

Support

Celebrate progress

# National Women's Council of Ireland

Making a Real Difference

Annual Report 2007

Right to respect

Equality

Freedom of speech

Action

Empower



## OUR VISION

*is of an Ireland where all women and men have equal power to shape society and their own lives.*

## OUR MISSION

*as the representative organisation of women in Ireland is to promote equality, human rights and empowerment for all women.*

The photos of the NWCI Protest about the breast cancer scandal, where many women received inaccurate information damaging to their health and lives, took place outside Dáil Éireann on Tuesday 4th December. The protest was well attended by groups and members of the public alike and gained the attention and support of opposition party politicians outside Leinster House, as well as wide spread media coverage reflecting the public's support for our protest.

All the photos of the Protest, in this Annual Report, were taken by Moya Nolan.

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## CHAIRPERSON'S FOREWORD



*Thérèse Murphy*  
Chairperson

***“We need the full participation of women in all areas of society if we wish to have a truly inclusive, democratic society.”***

The Charter of the United Nations, signed in San Francisco in 1945, was the first international agreement to proclaim gender equality as a fundamental human right.

Since then the world has changed almost beyond recognition but what has not changed is the enormous challenge facing women the world over to realise the vision of that Charter. This was a vision of societies where women's and men's rights, responsibilities and opportunities did not depend on whether they were born male or female and that the interests, needs and priorities of both women and men are valued equally. Despite a legacy of internationally agreed strategies, standards, programmes and goals to advance the status of women worldwide, the reality is that true equality between women and men has not been achieved.

It is often taken for granted that equality between women and men has been achieved and that all support structures needed are in place. Yet, even in our modern age there are many instances where women still encounter multiple forms of discrimination: Traveller women in accessing health services and educational opportunities; women who are marginalised because of a disability; being older or recent migrants. It is the great tragedy of our time that women who experience violence at the hands of their partner find little or no State support when seeking help, and encounter only a lack of funding and the absence of services that are vital to their wellbeing.

During 2007, the EU appointed 'European Year of Equal Opportunities for All', there was a renewed focus on the barriers which have prevented the achievement of the principles of gender equality and the challenges to be overcome. This focus has been very welcome. In a changing world we must adapt to these challenges and devise strategies to overcome them.

One such strategy is the planned 'Campaign for Parity Democracy'. The Campaign, an initiative of the European Women's Lobby in partnership with its member organisations, will begin in summer 2008 and will focus on strategies to promote the participation of women in decision making structures, with a particular emphasis on the forthcoming elections in 2009 for local government and the European Parliament. There is an urgent need to encourage women to become involved and put themselves forward for election. We need the full participation of women in all areas of society if we wish to have a truly inclusive, democratic society.

The National Women's Strategy was launched in April and links closely with the twelve 'areas of concern' in relation to the role of women in the world today which were identified at the UN World Summit for Women in Beijing in 1995. There are over 200 commitments made by the government in the Strategy and the NWC will be part of the consultative committee to monitor its implementation. We have high expectations for the success of the programme of work prescribed in the Strategy and will monitor closely the targets agreed by the government. It is our objective to campaign for the immediate implementation of the Strategy for which the women of Ireland have had to wait such a long time for.

The NWC strives to deliver for women in Ireland a society where both women and men have equal access to the resources and opportunities that society has to offer. In realising this objective we have built strategic alliances with NGOs and others who share our aims. In solidarity we will work towards our vision of an Ireland where all women & men have equal power to shape society and their own lives.

*Thérèse Murphy*  
Chairperson

# DIRECTOR'S INTRODUCTION



*Joanna McMinn*  
Director

2007 was an election year, which again drew attention to the serious under-representation of women in political decision making arenas. Without a critical mass of women in power, who are involved in taking decisions about how resources are distributed, women's equality remains low on the political agenda. For the National Women's Council of Ireland it is all the more important, therefore, to exercise its strong mandate and represent the voice of women's organisations clearly and with determination.

In early 2007, the Government invited the NWCI to participate in the implementation of the new Social Partnership Agreement, 'Towards 2016'. Given the importance attached to the implementation of the National Women's Strategy and the lack of a gender analysis in the new Agreement, there was a consensus that the NWCI should return to the Social Partnership process. The NWCI has participated over 2007 in Social Partnership plenary meetings, in the Community and Voluntary Pillar, and in the Community Platform in order to promote the equality of women in national policies that affect women's lives.

While the National Women's Strategy was formally launched in April 2007, the implementation of the Strategy was not initiated by the end of the year. However, the NWCI held an election from its membership base to choose two representatives and two alternates to represent the views of the membership on the proposed co-ordinating committee, as set out in the National Women's Strategy document.

## **Our achievements during the year**

The NWCI produced its second Women's Manifesto, this time to voice the interests of women coming up to the 2007 General Election. The NWCI Women's Manifesto was launched on 7th March in the National Gallery of Ireland as our International Women's Day event. We distributed the Manifesto to as wide an audience as possible, to candidates and voters alike. In addition, local launches of the Manifesto were held in Letterkenny, Galway, Killarney, Cork, Leitrim and Kilkenny.

With funding from the Joseph Rowntree Charitable Foundation the NWCI embarked in 2007 on the next phase of our Social Welfare Campaign, bringing together three interrelated areas of work: human rights work that includes exploring the potential of taking a legal case; outreach with women's groups, and lobbying at national level. The Campaign highlighted the issue of women's

poverty and social exclusion; its key focus to increase women's economic independence, and to value unpaid care work by supporting women and men's dual roles as employees and parents.

2007 saw the successful implementation of a one year project 'Roadmap for Change – women mobilising in rural areas' which aimed to work with women in rural areas to improve their access to decision making and build their skills, knowledge and experience to influence local decision making bodies including Local Authorities, Local Area Based Partnerships and County Development Boards. The project worked with women in Counties Leitrim, Clare and Mayo, and the NWCI has maintained these contacts, mainstreaming the learning into our core activities.

An important collaboration between the NWCI and the National Disability Authority (NDA) has led to the support of groundbreaking research work to explore "the strengths and weaknesses of publicly funded Irish health services provided to women with disabilities in relation to pregnancy, childbirth and early motherhood". This research is being led by Professor Cecily Begley, School of Nursing, Trinity College, Dublin.

For the second year running, the NWCI successfully organised evening seminars in Dublin, attracting new and diverse audiences. The first seminar held jointly with Hanna's House took place in June, on 'Feminist perspectives on truth recovery: the legacy of the conflict'; the second took place on October and was entitled 'The Global Sex Industry'. Both events stimulated wide ranging and well informed discussion.

The NWCI played an important role during 2007 in facilitating the Observatory on Violence against Women, which met regularly throughout the year, bringing together women's non-governmental organisations working on the issue of all forms of violence against women. The NGO sector has ensured that the National Steering Committee on Violence Against Women recognises and accepts the UN definition of violence against women. This definition includes all forms of violence against women, including rape, domestic violence, sexual harassment, prostitution, and trafficking. In 2007 the Department of Justice, Equality and Law Reform established the new COSC Office to address the issue of domestic violence. The NGOs who sit on the National Steering Committee on Violence Against Women raised concerns about its remit, name, role and structure (including the consultative status of NGO sector). The remit of the COSC Office was later amended to address domestic violence, sexual violence and all forms of gender based violence.

The NWCI continues to expand its membership base, and to provide service to all members through our policy papers and submissions, through lobbying, outreach support, our website and media work.

Our work in 2007 could not have been achieved without a highly skilled and committed staff team, as well as an effective and dedicated Executive Board. I wish to express my continuing appreciation of their outstanding service to the NWCI during 2007.

**Joanna McMinn**  
Director

# ABOUT THE NATIONAL WOMEN'S COUNCIL OF IRELAND

Founded in 1973, The National Women's Council of Ireland (NWCi), Comhairle Náisiúnta na mBan in Eirinn, is the national representative organisation for women and women's groups in Ireland promoting equality, human rights and empowerment for all women.

Our vision is of an Ireland where all women and men have equal power to shape society and their own lives.

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 153 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.

