



# making a real difference

National Women's Council of Ireland  
Annual Report 2003

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## Foreword



2003 was a year in which the value of the four equality spheres underpinning our work; respect, redistribution, recognition and representation and empowerment, was reflected in the clear strategic direction it provided for progressing our work on gender equality. The four spheres, each with its own rights-based goals, enhanced our capacity to develop strategic pieces of research, to guide and manage our projects with more clarity and uniformity of purpose, to plan and deliver effective and relevant events in the light of our goals, to take and give leadership in relation to progressing our gender equality agenda.

The work of the NWCI in social partnership contributed to placing and maintaining gender equality as a focus within discussions relating to social partnership, within the community and voluntary sector and across the stakeholder groups. The question to answer in relation to the agreement was whether or not the document provided for the diversity of women's interests we represent. The combined wisdom of the organisation was to reject the agreement, after a close scrutiny of the detail. That analysis was based on the objectives, which our affiliates set us in consultation with them, about the partnership agreement, and on evidence that so little was offered by way of timeframes, specific targeted outcomes and resource commitments relating to social inclusion. It was clear that macro economic interests and decisions superseded any commitments to social wealth and that the logic underpinning it, was such that it is only as economic agents that people, especially women, have a right to share in the wealth of this society.

We continue to take leadership, as is our entitlement and our obligation, as the national representative body of women in Ireland, in the wider and broader context of social partnership and to cooperate with and contribute

to representing women's interests to Government, policy makers and the media. Our publications output during 2003 produced a number of key strategic policy documents, which provide detailed analysis of challenges in 'Valuing Care Work', in developing a 'Women's Model for Social Reform', and in tackling Accommodation Disadvantage as it affects women in particular. We have worked hard to effectively share the findings of these pieces of research with our affiliate base and with relevant policy makers, in order to facilitate positive change for women.

The NWCI hosted the first National Observatory of Violence Against Women, under the umbrella of the European Women's Lobby European Observatory on Violence Against Women. Funding has been drawn from the European Daphne programme at EU level, with matching funding from the Department of Justice, Equality and Law Reform at national level. The significance of the observatory is that it provides an independent coalition of NGOs, with a space and opportunity to monitor government progress in relation to commitments and outcomes of work to combat violence against women in Ireland. The capacity for independent monitoring of progress will be vital in the time ahead, to ensure women's safety and to sanction violence against women.

This year, our project management work has been extensive and the work of our projects very significant in supporting those experiencing multiple inequalities. The Education Equality Initiative, In From the Margin and the ZEST Projects have provided a means by which the NWCI can support our affiliates and non-affiliated groups and individuals, experiencing inequalities in education, poverty, health and culture.

We continue to focus attention on structural imbalances in society, including the persistent and pervasive gender imbalances in decision-making and the negative consequences for women, for men and for participative democracy if these do not shift. Our photographic exhibition 'Putting More Women in the Picture' continues its rounds of the country, the feedback suggesting what we anticipated; that a picture says more than a thousand words about the reality of gender inequality in decision making.

I want to thank our affiliates for their continuing support and encouragement, our excellent staff team for the continuing good work and our very committed board of Executive Directors for their voluntary time and expertise in the service of the NWCI. I pay tribute also to the leadership of Gráinne Healy, Chairwoman of the NWCI until June 2003. Gráinne provided the organisation with courageous leadership, with clear political direction and worked tirelessly to increase the capacity of the organisation at all levels, to challenge gender inequality and to work in partnership with all those who support equality for women.

**Mary Kelly, Chairwoman, NWCI**

## 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; to create a society where women participate equally in all aspects of social, cultural, economic and political life. Founded in 1973 as the Council for the Status of Women, the role of the NWCI has expanded and changed over the last 30 years. The NWCI uses its role as a non-governmental organisation to address many complex, and often controversial issues affecting women. The NWCI is committed to lobbying the government and political parties, as well as working with its affiliates to increase their capacity to effect emancipatory social change for women. In 2003, 159 organisations were affiliated to the NWCI, who comprise women's groups, women's sections or committees of larger national organisations, such as trade unions political parties and organisations where women comprise a majority of members. We represent well over 300,000 women in Ireland.

## Structures

The NWCI is a membership organisation whose affiliates give their mandate for our work at Annual General Meetings. Each affiliated organisation has one vote at the AGM, where motions submitted by affiliates are debated and voted on. The Executive Board is a voluntary management committee, elected by the membership at the Annual General Meeting. Each voluntary member of the Board is elected for two years. The Membership also elects the Chairperson of the Board. The role of the Board is to ensure good governance and to oversee the effective implementation of the Strategic Plan. The NWCI holds quarterly Panel meetings for its affiliates, providing opportunities for affiliates to network, exchange information with each other, as well as receive information from the NWCI and participate in the development of NWCI policies.

## Our Mission: Working as the national representative organisation of women in Ireland, our mission is to achieve women's equality, empowering women to work together, while recognising and mobilising difference, in order to remove structural, political, economic, social/cultural and affective inequalities.

## Staff

The NWCI employs a professional staff of 13 people. The Director and team leaders are responsible for leading the implementation of the Strategic Plan and ensuring coherence of the teams at a strategic level. There are regular team meetings and monthly support and supervision structures ensure forward planning and the accountability of each staff member in meeting organisational objectives.

**During 2003 we bade farewell to:**

**April Keogh  
Elaine Mullen  
Ann Kinsella  
Margaret Martin.**

**And we welcomed to the Staff Team: Martha Hannan.**

## Organisational Goals

- 01 Affective Equality: the right to care, love and relations of solidarity
- 02 Social and Cultural Equality: autonomy and respect for all women
- 03 Economic Equality: economic independence for women
- 04 Political Equality: the protection of women's political and human rights and the empowerment of women through self organisation
- 05 An Empowering process: the development of a strong dynamic women's sector
- 06 Building the Base: the regeneration of the NWCI to increase its representational capacity

## Differences we are committed to achieving

- 01 An increase in the number of affordable and accessible childcare places at county level and in childcare provision/ supports for women participating in education and training.
- 02 The recognition of caring work through payment and social insurance credits.
- 03 The development of a women's health strategy and policy.
- 04 Reform of the social welfare system to ensure that women as well as men are defined as individuals.
- 05 An increase in women's incomes from social welfare and paid employment.
- 06 Significant progress to increase the percentage of women in decision making to 30% in key sites by 2005 and the empowerment of 500 women to take up decision making roles by 2005.
- 07 An increase in the number of NWCI members outside Dublin by 10% and the further extension and development of alliances related to NWCI's key areas of work.
- 08 An increase in the capacity of locally based women's groups and the representation from women's groups under all nine Equality grounds.
- 09 Delivery of Ireland's various human rights commitments and obligations as they relate to women.
- 10 A more diversified funding base for the organisation.



Attendees at the launch of 'A Women's Model for Social Reform', June 2003  
Credit: NWCI

## Foreword



Following a transitional phase, in 2003 the NWCI successfully delivered the first full year of its Strategic Plan 2002- 2005 while at the same time meeting the challenges of a financially difficult year, which saw a cut in our core funding and an unsustainable rent increase, as well as the completion of private funding

programmes. On the bright side, we made two successful funding applications, one to the Department of Community, Rural and Gaeltacht Affairs, and one to Atlantic Philanthropies, resourcing the development of a National Support Unit, which is a key element in the delivery of the Strategic Plan. This enabled us to recruit new staff members at the end of 2003 whose role will be to develop a support and outreach support service to our Affiliates, and potential Affiliates.

During the year, we maintained a high quality information service including our website and daily email service; organised a range of seminars and events; produced a number of groundbreaking publications, and continued to provide technical support to community education groups and projects. Our successful financial management, together with our effective administration systems underpinned the activities and events, providing stability and efficiency.

All our activities and achievements in 2003 relate directly to our Strategic Objectives, summarised below:

### **A Summary of developments, activities and achievements in 2003 under our Strategic Objectives**

#### **1. Affective Equality: the right to care, love and relations of solidarity**

In June 2003, we published and launched 'A women's model for social welfare reform' and 'Valuing Care Work'; and held a national seminar for policy makers to discuss the recommendations. From this work we designed and

produced a series of leaflets on 'Valuing Care Work', 'Pensions for Women' and 'Recognising All Workers', in both English and Irish, that has been used to make accessible the findings and recommendations of the research. These information leaflets will inform our Affiliates and other women's groups as part of a national campaign on Social Welfare Reform, which will begin with regional seminars on 'Valuing Care Work' in Killarney in early 2004. In addition, we actively participated in National Childcare Co-ordinating Committee during 2003.

