



# Annual Report 2011



**Our vision is of an Ireland where all women and men have equal power to shape society and their own lives. We work to promote equality and empower women.**



## *Chairperson's Foreword*

*This annual report reflects the wide range of opportunities and of challenges presented to the National Women's Council of Ireland throughout 2011. It reflects key moments and events which marked our ongoing efforts to advance women's equality to ensure that women's concerns are placed on the social and economic agenda.*



*2011 was a year of celebration and of protest. We celebrated 100 years of International Women's Day with a wide range of excellent and imaginative events including the launch of the Charter for Women's Equality; our event in the national library celebrating women's work through the publication of our postcard series, our launch with the Domestic Workers Action Group of a campaign for a convention on the rights of domestic workers and ending with our gala night of comedy in Dublin.*

*During the year, new projects were identified and funding was received for initiatives to; support greater participation of women in political life, place gender at the heart of health policy planning and delivery, develop gender equality education and awareness programmes in schools and youth work settings and develop a Legacy Project celebrating women's paid and unpaid work in the 21<sup>st</sup> century through the use of photography, writing and exhibitions.*

*We responded to Budget 2012 and the anti women and children measures contained therein with a strong criticism of Governments economic strategy of reducing public expenditure and failing to increase national revenue through taxation whilst at the same time targeting lone parents and cutting funding to locally based women's organisations. The 35% cut to the NWCI's core funding announced in Budget 2012 was devastating for the organisation and acted as a catalyst for mobilisation of members and friends in support of the organisation.*

*We successfully secured new premises and commenced work on the renovations. The premises will provide a centrally located new facility in Dublin for all our members to meet, network and organise.*

*This annual report details the work we have done in providing much needed fora for our members and friends to meet, discuss and develop ideas for action. It details the support we have given to a range of member groups in developing and building their own campaigns and strategies and provides information on submissions made at national and international levels on relevant policy areas.*

*As Chairperson of the NWCI, I am proud to present this annual report as a testament to the hard work, commitment and dedication of NWCI staff, Board and members in our collective drive towards a feminist society based on the principles of social justice, equality and solidarity.*

*Clare Treacy, Chairperson, NWCI*

We wish to acknowledge and thank all of our funders in 2011, their support and commitment to the NWCI and women's equality is greatly appreciated.

- ❖ Department of Justice & Equality
- ❖ HSE
- ❖ Atlantic Philanthropies
- ❖ Joseph Rowntree Charitable Trust
- ❖ Department of Community, Rural and Gaeltacht Affairs

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## WORKING WITH OUR MEMBERS



### ***Members Meetings***

4 members meetings were held in 2011 which provided NWCI members and friends with an opportunity to discuss and debate issues of relevance and strengthen the mandate of the organisation.

### Women in Politics

The first members meeting was held on February 17<sup>th</sup> in association with Longford Women's Link on the theme of Women and Politics. The event included a Presentation from the Longford Women's Link on their work on developing a women's manifesto in County Longford. This was followed by a Panel Discussion with Rachel Doherty, Fianna Fail, Roscommon County Council, Marcella Corcoran-Kennedy, Fine Gael General Election candidate for the Laois Offaly constituency and Ally Carr, Labour Women. Panelists discussed their own personal experience of the political system and the challenges which faced them in the election process. Claire Mc Ging from NUI Maynooth then gave a presentation.

Comments from participants included;

*"I appreciated the honesty and concern demonstrated by the three candidates".*

*"A very informative meeting – very interesting to hear the reality for female politicians"*



### Women in the Media

The second members meeting entitled “*Women in the Media – NOT*” was held in Dublin on Saturday 14<sup>th</sup> May. The meeting included a Presentation from Margaret Ward, journalist and founder of Women on Air and a Panel Discussion with Jennifer O’Connell, freelance journalist with the Sunday Business Post, Dr. Barbara O’Connor, Senior Lecturer of Communications in DCU, Orla Barry, Broadcaster and Print Journalist and presenter with Newstalk since 2003 and Suzy Byrne, author of the award-winning Blog “Maman Poulet”.

