



National Women's
Council of Ireland

Comhairle Náisiúnta
na mBan in Éirinn

annual report 2001

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

For over 28 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?

Message from the Chairwoman & Director

2001 was a year with an incredible amount of activity and outputs by the NWCI – the seven reports of the Millennium Project were completed and launched by Mary Robinson at our annual conference and the Kelleher research, *Framing the Future*, was also completed this year. These research reports are significant outputs because they capture the needs and issues of women in the new millennium. They convey the voices of women and bring them to the centre of NWCI's policy-making work and

There are 155 organisations (urban, rural, local, regional and national) affiliated to the NWCI, representing an estimated 300,000 women.

Affiliate 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 Director 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.

project activity.

Marking the UN International Year of the Volunteer allowed us to focus our gratitude and admiration on the women of the NWCI who in the past and in the present play a huge role in the development of the organisation and in the provision of supports to women. The Honorary Members are the women who created spaces into which we have stepped, while the

affiliates who were honoured, represent a small number of the women whose organisations make up the women's movement in Ireland today. It was a pleasure and an honour for the NWCI to say 'thank you' to these women – a gesture that reminds us that we are links in the chain and that so many women are giants in the landscape of volunteerism. We are, as poet Mary Dorcey reminds us, 'moving into the space cleared by our mothers'.

The project activity of NWCI reflects the areas of developing concern and priority. Thus, the new *Women's Human Rights Project* will gather pace in 2002, while the work in education under ZEST and EEI support work forges ahead. The project work allows the NWCI to make some links between women in Ireland and elsewhere on the globe and to extend the work we do through the European Women's Lobby – especially 2001 through our participation at the UN World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance. The work of the *Women's Human Rights Project* and our new project, *In From the Margin*, will allow the NWCI to bring information dissemination and information gathering activity on issues which connect the local to the global. This outreach approach reflects best practice and the way forward for the work of the NWCI. It means that in 2002 you will be seeing more of the NWCI outside Dublin in your area. We ask you to respond by participating in the project activities as they come your way. 2001 was a year of immense affiliate activity as you can see from their accounts in this report. Let's make 2002 a year of unprecedented activity for the women's movement, with support from the NWCI in the regions and at grassroots level.

Grainne Healy
Chairwoman NWCI

Progressive change for women in Ireland, as throughout the world, is a story of confused, uneven, erratic and reversible changes through which many women have gained but many have also been left behind. The right to equality and for women's voices to be heard is what motivates us. The richness and diversity of the work programmes of our members described in this report, is both affirmation of women's contribution to civil society, and also evidence of the continuing resistance of women to inequality and injustice. The work of the NWCI during 2001 demonstrates the wide range of issues we have addressed – through policy work, projects, events and publications, campaigns and research – in our commitment to bringing about improvements in the lives of women.

2001 was a year of internal change for the NWCI, with preparatory work starting on a new Strategic Plan; a review of the current employment policy; the initiation of a performance development and review system; the employment of a new Director; and the introduction of regular and structured support and supervision for all staff members.

I should like to thank the staff team for their commitment and dedicated work throughout 2001, and for their support in my first year in post.

Joanna McMinn
Director NWCI

Report on the Strategic Planning Process

NWCI STRATEGIC PLAN 2002-2005

A New Plan for a New Future

The work of developing a new Strategic Plan for the NWCI began earlier in the year with a participative consultation process that included the Executive Board, all staff and affiliate organisations.

Six separate meetings with affiliate representatives were held, two of these being held in conjunction with Panel meetings in Galway and Athlone. Two meetings were held in Dublin, and the remaining two were held in Sligo and Waterford.

These meetings focused on addressing the initial issues involved in the preparation of a Strategic Plan: the Mission of the organisation; a Stakeholder analysis; a SWOT analysis and a vision of the future of the organisation.

This first phase of the Strategic Planning process threw up six key strategic issues.

1. Developing guiding principles for the organisation that reflect its mission and core values.
2. The policy development and implementation process.
3. Developing an effective process for engaging affiliates in all aspects of the Council's work.
4. Responding to the diversity of needs / interests among affiliates .
5. Developing a funding strategy.
6. Developing effective internal organisational structures.

The second phase of the process involved focus groups to address the first five of these issues. Invitations went out to affiliates who had expressed an interest in contributing to the ongoing discussion as well as to other affiliates, so that broad representation of membership was achieved. Affiliates, staff, members of the Executive Board, all contributed to this second phase of the strategic planning process.

Over the summer months these groups met and developed objectives for each of these areas. Staff meetings agreed objectives for the effective internal structures of the NWCI. The final meeting of the Strategic Planning group approved the Strategic Plan as the culmination of a dynamic and effective process, reflecting the combined views of affiliates, Board and staff.

The broad thrust of the Strategic Plan is to be an outward looking organisation that sees inequality as a structural problem; that has a dynamic relationship with affiliates; that plays a critical role in Social Partnership and that promotes solidarity among women.

OUR VISION

We envisage the NWCI as an agent of change, promoting and achieving women's equality in Irish society.

We envisage the NWCI as a participatory organisation that recognises and reflects the diversity of women.

We envisage the NWCI as a model of a women's organization that works from a feminist ethos of empowerment; that encourages leadership among women; and is independent, flexible and vibrant.

OUR MISSION

Our mission is to achieve women's equality, empowering women to work together, while recognising and mobilizing difference, in order to remove structural political, economic, cultural and affective inequalities.

OUR EQUALITY GOALS

Underlying the Strategic Plan is an analysis that recognizes gender as a fundamental structural problem that affects different groups of women differently. This analysis seeks to achieve equality in four spheres: the affective, cultural/social, economic and political spheres.

The equality goals that should inform the work of the NWCI over the next number of years, therefore, are as follows:

Affective Equality: the Right to Love, Care and Solidarity (RESPECT)

Social and Cultural Equality: the Right of Everyone to Autonomy and Personal Freedom (RECOGNITION)

Economic Equality: the Right to a Fair Share of our Society's Resources (REDISTRIBUTION)

Political Equality: the Right to the Protection of Human and Political Rights (REPRESENTATION & EMPOWERMENT)

Our plan for 2002 will be to take the Strategic Plan forward and put it into action.

Highlights of 2001

INTERNATIONAL WOMEN'S DAY – MARCH 2001

2001 was the UN International Year of the Volunteer. For many years the NWCI has been pressing for recognition of the voluntary and unpaid work of women (who comprise the majority of volunteers). The NWCI celebrated International Women's Day (IWD) 2001 by honouring women volunteers.

On the day Gráinne Healy, NWCI Chairwoman, stated that in Ireland 33% of Irish people are engaged in some form of voluntary activity: *'Women make up the majority of volunteers in the community and voluntary sector. It is vital that funding is available to community women's groups and Non Governmental Organisations (NGOs) and that women are involved in decisions about resolving local problems.'*

Some facts about women in a European context were outlined:

- Women still earn only 83% of male earnings (EU average).
- Women still perform more than 80% of household tasks. (80%+ of Irish men stated they do not do domestic work!).
- Women represent only 18% of decision-makers in the EU institutions.
- Women represent only 26.8% of members of EU parliament.
- Women make up only 35% of the staff of the European Commission.

[All facts from the European Women's Lobby (EWL)]

Three women volunteers, Mary Donohoe (Ruhama Support Services to Women in Prostitution); Helen Murray (An Cosán, Women's Community Education Centre, Tallaght) and Mary O'Connell (Mná Feasa, Women's Domestic Violence Project and Support Group Cork), spoke about their work.

Ms. Healy paid special tribute and made a presentation to NWCI honorary members, Hilda Tweedy, Margaret Erraught, Kathleen Delap, Sheila Conroy and Edith Loane. She outlined the significant role played by these women as volunteers and activists in the women's movement in general and in the NWCI in particular.

NWCI NEW WEBSITE WENT ONLINE – JUNE 2001

The National Women's Council of Ireland's (NWCI) Communications Team worked with a design company on reconstructing the Council's website. It was a great pleasure to be able to announce in the June 2001 issue of *Womenzone* that the new website was up and running.

The site enables the NWCI public to keep track of recent events and news, download recent publications and press releases and be kept up-to-date on recent projects. We will be updating the site on a monthly basis and we would like our affiliates to contribute to its content.

NWCI ANNUAL CONFERENCE – JULY 2001

Over 250 people registered for the NWCI 2001 Annual Conference. The theme of the event was the launch of the seven reports of

the NWCI Millennium Project. Delegates were also presented with the NWCI Annual Report 2000. With so many publications to display and distribute, seven information-stands to be erected and stocked, the hosting of a press briefing and six workshops to plan and manage, it emerged to be one of the most ambitious and logistically complex events ever hosted by the NWCI.

Gráinne Healy, NWCI Chairwoman, opened the conference by welcoming the keynote speaker, High Commissioner for Human Rights, Mary Robinson. Ms. Healy talked about the invaluable work of the NWCI Millennium Project and paid tribute to the 610 women who participated in the innovative research. She highlighted that in the final reports, the participants have demanded access to education and training, the removal of the live register, a women-friendly health service and the elimination of male violence against women, which has been the cause of the death of 30 women in the last few years.

The keynote speaker, High Commissioner for Human Rights, Mary Robinson, said that the Millennium Project was an opportunity for women to show the barriers and problems they faced. She said she was 'quite taken aback' by the criticisms of the criminal justice system in the report on women and violence and the humiliations suffered in that system. She also cited the lack of a truly decentralised and accessible health system. 'The National Women's Council now has the strong basis on which to make representations and to seek to get a full response to the Millennium Project' she stated.

Mary O'Reilly de Brún, Millennium Project (MP) Manager, spoke about the work of the project and explained that the research methodology used was Participatory Learning and Action (PLA).

