



making a real
difference

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2005 was a busy year for the National Women's Council of Ireland (NWCI) with campaigns and events organised to highlight the fact that, in this 3rd millennium, women are still facing multiple forms of discrimination based on their gender.

In Ireland, on average women earn 17% less than men every week.



Chairperson's Foreword

Women experience inequalities every day in Ireland, particularly in the areas of employment, caring roles, health, decision-making and participation structures and in the perpetration of violence against women. Women living in rural areas also suffer from the lack of transport to access work, education and community services. Despite many years of action by the NWCI, Government and other NGOs these inequalities persist and prevent women from achieving their full potential as citizens of this modern world we live in.

In Ireland, on average women earn 17% less than men every week. On a typical salary of €30,000 per annum this would be €5,100 less per year or almost €100 per week. Women are crowded into a narrow range of occupations and along with the costs of childcare and other caring services this limits their potential for advancement. Currently Ireland is ranked 51 out of 56 countries in terms of equality of economic opportunity for women. (NESF Report 33, Jan 2006). The 2005 Annual Report of the Equality Authority states that the second largest caseload it deals with is on the Gender Ground (taken under the Employment Equality Acts). Discrimination in the workplace with regard to accessing entitlements to Maternity Leave continues to be a major issue of concern for women. There are many barriers for women to reconciling work and family life, particularly the cost and availability of childcare, disability care and elder care provision; all still primarily undertaken by women.

During 2005, the NWCI has worked energetically to raise awareness of these issues and lobby Government for change. The Council's work on: 'A Women's Model for Social Welfare Reform' offered substantial proposals to address them in a more equitable way than is currently the practice. The NWCI's 'Brown Envelope Campaign' focused attention on the inequalities experienced by women through the Social Welfare System. In September 2005, the NWCI published the report: 'An Accessible Childcare Model' a model of publicly funded Early Childhood Care and Education in Ireland. The reports offer proposals for alternative, research-based solutions to the inequalities experienced by women in caring roles.

Violence against women is perpetrated in many forms. Domestic abuse, rape and sexual assault are commonplace in our society. There are many challenges in addressing the issue of violence against women. The NWCI works closely with our members who are active in this area to support them in their work and raise awareness at a national level, demanding Government action to address the underlying causes. The trafficking of women for sexual exploitation is a serious and rapidly growing worldwide phenomenon. This trade in human beings for monetary gain is an extremely lucrative business earning several billion euro a year at the expense of innocent lives. Trafficking in human beings constitutes one of the most severe violations of human rights in the world today. Women's human rights are violated when they are bought and sold, raped, falsely imprisoned and tortured. It is estimated that more than 120,000 women and girls are trafficked into western European countries every year to work in the sex industry.

In order to influence decision-making forums, we must increase women's representation in decision-making structures and address the structural barriers to women's participation. The NWCI works actively to influence Government to dismantle these barriers and to implement policies that encourage and support women to become involved. It is clear that positive action is needed to encourage proportional representation in decision-making structures, both local and national. Without positive action women will continue to be seriously under-represented and as such, our voices will not be heard.

There are many other challenges facing the NWCI. Funding for the women's sector is always a matter of deep concern and serious attention needs to be paid to this issue to enable women to participate in their local communities and contribute in a meaningful way. The National Women's Strategy (NWS) is due to be completed in June 2006 and the NWCI has made several contributions to this process.

The Strategy is a plan that will have a 10-year time span and will deal with policies and strategies for addressing the barriers women face in participating fully in society.

During 2005, the NWCI initiated a Strategic Review process, to examine the outcomes of our Strategic Plan (2002-2005) and develop proposals for a way forward. In consulting with our members, we identified our strengths and will build upon them to write a successor to the Strategic Plan, which will aim to achieve Affective, Social/Cultural, Economic and Political Equality for women, keeping women's issues on the agenda, locally, nationally and internationally. We look forward to your participation in this process and in working with you in the coming year.

Finally I would like to acknowledge the tremendous work of the Director and Staff of the NWCI and thank them for their commitment and hard work throughout the year. My thanks also to the current board of NWCI, for their dedication and contribution to the Council over the past year, which has been greatly appreciated.

Thérèse Murphy
Chairperson



Currently Ireland is ranked 51 out of 56 countries in terms of equality of economic opportunity for women.

Only a society that is committed to justice, a society that values human dignity, solidarity, autonomy, and equal human rights for all individuals, can ever achieve equality between women and men.



L-R: Noirin Hayes, CSER, Denise Freeland, London Development Agency and Joanna McMinn, NWCI Director at The Childcare Report Launch.



Director's Introduction

Achieving women's equality in Ireland remains unfinished business; hence the necessity for the National Women's Council of Ireland's commitment to achieving affective, political, economic, social and cultural outcomes that would make a real difference to all women's lives in our society. This Annual Report sets out our achievements over the past year, and the full range of our work in the service of women's equality.

It remains critically important for the NWCI to work towards a feminist vision of women's equality. Feminism is the movement to resist and challenge a belief system about women as other and lesser than men; for us that means envisioning a just and equitable modern Ireland, where women participate with equal effectiveness as citizens and men share the responsibilities of care more equally with women.

The Strategic Plan that we have been working towards over the past four years comes towards completion at the end of 2005. Strategic plans often lose their vibrancy coming to the end of their allotted time. But during the Strategic Review carried out in 2005, it was clear that the NWCI's Strategic Plan offered strong evidence of new growth and reaffirmed a long history of maintaining its prerogative to speak for the women of Ireland. Looking to the future this suggests the need for consolidation and growth, rather than a change in direction for the organisation.

The NWCI is a dynamic organisation that over the past year has developed its internal processes and relationships between Executive Board and Staff, working together for example on an Employment Policy which we believe to be a model of excellence that we can implement ourselves and which we can share with our members.

Over the past year we have continued to support the development of open, participative and constructive relationships with our members, through members meetings and seminars, our 'Brown Envelope Campaign', Strategic Review focus groups, and working groups on different issues. In all of these arenas our purpose is to encourage dialogue, a critical exchange of ideas and inclusion of different cultural perspectives, in order to develop our policy positions so that we can advocate change based on evidence, drawing both from research and from women's experiences.

2005 has been a rewarding year, and as Director I should like to express my sincere appreciation of their support and encouragement to my colleagues, the Executive Board and members; collectively, we have a stronger contribution to making positive change for all women in Ireland a reality.

Joanna McMinn
Director

{ Achieving women's equality in Ireland remains unfinished business.



L-R: Orla O'Connor, Head of Policy, Thérèse Murphy, Chairperson and Joanna McMinn, Director, begin the Street March.

About the NWCI

The National Women's Council of Ireland (NWCI), 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 diversified and changed over the last 32 years. The NWCI is a non-governmental organisation that promotes women's equality, based on a feminist analysis of 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 members to increase their capacity to effect emancipatory social change for women.

The NWCI currently has 167 Affiliated Members, who are made up of women's groups, women's sections or committees of larger national organisations such as trade unions, teacher unions, political parties and organisations where women comprise a majority of members. The NWCI currently represents over 300,000 women in Ireland.

Structures

The NWCI is a membership organisation, whose members give their mandate for our work at the Annual General Meeting (AGM) each year. Each Affiliated organisation has one vote at the AGM, where motions, sanctioned by members, are debated and voted on.

The Executive Board of the NWCI is a voluntary management committee, elected by the Membership at the AGM. Each voluntary member of the Board is elected to two years on the Board. 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 Members Meetings for its members, providing opportunities for members to network, exchange information with each other, as well as receive information from the NWCI and participate in the development of NWCI policies.

Staff

The NWCI employs a professional staff of 11 people. The senior management team, led by the Director, is responsible for leading the implementation of the Strategic Plan and ensuring coherence of staff teams at a strategic level.

There are regular task group meetings and monthly support and supervision structures ensure forward planning and accountability of each staff member in meeting organisational objectives.

During 2005, we said goodbye to the following staff members:

Helen Farrell, Information Officer

Ingrid McElroy, EQUAL C&V Co-ordinator

And we were joined by Michelle Scanlan, as the newly appointed Information Officer.

Internships

We were fortunate the following interns were based in the NWCI during 2005:

Darra Power-Mooney, University College Dublin

Catherine Heffernan, Brandeis University, USA

Laura Byrne, University College Dublin

Our Mission Statement

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.

NWCI Strategic Plan - 2002–2005

Strategic Goals of the NWCI

Underpinning the NWCI Strategic Plan is an inclusive equality framework, with four spheres: Affective, Social/Cultural, Economic and Political – each with its own rights-based goal.

= **Affective Equality**

The right to love, care and solidarity.

= **Social and Cultural Equality**

The right to autonomy and respect for all women.

= **Economic Equality**

The right to economic independence for women.

= **Political Equality**

The right to the protection of political and human rights.

In addition to the Equality Spheres, two priority areas included in the NWCI Strategic Plan are the Empowering Process and Building the Base – these are internal organisational objectives.

+ **An Empowering Process**

The development of a strong dynamic women's sector.

+ **Building the Base**

The regeneration of the NWCI to increase its representational capacity.

Outcomes and Achievements of the NWCI

Key achievements in the four equality spheres, of the NWCI over the course of the Strategic Plan (2002 – 2005)

= Affective Equality

- Increased the recognition of women's unpaid care work.
- Published **'Valuing Care Work'** (2002).
- Developed a far-reaching Reform (10 year strategy).
- Successfully mobilised our members and other women's groups to join our Brown Envelope Campaign.

= Social and Cultural Equality

- **'In From the Margin'** Project which included national and regional focus groups, seminars, and a national conference.
- Supported, and gave a platform to, women's voices on, health, poverty and anti-racism issues.
- Increased NWCI membership from a diversity of women's groups; increased NWCI membership outside of Dublin by 83% from 2002 - 2005.
- Delivered training in leadership to asylum seekers and refugees; contributed to leadership training for disabled women.
- Developed a Women's Health Policy based on feminist analysis of health and consultation with members.

= Economic Equality

- **'Getting Out of the House': women returning to employment, education and training**, ESRI, 2002. Research Report commissioned by the NWCI.
- **Accommodation Disadvantage: A Study to Identify Women's Accommodation Experiences, Useful Data Sources and Major Research Gaps**, 2003. Joint Research Report commissioned by Threshold and NWCI.
- **NWCI Submission to NAPS Inclusion 2004 – 2006**.
- Published and launched **'A Women's Model for Social Welfare Reform'** (April 2003) and **'Valuing Caring Work'** (December 2002) organised seminars and focus groups, leading to:
- **Brown Envelope Campaign** - 12,000 individually signed letters to Minister for Finance, Brian Cowen TD, calling for reform of the Social Welfare System.
- Delivered media training for group involved in the Brown Envelope Campaign.
- Worked in solidarity with **Community Platform** on issues of redistribution.
- Produced a **NWCI Pre-Budget Submission** every year.

= Political Equality

- Published **Jobs for the Boys**, and **Put More Women in the Picture: a photographic tour through the corridors of power; an Exhibition of 'Put More Women in the Picture'** which toured the country throughout 2003 - 2004, (managed by the NDP Gender Equality Unit).
- International Women's Day event, 2003, 2004 and 2005 focusing on women's participation in political decision making.
- Launched and distributed **A Women's Manifesto**, and held regional seminars, prior to 2004 local elections.
- Supported Women's Human Rights Project/Alliance, offering organisational support, sharing information, and contributing to Shadow Report on CEDAW.
- Participated in the Beijing +10 Review and CEDAW Committee Review of Irish Government Report.
- Managed the European Women's Lobby Ireland Observatory on Violence Against Women and produced 1st National Report on Prostitution and Trafficking.
- Participated on the National Women's Strategy Social Partners Consultation Group, consulted with members, and kept them updated (ongoing 2005).