## **We are committed to:**

- Placing women's equality at the centre of key political agendas
- Approaching our work from a global feminist perspective
- Acknowledging and respecting the diversity of women's experiences
- Supporting the development of an intercultural and anti-racist society, inclusive of all social groups
- Building solidarity with Traveller and other minority ethnic women
- Valuing and nurturing our relationships with affiliates and others
- Making strategic use of our resources

- Being a learning organisation that reflects and evaluates on its work and processes
- Being innovative, creative and responsive

## **The Key Outcomes we are working towards over the next four years are:**

- Significant and measurable progress towards affordable, accessible and high quality care services and increased sharing of care work between women and men
- Significant and measurable progress towards a universal model of publicly funded, accessible and affordable childcare
- A Women's Health Action Plan that sets targets to optimise levels of health across women's life cycle and also that is part of a fully accessible health service
- Substantive reform of the social welfare system to ensure women's direct access to payments, recognition of parenting and care work in the system and improved access to State pensions
- Recognition by employers of flexible working arrangements, and joint work with relevant organisations to ensure the availability of flexible work options
- A strong focus on women's equality in the Rural Development Strategy 2007-2013  
Significant progress towards increasing the percentage of women in decision making to 40% in key sites
- Active and focused participation by NWCi and other Social Partners in joint interventions to promote women's equality
- An increase in the capacity of locally based women's groups
- An increased participation of women's groups representing all nine Equality grounds in the work of the NWCi



- An increase in representation of women from immigrant communities living in Ireland
- Delivery of Ireland's various human rights commitments and obligations as they relate to women and girls
- A more diversified funding base for the organisation and the women's sector

## Structures

The NWCI is a membership organisation, whose Members give their mandate for the work of the NWCI 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 Membership base, 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 to ensure forward planning and accountability of each staff member in meeting organisational objectives.

## Members of Staff

Director, *Joanna McMin*

Head of Finance & Operations, *Bridget O' Sullivan*

Head of Policy, *Orla O' Connor*

Head of Outreach & Support, *Rachel Doyle*

Policy Analyst, *Mary McDermott*

Campaign Development Officer, *Valerie O' Carroll*

EWM Project Coordinator, *Noirín Clancy*

EWM Development Worker, *Melisa Bracken*

Communications & Development Officer, *Ciara O' Shea*

Information Officer, *Michelle Scanlan*

Membership & IT Administrator, *Imelda Brown*

PA & Administrator, *Enca González Cambil*

At the end of 2007 we said goodbye to the following staff members:

*Noirín Clancy and Melisa Bracken*

## Internships

In 2007 the NWCI continued to offer internships to students seeking work experience with the organisation. The following students interned with us during the year and made a very valuable contribution to the work of the NWCI.

*Daniele Shaw, Boston University, USA*

*Lauren Bailey, Boston University, USA*

*Iryna Pokhilo, NUI Maynooth  
(Department of Applied Social Sciences)*

A woman with short blonde hair is speaking into a microphone at a protest. The background is filled with various signs. At the top, a sign reads 'ACCESS TO HEALTH CARE'. To the right, another sign says 'WOMEN DEMAND CANCER SERVICES WE CAN TRUST!'. Below that, a sign reads 'WEALTHY BUT NOT HEALTHY!'. Further down, a sign partially shows 'GRANTS'. At the bottom right, a sign says 'ACCESS' and 'IS A'.

## OUR VISION

*is of an Ireland where all women and men have equal power to shape society and their own lives.*

## OUR MISSION

*as the representative organisation of women in Ireland is to promote equality, human rights and empowerment for all women.*

# THE ROLE OF THE NWCI

The role of the National Women's Council of Ireland is to work with its Members to determine core priorities and undertake a broad range of activities at local, national and international levels. This work includes;

**Building the Capacity** of women's organisations to organise, lobby and campaign for equality and social change,

**Undertaking outreach and development** projects and providing tools and resources to support women and in particular women from marginalised communities to work for change and the advancement of all women,

**Commissioning research on key policy areas** such as social welfare reform, childcare and women's health to inform and shape ongoing lobbying and campaigning activity. Developing policy submissions to Government and other agencies on matters critical to the achievement of women's equality,

**Representing women's issues** on a broad range of statutory and non-statutory bodies, Networking, working collaboratively and building solidarity with the broad community sector in Ireland to support and influence a wider social inclusion agenda,

**Media work**, issuing regular press releases and participating in television and radio debates to ensure the visibility of issues pertinent to women and to promote public dialogue on the position of women in Irish society, and

**Information dissemination**, to our Members and to the general public, on initiatives, programmes, policy and legislative developments of concern to women.



Celebrate  
progress

Care  
Symposium

Gender  
equality



# AFFECTIVE EQUALITY

## ***Our Strategic Goal***

***Care work will be recognised and supported within social and economic systems and will be more equally shared between men and women.***

### **European Year of Equal Opportunities – Care Symposium**

The European Commission designated 2007 as the “European Year of Equal Opportunities for All” as part of a concerted effort to promote equality and non-discrimination in the EU. The European Year was the centrepiece of a framework strategy designed to ensure that discrimination is effectively tackled, diversity is celebrated and equal opportunities for all are promoted.

The aim of the Year was to celebrate progress made in promoting equal opportunities for all and in combating discrimination, to acknowledge the significant inequalities that persist, and to renew commitment to a more equal society. The European Commission defined four specific objectives for the Year. These are defined in terms of rights, representation, recognition and respect.

The Equality Authority, as the national implementing body for the European Year, established a ‘burning issues’ funding programme to support non-governmental organisations at national level seeking to organise activities to mark the European Year and to achieve a longer term legacy for the Year. The programme provided seed money for activities under each of the nine equality grounds (gender, marital status, family status, age, disability, sexual

orientation, race, religion and membership of the Travelling community). Funding was made available for activities on themes identified as ‘burning issues’ for the Year.

The NWCI identified as its ‘burning issue’ the imbalance in the sharing of care and household responsibilities between women and men. The NWCI was successful in receiving funding from the Equality Authority to host a symposium on care work. The overall aim was to increase awareness about the responsibility that women carry for the vast majority of care and household work and its impact on the achievement of gender equality. Our objective was to open up a debate about the distribution of care work between women and men and identify possible ways forward to ensure a more equal representation of women and men in care and household work.

It is our belief that the current situation, where women take on the major responsibility of care work in the home is having significant negative consequences for women’s equality. It affects women’s choices with regard to employment and their participation in political and civic life.

While there are very few statistics and research on this issue, reports by the ESRI in 2005 found that women spend five times more of their time in caring



and household work during the week in comparison to men. Notwithstanding the increased engagement of women in the labour market and encouragement to do so in State policies, why do women continue to carry the greatest burden of this work? Clearly the impact of fundamental beliefs about gender roles in the private sphere directly influences how care work is shared between men and women. Further evidence for this is highlighted by the fact that in 2006 just under 1% of persons whose principal activity was looking after home/family were men (CSO).

It was our intention to bring the discussion on care and household work to a more public level; and to achieve a greater understanding within social partners, civil servants and Government of the impact of on women's lives and on achieving women's equality.

The event was held on 20th November in Dublin and was addressed by Dr. Kathleen Lynch, Equality Studies UCD and Cathal McCoille, Broadcaster, Morning Ireland RTE Radio 1. Fifty participants attended the event leading to a lively discussion of the gender issues involved in care work and the challenges to redistribute care work between women and men. A central theme of the discussion was the need to incorporate an ethic of care into all social policies.

### Department of Justice Equality and Law Reform, NDP Gender Equality Unit

To mark the end of the Lone Parents Initiative of the NDP Gender Equality Unit, the Unit commissioned Orla O'Connor, NWCI Head of Policy and Dr. Mary Murphy to prepare a paper on the 'Developmental welfare state, the life cycle and gender'. The Paper is available on the website of the Gender Equality Unit: <http://www.ndpgenderequality.ie/publications/reports/>

### Childcare

The Irish Childcare Policy Network (ICPN) launched its Manifesto for the General Election to politicians in April 2007. Orla O'Connor, NWCI Head of Policy, chaired the launch. The Manifesto includes the main NWCI goals for Childcare including one-year free pre-school, paternity and parental leave and subsidised childcare to reduce the costs to parents.

**Above from Left to Right:**

1. Cathal McCoille, Broadcaster, RTE
2. Participants at the Symposium
3. From Left to Right - Cathal McCoille, Broadcaster, Orla O'Connor, NWCI Head of Policy, Joanna McMinn, Director and Kathleen Lynch, UCD

All photos taken at the NWCI Care Symposium, November





Support

combat inequality

action



# ECONOMIC EQUALITY

## ***Our Strategic Goal***

***Women's right to economic independence will be achieved.***

### **Research on Women and Pensions**

The NWCI was successful in its funding application to Combat Poverty to carry out a piece of research in the area of women and pensions in Ireland. The research, to be carried out in 2008, will be focused on bringing a gender equality and anti-poverty perspective to the development of pension policy in Ireland. The recommendations of the research will form the NWCI submission to the Government's Green Paper on Pensions. The NWCI commissioned Dr. Mary Murphy of the National College of Ireland Maynooth and Anthony McCashin of Trinity College Dublin to carry out the research. The research will be launched in 2008.