#### **2. Social and Cultural Equality: autonomy and respect for all women**

The In From the Margin Project held three seminars in 2003 on Health, Poverty and Anti-racism in Sligo, Dundalk and Tullamore respectively, attended by 116 locally based women's groups (with over 400 individual women). The Education Equality Initiative (EEI) and the ZEST programme provided support for community education groups and projects.

#### **3. Economic Equality: economic independence for women**

The Social Welfare Reform research and the initiation of a national campaign are also part of our economic equality strategy. In addition, we produced our own Pre-Budget submission, initiated a Gender Budgeting Working Group and took part in joint action with the Community Platform against social welfare cuts introduced in the Estimates. In consultation with our Affiliates and Community organisations, we made a submission to the Department of Social and Family Affairs for the National Action Plan for Social Inclusion, which included a range of recommendations focusing on economic independence for women.

#### **4. Political Equality: the protection of women's political and human rights and the empowerment of women through self-organisation**

The Exhibition and publication 'Put More Women in the Picture' toured the country throughout 2003, managed by the NDP Gender Equality Unit. The NWCI sent press releases to local media to coincide with exhibition locations, and received much positive feedback from Affiliates on the value of the exhibition. At our International Women's Day event in March 2003, the NWCI presented our Political Equality Strategy to all political parties. Representatives of each party then outlined their actions to increase women's participation in 2004 Local Elections. We followed this up with meetings held with political parties to discuss NWCI Political Equality Strategy. We held a regional seminar, organised jointly with WEFT and the Women's Regional Policy Forum in Monaghan, to encourage women to stand for election and participate in election campaigns for the 2004 local elections. The NWCI participated on the management committee and advisory committee of the Women's Human Rights project (funded under the NDP Equality for Women Measure), supporting the production of a Shadow Report on CEDAW. When EWM funding for the WHRP expired, the NWCI supported the establishment, and is a founding member, of the new autonomous organisation: the Women's Human Rights Alliance Ireland. The NWCI also hosted the inaugural meeting of the Irish Observatory on Violence Against Women.

### **5. An Empowering process: the development of a strong dynamic women's sector**

In From The Margin (IFM) held seminars on poverty, anti-racism and health, prioritising participation of women from a range of communities (including Traveller women, refugee and asylum seeking women, women with a disability and others). Women's groups who were not currently members of the NWCI were also invited to IFM seminars resulting in new members joining.

### **6. Building the Base: the regeneration of the NWCI to increase its representational capacity**

We increased our focus on membership participation and mobilisation in relation to other NWCI activities including social welfare reform consultations. We designed and disseminated an information leaflet on becoming an associate member, so that individual membership has become a reality; and we revised our membership rates. We successfully accessed funding to establish a national support structure with the goal of building the capacity of our Affiliates. This enabled us to employ a Team Leader at the end of the year to develop this work. An Employment sub group of staff and board members developed a draft employment policy with the aim of making the NWCI a family friendly and innovative workplace. Internal management mechanisms continued to provide all staff with support and supervision on a monthly basis in line with our participative and collaborative management ethos. Staff meetings were held fortnightly, and meetings of the strategic management group (Director, Finance Officer, Policy and Project Team Leaders) took place monthly.

The effective implementation of the Strategic Plan Objectives in 2003 could not have been delivered without the collaborative effort of this highly professional team of staff. I want to pay tribute to their commitment, to the quality of their work and most appreciatively, to their support for me as Director during the year.

**Joanna McMinn, Director**

## **2003 Events**

### **ANNUAL GENERAL MEETING JUNE 2003**

Launch of *Accommodation Disadvantage: A study to identify Women's Accommodation Experiences, Useful data sources and Major Research Gaps* by Loretta O'Sullivan for Threshold

### **INTERNATIONAL WOMEN'S DAY, MARCH 2003**

Launch by Minister of State, of the Exhibition Tour  
Short drama by Donegal 'Second Chance' education project participants on the exclusion of women from decision-making structures.

Launch of NWCI Political Equality Strategy to increase the number of women and specific actions to increase the number of women contesting the local elections next year.

### **February 2003 in Dublin**

#### **FOCUS: THE NWCI AND SOCIAL PARTNERSHIP**

Report on the outcomes of the National Negotiations for a new Programme from Government for women in Ireland.

Update and discussion by affiliates on the NWCI Strategy for the next three years.

Tributes and presentation to Grainne Healy, Chairwoman of the NWCI.

### **May 2003 in Cork**

#### **FOCUS: THE EU AND WOMEN'S EQUALITY**

Input from affiliates on the impact of the EU on their work (Cork Women's Education Initiative, Cork Women's Poetry Circle, Mná Feasa and Cork Rape Crisis Centre).

Discussion with Affiliates of NWCI Prioritised Issues in the European context.

Debate on the Convention of Europe with Proinsias de Rossa.



## September 2003 in Dublin

### FOCUS: WOMEN AND DISABILITY

Discussion with affiliates on how the perspective of women with disabilities informs all our work and NWCI issues.

Information on the National Disabilities Association Report on Violence Against Disabled Women

## November 2003 in Longford

### FOCUS: A WOMEN'S MANIFESTO

Discussion to gather input from affiliates and potential members on the content of a Women's Manifesto in preparation for the 2004 local elections and to identify ways in which it can be made useful locally.

## 2003 ACTIVITIES IN MORE DETAIL

### A Women's Model for Social Welfare Reform

In June 2003, the NWCI launched a long-term effort to promote gender equality in the social welfare system. With the publication of our research report; 'A Woman's Model for Social Welfare reform', we presented a vision for change and a reform agenda. In the latter half of 2003, we worked with our affiliate membership and other women's groups throughout the nation to raise awareness of women's unequal access to the welfare system and to learn from the experiences of women at local and regional level. To support this work, we published three leaflets dealing with key themes from our reform model; Valuing Carework, Recognising All Workers and Pensions for Women. We developed a presentation for use by local groups explaining the issues to their members.



NWCI Chairwoman Mary Kelly, alongside Mary Murphy (right), author of 'A Women's Model for Social Reform' at the launch of the report. Credit: M. Hannan, NWCI.



## In from the Margin Project Report 2003

'In from the Margin' (IFM) is a project co-ordinated by the National Women's Council of Ireland, targeted at community women's groups, working with women experiencing disadvantage. In from the Margin is about Women Creating Change in the areas of Anti-Racism, Poverty and Health. Interculturalism and the participation of women with disabilities are also central to the work of the project. The three-year project, funded under the Equality for Women Measure, aims to link policy with practice.

2003 was the second year of project activity and the IFM project organised four regional seminars focusing on the themes of poverty, health and anti-racism targeting the Northwest, Northeast Midlands and the West.

### Women Together: Creating Change to promote Women's Health Sligo, 24th January, 2003

Women's and community groups in Leitrim, Donegal and North Mayo came together in January at the Sligo Northside Resource Centre to talk, listen, demand change and plan action to promote Women's Health in the Northwest. The seminar examined women's health issues with keynote addresses, participatory workshops and creative inputs. The keynote addresses came from Nora Newell, who offered an exploration of 'A Vision for the Future for Women's Health' and Margaret Curtain of the Northside Initiative for Community Health (NICHE) in Cork presented a 'Community Development Approach to Health'. The five workshops explored Poverty, Inequality and Women's Health; Working for Human Rights and Women's Health; Discrimination and Women's Health; A Community Response to Women's Health; and Violence Against Women. Creative inputs came from poets Angela O'Leary and Denise Delaney of the Donegal Travellers Primary Health Care Project, a wonderful drama by the Women's Human Rights Project and Longford Women's Centre, singing by Eleanor Lamb, and readings by participants of WEAVE.



Delegates discuss issues as part of the IFM series of seminars.  
Credit: NWCI.

## **Women Creating Change to End Poverty! Dundalk, 29th April, 2003**

Ninety women representing organisations from Louth, Cavan and Monaghan came together to share their experiences, raise their concerns and demand action for change to end women's poverty. The diversity of participants from community groups, Travellers Projects, anti-racism organisations, lesbian organisations, women's groups, and political parties made for lively participative discussions throughout the day on a wide range of issues concerning women's poverty.