Summary of the NWCI Strategic Review carried out during 2005

Background

During 2005 the NWCI undertook a strategic review, to assess the extent to which the organisation delivered on the objectives set for itself over the previous three years; and also to assist the NWCI in making informed decisions about the strategic direction it should now take in preparation for a new Strategic Plan from 2006-2010.

The NWCI took the initiative to engage consultants and to design a consultative process.

The consultation included five focus groups to which all members were invited: one on each of the equality spheres (Affective, Social/Cultural, Economic, and Political) and one specifically addressing the NWCI and Social Partnership; a members meeting and a Board/Staff day during November 2005; and meetings of a Strategic Review Advisory Group comprising 3 member representatives, 3 Board members and 3 staff members. During the period of the Strategic Review, staff members met with individual member groups as part of our ongoing evaluation of our work. Members also invited the NWCI to speak to their group about our work, and give us feedback on how we do business with them.

The review concluded that the Strategic Plan had served the organisation well and had been instrumental in focusing the organisation on ensuring outcomes for women.

Key Findings

Over the past three years, the NWCI has re-invigorated its relationship with members through careful attention to member engagement; encouraging collective thinking and action; and working with all its stakeholders to influence public policy.

The determination to remain inclusive and to acknowledge the diversity of women's experience was apparent throughout the strategic review. NWCI members value opportunities for networking and being able to 'piggy-back' on NWCI's policy agenda whether as a local women's group, a national organisation or as an individual attempting to influence change in the public service or in a university setting.

Member's meetings have become more focused and participative and have shown a remarkable capacity to resolve contentious issues. Maintaining congruence between member consultation and other levels of decision-making and leadership within the organisation will be key to continued positive progress over the next few years. A key question for the NWCI now is: how does the organisation function with a complex set of decision-making structures and still remain focused on positive outcomes for women?

The strategic review found that the NWCI requires a unique balancing act between its role as a national membership NGO and maintaining a strong profile in addressing women's concerns. For example, the NWCI arrives at policy making through rigorous research approaches and member participation; it also has to be creative and strategic in using its political influence to get policies into the mainstream public policy arena. Clarity around vision, values and methodology, has been a valuable asset in deciding how best to undertake this complex balancing act.

The need for a national women's organisation to be relevant to women of all ages, backgrounds and experiences was clearly identified. This requires a continuing engagement with how the roots of feminism need to find expression given today's environment. For example: during the review process, both younger women and older women's interests were represented and offered potential as a starting point for a re-invigoration of how a feminist analysis might apply to their needs.

The NWCI has a long history of maintaining and safeguarding its prerogative to speak for the women of Ireland. The decision therefore, not to sign up to the last social partnership agreement, because it offered no progress on women's equality, was seen as a difficult and



The way ahead is engagement in the current realities of women's lives that comes from a view of feminism that sees itself as making a positive contribution as well as a perspective that sees feminism's role in challenging institutional oppression.

courageous one. Despite our consequent exclusion from the social partnership process, the NWCI continued to lobby on prioritised issues, through well-supported campaigns, submissions to Government, and participation on relevant policy committees.

During the past three years, the Strategic Plan provided a conceptual framework and a strategic direction for the work that was robust enough to still offer new insights after three years. The focus on social welfare reform, childcare, women's unpaid care work, health, participation in decision-making and human rights, all clearly related to the achievement of Affective, Social/Cultural, Economic and Political Equality for women.

During the strategic review, it was clear that the NWCI has built a substantial portfolio of policy statements and now the need is to focus on dissemination and policy implementation. The nuance of influencing and lobbying for structural social policy change in a patriarchal context that is dominated by liberal economic thinking is indeed a tough challenge. The capacity to influence mainstream Government departments is a major challenge for the NWCI in the current context, when the predominant view is that 'gender' is more acceptable than 'feminism' and when 'gender' is seen to be more or less sorted as an issue anyway. The NWCI will need to surround itself with supportive allies who will assist in analysing the wider environment and in helping to create opportunities for change. A remarkable portfolio of work has been achieved with limited resources and it would be a waste of the organisation's knowledge and expertise if it now had to turn its energies to finding the necessary funds to simply maintain the organisation at its current inadequate level.

The NWCI needs to act as a diverse and confident voice that speaks to the experience of the vast majority of women.



L-R: Joanna McMinn, NWCI Director, Minister Frank Fahey, Noirin Hayes and Denise Freeland at The Childcare Report Launch.

Affective Equality



Childcare

NWCI Childcare Research : 'An Accessible Childcare Model'

In 2005, the NWCI received funding from the Gender Equality Unit of the Department of Justice, Equality and Law Reform (DJELR), to undertake research into the development of a publicly subsidised childcare infrastructure in Ireland. The research was conducted by the Centre for Social and Educational Research (CSER), led by Noirin Hayes, (Director of Research), Siobhan Bradley (Lead Researcher) and Dr. Carol Newman (Economic Consultant).

The research was carried out between February and June 2005. Three consultation meetings were held with NWCI members in Dublin and Sligo. The draft proposed model and recommendations were presented at the meetings to ensure the findings and recommendations of the report were fully informed by the views of the members. One of the meetings was specifically devoted to the national childcare organisations that are members of the NWCI.

An Advisory Group was also established to advise on the content of the report and the proposed model and recommendations. The Advisory group was composed of the NWCI, Gender Equality Unit, Department of Justice, Equality and Law Reform, Border County Childcare Network, Combat Poverty Agency and the Equality Authority.

'An Accessible Childcare Model'

The NWCI commissioned the research to develop a model of publicly funded quality childcare that is both child-centred and promotes equality for women. The research and proposed model was informed by strong international evidence. The implementation of the recommendations will enable women and men to share childcare responsibilities more equitably; and combine parental and family responsibilities with participation in all aspects of society, including paid employment, to create a better balance in the interests of all. The proposed implementation of the model will contribute to the development of a sustainable quality childcare infrastructure in Ireland.

International Context

- Most EU countries now provide free universal access to Early Childhood Care and Education (ECCE) services for children aged three to six. These countries usually provide subsidies for children aged less than three and children of school age. Ireland offers no such provisions.
- A growing number of EU countries now offer paid, job-protected maternity/parental leave of at least one year to facilitate parents in caring for their child during the first year of life.
- The majority of European countries provide subsidies to assist parents in meeting additional childcare costs (e.g. crèche costs for young children). In Sweden and Denmark for example; parents pay a maximum of 20% and 30% of costs respectively. Ireland offers no such provisions.
- The majority of European countries provide child benefit payments to assist parents in meeting child-rearing responsibilities **in addition** to the financial subsidies for childcare costs. In France, for example; a child benefit monthly payment of €160 is available until the child reaches three and becomes eligible for free pre-school education.

Costs of Lack of Subsidisation

The lack of statutory intervention and financial support means that:

- A higher than average proportion of Ireland's children are living in poverty compared to their EU counterparts. Ireland has the fifth highest rate of relative child poverty (15.7%) out of 24 OECD countries and the second highest rate of relative child poverty of 20 European countries (Unicef, 2005).



Minister of State at the Department of Justice, Equality and Law Reform, Frank Fahey TD, speaking at at The Childcare Report Launch.

- 23% of women are at risk of poverty in Ireland.
- A lower than average number of children participate in ECCE services. Ireland had the second lowest rate of enrolment of three to six year olds in early childhood services (56%) of 15 EU countries.
- The choice for low income parents who cannot afford the full costs of childcare are constrained; forcing them to settle for care of lower quality.
- Women's labour market equality is threatened, as high childcare costs often necessitate their withdrawal from the labour market for indefinite time periods to rear children. The percentage of women in employment falls from 65.8% for women with no children, to 40.8% for women with two or more children representing the lowest level of employment for women with two or more children amongst the 23 countries included in the OECD Employment Outlook Study (2002).
- Women's opportunities for public participation are reduced – as the lack of child-rearing supports inhibits their ability to balance private and public responsibilities. Ireland ranked 20th out of the 25 EU countries in terms

of its percentage of female MP equivalents (13.3%). Sweden, Finland and Denmark, who have a long history of gender equality focused policies and generous subsidisation policies, ranked first (45.3%), second (37.5%) and third (36.9%) respectively.

- Ireland's ability to meet international targets under the *Beijing Platform for Action*, *Lisbon Strategy* and *Barcelona Summit* are threatened.

Benefits of Subsidisation

In order to redress the current accessibility and affordability issues, the design and implementation of an inclusive model of childcare, where all children, regardless of household income, are entitled to quality developmental supports from an early age, is essential. The subsidisation and implementation of the NWCI model will:

- Ensure equity of access for all children, regardless of household income to quality developmental supports which will enhance their social, emotional and cognitive development, thus providing all children with an equal start in life.
- Support the development of a regulated quality accessible childcare sector.
- Provide parents with a real choice around decisions to stay at home and care for their children or remain in the labour market while rearing children, or balance both.
- Support gender equity and female career progression by removing the current barriers to employment/education/training experienced by parents (usually mothers) whose choices are currently restricted by high childcare costs.
- Facilitate reductions in child poverty through facilitating parental employment and through early education and child care services for all those requiring it.
- Facilitate greater female participation in the public and political spheres through the provision of quality supports enabling their more active role in society and facilitate Ireland in meeting international targets under the *Lisbon Strategy*, *Barcelona Summit* and *Beijing Platform for Action*.

The proposed subsidised model of childcare is detailed in the following table

Component	Implementation Strategy
Care Provisions for Children aged 0 – 12 months:	
<p>Paid maternity leave to increase to 26 weeks</p> <p>5 days paid paternity leave (to be taken within 1 month of birth)</p> <p>26 weeks paid parental leave</p>	<p>To be extended from its current 18 weeks to 26 weeks by 2008: 2 weeks in 2006 and 3 weeks in 2007 and 2008.</p> <p>To be introduced on an incremental basis: 3 days in 2006, 1 day in 2007 and 1 day in 2008.</p> <p>To be introduced on an incremental basis, commencing in 2007 with an increase of four weeks per annum through to 2012 and two weeks in 2013.</p>
Subsidised Early Childhood Care and Education: (ECCE)	
<p>Universal ECCE for all three and four year olds.</p> <p>Subsidised Extended Care¹ for three and four year olds.</p> <p>Subsidised Full Day Care for one and two year olds.</p> <p>Subsidised Extended Care for five to 14 year olds</p>	<p>To be introduced on an incremental basis between 2006 and 2007, with places provided for all four year olds not attending primary school in 2006 and extended to all three year olds in 2007. Under the Programme, each child will be entitled to attend for 3.5 hours per day 5 days a week for 48 weeks of the year.</p> <p>To be introduced on an incremental basis between 2006 and 2007 with places provided for all eligible four year olds in 2006 and extended to all eligible three year olds in 2007.</p> <p>To be introduced on an incremental basis between 2009 and 2010 with places provided for all eligible two year olds in 2009 and extended to all eligible one year olds in 2010.</p> <p>To be introduced on an incremental basis between 2009 and 2015 with places provided for all eligible five and six year olds in 2009 and extended by each age group per annum up to 10 year olds in 2013. In 2014 places will be provided for all eligible 11 and 12 year olds and all eligible 13 and 14 year olds in 2015.</p>

¹ Extended Care refers to care provided outside of schooling and pre-schooling (ECCE) hours.