Ms. De Brún asserted that a participatory research approach should be seen as a useful tool in the development of long-term research, analysis and action relationships between NGOs, policy-makers and local communities and groups.

The morning proceedings concluded with short presentations from six Millennium Project participants/facilitators, Wendy Goggin, Phil Harrington, Bridie Hughes, Siobhán O'Dowd, Mary O'Sullivan and Margaret Roche.

SETTING TARGETS IN NAPS SEMINAR – JULY 2001

As part of the Review of the National Anti-Poverty Strategy (NAPS), a seminar was hosted by the Open your Eyes to Child Poverty Initiative, the National Women's Council of Ireland and the National Council on Ageing and Older People. The purpose of the seminar was to encourage public and policy debate and discussion on how the issues of child poverty, women's poverty, poverty of older people and racism should be reflected in the current review of NAPS. The seminar was very well attended by groups in the community and voluntary sector and by policy makers and addressed by Dermot Ahern TD, Minister for Social, Community and Family Affairs.

The organisers of the seminar called on the government to include ambitious targets to reduce poverty among women, children and older people, groups particularly vulnerable to poverty, in the revised strategy.

The NWCI drew attention to the fact that the feminisation of poverty is becoming increasingly visible and highlighted the following targets:

- by 2010 eliminate income poverty for households headed by women,

namely lone parents, older people, women working in the home, so that no female-headed households are living below the 50% poverty line.

- by 2006, eliminate consistent poverty for women-headed households.

Targets are also being pursued by the NWCI in relation to caring so that by:

- 2004 all women on low incomes participating in education and training will have access to financial support for elder care responsibilities.
- 2007 all women in education, training and employment will have access to an affordable quality childcare place.

The NWCI emphasised that particular measures must be implemented in the short term in the areas of childcare, employment, health, community education and violence against women.

WORLD CONFERENCE AGAINST RACISM, RACIAL DISCRIMINATION, XENOPHOBIA AND RELATED INTOLERANCE (WCAR) DURBAN, SOUTH AFRICA – SEPTEMBER 2001

This conference was organised by the United Nations to mark the International Year for the Elimination of Racial Discrimination and focused on practical steps to eradicate racism.

The Secretary-General of the Conference and UN High Commissioner for Human Rights, Mary Robinson, stated that this conference had the potential to 'shape and embody the spirit of the new century, based on the shared conviction that we are all members of one human family'. The Conference was, however, strongly marked by conflict over Israel and tensions in the Middle East as well as reparations for the ills and legacy of slavery.

Gráinne Healy, NWCI Chairwoman and EWL Vice President, was one of the EWL delegates and reported that the NGO Declaration and Programme of Action was adopted when many participants had left and others had walked out of the meeting. This obviously gave rise to prolonged controversy about the democratic nature of the process. The High Commissioner accepted the NGO Declaration and Programme for Action and praised much of its achievements. She stated that she would, however, not recommend the document to the Inter-Governmental Conference, as would normally be her course of action, because of its unacceptable language relating primarily to the role of the State of Israel in its treatment of Palestinians.

The official document of the Conference, the *Durban Declaration and Programme of Action*, is a comprehensive document calling for International and national Programmes of Action. The NWCI will work with other NGOs to see the Governmental agreements implemented in Ireland.

NWCI AWARDED FUNDING UNDER EQUALITY FOR WOMEN MEASURE

– SEPTEMBER 2001

IN FROM THE MARGIN: WOMEN LINKING WITH POLICY

The NWCI was awarded £210,000 for an exciting new project, which aims to create stronger links between women's groups focusing on disadvantage and policy formation. The project is funded under the Equality for Women measure as part of the National Development Plan and will run until June 2004.

The project has two objectives:

- to increase the capacity of locally-based women's groups focusing on issues of disadvantage to make their voices heard in local, regional and national policy bodies
- to increase the policy capacity of the NWCI to effectively represent women experiencing disadvantage.

The project will focus on anti-racism, poverty and health and will strive to raise awareness and communicate learning (between women's groups and the NWCI and vice versa) in these areas.

The project will run regional seminars on each theme using participatory approaches and provide a forum for women's multiple experiences and concerns on social exclusion. The project will conclude with a national conference to provide an opportunity for women's concerns to be highlighted. Three publications on anti-racism, health and poverty are planned as part of the project.

The NWCI will encourage the participation of women from a wide range of women's groups focusing on disadvantage, including those not currently affiliated to the NWCI. Anne Brennan has been appointed project co-ordinator, and the key areas of her work will be to organise project events and to link with participants and potential participants. The principle of interculturalism will inform the work of the project and a special effort will be made to enhance the participation of women with disabilities in the project.

ANNUAL GENERAL MEETING – OCTOBER 2001

NWCI Chairwoman, Gráinne Healy, who spoke about the work of the organisation over the previous twelve months, opened the AGM. She made a colourful power-point presentation. Joanna McMinn, NWCI Director, followed with a comprehensive account of the NWCI Strategic Planning process. The new Strategic Plan is due to be presented to NWCI affiliates during 2002.

A question and answer session from the floor resulted in an airing of a variety of issues from the need for support for women's groups at community level to the need for NWCI to get involved in the pre-election period. The Auditors' Report and financial statements were adopted and the Chairwoman presented NWCI silver pins to all outgoing members of the Executive Board.

A new Executive Board was elected. The names of the new Board are listed on page 23.

Two emergency motions were put forward by the Executive Board on:

- Protections of Human Life in Pregnancy Bill and Referendum
- The events of September 11 and ensuing war in Afghanistan.

The first motion was passed and the second motion was amended and passed. An additional motion on the war in Afghanistan was proposed and passed.

The original motions, which were on the agenda for the day, all of which were passed by the AGM, were on the following issues:

1. Cross border participation and understanding;
2. Abolition of the age limit on mammograms and smear tests;
3. Equal travel rights for older people;
4. Code of good practice with regard to childcare;
5. Research and documentation on the inequality experienced by older women;
6. Barriers preventing women's participation in political life;
7. The use of criminal convictions as obstacles to access for

- educational and work opportunities;
- 8 . Gender balance on State Boards ;
 - 9 . Support for asylum seekers and refugees ;
 - 10 . Anomalies regarding lone parents on back to work schemes
 - 11 . Training to handle anti-feminist backlash on violence against women.

LAUNCH OF *FRA MING THE FUT URE* – NOVEMBER 2001

AN INTEGRATED STRATEGY TO SUPPORT WOMEN'S COMMUNITY AND VOLUNTARY ORGANISATIONS

In 2000, the NWCI commissioned research to examine the quantity and nature of women's community and issue based groups in order to identify a set of integrated strategies and supports for women's empowerment and participation in decision-making, service provision and policy formation at local and regional level.

Mary Wallace TD, Minister for State at the Department of Justice, Equality and Law Reform, launched *Framing the Future* on 19 November 2001 in Dublin. The findings and recommendations of *Framing the Future* will inform the Strategic Plan of the NWCI and subsequently, the priorities in our work programme for the next three years.

The national database compiled for *Framing the Future* indicates that the women's community and voluntary sector accounts for 2,631 organisations, catering for up to 75,000 women annually.

The number of organisations in the sector has increased significantly in the last 10 years, with 43 per cent of organizations established in the last five years and 60 per cent established in the last 10 years. The key finding of the research is that 65 per cent of current groups operate on a budget of under £1,000 per year and that this funding remains precarious .

WE' RE STILL WA I T ING...

FOR WOMEN TO GET A FAIR SHARE LAUNCH OF NWCI PRE-BUDGET SUBMISSION – NOVEMBER 2001

The NWCI launched its pre-budget submission on 6 November 2001. A deputation of NWCI Executive Board, affiliates and staff delivered the submission to the Minister for Finance at Leinster House in a shopping trolley. The trolley was filled with a typical week's shopping for a family on social welfare.

The event was a great success and several prominent political figures came out to meet the delegation. Photos and reports from the launch appeared in all the national daily newspapers and several high-profile broadcast interviews were conducted.

The submission highlighted that as the gap between rich and poor grows, it is women who are getting left behind. The key points focused on enabling women to move out of poverty, to reconcile work and family life and to reduce health inequalities.

The submission includes recommendations on:

- Income
- Caring
- Health
- Employment
- Supporting the Women's Sector
- Education
- Violence Against Women
- Women with Disabilities
- Asylum Policy

PANEL MEETINGS DURING 2001

The first panel meeting of 2001 took place in Galway in February and was devoted to consulting with affiliates on the process of developing the NWCI Strategic Plan 2002-2005.

The second panel meeting was held on 19 May in Athlone. The panel reflected on health policy work of the NWCI; the Parental Leave Act Review; on the participation of older people in the workforce; NWCI work in the educational field and the NWCI Policy Proposal on Childcare. Natasha Bailey, Women's Health Project Development Worker, gave an overview of the health policy work of the NWCI and summarised the present position in relation to the NWCI Women's Health Advisory Committees counterparts (WHACs) on the Regional Health Boards. Carol Baxter, NWCI Policy Manager, spoke about the Parental Leave Act Review and on the participation of older people in the workforce .

A lively discussion on these two issues followed. Margaret Martin, NWCI Projects Manager, presented an overview of the Education Equality Initiative (EEI) projects and the Zest II initiative which is funded by Zonta International. Finally, Orla O'Connor, NWCI Policy Analyst, outlined the principles underpinning the policy approach of the NWCI on childcare.

Joanna McMinn, NWCI's new Director, was officially welcomed at the panel meeting on 29 September at the Catherine McAuley Centre, Dublin. Chaired by Gráinne Healy, the panel meeting focused on the NWCI Strategic Plan and the United Nations World Conference on Racism. The Chairwoman outlined the Strategic Plan process and emphasised its participatory nature.

