

National Women's Council of Ireland

Annual Report 2000



National Women's
Council of Ireland

Comhairle Náisiúnta
na mBan in Éirinn

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WHO WE ARE - ABOUT THE NWCI

Who We Are - About the NWCI

The National Women's Council of Ireland, Comhairle Náisiúnta na mBan in Éirinn, is the national representative organisation for women and women's groups in Ireland.

We are working to make Ireland a better place for women. Our vision is the creation of a society where women can participate equally in all aspects of social and economic life.

There are currently 152 women's organisations and groups from all parts of Ireland affiliated to the Council, representing an estimated 300,000 women.

For over 27 years we have consistently addressed important and controversial issues affecting women. Our organisation was founded in 1973 as the Council for the Status of Women. In 1995 the organisation adopted a new name – the National Women's Council of Ireland (NWCI).

What Do We Do?

We are actively involved with our affiliate organisations in lobbying, campaigning and negotiating to:

- highlight inequalities and injustices experienced by women
- empower women to reach their full potential and
- celebrate the diversity among women.

In recent years the NWCI is represented at several national decision-making tables and is currently working with and on behalf of women in the following areas:

- Work
- Health
- Poverty
- Childcare
- Valuing and Sharing Unpaid Work
- Anti-Racism
- Gender-Proofing National Policy
- Violence
- Educational Disadvantage

What Is The Structure of The NWCI?

NWCI policy is directed by the membership with representatives from affiliate organisations being invited to an Annual General Meeting. Each organisation has one vote at the AGM. At every AGM, motions, submitted by affiliate organisations, are debated and voted on. The Chairwoman, Deputy Chair and Executive Board are elected at the Annual General Meeting to a two-year term of office. The Executive Board meets monthly and has responsibility for guiding the policy activity of the NWCI.

Who Are The Members Of The NWCI?

There are 152 organisations (urban, rural, local, regional and national) affiliated to the NWCI, representing an estimated 300,000 women. Affiliates organisations come from the following categories:

- Women's groups
- Women's sections or committees of larger national organisations, such as trade unions and political parties

- Organisations where women comprise a majority of members

How Do We Work With Our Affiliate Organisations?

Affiliate organisations of the NWCI are encouraged to appoint members to represent them at quarterly panel meetings, Annual General Meetings, Annual Conferences, seminars and other events.

The four panels of the NWCI provide an effective opportunity for the affiliates to participate in the development of the policy within the NWCI. Frequently, questions on various areas of policy are put to each panel for discussion at the quarterly meetings. These policy questions are an important mechanism to encourage dialogue and debate among the affiliates, staff and executive.

There are four panels covering the following areas: Social Affairs, Education, Work and Health.

- The panels meet four times a year.
- Every member organisation can nominate one person to represent them on each panel.
- Each panel elects its own Chairwoman and Deputy.
- The Panel Chair is a member of the Executive Board.

What is the purpose of Panel Meetings?

The function of the panels is to provide an opportunity for affiliates to:

- Network
- Exchange information
- Participate in NWCI policy development
- Receive information from the NWCI
- Support NWCI work on areas related to the panel theme
- Develop expertise and act as a resource to the NWCI
- Develop policy proposals for consideration by the NWCI Executive Board and for approval at Annual General Meetings of the NWCI.

NWCI Staff

The NWCI has a professional staff of fourteen people. The Chief Executive Officer is responsible for the operational activity carried out by the staff. She works in a Management Team with a Finance Manager, Communications Manager, Policy Manager and Projects Manager.

MESSAGE FROM THE CHAIRWOMAN

Message from the Chairwoman

2000 was a year when the NWCI spent a lot of time and resources communicating and consulting with our growing membership and consolidating our policy positions and frameworks. Apart from the usual member's meetings and our *Womenzone* publications, we also went around the country holding workshops with women who wanted to talk about the Beijing Platform for Action (BfA). The BfA is an important framework document and so useful in an Irish context, in identifying the work to be done for women's equality and in supporting the processes by which much of this work must be done – participative, democratic and consultative.

The alternative report to the Government's Beijing Plus Five progress report, *Promises Made, Promises Broken* was the culmination of a thorough consultation process which engaged our members and was co-ordinated along with a number of other women's non governmental organisations and sponsored by Dept. of Justice, Equality and Law Reform.

This document provides an up-to-date listing of the actions needed for women's equality under 12 headings. It represents women's perspective on what an agenda for action to implement the promises made at Beijing should look like. The Irish Government signed the declaration to support the Beijing Platform for Action at the UN World Conference on Women in 1995. NWCI will continue to pursue the implementation of this declaration and we are pleased that in New York in June 2000, Minister for Justice, John O'Donoghue T.D. announced that Ireland would indeed be producing an Irish plan for the implementation of the BfA. NWCI will ensure that Irish women are consulted on this important development in the coming year.

The second significant document emanating from NWCI in 2000 is the poverty policy discussion paper *Out of Sight, The Hidden Poverty of Women*. Addressing the issue of poverty amongst women is central to the vision of NWCI to create a society in which all women and men can participate with equal effectiveness as full citizens and in which independence of women is determined by right. Poverty is a barrier to citizenship and poverty amongst women is a key factor contributing to women's oppression. The diversity of women's experience of poverty must be firstly informed by women's experience, then acknowledged by women's representative organisations and by other organisations working for social justice. Only at this point can we work together as a cohesive influence and lobby group, which ensures that policy makers take appropriate action to really tackle women's poverty. The process of engagement to produce this document and the community and voluntary sector support for the analysis therein is welcome, but the real test will be to see how Government responds by tackling women's poverty as a priority. The NWCI demands the elimination of women's poverty as a national policy objective.

Message from the Chief Executive

The start of the new Millennium brought challenges to the NWCI. The beginning of the year saw the completion of the negotiations on the Programme for Prosperity and Fairness, where NWCI as a social partner argued strongly for social justice for women. The National Development Plan allocated £250 million for the provision of childcare places and for other childcare supply needs, which is welcome, but ignored the issue of the costs of childcare to parents. Budget 2001 introduced a modest increase in the child benefit payment intended to recognise the costs of childcare. Again this was welcome - but did not go far enough to address the needs of parents in enabling them to afford good quality childcare.

In project work NWCI started the ZEST programme in mid-year - a new source of support for women's groups working in education and training, funded by ZONTA, a US charitable foundation. NWCI also won the contract for technical support for the new Education Equality Initiative from the Department of Education and Science.

The achievements set out here would not have been possible without the dedication and imagination of the staff of NWCI and of the Chairwoman and Executive Board. I thank them most sincerely all for their support to me. It has been a privilege to work with them, and with the affiliate groups who are at the core of the NWCI.

NWCI - THE VOICE OF WOMEN IN THE NEW MILLENNIUM

If you had the power to make one change for women at the start of the new millennium, what would it be?

'In the new millennium I would like to see more equality between spouses regarding control of family finances, property and work within the home'.

Mary Wallace TD, Minister for State at the Department of Justice, Equality and Law Reform.

'I would like to see a critical mass of women achieving positions of political leadership right across the globe, thereby ensuring a feminisation of democracy and of governance. Only when that real democracy is activated and working, will the true benefits of democracy be apparent'.

**Liz O'Donnell TD,
Minister for State at the Department of Foreign Affairs.**

'That women would have the confidence and the self esteem to run for senior office and go for promotion or election, and that the systems and attitudes which currently deny women our political equality will change'.

Gráinne Healy, Chairwoman NWCI

'The challenge in the new Millennium is the creation of an equal society where women have equal access to decision-making. I would like to see a supportive environment for combining work and family life for women and men'.

Frances FitzGerald, TD, Fine Gael spokesperson on Equality, Opportunity and Family Affairs.

'That the targets set by the Government for the promotion of women in the Civil Service over the next five years would be exceeded'.

**Sylda Langford, Assistant Secretary,
Department of Justice, Equality and Law Reform.**

'The guarantee to women and their children of a world class health service to be available to all who need it'.

Liz McManus, TD, Labour Party spokesperson on Health

'One essential change for women at the start of the new Millennium would be to adopt a childcare system that would enable all women who wish to, to fully participate and compete in the Celtic Tiger economy. This would help achieve real and effective equality for women in all sectors of society, from the top echelons down'.

Patricia McKenna, MEP, Green Party

'In the new Millennium, I would take the pressure off women by ensuring that, where there are two parents, they share responsibility for children equally and that everyone has access to reliable, affordable childcare. Mothers of young children are cast into the outer darkness as far as childcare is concerned. It makes motherhood lonely and frightening. It's about time this society gave them the support they deserve'.

Olivia O'Leary, Broadcaster and Author

'I would have Africa catch up with the rest of the world in terms of economic and social progress. This would open up

opportunities for African women and girls who currently make up a disproportionate number of the victims of war, illness, famine and endemic economic crises and who are nevertheless expected to cope, and to maintain their families against heavy odds'.

Etain Doyle, Telecoms Regulator

'That all women would have the courage and confidence to identify and fulfil their dreams and ambitions and that age or lack of finance is not a barrier to achieving this'.

Breda Raggett, ICA National President

'Bigger decision-making roles in all areas, including their day-to-day lives, their communities and the wider society'.

Ursula McKenna, Dóchas for Women, Monaghan

'My change would be to strike a realistic rate and start paying women for their unpaid work. I would also give female reproductive 'apparatus' to men for 2 years and then sit back and enjoy the transformation of our world!!!!!!'

Frances Byrne, One Parent Exchange and Network (OPEN)

'The one major change for women at the start of the new Millennium which the Association of Baha'i Women would make is that a commitment to the establishment of full equality between men and women be seen as central to the success of efforts to conceive and implement a strategy of global development'.

Eleanor Dawson, The Association of Baha'i Women

'We would like to see separate legal representation in the legal process for victims of sexual violence and a commitment to adequate service provision on a countrywide basis for all victims of sexual violence'.

Maria Byrne, Dublin Rape Crisis Centre

'I would work towards the inclusion of class inequality in the Equal Status Bill. I would also dismantle all institutions designed by men and create new models and processes of development, that enable women to claim their own leadership and power'.

Kathleen Maher, Ballymun Women's Resource Centre

'One major change for women, that was agreed in 1995, and is long overdue, is the full implementation of the Beijing Platform for Action by governments world-wide. This would result in a gender perspective in all policies and programmes, including the aid and trade programmes of industrialised countries in the global North, that have such major impacts on the lives of so many women in the global South'.