Participants commented;

*“A discussion that sorely needs to be had and hopefully the start of something further”*

*“Enlightening. Very useful to hear the understanding voice of other women here. Great feeling of solidarity!”*

*“Enlightening – enjoyed the talk and delighted to hear all the younger women speaking – so confident and articulate”*

*“Fascinating insight into Irish Media. Quite shocking statistics on women’s representation across all areas of media”*

*“Very insightful and uplifting and very empowering”*

*“Very rarely have I attended such an efficient, informative and inspiring panel discussion. I was very impressed by all involved. Well done”.*

## Turn Off the Red Light

The third members meeting of the year was held in Cavan in association with Breffni Belles – Cavan Women’s Network. The meeting focused on the theme of trafficking of women in the sex industry and the Turn off the Red Light Campaign. The panel of speakers included; Grainne Healy, Former Dignity Project Co-ordinator , Nusha Yonkova, Anti-Trafficking Project Coordinator - Immigrant Council of Ireland, Detective Chief Inspector, Todd Clements (PSNI), and Sarah Benson, CEO - Ruhama.

The second part of the meeting involved the Cavan launch of the Charter for Women’s Equality. The Charter was launched by Madeline Argue, Chairperson of Cavan VEC with a response by Jack Keyes, Cavan County Manager and Marion Lyon, Cavan Women’s Network.

Comments from participant included;

*“An incredible amount of very well prepared information was given to us. The content was shocking”.*

*“Very informative day will help to develop lobbying for our group”.*

*“Very informative and generated the motivation to be proactive”*

*“Wonderful to raise awareness and create debate as to how society can deal better with raised issues”.*

*“Very useful to have different strands of anti-trafficking/prostitution campaign pulled together”.*

*“Good range of speakers – highlighting how important an integrated approach is”*





## The Impact of Budget 2012 on Women

The final members meeting for 2011 was held in Letterkenny and co-hosted by Donegal Women's Network and Women into Public Life. The theme of the meeting was Women's Income Inequality, Budget 2012 and Women's Human Rights. Keynote speakers were Orla O'Connor, Head of Policy, NWCI and Ethel Buckley, Head of Equality, SIPTU. Workshops and panel discussions were followed by an interactive and creative session entitled 'Reclaiming Feminism for Women's Community Groups', facilitated by Liz Price and Edel Geraghty, Limerick Women's Network and Elaine Dalton, Clare Women's Network.

Following the meeting we held the Donegal launch of the Charter for Women's Equality. The Charter was launched by Joe McHugh TD with responses from Crona Gallagher, AEO Donegal VEC and Finola Brennan, Donegal Women's Network.



## SUPPORTING ACTION

Throughout the year we supported a wide range of our members in carrying out their work and campaigns.

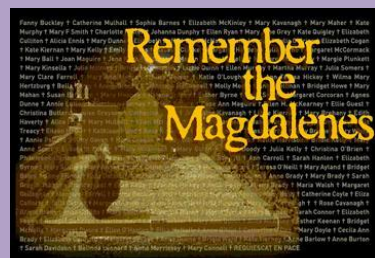
### National Collective of Community Based Women's Networks

The NWCI continued to work with the 17 locally based women's groups and networks throughout the country who are part of the National Collective of Community Based Women's Networks in the implementation of the Local and Community Development Programme. The NWCI participated on the Board and staffing and finance sub groups of the NCCWN.



### Justice for Magdalenes

The NWCI maintained ongoing support and contact with the Justice for Magdalenes group whose campaign received widespread media coverage during 2011. At the Irish Governments presentation to the UN Committee against Torture, the Deputy Rapporteur of the Committee in response to the Irish Government's submission stated that *"this is again one of those cases where the state party might have failed to exercise due diligence to protect these people. And in view of the evidence that we have ... I think it is the responsibility of the state party to investigate and also to find ways to ensure that these women do obtain redress within the context of Article 14."*