She spoke about her experience at the UN conference against racism in Durban, South Africa. The panel meeting welcomed three new affiliates: Public Service Executive Union; Europa Donna Ireland and Fingal Centre for the Unemployed. The panel meeting on 17 November in the Catherine McAuley Centre, Dublin focused on violence against women. Denise Charlton, Director of Women's Aid, gave the main presentation of the day. She summarised the document *Violence Against Women – An Issue of Gender*, which was launched on 26 November 2001.

Around the Country - Affiliate Activities

THE VOICES OF SOME OF THE NWCI AFFILIATE ORGANISATIONS

Childminding Ireland

Childminding Ireland's ongoing priority is to maintain a register of childminders who are fully insured, cleared by their family doctor, and who are operating to high standards in providing quality family-based care.

Childminding Ireland's core activities in 2001 included the delivery of training of childminders in various counties and continued services to our registered members from our office headquarters.

As the main objective of Childminding Ireland's activities between June and November 2001, we held a series of County Childcare Information Meetings throughout the country. The purpose of these meetings was to introduce our Volunteer Childminding Contacts in each county to other groups and organisations within the Childcare sector in their area, and to encourage local networking among the various parties. We held a total of fourteen Childcare Information evenings in 2001 and they proved to be strategic for the networking of County Childcare Committees, Childcare Providers and Organisations, both on a regional and national basis. 2001 was also a year of significant growth for the Association. Seven of our office staff members were recruited during the course of the year, increasing our total number of staff to twelve. Amongst the new staff were both Dublin and Mayo County Network Officers and the Manager of Childminding Ireland.

Letterkenny Women's Centre

A Centre Where Women Can Pursue Their Own Development In A Safe, Caring And Relaxed Environment.

The completion of the extension of our Centre was without a doubt for us the highlight of the year 2001. December 2001 saw us back again in our newly extended premises, nervous, proud and excited. Nervous about our outstanding debts; proud that this wonderful, spacious centre with all its services, is dedicated to the promotion of women's emotional, physical and spiritual health; excited about its potential to support new ideas and plans.

Despite that this achievement resulted in 2001 being overshadowed by fundraising, other major developments took place: We secured funds through the Regional Committee on Violence against Women for the employment of two counsellors offering an outreach service. After ten years of having a team of counsellors working in the field on a voluntary basis we celebrate the fact that two members of this team are now full time employed counsellors.

Our future vision is to have the resources to co-create a holistic place of healing for women where both the resources we offer and the Letterkenny Women's Centre itself supports and nurtures the healing process and truly honours the feminine. The year 2001 was a good year where we feel this vision was furthered.

WEFT – Women Educating For Transformation

WEFT is a cross-border women's project working in the areas of cross-border / cross-cultural partnership and strategic policy work. WEFT is

committed to bringing together women's groups from the north and south of Ireland to share experience, explore difference and work together on a common vision of how women's voices might be strengthened in the new emerging structures of participative democracy and the Peace Process. 2001 saw WEFT bring out two new publications reflecting the organisation's two complementary work foci.

Exploring Difference: Reflections on a Model of Cross-border/ Cross-cultural Work by M. P. Keane and M. McCann was published in March 2000. The report considers the experience of a programme, which brought together 70 women from community groups North and South to explore from the perspective of women, issues of culture, conflict, and diversity on the island of Ireland. The report raises some of the complex issues that emerged and is a useful resource for those considering doing similar work.

In November 2001, *Policies and Priorities: Findings from Women's Sector Research North and South* was launched at a seminar in Dublin for women's networks and policy makers. Published by WEFT, the report is produced by the Research Collaboration Group, which brings together eight organizations on both sides of the border, which have recently commissioned research on women. The publication provides important information and policy lessons on the experience and concerns of women throughout the island of Ireland. The Research Collaboration Group hopes to build further on this example of North South voluntary sector collaboration, in the belief that joint action will maximise our impact on policy.

Europa Donna Ireland, The Irish Breast Cancer Campaign

A top priority for Europa Donna Ireland, the Irish Breast Cancer Campaign, during 2001 was to advocate the implementation of the report Development of Services for Symptomatic Breast Disease, published by the Sub-Group to the National Cancer Forum in March 2000. This very important document recommends the establishment of 13 Specialist Multidisciplinary Breast Clinics throughout the country and we lobbied politicians and the Health Boards at every opportunity, as well as gaining media coverage.

In April 2001 Europa Donna Ireland made a submission to Health Strategy 2001, calling for

- the implementation of the recommendations of the report Development of Services for Symptomatic Breast Disease
- patient advocacy organisations to be represented at all levels of the Health Services
- extension of the Breast Check programme
- better breast cancer health education programmes
- more extended radiotherapy services
- increased funding for specialist nursing education
- implementation of recommendations made in the report *Psychosocial Cancer Support Services in Ireland: Priorities for Action (1999)*

2001 was the International Year of the Volunteer and Europa Donna Ireland was awarded a grant by the National Committee on Volunteering, to enable the establishment of EDI groups based on Health Board areas. A considerable amount of work was done to advance this process.

The 5th Europa Donna Pan-European Conference on Advocacy, **RAISE AWARENESS/PROMOTE CHANGE**, was held in Milan from 1-2

December 2001, and was attended by EDI members and others from Ireland. The Conference focused on breast cancer advocacy in Europe and was preceded by a one-day advocacy training course which three members of Europa Donna Ireland attended.

Mayo Women's Support Services Providing Refuge And Supporting Women To Live Free From Violence

The Mayo Women's Support Services was established in 1994 as a project of the Society of St. Vincent de Paul and is core funded by the Western Health Board. Our ongoing services include, provision of emergency accommodation; outreach service; raising awareness and education programmes and support groups.

Some of the new developments that took place in 2001 include:

- A Childcare Worker was employed and is currently running support programmes on a refuge and outreach basis, as well as free play sessions.
- Two local networks were established in Claremorris and Louisburgh. Local Networks enable communities, statutory and voluntary bodies to meet on a regular basis to decide on how best they can co-ordinate and develop responses to the issue of violence against women. In 2001, our service was expanded to cover weekends in the refuge by training volunteers.
- The Mayo Women's Support Services worked in partnership with the Family Centre in Castlebar to deliver the fourth Annual Celebration of Women Series. This involved two sessions in November and December on women's issues such as Mother/Son Relationships and women's career choices, challenges and inspirations.
- The Mayo Women's Support Services has four support groups for women who have left abusive relationships. They located in Ballina, Castlebar, Ballinrobe and Achill. A fifth group has been planned during 2001 and will be established in Claremorris in March 2002.
- In 2001 we put together a 5 year Strategy and Action Plan, due to be launched in May 2002.

Wicklow ICA Federation

The ICA Federation in Wicklow is made up of 21 Guilds and has about 400 members. It has been in existence since 1951 and therefore celebrated its Golden Jubilee in 2001 with several events.

The year started with a Jubilee Dinner in January. This most enjoyable evening in the traditionally quiet, post Christmas season, was attended by 200 members.

In June we held a Jubilee Jamboree. This was a great day consisting of sporting competitions, craft demonstrations, art and flower arranging demonstrations, a computer workshop allowing members to learn how to surf the web and cookery demonstrations. Members all joined in a picnic at lunchtime and the day concluded with a cheese and wine party. The final jubilee event for the year was an outing to Bree, Co. Wexford. Bree was chosen because the ICA has its origins there and the date, October 2nd, was selected as it was the date of the first Wicklow Federation meeting.

Another highlight in Wicklow Federation's calendar was the annual Drama Festival. Held in November, this year's festival was the 48th.

Wicklow Federation has its own web site. It contains an enormous amount of information of interest to the Federation's members. We also have an on-line photo album on the site.

Visit our site at <http://homepage.eircom.net/~wicklowica> to find out all

about us.

OPEN – One Parent Exchange & Network

In 2001 OPEN continued to be an active Member of the European Network of One Parent Families (ENOPF) and during the year our delegates attended meetings in Portugal, Bristol and Brussels.

Two key developments took place during 2001:

- For the first time, OPEN was able to employ a Policy Analyst who started work in May.
- By the end of 2001 OPEN achieved one of its goals identified in the NWCI's *Framing the Future*: to employ a Regional Development Worker. This accomplishment was made possible through funding from the Combat Poverty Agency.

AIM Family Services

A new board was appointed at AIM in June 2001 and its new chairwoman is Margaret Roche. As one of her first acts as Chairwoman, she was delighted to be invited to make a presentation at the NWCI launch of the *Women and Education* Research component of the *Millennium Project*. Margaret was one of the facilitators for the research and the silver NWCI symbol pin presented to her by Gráinne Healy has become a treasured moment of the day.

On 14 December, with the Christmas spirit in attendance, AIM took a giant step into the world of modern technology with the launch of its own website: www.aimfamilyservices.ie. The launch was performed by May Banotti MEP in the presence of many well wishers from the political, voluntary and community sectors, as well as old friends.

The arrival of Jennifer Parkin as our Development Manager heralds an exciting future. Our drop-in centre at 6 D'Olier Street will now be open longer hours to answer any legal or relationship queries.

If any voluntary or community groups would like to know more about the services we provide, we are delighted to provide speakers for any occasion.

