u>

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS

	2015 €	2014 €
(Decrease)/Increase in cash in the period	(105,232)	(56,594)
Movement in net funds in the period	<u>(105,232)</u>	<u>(56,594)</u>
Net funds at 1 January 2015	317,619	374,213
Net funds at 31 December 2014	<u>212,387</u>	<u>317,619</u>

The notes on pages 23 to 30 form part of these financial statements.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

31st DECEMBER 2015

ANALYSIS OF CHANGES IN NET FUNDS

	At 1 Jan 2015 €	Cash flows €	At 31 Dec 2015 €
Net cash:			
Cash in hand and at bank	317,619	(105,232)	212,387
Net funds	<u>317,619</u>	<u>(105,232)</u>	<u>212,387</u>

The notes on pages 23 to 30 form part of these financial statements.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

1. ACCOUNTING POLICIES

Amalgamation

These financial statements are the amalgamated financial results of the National Women's Council of Ireland (Limited by Guarantee) and National Women's Council of Ireland Education and Training (Limited by Guarantee), both of which are controlled by the same board. The purpose of the amalgamated financial statements is to reflect the combined activities of both companies as a single organisation.

Basis of accounting

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014. Information on the impact first-time adoption of FRS 102 is given in note 20.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies (see note 2).

In preparing the financial statements, the association has referred to guidance included within the following Statements of Recommended Practice (SORP): Accounting and Reporting for Charities, 2014 FRS 102. The association has adopted best practice to the extent that requirements contained within the a forementioned SORP are applicable to the association.

Income

Income is recognised when the right to the income is established.

Fixed assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures & Fittings	-	20% / 33.33% straight line
Property	-	2% straight line

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

1. ACCOUNTING POLICIES (continued)

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

When preparing the financial statements, management undertakes a number of judgments, estimates and assumptions about recognition and measurement of assets, liabilities, income and expenses.

3. INCOMING RESOURCES

	Restricted 2015 €	Unrestricted 2015 €	Total 2015 €	Total 2014 €
DONATIONS				
Members' subscriptions	-	27,908	27,908	22,784
J Rowntree Charitable Trust	47,564	-	47,564	47,564
Atlantic Philanthropies	-	-	-	280,000
	<u>47,564</u>	<u>27,908</u>	<u>75,472</u>	<u>350,348</u>
	=====	=====	=====	=====
CHARITABLE ACTIVITIES				
Department of Justice & Equality	-	350,000	350,000	300,000
Department of Community, Rural and Gaeltacht Affairs				
Social Partnership	18,840	-	18,840	18,840
HSE	60,000	-	60,000	60,000
Pobal SSNO	80,737	-	80,737	30,276
IHREC	6,150	-	6,150	15,000
Broadcasting Authority of Ireland	8,450	-	8,450	18,750
Leadership Initiative	-	-	-	15,275
Other	5,750	21,029	26,779	43,340
Arts Council – “Still we Work Exhibition”	26,260	-	26,260	-
STEM Project – Symantec	4,676	-	4,676	-
	<u>210,863</u>	<u>371,029</u>	<u>581,892</u>	<u>501,481</u>
	=====	=====	=====	=====
INVESTMENT				
Rental income	-	56,000	56,000	22,462
	<u>-</u>	<u>56,000</u>	<u>56,000</u>	<u>22,462</u>
	=====	=====	=====	=====

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

4. OPERATING SURPLUS

Operating surplus is stated after charging:

	2015 €	2014 €
Depreciation of owned fixed assets	6,693	7,024

5. PARTICULARS OF EMPLOYEES

The average number of staff employed by the company during the financial year amounted to:

	2015 No	2014 No
Number of administrative staff	10	10

The aggregate payroll costs of the above were:

	2015 €	2014 €
Wages and salaries	426,377	439,739
Social welfare costs	44,297	44,361
Pension costs	16,091	16,497
	<u>486,765</u>	<u>500,597</u>

The average number of staff employed by the company during the financial year amounted to 10 (2014: 8) and there was one employee with emoluments for the year falling within €70,000 to €80,000 (2014: 1).

6. INTEREST RECEIVABLE

	2015 €	2014 €
Bank interest receivable	-	404

INTEREST PAYABLE AND SIMILAR CHARGES

	2015 €	2014 €
Bank interest payable	6,145	5,285

7. TAXATION ON ORDINARY ACTIVITIES

National Women's Council of Ireland Limited and National Women's Council of Ireland Education and Training Limited had no trading or investment income in the year and therefore no provision for tax is required.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

8. TANGIBLE FIXED ASSETS

	Brought forward 1 Jan 15 €	Additions €	Disposals €	Carried forward 31 Dec 15 €
COST				
Fixtures & Fittings	44,687	-	-	44,687
Freehold Property	339,411	1,257	-	340,668
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Brought forward 1 Jan 15 €	Charges €	Disposals €	Carried forward 31 Dec 15 €
DEPRECIATION				
Fixtures & Fittings	44,687	-	-	44,687
Freehold Property	6,827	6,693	-	13,520
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
			Brought forward 1 Jan 15 €	Carried forward 31 Dec 15 €
NET BOOK VALUE				
Fixtures & Fittings			-	-
Freehold Property			332,584	327,148
			<u> </u>	<u> </u>
	Brought forward 1 Jan 14 €	Additions €	Disposals €	Carried forward 31 Dec 14 €
COST				
Fixtures & Fittings	44,687	-	-	44,687
Freehold Property	-	339,411	-	339,411
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Brought forward 1 Jan 14 €	Charges €	Disposals €	Carried forward 31 Dec 14 €
DEPRECIATION				
Fixtures & Fittings	44,490	197	-	44,687
Freehold Property		6,827	-	6,827
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
			Brought forward 1 Jan 14 €	Carried forward 31 Dec 14 €
NET BOOK VALUE				
Fixtures & Fittings			197	-
Freehold Property			-	332,584
			<u> </u>	<u> </u>