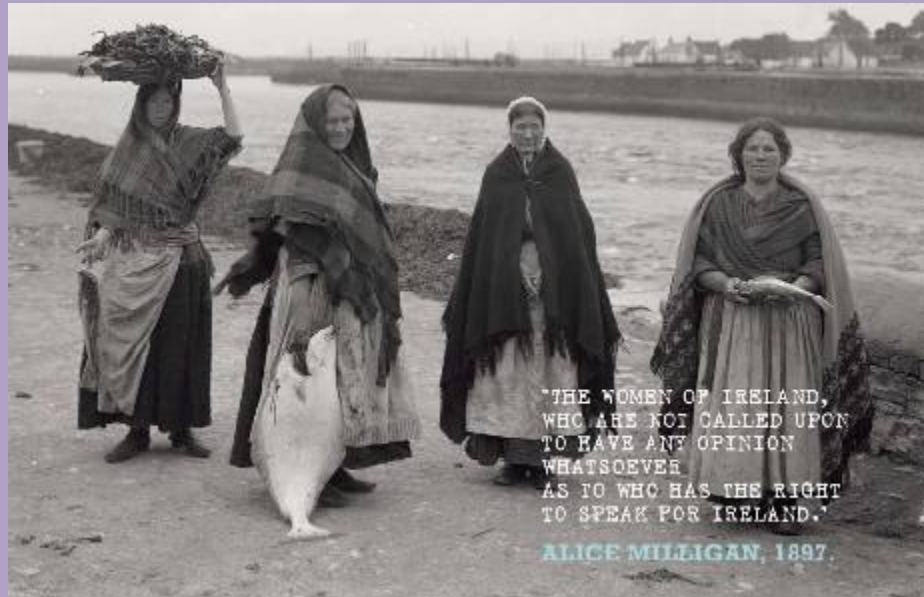
In response to this and other comments made by the Committee, the NWCI wrote a further letter to all women TDs, senators and councillors seeking support for the demands of the Justice for Magdalenes campaign. We issued a press release on foot of the letter and as a direct result of our correspondence a number of local authorities passed unanimous motions in support of the Justice for Magdalenes demands.

## Irish Feminist Network (IFN)

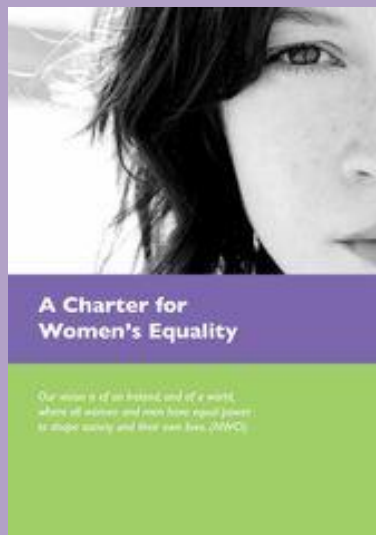
The NWCI continued to support the IFN in their work during 2011. Co-ordinator Madeline Hawke worked on-site in the NWCI offices with continued administrative, communications and finance support. In June, we assisted the IFN in a project called “Y-Lead: Young female Leaders in Irish Society”. Y-Lead was a video project aimed at profiling young women from across Irish society who are leading their communities. The event was launched by Senator Kathryn Reilly, the youngest person ever elected to the Seanad. There was panel discussion following the event which included speakers such as Justine McCarthy, Salome Mbugua and Senator Katherine Zappone. These videos were circulated by the NWCI and broadcast on the website and through social media.



# INTERNATIONAL WOMEN'S DAY 2011

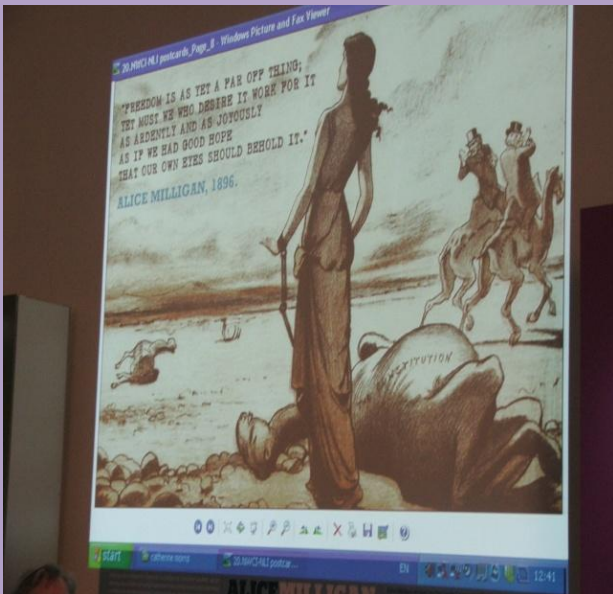


2011 marked the centenary of International Women's Day and we organized events, running throughout the day. We held the national launch of our Charter for Women's Equality in EU House. It was launched by Jack O'Connor, the President of the Irish Congress of Trade Unions, along with Barbara Nolan, Head of the EU Commission in Ireland, and Caroline Curley, Director of Planning at Limerick City Council.



We then moved to the National Library where a stellar line up of some of Ireland's most imaginative women spoke at That Far Off Thing about the beautiful postcards which we published for the centenary, with images of women workers from the turn of the 20<sup>th</sup> century and words by feminist Alice Milligan who was a leading figure in the Irish cultural revival. Speakers included artists, historians, trade unionists, ambassadors and writers. Our Chairperson, Clare Treacy, read a poem specially composed for the NWCI in response to the postcards by acclaimed poet Cherry Smyth. Susan McKay, CEO, then spoke at the European Commission's own IWD celebration.