Women's Studies Centre NUI Galway

The Women's Studies Centre was established in 1988. Its objectives include the development of teaching, research, publishing, consultancy and awareness in Women's Studies, feminism and gender-related issues at NUI, Galway in particular and in Ireland in general. Some of the highlights of the Women's Studies Centre in 2001 were:

- The prominent contemporary Irish artist, Alice Maher, gave the *Annual Lecture in Women's Studies* on Thursday 17 May. Alice's talk was entitled 'A Necklace of Tongues' in which she discussed the development of her work from the 1980s until now.
- A conference titled *The Bigger Picture: A reflection of volunteering in Ireland in 2001, International Year of the Volunteer* was jointly organised by the Women's Studies Centre and West Training and Development Ltd. Despite Ireland's long tradition of voluntary activity, many activists in the voluntary and community sectors say that it has never been harder to convince people to become involved in voluntary activities. This situation poses many questions that were discussed at the conference. The keynote speaker was Dr. Freda Donoghue, the Director of the Policy Research Centre, at the National College of Ireland. Representatives from two voluntary organisations, Westside Community Development Resource Centre and Network of Rape Crisis Centres of Ireland, also gave their organisations' perspectives on volunteering.
- Volume Seven of the Women's Studies Review, *Oral History and Biography*, was launched on International Women's Day 2001 in the

Town Hall Theatre, Galway. This thematic issue is about life stories, personal testimony and oral history; how we can best understand women's lives in the past; how we can situate individual life stories gleaned through oral history and biography in the wider context of history in general, and women's history in particular. The editors were Mary Clancy, Caitríona Clear and Tríona Nic Giolla Choille.

Banúlacht

2001 was a great year for Banúlacht. The highlight of the year was our training course Policy-Position-Power which aimed at enabling women in the community sector to take a more proactive leadership role on issues that affect women worldwide by equipping them with skills and knowledge to lobby and effect policy changes. A central part of the course was linking the issues for women in Ireland with the global situation of women and learning from the experiences of women's organisations in so-called developing countries.

Trainers included Nelcia Robinson from the Caribbean Association for Feminist Research and Action and Mary Kanu from Akina Mama wa Afrika, who were both tremendously inspirational. Another aspect of our work was our Economic Literacy training programme with women's networks and CDPs. This training aimed at demystifying women's role in the economy, and the global forces that shape economic decision-making.

We also continued our long-term project of raising awareness and generating activism around the *Beijing Platform for Action*, through our training and newsletter. It was wonderful, therefore, to see the launch of the National Plan for Women, which has been a great opportunity for women's groups to take stock of government policy on women and their track record in implementing human rights. We are therefore proud to be part of the group of women's NGOs, including the NWCI, Women's Aid and the National Traveller Women's Forum, which set up the Women's Human Rights Project in 2001.

Finally, at the end of 2001 we moved office, and are now at our new premises: 175 (a) Phibsborough Rd, Dublin 7, (01) 882 7390/7378.

Donegal Women's Network

The highlight of the year for the Donegal Women's Network was the celebration of International Women's Day 2001. An array of issues facing the women of Donegal were addressed on the *International Women's Day Radio Show*, initiated by the Donegal Women's Network, *Greasan na mBan*, and put together by a group of eight women from the Inishowen area. With the support of their facilitator, Mary Phelan, the group went through the process of putting together a two-hour programme and this was a huge achievement for the women, none of whom had a background in radio studio work. The show was broadcast on Inishowen Community Radio on International Women's Day.

The programme itself highlighted the history of the International Women's Day which was nominated as an annual holiday for women in 1908 to commemorate a strike by New York women clothing workers against their awful conditions. Over the years, the idea of a day for women has gained popularity - a day to celebrate our lives, to highlight issues, to make demands and to remember the women who have gone before us. The story of the women factory workers from 1908 is still very relevant in Inishowen today and as well as celebrating women's individual and collective achievements, we highlighted some of the issues that currently face us.

Celebrating International Women's day through radio was a new and very exciting venture for us. The potential for reaching out to women and giving voice to the Women's Sector through radio is huge. We hope to build on this experience in some way in the future.

Women's Aid

2001 saw the relocation of Women's Aid from three city center premises to one building in the Old Cabra Road. The move has facilitated the establishment of a wheelchair accessible support service on site. Calls to the *Women's Aid National Freephone Helpline* increased by almost 1000 to 9808 in 2001. Requests for support via e-mail increased to 10-15 per week.

In February 2001, Women's Aid held a Conference in Dublin Castle to highlight the findings of *Teenage Tolerance: The Hidden Lives of Young Irish People*, a research into young people's experiences and responses to violence and abuse. The research project was funded under the Daphne Initiative. A poster campaign was also initiated aimed at young people through schools and youth centres encouraging young people to report violence and abuse.

Women's Aid hosted a celebration of volunteering past and present in the Shelbourne Hotel to mark *International Year of the Volunteer*.

To mark *16 Days of Action Against Violence Against Women*, Women's Aid held an exhibition in the Ilac Centre Library for one month. The contributors to the exhibition were women living in refuges throughout Dublin and women working in local communities on the issue of violence against women.

2001 saw the restoration of the Women's Aid *Back to Work/Study Courses* for women who have left abusive relationships. Originally funded by NOW, and now by the EEI, the course aims to build the capacity of women who have left abusive relationships to enable them to return to work/study.

In conjunction with a number of other groups, Women's Aid finalised and launched *Violence Against Women: An Issue of Gender*. The launch and publication were organised in response to misinformation, which is currently being circulated about the issue of violence against women.

Women's Aid provided a range of seminars and courses on responding to women experiencing violence for both the voluntary/community and statutory sectors. In the voluntary sector, staff and volunteers from a number of refuges and new services availed of our specialised training courses. In the statutory sector, Women's Aid provided a four day Training for Trainers Course for staff in A&E Departments and as a result 75% of all of the major acute hospitals have sent at least one staff member to undertake the course. Women's Aid ran their first training course for staff in the maternity sector.

In 2001, Women's Aid, in consultation with key agencies and individuals working in the disability sector, carried out research and published a report on violence against disabled women. The report makes a number of key recommendations, which Women's Aid aims to progress.

2001 saw the establishment of the National Domestic Violence Intervention Programme (NDVIP), which is an integrated programme involving the civil and criminal justice systems, perpetrator programmes and programmes supporting abused women.

Rathcoole Women's Development Group

The year 2001 was a good year for Rathcoole Women's Development Group. There was an increase in our membership and several events, courses, talks and outings were organised.

Some of these included:

- Participation in a public consultation on the National Plan for Women

in City West Hotel, organised by the Dept. of Justice, Equality, and Law Reform.

- A big number of us attended a Mammogram given in Tallaght Hospital. Following this we have organised a talk on women's health care on April 10th 2002 which will be given by Professor Walter Prendiville, a consultant gynaecologist in Tallaght Hospital. Professor Prendiville and his colleagues in Tallaght Hospital have undertaken to raise voluntary funds to establish a new women's preventive health care unit in the hospital.
- We ran a six weeks course on Personal Excellence which was facilitated by Cathy Breslin of WNEW.
- A six weeks course on flower arranging was given by Anne Smith.
- Carol McGrath presented a three night course titled 'Colour Me Beautiful'.
- We attended a talk on Wills & Inheritance Tax organised by Bank of Ireland.
- Some of our members attended a Forum on local authority issues in Green Isle Hotel, Clondalkin.
- In October we went on a trip to Castleblaney, Co. Monaghan.

This is a yearly event started by women and is attended by women from all over the country, North and South.

Pavee Point

A key strategic goal for Pavee Point is equality for Traveller women – both within the Traveller community and in the wider society. This is a principle that is incorporated and promoted in all our programme work including youth work, work in the early years sector, mediation work, community development support work, working to support the Traveller economy and our drugs initiative.

In 2001 we continued to focus on domestic violence within the Traveller community. This work has a dual strategy of:

- Mainstreaming Traveller women within existing refuges and support services
- Targeting specific responses for Traveller women.

This work is progressed on a policy level through our membership of the National Steering Committee on Violence Against Women.

In the international context, Pavee Point represented gender equality issues for Traveller women at the World Conference On Racism in South Africa and ensured visibility of Traveller women at that event.

Nationally, participation and empowerment for Traveller women was developed through our Primary Health Care Project. This project involves Traveller women working as community healthcare workers in their own

communities. This project came first in the 2001 Guinness Living Dublin Awards in the community development category.

This year also saw Pavee Point develop and run a Trainers' Training Course in conjunction with the Equality Studies Centre, UCD and supported by the Traveller Health Unit in the Eastern Region. This course aimed at providing community workers and health professionals with the skills required to design and manage Primary Health Care projects for Travellers, with a focus on equality.

Pavee Point also has a strong focus on the promotion of Traveller culture and identity. During 2001, thirteen Traveller women were involved in a variety of training and work projects. Some key activities included training in oral history research, hosting a visit from Peruvians who met with Traveller groups from around Dublin; completing a collection of mosaics depicting Traveller culture and presentation of a drama as part of the Fingal County Council multi-cultural week in November.

Clare Women's Network

The Parent and Toddler Group is run by the Clare Women's Network and its aim is to support women who may be at risk of poverty and isolation. The group has a strong link with the refugee community and as a result, many of the men and women who attend our group are asylum seekers and refugees. The families who participated in the group during 2001 came from sixteen different countries and the group provides great opportunity for integration and for new friendships to be made.

The group meets every Wednesday morning and is staffed by a qualified childcare worker who supports the women with any difficulties they have concerning their children. The group is also staffed by one of the Network's co-ordinators who works towards the development and expansion of the group.

In 2001 we were successful in gaining funding from the Department of Social, Community and Family Affairs for equipment and we purchased a lot of good quality toys, mats and a changing table. We also received a grant from the Mid-Western Health Board to cover volunteer costs, heating bills and refreshment costs.

Our plans for 2002 are to evaluate the group by employing a person to ask the women how they would like to see the group expanded and improved. We hope to discuss the idea of expanding the group to an extra morning as we are currently the only Parent Toddler Group in central Ennis.