Experiences of poverty in communities and how it affects women's lives formed the introduction to the event. Anne Stokes of the Louth Travellers Primary Health Care Project; Lucy Rafferty of Ait na nDaoine CDP, Muirevnamur, Dundalk and Atinuke Achioya of the Louth African Women's Support Group shared their own accounts of how poverty has affected their communities. Representatives of PAL (Lone Parents Group) and Southside CDP, Drogheda explored the experience of lone parents through poetry. Orla O'Connor of the NWCI presented national data and further information on women's experiences of poverty. Participants took part in workshops and a round-table discussion for the remainder of the day.

## **Women Celebrating Diversity, Challenging Racism Tullamore, 17th June, 2003**

Over 100 women gathered in Tullamore to share their experience of racism and to propose ways to combat racism and promote interculturalism in the Midlands. Representatives from 32 groups based in Laois, Longford, Offaly and Westmeath participated. Lively discussions focused on the specific impact of racism on women, and how women benefit from a more intercultural society. In celebration of participants' diversity, artistic presentations from women of different cultural backgrounds were performed.



Delegates attend the series of IFM Seminars. Credit: NWCI.

Keynote speakers on the day were Margaret Ward of the Tullamore Travellers Movement and Judith Magaji of the Longford African Women's Group. They began the event with vivid presentations of their personal experiences.

“Travellers face discrimination in all walks of life; they are refused access to services on a regular basis”. Margaret Ward

“All the African women have experienced racism in one way or another. Institutional and individual racism remain as a huge threat for women and their children”. Judith Magaji

Participants took part in workshops where they examined the impact of racism on their lives and the lives of their communities. Participants went on to plan the change that needs to occur to improve their situations.

### **Women Creating Change to End Poverty! Waterford, 24th November, 2003**

One hundred and fifteen women representing 49 organisations from Waterford, Wexford, Kilkenny and Carlow came together to share their experiences, raise their concerns and demand action for change to end women's poverty. Waterford Access 2000 performed a drama depicting the barriers facing women in poverty and the measures that need to be taken for women to participate equally in society. The diverse experiences of women's poverty and how their projects were progressing to bring about change were presented by Pauline O'Hanlon from Carlow Women with Disabilities Forum, Bridget Egboko from New Ross Intercultural Group, and members of the St Brigid's Family and Community Centre in Waterford.

Four workshops, each focusing on a different region, allowed participants to work together and plan regional actions. All workshops explored the information on the issues confronting women, what needs to change and how groups can work together to achieve this change.

## **ACTION STATEMENTS**

### **Women Together: Creating Change to Promote Women's Health Sligo, January 2003**

“As women together, we demand more information and awareness-raising on disability issues, using a human rights framework. There is a need for disabled women to be given and claim for themselves, power to decide their own agenda.” Women's Human Rights and Women with Disabilities Workshop

### **Women Creating Change to End Poverty! Dundalk April 29, 2003**

“As women together we demand that the government take action on enacting, reviewing and enforcing policies on racism, equality and human rights”.  
Immigrant and Refugee Women's Experiences of Poverty Workshop

### **Women Celebrating Diversity, Challenging Racism: Tullamore June 17, 2003**

“Minority ethnic women want equal rights!!” Health And Well-Being Workshop Tullamore

### **Women Creating Change to End Poverty! Waterford November 24, 2003**

“We as Waterford women, demand that the government declares an amnesty for all non-nationals residents in the Republic of Ireland”. Waterford Regional Workshop

## Thank You!

All IFM events are co-organised by the NWCI, with a focus group of women from local women's and community organisations, who meet prior to each seminar to help shape the content and methodology of the event. This makes the event more participatory and relevant to work being carried out locally. Many thanks to all women who have taken part in this process, and who worked so hard to make the events a success.

### IFM 2004 – You can still get involved !

October 2004 will see the project organising a National Conference to highlight the issues raised at each of the four seminars and to explore how to move forward with action to create change for women. A publication highlighting the lessons learned and resources developed through the project will be produced. All women who took part in the seminars will receive notice of the Conference and details of the publication.

If you are interested in becoming involved in the IFM National Conference or would like copies of the reports, please contact:  
M.A Brennan, Project Coordinator or Enca Gonzalez-Cambil, Project Assistant at the NWCI Office (tel) 01 8787 248 or email ifm@nwci.ie

All IFM Reports are available on [www.nwci.ie](http://www.nwci.ie)

## CADIC: The Intersection of Sexism and Racism

The NWCI has participated in the Coalition Against Deportations of Irish Citizen Children (CADIC) since September 2003. We have contributed to CADIC's media and outreach work around the issue of residency for parents of Irish Citizen Children. From November 2003, we have also participated in the NGO Alliance working on a Shadow Report to the Government's CERD\* Report. We are bringing a gender perspective to both these discussions.

In addition, in 2003, we began a process to review and develop our organisational policies, procedures and practices to ensure that we are furthering our commitment to anti-discrimination throughout all our work and through our work practices.

\*UN Committee on the Elimination of all forms of Racial Discrimination.

## Education + Training Project Activity

### EDUCATION EQUALITY INITIATIVE (EEI)

The Education Equality Initiative is funded through the National Development Plan (NDP) 2000-2006 under the educational disadvantage measure, through the Further Education Section, Department of Education & Science. The NWCI was appointed by The Department of Education & Science to provide the Support Service for EEI Phase I. (December 2000 – December 2003), which comprised eighteen projects, funded to pilot innovative methods to address educational disadvantage amongst adults.

The EEI Support Service built on past NWCI experience of support provision and experience with education. Methods used in delivering the support service to projects included a collaborative, developmental, responsive, needs-based approach, which utilised project management, continuous action planning and practice review. Community Development and Community, Adult & Women's Education methods and principles also informed the Support Service practice.

During 2003 the support service work continued, including throughout the closedown stage for Phase One projects. The NWCI Support Service to EEI was completed when EEI Phase I Projects closed down on 31st December 2003.



Mary Kelly, Chairwoman, continues to represent NWCI on the EEI Working Group. For information on EEI Phase 1 Projects see NWCI website ([www.nwci.ie](http://www.nwci.ie)) or for overall EEI Programme information contact the Further Education Section of Dept. Education & Science, Floor 1, Block 4, Irish Life Mall, Talbot St., Dublin 1. Tel: 01-889 6431.

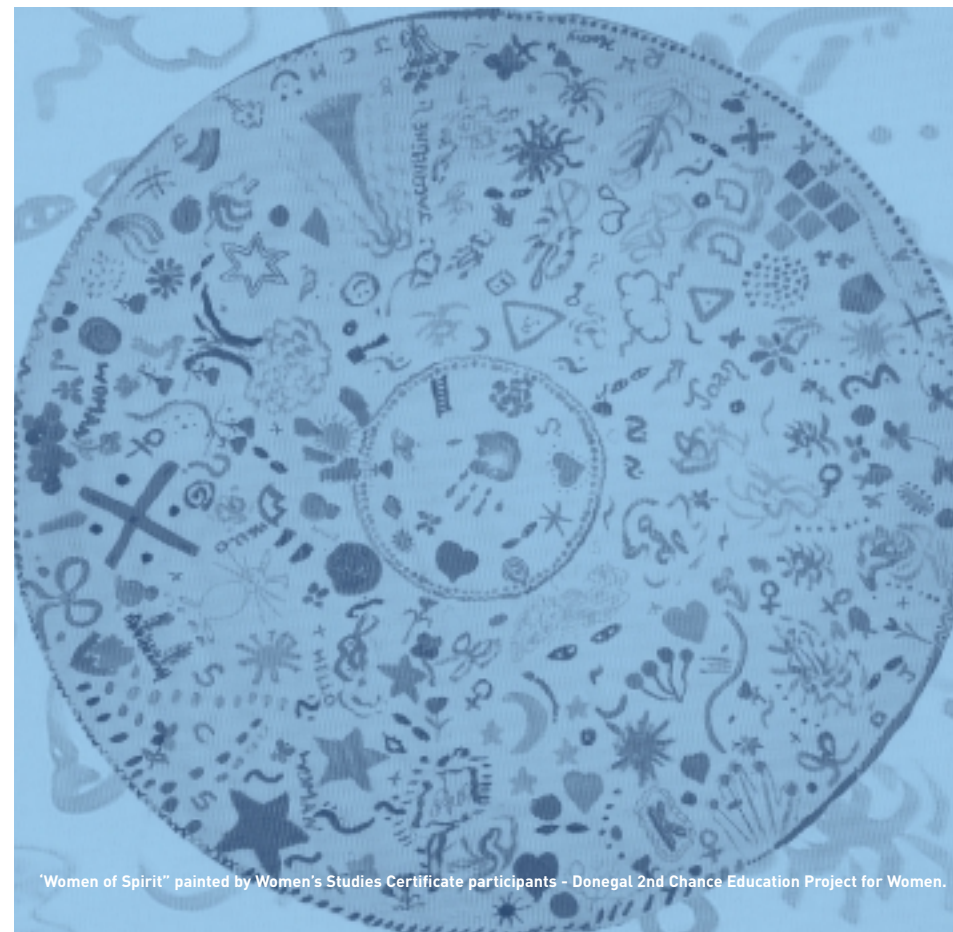
### **CHANGE PROJECT**

CHANGE, a research project funded under EEI Phase 1, comprised a partnership between NWCI, South West Kerry Women's Association and the lead partner WERRC. The research examined issues of access and progression for women from Community through Further and Higher Education. Professor Áine Hyland, UCC, launched the report in September 2003. Copies are available from WERRC, UCD.