### **Social Partnership**

The NWCI entered into social partnership at the end of 2006 under the Agreement 'Towards 2016' (T16). Orla O'Connor, Head of Policy, represented the NWCI in T16. As a social partner, the NWCI is also a member of the Community Voluntary Pillar, which had quarterly meetings in 2007 to agree the process of engagement in social partnership structures.

The NWCI gave a presentation on gender balance and gender equality to the Community and Voluntary Pillar in June.

There were a number of consultation meetings with the Community and Voluntary Pillar on government policy throughout the year. The NWCI participated in the consultation on the proposals by the Department of Health and Children on the Financing of Long Term Care and in the consultation with the Department of Social and Family Affairs on the development of the Green paper on Pensions.

The NWCI is also represented on the Labour Market Working group of Towards 2016.

The NWCI also received funding to support its participation in Social Partnership and recruited a Policy Analyst Mary McDermott in March 2007.

### **Social Welfare Reform Campaign 2007 – 2009**

The Social Welfare Reform Campaign aims to achieve reform of the social welfare system so that it becomes more equitable for women. Having been successful in accessing financial support from the Joseph Rowntree Trust to continue our work to campaign for social welfare reform the NWCI recruited a Policy Advocacy worker, Valerie O'Carroll to lead the campaign at regional and national level. The post is funded for two years.

The goals of this phase of the Social Welfare campaign are to address the issue of women's poverty and social exclusion, to increase women's economic independence, and to value unpaid care work by supporting women and men's dual roles as employees and parents. Starting in June 2007, the campaign contacted women's groups, in order to establish focus groups around the country. The purpose of the focus groups is to raise awareness and lobby at regional level. From this work with women's groups, it is the intention that one main issue will become the focus of the campaign at national level, and this work will continue into 2008.

### **Budget 2008**

The NWCI launched the Pre-Budget 2008 submission in October. The submission was compiled from our policy priorities in the Strategic Plan and from consultation with the members. The policy areas covered in the submission were

- Social Welfare
- Women's Health
- Childcare
- Migration and Anti-Racism
- Violence against Women
- Decision Making

The NWCI presented the Social Welfare recommendations of the submission to the Minister of Social and Family Affairs at the Pre-Budget Forum. The presentation focused on the discrimination against women in the social welfare system, particularly in relation to pensions, and the need to reform and modernise the system to recognise care work. The NWCI also presented priority areas to the Department of Finance as part of the Community and Voluntary Pillar to present Budget Proposals on October 25th.

The NWCI also worked with the Community Platform in its Pre-Budget Submission, contributing a gender perspective, particularly on the issues of Social Welfare.

At the Launch of the Submission in October, the recommendations were presented to members and a number of speakers from our members addressed the need to provide resources to the various recommendations. The speakers were Frances Byrne, Director of OPEN, Ellen O'Malley Dunlop, CEO of Dublin Rape Crisis Centre, and Denise Charlton, CEO of the Irish Immigrant Council.





Well being

Engage

Right to respect



# POLITICAL EQUALITY

## *Our Strategic Goal*

*An equal distribution of power and influence: women's right to political representation and decision-making at all levels will be realised; women and men will have the same rights and opportunities to be active citizens: and international human rights for women will be implemented.*

### **National Women's Strategy**

The Department of Justice Equality and Law Reform launched the National Women's Strategy (2007 – 2016) in April 2007. The National Women's Strategy (NWS) is 'the Government's statement of priorities in relation to the advancement of women in Irish society for the period 2007 to 2016'.

The vision of the NWS is of 'an Ireland where all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life'. The objectives and actions in the NWS fall under three themes:

- Equalising socio and economic opportunity for women
- Ensuring the well being of women; and
- Engaging as equal and active citizens

The analysis of women's position in Irish society in the NWS is wide ranging, and the breadth of women's inequalities acknowledged. The Strategy contains the most up to date statistics on women's position in Ireland and this is most useful. However, while the facts speak for themselves, the Strategy does not spell out in concrete terms how to move from an analysis of inequalities to specific mechanisms to remove them; while the Strategy does have high level objectives, indicators and broad actions, it does not contain measurable targets, or timescales for when specific actions should be taken and when we might expect to see real change.

Nevertheless, there is a commitment to positive action measures that will play an important part to ensure implementation of the NWS. In effect, this is what will be the source of potential funding for women's groups. This is acknowledged in the NWS: The NWS will have a co-ordinating committee that



**Roadmap  
for change**

***‘While much has been achieved under the Equality for Women Measure, there is still a need for a further programme of positive action measures at the level of the community, in addition to actions by Government Departments, State Agencies and social partners... These positive actions should be distinguished from State support for those organisations that provide support to women in their own right. This support which is indispensable to the sector should be coherent and co-ordinated to avoid duplication and overlap’. (NWS 2007)***

meets periodically to afford the opportunity to bring together a broad membership including:

- Representatives of each Government Department (at Principal Officer level);
- Representatives of equivalent grade from relevant state agencies, including the Health Service Executive;
- Representatives of the Social Partners;
- Representatives of the National Women’s Council of Ireland and two elected representatives (with designated alternates) of its constituent women’s interest groups; and
- A representative of the Equality Authority

The co-ordinating committee will discuss matters relating to the implementation of the Strategy and to women in Ireland. This co-ordinating committee may also commission additional research to underpin its work, should it deem this necessary.

In the latter part of 2007, the NWCI organised an election from the membership of two representatives and two alternates to represent the NWCI alongside the Director, on the NWS Implementation Committee.



## Violence Against Women

### Observatory on Violence Against Women

The NWCI played an important role during 2007 in facilitating the Observatory on Violence against Women, which met throughout the year, bringing together organisations working on the issue of all forms of violence against women. These include Women's Aid, the Dublin Rape Crisis Centre, the National Network of Refuges and Support Services, Rape Crisis Network Ireland, Ruhama, Pavee Point, the National Domestic Violence Intervention Agency and the Freedom from Pornography Campaign, all of whom are Members of the NWCI. Amnesty International is also a member of the Observatory. In 2007 the Department of Justice, Equality and Law Reform established the new COSC Office to address the issue of domestic violence. The NGOs who sit on the National Steering Committee on Violence Against Women raised concerns about its remit, name, role and structure (including the consultative status of NGO sector). The remit of the COSC Office was later amended to address domestic violence, sexual violence and all forms of gender based violence.

The NGO sector has also ensured that the National Steering Committee recognises and accepts the UN definition of violence against women. This definition includes rape, domestic violence, sexual harassment, prostitution, and trafficking.

The NWCI joined the women's sector during 2007 in supporting the continued funding of the National Domestic Violence Intervention Agency (NDVIA) by the Department of Justice, Equality and Law Reform. The NDVIA, which is a member of the

Observatory on Violence Against Women and of the NWCI, aims to develop a model of intervention work that maximises victim safety, perpetrator accountability, and the accountability of the system to victims. The NDVIA approach is a multi-agency approach and, in conjunction with key agencies, it aims to establish the future conditions in which integrated intervention programmes can be initiated throughout Ireland.

### Women's Human Rights Alliance

The NWCI under the auspices of the Women's Human Rights Alliance established a network to develop a Shadow Report from a women's equality perspective to the Irish Government's Report to the International Covenant on Economic Social and Cultural Rights. The Government is due to report to the UN in 2008.

### Equality for Women Measure

The NWCI project *'Roadmap for Change - women mobilising in rural areas'* aimed to work with women in rural areas to improve their access to decision making and build their skills, knowledge and experience to influence local decision making bodies including Local Authorities, Local Area Based Partnerships and County Development Boards.

In 2007, the NWCI was successful in its application under the Equality for Measure CLÁR strand and a full-time project co-ordinator Noirin Clancy and part-time development worker Melisa Bracken were appointed to implement the project.