Negotiating for Change - NWCI Policy Work

PARENTAL LEAVE ACT REVIEW

The NWCI was represented on the working group established to review the provisions of the Parental Leave Act. The NWCI's priorities within the working group were to lobby for:

- The introduction of a payment for parental leave at the rate of Maternity Benefit
- The introduction of 5 days' paid paternity leave for fathers
- An increase in the age of the child for whom a parent can apply for parental leave from 5 to 8 years of age
- The inclusion of a provision allowing parents to take 3 weeks' parental leave for family emergencies, without having to inform their employers in advance.

The issue of payment was crucial for the NWCI within the working group as research commissioned from MORI MRC and Newmarket Consulting had confirmed that the biggest single barrier for parents wishing to take parental leave was the absence of a payment. This research had also shown that only 20% of eligible parents were managing to take parental leave. The NWCI argued that the absence of a payment for parental leave was deeply inequitable as it prevented lower-paid women from availing of this entitlement.

A majority of working group members supported recommendations to introduce a social insurance payment for parental leave, to increase the age of the child in respect of whom parental leave can be claimed to 8 and to extend the duration of parental leave to 18 weeks (it currently stands at 14 weeks). However, it was not possible for the working group to reach consensus on any substantive recommendations. The group sat from March to December 2001. The report of the working group will be published in 2002.

WOMEN RETURNING TO EDUCATION, TRAINING AND EMPLOYMENT

The NWCI received funding from the Department of Justice, Equality and Law Reform for research to be undertaken by the Economic and Social Research Institute (ESRI) and managed by the NWCI on the information and guidance needs of women returners. This research included a literature review and an analysis of data from the Living in Ireland Survey. The ESRI also held four focus groups with women returners, women on home duties, service providers and training agencies and social partner organisations. The research was overseen by a Research Advisory Committee composed of representatives of the relevant government departments, social partners and training agencies.

The ESRI found that younger women returners, who had spent a shorter time out of the workforce, were most likely to find paid employment. However, childcare remained a major barrier preventing women from returning to the workforce. The absence of family-friendly policies was identified as a major problem for many women who were forced to choose low-paid, part-time employment if they wanted to reconcile their caring responsibilities with paid work. Similarly, the ESRI also identified the importance of flexible provision of education and training to enable women returners to access sustainable, well-paid jobs. In general, the ESRI's research confirmed a pattern of downward mobility, with women returners being forced into lower-paid jobs than those which they had left to look after their children. This research project was completed in November 2001. It will be published in 2002.

NATIONAL PLAN FOR WOMEN

The NWCI continued to be a member of the Pro-Beijing Women's NGO Coalition, which lobbied the Government to develop an Action Plan for Women in accordance with its commitments under the Beijing Platform for Action.

The draft National Plan for Women was launched in October 2001, containing 183 commitments over 12 Critical Areas of Concern from women in poverty to the girl-child. The third section remained blank, to be completed with policy recommendations arising from a consultation process with women and women's groups throughout the country during 2002. The NWCI applied for funding in November 2001 to undertake a consultation with its affiliate members during 2002.

As part of the Pro-Beijing Women's NGO Coalition, it also applied for funding under the Department of Justice, Equality and Law Reform's Equality for Women Measure. The funding received enabled coalition members to form a Women's Human Rights Project with the aim of increasing the capacity of women's groups in the area of women's human rights. The NWCI is a member of the management committee of this project.

NORTH-SOUTH RESEARCH COLLABORATION GROUP

The NWCI became a member of the North-South Research Collaboration Group (NSRCG) during 2001. This group, which includes NGOs from the North and South of Ireland, aims to promote cross-border networking between women's groups and to increase policy makers' awareness of, and support for, key cross-cutting priorities of the women's sector throughout the island.

The NSRCG decided to hold a seminar for policy-makers and women's groups in November 2001 to outline the policy priorities of the sector and to launch a publication outlining the key findings of research projects commissioned by member organisations of the group.

The NWCI helped to source funding for the seminar from the Joseph Rowntree Charitable Trust and to assist with the organisation of the event which took place in Dublin on 29 November 2001. The publication, Policies and Priorities: Findings from Women's Sector Research North and South, was launched at this seminar.

PRE-BUDGET SUBMISSION

The NWCI focused its pre-budget submission for Budget 2002 on the following priorities: enabling women to move out of poverty, to reconcile work and family life and to reduce health inequalities. The submission included key recommendations urging the Government to:

Income

- Remove all people on minimum wage from the tax net.
- End direct provision so that all asylum seekers would be treated in the same way as Irish citizens.

Caring

- Introduce a social insurance payment for parental leave at the rate of the existing Maternity Benefit Payment.
- Increase Child Benefit by £25 per week.
- Increase social welfare rates by £14 and the Qualified Adult rate to

85% of the payment to the main claimant.

- Introduce social insurance and pension credits for those engaged in full time caring responsibilities.

Health

- Extend medical cards to all dependent children under 18.
- Increase medical card eligibility levels to those on the minimum wage.

Employment

- Introduce a national mainstream support programme for women returners.

Supporting the Women's Sector

- Establish a budget-line, which would provide annual grants of at least £5,000 to all women's groups.

Violence Against Women

- Increase funding to combat violence against women in line with commitments in the Programme for Prosperity and Fairness.

Women with Disabilities

- Increase all disability payments by £20.

Asylum Policy

- Grant asylum seekers who have been in Ireland for more than six months the right to work.
- End direct provision so that asylum seekers are treated in the same way as Irish citizens on social welfare.

As a consequence of the economic downturn and the serious reduction in the budget surplus, Budget 2002 did not provide many significant gains for women. In line with its commitment in Budget 2001, the Government increased Child Benefit by €25 per month. It also increased unemployment assistance by €8 per week, the old-age pension by €10 and the widow's pension by €12. Commitments to reduce waiting-lists for health treatment were announced through the Health Strategy.

IN FROM THE MARGIN

The NWCI received funding in 2001 from the Department of Justice, Equality and Law Reform's Equality for Women Measure, for a project entitled *In from the Margin*. The project aims to link local women with policy and to increase the NWCI's capacity to represent effectively women experiencing disadvantage. The project focuses on three key subject themes: poverty, health and anti-racism. It has set specific targets with regard to the participation of older women, women with disabilities and minority ethnic women.

The project, which will run until 2004, is being delivered through three regional seminars on each of the three themes, a final national conference and three publications on the subject areas. Anne Brennan, formerly Information Officer at the NWCI, was recruited as project co-ordinator and began work on the project on 4 December 2001.

WOMEN'S HEALTH

During 2001 the Policy Team continued its work to bring issues on women's health to different policy fora. A number of national policy formation initiatives relevant to health took place during this period.

The process to *Review the National Anti-Poverty Strategy* carried on through 2001 and into 2002. The Government had agreed to consider in this review the additional areas of Housing and Health and the issues of women's poverty, child poverty, poverty of older people and racism as an emerging cause of poverty. Preparation of the NWCI submission to this process involved asking affiliates and *Women's Health Advisory*

Committee Counterparts to send in recommendations which were then integrated into the NWCI submission (March 2001). Recommendations on women's health covered a very broad range of issues (The full document can be accessed on the NWCI website: <http://www.nwci.ie> under submissions).

In its submission to the *National Health Strategy 2001*, the NWCI reiterated essential changes required of the health system in order to meet the needs of women in Ireland. The NWCI submission drew from two recent pieces of work with NWCI affiliates: *Active and Equal: Women Mapping their Health Needs for the 21st Century*, NWCI Millennium Project (2001), and research on the broader women's sector in Ireland by Kelleher Associates, *Framing the Future* (2001). The NWCI submission drew attention to many outstanding commitments made in *A Plan for Women's Health* (1997). The NWCI's recommendations on health policy contained in its submission to the NAPS review were also fed into this concurrent process.

The *NWCI Pre-Budget Submission for 2002*, called for the establishment of a free national breast screening programme, the reduction of hospital waiting lists and the extension of medical card eligibility.

PUBLIC CONSULTATION ON IMMIGRATION POLICY

The NWCI submission to the *Public Consultation on Immigration Policy* in July 2001 drew attention to issues specific to women in the development of an Irish immigration policy. In particular, it emphasised issues pertaining to immigrant women who may be particularly vulnerable to marginalisation, exploitation and social exclusion.

Recommendations included:

- Integration
- Employment
- Trafficking in Women and Children
- Legal Status of Immigrant Women
- Violence against Immigrant Women
- Gender and Equality Proofing

Recommendations were also made to address 'institutional racism' in all services and to ensure that immigrants are accorded dignity and respect throughout the immigration application process.

VIOLENCE AGAINST WOMEN

Work to eradicate violence against women and protect the rights of all women to safety from male violence continued during 2001. The NWCI continued its lobbying via its representation on the *National Steering Committee on Violence against Women* and on the *Eastern Regional Planning Committee on Violence against Women*.

The NWCI also continued its collaborative work within the *NGO Coalition on Violence against Women*, which comprises national organisations working on this issue. The NWCI participated in the production of a briefing document, *Violence against Women: an Issue of Gender* (November 2001), alongside Women's Aid, the Women's Education, Research and Resource Centre (WERRC), the Cork Domestic Violence Project, Rape Crisis Network Ireland, the National Network of Women's Refuges and Support Services, and the Dublin Rape Crisis Centre. This briefing paper strongly addresses the arguments put forward by an increasing number of men's groups and commentators who are hostile to the issues of violence against women and to women's service organisations working to eradicate violence against women and to support women experiencing violence.

During 2001, the NWCI lobbied the Department of Justice, Equality and Law Reform to implement the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*,

supplementing the United Nations Convention against Transnational Organised Crime.

ASYLUM POLICY

The NWCI campaigned for the human rights of asylum seekers in Ireland through its various policy submissions throughout the year and as a member of the *Community and Voluntary Pillar* it continued to exert pressure on relevant government departments.