Costs of Implementation

The costs associated with implementing the model are significant; amounting to just less than 1 per cent of GDP annually. However, the required level of Government investment to implement the model is not out of line with other developed countries and would bring Ireland up to international standards. Nor is the required level of Government investment out of line with current levels of investment at primary, secondary and third level education.

The research addresses the specific areas of access and affordability of childcare services for all families, particularly for low-income families who are currently hugely restricted in childcare choices because of high costs and limited financial means. The model draws on international evidence and highlights, through case studies of the United Kingdom and Quebec, the realistic goal of achieving a subsidised quality childcare infrastructure.

The Model encompasses a combination of maternity, paternity and parental leave so that parents can choose to care for their children at home for the first year of their lives. The Model provides for a 50% reduction in childcare costs for all parents and up to 100% for parents on low incomes or in education and training. It proposes a free universal ECCE place for all 3 and 4 year olds not attending primary school. It also recommends the subsidisation of out-of-school childcare.

A critical feature of the model is that the subsidies would be paid to the childcare provider which would enable the funding to be directly linked with quality standards of ECCE. **The Model will cost the state 1% of GDP annually when fully implemented.**

The Model for ECCE is part of the NWCI's holistic policy approach for parenting and childcare. It was therefore intended that the recommendations proposed for ECCE would complement the recommendations of the NWCI in 'A Woman's Model for Social Reform' (April 2003). This policy approach aims to support parents caring for children in the home and support the provision of an affordable high quality ECCE infrastructure.

Launch of the Report

The National Women's Council published the report 'An Accessible Childcare Model' in September 2005. The report was launched by Minister for State at the Department of Justice Equality and Law Reform, Frank Fahey TD on 14th September in Dublin. The keynote speaker at the launch was Denise Freeland, Senior Childcare Manager, London Development Agency, UK. The report was presented by Dr. Noirin Hayes, CSER. The report was responded to by Norah Gibbons, Advocacy Manager, Barnardos and Tony Fahey of the Economic and Social Research Institute (ESRI).

Response to the Report

The NWCI disseminated the publication to members, politicians, civil servants and Government advisory bodies. The NWCI also gave three presentations to Oireachtas Committees on the new Childcare Policy.

- [12th October 2005](#) – Joint Oireachtas Committee on Justice, Equality, Defence and Women's Rights Family Affairs
- [13th October 2005](#) – Joint Oireachtas Committee on Health and Children
- [1st November 2005](#) – Joint Oireachtas Committee on Social and Family Affairs

Irish Childcare Policy Network (ICPN)

The NWCI joined the Irish Childcare Policy Network (ICPN) in 2005. The ICPN was formed in 2004 and is comprised of representatives from a range of organisations and individuals working to promote the care, education and well-being of children aged from birth to 14 years.

The main work of the ICPN in 2005 focused on the development of aims and objectives for the network and on the development of policy recommendation goals for Government. The ICPN strongly lobbied the Government in advance of Budget 2006 and played a key role in ensuring that investment in early childhood care and education remained a Government priority throughout the year.

Economic Equality

=

Social Welfare Reform Campaign

Background to the campaign

The NWCI's campaign to bring about changes in the social welfare system, to make it more equitable for women, continued throughout 2005. The campaign is based on the NWCI's report 'A Woman's Model for Social Welfare Reform' (April 2003) that recommends specific changes in the social welfare system in relation to pensions, care work, parenting and atypical work in order to improve women's economic independence and recognition within the system. In the report, the recommended implementation of the changes is over a 20-year timeframe.

The NWCI's work aims to increase awareness amongst members, national organisations, policy makers and politicians for the need for change. In working regionally with focus groups, the NWCI aims to learn from women's experiences of the system and work together in joint activities to achieve changes.

During the year, activities involving members and focus groups became central to the campaign work and this resulted in a large increase in support for the campaign. Building on work from 2004, with members, focus groups and national organisations, the 'Brown Envelope Campaign' took place in 2005. Meetings with politicians and political parties were also a large focus of the work for this year.

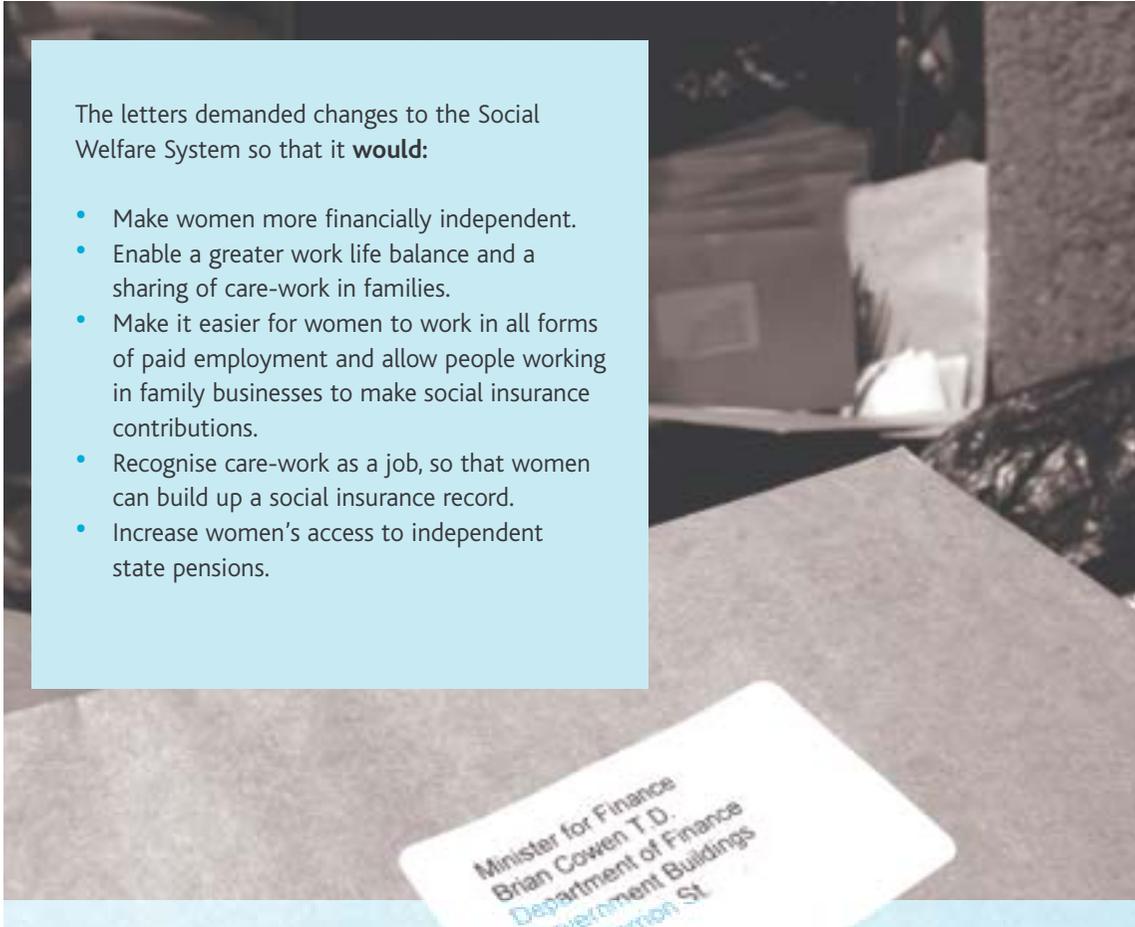
2005 Activities

'The Brown Envelope Campaign'

The idea for the 'Brown Envelope Campaign' came from the regional seminar in Killarney in January 2004. It involved collecting signatures on a standard letter demanding the changes detailed in the report 'A Woman's Model for Social Welfare Reform' (April 2003). These letters were gathered together and delivered in brown envelopes to the Minister for Finance, Brian Cowen TD in May 2005.

The letters demanded changes to the Social Welfare System so that it **would**:

- Make women more financially independent.
- Enable a greater work life balance and a sharing of care-work in families.
- Make it easier for women to work in all forms of paid employment and allow people working in family businesses to make social insurance contributions.
- Recognise care-work as a job, so that women can build up a social insurance record.
- Increase women's access to independent state pensions.



Minister for Finance
Brian Cowen T.D.
Department of Finance
Government Buildings
Merrion St

The three social welfare focus groups in Dundalk, Killarney and Ballyshannon all joined in organising the campaign and worked locally to gather signatures on letters. The signed letters were gathered together and counted in the NWCi office and in organisations' offices around the country. They were put in brown envelopes, and all were addressed to Minister Cowen.

NWCI members, family resource centres, citizen's information centres, centres for the unemployed, area-based partnerships, RAPID groups, community partnerships and national voluntary childcare organisations were all contacted by mail and phone to gain their support and to gather signatures on letters. The target number of signatures at the start of the campaign was 10,000.

The Launch and Street March

The 'Brown Envelope Campaign' for Social Welfare Reform successfully saw the delivery of over 12,000 individually signed letters to Minister Cowen on the 17th May 2005. Hundreds of people turned up for the launch and street march, which went from Buswells Hotel opposite Leinster House to the Department of Finance on Merrion Street. The crowd made lots of noise in making the demands heard before delivering the letters to the Minister. Many letters also went directly from individuals to the Ministers office, so we will never know exactly how many the Minister received in total. Representatives from the Irish National Organisation for the Unemployed (INOUE), the Irish Countrywoman's Association (ICA), Age Action, One Parent Exchange and Network (OPEN), the National Collective of Community Based Women's Networks (NCCWN) and the Irish Farmers Association (IFA) all spoke outside the Department of Finance in support of the campaign.

The media campaign for the 'Brown Envelope Campaign' began in April and continued into May 2005 and resulted in



The 'Brown Envelope Campaign' Street March makes its way to the Department of Finance.



articles in all of the main national papers and both national and local radio coverage. The coverage on the day of the event was extensive (*See Communications Section page 30).

Petition

As a follow up to the 'Brown Envelope Campaign', the NWCI collected 2,500 signatures on a petition demanding the same changes. These signatures were sent to Minister for Social and Family Affairs, Seamus Brennan TD in December 2005 in time for Budget 2006.

Outreach Work

The social welfare reform campaign outreach work that was carried out with groups in the counties of Sligo, Leitrim and Donegal, resulted in the seminar 'Women's Right to be Included', held in Bundoran on 8th February 2005. The focus group for this area includes representatives from 17 women's organisations from the 3 counties who helped plan the seminar. Over 80 people attended the seminar, representing 40 organisations in Sligo, Leitrim and Donegal. At the seminar, the Donegal Women's Network, a NWCI member, launched their research report 'Alive...but not registered' which documents women's experiences of the social welfare system in Donegal. As a follow up to the seminar, the Donegal Women's Network decided to produce information leaflets for women on social welfare entitlements.

The social welfare reform campaign outreach work took place in Killarney with groups from Cork and Kerry, in Ballyshannon with groups from Sligo, Leitrim and Donegal, and Dundalk with groups from Louth during the month of April. These meetings took place specifically to organise the 'Brown Envelope Campaign' for social welfare reform.

Support from National Organisations

Meetings took place with national organisations to gain their support for the campaign. Many national organisations helped gather signatures prior to the launch of the Brown Envelope Campaign, were present at the launch and supported the NWCI on the day.