#### **From Left to Right:**

*Participants in the EWM*

*Roadmap for Change Project, 2007*



The project was based in Counties Leitrim, Clare and Mayo and ran to the end of 2007. It involved working with Focus Groups of women in Clare, Leitrim and Mayo each of whom developed their own policy goals and were supported throughout the year through intensive outreach, training, team building and networking to work to these goals. In Clare the group worked on the pensions issue and established the Clare Women's Action Group to continue this work into the future, the Mayo group worked on securing a women's GP in the area and in Leitrim the focus was to work towards the establishment of a women's centre in the South of the county through undertaking an audit of current supports available to women in the area.

On November 29th the groups came together for a national seminar in Galway to share learning and experiences and link with other women's groups working in a rural context throughout the country.

### International Women's Day & Election Manifesto Regional Launches

As 2007 was General Election year, the NWCI published a Women's Manifesto to put forward the changes we wanted to see politicians pursue. The Manifesto was developed through consultation with the NWCI membership. The Manifesto was based on the premise that Ireland will be a better place when we have:

- more women in positions of decision making
- zero tolerance of violence against women
- sharing of care and household work
- economic equality between women and men
- equal respect and autonomy for all women irrespective of diversity and difference

The NWCI launched our Women's Manifesto 'What

Women Want from the Next Irish Government' on 7th March in the National Library of Ireland as our International Women's Day event. Olivia O'Leary chaired the launch, which attracted a large number of politicians, NWCI members and journalists. Speakers included Grainne Healy Chair of the European Women's Lobby Observatory on Violence Against Women, Sally Ann Kinehan of ICTU and Anastasia Crickley Chair of the European Fundamental Rights Agency.

Local launches of the Manifesto were held in:

**Letterkenny** - Thursday 8th March

**Galway** - Thursday 5th April

**Killarney** - Monday 16th April

**Cork** - Monday 23rd April

**Leitrim** - Tuesday 1st May

**Kilkenny** - Thursday 3rd May  
(following the members meeting)

Politicians in the relevant constituencies were invited to attend to address the issues raised in the Manifesto and engage in questions and answers sessions, discussion and debate with NWCI members and interested members of the public.

**Above from Left to Right:**

1. Joanna McMinn, Director, NWCI
2. IWD event attendees
3. IWD event attendees

**Right Top:** From left to right -

Patricia McKenna, Green Party, Mary O'Rourke, Fianna Fail, Mary White, Green Party, Joanna McMinn, Director, NWCI, Therese Murphy, Chairperson, NWCI and Olwyn Enright, Fine Gael

**Right Bottom:** From left to right -

Olivia O'Leary, Guest Speaker Mary Lou McDonald (Forefront) Sinn Fein







### **The European Women's Lobby**

During 2007 the NWCi supported EWL lobbying actions at a national level, attended the EWL General Assembly in Sofia, and has supported affiliate representation on the EWL Migrant Women's Network. The EWL was established in 1990 and is a Membership based women's organisation from the 25 EU member states and accession countries with some 4,000 members – the largest umbrella organisation of women's associations in the European Union (EU). Each member state and accession state nominates one person to participate at the Board for a two year term. European wide organisations also participate in the Lobby. The EWL lobbies European institutions: Commission, Parliament, Council to promote women's rights and equality between women and men and has consultative status at the European Commission. It intervenes in different areas of policy: economic and social justice, decision-making, violence against women, women's diversity. The EWL provides information to decision-makers to ensure that a gender perspective is taken into account in legislation and programmes and to provide women's organisations with the information they lack and promote their participation at EU level.

The EWL Mission is to ensure gender equality in the EU by promoting the empowerment of all women, strengthening women's social and economic rights, supporting women's diversity and combating all forms of violence against women and to ensure women's human rights.

During 2007 the 'European Year of Equal Opportunities for All' there were a number of meetings at European level. The Chair of the NWCi represents Ireland on the Board of the EWL.

### **NWCi Representation at EWL**

The NWCi has had a long association with the EWL and has held the presidency of the organisation on two occasions, the most recent being the late Ann Taylor.

Each year there are three meetings of the EWL Board, in January, May and October.

The Board meeting in January was preceded by a Seminar 'Equal Rights Equal Voices Migrant Women in the EU'. A report of this project is available from the EWL Web site : [www.womenlobby.org](http://www.womenlobby.org)

The Board meeting in May was preceded by a Seminar on 'Women and Religion' from which a position paper was prepared and is available on line.



CER SERVICES  
WE CAN  
TRUST !

Solidarity



Diversity

# SOCIAL & CULTURAL EQUALITY

## ***Our Strategic Goal:***

***All women will enjoy the right to respect and autonomy, irrespective of diversity and difference.***

### **Collaborative Work with the National Disability Authority**

A joint launch between the NWCi and the National Disability Authority (NDA) of the NDA Publication 'Exploring the Research and Policy Gaps – A review of literature on women and disability' took place in February. The research was carried out by Ursula Barry and Joan O'Connor. Ursula Barry presented the research findings at the launch. Participants were then organised into workshops co-facilitated by the NDA and NWCi to prioritise the research gaps from the report.

The NDA invited the NWCi to join with them in a joint research programme to commission research arising from the policy gaps identified in the report. The first research to be commissioned is focused on Women with Disabilities and Pregnancy. The NWCi/NDA Pregnancy Project will carry out "Research to explore the strengths and weaknesses of publicly funded Irish health services provided to women with disabilities in relation to pregnancy, childbirth and early motherhood". The team is headed by Prof. Cecily Begley, School of Nursing, Trinity College Dublin.

### **Anti-Racism**

The NWCi continued to be represented on the board of the National Consultative Committee on Racism and Interculturalism (NCCRI) and on the European Network Against Racism Ireland (ENAR). A roundtable seminar on the theme of Women in the Year of Intercultural Dialogue (2008) was held on October 16th in association with the National Consultative Committee on Racism and Interculturalism.

During the year, one-to-one meetings were held with all NWCi members working on the issues of migration, anti-racism and integration and with the National Traveller Women's Forum and the NCCRI, to develop a plan of action in relation to our anti-racism work.

In December, the NWCi and the NCCRI hosted a roundtable discussion to discuss the experiences and issues facing Muslim women living in Ireland. Interest was expressed at the meeting in establishing a Muslim Women's Forum in 2008.

### **Education**

During the year, the NWCi continued to support three projects funded under the ZONTA International ZEST 4 Programme. The ZEST 4 programme came to an end with each of the 3 projects funded submitting a final activity and financial report. A detailed amalgamated final report has been completed and submitted to ZONTA International. The final three projects were:

St Michael's Estate Family Resource Centre, providing needs based education for African women living in the local community,

Waves Support Services for Women, Sligo, developing a model of support group for survivors of domestic violence in the region of Sligo, Cavan and Leitrim, and

Irish Deaf Women's Group, providing intensive education courses for deaf women throughout Ireland; production of educational DVDs and hosting a forum on International Women's Day 2007.



*“During the year, one-to-one meetings were held with all NWC members working on the issues of migration, anti-racism and integration and with the National Traveller Women’s Forum and the NCCRI, to develop a plan of action in relation to our anti-racism work.”*

community

empower



# AN EMPOWERING PROCESS

## Members Meetings 2007

All members' meetings are designed to explore issues and themes related to the NWCI 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 three members' meetings in 2007:

**On Saturday 10 February**, a consultation on the current national pensions policy took place with members in relation to pensions for women and input into the NWCI policy on pensions towards the publication of the Government's Green Paper on Pensions.

**On Thursday 3 May 2007**, the NWCI held a members meeting in Kilkenny on the theme of Pornography. The guest speakers were Kate McCarthy and Geraldine Moane of the Freedom from Pornography Campaign who gave excellent inputs on the extent, nature and impact of pornography which formed the basis of a lively and extremely interesting discussion.

**On Saturday 15 September**, the NWCI hosted its members meeting on the theme of "*Migrant Women in Ireland Action for Integration*". The purpose of the meeting was to provide NWCI Members with an opportunity to learn more about migration and the issues facing migrant women in Ireland; consider actions which may be taken within their own organisations to support the integration of migrant women and identify actions which should be taken by the NWCI to promote equality for migrant women in Ireland. Guest speakers on the day were; Jane Pillinger (Independent Consultant), Lot Gernan (Migrant Rights Centre Ireland), NushaYonkova (Immigrant Council of Ireland), Anca Lupa (Cairde) and Siobhan O'Donoghue (Migrant Rights Centre Ireland).