The NWCI conducted a special postal *Campaign for Gender Sensitive Asylum Policy* to highlight the specific issues and needs of women within the asylum process. This campaign involved both participation in the European Women's Lobby (EWL) postcard campaign called, *Persecution is not Gender Blind* and writing to the Irish Minister for Justice, Equality and Law Reform. In particular the campaign called for the adoption of gender guidelines and of the recommendations contained in *Women and the Refugee Experience: Towards a Statement of Best Practice* (Irish Council for Civil Liberties Women's Committee).

The NWCI also participated in postal campaigns to repeal deportation orders issued to a number of asylum seekers.

EWL YOUNG WOMEN FOR EQUALITY IN EUROPE

The NWCI continued its participation in this Europe-wide network of young women. At a seminar in Greece in May 2001, which gathered co-ordinators of the network and EWL members, the Young Women's Network launched the *Young Women's Guide to Gender Equality in Europe* as well as its new website <http://youngwomen.womenlobby.org>.

NGO PEACE ALLIANCE

In September 2001 the NWCI joined the NGO Peace Alliance, reflecting the 2001 AGM resolution which sought the withdrawal of the Government's offer of Irish airports and airspace for the use of foreign military aircrafts and the transport of military personnel and equipment to facilitate the war in Afghanistan. The NWCI participated in peace demonstrations in Dublin and Shannon.

CAMPAIGN TO PREVENT THE EXECUTION OF SAFIYA HUSSAINI TUNGAR-TUDU

The NWCI lobbied the Foreign Affairs Committee and sought Dáil Questions to the Minister for Foreign Affairs concerning the imminent execution of Safiya Hussaini Tungar-Tudu in northern Nigeria. Safiya Hussaini Tungar-Tudu, a pregnant woman, was sentenced to death by stoning for having pre-marital sex. This ruling was made in October 2001 under Islamic Sharia law in Northern Nigeria.

The Irish Government made its concern known to the Federal Government through the Nigerian Embassy in Dublin and condemned the severe and inhumane nature of the punishment as a violation of Article 5 of the International Declaration of Human Rights. (An Islamic appeal court freed Safiya Hussaini Tungar-Tudu in March 2002).

REVIEW OF THE NATIONAL ANTI-POVERTY STRATEGY (NAPS)

Under the terms of the Programme of Prosperity and Fairness, the Government started a review of the NAPS in 2001. The Review was carried out under the Department of Social, Community and Family Affairs and the Department of an Taoiseach. A commitment to consider establishing a target for women's poverty was included in the PPF and this became a key demand of the NWCI in its active involvement in the

Review process. The NWCI submission to the review focused on the actions required to eliminate women's poverty. An overall demand was the establishment of a target to eliminate women's poverty and child poverty and to establish a target for the reduction of relative income poverty. The submission focused on policy actions in the areas of:

- Income Adequacy
- Childcare
- Access to Education and Funding for Community Education
- Low Pay and Minimum Wage
- Access to Employment
- Health and Specifically Medical Cards
- Violence Against Women
- Child Poverty

The Diversity of women's experience of poverty was emphasized in the submission and the NWCI consistently demanded that the relationship between poverty and the experience of multiple discrimination needed to be integrated into a revised NAPS Strategy.

The Review process consisted of thematic Working Groups and it was decided that the issues of women's poverty; child poverty; older people and poverty; and racism and poverty would be addressed across all working groups. This process was very unsatisfactory as the cross cutting issues, particularly in relation to women and minority ethnic groups, did not get addressed by the Working Groups. In order to draw more attention and discussion to the cross cutting issues, a Seminar titled 'Setting Targets in the National Anti-Poverty Strategy' was jointly organised by the NWCI, Open Your eyes to Child Poverty Initiative, Council for Ageing and Older People.

A Steering Group was established after the Thematic Working Groups reported their results and the NWCI, with the Society of St. Vincent de Paul and the Irish Organisation of the Unemployed, represented the Community and Voluntary Pillar on the Steering Group. By the end of 2001 the revised Strategy awaited completion and agreement.

SOCIAL PARTNERSHIP AND THE COMMUNITY AND VOLUNTARY PILLAR

The NWCI acted as secretariat of the Community and Voluntary Pillar from March 2001 and the main work during this period was co-ordinating the work of the Pillar in the NAPS Review process.

The NWCI also continued to work to progress various commitments in the Programme for Prosperity and Fairness particularly in the areas of :

Childcare

Women Returning to Paid Employment

Violence Against Women

The NWCI also participated in the National Economic and Social Council and in the National Economic and Social Forum.

Project Activity

ZEST

The ZEST Programme is a funding initiative supported by ZONTA International. ZEST supports projects providing education and training opportunities for women living in disadvantaged circumstances. The NWCI was delighted to receive ZEST funding in 2000 from ZONTA International through its Michael J. Freeman Fund. ZEST stands for ZONTA Empowering Self-Development and Transformation and ZONTA International has a longstanding commitment to education and women's issues.

ZEST follows an academic year and the year 2001 covered the end of ZEST I projects and the commencement of ZEST II projects. ZEST I projects were: ACCESS 2000, Waterford; Shanty Education Project, Dublin; CWEI, Cork; and Longford Women's Centre. Issues 7 and 8 of *Womenzone* include descriptions of each of these. ZEST II projects included Clare Haven Services, Ennis and SPIRASI, Dublin as well as CWEI, Cork and Longford Women's Centre, both of which were funded for a second time.

January to June of 2001 saw the delivery and completion of ZEST I projects. The draft evaluation of these projects states:

The four organisations involved in the pilot stage of ZEST have been involved with adult and community education for many years. They have maintained a consistent commitment to women's education, negotiating with European and Government bodies to provide premises, funding, tutors, resources, childcare and transport allowances and have often delivered courses to a high standard on a shoestring budget... The Cork project saw the Supervisors as providing 'leadership roles in their own community'. The Shanty in Dublin viewed the Education Facilitators as 'central to the learning event', and who consciously addressed issues of community empowerment. The Longford project provided education and skills to rural women in order to generate income and affect future policy-formation within and beyond the community. Waterford went through a painstaking process in developing local responses to decision-making processes in partnership with a third level provider.

The ZEST Steering Committee is composed of Mary Dunne and Pat Tyner from ZONTA Ireland and Deirdre Healy from the NWCI Board. They faced the challenging task of selecting only four projects from the 33 applications for ZEST II funding. The applications were of a high standard and it was not an easy task. ZEST II Projects commenced their activities in September and due to the tight timescale of ZEST funding, they quickly moved from start-up to delivery phase. The two new ZEST projects, Clare Haven Services Limited and SPIRASI, each focused on a particular group of women. Clare Haven helps and supports women and their families who experience domestic abuse and their project offered education, support and practice in developing skills and techniques to women ready to make changes in their lives. SPIRASI offers a range of services to asylum seekers and refugees and their project targeted 15 women volunteers who give English language classes to asylum seeking and refugee women in their own homes. SPIRASI organised a TEFL

(Teaching English as a Foreign Language) course for their volunteers. Both CWEI and Longford Women's Centre commenced the second year of their two-year programmes. Descriptions of these projects will be included in forthcoming issues of *Womenzone* and a further evaluation will be undertaken during 2002.

EDUCATION EQUALITY INITIATIVE (EEI)

The EEI programme is funded under the National Development Plan's educational disadvantage measure through the Further Education Section of the Department of Education & Science with assistance from the ESF. Under EEI phase one, which runs from 2000-2003, eighteen projects were funded to pilot innovative measures to tackle educational disadvantage amongst adults through community education. The projects cover a wide range of activities and geographical locations.

EEI Programme Support Service

At the end of 2000 the NWCI was awarded the tender to provide the support service to EEI Phase One. The EEI team comprises Margaret Martin, NWCI Projects Manager, Ann Kinsella, Finance & Administration and Annie Dillon, appointed EEI programme co-ordinator in January 2001. The EEI team also draws on the experience of the NWCI Communications, Policy and Administration teams.

Building on the model of support developed through NWCI experience with NOW and ZEST, ongoing support is provided to projects during start-up, delivery and mainstreaming phases.

Support Service Activities during 2001

Project Support

Technical support was provided during project's start-up and lead in phases. Individual support was provided through site visits to all projects during the year. Three residential project meetings were held to provide information, support and networking for project workers. Evaluation of meetings found that the opportunity for project workers to network and share experiences of processes and challenges involved in piloting their work was extremely useful. Issues addressed at meetings included: accreditation, evaluation and policy.

At the second project's meeting, policy work was undertaken in order to facilitate EEI projects to develop and make a Submission to the EU Commission's Memorandum on Lifelong Learning.

Projects have a wide geographical spread; therefore regular communication, including all project reporting, is facilitated by e-mail. The support service is available to projects on an ongoing basis through telephone and e-mail contact.

Once projects had completed the start-up phase, the EEI project directory was compiled and published with NWCI communications team support. An EEI page was established on the NWCI website and the directory is available through the web-site. Copies of the EEI directory can be obtained from the NWCI office.