Maeve Taylor, Banúlacht

'That women could have lives free of rape and sexual violence'.

Fiona Neary - National Network of Rape Crisis Centres

HIGHLIGHTS FROM 2000

A Day Off – because we're worth it! Campaign for a National Paid Holiday to Value Women's Work

In October 1998, a motion was passed at the NWCI AGM calling for strike on International Women's Day 2000. During 1999 it was agreed by the Executive Board and the nominating affiliate organisation, Women in Media and Entertainment (WIME), that the NWCI would launch a campaign for A National Paid Holiday to Value Women's Work. This holiday would be celebrated on 1 February – St. Brigid's Day, starting on 1 February 2001.

The launch of the campaign was held on 1 February 2000 and was a fantastic success. Senator David Norris, wrapped in cellophane paper with a purple and green ribbon, was released by Twink to go and table a motion for debate in the Senate. There was rousing traditional music from Mary Begley and Marion McEvoy. Mary Coughlan sang, Mary Dorcey performed a reading and Gráinne Healy spoke about women's unwaged work amounting to the largest industry in Ireland, worth at least £14 billion per year.

Senator Norris opened the debate in Seanad Éireann on 8th March, International Women's Day, to demand:

- a National Paid Holiday to Value Women's Work on 1 February (St Brigid's Day) annually, commencing 2001
- devise and implement statistical means to fully measure unpaid household, caring and community work.

The Labour Party officially supported the motion. He subsequently succeeded in negotiating an amendment, which was accepted by all sides of the house. The amended version of the motion commits the Government 'to consider' rather than 'to implement' a paid holiday.

PPF Negotiated

The negotiations and final agreement of the Programme for Prosperity and Fairness (PPF) in February 2000 was central to the work of the NWCI in 2000. Following consultations with affiliates, the NWCI submitted detailed proposals on all areas affecting women's lives, so as to strengthen the case for a strong gender dimension in the final agreement.

The NWCI worked within the Community and Voluntary Pillar to maximise the gains for those who are excluded and discriminated against in our society. Achievements and progress for women's equality can be seen in various commitments in the PPF. These commitments relate to addressing women's poverty, tackling educational disadvantage and specific gender inequality issues involved, increasing women's access to and equal participation in the labour market, increasing funding for measures aimed at women experiencing violence and measures to improve women's health.

There were significant disappointments, predominately in the lack of progress afforded by the PPF to deliver direct financial support to all parents for accessible quality and affordable childcare. The PPF is also characterised by the lack of specific commitments and targets to address inequality for women in a holistic manner. Discussion of the role of the NWCI as a social partner has been prevalent throughout 2000.

International Women's Day 2000

Take Ten at Eleven was the theme of the day for the NWCI. We asked women all around the country to *take a ten minute break at 11.00 am* to have a coffee/meet friends/take a walk/down tools... and mark International Women's Day. We also urged women to support our National Paid Holiday to Value Women's Work.

The NWCI event took place in our offices in Dublin. We invited a wide range of affiliates, politicians and friends, to come and celebrate with us for tea, fair trade coffee and cakes at 11.00 am, kindly sponsored by Bewleys.

It was a great success and really seems to have captured the interest of the media. Photographers were snapping and journalists were conducting interviews from before eight in the morning. Our Chairwoman, Gráinne Healy, was 'interviewed-out' by the end of the morning. She spoke to the assembled crowd about the origins of International Women's Day and the achievements of the women's movement. She asked us to pause for a moment to consider the plight of the millions of women around the world whose basic rights are still denied and cannot celebrate International Women's Day.

Senator David Norris informed the crowd that his motion calling for a National Paid Holiday to Value Women's Work would be debated at six o'clock that very evening.

Beijing +5

The Fourth UN World Conference on Women was held in September 1995 in Beijing, China. *The Beijing Declaration and Platform for Action* were adopted unanimously by representatives from 189 countries. The Beijing Declaration promised to remove all obstacles to equality for women and to ensure a gender perspective in government policies and programmes. In the *Platform for Action*, World Governments promised to deliver equality, development and peace for women on twelve critical counts by the year 2000. The Irish Government signed up to promises in Beijing. They have broken many of those promises.

Five years later, representatives of the Governments of the world assembled in New York in June 2000 to review the promises made in Beijing. This process has been named *Beijing + 5*.

Irish women took part in compiling an alternative report to that of the Government on the failure of the Irish Government to honour its commitments on equality for women. During Y2000, the NWCI, in partnership with Women's Aid, Banúlacht, Aontas / WENDI, Amnesty International, the National Youth Council of Ireland, Women's International League for Peace and Freedom and the Women's Education, Research and Resource Centre, hosted Regional Consultation Meetings in Cork, Sligo and Dublin. Participants at the regional meetings shared information about the situation for women in their towns and neighbourhoods, which was collated for inclusion in the Alternative Report. This alternative report was launched in Dublin, just before the New York Beijing +5 meetings.

NWCI Open Day

The Open Day on 17 May was aimed at new panel members who are not familiar with the workings of the NWCI, but long-standing members were also welcome. 18 members of affiliate groups from all parts of the country attended the Open Day.

Members were welcomed with an information pack, tea/coffee and danish pastries! This informal part of the day allowed affiliate members, staff and Board members of the NWCI to meet, share information and discuss views and opinions.

NWCI Chairwoman, Gráinne Healy, gave an informative history of the NWCI, its structure and operations. Christine Ross, NWCI CEO, spoke about the staff teams and introduced staff members. Trish Lee, NOW Programme Manager, spoke about the closure of the New Opportunities for Women (NOW) Programme and informed the group about ZEST, a new education and training programme being conducted in co-ordination with Zonta International. Finally, Angela Ramsbottom, Finance Manager, spoke about the financial and administrative organisation of the NWCI.

The affiliate members spoke about their organisations and interests, highlighting the fact that NWCI affiliates have numerous talents around women's issues. Affiliate members raised important points about the structure and operation of the NWCI.

Closure of NOW

The NOW National Support Structure (NSS) in Ireland closed business on June 30th 2000. At a presentation to the National Economic and Social Forum (NESF) made by the NOW Programme Manager, Patricia Lee, just before its closure, she focused on how it had offered a conduit to the labour market for many women. She highlighted the importance of examining the NOW recommendations and experiences in the development of strategies for tackling current labour shortages and expanding the labour market. She also exhorted the National Authority for the European Social Fund (ESF) to continue to present the key learning and strategic lessons from NOW.

NOW was a most worthwhile European investment in the lives of women and men during a time of massive economic change. The key success factors have been identified as:

- openness to change
- a mix of reactive and proactive interventions
- meeting the needs of individuals through consultation
- providing access
- the use of feedback and review
- using a developmental and holistic approach and
- offering essential supports throughout the projects.

The targeting of women returners, the provision of up-skilling for those in low-paid employment and the provision of childcare are key NOW recommendations. It will be a catastrophic waste of EU funds, if the lessons and recommendations from NOW are not used to influence the new Community Initiative, EQUAL.

The NOW Team wants to take this opportunity to thank all of the women and men who worked with the initiative over the past decade.

Poverty Seminar

'This year in Ireland, one in every four women raising children or managing households on their own will experience poverty despite our economic boom and a growth rate of 8%'. The opening sentence of *Out of Sight: the Hidden Poverty of Women*, the NWCI policy discussion paper, illustrates starkly why it was so important for the NWCI to make poverty a priority issue for the year 2000. The publication highlighted two crucial issues, firstly, that women's poverty is getting worse, despite the Celtic Tiger, and, secondly, that much of this poverty remains invisible because the official system has no mechanism to deal with the diversity of those experiencing disadvantage. The central message of *Out of Sight* is that the current economic context of high growth provides a real and important opportunity to eliminate poverty in Ireland.

The NWCI seminar on women and poverty and launch of *Out of Sight* on 16 October, was an opportunity for discussion with affiliates, community women's groups and policy-makers. It was a particular priority of the Policy Team that the poverty seminar would be planned in collaboration with other organisations working on aspects of women's poverty and that the diversity of women experiencing disadvantage should be highlighted.

The Minister for Social, Community and Family Affairs, Dermot Ahern T.D., who spoke at the seminar and launched *Out of Sight*, can be in no doubt of the need for urgent Government action to combat women's poverty.

Annual General Meeting, on 21 October, Affiliates from all over Ireland came to the Gresham Hotel for the NWCI AGM.

Gráinne Healy, Chairwoman, highlighted the importance of hearing the authentic and diverse voices of women, particularly those living in poverty, the need to focus on women's unpaid work in the home and the community and the contribution of women towards the 8% economic growth rate. She gave updates on the two NWCI research projects, *The Millennium Project* and *Framing the Future*, which will conclude in 2001. She also stated that NWCI is preparing a new Strategic Plan, which will actively involve affiliates in setting the future direction of the organisation. She hopes to present the completed Plan to the 2001 AGM.

The Special Resolution, which proposed amending the procedure for electing Panel Chairs, was carried. As a result, all four Panel Chairs will be nominated and elected in the same way as ordinary Executive Board members by the full membership of the NWCI. Previously, Panel Chairs were nominated and elected from within the Panels.

The debate on the resolutions was lively and well informed. All resolutions but one were carried, and that one was referred back to the proposing organisation for clarification. The resolutions covered the following areas (a full list is available from the NWCI offices):

- Women's choice in childbirth
- Childcare for participants in courses aimed at refugees

- Needs of women with disabilities
- Technological subjects in second-level schools for girls
- Anti-Racism campaign
- Beijing + 5
- Disaggregated gender data
- Assisting in delivery of PPF promises on violence against women
- Hidden forms of violence against women

Annual Conference 2000

On November 24 there was a great buzz in the Burlington Hotel, as approximately 250 people registered for the NWCI Annual Conference.

Gráinne Healy, NWCI Chairwoman, opened proceedings asserting that the gender agenda had not gone away. 'No one group owns the family. We all come from a variety of family set-ups and need the support of society for the choices we make as citizens' she declared. 'Feminism is grounded in a vision of Irish society where all citizens, including women, live their lives experiencing inclusion, justice and equality as a right and not by grace and favour' she stated.

Dr. Germaine Greer was in brilliant form, urging Irish women to imitate the taxi drivers and agitate for what they want. She spoke of a wage for mothers, stating that, in her opinion, only things that are paid for are valued. She linked abortion to the fact that children are not valued in society and that inadequate structures are in place for motherhood. Her wide-ranging speech covered a myriad of issues including, violence against women, Beijing +5, lifelong learning, sex, fertility and low pay.