Political Party Briefings and Meetings

A meeting with Minister for Social and Family Affairs, Seamus Brennan TD and officials from the Department of Social and Family Affairs took place on 20th April 2005 to discuss the NWCI's social welfare reform model. The discussion afforded the NWCI with an opportunity to go through the NWCI's recommendations in detail with the Minister.

A Labour Party briefing on the NWCI's social welfare reform recommendations took place on 26th April 2005.



Speaker panel at the NWCI 2006 Pre-Budget Submission Launch.

A meeting with David Stanton TD, Fine Gael's spokesperson for Social and Family Affairs took place on 22nd September 2005. This meeting gave NWCI staff the opportunity to discuss the Social Welfare Reform Model and Childcare research with him.

A presentation was made to the Joint Oireachtas Committee on Social and Family Affairs on November 2nd 2005 on Social Welfare and Childcare priorities outlined in the NWCI's Pre-Budget 2006 Submission.

Government Reaction

The Minister for Finance, Brian Cowen TD did not meet directly with the delegation that presented the 12,000 letters to his Department in May 2005. Similarly, Budget 2006 was disappointing because there were so few structural changes introduced that reflected what the NWCI and those involved in the campaign were asking for. Although the extension of Maternity Benefit was welcomed, there were

no other significant changes to show the impact of the Social Welfare and 'Brown Envelope Campaign'. What was significant however, was the presentation to the Joint Oireachtas Committee that led directly to a private member's motion in the Seanad being put forward by Senator Sheila Terry asking the Minister to make structural changes in favour of women's equality. Although the motion was not passed, it did raise awareness amongst politicians of the inequalities in the system and Minister Brennan addressed the Seanad saying:

'I believe the social welfare system is not fair to women' and 'I am determined to reverse this situation in my time in office'.

Time will tell if he follows through on these words.

Awareness has certainly been raised with spokespersons of opposition parties and parliamentary questions throughout 2005 on the subject of Qualified Adults are evidence of this.

Other

A database of politicians has been set up internally in NWCI, which will be used as a resource to staff and members. This resource is available to NWCI members to use.

Economic Equality

continued

Pre-Budget Submission 2006

'Budget for Women: Time to get the Strategy right'

The NWCI presented the Pre-Budget Submission 2006 as the opportunity for the Government to 'Get the strategy right for women'. Five policy areas were prioritised which required resources in Budget 2006, to address the structural inequalities experienced by women.

- **Reforming Social Welfare and Income Adequacy**
 - Increasing Social Welfare Payments
 - Modernising Social Welfare
 - Enabling Employment
- **Childcare**
 - Maternity Benefit
 - Paternity Leave
 - Parental Leave
 - Universal Early Childhood Care and Education for all four year olds
- **Promoting the Health and well-being of women**
 - Access to Health Services for those in poverty and disadvantage
 - Breast and Cervical Screening Programmes

- **Women's Participation in Decision-Making**
 - National Women's Strategy
 - Equality for Women Measure
- **Eradicating Violence against Women**
 - Increasing resources for Specialist Services
 - Resource the Implementation of the National Steering Committee on Violence Against Women Strategic Plan

Launch of Pre-Budget Submission

The Pre Budget Submission was launched in the National Library on September 7th. The Submission was presented by Orla O'Connor and five speakers, representing members of the NWCI, gave presentations on the key areas of the Submission:

- **Social Welfare:** Kitty Warnock, of the Dundalk Resource Centre for the Unemployed
- **Childcare:** Anne Keating, Ballymun Women's Resource Centre
- **Decision-Making:** Theresa Gyoh, NWCI Leadership Training Participant
- **Health:** Elva O'Callaghan, National Collective of Community Based Women's Networks
- **Violence:** Tess Murphy, Longford Women's Link

Pre-Budget Forum 2006

The NWCI Budget Submission was presented to the Minister for Social and Family Affairs, Seamus Brennan, TD, at the Pre-Budget Forum in October 2005. Ms Finola Brennan, Co-ordinator of the Donegal Women's Network, contributed to the NWCI presentation to the Forum. The Donegal Women's Network had published 'Alive..... but not registered' in 2005 which outlined the experiences of women in dealing with the social welfare system and the discrimination which women faced due to the structural inequalities inherent in the system. Finola described at the Forum how these inequalities were impacting on women's lives.

Joint Oireachtas Committee on Social and Family Affairs

The NWCI was invited to make a presentation on the Pre-Budget Submission to the Joint Oireachtas Committee on Social and Family Affairs in October 2005. The presentation was made by Joanna Mc Minn, Director, Orla O'Connor, Head of Policy and Claire Dunne, Policy and Outreach Facilitator. The presentation focused on the NWCI recommendations for Social Welfare Reform and Childcare.

Budget 2006

Wednesday, December 7th, 2005.

Childcare was centre of attention in Budget 2006, with high expectations from parents and childcare organisations. The main elements of the Budget relevant for women's equality were:

- Extension of Maternity Benefit over a two-year period to 26 weeks paid and 16 weeks unpaid
- Introduction of Early Childcare Supplement of €1,000 per annum for all children under 6 years
- Introduction of €10,000 disregard for taxable earnings for Childminders
- Increased investment in new National Childcare Programme
- Increase in Earnings disregard for Lone Parents
- Increases in Social Welfare Rates
- Increases in Supports for Carers

Prior to the Budget Announcement on December 7th, the Government announced the changes in Medical Card Guidelines to widen eligibility for the medical cards.

NWCI Response to Budget 2006

Given the resources which were available to the Government, the overall response from the NWCI was that Budget 2006 was 'a mediocre Budget that could have done much more for women'. The NWCI welcomed the measures to extend Maternity Benefit and increase investment in Childcare. However, the NWCI was critical of the Government on its approach to support parents to pay for childcare through direct payments. Both the NWCI and the National Economic and Social Forum (NESF) had recommended subsidising childcare providers, as it would be directly linked to maintaining quality standards.

Also the level of the early childcare support payment at €19.20 per week, per child, did not even amount to 10% of the average national childcare costs per month and would therefore not impact on the choices being made by women with regard to balancing care responsibilities and participating in employment. The NWCI was also critical of the failure of the Government to introduce paternity leave and paid parental leave as these are key measures to ensure a greater sharing of care responsibilities between women and men.

The NWCI furthermore expressed concern at the lack of progress in Budget 2006 to introduce reforms in the social welfare system to increase individualisation of the system and recognition of parenting and care work. This was particularly disappointing given that Minister Seamus Brennan TD had clearly stated that he regarded the social welfare system as being unfair to women, and had made commitments to the NWCI that he would introduce positive changes to the system.

A 2006 Budget Analysis was circulated to all Affiliates comparing the recommendations of the NWCI in the Pre-Budget Submission 2006 and what was delivered in Budget 2006.

(* See Communications Section for media coverage of Budget 2006, page 30)

Recognition of Childminders for Social Insurance Contributions

When the Minister for Finance, Brian Cowen TD, announced the introduction of a €10,000 tax relief for childminders as part of Budget 2006, he also announced that childminders would not be eligible to pay social insurance contributions. Childminders would therefore not have their work recognised and in the long term would find themselves ineligible for maternity and pension rights. This was a critical issue for the NWCI given that the majority of childminders are women. The NWCI launched an immediate campaign to ensure that commitments would be made in the Finance Bill in February 2006 to enable childminders to pay social insurance contributions equal to people self-employed. The campaign focused on informing members and politicians of the proposed inequality and writing letters to all TDs to encourage them to lobby the Minister.

Budget 2006 was 'a mediocre Budget that could have done much more for women'

Political Equality



Representation

International Women's Day

International Women's Day 2005 was successful in launching the idea of a women's political caucus and enabling discussion of what that would involve and how the idea could be taken forward. Our morning panel of speakers included: Liz McManus (Deputy Leader, Labour), Mary Lou McDonald (MEP, Sinn Fein), Senator Sheila Terry (Fine Gael), Orla Leyden (Local Councillor, Fianna Fail), Liz O'Donnell (TD, Progressive Democrats) and Senator Mary O'Rourke (Fine Fail). The Deputy Chair of the NWCI, Marie Hainsworth, chaired the morning panel and Mary Murphy (who proposed the idea of a women's political caucus at our 2004 IWD event) chaired the afternoon plenary. Discussions with members and politicians on the day revealed a consensus of support for a women's political caucus.

Following this event, the NWCI submitted a funding proposal to establish a national support structure for women's participation in decision-making at all levels to the Equality Division of the Department of Justice, Equality and Law Reform.

The NWCI, while not participating in Social Partnership processes during 2005, did make contributions to policy-making bodies and Oireachtas committees.

Women's Human Rights

Commission on the Status of Women (CSW)

The Commission on the Status of Women was established in 1946 to prepare recommendations and reports to the UN Economic and Social Council on promoting women's rights in the political, economic, civil, social and educational fields.

In 2005, the Commission reviewed the Beijing Platform for Action, first agreed by world governments in 1995. The 2005 Commission meeting was also known as the Beijing +10 Conference. The NWCI Chair, Thérèse Murphy, represented the NWCI as part of the official Irish Government delegation to the CSW in New York in March 2005. The outcome of the meeting, following sustained lobbying by feminist organisations worldwide to counter rising fundamentalism, was the reaffirmation of the full Beijing Platform for Action. Following the Beijing +10 Conference, the General Assembly mandated the Commission to integrate into its programme a follow-up process to the Conference, regularly reviewing the critical areas of concern in the Platform for Action, and to develop its critical role in mainstreaming a gender perspective in UN activities. The themes for 2006 will be: enhanced participation of women and development; and equal participation of women and men in decision-making processes at all levels.

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

In July 2005, the Irish Government met with the CEDAW committee at the United Nations in New York, to discuss the progress made in Ireland towards meeting their international obligations to achieve women's equality. The Deputy Chair of the NWCI, Marie Hainsworth, along with other representatives of nongovernmental organisations (NGOs), made a presentation to the committee on the areas of inequality that persist in Ireland. During the meeting of the CEDAW Committee in New York, the NWCI provided media support via email, issuing press statements to the national papers and arranging interviews for NGO representatives. The CEDAW Committee subsequently published its concluding comments, setting out recommendations for further action by the Irish Government on issues including women's participation in decision-making and resources to support frontline services that respond to violence against women.

Women's Human Rights Alliance

The NWCI actively supported the Women's Human Rights Alliance (WHRA) during the year, participating in both the Advisory Committee and Management Committee meetings and providing communications and media backup for events and activities.

Women's Human Rights Conferences

A seminar "Beijing And Beyond", organised by the WHRA in June, reflected on Beijing+10; exploring key issues concerning women's human rights in Ireland. Niamh Reilly, Women's Studies, University of Limerick gave an overview of women's human rights. Maeve Taylor, Banulacht, reported back from the CSW in New York. Karen Griffin, The Irish Family Planning Association and Ursula Barry, Women's Education, Research and Resource Centre (WERRC), UCD, addressed reproductive rights; Goretti Mudzongo, Southside Travellers Action Group spoke about minority women's rights as human rights. Marie Mulholland, Chair, Irish Council for Civil Liberties (ICCL) 'Partnership and Family Diversity Initiative' spoke about women's sexual rights as human rights. The NWCI Director, Joanna McMinn, contributed a presentation on the National Women's Strategy as Government obligation made in Beijing 1995. Ciara O'Shea, NWCI Communications Officer, provided PR and media backup, issuing a press statement and arranging interviews.