WOMEN'S HEALTH PROJECT

The main activity during 2001 was the completion and circulation of the independent evaluation of the Women's Health Project (WHP) by Triona Nic Giolla Choille. An executive summary was circulated to all NWCI panel members. The full report was circulated to the NWCI representatives on the WHACs (Women's Health Advisory Committees), as well as the WHAC Chairs and Women's Health Development Officers. The NWCI was delighted that the Department of Health and Children

funded the evaluation and welcomes their vital support of the Project. Copies of the summary and full report are available on request. The positive feedback included:

- Links between NWCI, WHAC Chairs and the Department of Health & Children
- Immediacy of support and advice from NWCI to NWCI representatives (know as counterparts)
- Support of NWCI gave legitimacy to counterparts

Things that need improvement included:

- Need for training and capacity building
- Better integration of WHP into overall work of NWCI
- Development of feedback mechanisms to local organisations

The hard work and commitment of the NWCI representatives is reflected in the report. They were described as unwilling to accept the status quo, questioning and challenging long held views and perceptions, and representing the views of women very effectively. So a very big thank you is overdue to these inspiring women:

HEALTH BOARDS	Representatives/Counterparts:
Eastern	Jennifer Kelly & Natasha Bailey (Appointed in 2001)
Midlands	Tess Murphy & Mary O'Hara
Mid-Western	Margaret Daly & Jan Tocher (Retired in 2001)
North Eastern	Paula Gribben
North Western	Nora Newell
South Eastern	Sheila Vereker
Southern	Maura Bradshaw, Catherine Naji And Evelyn Browne
Western	Breda Cahill and Marion Flannery

A special word of thanks is also due to Dr. Patricia Kennedy, UCD, who represented the NWCI on the Maternity Services Review Group to the North Eastern Health Board.

European and International Activities

EUROPEAN WOMEN'S LOBBY (EWL)

Visit to the European Parliament

The NWCI, as part of an EWL delegation, visited the European Parliament during a two-day visit to the European institutions in Brussels in January 2001. Gráinne Healy, Chairwoman of NWCI and Vice President of EWL, addressed an informal lunch meeting to which MEPs had been invited. Ms Healy spoke of the importance of the EWL to all 3,500 of the women's organisations and networks affiliated to it. She thanked the MEPs who had been so supportive of EWL during attacks on its budget line.

The delegation held meetings with the Equality Division of the Council of Europe and also met with staff from DG Employment, Gender Equality Unit. An opportunity was furthermore taken to attend the Women's Rights Committee when a hearing on the issue of women and fundamentalism was in progress. A final meeting, one of great interest to NWCI, was with the President of the European Platform of Social NGOs, Mr. Giampi Alhadeff from Solidar.

Trafficking in Women

The NWCI has been involved in the EWL campaign to support the UN PROTOCOL TO PREVENT, SUPPRESS AND PUNISH TRAFFICKING IN PERSONS.

Trafficking is a 5-7 billion U.S. dollar operation annually, with 4 million persons moved from one country to another and within countries. Millions of women are trafficked into the sex industry. It is estimated that 8,000 Nigerian women have been trafficked into prostitution on the streets of Italy. There are no available / reliable figures for Ireland, but strong anecdotal evidence from those working with women involved in prostitution, suggests that big numbers of Eastern European women are being brought here specifically to engage in prostitution. This is trafficking. We need to tackle the crime of trafficking and we need to link as inextricable – trafficking and prostitution. Under the new Protocol, the trafficked women and children in prostitution and child labour are no longer viewed as criminals, but are seen as victims of a crime. The consent of a victim of trafficking is irrelevant and this is very important, given that many women 'consent' to travel for work as domestic servants or factory workers to escape poverty, only to discover that they are actually being sold into prostitution. The Protocol is the first UN instrument to address women and children being trafficked, calling upon countries such as Ireland, to take or strengthen legislative or other measures to discourage all forms of exploitation of women and children.

Prostitution is a violation of all women's human rights, an act of violence against women and as such can never be seen as an acceptable form of 'work' for women. Arguments about 'forced' or 'unforced' prostitution merely dignify the sex industry – so that buyers of commercial sex are legitimised as 'customers' and pimps become 'business agents' or 'brokers'.

The NWCI rejects the patronising and dangerous attitude amongst some 'developed' countries that prostitution is a valid form of employment and an acceptable solution to women's poverty. All women have human rights – we must work hardest to protect the human rights of those with the weakest voices.

Trafficking supports prostitution. The battle to end trafficking must include a comprehensive feminist approach, which combats the trend to legalise or regulate prostitution as work and must also penalise the buyers. Sweden's law against buying 'sexual services' is a model that should be emulated – where those found to be buying sex, the vast majority of whom are heterosexual men, are convicted. Finally, we must ensure that trafficked women are not seen as illegal migrants to be deported. Trafficking is exploited migration, but trafficked women are not migration criminals.

NWCI commends the work of its affiliates in this sector. Those engaged in the promotion of women's human rights and the specialist groups such as Ruhama, who work in such challenging circumstances to support women involved in prostitution.

The EWL has also co-produced an excellent publication, *Guide to the New UN Trafficking Protocol* which seeks to prevent, suppress and punish trafficking in persons, especially women and children, supplementing the UN Convention on Transnational Organised Crime.

Observatories on Violence Against Women Planned

The EWL (under Daphne) with Ireland and Belgium is set to pilot a model for a national observatory on violence against women. The Department of Justice, Equality and Law Reform Task Force on Violence against Women is providing matching funding for the exploration of this model by EWL Observatory expert member, Monica O'Connor and the EWL.

The EWL has just completed research (Daphne funded), where models of good practice in working to combat violence against women are demonstrated (including the model of community response in St. Michael's Estate in Inchicore, Dublin). Draft indicators for EU level have been identified to support the monitoring of the struggle to combat violence against women Europe-wide.

Young Women

The EWL has also produced a wonderful booklet on young women, in twelve EU languages. Maeve Healy, Policy Analyst, contributed to this project on behalf of the NWCI and she recently attended the launch of the booklet in Greece. NWCI will examine ways of using the booklet (through trades unions, schools, parents, etc.) and will discuss how to continue our work to include and attract young women to the work of the NWCI.

Enlargement

The EWL is planning to develop its body of work regarding the accession countries to the EU. Using the structure of a 'centre', the lobby proposes to advocate for women during the accession process; to promote recognition of women's representation in candidate countries; to inform women's non-governmental organisations (NGOs) in those countries about the work of the EWL and form national coalitions.

Treaty of Nice

While the Charter of Fundamental Rights of the EU was agreed in Nice by the Council of Ministers last December, it contains little about women's fundamental rights. A European Social Policy agenda with priorities was also agreed for the next five years with social exclusion objectives. The Intergovernmental conference concluded its work with an agreement on the institutional issues which need to be resolved before enlargement. The core issues in the Nice Treaty include -

- Qualified majority voting

- The regulation of political parties at European level
- Co-decision making
- Limiting the European Parliament to a maximum of 732 MEPs
- One Commissioner per member state from 2005
- An increase in the power of the EC President

World Conference on Racism and Xenophobia in Durban

Racial discrimination does not always affect men and women equally or in the same way. Women often experience intersectional or multiple discrimination on the basis of sexual orientation, disability, age, ethnic origin, class, caste, membership of the Travelling community, marital status or religion. The World Conference on Racism (WCAR) in Durban focused on racial discrimination and the NWCI was part of the European Women's Lobby delegation in South Africa to press other non-governmental organisations (NGOs) and governmental organisations to acknowledge the multiple discrimination which women experience.

Moving between the women's caucus, the European caucus and the Irish grouping of NGOs in Durban, the NWCI worked to deliver on our

commitment to highlight the views and experiences of Irish and European women of racial discrimination and its intersectionality. We also supported the voices telling the stories of multiple discrimination of women globally; the voices of Dalit women suffering because of their caste; the voices of migrant women who have been uprooted due to war and persecution or fallen victims to trafficking and exploitation; the voices of Irish Traveller women, Roma and Sinti women in expressing their particular rights and experience; the voices of lesbian women seeking to create a visible presence in a global setting where sexual orientation is by no means acknowledged as a right and where hundreds of thousands of women are abused and even killed because of their sexual orientation; the voices of women with disabilities who, even at the UN conference, had issues of access to the discussion groups and seminars; and the voices of women from every part of the world who sought to influence the NGO and government documents which will be blueprints for action to counter racism.

The WCAR follow up action plans which are to be devised by all states, including Ireland, must address the persistence of racism and incorporate a gender perspective.

Financial Report - Executive Board - Staff

FINANCIAL REPORT

Income for the year decreased by just under 2% to €1,106,406. There was a substantial decrease in our income due to the finalisation of the research element of the Millennium Project and the closure of the New Opportunities for Women Programme. This substantial decrease in income was offset by new projects undertaken by the NWCI in 2001, namely, the provision of technical support to eighteen projects under the Education Equality Initiative and the start of our *In From The Margin* project funded under the Equality for Women Measure.

Expenditure was €1,133,523 for the year, an increase of 9% on the year 2000. Staff costs decreased by 3%, the cost of implementing the PPF increases was offset by a reduction in staff numbers due to the completion of both the Millennium Project and NOW. Programme and project management costs increased by over 100% in 2001. This cost reflects the activities relating to the publication and launch of the six millennium research reports, the first full year of funding for the Zonta Empowering Self-development and Transformation programme and a full year of providing technical support to the Education Equality Initiative projects. Consultancy fees reduced by €93,760 given the completion of the research for the Millennium Project. The 17% increase in Organisation costs is mainly attributed to the cost of conducting our strategic plan during 2001.

The deficit of income over expenditure for the year was €27,117 giving rise to members funds as at the 31 December 2001 of €61,258 surplus. This surplus is allocated to activities that will take place in early 2002.

Once again, 2001 was a challenging year for the NWCI both in relation to its work programme and managing its limited resources. We have successfully managed to incorporate new and exciting programmes and projects into our work programme and therefore our funding base remains varied without over dependence on one particular source. We hope that we can continue to meet these challenges in 2002 on behalf of our members and all who benefit from our efforts.