Patricia and Carmel Kelleher of Kelleher Associates presented an interim overview of the *Framing the Future* research commissioned by NWCI. The study identifies the existence of 2,500 community-based women's organisations in the 26 counties. The completed *Framing the Future* Report will be launched during 2001.

Joni Crone, Creative Consultant, facilitated *creative Into The Dreamtime Workshops*.

Budget 2001

Many women got a very poor deal from Budget 2001. While the NWCI welcomed the adoption of a universal approach to childcare through increasing Child Benefit, the increase of £25 simply is not enough. We had lobbied for the introduction of a separate parent's childcare payment of £20 per week for children under 5 and £10 per week for those between 6 and 14. An increase of £25 per week does not begin to cover the combined costs of removing children from poverty and covering the childcare costs borne by many parents.

Older people got a better deal from this budget than in previous years. The increases of £10 in the pension payment and of the adult dependent rate by £15 for those aged 66 or over and the decision to extend eligibility to the free schemes are to be welcomed. The NWCI was very disappointed with the increase of £8 per week for those on social welfare, which is barely in line with inflation and amounts to a failure by Government to improve their living standards.

The failure to increase the level of the minimum wage affects women disproportionately, as most of those on the minimum wage are women. The NWCI was disappointed that the Government did not take all those on the minimum wage out of the tax net.

The NWCI lobbied strongly for 20 weeks' paid maternity leave. We are delighted that mothers are now entitled to 18 weeks' paid maternity leave and may avail of up to 8 weeks unpaid leave.

Panel meetings during 2000

The panel meeting on 25 March reflected on developing organisational and policy responses on anti-racism and the inclusion of minority ethnic women. Rosaleen McDonagh of the National Traveller Women's Forum and Marian Tannam of Tannam Consultancy provided plenary inputs. Workshop inputs were made by Nancy Collins, *Pavee Point*, Fardus Sultan Prnjavorac, *Zena Bosnian Women's Project*, Rosaleen McDonagh, *National Traveller Women's Forum* and Brid O'Brien and Brigid Quirke, both from *Pavee Point*.

The panel meeting on 10 June focused on women and poverty. Informative and challenging plenary presentations were provided by Maureen McGovern, *People with Disabilities Ltd* and *Disabled Women's Working Group*, and Frances Byrne, *One Parent Exchange and Network (OPEN)*. Panel workshops considered the question, 'What are the key supports necessary to tackle women's poverty?' A briefing document on women's poverty was provided.

The focus of the panel meeting on 9 September was Local Actions on Ageism, Issues for Older Women. Mamo McDonald of the Older Women's Network entertained the plenary with a provocative and witty presentation. Women trained in Participatory Learning and Action (PLA) methodologies facilitated panel workshops.

The draft NWCI Anti-Racism Handbook was presented at the panel meeting on 18 November. It is a practical guide to challenging racism at home, in school, in work, in families and in the community. Anastasia Crickley, Chair of the NCCRI (*National Consultative Committee on Racism and Interculturalism*), spoke about the importance of each person acknowledging her own attitude to racism and engaging in challenging racism in her personal and work life. Tannam Consultants facilitated the workshops in the afternoon.

Childcare 2000 Campaign

The Childcare 2000 Campaign Committee met in January to evaluate the budget and other childcare developments. It was agreed that the budget contained some important and welcome measures on the supply side. The lack of any budgetary support for parents in paying for childcare was perceived by the campaign as a travesty. Parents on social welfare and low income cannot break the cycle of poverty by seeking training, education or employment without support in paying for childcare. The government gave out a clear message that supporting parents in paying for childcare is not its responsibility. The Irish Government stands alone in modern Europe with this attitude. Irish parents continue to pay for childcare out of their taxed income.

The main thrust of the campaign for the year was to ensure the provision of a Parent's Childcare Payment (PCP) in Budget 2001, the establishment of regulation in the childcare sector, along with other measures to enhance quality, increase supply and develop training and career structures in childcare.

During 2000, the Campaign conducted a series of lobbying meetings with Government Ministers, including:

- Dermot Ahern, Minister for Social, Community and Family Affairs
- Mary Wallace, Minister for State at the Department of Justice, Equality and Law Reform
- Mary Hanafin, Minister for State at the Department of Health and Children
- Charlie McCreevy, Minister for Finance
- Liz O'Donnell, Minister for State at the Department of Foreign Affairs

AROUND THE COUNTRY... AFFILIATE ACTIVITIES DURING 2000

Pavee Point Travellers' Centre

Pavee Point Travellers' Centre is a non-governmental organisation committed to achieving human rights for Irish Travellers. The group comprises Travellers and members of the majority population working together, in partnership, to address the needs of Travellers as a minority group experiencing exclusion and marginalisation.

Highlights from 2000 included:

- The development of culturally appropriate responses to male domestic violence in the Traveller community through the *Pavee Beoirs Breaking the Silence* programme, which included training on male violence for Traveller women, the completion of a research paper *A Way Forward*, and in-service training/workshops.
- Pavee Point's Primary Health Care for Travellers Project was presented with a World Health Organisation Award.
- The film *Young Pavee Voices* of young Travellers reflecting on their lives was screened at the Galway Film Fleadh in July.
- *Pavee Point* was involved in the development of *Equal Outcomes for All*, the anti-racist code of practice for Community Development Projects launched at the beginning of the year.

Women's Education Research & Resource Centre (UCD)

In 2000 WERRC celebrated its 10th Birthday and organised a variety of events throughout the year including:

- The 7th Annual Lesbian Lives Conference *Focus on Lesbian History and Geography* (February 2000)
- The 2nd Annual Women And Adult Education Conference *Celebrating Success* (March 2000)
- *Taking On Racism: Feminism and the Future of Activism* - A Panel Discussion to Mark International Women's Day (March 2000)
- *Hypatia's Daughters - Celebrating Women in Technology and Science* at the WERRC Annual Women and History Conference 2000 (April 2000)
- The WERRC 10th Birthday Distinguished Scholar Lecture *The Militarisation of Women's Lives: Challenge and Resistance* by Professor Cynthia Enloe of Clark University (USA) (September 2000)
- A one-day conference *What Ivory Towers? Feminist and Gender Research and Scholarship at UCD* (October 2000)
- The WERRC 10th Birthday Conference - *Trends In Feminist Thought And Politics* (December 2000).

One Parent Exchange and Network (OPEN)

OPEN's activities during the year included:

- January – March: OPEN ran an innovative *Empowerment* training programme for local lone parent leaders. A book was written about the programme!
- April: The Integra project *Moving On Up* ended with a really positive evaluation from participants, members, Board and staff.
- June: The National Economic and Social Forum (NESF) began its work on Lone Parents.

- September: We recruited a Development Worker who works with existing groups and assists new groups with their start up.
- November: Dr. Maureen Gaffney, Chairperson of NESF launched our Family Diversity Campaign. At our AGM, a new Board was elected with members from Dublin, Laois, Kerry, Mayo and Tipperary. For the first time a lone father sought election to OPEN's Board and was elected.
- December: OPEN secured funding for a Policy Analyst and some training funding from the Euro Changeover Board of Ireland. During the year, nine lone parent groups from seven counties joined the Network.

Childminding Ireland

2000 was a splendid year of development. Substantial funding from the European Social Fund, and an increase in core funding from the Department of Health and Children enabled the employment and training of staff and undertaking various projects. The organisation moved from accommodation in spare bedrooms and dining rooms to offices with a library and conference room!

Two Regional Network Support Officers developed networks in fifteen counties, holding local meetings and training seminars. This could not have happened without the commitment of 17 county childminding contacts – volunteer childminders who undertook the role of central communications in their respective counties.

The dedication and flair of the team, assisted by good funding, put *Childminding Ireland* firmly on the map and membership doubled in the year. We are proud to have become a truly national organisation, committed to promoting quality childhood care and education in the family home setting.

Limerick Federation of Women's Organisations

Limerick Federation of Women's Organisations celebrated the Millennium and 25 years of LFWO by holding a Conference in April 2000. The theme of the conference was *Women and the Law*. There were some great speakers and contributors who explored the issues raised by immigration and the need for positive action to ensure that women and men have an equal opportunity to shape the society in which they live.

Cork Rape Crisis Centre Update - OSS Cork

The Cork Rape Crisis Centre has been in existence since 1983. The main focus of its work is with survivors of Child Sexual Abuse and Rape, but it has been contacted by an increasing number of women who are victims of domestic violence. The Cork Rape Crisis Centre applied to the *Regional Committee on Violence Against Women* for funding for a six-month period to pilot a one-stop shop and in July 2000 OSS CORK was opened by Micheál Martin TD, Minister for Health and Children. *OSS CORK* is the first of its kind in Ireland. It provides a free and confidential service that includes information, support, referral, advocacy and accompaniment and is an inter-agency approach to Domestic Violence. In 2000, Cork RCC received funding for a Sexual Assault Unit in Cork from the Minister for Health and Children. The unit will be based in the South Infirmary Hospital, close to the city centre, and will be in operation from June 2001.

Irish Countrywomen's Association

The following are some ICA highlights during 2000:

- Breda Raggett, the first National President from Kilkenny Federation, started her three-year term of office at the Association's AGM.
- March 2000 - a Rural Development Conference took place at An Grianán, the ICA Adult Education College. A delegate from each of our Federations (counties) attended the Conference.
- May 2000 - the ICA celebrated its 90th Birthday. Celebrations included: a Millennium Concert in the RDS with the Three Irish Sopranos and the Dublin Federation Millennium Choir; an Exhibition entitled *Time for a Change – European Women from the Treaty of Rome to Agenda 2000*, launched in conjunction with the Women's Policy Forum; President Mary McAleese held a reception at Áras an Uachtaráin, which was attended by members from every county.
- In November we launched *The Irish Countrywomen's Association – A History 1910-2000*, written by Aileen Heverin and sponsored by the W K Kellogg Foundation and the Bank of Ireland.

Letterkenny Women's Centre

2000 will be remembered by Letterkenny Women's Centre as the year that we raised £232,000 allowing us to commence our building extension. It will include the addition of a crèche, a large groupwork room, extra counselling rooms and a sit-in kitchen. (We continue to have a significant financial shortfall and would appreciate any financial support from NWCi members around the country).