### **POWER PROJECT**

The POWER Project is a joint project between WERRC and NWCI, which is funded until 2004 under the Equality for Women Measure. The Project provides an accredited course for women activists. At the beginning of 2003 Susan Bailey was appointed co-ordinator and is based in WERRC at UCD. A recruitment drive targeted a broad span of activist women in early 2003, with a second recruitment drive later in the year. In all, over 200 applications were received. Following short listing and interviews, 18 women commenced the first course and in October 2003, 21 women commenced the 2nd course. POWER Project participants are due to complete their studies and graduate in late 2004.

For information, contact Susan Bailey, WERRC, UCD, Dublin 4. Tel: 087 2289147. e-mail: [susan.m.bailey@ucd.ie](mailto:susan.m.bailey@ucd.ie) or see [www.ucd.ie/~werrc](http://www.ucd.ie/~werrc) or [www.nwci.ie](http://www.nwci.ie)



"Women of Spirit" painted by Women's Studies Certificate participants - Donegal 2nd Chance Education Project for Women.



'Annie's Cottage', oil painting by Sally Mullen, Rowlagh Women's Art Group, Clondalkin, Dublin.

## ZEST

ZEST is a funding initiative devised by NWCi and ZONTA International, which funded yearly projects to provide education and training for women living in disadvantaged circumstances. Grant aid to individual projects was €25,000. Five projects funded under ZEST 3 completed their work in June 2003. A final report was prepared and submitted to ZONTA International and the ZEST Steering Committee.

During the year, NWCi received the bad news that the Michael J. Freeman legacy, which funded ZEST, was almost exhausted; consequently there would be no future ZEST fund. In discussion with ZONTA International and the ZEST Steering committee it was agreed that the remaining funding could be used to enable ZEST 3 funded projects to extend their activities into 2004. Four of the five ZEST 3 projects took up the extended funding, namely: An Doras Buí (Formerly PARC); Ronanstown Women's Community Development Project; Southill Domestic Abuse Project; and Mary Immaculate College & Limerick Travellers Group. Projects will complete their work by June 2004.

For further information contact Annie Dillon at NWCi e-mail [annied@nwcii.ie](mailto:annied@nwcii.ie)

## PROJECTS FUNDED UNDER ZEST 3+ (JUNE 2004 COMPLETION)

PROJECT	LOCATION	TARGET GROUP	PROJECT ACTIVITY
Mary Immaculate and Limerick Travellers Group	Limerick	Traveller Women	Training in research skills for research on educational experiences of traveller children
An Doras Buí	Coolock, Dublin	Young lone mothers, aged between 16 and 25 years	Pre-vocational training programme with a range of supports provided
Ronanstown Women's Community Development Project	Clondalkin, Dublin	Women on 3rd level outreach courses	Cross community initiative with Rowlagh, Bawnogue and Deansrath Women's groups to provide supports and mentoring to women undertaking a WERRC / UCD Women's Studies Course
Southill Domestic Abuse Project	Limerick	Members of Southill Domestic Abuse Project	Identification of training needs and delivery of appropriate training, e.g supporting women who experience domestic violence and project management



## Health Project Activity

### WOMEN'S HEALTH

In the absence of a Health Policy Worker, an internal staff group with expertise in the area, met regularly to discuss and highlight relevant issues. A comprehensive section on health was prepared by the Project's Manager, Margaret Martin, for inclusion in the NWCI submission to NAPS since 2003 (available on NWCI website [www.nwci.ie](http://www.nwci.ie)) Grainne Healy represented NWCI on the Board of the Women's Health Council, with Mary Kelly taking over representation in late 2003.

Joanna McMinn represented NWCI on the Women's Health Council's National Planning Forum, which was convened in September. The purpose of the Forum was to devise a briefing document to inform development of a regional structure to plan and deliver women's health within the health reform programme. The Forum is due to complete its work in 2004.

## Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)



The National Women's Council of Ireland is a member of the management and advisory committees of the Women's Human Rights Project (WHRP), funded under the NDP Equality for Women Measure (EWM). The NWCI has provided organisational and professional support throughout 2003 to the WHRP Co-ordinator Nóirín Clancy, supporting the transition from project status (EWM funding came to an end in December 2003) to establishment of a permanent women's human rights organisation, the Women's Human Rights Alliance.

The WHRP focused its work in 2003 on CEDAW, which, in common with the Beijing Platform for Action, recognises that the fulfilment of women's human rights requires more than the removal of formal barriers and the guarantee of equal access to legal remedies in cases of violations of civil rights. What is required is a range of government policy measures and allocation of resources aimed at addressing the pervasive systemic and structural discrimination against women at all levels of society.

The WHRP welcomed the publication in May 2003 of the government's 4th and 5th periodic reports, under the UN CEDAW convention. While promotion of the government report is important, the aim is adherence to the articles of CEDAW through public policy and action, and it is hard to discern how effectively or adequately the Irish government is adhering to these articles. The WHRP set about developing a shadow report to deepen the information provided on the impact of policy measures, task forces, committees, working groups, etc. and their relevance, appropriateness, effectiveness or adequacy to the needs of the target groups.

The WHRP carried out a 12-month national consultation process throughout 2003 to develop the Shadow Report. Over 150 groups and individuals were consulted through a questionnaire survey, regional workshops and one-to-one interviews. The consultations revealed a notable consensus across diverse groups of women on the key issues and how they should be tackled. The process demonstrated powerfully that women across Ireland are clear about what needs to be done and about the Irish government's obligations under CEDAW and the Beijing Platform for Action. They are united in calling on the government to take targeted and measurable actions to ensure women's full human rights.

## Irish Observatory on Violence against Women

The National Women's Council of Ireland as part of the European Women's Lobby hosts the Irish Observatory on Violence Against Women. The Observatory is one of an EU-wide one of an EU-wide network of national observatories, which will feed information to the European Women's Lobby (EWL) expert group, so that the EWL can continue to lobby the European institutions on the actions that need to be taken, to eradicate all forms of violence against women.

The EWL EU level Observatory on violence against women has been in existence since 1996. The development of national level observatories, funded by the EU Daphne Initiative, is being supported at member state level in Ireland with matching funding from the Department of Justice, Equality and Law Reform, through the National Steering Committee on Violence against Women. The current President of the EWL EU level Observatory is former NWCI Chairwoman and Vice President of EWL, Gráinne Healy.

The Irish Observatory has signed up to an EWL Charter of Principles on Violence Against Women agreed for all national observatories:

- 01 We firmly adopt a feminist perspective on VAW, as a result of "the historically unequal power relations between men and women which have led to domination over and discrimination against women by men and to the prevention of women's full advancement" (BpfA).
- 02 We believe in the fundamental principle of respect for human rights. All forms of violence against women and girls in the private and public sphere by state and non-state actors must be addressed and understood as basic violations of human rights principles.

- 03 The intervention of NGOs in the area of violence against women should work to achieve autonomy and empowerment for all women.
- 04 In relation to prostitution and trafficking, we believe that they are fundamental violations of women's human rights. Prostitution and trafficking in women should not be associated with the terms "forced" or "free". "Free choice" is a relative factor, situated where economic, social, cultural and political options in a given society intersect. Inequality severely restricts freedom of choice.
- 05 Finally, we believe that differences among women must be taken into account when dealing with issues of violence against women. Male violence can affect diverse groups of women in different ways. NGOs working in the field of VAW should not exclude anyone because of their race, ethnicity, disability, sexual orientation, age, belief or religion.