The Director and Chairperson attended and contributed to a North South Seminar on Women's Equality: International Standards - Local Strategies. This seminar, organised by the NWCI, the Women's Resource and Development Agency (WRDA) and the north/south Ad Hoc Women's Policy Group, examined strategies with the north and south of Ireland, 'Gender Matters' and the National Women's Strategy - against international benchmarks such as the United Nations Convention on the Elimination of Discrimination Against Women (CEDAW) and the Beijing Platform for Action. The

keynote speaker was Brenda Campbell, a Human Rights Barrister. NWCI Chair, Thérèse Murphy, reported back from the CSW Beijing +10 Review in New York.

The Director also attended, and chaired a plenary discussion, at a conference in Belfast, 'Women and Human Rights: Conflict, Transformation and Change', on 19th and 20th May, organised by the Institute of Transitional Justice, University of Ulster.

Irish Council for Civil Liberties (ICCL) / NWCI Joint Project

The NWCI is developing a collaborative project with the ICCL called 'Know Your Rights'. This is a capacity building project in the field of human rights for women, which will include the development of a training resource for marginalised groups of women. The project is targeted at women and women's organisations working in the areas of women's equality, justice, anti-racism, social inclusion, and community development at local, regional and national levels.

The National Women's Strategy

Background

The Government made a commitment to the production of a National Women's Strategy as part of its 'Sustaining Progress' programme, which came to an end in December 2005. This commitment was a culmination of the process following the Irish Government's commitment in 1995 to implement the UN Beijing Platform for Action on the advancement of women.

The Irish Government submitted its Report to the UN on the National Plan for Women to the United Nations in 2002. This report describes Ireland's existing commitments to advancing the status of women in Irish society. The Government also published a report entitled 'Aspirations of Women collected in the course of the Consultation Process on the National Plan for Women 2002 - Towards a National Women's Strategy', which records the views of women gathered during the course of a consultation process on the draft National Plan for Women.

The Committee overseeing the Consultation Process made several recommendations including a recommendation to develop a National Women's Strategy (2003 - 2010) in order to begin planning for the period beyond 2002. The proposed Strategy would encompass policies across Government Departments and agencies and would be developed in consultation with the Social Partners.

The Government requested the DJELR to examine this recommendation in consultation with other relevant Departments and to bring further proposals to Government. The Department is now considering how to advance the development of the National Women's Strategy.

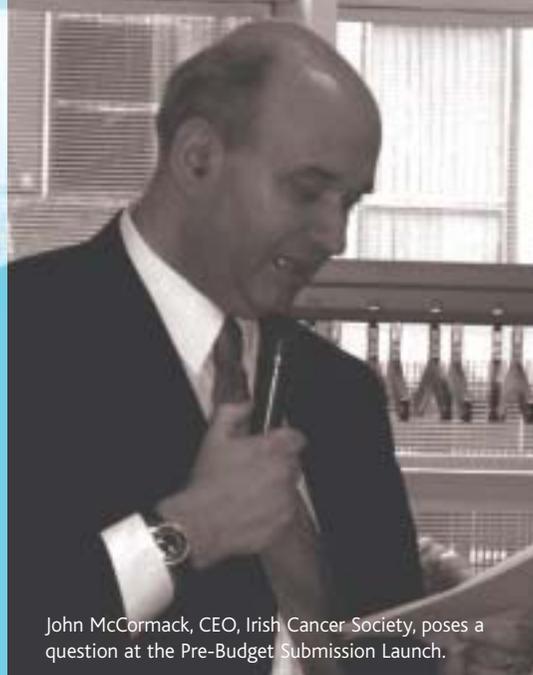
Developments in the NWS during 2005

The DJELR completed preliminary discussions with the Social Partners and the NWCi in relation to the National Women's Strategy. Following this consultation process the DJELR identified a number of broad areas of agreement as to how the strategy should be developed:

1. It should be guided by an overarching vision of the position of women in Irish society.
2. The timeframe for the Strategy would be 10 or 15 years, with interim 5 and 10-year targets.
3. It should focus on the critical areas of concern for Irish women today and have a resonance for all women. While not strictly following the Beijing Platform for Action areas, many of these would be addressed as part of the Strategy.
4. The Strategy should include clear objectives, targets, timescales, budgets etc. and must be realistic.
5. The Strategy will focus on women in general while addressing the specific needs of marginalised women, as appropriate.

Interdepartmental Committee

An Interdepartmental Committee, consisting of representatives of 10 Government Departments, was established to draft the National Women's Strategy. Their timescale was to have a draft completed by the end of July 2005, with an October completion date.



John McCormack, CEO, Irish Cancer Society, poses a question at the Pre-Budget Submission Launch.

Theresa Gyoh speaks at the Pre-Budget Submission Launch.



Participants at The Childcare Report Launch.



The interdepartmental committee produced a number of chapters in draft form, which were offered to a consultation group for comment and advice:

- Introduction
- Education
- Decision-Making
- Economy: Employment and Enterprise
- Gender Mainstreaming
- Implementation and Monitoring
- Violence Against Women
- Health

Consultation Group

The NWCI was invited by the Department of Justice, Equality and Law Reform (DJELR) to participate on a Social Partners Group, which would feed into the development of the National Women's Strategy. The first meeting of this group took place in February 2005.

The specific terms of reference of the National Women's Strategy Consultation Group were:

1. to receive and comment on drafts of the National Women's Strategy as prepared by the Interdepartmental Committee
2. to advise in relation to the content of the National Women's Strategy and;
3. to contribute to the development of a communications plan for the publication and launch of the Strategy

There were 5 meetings during 2005 of the National Women's Strategy Consultation Group. The NWCI commented on draft chapters, making recommendations for textual changes, following consultation with its members.

The initial target was to have the NWS finished by the end of October. However, it emerged that the timeframe for the NWS had been extended to incorporate Social Partnership negotiations. The NWS would be the critical component for women's equality of the next Social Partnership agreement; and the monitoring of the NWS would be conducted through the Social Partnership monitoring process.

During the summer of 2005, the NWCI assessed the indicators and targets to see whether there is added value in the Strategy, and whether they meet the standards of the Beijing Platform for Action and CEDAW. An intern working in the NWCI office over the summer, researched all relevant EU Directives to clarify how the NWS is meeting them, and to look at where targets can be made specific. The NWCI subsequently submitted proposed targets and indicators to the DJELR.

However, there were no further meetings of the Consultation Group after July 2005. Following a change of personnel, the DJELR decided to rewrite the NWS, presented under three key areas - Social Inclusion, Well-Being, and Women's Participation in Civil Society. The NWS will be the critical component for women's equality of the next Social Partnership agreement; and the monitoring of the NWS will be conducted through the Social Partnership monitoring process. There has been no indication of resources to implement the NWS to date.

Violence Against Women

The Director represented the NWCI at meetings of the National Steering Committee (NSC) on Violence Against Women (VAW); chaired the Perpetrators Sub group of the committee; and sat on the interview panel for a new Strategic Plan for the NSC.

The Director attended meetings of the Freedom from Pornography Campaign, participated in training organised by the Campaign, and spoke at the launch of its campaign leaflet in February 2005.

Observatory on Violence Against Women

Close links with organisations working directly on this issue have been maintained through the Irish National Observatory on Violence Against Women, which is overseen by the NWCI as part of a European Women's Lobby Observatory on VAW.



Monica O'Connor, the Irish expert on VAW for the NWCI, drafted the Observatory's 2nd National Report on Violence Against Women, with a focus on Pornography. This Report will be published in 2006.

The Director also attended meetings of the NGO Coalition on VAW, discussing strategic issues for the sector and how to address the backlash against women's equality that particularly focuses on the VAW sector, providing services to victims. The Director represented the NWCI on the Amnesty International Advisory Group on its Campaign on Violence Against Women.

Visits to NWCI in 2005

Scottish Women's Convention.

Swedish Women's Group

Staff and students, Mount Mary College, Milwaukee

Taipei Delegation, Taiwan

Social and Cultural Equality



Women's Health

Development of NWCI Policy Position on Women's Health

A consultation to inform the development of a women's health policy was undertaken during 2005 and included:

Focus Groups to obtain input from community based women's organisations and others working specifically in the area of women's health, that were held in Dublin and the North West in February.

A Consultation meeting with the NWCI Board that took place in May.

A Members Meeting that took place in May to coincide with 'International Day of Action on Women's Health' (May 28th). The aim of the meeting, which was attended by more than fifty participants, was to provide information and enable NWCI members and others involved with women's health to discuss and inform, from the perspective of their own work, at local and national level. Marie Hainsworth, NWCI Deputy Chair, made an opening presentation, focusing on the human rights perspective. Annie Dillon, NWCI Policy Outreach Facilitator, gave a presentation outlining the context and process of the NWCI women's health policy.

During the meeting invited guests made presentations, which included:

- _ 'An Overview Of The Health Service Reform Process And Its Implications For Women's Health And Participation' - Bridget Quirke, Pavee Point.
- _ 'The Need For A Gendered Approach To Policy Development' - Aoife O'Brien, Women's Health Council.
- _ 'The Emerging Health Needs Of Migrant Women' - Denise Charlton, Immigrant Council of Ireland.

All feedback from consultation meetings was incorporated into the development of the NWCI position on women's health.

Promotion of NWCI Health Policy Position

The NWCI policy position was promoted in a number of ways including Submissions, Presentations, Outreach and Networking.

Submissions made included contributions to the health sections of the National Anti-Poverty Strategy Review, The National Plan for Women and the NWCI Pre-Budget Submission.

The NWCI's position on women's health was highlighted to a variety of organisations through presentations, networking and outreach work.

- **Representation of NWCI**

Dr. Patricia Kennedy, Dept. Social Policy, UCD continues as the NWCI representative on the Maternity Services Expert Task Group of the Health Service Executive's (HSE) North Eastern Area (formerly NEHB).

Annie Dillon represented NWCI on the Crisis Pregnancy Agency Expert Group for the Development of a National Contraception Framework and the Female Genital Mutilation (FGM) Coalition led by the IFPA, at the HSE Consultation for Development of Statutory Complaints System and the Dept. Health & Children's National Health Strategy consultative Forum.

- **Campaigns and Press Responses**

Press releases and statements were made including: the NWCI's response to the health funding allocation of the 2006 Government Estimates, The Health Focus of the May Members Meeting, the NWCI's concern about the delay of the full rollout of the Irish Cervical Screening Programme and in support of the Extend Breast Check and other campaigns.

Press coverage included 'The Big Screen' Irish Examiner, (12th Aug.) concerning NWCI position on Cervical Cancer Screening and response for Sky News Ireland by the NWCI Chairperson Thérèse Murphy on the issue of ethics and breast cancer drug trials. (*See also Communications Section page 30).

The NWCI participated in the Irish Cancer Society's alliance of organisations, which supported the ICS campaign to fully roll out the National Cervical Screening programme (Feb. 2005).



Dr. Katherine Zappone, Guest Speaker and former NWCI Director, addresses the AGM on Partnership Rights.

An Empowering Process



Members Meetings 2005

All members meetings are designed to explore issues and themes related to the Strategic Plan. Our aim is to promote networking and dialogue among members; and to gather the views of participants through structured workshops, using adult education and community development methodologies.

Feedback from members meetings contributes to the policy development process of the NWCI.