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

9. DEBTORS

	2015 €	2014 €
Other debtors	-	-
Prepayments and accrued income	37,595	14,067
	<u>37,595</u>	<u>14,067</u>

All amounts are due within one year.

10. CREDITORS: Amounts falling due within one year

	2015 €	2014 €
Accruals	74,731	67,360
PAYE and Social Welfare	12,764	12,163
Bank loans	29,951	24,273
	<u>117,446</u>	<u>103,796</u>

Other creditors are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms. Other taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

CREDITORS: Amounts falling due in more than one year

	2015 €	2014 €
Bank loans	55,843	85,670
	<u>55,843</u>	<u>85,670</u>

Bank of Ireland holds a first legal charge/mortgage over the premises at 100 North King Street, Dublin 7.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

11. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2015 the company had future total commitments under non-cancellable operating leases as set out below.

	Assets other than Land and buildings	
	2015	2014
	€	€
Operating leases which expire:		
Within 2 to 5 years	-	36,000
	<u> </u>	<u> </u>

The commitment arises in National Women's Council of Ireland to pay rent to National Women's Council of Ireland Education and Training.

12. RELATED PARTY TRANSACTIONS

No other transactions with related parties were undertaken such as are required to be disclosed under Financial Reporting Standard 102 Section 33.

13. CONTROLLING PARTIES

The controlling parties are the board of directors. No director received benefits from the company.

14. COMPANY LIMITED BY GUARANTEE

The National Women's Council of Ireland Limited and the National Women's Council of Ireland Education and Training Limited are both limited by guarantee and the liability of each member is limited to €1.27 each.

15. OTHER RESERVES

	Building Development Fund
	€
Balance at the beginning of the year	199,223
Movement in the year	<u>(6,693)</u>
Balance at the end of the year	<u>192,530</u>

During 2014 the company purchased a new premises for a consideration of €339,411. The purchases of the premises was facilitated by a €130,000 mortgage loan. The Building Development Fund will be amortised in line with the depreciation on the premises.

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

16. RAISING FUNDS

	Restricted 2015 €	Unrestricted 2015 €	Total 2015 €	Total 2014 €
Wages and salaries	1,532	3,600	5,132	17,465

17. ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

	Total allocated €	Governance related €	Other support costs €	Basis of appointment
Support costs				
Staff costs	490,652	98,130	392,522	Staff time
Office running costs	32,566	6,513	26,053	Staff time
Rent, cleaning & relocation	75,117	15,023	60,093	Staff time
Communication & information	20,055	4,012	16,044	Staff time
Depreciation	6,693	-	6,693	Income
Bank interest	5,802	-	5,802	Income
Other	20	20	-	Income
	<u>630,905</u>	<u>123,698</u>	<u>507,207</u>	

Allocation on staff time is based on job roles within the organisation.

	2015 €	2014 €
Governance costs		
Audit and Accountancy	4,663	4,456
Legal Fees	-	-
Executive & Statutory Costs	8,150	7,645
Members Meetings Costs	698	2,245
Support costs (as above)	123,698	130,561
	<u>137,209</u>	<u>144,687</u>

The total support attributable to charitable activities is then apportioned based on staffing working on each of the activity as shown in the table below.

	2015 €	2014 €
Campaigning	473,761	480,631
Development	157,920	160,210
Education & training	240	5,394
Investment management	12,495	6,827
	<u>644,416</u>	<u>653,062</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

NOTES TO FINANCIAL STATEMENTS

31st DECEMBER 2015

18. ANALYSIS OF CHARITABLE EXPENDITURE

The charity undertakes its charitable activities through project work.

	Grant funding of activities €	Support & governance costs €	2015 €	2014 €
Campaigning	78,176	473,761	551,937	529,060
Development	18,358	157,920	176,278	180,970
Education & training	38,668	240	38,908	7,894
Investment management	-	12,495	12,495	6,827
	<u>135,202</u>	<u>644,416</u>	<u>779,618</u>	<u>724,751</u>

19. RESERVES

	Opening Balance €	Income €	Expenditure €	Transfer between reserves €	Closing Balance €
Building fund	199,223	-	-	(6,693)	192,530
Restricted fund	233,058	258,427	381,913	-	109,572
Unrestricted fund	42,523	455,360	402,837	6,693	101,739
	<u>474,804</u>	<u>713,787</u>	<u>784,750</u>	<u>-</u>	<u>403,841</u>

20. FIRST TIME ADOPTION OF FRS 102

The policies applied under the entity's previous accounting framework are not materially different to FRS 102 and have not impacted on equity or profit and loss.

21. APPROVAL OF FINANCIAL STATEMENTS

The board of directors approved these financial statements for issue on