Later that day we co-hosted with the Domestic Workers Action Group the launch of the Global Campaign for Decent Work for Domestic Workers. The campaign called on the International Labour Organisation to adopt a Convention to protect the employment rights of Domestic Workers.



In the evening, we had a gala Humorous Feminists Night Out, in Dublin, with most of Ireland's finest women comedians including the Nualas, Sonya Kelly, Lisa Joyce and others. All performed for no fee as this event was a fundraiser for a women's refuge in Leitrim. We had a full house and were able to give Domestic Violence Advocacy Services €1,600.



Susan McKay, CEO, also took part in The View on RTE, which included a review of Juanita Wilson's As If I Am Not There, a superb film about the Serbian rape camps in Bosnia during the conflict in that region in the 1990's.

## POLICY WORK



### National Women's Strategy

During 2011 we made a submission to the Department of Justice and Equality on the Review of the National Women's Strategy (NWS). This submission provided additional and updated comments to our original submission in 2010. Given the changing economic situation we recommended a re-prioritisation of the objectives of the NWS and the need for a Revised NWS which would set out a way forward to address the inequalities which women are experiencing in this current crisis. We also emphasised the importance of protecting the achievements and advancement of equality for women in Ireland.

We continued to actively participate in the NWS Monitoring Committee and the Sub Committee on Women and Decision Making. The Sub Committee worked on the development of a report on the advancement of women in decision making in a range of areas including; Women in Management Roles, Women's Participation on State and Corporate Boards , Strengthening Women in Political Decision-Making Women in the Diplomatic Service and Women in the Judiciary.

We made submissions on a series of drafts of the report and with Longford Women's Link made a presentation to the sub committee on the topic of promoting women's advancement in political life. The draft report was finalised in 2011 and the final report will be published in 2012.

## Budget 2012

### **NWCI Pre-Budget Submission 2012:**

The Pre-Budget Submission was launched in September and presentations were given by Orla O'Connor, Head of Policy, NWCI, Mary Murphy, National University of Ireland Maynooth, Miriam Holt, National Collective of Community Based Womens' Networks and Ellen O'Malley Dunlop, CEO, Dublin Rape Crisis Centre. There was a high level of interest and participation by the membership in the drafting of the submission and at the launch.

The Submission focused on the impact of the recession on women and presented recommendations in the following areas

- ❖ Protecting the Most Vulnerable Women
- ❖ Protecting Children
- ❖ Women and Employment
- ❖ Women with Disabilities
- ❖ Migration, Asylum and Integration
- ❖ Women and Health
- ❖ Support for Women's Organisations
- ❖ Supporting the Voice of Women Nationally.
- ❖ Violence Against Women

The Submission was also presented to the Minister for Social Protection Joan Burton T.D. at the Department of Social Protection Pre-Budget Forum in September. The NWCI was invited to make a presentation to the Joint Oireachtas Committee on Finance and Public Expenditure on our Pre-Budget Submission, Orla O'Connor and Rachel Doyle presented on behalf of the NWCI. The Pre Budget submission was circulated widely and briefings on the submission were also given to politicians.



## NWCI response to Budget 2012

The NWCI viewed Budget 2012 as anti-women and children due to the widespread cuts in expenditure and funding for services and supports which women particularly rely on. In particular the NWCI expressed outrage at the targeting of cuts to lone parent families, the majority of which are led by women and are at greatest risk of poverty. The NWCI was deeply critical of the government's position to balance the Budget by placing a greater emphasis on reducing public expenditure in comparison to increasing revenue through taxation measures. In addition the devastating cut of 35% to the funding of the NWCI was disproportionate and showed a disregard for women's equality.

A lobbying campaign commenced as a result of the Budget to roll back the proposals for lone parent families and we extensively lobbied to reduce the cut to the NWCI funding.



# WOMEN INTO POLITICS



## **Count women in: a momentous year for women in public life.**

In September 2011 Eoin Murray commenced work for the NWCI as Co-ordinator of the Women in Politics project. The project is funded for two years by the Joseph Rowntree Charitable Trust. The project is focused on reforming Ireland's political institutions to make them more accessible to women, mobilising women into decision making structures and promoting a feminist political agenda.