There were four members meetings throughout 2005:

February 2005

Dublin

Theme: Working to end women's poverty: the National Women's Council's Campaign to reform the Social Welfare System.

The February member's meeting focused on the NWCI Social Welfare Reform Campaign. The meeting aimed to increase awareness and understanding of the campaign amongst NWCI members, whilst gathering support and participation from members for the campaign at local and national levels.

May 2005

Dublin

Theme: Development of NWCI Policy / Position on Women's Health & A Strategy for Moving Forward.

To mark 'International Day of Action on Health' (28th May), the NWCI invited members and those with an interest in the area of women's health to this meeting, which focused on developing the NWCI Women's Health Policy and Strategy. The meeting was successful in that it raised an awareness of the context and development of the policy and it also offered participants an important opportunity to make an input from the perspective of their own work at local and national level. The meeting allowed participants to make important contributions to aid in the evolution of the NWCI Women's Health Policy for moving forward.

September 2005

Carrick-on-Shannon

Theme: 'Campaigning for Childcare'

The meeting aimed to provide information to our members in the context of the NWCI Childcare research and gave the Council the opportunity to hear the views of members on the development of a campaign to ensure that the recommendations therein would be implemented without delay.

November 2005

Dublin

Theme: 'Reviewing the NWCI and Exploring Social Partnership'

This meeting focused on the NWCI Strategic Review and the NWCI's position with regard to the forthcoming Social Partnership process. The meeting was successful in providing information to our members on the outcomes of the NWCI Strategic Review undertaken over the months leading up to November 2005. The meeting also provided members with an opportunity to explore and discuss the key challenges facing the NWCI in ensuring a women's focus in the next round of Social Partnership within the context of the NWCI's exclusion from that process.

Building the Base



Training

'Women and Leadership in the West'

The 'Women and Leadership in the West' training involved the development and delivery of a 5 - 6 day training programme on leadership and community development for women from minority ethnic groups in the West of Ireland. The aim of the project was twofold:

- a) To begin a process of building and enhancing the representational capacity of women from minority ethnic communities in this region.
- b) To work with a small number of specified local decision-making bodies to build their understanding of the issues facing minority ethnic women in the region and their ability to target and include such women in a meaningful and effective way.

28 women participated in the training programme. In addition a further 12 individuals participated on the advisory groups for Mayo and Galway. 40 people in total participated directly in the project.

Lessons learned or insights gained from the experience of developing and implementing the project:

The key lessons learned/issues highlighted from the development of this project include:

1. The lack of adequate supports training and information for women from minority ethnic groups with regard to local development and decision- making in Ireland.
2. The high levels of skill and ability, which exists amongst minority ethnic women living here and the potential for meaningful involvement.
3. The importance of targeted programmes and resources, to tap into and capitalise on this potential.
4. The importance of building solidarity between such women and providing them with an opportunity, to share experiences, knowledge and ideas.
5. The importance of providing support to local development agencies and community development groups to undertake and build on work of this nature.
6. The need for follow-up actions.
7. The need to develop new and innovative ways of working with women from diverse backgrounds whose experiences are very different and yet whose issues are largely similar e.g. Traveller women, women from different parts of Africa, Eastern European women and so on.

In evaluating the project with the women involved, some of the following comments were made;

'I have learnt to be more confident as a woman and gained more self esteem...'

'I have learnt about my rights as a woman...'

'I have learnt about other people's cultures, attitudes and beliefs and how women can be more involved in organisations and decision making'..

'I have more confidence in myself and realise that women have qualities that can make them rule!...'

'This course has given me a good understanding of Irish systems and decision making processes'.

'I have learnt that different minority ethnic groups face different and the same problems...'

Policy and Lobbying Training

Three training sessions were held in Dublin (November), Killarney (November) and Limerick (December). The aim of the training was to increase the capacity and skills of our members in lobbying and influencing policy change. The areas the training covered were:

- What is Policy?
- Outline of key Government commitments on women's equality
- Outline of key Government commitments to addressing women's poverty
- What is Lobbying?
- Lobbying Tools

Local politicians and key campaigners for women's equality addressed the sessions so as to give practical examples of effective campaigning strategies and to discuss the most successful lobbying tools to influence politicians at local and national level.

In Killarney the speakers were:

Dr. Sandra McAvoy, Cork Women's Political Association & University College Cork
Breda Moynihan-Cronin TD
Kathleen Lynch TD

In Limerick the speakers were:

Jan O'Sullivan, TD for Limerick East (& part of County Clare)
Dan Boyle, TD for Cork South Central
Peter Power, TD for Limerick East



Communications

Media Coverage 2005

Our strong media presence throughout 2005 has allowed us to increase our visibility to promote our work and to increase awareness around issues of priority for the NWCI.

Through the media we managed to keep issues of priority on the political agenda and media relationships were developed and maintained throughout 2005.



the main media events of 2005 -

2005 was a significant year for media coverage and presence for the Council.

- Coverage for 2005 began in February with the Council's involvement with the **'Freedom from Pornography Campaign' launch**. The campaign was launched to challenge the increased availability and proliferation of pornography in Ireland. The campaign is a coalition of individuals and groups working on women's human rights issues, including the NWCI, Women's Aid, the Women Human Rights Alliance (WHRA) and the National Domestic Violence Intervention Agency (NDVIA). The NWCI Communications Officer coordinated all press and media work on behalf of the Coalition, for the launch.
- **International Women's Day 2005** took place in March and launched the idea of a women's 'political caucus' and brought together a panel of speakers to discuss what would be involved in this possibility. We received strong media coverage on the day with television coverage and local and national radio showing a real interest in the issue and in the panel of speakers.
- **The 'Brown Envelope Campaign' was launched in May** and saw a huge amount of media interest associated with the campaign. Local and regional newspapers around the country carried local stories and the various women's groups involved in the campaign worked very hard to publicise it locally and regionally. We would like to thank everyone for their hard work, which definitely paid off by way of articles and photographs, so well done to all! The launch, which took place on May 17th, successfully saw over 12,000 individually signed letters delivered by hand to Minister Brian Cowen's office at the Department of Finance. The coverage on the day was extensive, with radio and press interviews carried out.
- July 2005 saw an **Irish delegation of NGOs travel to New York to witness the Irish Government, meeting with and being examined by the United Nations CEDAW Committee** (Convention on the Elimination of all forms of Discrimination Against Women). The NWCI Communications Officer acted as media liaison for the duration of the examination; providing media support via email and telephone, issuing press statements to the national media and coordinating interviews for the NGO representatives.



- The Irish Family Planning Association (IFPA), a member of the NWCI, launched their **'Safe & Legal in Ireland' campaign** in August 2005. The campaign seeks to secure legal abortion services in Ireland. The NWCI issued a press release, stating that it fully supported a campaign that seeks to move the abortion debate forward taking a woman-focused perspective and one that views abortion as a health issue and one that should be defined by health, not criminal, standards. The NWCI Communications Officer assisted the campaign in the circulation of press information. The launch received widespread media coverage.
- A decision was made for 2005 to launch the 'Pre-Budget Submission' early, so in a slight break from the norm we launched the Submission, entitled: **'Time to Get the Strategy Right for Women'** on September 7th in the National Library of Ireland in Kildare Street in Dublin. An early start certainly worked to our advantage as we received strong media coverage, in particular on local radio throughout the country, but also in the three national broadsheets and four tabloid newspapers. The Pre-Budget Submission continues to allow the Council to highlight its main areas of work and in that way serves a great purpose in raising awareness about what we do. Orla O'Connor, Head of Policy, acted as spokesperson throughout.
- The issue of Childcare had run in the media long before the launch, with numerous requests to the Council for comment, interview or programme participation from as far back as February. The NWCI met all requests and as a result increased our profile substantially throughout the year as a result of the on-going childcare debate.

September 14th saw the main launch of 2005 for the NWCI in the shape of the **launch of the NWCI Childcare research: 'An Accessible Childcare Model'** at The Holiday Inn in Pearse Street in Dublin. There were members of every media organisation present at the launch; from national television (RTE, TV3, Sky News), all national and Dublin radio stations and all print press, both newspaper and magazine. Orla O'Connor, Head of Policy, once again conducted all interviews and acted as spokesperson on this issue. We were delighted to attain an interview spot on 'Morning Ireland' on RTE Radio 1 and TV3's Breakfast Programme 'Ireland AM' on the morning of the launch. The Council also wrote a number of editorial style opinion pieces for the broadsheet newspapers based on the report and its findings. Orla also conducted local and regional radio interviews throughout the week of the launch around Ireland.

- The NWCI attended the **Pre-Budget Forum** in October to present the Minister for Social and Family Affairs, Seamus Brennan TD, with the NWCI Pre-Budget Submission. The NWCI Communications Officer, for the first time, attended the Forum to network with press and media in attendance. This worked well for the Council and resulted in several radio and press interviews on the morning of the Forum, which allowed us, once again, to promote our work and identify our concerns and priorities for Budget 2006.
- As always, **Budget Day** took place on the first Wednesday in December. The issue of Childcare had been centre-stage in the lead up to the Budget, resulting in numerous media interviews and requests of the Council, in the weeks prior to December 7th. The NWCI was quick to react to the Budget announcements, citing; 'A mediocre Budget that could have done much more for women'. Our reaction was sought by radio and press. We welcomed and accepted an invitation from 'Prime Time' on RTE 1 television. Orla O'Connor, acting as spokesperson, took part in the live coverage in the Prime Time studio, reacting immediately to Minister Cowen's announcements as they were being made.

The NWCI issued a press release immediately and wrote an analysis piece for the Irish Independent, which was published the following day.

A selection of print media coverage from 2005

NWCI featured in all articles listed below.



Social Welfare & The Brown Envelope campaign



'The Social Welfare Campaign continues'

Longford Leader, 29 July 2005.

'Longer leave may help infants live'

Irish Examiner, 16 March 2005.

'Brown envelope campaign for women's economic independence'

Irish Independent, 23 March 2005.

'The Irish Social Welfare system denies women their rights'

Sligo Champion, 2 March 2005.

'Kerry women on brown envelope mission'

The Kingdom, 17 May 2005.

'Women denied welfare rights'

An Phoblacht, 12 May 2005.

'Lot done, more to do'

Women in Agriculture –
Irish Independent, 23 March 2005.

'Letter Campaign seeks fair deal for women'

Irish Examiner, 18 May 2005.

'Social welfare system denying women their rights'

Donegal People's Press, 22 February 2005.

'Women's Council calls for equity'

Irish Independent, 17 May 2005.

'Women campaign for welfare reform'

Sunday Mirror, 10 April 2005.

'Bid to boost women's involvement in politics'

Irish Examiner, 5 March 2005.

'IWD to be marked in Sligo'

Sligo Weekender, 8 March 2005.

'National Women's Strategy developing'

Irish Independent, 23 March 2005.

'Voice of women sorely lacking in the Dáil'

Irish Times, 22 October 2005.



Women's participation

NWCI Information Centre 2005

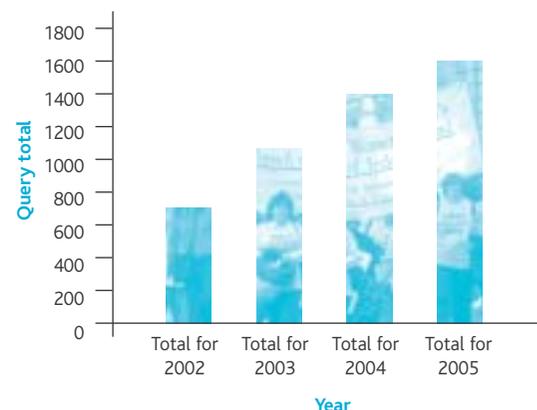
2005 was once again a busy year for the Information Centre, with an overall increase in query totals of 15% on 2004 figures. Demand for the service continues to grow and the NWCI Information service remains a crucial means of communicating with our members and the general public.