Other highlights during the year included:

- launch of our library and book *Building Peace*
- the successful completion by four teams of women in Donegal of a listening training course provided by the Women's Centre
- the agreement of our 2000 - 2005 Action Plan with new developments planned for all our services
- the co-ordination and administration of a health partnership project which resulted in women from community groups and Health Board staff being offered a certificate course entitled *Healthy Women, Healthy Voices*.

Bodywhys

The Millennium year has been a good one for Bodywhys. Statutory funding for the organisation has been approved, enabling us to move from a volunteer-run organisation to the employment of staff, which will ensure our continuity and secure the future. It will enable us to consolidate and expand our existing services as well as initiating new projects. Our network of support groups is growing with the establishment of two new groups for people with eating disorders, their families and friends in Cork and Dundalk. Our website is up and running at www.bodywhys.ie

Women's Aid

In 2000 Women's Aid celebrated *25 years of Service and Struggle to end Violence Against Women* in The Erin Rooms, Dublin Castle on May 24th 2000. President Mary McAleese was the guest of honour and a number of speakers highlighted the impact of Women's Aid on the attitudes and responses to domestic violence over the last 25 years in Irish society.

During Y2000, Women's Aid supported almost 8000 women and their children. The Training Unit carried out 1066 hours of training to the voluntary / community sector and to statutory agencies.

Women's Aid went online for the first time in its 25-year history. The website www.womensaid.ie contains information on all of the work of the organisation, which can be accessed by those interested in our work. More importantly, however, it will also provide a new service for women who are being abused.

The *International 16 Days Campaign Against Violence Against Women* celebrated its 10th year in 2000. Along with the *First Annual Dining Out to Make a Difference Campaign*, which ran in a number of Dublin restaurants, Women's Aid worked to raise awareness of the issue through public protest, distribution of information and media activity. On 24 November, outside Dáil Éireann and on O'Connell Street, a public protest highlighted the prevalence of domestic violence in Ireland. Almost 1 in 5 Irish women have been subjected to abuse by a present or former partner (*Making the Links*, 1995).

Aim Family Services

In November 2000 AIM Family Services launched its Information Leaflets at the Coach House in Dublin Castle. Guest Speakers at the event included Minister Dermot Ahern, TD, Nuala Fennell, a founder member of AIM and current Chairwoman of AIM, Margaret Bannon. A public relations campaign was also launched for new volunteers. Interviews with Board member, Margaret Roche were published in a number of magazines.

Clare Women's Network

In the year 2000 the Clare Women's Network organised a very successful International Women's Day event, attended by over 400 women. The network launched its website in connection with the Ennis Information Age www.clarewomen.ennis.ie and published a Research Project, funded by the Combat Poverty Agency, which explored poverty and isolation experienced by women living in Co. Clare. After moving offices to a bigger more suitable space, the Clare Women's Network hosted the *Joint Harvest Festival with the Irish Refugee Council*. At this event the *Ennis International Women's Group* was launched to promote and support the coming together of women of diverse cultures and backgrounds for celebration, self-development, learning and campaigning.

The Irish Girl Guides

In 2000, in addition to local weekly meetings and events, the Irish Girl Guides organised a number of special events. The year got off to a flying start with Millennium Day in February, where 400 adult leaders got together to celebrate *Guiding the past, the present and the future*. Drug awareness and substance abuse prevention were focused on during the year and a *National Information and Training Day on Substance Abuse* was held on March 25th in Dublin. Local information sessions for leaders were also organised throughout the year with the help of several expert agencies as well as peer education training for girls and young women. During the year, the new programmes for Brownie Guides and Guides were completed with the production of the final set of *Activity Packs and the Personal Programme Books* for each Brownie and Guide.

Twelve leaders working on the Health Initiative achieved National Council for Vocational Awards (NCVA) Certificates and eighteen leaders were involved in the NCVA Youth Work pilot programme.

Longford Women's Centre

Longford Women's Centre has been in operation since 1995 and provides a myriad of services to women and their families, which were hitherto not available in the county. For decades, the ICA has been an important organisation for women in Co. Longford, providing support and opportunities for personal development and education. In 1995, under the NOW programme, the ICA developed a project providing a locally-based flexible training programme for isolated rural women who wished to return to the labour market. In 1997, a second round of NOW Funding enabled the organisation to provide training in childcare, enterprise creation, personal development, management skills and effective participation in local decision-making to women in local communities. The project also successfully obtained funding from a variety of sources to build a permanent Resource Centre in Longford. The centre was completed in June 2000 and includes information and counselling services, training and education and childcare facilities. No woman visiting the centre has been stigmatised by being referred to as 'disadvantaged' or 'socially excluded'. The success of the approach can be judged by the fact that many of the disadvantaged target groups are now represented on the management committee.

Research carried out under the NOW project showed significant gaps in education provision to women returning to the workforce. Longford women's Centre has attempted to fill that gap by the provision of a series of innovative education/training courses for women including, Diploma in Women's Studies, Pre Enterprise Training for Women, Support Programme for Lone Parents and training in garden design, landscaping and organic horticulture. To sum up, having our own centre in Longford is the fulfilment of a dream. Our only complaint now is that there is not enough space for all the activities!

Tralee Women's Resource Centre

To mark the year 2000 the Centre launched a Millennium Calendar entitled *Mná na hEireann*, which celebrated twelve outstanding Irish women of the past and present. For International Women's Day, the Centre organised an International three-day conference on *Parity of Participation into the New Millennium*, which offered women a chance to contribute to the dialogue under four themes, *Women and the Labour Market*, *The Politics of Change*, *Perspectives on Gender* and *Women on the Margins*. The staff of the Centre also participated in the development of the *Women's Health Directory*, published by the Southern Health Board in November 2000. The Centre continued to offer day-to-day support by responding to 5,145 callers offering information on entitlements and services, training opportunities, women's group talks, crisis listening and referrals.

Women in Media and Entertainment

WIME activities for 2000 included:

- January – March: Input into St. Bridget's Day in February; Mobilising for International Women's Day, and the Global Women's Strike; working with women Asylum Seekers,

Celebrations in Town Hall Theatre; picketing outside Dunne's Stores to support sacked workers; a Tax Office Demo and compiling a half hour film for Global Women's Strike

- April – June: collecting signatures of women for their tax rebate; receiving a delegation of women from North England and in June attending the CSW UN, followed by the Conference to organise Global Women's Strike 2001.
- September – December: In September WIME held its AGM and a Cultural evening to showcase members' plays and poems; we also began planning an adaptation of St. Bridget's Day debate in the Senate for next St. Bridget's Day and organised the Carnival for Justice street theatre.

North Leitrim Women's Centre

In 2000 the North Leitrim Women's Centre organised a number of events with over 290 women participating in courses and activities throughout the year. Events included seminars on women's health and empowerment and courses on farm management, computers, relaxation for everyday living, personal development, interior design and yoga. Information evenings on women's health were also organised, exploring breast cancer and menopause awareness.

The organisation began preparing for its move into the purpose-built Women's Centre as part of the new Bee Park Resource Centre.

South West Kerry Women's Organisation

Activities during 2000 included:

- Participation in the NWCI Millennium Project.
- Establishment of Diploma/Certificate Women's Studies Courses with outreach from University College Cork.
- Workshops on bereavement counselling.
- Enterprise training through video conferencing with the Institute of Technology Tralee.

NEGOTIATING FOR CHANGE – NWCI POLICY WORK

Out of Sight – The Hidden Poverty of Women

In the year 2000, one in every four women raising children or managing households on their own will experience poverty despite Ireland's economic boom and growth rate of 8%. *Out of Sight - The Hidden Poverty of Women*, was published in October 2000 as an NWCI policy discussion paper. The publication was launched at a seminar on women's poverty on October 16th. The seminar was addressed by Minister Dermot Ahern and by speakers from the Combat Poverty Agency, the Society of St. Vincent De Paul, the Irish Organisation of the Unemployed, Letterkenny Women's Centre and Women's Aid and Aontas. The seminar attracted a broad range of women's groups and was highly participative. The purpose of the seminar was to consult with affiliates, women's groups and to listen to the views of other community and voluntary sector organisations working on issues of poverty on the *Out Of Sight* discussion Paper.

Out of Sight – the Hidden Poverty of Women is intended to be a contribution from a gender perspective to the analysis and policy debate on how to combat and eliminate poverty.

The diversity of women's experience of poverty is a central theme of the publication. While women's experience of poverty has many common features, the publication also emphasises the fact that an analysis of the diversity of women living in poverty is fundamental to devising appropriate and effective policy measures. Women from minority ethnic communities, including Travellers, lone parents, lesbians, asylum seekers, women with disabilities, women living in rural areas and older women all have common and different experiences of poverty.

Out of Sight – the Hidden Poverty of Women argues that the poverty experienced by many women in Ireland today is invisible because the current methods of data collection are not fully inclusive of all groups in society. It highlights the particular inadequacy of the collection and analysis of the data from a gender perspective. In identifying the causes and effects of poverty for women, the issues of income poverty, educational disadvantage, health, employment, low pay and violence against women are discussed. The policy recommendations in the publication provide solutions to eliminating women's poverty in a holistic manner.

Programme for Prosperity and Fairness (PPF)

The PPF was agreed in February 2000 following a long negotiation process. The NWCI, as a social partner in the Community and Voluntary Pillar, submitted detailed proposals on a broad range of issues affecting women's lives. The following is a brief description of some of the commitments to address women's issues in the PPF. A comprehensive account of the outcomes for women are outlined in *Partnership for Prosperity and Fairness: Reflections on the Process and the Outcomes* published by NWCI March 2000.

Women's Poverty: Making women's poverty visible was a central priority of the NWCI. The PPF is committed to addressing the gender dimension of poverty for groups

excluded from the current data sources, e.g. Travellers and people living in temporary accommodation. There is also a commitment to consider establishing a new target for women's poverty within the review of the National Anti-Poverty Strategy in addition to new targets in the areas of child poverty, health, older people and housing/ accommodation. A key issue affecting women's experience of poverty is that many women do not have access to an independent income. A core priority of the NWCI was to advance proposals for the individualisation of the social welfare system. Progress on these commitments has been extremely slow and faces significant ideological barriers.

Educational Disadvantage: The expansion of the Women's Education Initiative to support projects tackling women's educational disadvantage and the creation of positive actions to facilitate participation in education of women are essential to addressing gender issues in educational disadvantage. The PPF is also committed to conducting research to examine women's and men's different learning styles and needs and assessing from the results the implications for the provision of education and training.