## **Background**

The year 2011 was a momentous one for women in public life. The lowest percentage of female candidates in a general election [15%, 566 candidates] since 1989 produced the highest number of female members of the Dáil since the foundation of the State [today 25 T.D's are women]. However, despite higher levels of representation the injustice of women's exclusion from the political system remains glaring. The NWCI calculated that at current rates of change it would take 370 years to achieve parity of representation, a statistic that was widely quoted in debates and discussions. The election results were followed by a 16 member Cabinet which included only 2 women.

Disappointment at the lack of women's representation at Cabinet level was barely offset by the appointment of a number of high profile women to top jobs in the judicial and legal system, including our first female Attorney General, President of the Supreme Court and Director of Public Prosecutions. Every other level of the court and judicial system remain wholly male dominated.

Two strong motions at the 2010 AGM mandated the NWCI to seek resources to fund a project which would both campaign for quotas and provide "support to feminist women politicians".

These motions provided the framework for a year of intense activities by the NWCI and the members.

For the last quarter of 2011 the project focused on three main areas:

- ❖ Lobbying for quotas
- ❖ Supporting member groups in mobilization
- ❖ Building awareness of the need for a feminist politics.

### **It is broke. Do fix it.**

The NWCI intensively lobbied the incoming government to ensure that quotas were included as an integral part of the Programme for Government. Lobbying activities included an online and off-line letter writing campaign to Minister Phil Hogan. This campaign resulted in a meeting between the NWCI, the Minister and officials. Minister Hogan published the quotas legislation in mid-December, 2011. The legislation contained a number of flaws, such as the absence of reference to local elections and local candidates. However, we welcomed the legislation and praised the government for taking an important and positive step towards redressing the historical imbalance of women's exclusion from political life. The campaign for quotas provided a number of opportunities for the NWCI to debate the issue in the media, with politicians and policy makers and to mobilise members.

In November the first member's webinar was held where Fiona Buckley from the 50/50 group gave a presentation on the issue of women in politics to members around Ireland.

We continued to support members throughout the year. The Dublin 50/50 group committee meet every second week in the NWCI offices and we provide support to the 50/50 group as it works to develop a high level of awareness about the issue at grassroots level around the country.

We made a submission to the Constituency Commission which argued for larger constituencies and more TDs in order to maximise the opportunities for women seeking to enter political life. Throughout 2011 the NWCI also lobbied for a place at the proposed Constitutional Convention which has identified the issues of "women in the home" and "women in political life" as key priorities. We believe that, as the representative organisation for women in Ireland, we have a significant role to play in modernising the outdated Constitution.

## WOMEN'S HEALTH AND HUMAN RIGHTS



### Integrating gender into the mainstream of health care policy planning and service delivery

The NWCI and the Health Service Executive have worked in partnership to develop a Gender Mainstreaming Framework which aims to support the development and delivery of health policy and services that are responsive to women's health needs. This project is funded by the HSE, implemented by the NWCI and supported by the HSE Gender Mainstreaming Steering Group.

An independent consultant, Jane Pillinger, was recruited in early 2011 to produce a framework document and to consult with a range of stakeholders on the issue. The report sets out a template for gender mainstreaming in the Irish health service, drawing on approaches and best practice taken in other countries such as Canada, Sweden, the UK and Northern Ireland. It contains a review of existing national and international commitments that the Irish state has made in relation to gender mainstreaming. It sets out an in depth analysis of the rationale for gender mainstreaming in the health service and outlines the direction that will need to be taken by the HSE from a policy and operational perspective, if gender mainstreaming is to be effectively implemented. The report will be launched in 2012.

We recruited a Women's Health and Human Rights Worker, Jacqueline Healy, in September. Jacqueline worked with the HSE Gender Mainstreaming Steering Group to advance the gender mainstreaming strategy. She also engaged with some of the key stakeholders in health, both statutory and non statutory, on the importance of gender mainstreaming in the healthcare sector. She also provides ongoing support to NWCI members with a focus on health. NWCI made a submission to the Department of Health consultation process on the development of a public health service in September 2011 emphasizing the importance of a gender mainstreaming dimension to the current restructuring of the health service.



## SEXUAL AND DOMESTIC VIOLENCE



Combating violence against women is a core part of our work. The NWCI continued to chair the Irish Observatory on Violence Against Women, bringing together women from frontline services and advocacy organisations to discuss issues of concern regarding the implementation of the National Strategy on Domestic, Sexual and Gender based violence 2010-2014 and linking with EU developments and initiatives. Sarah Benson, CEO of Ruhama was appointed the new EU Expert to the European Observatory on Violence Against Women.