*Above: Anca Lupa (Cairde) and Iryna Pokhilo (NWCI Intern) attend a members meeting in Dublin*

Unfortunately the NWCI members meeting scheduled to take place in November on the theme of women and disability had to be postponed at short notice to 2008 due to difficulties in accessing a sign interpreter.

## Annual General Meeting 2007

The 2007 AGM took place on June 15th at the Aishling Hotel in Dublin.

The event was well attended and in addition to the normal AGM business of the day, there was a keynote speech by the Hon. Mrs Justice Catherine McGuinness, President of The Law Reform Commission; a presentation on the National Women's Strategy, and the presentation of Members' motions in the afternoon.

For 2007 there were 13 Motions: all of the motions put forward were carried and are summarised as follows:

1. **Migrant Women – Independent Residency Rights**

This motion proposes that migrant women who are admitted to the State as dependants of their husbands be given independent residency should their marriage break down as a result of domestic violence.

2. **Increased Benefits For Class S PRSI Contributors**

This motion calls on the NWCI to call for increased benefits for Class S (self-employed) PRSI contributors, which are currently limited to contributory pension and maternity

3. **COSC – The Irish Office For The Prevention Of Domestic Violence**

This motion calls on the NWCI membership to support our call for these concerns to be addressed and on the NWCI to lobby government.

4. **Educational Needs Of Immigrant Families**

This motion, noting the serious challenges confronting immigrant families in participating in the education system, and schools in meeting the educational needs of immigrant families urges the NWCI to support the establishment of a comprehensive support service to underpin the inclusion of immigrant children in the education system.

5. **Workplace Free Of Bullying & Sexual Harassment For Teachers**

This motion calls on the NWCI to call on the Department of Education & Science and school management to take effective measures to create a workplace free of bullying and sexual harassment for teachers.

6. **Repeal Section 37.1 Of The Employment Equality Act, 1998**

This motion calls on the NWCI to lobby the Minister for Justice, Equality & Law Reform to embark on a consultative process designed to repeal Section 37.1 of the Employment Equality Act, 1998.

7. **Provision Of Cancer Breast Check On A No-cost Basis**

This motion calls on the NWCI to recommend that the Department of Health makes immediate provision for Cancer Breast Check throughout the republic on a no cost basis

8. **Breast Screening**

This motion calls on the NWCI to highlight and campaign for the speedy roll out of breast screening in the West and North West of Ireland as a matter of urgency.

9. **Appointment Of A Neuro Surgeon For The West Of Ireland**

This motion calls on the NWCI to campaign for the appointment of a neuro surgeon for the West of Ireland.

10. **Equitable Provision Of Maternity Services**

This motion calls on the NWCI to address the issue of an equitable provision of maternity services that is based on the principle of choice for women throughout Ireland.

11. **Sentencing For Sexual Assault & Rape Crimes**

This motion calls on the NWCI to ensure that perpetrators of sexual assault and rape cases serve a substantial sentence for the crimes they commit against women and that these sentences are consistent.

12. **Discriminatory Policies & Practices That Affect The Lives Of Traveller Women & Children**

This motion calls on the NWCI to support and join in endeavours to ensure that authorities set up to address discrimination carry out their work in a fair and accessible manner to ensure positive outcomes from these institutions for Traveller women.

13. **Eradicate Sex-trafficking In Ireland**

This motion calls on the NWCI to pressure the present Government to work to eradicate sex-trafficking in Ireland.





right to  
respect

celebrate  
diversity

## OUTREACH & SUPPORT

### Evening Seminars

The NWCI organised 2 successful public evening seminars in 2007. The first was organised in association with Hanna's House and was held on 19 June. Claire Hackett, the research co-ordinator of the Belfast conflict resolution consortium, which has recently been developed from grassroots republican and loyalist interface work, gave an interesting paper on 'Feminist perspectives on truth recovery: the legacy of the conflict'. The event attracted a diverse audience and there was an excellent discussion.

The second was held on 16 October and focussed on 'The Global Sex Industry'. The event drew interest from a wide range of individuals and organisations and speakers included; Kate Mc Carthy (Freedom from Pornography Campaign), Norah Gibbons (Barnardos) and Kathleen Fahy (Ruhama). Presentations drew the links between pornography, trafficking, prostitution and child sexual exploitation as a global industry with clear connections and overlap and formed the basis for an interesting and challenging discussion.

Support

Women's  
issues

freedom  
of speech



## COMMUNICATIONS & MEDIA WORK

Throughout 2007, the NWCi continued to maintain a significant media presence around issues of importance and relevance for women's equality. The NWCi continued to issue press releases, both proactively and reactively, where appropriate, throughout the year.

A steady stream of media enquiries came to the Council in 2007, resulting in a substantial number of print and broadcast interviews carried out throughout the year, with Joanna McMinn, Director, and Orla O'Connor, Head of Policy, acting as spokespersons on nearly all occasions. We also tried,

where possible and appropriate, to pass on media opportunities to member organisations, in turn attempting to raise affiliate profiles and issues also.

2007 proved very successful in creating links with local and regional radio and press. This was in no small part as a result of the local launches of the women's manifesto around the country at the beginning of the year, where the issues were debated at a local and regional level on radio and in print. The EWM 'Roadmap for Change' project also enabled regional media relationships to be initiated. These relationships continued throughout the year.

Roadmap  
for change

Freedom  
of speech



Photographer: Bryan O'Brien, Irish Times©

Celebrate  
progress

***The National Women's Council of Ireland (NWCI) yesterday urged women to vote for female candidates in the general election, as it launched its manifesto to mark International Women's Day today.***

*Dr Joanna McMinn, director of the NWCI, said that at the current rate of change, it would take 370 years for women to gain equal representation in politics. Female deputies make up 13% of the current Dáil, compared with an average of 36.4 per cent female representation in parliaments in the Nordic countries. (Taken from The Irish Times)*

*Above Left to Right: Mary Lou McDonald, Sinn Fein, Mary White, Green Party, Olwyn Enright, Fine Gael, Patricia McKenna, Green Party, Mary O'Rourke, Fianna Fail and Joanna McMinn, Director, NWCI*

## Media highlights in 2007

### NWCI complaint about Ryanair Advertisement

In October, a Ryanair Advertisement appeared in all the main newspapers showing an inappropriately dressed school-girl advertising: 'Back to School' fares with the airline. The NWCI deemed the ad to be irresponsible and in bad taste and contacted the Advertising Standards Authority of Ireland (ASAI) to make a formal complaint. The ASAI upheld the NWCI's complaint (along with others that it had received) saying: 'The Complaints Committee considered that the depiction of the model in the advertisement, as a schoolgirl provocatively dressed and under the word 'Hottest' was inappropriate'.

Ryanair advert *'inappropriate'* –

The Irish Times – 20 November 2007

Ryanair schoolgirl advert *censored* –

The Irish Independent – 9 November 2007

Ryanair reprimanded for *'racy'*  
schoolgirl advert –

The Irish Daily Mail – 9 November 2007

Schoolgirl advert was *distasteful* –

Metro – 9 November 2007

### The National Women's Strategy and the establishment of the COSC Office

The National Women's Strategy was launched by the Government on April 18th 2007. Joanna McMinn, as Director wrote an Opinion Piece in the Irish Examiner on the morning of the launch, which was very well received. Prominent news coverage was received by the Council on the following day in several publications, including The Irish Times.

The NWCI issued a press statement on behalf of the Observatory on Violence Against Women, in

response to the open letter to Frank Fahey re: the establishment of the COSC Office. The letter received a significant amount of media coverage, including the front page of the Irish Examiner.

### Local & National Launch Of The NWCI Election Manifesto

The regional launches of the election manifesto in Killarney, Cork and Galway created media attention from both regional and local press and radio.

### International Women's Day 2007

The NWCI was delighted to receive front page coverage the morning after International Women's Day, with a photo appearing on the front page of The Irish Times. The photo was taken the afternoon of the event and featured Joanna McMinn and several female politicians, each dressed in purple (representing the feminist colours).

### *Irish women paid up to 20% less than men –*

Irish Examiner – March 8, 2007

### *A society that still marginalises women in public and political life –*

Irish Times – 8 March 2007

### *Political equality for women in 370 years –*

March 8, 2007

### *Gender equality demands political will –*

Irish Examiner – March 8, 2007

### *International day prompts group to call for election of women –*

Irish Times – 8 March 2007





All photos taken at the NWC Breast Cancer Screening Protest in Dublin, December 2007.