### The Mission of each national Observatory is to:

- Monitor government performance in relation to commitments and outcomes on violence against women. This will also require a monitoring tool to follow the process from the moment the commitment is made, through the ministerial departments to ascertain the outcomes and to analyse these outcomes.
- Point to gaps in policies and outstanding commitments, particularly to identify where the obstacles lie.
- Point to emerging issues and call and formulate recommendations for action on these.
- Draft a national report on violence against women as an independent coalition of NGOs. This report can be used in a number of ways: to feed into the government's obligation with regard to accountability in line with its international commitments (notably 4 year report to the CEDAW Committee) and feed in to a European annual report on violence against women.

The inaugural meeting of the Irish Observatory on Violence Against Women took place on 2 October 2003.

## European Women's Lobby 2003

NWCI is represented on the board of the EWL by the Chairwoman, and, increasingly, the policy positions of the EWL resonate with our own National agenda for gender equality, in the NWCI. We have been enabled to put 'Irish Eyes' on some of the EWL templates, which saved us inventing a wheel that already existed. EWL policy products have added value to our own reflections on gender mainstreaming, immigration policies, violence against women, parity democracy, employment policies etc.

An important part of the EWL work has focussed on influencing the Intergovernmental Conference, which is preparing a draft constitutional treaty for the European Union. It has lobbied for the inclusion of equality between women and men as a fundamental principle in the values section of the draft treaty. It has also lobbied strongly for majority voting and direct effect for the anti-discrimination article.

During 2003, the European Commission proposed Guidelines for the Employment Policies of the Member States. EWL developed concrete proposals on how to strengthen specific gender equality focus and the gender equality mainstreaming approach through the new guidelines. It also provided proposals and tools to develop lobbying actions needed at national level to influence the National Action Plans on Employment.

The EWL Observatory on Violence Against Women advanced its work by setting up national observatories in some of the member states, specifically Ireland, Denmark, Greece and France. The experts on the observatory have also focussed efforts on analysing how perpetrator programmes fit into overall strategy for the safety and protection of women (and children). The

Observatory strengthened its links with CEDAW and explored with UN representatives, how women's NGOs working in the area of violence against women can strengthen links with UN committees and contribute to the NGO shadow reports/alternative reports. EWL secured funding under the Phare project to facilitate a conference in Brussels to bring together women's representatives from the accession countries to discuss issues of common concern, exchange information and strengthen networking. Gráinne Healy, former chairwoman of the NWCI and previously vice president of the EWL, contributed strongly to supporting and developing this work within the Lobby.

After the EU signalled its intention to put forward a directive on gender equality of women and men outside employment, EWL developed a shadow directive on foot of extensive consultations with member organisations. It is being used as a tool to ensure that the directive which emerges, will be a strong instrument to enshrine gender equality in social life.

The UN commission on the Status of Women was attended by a large EWL delegation. The two themes in 2003 were:

- participation and access of women in the media and information and communication technologies
- women's human rights and the elimination of all forms of violence against women, as defined by the Beijing Platform.

Sadly for those involved in, government delegations failed to reach consensus under the two thematic headings. As a result, no agreed texts emerged at the end of 2003 CSW.

EWL reviewed its internal structures as a consequence of new legal obligations under Belgian Law and also as a preparation for access by forthcoming national co-ordinations from the accession countries. The EWL formed a membership sub-committee to oversee re-application by existing members, under the new statutes and application by new member states.



## National Negotiations

The NWCI, the national representative umbrella body for women in Ireland, did not endorse 'Sustaining Progress'. This unanimous decision was taken by the Executive Board of the NWCI in line with recommendations made by the NWCI negotiators and following a thorough examination of the document in light of the NWCI principles and priorities identified through consultation with NWCI Affiliates. Essentially, the document was a pay agreement and, while earlier agreement documents had costed social inclusion packages this document made only aspirational statements about the evolution of an equal society. It made no genuine attempt to address the needs of the marginalised or socially excluded - those whose voices are outside of the employed and employing classes.

As the national representative organisation with 159 (2003 figure) groups affiliated to it, the NWCI has a clear strategic framework and analysis for its decision not to endorse the document. The NWCI works to achieve women's equality, empowering women to work together, while recognising and mobilising difference, in order to remove structural barriers to political, economic and social/cultural and affective equality.

The NWCI has four equality spheres underpinning its work, each with its own rights-based goals. The spheres are:

- Women's right to **Affective Equality (Respect)** which is the right to love, care and solidarity;
- Women's right to **Economic Equality (Redistribution)** which is the right to a fair share of our society's resources;
- **Women's right to Social and Cultural equality** (Recognition) which is the right of everyone to autonomy and personal freedom;
- **Women's right to Political equality** (Representation and Empowerment), which is the right to protection of human and political rights.

The senior managers and Board carried out a rigorous examination of 'Sustaining Progress', using our equality framework and asking the question 'Given our commitment to the creation of a society where all women should have respect regardless of their 'place' as economic agents, where all women are entitled to a fair share of society's resources; and where women's rights are recognised as a central plank in any social and economic agreement and where women's right to equal representation is upheld as a right and supported through women's empowerment - what did this document provide for the diversity of women's interests we represent'?

The NWCI as part of the Community Pillar was not involved in the negotiations regarding wages and work and had no input into that part of the document. The diversity of women on whose behalf NWCI speaks includes many women not in employment, women living in poverty, on minimum wage or social welfare payments. This group also includes any women on poor or no pensions, lone parents, women with special needs, whether from disability, Ethnic origin, membership of the Traveller community, legal status, migrant status, age, sexual orientation, low educational achievement or social exclusion due to their rural base or because they have suffered from violence or abuse. The possibility of sustainable progress for these women is not addressed in this document. Indeed, their needs are hardly acknowledged in a document called 'Sustainable Progress'.

There is a clear commitment in 'Sustaining Progress' that the present Government policy of continuing to drive for an even lower personal taxation regime will continue. Given the NWCI's commitment to economic redistribution, this makes the document hard to accept as it means, in real terms, that, even if the economy picks up in the next two years, this Government policy to continue to reduce personal taxation - despite its effect on widening the gap between rich and poor - is having such a detrimental effect on essential public spending and social inclusion currently that it precludes any possibility of genuine economic redistribution over the course of this document's lifetime and indeed over the course of this current Government's term of office.

Trawling through the document, the elements which are purported to be social inclusion initiatives, offer little practically or even aspirationally, as they have neither a budget nor a target attached to them. Indeed it is stated that at most, they will only happen should further funds come available. This is not a way to treat people whose need for support is so great and it is one of the most disrespectful elements of the entire document to offer merely lip service, which is what such statements without a budget amount to.

NWCI has played its part over the last 30 years as the national representative body for ever-increasing numbers of Irish women and their issues in developing solutions on issues of policy concern to women using the problem-solving approach. In recent decades, through our work in NESF teams, in committees with various Departments we have worked to problem solve issues, such as women returners' needs, lone parents' progression, labour market shortages, social capital matters, child care issues – to name but some; the Sustaining Progress requests further problem-solving commitment, indeed NWCI can commit to that. However, to suggest that budget allocation is not a necessary component in any problem-solving project is a totally unacceptable, simplistic suggestion, which is again disrespectful to the enormity of some of the issues involved and the urgency with which they need to be resolved.

In the light of the current economic recession, the Government parties show us clearly in this document, as they did in Budget 2003, and in their current Programme for Government, that it is only as economic agents that people have a right to share in the wealth of society. This is a dangerous and worrying approach to see so clearly reflected in this document and one that strengthens the rationale for not endorsing the document. Adequate income and social inclusion are basic human rights, and a document which fails to acknowledge this fact is not a document that NWCI could endorse.

Social partnership and the NWCI participation in it, has always been a wider and broader concept and practice than the various wage agreements. NWCI is the umbrella body for women's groups in Ireland and we have always played our part, as is our right and duty, to represent women's interests to Government, media and to policy makers. We will continue to represent the interests of women in all the places where the diversity of women's voices are required to be heard.

The power of the NWCI comes from our broad and growing membership base, our clear analysis of women's inequality and our access to media and public opinion, supported by political strategy and public representation.

The Political Equality strategy of the NWCI makes it clear that we want to work closer with all political groupings who support our equality platform, to bring about genuine equality between women and men in Irish society and internationally. The decision not to endorse this document, given how poorly our aims and goals are progressed by it, was taken seriously and with due consideration. It is a decision that the Board considers, was not only a good decision for NWCI, given our analysis, but also a necessary decision for the collective good of all those groups in the Community Pillar and Platform, for whom the process and outcome of recent negotiations has been so disappointing.