During 2005 the Information Officer was involved in the following key areas:

Library & Information Services

- Provision of e-mail update (3 times per week) to staff, board, members, organisations, individuals and supporting members – containing information on the work of the NWCI and events, lectures, funding, vacancies etc. in the women's sector.
- Development in late 2005, of a new bi-monthly e-mail newsletter to replace the weekly e-mail update. The feedback on this new initiative has been very positive. For more information please email info@nwci.ie
- Responded to 1,600 information queries during 2005 by fax, phone, email, post and in person. This represents a positive growth trend in the demand for the information service over the last four years.
- Organisation and staffing information tables at various NWCI and external events during 2005. Ordered publications from other organisations also, for information tables at NWCI events.

Query Totals for 2002-2005



The NWCI Website

- The NWCI website (<http://www.nwci.ie>) continued to be updated on a regular basis throughout 2005. As part of the 'Brown Envelope Campaign' we used an online petition for the first time. We found this to be a very successful means of conducting a campaign and plan to use online petitions in the future.
- In late 2005 we were delighted to begin the process of redeveloping and designing a new website for the NWCI. The current website has been in existence since 2001 and is now in need of modernisation. The last five years have seen significant advances in web technology and in web usage and it is therefore very important for the NWCI to provide its users with a modern and interactive website.
- We look forward to members input and feedback throughout 2006 as we consider the website to be an extremely valuable information source for members and the general public.

Focus for 2006

The NWCI Information Service is constantly evolving and 2006 will see:

- The development, design and launch of the new NWCI website.
- The ongoing development and provision of the bi-monthly e-mail newsletter.
- Continuing to answer a range of queries from the NWCI Board, Staff, members and the general public.

Financial Report

Financial Review of the Year

During 2005 the NWCI continued to work on the implementation of its strategic objectives and the principal activities carried out as reflected in its income and expenditure account and Balance Sheet for the year are as follows:

- Carrying out major research on 'An Accessible Childcare Model' and launch of the research report.
- Provision of outreach services and training to NWCI members and other Women's Groups.
- Carrying out campaigning work on the 'Women's Model for Social Welfare Reform' through the 'Brown Envelope Campaign', the Donegal Social Welfare Seminar and Focus Group Meetings.
- Hosting a number of events including - Members' Meetings; AGM; International Women's Day; Pre-Budget Submission launch; Social Welfare Campaign events.
- Undertaking a full strategic review of organisational achievements and development of the new Strategic Plan 2006-2010.
- Carrying out its governance and representative responsibilities including attendance at EWL, CSW and CEDAW meetings.
- Development of a new comprehensive Employment Policy Handbook.
- Undertaking a feasibility study to identify its premises needs.
- Sourcing of funding to assist with its infrastructural needs as reflected in its reserves at year-end.

Income Analysis 2005

€

Core grant (Government Funding)	536,000
Income for programme and project activities	144,629
Atlantic Philanthropies	176,609
Affiliated Members' fees	27,532

Income for the year was 7% less than 2004, which reflects the completion of a number of individual projects early in 2005 and a move towards mainstream programme work in the areas of policy and outreach.

Expenditure Analysis 2005

€

Staff Costs	370,590
Programme and Project Mgt	272,110
Administration Expenses	39,655
Office Premises Costs	51,810
Professional Fees	12,800
Governance and Statutory Costs	39,092
Communication Costs	26,603

Expenditure for 2005 was 14.5% less than 2004. This is due in the main to the completion of a number of project activities in early 2005 and also the reduction in office premises costs.

End of Year Position

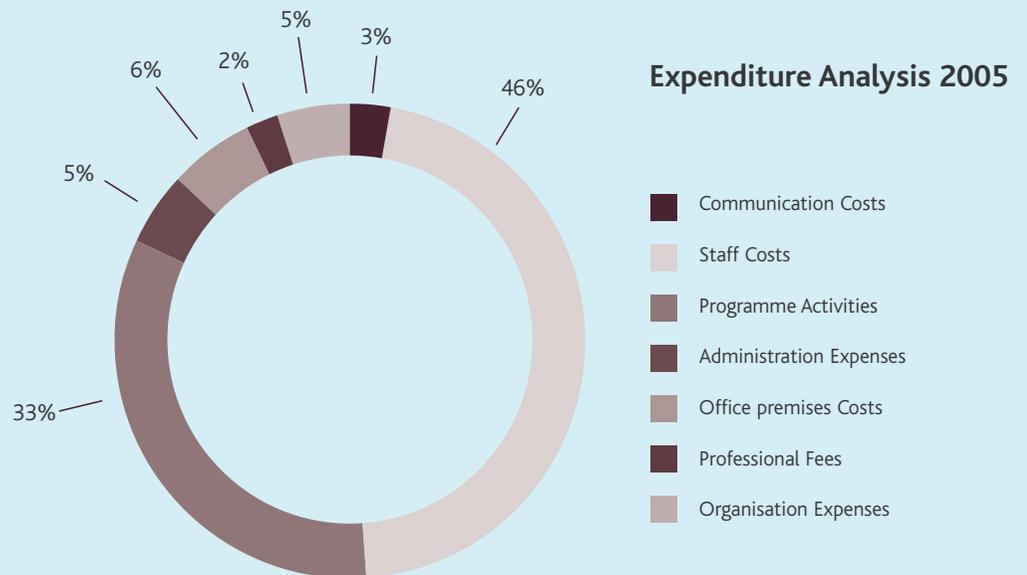
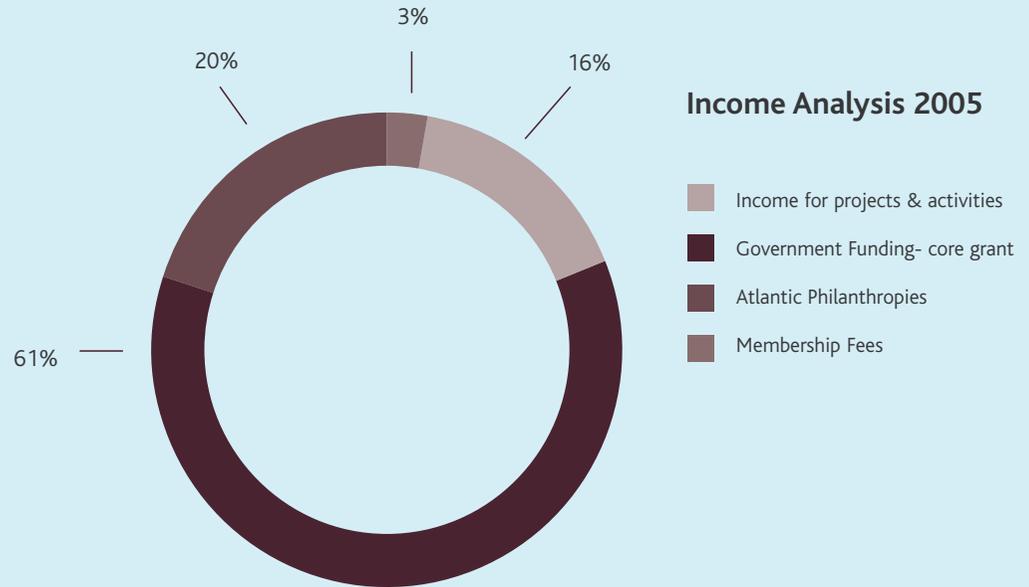
At the end of the year, the accounts show operating reserves of €53,089, which will be used to fund ongoing operating costs in 2006, and an infrastructural fund of €200,000, which will be used to resolve the premises needs of the organisation.

Financial Outlook for 2006

Having successfully eliminated its brought forward deficit and recorded a surplus for 2005 the organisation is in a more favourable position at the start of 2006 than in previous years. However, two of its current funding sources will come to an end in 2006, which means that new funding opportunities will have to be found to ensure the ongoing sustainability of the organisation. In addition to the funding situation the other main challenge facing the organisation is to solve its premises needs by securing a permanent and stable office base.

Financial Priorities for 2006 are as follows:

- Sourcing of new funding to ensure achievement of the Strategic Plan objectives.
- Purchasing of a new Office Premises.
- Continuing to increase the NWCI affiliate and individual membership base.
- Efficient and effective financial management of its resources (financial and staff).
- Ongoing development of the internal financial management systems and procedures.



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

Amalgamated Income and Expenditure Account for the year ended 31st December 2005

	€ 2005	€ 2004
INCOME		
Income for programmes and project activities	144,629	217,926
Government Funding - core grant	536,000	524,740
Atlantic Philanthropies	176,609	179,803
Membership Fees	27,532	28,228
Total Income	<u>884,770</u>	<u>950,697</u>
EXPENDITURE		
Staff Costs	370,590	316,922
Programme and Project Activities and Management	272,110	407,725
Administration Expenses	39,655	15,262
Office Premises Costs	51,810	129,416
Professional Fees	12,800	22,215
Organisation Costs (statutory and governance)	39,092	42,957
Communication Costs	26,603	15,409
Total Expenditure	<u>812,660</u>	<u>949,906</u>
(Deficit)/Surplus of Income over expenditure	72,110	791
Income and Expenditure account balance brought forward	(19,021)	(19,812)
Income and Expenditure account balance carried forward	<u>53,089</u>	<u>(19,021)</u>

Amalgamated Balance Sheet as at 31st December 2005

	€ 2005	€ 2004
FIXED ASSETS		
Tangible Assets	15,791	19,721
CURRENT ASSETS		
Debtors	17,857	43,941
Cash at bank and in hand	<u>438,474</u>	<u>213,245</u>
Total Current Assets	<u>456,331</u>	<u>257,186</u>
CREDITORS: Amounts falling due within one year	<u>219,033</u>	<u>295,928</u>
NET CURRENT (LIABILITIES)/ASSETS	<u>237,298</u>	<u>(38,742)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>253,089</u>	<u>(19,021)</u>
RESERVES		
Building Development Fund	200,000	0
Income and Expenditure Account	53,089	(19,021)
MEMBERS' FUNDS/(DEFICIENCY)	<u>253,089</u>	<u>(19,021)</u>
Auditors	Bankers	Solicitors
Grant Thornton	Bank of Ireland	O' Donnell Sweeney
24-26 City Quay	P.O. Box 3131	The Earlsfort Centre
Dublin 2	Baggot Street	Earlsfort Terrace
	Dublin 2	Dublin 2

*Included in Programme and Project Mgt Expenditure are staff costs - 2005: €175,711 (2004 : €238,114)

The financial statements were approved by the directors on the 10th of May 2006 and signed on its behalf by:

Thérèse Murphy - Chairperson & Director

Marie Hainsworth - Deputy Chairperson & 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).