Employment: The implementation of the recommendations of the Report of the Working Group on Access by Women to the Labour Market is central to commitments to achieving gender equality in accessing employment. Progress in 2000, however, has been slow. It was disappointing that no progress was made towards paid Parental Leave in the PPF, which was a core demand of the NWCI in its proposals for family-friendly policies. A positive achievement was a commitment to review the Maternity Protection Legislation and the establishment of a review group.

Childcare: Measures to address the childcare crisis became one of the key priorities of the Community and Voluntary Pillar throughout the negotiations. This evolved from combining the objectives of eliminating child poverty and introducing financial measures to support all parents to pay for childcare. This strategy by the Pillar worked to ensure that universal solutions to both issues remained at the centre of the negotiations' process. The outcomes in the agreement are a target of £100 in Child Benefit for the third and subsequent child to reduce child poverty. Unfortunately, while substantial support was gained for the Universal Childcare payment, no agreement was reached. A commitment was provided in the PPF to conclude the negotiations and decide on an appropriate strategy by the end of 2000. These negotiations were ongoing in 2000 and the Government, in Budget 2001, announced that support for childcare would be provided for in the increases to Child Benefit. While the NWCI welcomed the Government's strategy to a universal approach, the NWCI and C&V Pillar publicly stated that the amounts were totally inadequate to meet both child poverty and childcare objectives.

Equality: A number of commitments relating to progressing gender equality and equality for other groups experiencing discrimination were agreed within the PPF. A review of the current structures for monitoring and implementing the commitments to achieve equality contained in the Second Commission for the Status of Women and the preparation of the National Action Plan for Women are core to these objectives. This area also includes a strong commitment to

implement the Gender Proofing Guidelines and to pilot Equality Proofing through the development of an initial learning phase.

Giving Women a Fair Share **NWCI Pre-Budget Submission**

The NWCI highlighted its belief that the fruits of the Celtic Tiger were being unfairly distributed and that many women had not benefited from the current economic prosperity. It stressed that women dependent on social welfare or in low-paid employment would need to receive an adequate income, if they were to move out of poverty. Accordingly, it called for a £14 per week increase in social welfare payments and for the Minimum Wage to be increased immediately to £5. It also asked the Government to adopt a proactive policy of individualisation of the social welfare system and to provide social insurance credits for all women engaging in education and training. The NWCI called on the Government to recognise its responsibility to provide financial support for childcare by establishing a universal taxable Parental Childcare Payment of £20 per week for children up to 5 and of £10 for children under 14, and for an increase in Child Benefit. It also called for the introduction of paid parental and paternity leave and for the period of paid and unpaid maternity leave to be increased. It asked for pension credits to be given to all women engaging in unpaid caring work in recognition of their contribution to Irish society. Such a proposal would make it easier for most women to qualify for contributory old-age pensions. Other measures demanded included giving a medical card to all children under 18 and providing a national support programme for women wishing to return to paid employment.

National Economic and Social Forum (NESF) **NWCI involvement in Alleviating Labour Shortages Report**

The NESF established a project team to assist its policy analyst, Laurence Bond, in examining the issue of labour market shortages. A Forum report on *Alleviating Labour Shortages* was published in November 2000. Gráinne Healy and then Orla O'Connor represented the NWCI on this project team. The NWCI's primary focus was to ensure that women, wishing to return to the workforce – be they unemployed women, lone parents or women returners – would receive supports to access secure and sustainable employment.

The contribution of the NWCI was crucial in ensuring recognition in the report of the continuing barriers faced by women wishing to return to the workforce. The report recognises that support for childcare costs is a priority. Furthermore, it acknowledges the continuing difficulties experienced by some women in accessing education or training courses where eligibility depends on the applicant being on the Live Register.

The NWCI was instrumental in pressing for the inclusion of recommendations which:

- Urge the immediate implementation of the *Report of the P2000 Working Group on Women's Access to Labour Market Opportunities*
- Call for the establishment of a national support programme for women returners and ask FÁS to target women

returners, long-term unemployed women, women with disabilities, Traveller women and early school leavers

- Call on the Department of Social, Community and Family Affairs to develop a comprehensive welfare to work strategy to ensure that the social welfare system facilitates access by all (including all women interested in exercising this choice) to paid employment.

National Economic and Social Council (NESC)

Following the agreement of the PPF, NESC agreed its work programme for 2000-2001. The work programme includes four projects

- Report in National Progress Indicators
- Benchmarking elements of the Programme for Prosperity and Fairness
- Evaluation of Pilot Poverty Proofing
- Strategic Options for the tax and social welfare systems; A ten year perspective.

By the end of 2000, work on these issues was at a preliminary stage.

Orla O'Connor was appointed as the NWCI representative to NESC in 2000.

Violence against Women

During 2000, the NWCI has continued to work towards the eradication of all forms of violence against women. It has a place on the National Steering Committee on Violence against Women, working closely with the other non-governmental representatives to achieve the implementation of the Task Force Report on Violence against Women. During this period the work of the National Steering Committee on Violence against Women included a national public awareness campaign and the publication of a national directory of services for women experiencing violence. The non-governmental organisations represented on the National Steering Committee also brought together the community and voluntary sector representatives on the regional planning committees on violence against women for a day in All Hallows in Dublin to consider the progression of their collective work at the end of 1999. As a result of that day, the non-governmental representatives on the National Steering Committee urged the National Steering Committee to commission consultative work with community and voluntary sector representatives on the regional planning committees. The NWCI also participated on the Eastern Regional Planning Committee on Violence against Women. The NWCI policy team developed its recommendations on violence against women for the national agreement negotiations in close consultation with affiliates working directly on the issues. Intensive negotiations resulted in the achievement of specific commitments in the PPF.

Developing NWCI anti-racism policy, promoting interculturalism and the inclusion of minority ethnic women.

Anti-racism was identified as a priority area for the development of policy in 2000. In recognition of our responsibility as a representative body of women in Ireland, the NWCI aims to work in solidarity with minority ethnic women, to tackle racism, promote interculturalism and protect

human rights. The NWCI stresses that racism is not new to Ireland; both existing and newly-arrived minority ethnic groups experience racism at societal and institutional levels. The NWCI staff engaged in anti-racism education and awareness training - in January 2000. The panel meeting in March focused on minority ethnic women and anti-racism, with inputs from relevant organisations and activists. Throughout the year, the policy team began to work and consult with organisations representing minority ethnic women and participated on the Women's Sub-committee of the National Consultative Committee on Racism and Interculturalism (NCCRI). Other NWCI activities included:

- supporting the needs of minority ethnic women on the National Childcare Coordinating Committee
- lobbying against the decision to exclude a question on ethnic background in Census 2001
- lobbying in relation to asylum policy in Ireland
- dissemination of NCCRI / National Traveller Women's Forum Alternative Report for Beijing +5 to NWCI affiliates.

Work on developing the NWCI Anti-Racism Handbook commenced and involved consultation with relevant groups. The final panel meeting in 2000 focused on the draft handbook and sought further suggestions on its content and use from panel delegates.

Working Group on the Review and Improvement of the Maternity Protection Legislation

As part of this group, the NWCI lobbied strongly for 20 weeks' paid maternity leave and a series of other measures including the provision of breastfeeding breaks. As a result of our sustained promotion of these issues, we were delighted at the provisions for increased maternity and adoptive leave announced as part of Budget 2001. Mothers are now entitled to 18 weeks paid maternity leave and may avail of up to 8 weeks unpaid leave. The new arrangements come into force from 8 March 2001. Other recommendations to be implemented include:

- The period of unpaid maternity leave to count for accrual of annual leave entitlement.
- Mothers-to-be-entitled to paid time off to attend ante-natal classes. Fathers also to be entitled to paid time off to attend the last two classes immediately prior to the birth.
- Employers to provide breastfeeding employees with either a reduction in working hours or, subject to nominal cost, breastfeeding facilities/facilities to express breast-milk in the workplace for up to 4 months after the birth.

The Report of the Working Group has been presented to the social partners under the PPF and will be published in January 2001.

NWCI Publications 2000

Partnership for Prosperity and Fairness: Reflections on the Process and the Outcomes, (March 2000)

Womenzone - Issue 3, (March 2000)

Promises Made Promises Broken - Alternative Report for Ireland Beijing +5, (May 2000)

Womenzone - Issue 4, (June 2000)

Out of Sight - The Hidden Poverty of Women NWCI Policy Discussion Paper, (October 2000)

NWCI Annual Report 1999, (October 2000)

Womenzone - Issue 5, (December 2000)

NWCI Submissions 2000

NWCI Pre-Budget 2001 Submission (October 2000).

NWCI Submission to the Department of Arts, Heritage, Gaeltacht and the Islands on *Towards a New Framework for the Arts - a Review of Arts Legislation / The Arts Plan 1999-2001*.

NWCI Submission to the Department of Social, Community and Family Affairs Pre-Budget Forum (September 2000).

NWCI Submission to the Department of Education and Science Access Barriers Working Group (August 2000).

NWCI Submission to the Department of Social, Community and Family Affairs Revision of the Supplementary Welfare Allowance Scheme (August 2000).

Committees/Working Groups on which the NWCI was represented during 2000

National Administrative Individualisation Working Group
Area Development Management (ADM) Gender Equality Working Group

An Bord Pleanála

Childcare 2000 Campaign

City of Dublin VEC

Cómhar - the National Sustainable Development Partnership
Equality Authority

Gender Equality Monitoring Committee

Women's Pro Beijing NGO Coalition

Equality Proofing Working Group

Higher Education Equality Unit

Midland Health Advisory Committee

National Economic and Social Council (NESC)

National Economic and Social Forum (NESF) and NESF
Management Committee

National Steering Committee on Violence Against Women

Power Partnership

Women's Education Initiative Working Group

Women's Health Council

Maternity Protection Act Review Group

National Development Plan - Economic and Social
Infrastructure Operational Programme Monitoring Committee

National Development Plan - Employment and Human
Resources Operational Programme Monitoring Committee

European

European's Women's Lobby (EWL) Board EWL Observatory
on Violence Against Women

BEIJING +5 REVIEW

Beijing Platform for Action

In September 1995, at the Fourth UN World Conference on Women held in Beijing, 189 countries agreed to adopt an agreement known as the Beijing Platform for Action. This is an agreement to take action on women's rights as human rights. In the Platform for Action, governments promised to deliver equality, development and peace for women over twelve critical areas of action. These areas are as follows:

- To alleviate women's poverty
- To ensure equal access for women to education and training
- To ensure equal access for women to health services
- To eliminate all forms of violence against women
- To prevent all acts of violence against women during armed conflict
- To promote women's economic rights and independence
- To ensure women's equal access to, and full participation in, power structures and decision-making
- To ensure that responsibility for women's advancement is vested in the highest level of government and that a gender perspective is included in all government policy
- To protect and promote the human rights of women
- To promote gender equality in the media and eliminate sexual stereotyping
- To ensure the participation of women in the management of the environment and natural resources
- To eliminate violations of the rights of the girl child.