LIST OF EXECUTIVE BOARD, STAFF AND AUDITORS

Directors

Mary Allen
Philomena Harrington
Deirdre Healy
Gráinne Healy
Mary Kelly
Mary Leahy
Tess Murphy
Frances Byrne (Appointed 20th October 2001)
Rhona MacSweeney (Appointed 20th October 2001)
Una McManus (Retired 20th October 2001)
Gloria Frankel (Retired 20th October 2001)
Margaretta D'Arcy (Retired 20th October 2001)
Moya Murphy (Retired 20th October 2001)

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

Director	Joanna McMin
Finance Manager	Angela Ramsbottom
Communications Manager	Anne O'Donnell
Projects Manager	Margaret Martin
Policy Manager	Carol Baxter
EEL Project Co-ordinator	Annie Dillon
Policy Analyst	Maeve Healy
Policy Analyst	Orla O'Connor
Information Officer	Anne Brennan
Finance and Projects Assistant	Ann Kinsella
Membership Assistant	Imelda Brown
Administrator	Emma Calvert
Receptionist	Gertrude Hoey

Financial Accounts

Amalgamated income and expenditure account for the year ended 31st December 2001

	2001 €	2000 €
Income		
Grants and donations received	1,106,406	
1,125,142		
Expenditure		
Staff costs	446,804	460,915
Programme and project management	379,743	180,101
Administration expenses	93,639	76,641
Building costs	76,678	98,439
Consultancy and professional fees	28,678	122,438
Organisation expenses	60,372	51,681
Publications and activities	29,609	48,768
	<u>1,133,523</u>	<u>1,038,983</u>
(Deficit)/surplus of income over expenditure	(27,117)	86,159
Income and expenditure account balance brought forward	88,375	2,216
Income and expenditure account balance carried forward	<u>61,258</u>	<u>88,375</u>

Amalgamated balance sheet as at 31st December 2001

	€	2001 €	€	2000 €
FIXED ASSETS		16,825		34,431
Tangible assets				
CURRENT ASSETS				
Debtors	3,082		86,173	
Cash at bank and in hand	172,018		166,690	
		<u>175,100</u>		<u>252,863</u>
CREDITORS: Amounts falling due within one year		(130,667)		(198,919)
NET CURRENT ASSETS		44,433		53,944
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>61,258</u>		<u>88,375</u>
RESERVES				
Income and expenditure account		<u>61,258</u>		88,375
MEMBERS' FUNDS		<u>61,258</u>		<u>88,375</u>

These financial statements were approved by the directors on the 24th April 2002 and signed on their 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 audit 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.

NWCI Publications & Submissions 2001

NWCI PUBLICATIONS 2001

Womenzone – Issue 6 (February 2002).

Womenzone – Issue 7 (June 2001).

NWCI Annual Report 2000 (July 2001).

The NWCI Millennium Project, Women Mapping the New Millennium: Executive Summary (July 2001).

Millennium Report, Violence Against Women: The Heart that Bites (July 2001).

Millennium Report, Women and Education: Knowledge is Power (July 2001).

Millennium Report, Women and Poverty: First Hand Experience, Second Hand Life (July 2001).

Millennium Report, Women and Health: Hear our Voices – Meet our Needs (July 2001).

Millennium Report, Women and Work: Creating Opportunities ... Making Choices (July 2001).

Millennium Report, Women and Local Development: Building Solidarity (July 2001).

Womenzone – Issue 8 (September 2001)

Education Equality Initiative Project Directory (October 2001).

Framing the Future: An Integrated Strategy to Support Women's Community and Voluntary Organisations (November 2001).

NWCI Pre-Budget Submission 2002 – We're still waiting ...for women to get a fair share (November 2001).

NWCI SUBMISSIONS 2001

Submission to the Review of the National Anti-Poverty Strategy (NAPS) – Giving Women a Fair Share (March 2001).

Submission to the National Health Strategy (May 2001).

Submission to the Public Consultation on Immigration Policy (July 2001).

Pre-Budget Submission 2002 – We're still waiting ... for women to get a fair share (November 2001).

Submission to the Forum on Europe (December 2001).

COMMITTEES/WORKING GROUPS ON WHICH THE NWCI WAS REPRESENTED DURING 2001

- Working Group on the Administrative Individualisation of Social Welfare Payments
- An Bord Pleanála
- Area Development Management (ADM) Gender Equality Working Group
- City of Dublin VEC
- Cómhar - the National Sustainable Development Partnership
- Eastern Regional Planning Committee on Violence against Women
- Equality Authority
- Equality Proofing Working Group
- Gender Equality Monitoring Committee
- Higher Education Equality Unit
- Male-Female Wage Differentials Working Group
- Midland Health Advisory Committee
- National Childcare Co-ordinating Committee
- National Consultative Committee on Racism and Interculturalism - Women's Sub Committee
- National Development Plan – Community Support Framework Monitoring Committee
- National Development Plan - Economic and Social Infrastructure Operational Programme Monitoring Committee
- National Development Plan - Employment and Human Resources Operational Programme Monitoring Committee
- National Development Plan - Equal Opportunities and Social Inclusion Co-ordinating Committee
- National Economic and Social Council (NESC)
- National Economic and Social Forum (NESF) and NESF Management Committee
- National Steering Committee on Violence Against Women
- North-South Research Collaboration Group
- Power Partnership
- Review of the National Anti-Poverty Strategy Steering Committee
- Review of the Parental Leave Act Working Group
- Women's Education Initiative Working Group
- Women's Health Council
- Women's Pro Beijing NGO Coalition

EUROPEAN

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

List of Affiliate Organisations 2001

Access 2000
 Aim Family Services
 Alexandra College Guild
 Alliance Centre for Sexual Health
 An Cosán
 Aobhneas Women's Refuge
 Aontas
 Association of Baha'i Women
 Association of Secondary Teachers in Ireland
 Association of Teachers of Home Economics
 Attic Press

 Ballyboden Family Resource Centre
 Ballyfermot Women's Forum
 Ballymun Women's Resource Centre
 Baltinglass Women's Group
 Banílacht
 Basic Income Guaranteed
 Bodywhys
 Business & Professional Women's Club

 Cáirde
 Catherine McAuley Centre
 Catholic Women's Federation
 Cavan Monaghan Rural Development Women's Group
 Centre for Women's Studies, Trinity College
 Cherish
 Childminding Ireland
 Civil & Public Service Union
 Clare Women's Network
 Clondalkin Women's Network
 Community Women's Education Initiatives
 Connaught Rural Women's Group
 Cork Rape Crisis Centre
 Cork Women's Action Group
 Cork Women's Poetry Circle
 Cork Women's Political Association
 Cross Border Women's Network

 DES Action Ireland
 Dóchas for Women
 Donegal Traveller Women's Project
 Donegal Women's Network
 Drogheda Area Women's Centre
 Dublin Adult Learning Centre
 Dublin Rape Crisis Centre
 Dublin University Women Graduates Association
 Dublin Wellwoman Centre
 Duhallow Women's Forum

 Electricity Supply Board Officers Association
 Europa Donna Ireland

 Fianna Fáil Women's Equality Forum
 Fine Gael Women's Group
 Fingal Centre for the Unemployed
 Forum of People with Disabilities
 Forum Women's Working Group

 Girls Friendly Society
 Graphical, Paper & Media Union
 Green party Women's Group

 Higher Education Equality Unit
 Home Birth Association of Ireland

 Impact
 Inishowen Women's Network
 Irish Agricultural Advisers Association
 Irish Dental Nurses Association
 Irish Association of Social Workers
 Irish Childbirth Trust
 Irish Countrywomen's Association
 Irish Deaf Women's Group
 Irish Family Planning Association
 Irish Farmers Association
 Irish Federation of University Teachers
 Irish Federation of University Women
 Irish Girl Guides
 Irish National Eating Disorders Association
 Irish National Teachers Organisation
 Irish Nurses Organisation
 IPPA, The Early Childhood Organisation

 Irish Stillbirth & Neo Natal Deaths Society
 Irish Women's Environmental Network

 Kerry Rape & Sexual Abuse Centre
 Kilkenny Rape Crisis Centre
 Kilkenny Women's Group

 Labour Women
 Leitrim Women's Network
 Letterkenny Women's Centre Ltd
 Limerick Family Planning Clinic
 Limerick Federation of Women's Organisations
 Longford Women's Centre
 Lourdes Youth & Community Services Ltd

 Mandate
 Manufacturing Science & Finance Union
 Methodist Women's Association
 Mothers' Union
 Mountwood Fitzgerald Community Development Centre

 NASC Ban
 National Association of Widows in Ireland
 National Children's Nurseries Association
 National Network of Women's Refuges
 Network Kildare
 North Dublin Women in Networking
 North Leitrim Women's Centre
 North West Inner City Women's Network

 Older Women's Network
 One Parent Exchange & Network

 Parents Alone Resource Centre
 Parlaimint na mBan
 Pavée Point
 Positive Action
 Presbyterian Women's Association
 Public Service Executive Union

 Rathcoole Women's Development Group
 Rape Crisis Network Ireland
 Reach to Recovery
 Rehab Women's Group
 Roscommon Women's Group
 Rowlagh Women's Group Ltd
 Ruhama Women's Project
 Rural Community Care Network

 Second Chance Education Project for Women
 Sláinte Pobal
 Sonas Housing Association
 Soroptomists International
 Southill Integrated Development Programme
 Southside Women's Action Group
 Southwest Kerry Women's Association
 Teachers Union of Ireland
 Tearmann Domestic Violence Service
 Tipperary Women's Networking Group
 Tír Boghaine Women's Network
 Tralee Women's Resource Centre
 Triskele Community Training & Development
 Tuam Women's Group

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

 Waterford Rape & Sexual Abuse Service
 Waterford Student Mothers Group
 Waterford Women's Centre
 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 the 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 Centre, NUI
 Women's Support Project

 Young Women's Christian Association of Ireland

 Zonta Club of Dublin