## **Pensions**

The NWCI's work in the area of pensions and economic independence for women attracted a substantial amount of media coverage at various points throughout the year. The potential NWCI/FLAC legal case was covered by the Irish Independent and the Sunday Business Post, prompting more women from around the country to write to the Council explaining their own financial positions as a result of the Marriage Bar.

### ***Fighting for their future –***

Examiner – 7 March 2007

### ***Women to get pension boost –***

News of the World – 4 February 2007

### ***Marriage bar claim could cost taxpayers €200m –***

Irish Independent – 8 March 2007

### ***Pensions warning to women –***

Irish Independent – 16 March 2007

### ***Green paper to examine women's rights after marriage bar –***

Sunday Business Post – 18 March 2007

### ***Women's rights campaigners want pensions for mothers and carers –***

Irish Examiner 22 October 2007

## **Breast Cancer Public Awareness Protest**

The National Women's Council of Ireland took to the streets of Dublin to protest at the Cancer Screening Scandal in December. The protest took place outside Dail Eireann and was very well attended by groups and members of the public alike. The protest also gained the attention and support of opposition party politicians outside Leinster House. The protest and the key demands made by the NWCI received an extensive amount of positive, supportive and

accurate media all across the board, from all television networks, to all print publications and all Dublin radio stations, as well as a significant number of regional and local stations around the country. The protest was featured in all the following days papers, tabloid and broadsheet in the form of coloured photographs. The protest was also featured on the main evening and nightly news programmes on RTE 1 and TV3.

### ***Better treatment:***

#### ***Cancer care protest outside Dail –***

5 March 2007

#### ***Cancer scandal fury –***

5 March 2007

#### ***Women in solidarity over failure of cancer care services –***

Irish News – 5 March 2007

#### ***No trust: No confidence –***

Irish Mirror – 5 March 2007

#### ***Protestors demand better cancer care –***

Metro – 5 March 2007

#### ***Women protest outside Dail –***

Irish Examiner – 5 March 2007

## **Miscellaneous**

The Communications Officer assisted the Involve Project in Blanchardstown with press work around the conclusion of their project and subsequent seminar.

The Communications Officer attended the Childbirth Choices in Ireland Information Leaflet and Website Launch. The information covers the current provision of maternity services in Ireland, including midwifery-led services. The website has links to information, resources and support groups for childbirth in Ireland.



# INFORMATION CENTRE



## NWCI Information Service 2007

2007 saw the ongoing development of the NWCI Information Service as a resource for NWCI affiliates and members of the general public.

### Information Service

In 2007 national and local organisations were the largest group to contact the service with information queries followed by NWCI staff and affiliates. The most popular query was requests for NWCI publications. Queries on violence against women, women's health and women in decision making were popular queries during 2007. E-mail is the most popular means of people making information requests.

4 editions of the bi-monthly NWCI E-newsletter were produced in 2007. As always contributions from NWCI affiliates were an essential part of the e-newsletter.

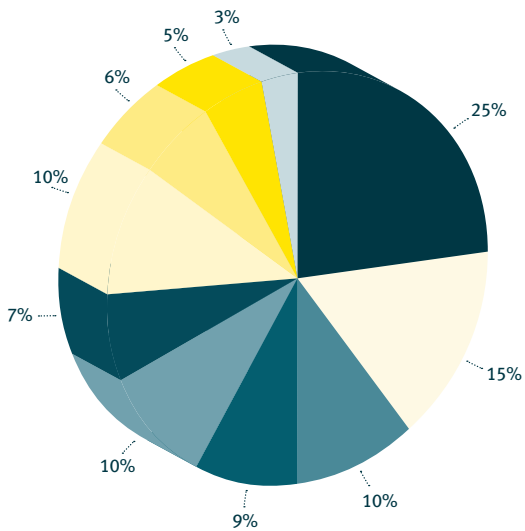
As a means of promoting the work of the NWCI information stands were staffed at both the launch and closing ceremony of the European Year of Equal Opportunities and at EYPD events throughout the year. Information stands were also staffed at Combat

Poverty Conferences during 2007. NWCI information was available at the Green Party Labour Party Conferences in the lead up to the general election. NWCI information was also available at the 4 members meetings throughout 2007 and NWCI events including the regional launches of the NWCI Election Manifesto and the launch of our pre-budget submission.

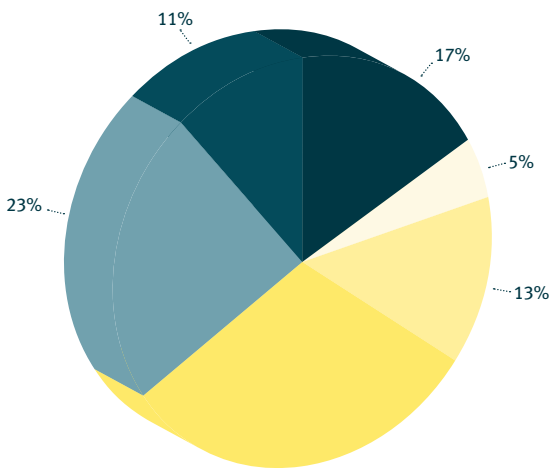
### NWCI Website

The NWCI website <http://www.nwci.ie> continues to be a key information tool and this is reflected in the number of visits to the site which from January to December 2007 was 10,590. The most popular pages visited on the site were publications, about us, membership and the pages detailing our work. The most popular means of people logging onto the site was through the use of search engines.

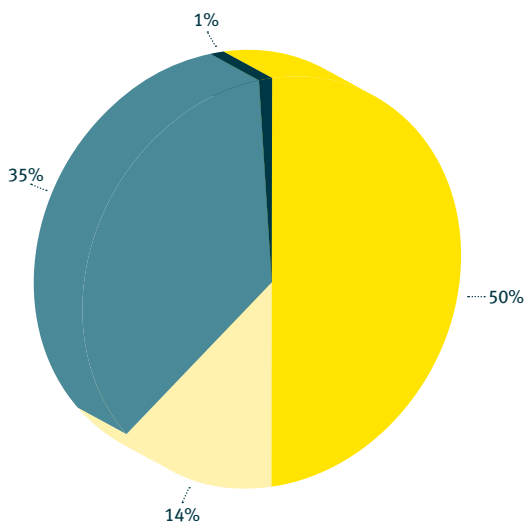
During 2007 specific sections of the website were developed to mark International Women's Day and to detail the NWCI work on the general election.



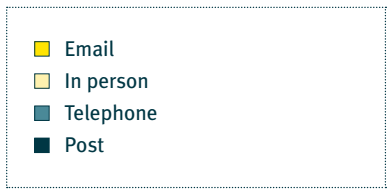
### POPULAR QUERIES



### QUERIES RECEIVED FROM:



### QUERIES RECEIVED BY:



# TIMELINE OF CONFERENCES & PRESENTATIONS IN 2007

- Launch of Irish Childcare Policy Network
- Cross Border Women's Health Conference
- Public Health Alliance Conference
- Women and Disability Conference
- Green Party Conference Galway

- Presentation to students in Muckross Park School, Donnybrook on 'Gender Equality'
- Launch of TASC Audit on Citizenship
- Presentation at Mallow/Youghal Equality for Women Conference
- Chair of Roscommon Women's Network Conference
- Presentation to St Vincent's, CBS School, Glasnevin on 'Gender Equality'

- Presentation to Clare Women's Action Group on 'Women and Pensions'
- Presentation to Paul Partnership, Equality for Women Measure Project, Tipping the Scales, on 'Exploring gender, participation and power' in Limerick
- Presentation on the theme of women and policy work to all Equality for Women Measure CLAR projects in Tipperary
- Centre for Non-profit Management Summer School
- Department of Foreign Affairs Human Rights NGO Forum
- Presentation on the theme of women in local decision making to the INVOLVE women's project in Blanchardstown
- Galway Traveller's Movement Equality for Women Measure Project Seminar
- Presentation to Community and Voluntary Pillar on Gender Equality

JAN

FEB

MAR

APR

MAY

JUN

- SIPTU National Women's Forum
- Presentation at Banulacht International Women's Day Conference
- Presentation to Pension Board Public Awareness Week event
- Presentation Slovakian First Lady at Farmleigh
- One day training session on women's equality - community and youth work students NUI Maynooth.
- Presentation on Gender Equality in Ireland - Cross border women's group Blanchardstown.
- Presentation on the NWC's Women's Manifesto - Letterkenny