Beijing +5 Coalition formed

A review of the progress of governments in implementing the Beijing Platform for Action took place at the Beijing +5 Conference, held in New York in June 2000. Prior to that conference, a number of non-governmental organisations (NGOs) formed a coalition to prepare an alternative report on the Government's record of implementation of the Beijing commitments. This document *Promises Made, Promises Broken: Beijing +5 Alternative Report for Ireland* was drafted by Susan McNaughton, with the assistance of the National Women's Council of Ireland, Women's Aid, Banúlacht, Aontas / WENDI, Amnesty International, the National Youth Council of Ireland, Women's International League for Peace and Freedom and the Women's Education, Research and Resource Centre.

Regional Consultation Meetings

The alternative report was shaped by the views of women consulted at a series of regional meetings, organised by the NWCI to gain women's opinions on the Beijing +5 process. Regional consultation seminars were held during April and May in Cork, Sligo and Dublin. The key issues which emerged from these seminars included:

- A lack of knowledge among women about the Platform for Action
- A sense of impatience about the slow progress being made on women's human rights. Women considered that implementation of the Platform for Action should move up the political agenda and that Ireland should strengthen its advocacy for women's equality throughout the world.
- A belief that the diversity of the situations and needs of women and girls should be recognised and valued
- The need for a national action plan to be devised immediately

- The importance of participation by women's groups and NGOs in progressing the Platform for Action

During May, the Department of Justice, Equality and Law Reform (DJELR) organised a forum in Dublin Castle to announce the intention of government to honour commitments made at Beijing and devise a national action plan for women. The Department also wanted to bring together women and women's groups from all over the country to discuss progress on equality for women. Gráinne Healy, NWCI Chairwoman, was one of the speakers at the event. Women from the Beijing +5 Coalition facilitated the workshops.

Promises made promises broken:

Beijing +5 alternative report for Ireland

Promises made Promises Broken: Beijing +5 Alternative Report for Ireland stressed the need for a national action plan to be developed as a matter of urgency, so that progress could be made on advancing women's human rights both nationally and globally. (The Government had promised to devise a national action plan by 1996, when it signed up to the Platform for Action.) The alternative report recommended that:

- the national action plan should be comprehensive, with time-bound targets, indicators for measuring progress, procedures for review and a clear identification of the resource allocation necessary for implementation
- women's NGOs should be enabled to participate fully in the design of the national plan and in the mechanisms developed to monitor its implementation
- a comprehensive human rights education campaign should be established to inform women and girls, men and boys about the Platform for Action and associated agreements
- the Irish Government should work to promote women's human rights globally and call for a World Conference of Women in 2005
- Gender equality should be advanced as a matter of priority in all areas of Government policy
- the diversity of women's and girl's situations and needs across different social groupings should be recognised and valued
- Decisive action should be taken to eliminate the persistent barriers faced by women in relation to childcare, eldercare and accessing education, training and public services
- Sanctions and supports should be introduced to fulfil the Government's commitment to achieve a 40:60 gender balance in appointments to State boards
- A major targeted strategy should be devised to combat women's poverty, recognising the increasing risk faced by many women in Ireland of experiencing poverty. In this context, individualisation of the social welfare system should be pursued as a priority
- Women's unpaid work in the home and community should be recognised and valued. Policies and supports should be put in place to enable women to exercise real choice, in terms of pursuing caring work in the home or paid employment
- A comprehensive anti-racism campaign should be instituted to address racism
- Investment in women's health should be radically increased, especially for maternal, sexual and reproductive health services

- Time-bound targets for the implementation of the recommendations of the Task Force on Violence against Women should be developed.

Beijing +5 Conference in New York

The NWCI Chairwoman, Gráinne Healy, attended the Beijing +5 Conference in New York in June as a member of the NGO delegation. There was a sustained attempt at the conference to reverse the agreement achieved at the Beijing Conference in 1995. The main issues of dissent at the conference were:

- Sexual orientation
- Reproductive and sexual rights
- Family/families (some delegations would only identify with one form of the nuclear family and would not recognise multiple forms of families and the various and multiple roles of women in these families)
- Violence against women
- Armed conflict
- Human rights issues
- Trafficking in women
- Economy, labour, structural adjustment programmes, external debt, globalisation
- Women's entitlement to equal land, property and inheritance rights
- Women's labour rights
- Sustainable development

As a consequence of this dissent, the final document agreed at the review conference did not go beyond the Platform for Action agreed five years earlier.

The coalition of organisations involved in preparing the alternative report subsequently decided to remain in existence (1) to monitor the Government's implementation of its promise to devise a national action plan and (2) to promote women's human rights globally. The work of what has now become the Women's Pro-Beijing NGO Coalition was facilitated by the NWCI for the remainder of 2000 and into 2001. (Note: the Department of Justice, Equality and Law Reform are currently drafting A National Plan for Women.)

PROJECT ACTIVITY

ZONTA Empowering

Self-Development & Transformation (ZEST)

Who are Zonta International?

Zonta International is a US based world-wide organisation made up of Zonta clubs whose members are largely business and professional women. Its aim is to support education and training for women. Earlier this year, the NWCI received a grant from ZONTA International through their Michael J. Freeman Fund. This is a scholarship fund, which targets Irish women and is run by Zonta International.

What is ZEST?

ZEST is a new programme created by the NWCI and ZONTA International to support women's groups working on education and training provision.

There was considerable interest in the ZEST Fund, with 22 groups making applications. Difficult choices had to be made before selecting four projects for an award of £16,000 each. Mary Dunne (Zonta Club, Dublin), Pat Tyner (Zonta Club, Adare) and Deirdre Healy, (NWCI Board Member) comprised the ZEST Selection and Steering Committee. The criteria used to select the projects included:

- A focus on women.
- A strong support system with progression options.
- An innovative education or training development.
- A community partnership dimension.

The guiding principles of the ZEST Programme are responsiveness, informality and flexibility. This leads to an emphasis on a range of factors such as: outreach, empowerment, locally-based activities, flexible arrangements, small group work, mixed learning methods, working at the women's own pace and shared learning based on women's experience. Key criteria are that the projects will be innovative - piloting new education and training courses; developmental - training tutors, group members and workers; and supportive - offering information, advice and practical help, such as child or elder care.

What projects were selected for the ZEST programme?

The successful projects were:

- Access 2000/Waterford Women's Resource Centre, which is developing an add-on Degree in Training & Development in Community Education.
- Community Women's Education Initiative, Cork, which is setting up a framework of community education/community development supervisors to support women undertaking a Community Education and Development course with CIT (Cork Institute of Technology).
- Longford Women's Centre, with an organic horticulture, training programme for rural women small-holders.
- The Shanty Educational Project, with a project which is developing an adult community education mentorship programme.

Will more projects be selected in the future?

The NWCI is very pleased that ZONTA International is generously continuing its financial support for another two years, 2001 and 2002. This year the ZEST Fund has been increased to IR£80,000.

A second series of projects will be selected for the ZEST programme this year. The level of funding available to each successful project will be not more than IR£20,000. The closing date for receipt of applications was Monday 7th May 2001.

Education Equality Initiative (EEI)

Support and Research Service

NWCI awarded EEI tender

The Department of Education & Science's EEI Funding Initiative (IR£3.5 million) is supported by the European Social Fund and provides vital support to groups running educational programmes. The EEI Programme spans two phases. Phase I operates from 2000 to 2003 and Phase II from 2004 to 2006. Funding applications for EEI Phase II are likely to be late Spring/early Summer of 2002. If you are planning your financial strategy over the next few years, pencil this date in your diary and follow the progress of Phase I Projects.

The aim of EEI is to address educational disadvantage by supporting and developing women's and men's educational groups. Eighteen projects tackling educational disadvantage have been approved for EEI Phase I Funding. They cover a range of activities and geographical locations.

The NWCI is delighted to have been awarded the contract to provide the Support and Research Service for EEI Phase I. We will be involved in supporting EEI projects on an ongoing basis during start up, delivery and mainstreaming phases. We will also assist EEI projects by developing networks and setting up policy working groups as well as documenting and analysing the experiences of EEI projects. An EEI Programme Co-ordinator will be recruited in early 2001.

What kinds of projects are involved in EEI?

The EEI Projects represent a diverse range of target groups and geographical locations. In the north and west of the country there are five projects: the Meavagh Resource Group targets isolated rural men, while the Donegal Travellers Project will provide leadership courses for women Travellers. A third Donegal project, the Second Chance Education Project for Women, aims to develop a women's studies programme which is accessible and relevant to women living in the area. Adults with learning difficulties or disabilities are the target groups for the Open Door Project in Sligo and the Educate / Create / Advocate Project in Galway. In the south and east there is another cluster of four projects. In county Cork the project on Sherkin Island with DIT and SIDS Ltd. aims to develop a prototype degree programme in Art and Culture and the COPE Foundation in Cork City aims to equip people with mild learning disabilities with the skills needed to live independently. In Waterford, the Men's Education Project is working with marginalised men and in Wexford, ACCESS 2000 aims to develop an accredited education and training programme to provide a progression route for women.

A further cluster of projects is based around Dublin. Some of these have a national focus, while others are locally based. The Larkin Unemployed Centre is working with people living in Dublin's inner city and there are men's education projects in Ballymun, Blanchardstown and Bray which target marginalised and disadvantaged men, including Traveller men. The Merchant's Quay Project is developing relevant education and training courses for drug users; WERRC is piloting a Lesbian Studies and Gay Culture Certificate in Women's Studies and Women's Aid is working with women who have experienced male violence. The final project, entitled CHANGE, grew out of connections made on EEI's precursor, the WEI (Women's Education Initiative), and brings together three projects: POWER Partnership, South West Kerry Women's Group and WERRC. Their plan is to inform national policy on the links between community-based women's education groups and higher education. A directory giving contact details and an outline of each project is planned for publication in April.