It is the belief of NWCI that we must be willing to speak with one voice on the dearth of sustainability or progress for socially marginalised groups, in particular, women, in this document.

NWCI continues to use our resources and our energies to progress change and equality for women in all the required sites, focusing our energies on the political system and developing our relationships as a civil society representative body, with the departments and agencies with whom we work to progress the equality agenda. And, importantly, we continue to work with our colleagues in the Community Pillar and Platform who share our vision for a just and equal society for all.

Based on position paper written by:  
**Grainne Healy**  
Former Chairwoman of NWCI  
5 March 2003

# Budget 2004

## ESTIMATES FOR BUDGET 2004

In the Estimates for Budget 2004, the Government introduced a series of 14 cutbacks in the areas of social welfare, childcare, and accommodation supports, which were targeted at people most at risk of poverty, particularly women and lone parents. The NWCI issued a press release opposing the cuts and highlighting the negative impact the cuts will have on women. The NWCI participated and assisted in the organisation of the Community Platform protest and photo opportunity outside the Dail on 26th November.

## PRE BUDGET 2004 SUBMISSION

The focus of the Pre-Budget Submission was to progress national policy so as to eliminate women's poverty and increase equality for women; in order to achieve this a combination of measures in the following areas are required;

- maximising economic independence of women
- addressing the barriers for women to access education, training and employment
- modernising the social welfare system so that it reflects patterns of women's work and is influenced by the reality of care in families' lives
- increasing the quality of women's labour market participation
- addressing the increasing marginalisation of minority ethnic women as a result of institutional discrimination

The recommendations were then focused on key areas;

- Social Welfare (Pensions, Parental/Maternity Leave)
- Barriers to women's participation (Medical Cards, Violence Against Women, Funding for the Women's sector, Childcare, Community Education, Employment schemes, Transport, Migration and Asylum issues)
- Accommodation (Lone Parents, Travellers, Asylum seekers, Homelessness)

After the announcement of the Budget, the NWCI produced a comparative information table for all affiliates and individual members, comparing what the NWCI sought from Budget 2004 and what was delivered.



## PUBLICATIONS

'Valuing Care Work' was published and launched by the Minister for Justice, Equality and Law Reform in June 2003. The report outlines the implications for women when care work is not recognised and proposes a series of recommendations aimed at valuing and recognising care work. The report compliments the model put forward in 'A woman's model for social welfare reform'.

'Accommodation Disadvantage: a study to identify women's accommodation experiences, useful data sources and major research gaps', was launched at the NWCI AGM in June. This was a joint initiative by Threshold and the NWCI and was funded by the Gender Equality Unit of the Department of Justice, Equality and Law Reform. The aim of the report was to stimulate progress with regard to research and data collection in issues relating to women and accommodation.

## SUBMISSION

### National Action Plan on Poverty and Social Inclusion

The NWCI made a submission to the Department of Social and Family Affairs for the development of the National Action Plan on Poverty and Social Inclusion in June 2003. The aim of the submission was to focus on areas to eliminate women's poverty. The measures outlined in the submissions presented a clear framework to tackle women's poverty and social exclusion. Recommendations in the submission focused on the following areas:

- Social welfare
- Care work
- Income adequacy
- Family-friendly policies
- Minimum wage
- Violence against women
- Women in decision making
- Health
- Education
- Combating racism
- Migrant women

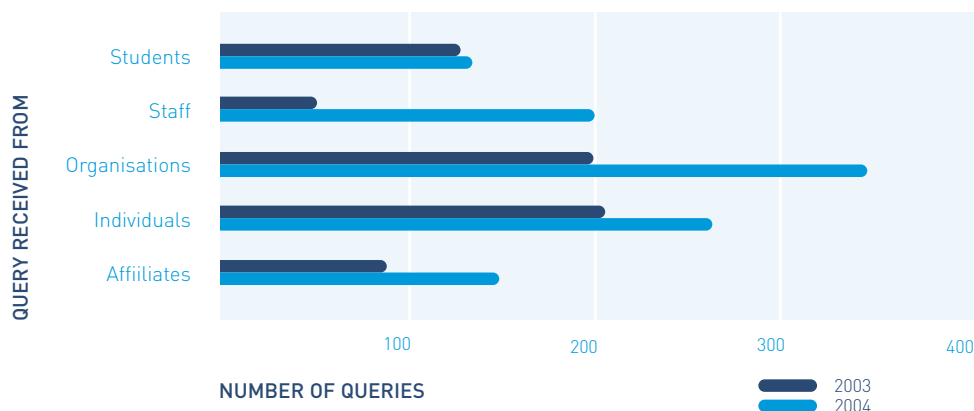
## NWCI Information Centre 2003

2003 proved to be another extremely busy year in the Information Centre, with a 60% increase in the number of queries during the year and a dramatic increase in our website traffic. During 2003 the Information Officer was involved in the following key areas:

### LIBRARY & INFORMATION SERVICES:

- Provision of e-mail newsletter (3 times per week) to staff, board, affiliates, organisations, individuals and supporting members – containing information on the work of the NWCI and events, lectures, funding, vacancies etc. in the women's sector. Currently, there are 265 people receiving this service. For enquiries email: info@nwci.ie
- Daily media-monitoring and information dissemination for staff and board on relevant issues.
- Managing and responding to 1097 information queries during 2003 (see figure 1 for totals) by fax, phone, email, post and in person. This compares with a query total of 691 for 2002.
- Cataloguing, book ordering, collection development.
- Organised and staffed information tables at various NWCI and non-NWCI events during 2003.
- Wrote and published "Women and Paid Employment" and "Women and Poverty" factsheets, available in hard copy or on the website.
- Managed the publication of "NWCI Leaflet" – to provide a summary leaflet covering an introduction to our work and us, and to promote membership.
- Wrote article on NWCI and Older Women for "Ageing Matters" – Age Action Ireland's newsletter.

FIGURE 1. QUERY TOTALS FOR 2002 & 2003



### **WEBSITE DEVELOPMENT:**

The entire website has been regularly updated, improved and monitored during the year by the Information Officer.

Website usage has increased by a dramatic 2-3 fold during 2003, depending on the month, with data monitored on a monthly, quarterly and annual basis.

Designed and developed webpages for "Put More Women in the Picture" and "International Women's Day", for the NWCi website.

Updated all the main pages regularly with new content, news, publications, contact details, photos etc.

During the year the location of the exhibition of "Put More Women in the Picture" was highlighted and promoted on the website as it travelled the country. To view this online: [www.nwci.ie/pmwitp.html](http://www.nwci.ie/pmwitp.html)

### **OTHER WORK AREAS INFORMATION:**

On behalf of the NWCi, the Information Officer attended the "Rights Make the Difference" Campaign meetings – an umbrella group lobbying for the immediate introduction of rights-based legislation for people with disabilities. The Information Officer also disseminated the petition and helped deliver it to the Minister for Justice.

Developed a set of accessibility guidelines for "In From the Margin" (NWCi project) publications.

Attended Development Information Group (DIG) for Librarians during the year. This group is comprised of Librarians involved in development and small libraries.



**NWCi Director Dr. Joanna McMinn and NWCi Information Officer Helen Farrell, meeting with Japanese Women's Group during 2003.**

The Information Officer also met with visiting groups during 2003, and provided them with information on the NWCi and the women's sector in Ireland.

### **CONTACT:**

If you have any queries about the work of the NWCi, the Information Centre and the services it provides, or the wider women's sector in Ireland, you can contact the Information Officer by email at [info@nwci.ie](mailto:info@nwci.ie), or by phone at: +353-1-8787248. Helen Farrell, Information Officer, NWCi.

# Financial Report

## FINANCIAL REVIEW OF THE YEAR

2003 was once again a challenging year for the finances of the NWCI but by the end of the year the organisation had managed to reduce its 2002 deficit by €30,379. This was due in the main to the following factors:

- Introduction of cost saving measures and continuous budget monitoring.
- Successfully securing a new three year grant from Atlantic Philanthropies.
- Introduction of an individual membership category plus positive response from affiliates to the increase in membership fees.

Despite financial limitations, the NWCI continued to maintain a high level of support and service to its affiliates, deliver on its planned projects and activities and respond to external events.