- Presentation to Launch of Blanchardstown Vocal Women's Report
- Presentation to National Collective of Women's Networks
- Presentation to Equality Authority NGO Forum for the European Year of Equal Opportunities for all on 'Gender Equality and Caring responsibilities, the Irish Context'

- New Communities Partnership Seminar

JUL

- Department of Justice Equality and Law Reform, Gender Equality Unit, Seminar on Lone Parents Initiative
- Combat Poverty Agency Conference on Welfare, Policy and Poverty
- Presentation to Department of Social and Family Affairs Pre Budget Forum, 'NWCI Social Welfare recommendations for Budget 2008'
- One day workshop on the theme of gender equality and policy work facilitated at the annual regional training event hosted by Cork City Partnership
- European Women's Lobby General Assembly

AUG

- Presentation to Combat Poverty Agency 'Having your Say' Conference - 'Case Study on NWCI: In From the Margin Project'
- Presentation to West Cork Community Partnership Equality for Women Measure Project 'Women's Voices' on 'NWCI and critical issues for women's equality'
- Presentation on the NWCI's draft disability inclusion policy for women's groups at a conference in Galway organised by Women with Disabilities in the West

OCT

- Presentation at Coiste Summer School

- Presentation to Women's Integrated Network, Athy

SEP

- Dublin Employment Pact, Equal At Work, Community Sector Conference
- NESF Social Inclusion Forum
- Border County Childcare Network
- NWCI Care Symposium
- Equality Authority seminar on the Role of the NGO Sector in Promoting Equality
- One day training session on women's equality delivered to the community and youth work students at NUI Maynooth.
- 2 Presentations made to the Tullamore Women's Network on the National Women's Strategy.
- Pobal conference on Travellers, Migrants and People with Disability .
- Launch of NUIG research on 'The Nature and Extent of Trafficking of Women into Ireland for the Purposes of Sexual Exploitation'.

NOV

DEC





# FINANCIAL REPORT

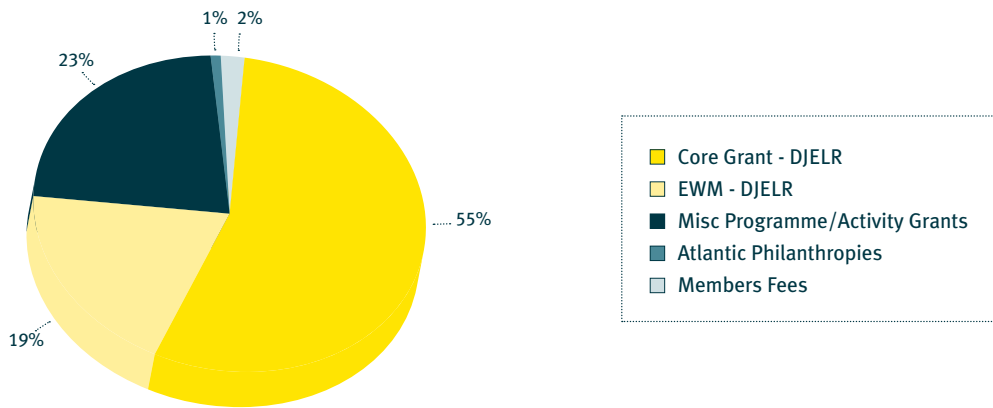
## Financial Review of the Year

In 2007 the organisation continued to work on the implementation of its strategic plan 2006-2010. It carried out a range of activities, maintaining a high standard of service within its budget and resources. The principal activities carried out as reflected in its statement of financial activities and Balance Sheet for the year are as follows:

- Carrying out a one year project entitled “Road Map for Change – Women mobilising in rural areas” which was funded under the Equality for Women Measure and which involved hosting focus groups, seminars, research and the production of publications.
- A General Election Campaign involving the production of a “Women’s Manifesto”, local launches and a national launch on International Women’s Day.
- Continuing the work on the Social Welfare Campaign through the organisation of focus group meetings.
- Holding a “Care Symposium” funded by the Equality Authority to mark the Year of Equal Opportunities.
- Participating in Social Partnership talks.
- Continuing to work with Members through our outreach and support programme.
- Ongoing development of the website of the organisation
- Hosting annual events including - Members’ Meetings; AGM; International Women’s Day; Pre-Budget Submission launch.
- Implementation of the final phase of the Zest 4 project.
- Carrying out governance and representative responsibilities including holding monthly board meetings and attending EWL meetings.
- Ongoing research work into sourcing a new office premises.
- Submission of funding applications and sourcing new funding.

# Income Analysis 2007

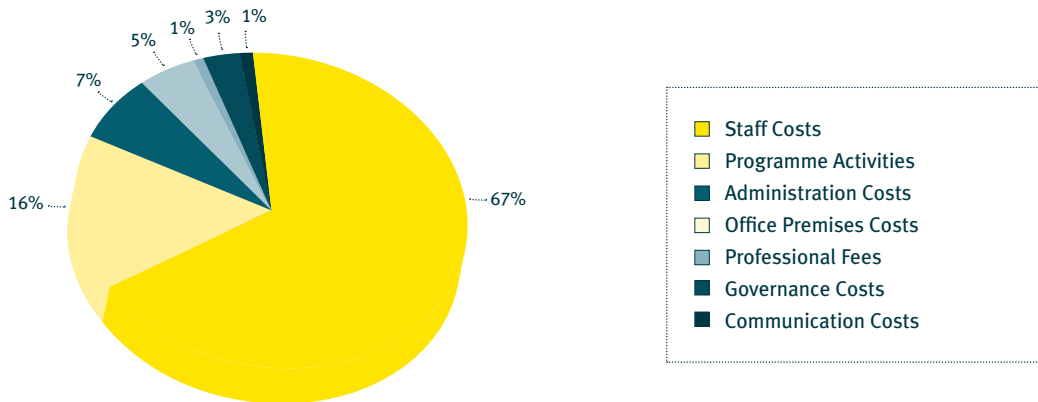
## Income Analysis



Core grant (DJELR)	€563,000	Atlantic Philanthropies	€12,955
EWM Project (DJELR)	€195,645	Members' fees	€25,485
Misc Programme & Activity Grants	€234,894	Other (interest income)	€2,309

Income for the year was 29% more than 2006, which is primarily due to the project grant received from the DJELR through the equality for women measure.

## Expenditure Analysis 2007



Staff Costs	€667,351	Professional Fees	€13,737
Programme Activities	€163,408	Governance and Statutory Costs	€27,385
Administration Expenses	€67,230	Communication Costs	€8,539
Office Premises Costs	€52,365		

Expenditure for 2007 was 20% more than 2006. This is due in the main to increased project activity level generated by the EWM project.

### **End of Year Position**

At the end of the year, the accounts show operating reserves of €54,880 and an infrastructural fund of €200,000. These reserves will be used to fund the ongoing operational and infrastructural needs of the organisation in 2008.

### **Financial Outlook for 2008**

The opening position of the organisation's 2008 accounts show a healthy operating reserves balance of €54,880. At the end of 2007 it was successful in sourcing a new three year funding grant from the Department of Community Rural and Gaeltacht Affairs. This grant ensures the continuation of the work of the NWCI Head of Outreach. Funding was also granted from the Combat Poverty Agency to carry out and launch research on a Women's Pension Policy which will be completed in the first half of the year. The organisation now expects that it will have sufficient funding for 2008 to undertake its ongoing work plan, maintain its current staffing level and achieve a break-even situation at year end.

### **Financial Priorities for 2008 are as follows:**

- Continuing to look for new funding opportunities to ensure achievement of the Strategic Plan objectives.
- Sourcing of a new Office Premises.
- Efficient and effective financial management of its resources (financial and staff).
- Ongoing development of the internal financial management systems and procedures.

### **2007 Financial Statements**

As in 2006 the NWCI has continued to prepare its financial statements in accordance with the format recommended by the UK SORP 2005.

## Summary Accounts For The National Women's Council Of Ireland Limited

### Amalgamated Balance Sheet as at 31st December 2007

	2007	2006
<b>FIXED ASSETS</b>		
Tangible Assets	17,371	18,851
<b>CURRENT ASSETS</b>		
Debtors	25,239	6,832
Cash at bank and in hand	302,484	306,438
<b>Total Current Assets</b>	<b>327,723</b>	<b>313,270</b>
CREDITORS: Amounts falling due within one year	90,214	109,203
<b>NET CURRENT (LIABILITIES)/ASSETS</b>	<b>237,509</b>	<b>204,067</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>254,880</b>	<b>222,918</b>
<b>FUNDS</b>		
Restricted funds - Building Development Fund	200,000	200,000
Restricted fund Other	14,490	13,124
Unrestricted funds	40,390	9,794
<b>MEMBER'S FUNDS</b>	<b>254,880</b>	<b>222,918</b>

The financial statements were approved by the directors on the 11th of April 2008 and signed on its behalf by: Thérèse Murphy - Chairperson and Clare Treacy (Deputy Chairperson)

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 have been sent to members and are available on the NWCI Website ([www.nwci.ie](http://www.nwci.ie)).