EEI PROJECTS LIST

Men's Education Initiative <i>Meavagh Resource Group</i> <i>Aras Rosgill</i> <i>Downings</i> <i>Co Donegal</i>	CHANGE <i>WERRC</i> <i>Faculty of Arts</i> <i>UCD</i> <i>Dublin 4</i>
Leadership Skills for Traveller Women in Co. Donegal <i>Donegal Travellers Project</i> <i>The Mountain Top</i> <i>Letterkenny</i> <i>Co.Donegal</i>	The Men's Education Project <i>The South East Men's Network</i> <i>3 Barrack Street</i> <i>Waterford</i>
Second Chance Education Project for Women <i>VEC Office</i> <i>Ard O'Donnel</i> <i>Letterkenny</i> <i>Co.Donegal</i>	Blanchardstown Men's Outreach <i>105 Coolmine Industrial Estate</i> <i>Dublin 15</i>
Open Door Project <i>Family Resource Centre</i> <i>c/o Leader Office</i> <i>Railway Station</i> <i>Ballymote</i> <i>Co.Sligo</i>	Local Education for Adult Progression for Traveller Men <i>c/o Bray Partnership</i> <i>Prince of Wales Terrace</i> <i>Qunisboro Road</i> <i>Bray</i>
Educate Create Advocate <i>Training, Development and Evaluation Department</i> <i>c/o Woodlands Centre</i> <i>Renmore</i> <i>Galway</i>	Women Making Choices <i>ACCESS 2000</i> <i>5 Monck Street</i> <i>Wexford</i>
DIT & SIDS <i>Pilot Programme in Arts and Culture</i> <i>SIDS, Sherkin Island</i> <i>Skibbereen</i> <i>Co.Cork</i>	Investing in People <i>The Larkin Unemployed Centre</i> <i>57-58 North Strand Road</i> <i>Dublin 3</i>
Education for Reintegration <i>Merchant's Quay Project</i> <i>4 merchant's Quay</i> <i>Dublin 8</i>	Certificate in Women's Studies: Lesbian Studies & Queer Culture <i>WERRC</i> <i>Faculty of Arts</i> <i>UCD</i> <i>Dublin 4</i>
Access to Education for Women who have Experienced Abuse <i>Women's Aid</i> <i>PO Box 791</i> <i>Dublin 7</i>	Ballymun Men's Centre <i>Lift Shaft 4</i> <i>Shangan Road</i> <i>Ballymun</i> <i>Dublin 9</i>
Preparation for Independent Living <i>COPE</i> <i>Bonnington</i> <i>Montenotte</i> <i>Cork</i>	Second Chance Education for Women <i>Rowlagh Women's Group</i> <i>Aras Rualach</i> <i>Neilstown Rd</i> <i>Clondalkin</i> <i>Dublin 22</i>

MILLENNIUM PROJECT

Activities of the Millennium Project 2000

The NWCI Millennium Project continued at full speed into the new Millennium. The research, analysis and action project began its second phase in January 2000. For those not familiar with it, the NWCI Millennium Project was started in January 1999 as a national programme of research, analysis and action, running until January 2001. It is designed to build capacity in NWCI affiliates by training women in Participatory Learning and Action (PLA) research techniques. It is also designed to help the flow of critical 'grassroots' issues between the NWCI and its affiliates.

By the end of 1999, 118 women from around the country had finished their first training in Participatory Learning and Action (PLA) techniques. They went back to their affiliate groups and communities to invite women to come and do research with them on one or two of six key policy issues: work, poverty, local development, education, health and violence against women. Throughout the course of 1999 and into the year 2000, 492 women from 11 counties participated in the research. A total of 610 women's (facilitators and participants) lives have been touched by the Millennium Project.

The team began the year by continuing to support facilitators in their research in the field. By the start of the year, just over half of the teams had sent their research back to the project office in Maynooth. In 1999, Sarah Delaney, research consultant to the Project, designed analytical streams for all of the data from each of the topics. The first half of the year saw her desk piled high with research reports from the facilitators. She painstakingly went through each one and entered the data into the computer, checking for mistakes and, if necessary, going back to the raw data. All of the research reports returned to the office were of high quality and each one in itself was a fascinating piece of work.

The first year of the project focused on encouraging affiliates to become involved in the project, training facilitators and sending them out to do their research. The second year of the project required the team to focus on a number of tasks simultaneously. At the start of the year, work centred on preparing for a second phase training and on the planning of a 'Gathering Day' for everyone involved in the Millennium Project to come together. In February, the NWCI held the Millennium Project 'Gathering Day', which provided an opportunity to discuss the insights of stakeholders into the research. In the morning, facilitators told their stories about the research. In the afternoon mixed groups, including participants, facilitators and NWCI staff and executive, came together to reflect on PLA. It was remarkable to hear the feedback about participants' experiences. One woman reflected, '[PLA] is education in the broadest sense of the word'. Women also talked about some of the difficulties they encountered while participating in the project. As always, childcare was an issue.

The second phase of the Millennium Project training concentrated on enabling the facilitators to progress their research from the first phase to engaging in an action at local

level with their research group. They learned how to identify and assess options, choose ones which are timely, affordable, fair and workable, figure out what resources are necessary to carry out these options, and from where the resources might come. The training also allowed time for exchange about the first phase of research. It enabled a deepening in facilitators' capacity to devise PLA processes by explaining the philosophy informing the methods and ways of combining the methods in research projects. The women also learned how to interview and engage in content analysis and, finally, they were offered some ideas for action planning. Moving women from individual descriptions of their situations to an analysis of the wider systems and structures that oppress women is important to the practice of PLA.

The second phase of training was optional and 67 women returned to do the training. There were eight training centres the second time around and the facilitators found the content useful. One woman had the following reflection, 'Before commencing the training, I was quite confused in relation to the research, about where to go from here. These 4 days gave me quite a number of ideas of where to begin. It was great to come back to a group of such enthusiastic women and to share ideas and get more concrete direction. All sections of the training were extremely useful and can be transferred to other projects'.

After the training, facilitators were told to return to the team with any ideas that they might have for action. A full picture of the actions completed will be made available to the team in January, 2001. The facilitators will submit descriptions of actions in which they used the skills learned during the project. Meanwhile, throughout the second half of the year, some teams were supported to go forward with actions or more research.

By June 2000 all of the research data had been analysed by the team and work began on production of the final reports. It was envisaged that a report would be produced for each of the six topics, with an executive summary outlining the recommendations and conclusions of each. A large in-house reference report combining all six reports, the executive summary and a detailed profile of the participants involved in the project was also prepared.

By July, a draft report on the poverty component of the research had been finished and work was well underway for one on health. Each team member took responsibility for putting together a draft of one or two reports and then brought the draft back to the team for comment and critique. When a draft was finished, it was sent out to two readers; a policy reader – someone who knows the particular issue quite well, and a facilitator reader who had worked on the report topic and could feed in her expertise.

As the year ended, the team were busily putting the final touches to the six reports. As the project neared completion on January 1, 2001, the team spent the first month of the new year doing final edits, liaising with facilitators about the actions of their groups and taking in responses to the reports from our readers.

Meanwhile, it will be up to others to tell you all about the exciting launch of the project sometime in the summer of 2001. The team has found the work on the Millennium Project exciting and stand in awe of the work of so many women, whose lives have been touched by this vital and innovative project. One lesson we have learned is the overwhelming hunger and need which women have for training and education. We have heard this over and over from the women on the ground. We hope the Millennium Project moves policy-makers, and others with influence to honour this need and continue to resource such initiatives.

The team would also like to thank the staff and the Executive Board of the NWCI for their support throughout the last two years, in particular the policy team, whose insights and expertise have been invaluable!

EUROPEAN ACTIVITIES

EWL Gets New Irish General Secretary

Mary McPhail, the new General Secretary of EWL, started in her post in May. She is originally from Co. Louth but has spent most of her working life, in the health services sector in the UK and, more recently, working for a Brussels-based health institute.

Violence Against Women

The Daphne Project of the EWL's Observatory on Violence Against women is going well. It seeks to produce performance indicators, which will allow monitoring of actions in this area across the EU. The NWCI Chairwoman was part of an invited delegation, which attended the Portuguese Presidency conference on Violence Against Women. There were very few Portuguese women's NGOs involved. A strong call was made, in the presence of the EU Justice Commissioner, by EWL and WAVE (a network of violence against women organisations) that in future such conferences must involve local women's NGOs.

EWL General Assembly, Delphi, Greece, September 2000

NWCI Chairwoman elected EWL Vice President

The 2000 EWL General Assembly (GA) celebrated the 10th anniversary of the EWL – looking back on notable achievements since 1990. The NWCI delegation comprised Gráinne Healy, Chairwoman; Phil Harrington, Board Member; Christine Ross, CEO and Natasha Ariff, National Youth Council of Ireland. The Assembly was preceded by a seminar on *'Women's organisations and the civil dialogue; Obstacles and Progress'*, which was addressed by EU Social Affairs Commissioner, Anna Diamantopoulou.

The GA received the report *'Young Women for Equality'*, the outcome of the EWL Young Women's Project on which the NWCI Policy Team and National Youth Council of Ireland collaborated to prepare the Irish input. NWCI proposed a motion to the GA, calling on the EWL to monitor progress on the revision of the EC Directive on maternity protection, which was carried by the Assembly.

A new EWL Board was elected at the Assembly: Gráinne Healy is the Irish delegate, with Christine Ross as alternate. The new Board elected Gráinne Healy as one of the two Vice-Presidents, a great honour for her and for the NWCI.

EWL Budget Row

During the Autumn, an amendment was tabled to the European Commission's budget proposal for the EWL (650,000 Euros). The amendment sought to change the name of the budget line (*it was European Women's Lobby*) into *European Women's Lobby and other NGOs representatives of women's rights at European level*. It proposed an increase of 150,000 euros of the entire budget line and sought to have this budget split amongst all the women's groups in Europe. While NWCI supports the creation of new and well funded budget lines for women's groups, this approach was one which, if successful, would leave EWL, the only effective, democratic voice for women's organisations effectively without a budget, and it would have allowed for about 25p for each women's group in Europe! A strong supporter of this amendment was Irish MEP, Dana (Rosemary Scallan).