## INCOME ANALYSIS 2003

	Euro
Core grant (Government Funding)	549,400
Income for projects and activities	338,415
Private Donations and other voluntary income	42,000
Members' fees	16,425

## EXPENDITURE ANALYSIS 2003

Staff Costs	373,291
Programme and Project Mgt	272,128
Administration Expenses	21,516
Office Building Costs	139,088
Consultancy and professional fees	22,898
Organisation Expenses	43,667
Publication and Activities	43,273

## END OF YEAR POSITION

At the end of the year, the accounts show a net deficit position of €19,812, which represents a reduction of €30,379 on the 2002 deficit.

## FINANCIAL OUTLOOK FOR 2004

The financial outlook for 2004 will continue to be a challenge, given that our Government core grant has once again been reduced by 5% and the general funding environment continues to be suppressed. However on a positive note our current landlord has agreed to surrender our interest in the lease (subject to a penalty payment) which will result in substantial savings in office costs in the long term. In addition a Communications Officer will be appointed early in 2004 who will have the responsibility for implementing the NWCI fundraising strategy and ensuring long term funding stability.

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

## Amalgamated Income and Expenditure Account for the year ended 31st December 2003

	2003	2002
<b>INCOME</b>		
Income for projects and activities	338,415	463,704
Government Funding - core grant	549,400	579,000
Private Donations and other voluntary income	42,000	105,000
Membership Fees	16,425	8,804
<b>Total Income</b>	<b>946,240</b>	<b>1,156,508</b>
<b>EXPENDITURE</b>		
Staff Costs	373,291	484,685
Programme and Project Activities	272,128	441,279
Administration Expenses	21,516	47,425
Office Building Costs	139,088	134,190
Consultancy and professional fees	22,898	34,460
Organisation Expenses	43,667	53,184
Publications and Events	43,273	72,735
<b>Total Expenditure</b>	<b>915,861</b>	<b>1,267,958</b>
(Deficit)/Surplus of Income over expenditure	30,379	(111,450)
Income and Expenditure account balance brought forward	(50,191)	61,259
<b>Income and Expenditure account balance carried forward</b>	<b>(19,812)</b>	<b>(50,191)</b>

## Amalgamated Balance Sheet as at 31st December 2003

	2003	2002
<b>FIXED ASSETS</b>		
Tangible Assets	25,936	34,392
<b>CURRENT ASSETS</b>		
Debtors	8,198	26,894
Cash at bank and in hand	311,175	165,922
<b>Total Current Assets</b>	<b>319,373</b>	<b>192,816</b>
CREDITORS: Amounts falling due within one year	365,121	277,399
NET CURRENT (LIABILITIES)/ASSETS	(45,748)	(84,583)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>(19,812)</b>	<b>(50,191)</b>
<b>RESERVES</b>		
Income and Expenditure Account	(19,812)	(50,191)
<b>(DEFICIENCY)/MEMBERS' FUNDS</b>	<b>(19,812)</b>	<b>(50,191)</b>

### Auditors

Grant Thornton  
24-26 City Quay  
Dublin 2

### Bankers

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

### Solicitors

O' Donnell Sweeney  
The Earlsfort Centre  
Earlsfort Terrace  
Dublin 2

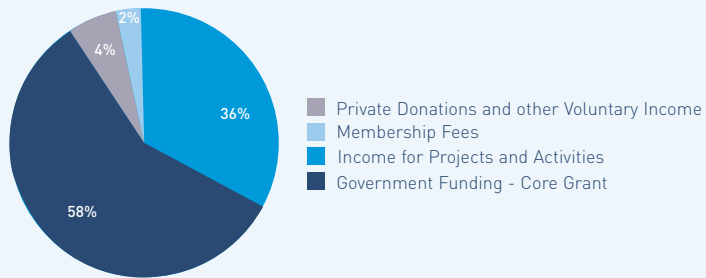
The financial statements were approved by the directors on the 28th of April 2003 and signed on its behalf by:

Mary Kelly - Chairwoman & Director

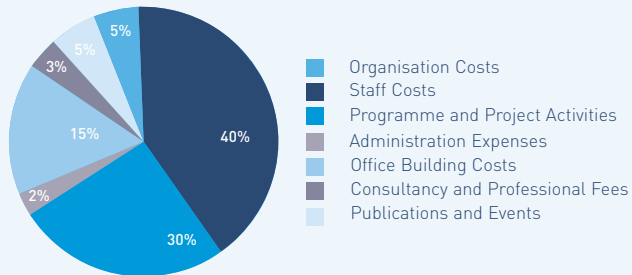
Frances Byrne - Deputy Chairwoman & Director

These summary accounts have been extracted from the statutory financial statements of the National Women's Council of Ireland Limited and the National Women's Council of Ireland Education & Training Ltd. 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 or on the NWCI Website ([www.nwci.ie](http://www.nwci.ie)).

## INCOME ANALYSIS 2003



## EXPENDITURE ANALYSIS 2003



## FINANCIAL PRIORITIES FOR 2004 ARE AS FOLLOWS:

- Elimination of the brought forward 2003 deficit.
- Relocating to affordable office space.
- Implementation of the fundraising strategy and achievement of a number of targets for 2004.
- Carrying out a feasibility study on the long term office needs of the NWCI with the goal of purchasing its own premises.
- Continuing to increase the NWCI affiliate and individual membership base.
- Maintain current staff levels.
- Commitment to developing the internal financial management systems and procedures.



## LIST OF AFFILIATES – 2003

Access 2000  
AIM Family Services  
AKIDWA  
Alexandra College Guild  
Alliance Centre for Sexual Health  
An Cosán  
Aoibhneas Women's Refuge  
Aontas  
Association of Baha'i Women  
Association of Secondary Teachers Association  
Association of Teachers of Home Economics

Ballymote Family Resource Centre  
Ballymun Women's Resource Centre  
Baltinglass Women's Group  
Banúlacht  
Bodywhys  
Business & Professional Women's Club

Cáirde  
Catherine McAuley Centre  
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 Ltd  
Cork Rape Crisis Centre  
Cork Women's Poetry Circle  
Cork Women's Political Association  
County Carlow Women's Network

DES Action Ireland  
Disabled Women's Working Group  
Dóchas for Women  
Donegal Traveller Women's Project  
Donegal Women's Network  
Doras Buí  
Drogheda Area Women's Centre  
Dublin 12 Women's Action Group  
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  
Endometriosis Association of Ireland  
Europa Donna Ireland  
European Institute of Women's Health

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

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

Home Birth Association of Ireland

Impact  
Inishowen Women's Information Network  
Inishowen Women's Network  
IPPA, The Early Childhood Organisation  
Irish Agricultural Advisers 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 Teachers Organisation  
Irish Nurses Organisation  
Irish Stillbirth & Neo Natal Deaths Society  
Irish Women's Environmental Network

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



Labour Women  
Leitrim Women's Network  
Letterkenny Women's Centre Ltd  
Limerick Family Planning Clinic  
LinC  
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  
OSS Cork

Parlaimint na mBan  
Pavee 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  
Retrieve Foundation  
Rowlagh women's Group Ltd  
Ruhama Women's Project  
Rural Community Care Network

Second Chance Education Project for Women  
Sinn Féin National Women's Forum  
SIPTU National Women's Committee  
Sláinte Pobal  
Sonas Housing Association  
Soroptimists International  
Southill Integrated Development Programme

Southside Women's Action Group  
Southwest Kerry Women's Association  
Summerhill Active Retirement Group

Teachers Union of Ireland  
Teach Tearmainn Women's Refuge  
Tearmann Domestic Violence Service  
Tipperary Women's Networking Group  
Tír Boghaine Women's Network  
Tralee Women's Resource Centre  
Triskele Community Training & Development  
Tuam Community Development Resource Centre  
Tuam Women's Group

UCC Women's Studies  
UCD Women Graduates Association  
UNIFEM Women's Committee

Vital Voices

Waterford Rape & Sexual Abuse Service  
Waterford Student Mothers Group  
Waterford Women's Centre  
West Clare Women's Forum  
Western Women's Link  
Women Educating for Transformation  
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 Project for Prostitutes  
Women's Human Rights Project  
Women's International League for Peace & Freedom  
Women's Studies Centre

Young Women's Christian Association of Ireland

Zonta Club of Dublin

## Publications for 2003

Murphy, M., (2003) A woman's model for social welfare reform, Dublin, National Women's Council of Ireland.

NWCI, (2003) Valuing care work, Dublin, National Women's Council of Ireland.