# Summary Accounts For The National Women's Council Of Ireland Limited

## Amalgamated Statement of Financial Activities

			Total	Total
INCOMING RESOURCES	Restricted Funds	Unrestricted Funds	Funds 2007	Funds 2006
<b>INCOMING RESOURCES FROM GENERATED FUNDS</b>				
Voluntary Income - Grants	440,734	563,000	1,003,734	769,348
Membership Subscriptions		25,485	25,485	28,723
Other		450	450	607
Interest Income	1,993	316	2,309	1,249
<b>Total incoming resources</b>	<b>442,727</b>	<b>589,251</b>	<b>1,031,978</b>	<b>799,927</b>
<b>RESOURCES EXPENDED</b>				
Costs of generating voluntary income	8,008	704	8,712	4,462
Programme Activities	428,292	521,889	950,181	783,472
Governance and Professional Costs	5,061	36,061	41,122	42,165
<b>Total Resources Expended</b>	<b>441,361</b>	<b>558,654</b>	<b>1,000,015</b>	<b>830,099</b>
<b>NET INCOME RESOURCES</b>	<b>1,366</b>	<b>30,597</b>	<b>31,963</b>	<b>(30,172)</b>
<b>Total funds at beginning of year</b>	<b>213,124</b>	<b>9,793</b>	<b>222,917</b>	<b>253,089</b>
<b>Total Funds carried forward</b>	<b>214,490</b>	<b>40,390</b>	<b>254,880</b>	<b>222,917</b>

These financial statements were approved by the directors on the 11th day of April 2008 and are signed on their behalf by: Therese Murphy (Chairperson) and Clare Treacy (Deputy Chairperson)



# LIST OF MEMBERS 2007

## A

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

## B

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

## C

Cáirde  
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 Women in Focus  
Cork Women's Political Association  
County Carlow Women's Network  
County Leitrim Partnership  
(Women's Development Section)

## D

Derry Women's Centre  
DES Action Ireland

Dóchas for Women  
Domestic Violence Advocacy Service  
Donegal Traveller Women's Project  
Donegal Women's Network  
Doras Buí  
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  
Fine Gael Women's Group  
Fingal Centre for the Unemployed

## G

Girls Friendly Society  
Green Party Women's Group

## H

Hanna's House

## I

Immigrant Council of Ireland  
Impact  
Inchicore Outreach Centre  
Inishowen Women's Information Network  
IPPA, The Early Childhood Organisation  
Irish Agricultural Advisers Association  
Irish Association of Social Workers  
Irish Countrywomen's Association

## I

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  
Kilkenny Rape Crisis Centre

## L

Labour Women  
Letterkenny Women's Centre Ltd  
Lifestart National Office  
Limerick Family Planning Clinic  
LinC  
Longford Women's Centre  
Louisburgh Community Project Ltd  
 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 Network of Women's Refuges  
Network Ireland  
Network Kildare  
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

Pavee Point  
Positive Action  
Presbyterian Women's Association  
Primary Health Care for Travellers

## R

Rathcoole Women's Development Group  
Rape Crisis Network Ireland  
Reach to Recovery  
Rehab Women's Group  
Retrieve Foundation  
Roscommon Women's Network  
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  
Sonas Housing Association



Soroptimists International  
Southill Domestic Abuse Project  
Southside Women's Action Network  
Southwest Kerry Women's Association  
Step Forward Group  
Summerhill Active Retirement Group

## T

Teachers Union of Ireland  
Teach Tearmainn Women's Refuge  
Tearmann Domestic Violence Service  
The Sexual Health Centre  
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

## W

Waterford Rape & Sexual Abuse Service  
Waterford Student Mothers Group  
Waterford Women's Centre  
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 with Disabilities in the West  
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 Resource & Development Agency  
Women's Studies Centre

## Y

YWCA

## Z

Zonta Club of Dublin

# LEGAL & ADMINISTRATIVE INFORMATION

## Executive Board Members

Thérèse Murphy (Chairperson)  
Noirin Clancy  
(Deputy Chairperson - resigned January 2007)  
Clare Treacy  
(Acting Deputy Chairperson Jan - Dec 2007)  
Berta Armitage  
Isobel Butler  
Maura Butler  
Tara Droog  
Marie Hainsworth  
Aileen Heverin  
Kathleen O' Sullivan  
Breda Raggett  
Stephanie Whyte

## Company Secretary

Bridget O' Sullivan

## Registered Office and Business Address

9 Marlborough Court,  
Marlborough Street,  
Dublin 1

## Auditors

Grant Thornton  
Chartered Accountants  
City Quay,  
Dublin 2

## Bankers

Bank of Ireland  
Lower Baggot Street,  
Dublin 2

## 2007 Attendance Executive Board

The Executive Board met 10 times during the year.

Therese Murphy (10)  
Marie Hainsworth (7)  
Berta Armitage (7)  
Clare Treacy (4)  
Maura Butler (5)  
Isobel Butler (9)  
Tara Droog (5)  
Aileen Heverin (9)  
Kathleen O'Sullivan (8)  
Breda Raggett (8)  
Stephanie Whyte (7)

# NWCI BOARD & STAFF REPRESENTATION

Organisations	Sphere	NWCI Representative	Board/Staff
Amnesty International Advisory Committee (VAW)	Political Equality	Joanna Mc Minn	Staff Member
Community Platform	Equality – General	Orla O’Connor, Mary McDermott	Staff Member
Community and Voluntary Pillar	Equality – General	Orla O’Connor, Mary McDermott	Staff Member
Dublin City Council – International Women’s Day Working Group	Equality – General	Joanna Mc Minn	Staff Member
Dublin Employment Pact EQUAL at Work	Economic – Equality	Orla O’Connor	Staff Member
EEl Working Group – Department of Education & Science	Social & Cultural Equality	Aileen Heverin	Board Member
Equality Authority C&V Sector	Equality – General	Joanna McMinn & Rachel Doyle	Staff Member
Equality Coalition	Equality – General	Joanna McMinn	Staff Member
European Anti Poverty Network (EPAN) Employment Policy Group	Economic – Equality	Orla O’Connor, Mary McDermott	Staff Member
European Network Against Racism - Ireland Social and Cultural Equality	Social & Cultural Equality	Rachel Doyle	Staff Member
European Women’s Lobby Executive	Gender Equality – General	Thérèse Murphy	Board Member
European Women’s Lobby Board	Gender Equality – General	Thérèse Murphy	Board 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 Childcare Policy Network	Affective Equality	Orla O’Connor	Staff Member
Irish Observatory on Violence Against Women	Political Equality	Joanna McMinn	Staff Member
National Childcare Co-ordinating Committee	Affective Equality	Orla O’Connor	Staff Member
National Consultative Committee on Racism and Interculturalism	Social & Cultural Equality	Rachel Doyle	Staff Member
National Disability Authority – Research Advisory Group	Affective Equality	Mary McDermott	Staff Member
National Economic & Social Council	Economic Equality	Mary McDermott	Staff Member

# NWCI BOARD & STAFF REPRESENTATION CONT'D

Organisations	Sphere	NWCI Representative	Board/Staff
National Economic & Social Forum	Equality – General	Orla O'Connor	Staff Member
National Steering Committee on Violence against Women	Political Equality	Joanna McMinn	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, Rachel Doyle	Staff Member
Women Human Rights Alliance	Political Equality	Joanna McMinn	Staff Member
Women's Health Council Board	Social & Cultural Equality	Marie Hainsworth	Board Member







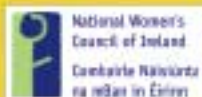
Solidarity

Positive  
change

Roadmap  
for Change

Celebrate  
diversity

Combat  
inequality



National Women's  
Council of Ireland  
Ceanburú Náisiúnta  
na mBain in Éirinn

National Women's Council of Ireland  
9 Marlborough Court  
Marlborough Street  
Dublin 1

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