List of Affiliates 2005

A

Access 2000
Action Breast Cancer
AIM Family Services
AKIDWA
Alexandra College Guild
AMICUS
An Cosán
Aoibhneas Women's Refuge
Aontas
Association of Baha'i Women
Association of Secondary Teachers in Ireland
Association of Teachers of Home Economics

B

Ballybane Beg Women's Group
Ballymote Family Resource Centre
Ballymun Women's Resource Centre
Baltinglass Women's Group
Banúlacht
Bodywhys

C

Cáirde
Catherine McAuley Centre
Cavan Monaghan Rural Development Women's Group
Centre for Gender Studies Trinity College
Childminding Ireland
Civil & Public Service Union
Clare Women's Network
Clondalkin Women's Network
Community Women's Education Initiatives
Cork City Childcare Committee
Cork Rape Crisis Centre
Cork Women in Focus
Cork Women's Political Association
County Carlow Women's Network

County Leitrim Partnership (Women's Development Section)
County Roscommon Women's Network

D

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

E

Electricity Supply Board Officers Association
Europa Donna Ireland

F

Federation of Business & Professional Women
Fianna Fáil Women's Equality Forum
Fine Gael Women's Group
Fingal Centre for the Unemployed

G

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

H

Home Birth Association of Ireland

I

Immigrant Council of Ireland
Impact
Inchicore Outreach Centre
Inishowen Women's Information Network
IPPA, The Early Childhood Organisation
Irish Agricultural Advisory & Training Section
Irish Association of Social Workers
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 Lawyers Association

K

Kenmare Area Women's Network
Kerry Rape & Sexual Abuse Centre
Kerry Women Together
Kilkenny Rape Crisis Centre

L

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
Louth African Women's Support Group

M

Mandate
Mayo Rape Crisis Centre
Methodist Women's Association
Migrant Rights Centre Ireland
Mothers' Union
Mountwood Fitzgerald Community Development Centre
Moving On Project Carlow

N

National Association of Widows in Ireland
National Children's Nurseries Association
National Domestic Violence Intervention Agency
National Network of Women's Refuges
Network Ireland
Network Kildare
Northern Ireland Women's Coalition
North Leitrim Women's Centre
North West Inner City Women's Network

O

Older Women's Network
One Family
One Parent Exchange & Network
OSS Cork

P

Parlaimint na mBan
Pavee Point
Positive Action
Presbyterian Women's Association
Primary Health Care for Travellers Project
Public Service Executive Union

R

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

S

Second Chance Education Project for Women
Sexual Violence Centre Cork
Sinn Féin National Women's Forum
SIPTU National Women's Committee
Sláinte Pobal
Sligo Family Resoure Centre
Sonas Housing Association
Soroptimists International
Southill Domestic Abuse Project
Southside Women's Action Group
Southwest Kerry Women's Association
Summerhill Active Retirement Group
Survivors of Symphtiotomy

T

Teachers Union of Ireland
Teach Tearmainn Women's Refuge
Tearmann Domestic Violence Service
The Sexual Health Centre
The Unforgettable Woman
Tipperary Women's Networking Group
Tralee Women's Resource Centre
Triskele Community Training & Development
Tuam Community Development Resource Centre

U

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

V

Vital Voices

W

Waterford Rape & Sexual Abuse Service
Waterford Student Mothers Group
Waterford Women's Centre
WAVES Women's Support Service
West Clare Women's Forum
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 with Disabilities Forum
Women's Aid
Women's Aid Dundalk
Women's Community Projects (Mullingar) Association
Women's Education Research & Resource Centre
Women's Health Project
Women's Human Rights Alliance
Women's Resource & Development Agency
Women's Studies Centre

Z

Zonta Club of Dublin

List of Executive Board, Staff and Auditors

Executive Board Members

Thérèse Murphy (Chairperson)
Marie Hainsworth (Deputy Chairperson)
Isobel Butler
Noirín Clancy
Ellen Dillon
Aileen Heverin
Maureen McGovern
Rhona McSweeney
Kathleen O' Sullivan
Clare Treacy
Stephanie Whyte

Attendance Record Executive Board

The Executive Board met 9 times during the year.
Thérèse Murphy (9); Marie Hainsworth (7);
Isobel Butler (8); Noirín Clancy (7); Ellen Dillon (3);
Aileen Heverin (6); Maureen McGovern (3);
Rhona McSweeney (3); Kathleen O' Sullivan (4);
Clare Treacy (7); Stephanie Whyte (8).

Company Secretary

Bridget O'Sullivan

Registered Office

9 Marlborough Court,
Marlborough Street,
Dublin 1.

Business Address

9 Marlborough Court,
Marlborough Street,
Dublin 1.

Auditors

Grant Thornton
Chartered Accountants
City Quay,
Dublin 2.

Bankers

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

Staff

Director

Head of Finance and Operations

Head of Policy

Head of Outreach and Support

Policy and Outreach Facilitator

Policy and Outreach Facilitator

Communications and Development Officer

Information Officer

Membership and IT Administrator

PA and Administrator

Receptionist

Joanna McMinn

Bridget O'Sullivan

Orla O'Connor

Rachel Doyle

Claire Dunne

Annie Dillon

Ciara O'Shea

Michelle Scanlan

Imelda Brown

Enca González Cambil

Gertrude Hoey

Attendance at Board meetings 2004

Board member	Position	Jan	Feb	Mar	Apr	May	Jun	Sept	Nov	Dec
Mary Kelly	Chairperson	Y	Y	Y	Y	Y	Y			
Frances Byrne	Vice Chair	Y	Y	Y	N	Y	N/A			
Deirdre Healy	Ordinary member	Y	Y	Y	Y	Y	Y			
Mary Allen		Y	Y	Y	Y	Y	Y			
Phil Harrington		Y	N	N	N	N	N			
Rhona MacSweeney		N	N	N	Y	Y	Y	Y	N	N
Tess Murphy		Y	Y	Y	Y	Y	Y			
Thérèse Murphy	Chairperson							Y	Y	Y
Marie Hainsworth	Vice Chair							N/A	N/A	Y
Clare Treacy	Ordinary member							Y	Y	Y
Maureen McGovern								N	N	N
Noirin Clancy								Y	Y	Y
Ellen Dillon								Y	Y	Y
Isobel Butler								Y	Y	Y
Aileen Heverin								N	Y	Y
Kathleen O'Sullivan								Y	N	N
Stephanie Whyte								Y	Y	Y

Attendance at Board meetings 2005

Board member	Position	Jan	Feb	Mar	Apr	May	Jun	July	Sept	Nov	Dec
Thérèse Murphy	Chairperson	Y	Y	N/A	Y	Y	Y	Y	Y	Y	Y
Marie Hainsworth	Vice Chair	Y	Y	N/A	Y	N	Y	N	Y	Y	Y
Clare Treacy	Ordinary member	Y	Y	N/A	Y	Y	N	Y	N	Y	Y
Maureen McGovern		N	N	N/A	N	Y	N	Y	Y	N	N
Noirin Clancy		N	Y	N/A	Y	Y	Y	N	Y	Y	Y
Ellen Dillon		N	N	N/A	N	N	N	Y	Y	Y	N
Isobel Butler		Y	N	N/A	Y	Y	Y	Y	Y	Y	Y
Aileen Heverin		N	Y	N/A	N	Y	Y	N	Y	Y	Y
Kathleen O'Sullivan		N	N	N/A	N	N	Y	Y	N	Y	Y
Stephanie Whyte		Y	Y	N/A	Y	N	Y	Y	Y	Y	Y
Rhona MacSweeney		Y	N	N/A	Y	N	N	N	N	N	Y

Attendance at Board meetings 2006

Board member	Position	Jan	Feb	Mar	Apr	May	Jun	Sept	Nov	Dec
Thérèse Murphy	Chairperson	N/A	Y	N						
Marie Hainsworth	Vice Chair	N/A	Y	Y						
Clare Treacy	Ordinary member	N/A	Y	Y						
Maureen McGovern		N/A	N	N						
Noirin Clancy		N/A	Y	Y						
Ellen Dillon		N/A	Y	Y						
Isobel Butler		N/A	Y	Y						
Aileen Heverin		N/A	Y	N						
Kathleen O'Sullivan		N/A	Y	Y						
Stephanie Whyte		N/A	Y	Y						
Rhona MacSweeney		N/A	N	Y						

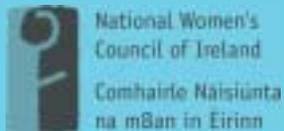
NWCI Board/Staff Representation

Organisation	Sphere	NWCI Representative	Board/Staff
Amnesty International Advisory Committee (VAW)	Political Equality	Joanna McMinn	Staff member
Carers Advisory Group for the Equality Authority	Affective Equality	Claire Dunne	Staff member
Community Platform	Equality - General	Orla O'Connor	Staff member
Crisis Pregnancy Agency Expert Group	Social and Cultural	Annie Dillon	Staff member
Development Information Group for Librarians (up to May 2005)	Technical	Helen Farrell	Staff member
Dublin Employment Pact EQUAL at Work	Economic Equality	Orla O'Connor	Staff member
EEl Working Group - Department of Education & Science	Social and Cultural Equality	Aileen Heverin	Board member
Equality Authority C&V Sector	Equality - General	Joanna McMinn and Rachel Doyle	Staff member
Equality Coalition	Equality - General	Joanna McMinn	Staff member
Equality for women (EWM) Technical Advisory Group	Gender Equality - General	Orla O'Connor	Staff member
European Anti Poverty Network (EAPN) Employment Policy Group	Economic Equality	Orla O'Connor	Staff member
European Network Against Racism - Ireland	Social and Cultural Equality	Rachel Doyle	Staff member
European Women's Lobby Board	Gender Equality - General	Thérèse Murphy	Board member
Female Genital Mutilation Coalition	Social and Cultural	Annie Dillon	Staff member
Forum on Europe	Gender Equality - General	Thérèse Murphy	Board member
Freedom from Pornography Campaign	Political Equality	Joanna McMinn	Staff member
Gender Equality Unit - Management Committee	Equality - General	Joanna McMinn	Staff member
Hanna's House Steering Group	Political Equality	Joanna McMinn	Staff member
Irish Cancer Society Coalition	Social and Cultural	Annie Dillon	Staff member
Irish Childcare Policy Network	Affective Equality	Orla O'Connor	Staff member
Irish Observatory on Violence Against Women	Political Equality	Joanna McMinn	Staff member

Organisation	Sphere	NWCI Representative	Board/Staff
National Childcare Co-ordinating Committee	Affective Equality	Orla O'Connor	Staff member
National Consultative Committee on Racism and Interculturalism	Social and Cultural Equality	Rachel Doyle	Staff member
National Economic and Social Forum (NESF)	Equality - General	Orla O'Connor	Staff member
National Steering Committee on Violence against Women	Political Equality	Joanna McMinn	Staff member
NGO Coalition on Violence Against Women	Political Equality	Joanna McMinn	Staff member
Pavee Point Education Steering Committee	Social and Cultural	Annie Dillon	Staff member
Perpetrators Subgroup - National Steering Committee on VAW	Political Equality	Joanna McMinn	Staff member
Pobal Community Development and Equality Advisory Group	Equality - General	Orla O'Connor	Staff member
Power Partnership	Political Equality	Joanna McMinn	Staff member
Public Health Alliance of Ireland	Social and Cultural Equality	Annie Dillon	Staff member
Rights Make the Difference Campaign (up to May 2005)	Social and Cultural Equality	Helen Farrell	Staff member
SAOL Women's Studies Working Group	Social and Cultural	Annie Dillon	Staff member
Women's Human Rights Alliance	Political Equality	Joanna McMinn	Staff member
Women's Health Council Board	Social and Cultural Equality	Marie Hainsworth	Board member

Notes

www.nwci.ie



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