NWCI, (2003) Recognising all workers: a woman's model for social welfare reform, Dublin, National Women's Council of Ireland. [leaflet]

NWCI, (2003) Ag tabhairt aitheantais do gach oibrí: suaitheantas shamháil mhná do leasú ar an chóras leasa shoisialaigh, Dublin, Comhairle Náisiúnta na mBan in Éireann. [bileog]

NWCI, (2003) Valuing care work: a woman's model for social welfare reform, Dublin, National Women's Council of Ireland. [leaflet]

NWCI, (2003) Ag luacháil obair chúraim: suaitheantas shamháil mhná do leasú ar an chóras leasa shoisialaigh, Dublin, Comhairle Náisiúnta na mBan in Éireann. [bileog]

NWCI, (2003) Pensions for women: a woman's model for social welfare reform, Dublin, National Women's Council of Ireland. [leaflet]

NWCI, (2003) Pínsín do mhná: suaitheantas shamháil mhná do leasú ar an chóras leasa shoisialaigh, Dublin, Comhairle Náisiúnta na mBan in Éireann. [bileog]

Farrell, H, (2003) Women and paid employment [online] National Women's Council of Ireland. Available from: <http://www.nwci.ie/documents/wompemp.doc> [Accessed April 28 2004]

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## List of 2003 Executive Board, staff and auditors

### DIRECTORS

Gráinne Healy (Chairwoman) – resigned June 2003

Mary Kelly (Chairwoman) – June to Dec 2003]

Frances Byrne (Deputy Chairwoman)

Mary Allen

Philomena Harrington

Deirdre Healy

Mary Leahy (resigned March 2003)

Rhona McSweeney

Tess Murphy

### SECRETARY

Bridget O' Sullivan

### REGISTERED OFFICE

16-20 Cumberland Street South, Dublin 2

### BUSINESS ADDRESS

16-20 Cumberland Street South, Dublin 2

### AUDITORS

Grant Thornton

Chartered Accountants

24-26 City Quay

Dublin 2.

### BANKERS

Bank of Ireland

P.O. Box 3131

Baggot Street, Dublin 2

### STAFF

Director

Finance Officer

Projects Manager

EEL Project Coordinator

Policy and Outreach Team Leader

Policy and Outreach Facilitator

IFM Project Coordinator

IFM Project Assistant

Administration Officer

Information Officer

Finance and Projects Assistant

Membership Assistant

Administration Assistant

Receptionist

Joanna McMinn

Bridget O' Sullivan

Margaret Martin

Annie Dillon

Orla O' Connor

Martha Hannan

Anne Brennan

Enca Gonzalez Cambil

Elaine Mullen

Helen Farrell

Ann Kinsella

Imelda Brown

April Keogh

Gertrude Hoey

## NWCI Representation

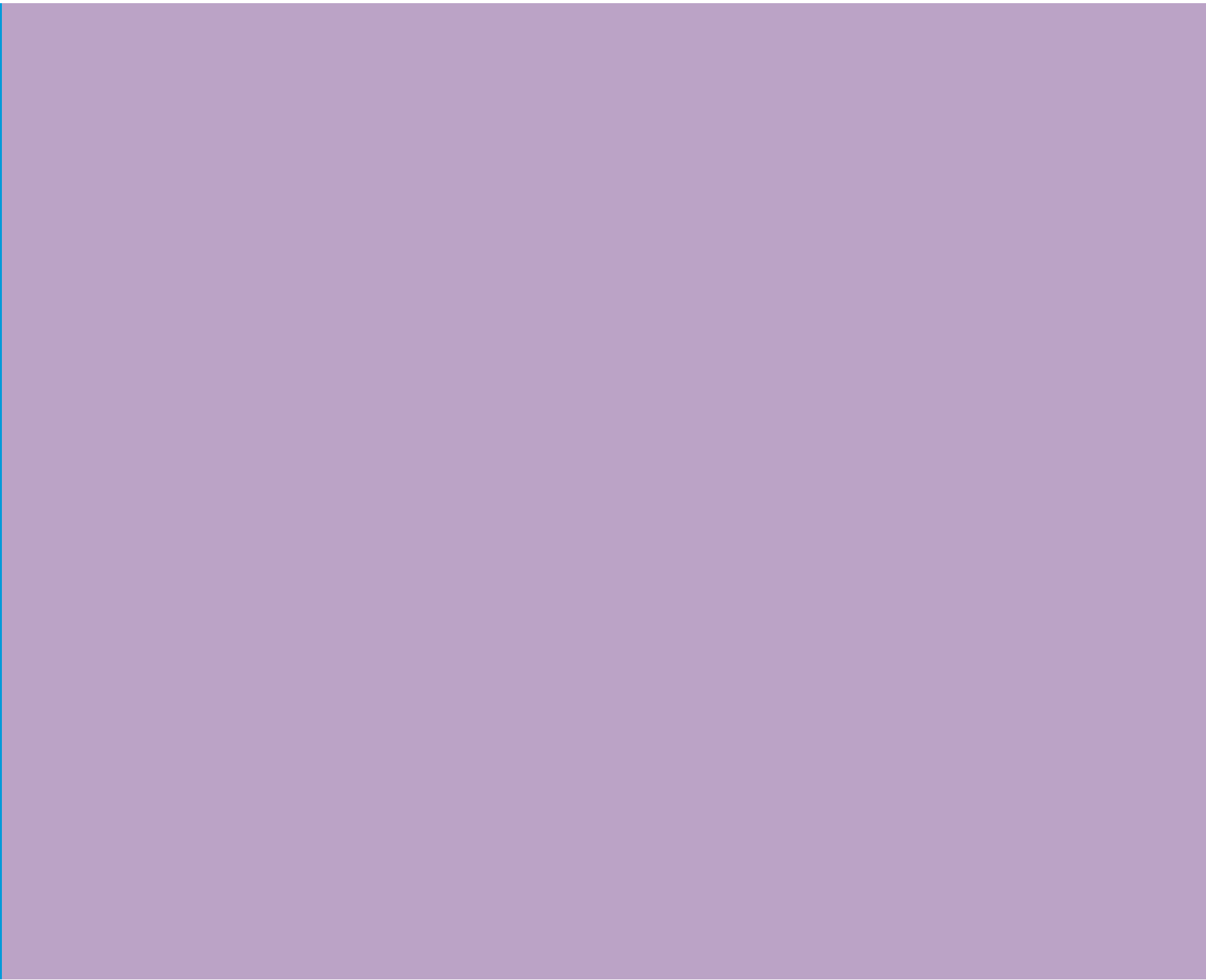
Aontas, Meitheal, CAN Community Development Consultancy EWM Project  
Women's Health Council National Planning Forum  
National Economic and Social Forum (NESF)  
Women's Human Rights EWM Project  
Women's Human Rights Alliance (WHRA)  
Gender Equality Unit Management Committee  
Equality for Women (EWM) Technical Advisory Group  
Board of the European Women's Lobby (EWL)  
Member of Sub-Committee – EWL  
National Adult Learning Council  
Board of the Women's Health Council  
Board of Next Step Initiative – Ruhama  
Education Equality Initiative Working Group, Department of Education & Science  
Expert Consultancy Group to the National Qualifications Authority of Ireland  
National Steering Committee on Violence Against Women  
NGO Coalition on Violence Against Women  
Irish Observatory on Violence Against Women (Chair)  
Membership sub-committee of the European Women's Lobby  
Forum on Europe  
European Movement  
ADM Community Development Group  
Equality Authority  
Expert Consultancy Group to National Qualifications Authority of Ireland (NQAI)  
Working Group on Equality Proofing, Department of Justice, Equality and Law Reform  
National Adult Learning Council (NALC)  
National Childcare Co-ordinating Committee  
National Consultative Committee on Racism and Interculturalism –  
Women's Sub Committee  
National Steering Committee on Violence Against Women and Perpetrators  
sub-group (Chair)  
North-South Research Collaboration Group  
POWER Partnership  
Community Platform  
Development Information Group  
'Rights Make the Difference' Campaign  
Women With Disabilities - Equality And Leadership Network Programme  
Advisory Group  
The Pavee Point Information Service Steering Committee



### THE BOARD

Back row (l-r): Tess Murphy, Deirdre Healy, Rhona McSweeney. Front row (l-r): Mary Kelly (Chairwoman), Mary Allen.  
Missing from picture: Frances Byrne and Philomena Harrington.





[www.nwci.ie](http://www.nwci.ie)



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