NWCI contacted a number of MEPs and, when the vote was finally defeated, we were pleased to see that the majority of Irish MEPs had voted against the amendment.

Those seeking to cut the EWL budget declared that EWL was pro-abortion, which seems to be the real agenda of those proposing to cut the lobby's budget, and not a wish to include more women's groups. The EWL is, like NWCI, an organisation with a non-consensus position on abortion.

At European level, this type of action may be somewhat new – in Ireland we have been facing it for some time. However, it is hoped that the European structures will continue to support democratic organisations, such as EWL, and not be bullied.

Full briefing on this issue is available on the EWL website.

FINANCIAL REPORT

- EXECUTIVE BOARD - STAFF

Financial Report

The audited accounts for financial year 2000 reflect the efforts of the NWCI to sustain the increase in the work programme, activities, projects and staff numbers despite ever increasing challenges and demands in funding for the community and voluntary sector.

Income for the year increased by 10% to £886,122, despite the closure of the Employment NOW project and the consequent loss of income. In 2000, the NWCI embarked on other challenging projects, including, the research project Framing the Future, the education and training programme ZEST, the national consultation on Beijing +5 and we continued our health and Millennium projects. The NWCI negotiated a 31% increase in the annual grant from the Department of Justice, Equality and Law Reform.

Expenditure increased by less than 1%, giving rise to a surplus of income over expenditure of £67,856 as at 31st December 2000. This surplus has arisen mainly due to the fact that activities planned to take place in 2000 were either delayed or postponed until 2001. The surplus will be fully utilised in 2001, when these activities are finalised.

Like most not-for-profit organisations, the NWCI has felt the impact of the tiger economy on its expenditure, with rising inflation and the consequent increase in the cost of goods and services. This factor has posed particular difficulty for the community and voluntary sector, the impact of which could be somewhat abated by giving tax concessions to the sector, for example, rates exemptions and recovery of VAT. The NWCI would welcome this kind of indirect support for the sector.

The expansion of our work programme and activities must be serviced and, in order to ensure equal participation, we need to keep abreast of developments in communications and IT, provide childcare and eldercare supports and ensure access for people with disabilities to our venues and outputs. Despite ever increasing costs, the NWCI continues to operate with tight controls over its expenditure and seeks to maximise the level of work and outputs by working in partnership with other organisations committed to equality.

The NWCI faces challenges annually in relation to both its work programme and financial sustainability. Without the support of our affiliates, benefactors and friends, we would not be able to meet these challenges. We will continue to pursue the equality agenda in tandem with seeking funding to finance our activities, so that both women and men from all walks of life can participate equally in our society.

Angela Ramsbottom - Finance Manager

List of Executive Board, Staff and Auditors

Directors

Gráinne Healy
Mary Kelly
Mary Allen
Margaretta D'Arcy
Gloria Frankel
Phil Harrington
Deirdre Healy
Mary Leahy
Tess Murphy
Una McManus

M o y a
M u r p h y

Secretary

Earl Trust Limited

Company number

241868

Registered office

16-20 Cumberland Street South, Dublin 2

Auditors

Grant Thornton
Chartered Accountants
Ashford House
Tara Street
Dublin 2

Business address

16-20 Cumberland Street South, Dublin 2

Bankers

Bank of Ireland, P.O. Box 3131
Baggot Street, Dublin 2

Staff

Chief Executive	Christine Ross
Finance Manager	Angela Ramsbottom
Communications Manager	Anne O'Donnell
Projects Manager	Margaret Martin
Policy Manager	Carol Baxter
NOW Programme Manager	Patricia Lee
NOW Project Advisor	Josephine Lally
NOW Resource Assistant	Sinéad Jackson
Policy Analyst	Orla O'Connor
Policy Analyst	Maeve Healy
Communications Assistant	Ciara McKenna
Information Officer	M.A. Brennan
Accounts Assistant	Ann Kinsella
Membership Assistant	Imelda Brown
Administrator	Caroline Hulme
Receptionist	Gertrude Hoey

FINANCIAL ACCOUNTS

Amalgamated income and expenditure account for the year ended 31 December 2000

	2000 IR£	1999 IR£
Income		
Grants and donations received	886,122	805,177
Transfer to capital grant	-	(30)
	886,122	805,147
Expenditure		
Staff costs	363,000	368,045
Programme and project management	141,841	130,746
Administration expenses	60,360	62,554
Building expenses	77,527	84,212
Consultancy & professional fees	96,428	110,261
Organisation costs	40,702	31,183
Publications & activities	38,408	27,189
	818,266	814,190
Excess (deficit) of income over expenditure	67,856	(9,043)
Income and expenditure account brought forward	1,745	9,848
Exchange gain		940
Income and expenditure account carried forward	69,601	1,745

Amalgamated balance sheet as at 31 December 2000

	2000 IR£	1999 IR£
Fixed assets		
Tangible assets	27,117	42,986
Current assets		
Debtors	66,955	61,679
Cash at bank and in hand	130,365	66,759
	197,320	128,438
Creditors: amounts falling due within one year	(154,836)	(155,640)
Net current assets (liabilities)	42,484	(27,202)
Total assets less current liabilities	69,601	15,784
Creditors: amounts falling due after more than one year	-	(1,539)
Net assets	69,601	14,245
Capital and reserves		
Deferred income	-	12,500
Income and expenditure account	69,601	1,745
Capital employed	69,601	14,245

The financial statements were approved by the board on 21st May 2001 and signed on its behalf by:

Gráinne Healy-Chairwoman & Director

Mary Kelly-Deputy Chairwoman & Director

These (summary) accounts have been extracted from the statutory financial statements of National Women's Council of Ireland Limited and National Women's Council of Ireland Education and Training Limited. Those statutory financial statements, on which the auditors (Grant Thornton) expressed an unqualified opinion, will be filed with the Registrar of Companies following the Annual General Meeting. Copies of the full audited financial statements are available on request.

LIST OF AFFILIATE ORGANISATIONS 2000

Access 2000	Girls' Friendly Society
Aim Family Services	Graphical, Paper & Media Union
Alexandra College Guild	Green Party Women's Group
Alliance Centre for Sexual health	
An Cosán	Home Birth Association of Ireland
Aoibhneas Women's Refuge	
Aontas	Impact
Association of Baha'i Women	Inishowen Women's Network
Association of Secondary Teachers in Ireland	Irish Agricultural Advisors Association
Association of Teachers of Home Economics	Irish Association of Dental Surgery Assistants
Attic Press	Irish Association of Social Workers
	Irish Childbirth Trust
Ballyboden Family Resource Centre	Irish Countrywomen's Association
Ballybofey & Stranorlar Women's Group	Irish Deaf Women's Group
Ballyfermot Women's Forum	Irish Family Planning Association
Ballymun Women's Resource Centre	Irish Farmers Association
Baltinglass Women's Group	Irish Federation of University Teachers
Banúlacht	Irish Federation of University Women
Basic Income Guaranteed Lobby	Irish Girl Guides
Bodywhys	Irish National Teachers Organisation
Business & Professional Women's Club	Irish Nursers Organisation
	IPPA, The Early Childhood Organisation
Catherine McAuley Centre	Irish Stillbirth & Neo Natal Deaths Society
Catholic Women's Federation	Irish Women's Environmental Network
Cavan/Monaghan Rural Development Women's Group	
Centre for Women's Studies, Trinity College	Kerry Rape Crisis Centre
Cherish	Kilkenny Rape Crisis Centre
Childminding Ireland	Kilkenny Women's Group
Civil & Public Service Union	
Clare Women's Network	Labour Women's National Council
Clondalkin Women's Network	Lesbians Organising Together
Community Women's Education Initiatives	Letterkenny Women's Centre Ltd
Connaught Rural Women's Group	Limerick Family Planning Clinic
Cork Rape Crisis Centre	Limerick Federation of Women's Organisations
Cork Women's Action Group	Longford Women's Centre
Cork Women's Poetry Circle	Lourdes Youth & Community Services Ltd
Cork Women's Political Association	
Cross Border Women's Network	Mandate
	Manufacturing Science & Finance Union
DES Action Ireland	Methodist Women's Association
Dóchas for Women	Mothers' Union
Donegal Women's Network	Mountwood Fitzgerald Community Development Centre
Drogheda Area Women's Centre	
Dublin Adult Learning Centre	NASC Ban
Dublin Rape Crisis Centre	National Association of Widows in Ireland
Dublin University Women Graduates' Association	National Children's Nurseries Association
Dublin Wellwoman Centre	National Network of Rape Crisis Centres
	Network Ireland
Education & Training Group for Community Drugs Workers	Network Kildare
Electricity Supply Board Officers Association	North Dublin Women in Networking
European Institute of Women's Health	North Leitrim Women's Centre
	North West Inner City Women's Network
Fianna Fáil Women's Equality Forum	
Fine Gael Women's Group	ODC Chemists Ltd
Fingal Centre for the Unemployed	Older Women's Network
Forum of People with Disabilities	One Parent Exchange & Network
Forum Women's Working Group	
	Parents Alone Resource Centre
Gingerbread	Parlaimint na mBan

Pavee Point
Positive Action
Presbyterian Women's Association
Public Service Executive Union

Reach to Recovery
Rehab Women's Group
Roscommon Women's Group
Rowlagh Women's Group Ltd
Ruhama Women's Project

Second Chance Education Project for Women
Sorooptimists International
Southhill Integrated Development Programme
Southside Women's Action Group
Southwest Kerry Women's Association

Tallaght Women's Forum
Teachers' Union of Ireland
Tipperary Women's Networking Group
Tír Boghaine Women's Network
Tralee Women's Resource Centre

UCD Women Graduates' Association
UNIFEM Women's Committee
Union of Students in Ireland

Waterford Rape & Sexual Abuse Service
Waterford Student Mothers' Group
Western Women's Link
Women Educating for Transformation
Women in Learning
Women in Technology & Science
Women in Media & Entertainment
Women Managers Network for the Civil Service
Women of North East Galway
Women of the North West
Women Together Tallaght Network
Women's Aid
Women's Community Projects (Mullingar) Association
Women's Education Research & Resource Centre
Women's Health Awareness Group
Women's Health Project for Prostitutes
Women's International League for Peace & Freedom
Women's Society, UCD
Women's Studies Centre, NUI
Women's Support Project

Young Women's Christian Association of Ireland

Zonta Club of Dublin