NWCI continued to support members who work on the issue of violence against women especially in the media and through dialogue with government officials.

### **Turn off the Red Light**

NWCI is part of the core group of Turn Off the Red Light and the hugely successful political campaign to criminalise the purchase of sex. On the 12<sup>th</sup> October 2011, the group of Independent Senators appointed by the Taoiseach brought forward a Motion to the Seanad on the criminalisation of the purchase of sex in Ireland. As a result of the motion, the Minister for Justice committed to a six month consultation period of debates and the development of a legal framework that suits the Irish legal system.

**Turn Off the Red Light**

End Prostitution and Sex Trafficking in Ireland



## SEXUAL AND REPRODUCTIVE RIGHTS

NWCI continued to participate on the National Steering Committee on Female Genital Mutilation which issued a press statement to mark International Day of Zero Tolerance to FGM. The statement called on the Irish government to introduce legislation immediately to outlaw FGM and proposed amendments to the existing legislation which does not go far enough to ensure prosecution of offenders. This legislation is currently going through the Dail.

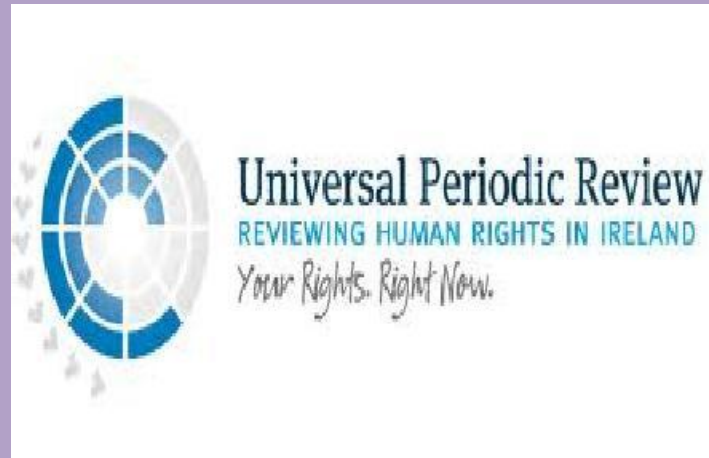
The NWCI worked with the Irish Family Planning Association and other reproductive rights organisations to lobby the government to introduce legislation to give effect to the ABC case of the European Court of Justice.



## INTERNATIONAL WORK

### *Universal Periodic Review*

The United Nations Universal Periodic Review is a new UN process of examining each country's performance in implementing UN Human Rights Treaties. NWCI actively engaged in the process in preparation for the Irish Government's examination by the UN Human Rights Council in 2011.



This engagement included;

- ❖ Participation on the Irish UPR Stakeholder Group 'Your Rights Right Now' facilitated by the Irish Council for Civil Liberties.
- ❖ Contribution to the stakeholder submission and providing support to their regional consultation process.
- ❖ Attendance at Government consultation meetings throughout the country.
- ❖ Participation on the Amnesty International Partners Group in the development of their submission on the Right to Health and Housing.
- ❖ Developing our own NWCI submission focussing on issues relating to violence against women, social welfare reform, women's participation in public and political life, sexual and reproductive rights including female genital mutilation, marriage rights for gay and lesbian couples, gender mainstreaming in health service provision, rights of Traveller and asylum seeking women, the minimum wage, childcare, the National Women's Strategy, funding for women's organisations, and the Irish Constitution.
- ❖ Lobbying diplomatic missions to encourage their representatives to raise issues of concern to us with the Irish Government.
- ❖ Attending the Irish Governments hearing at the UN in Geneva in October.

### ***UN Security Council Resolution 1325***

The Irish government launched its National Action Plan (NAP) for Implementation of UN Security Council Resolution 1325, 2011-2014 on women, peace and security in November 2011. This plan covers the three pillars of prevention, protection and participation and highlights the unique and disproportionate impact of conflict on women and girls. The NAP recognises the importance of the full participation of women at every level of decision making addressing issues relating to peace and security; protection of women and girls from gender based violence and the implementation of gender perspectives in all peacemaking, peacebuilding and peace agreements. NWCI, Amnesty International and other civil society organisations will be working to ensure full and timely implementation of this NAP during 2012.

To inform the NAP, a Consultation Group was set up which included members from civil society across Ireland. It was important to the group that women's experiences of conflict were included in the process and under the leadership of the Independent Chair, Inez McCormack, Shirley Graham was appointed to organize and facilitate workshops gathering women's stories and compiling them into a report (the facilitator was funded by the Joint Consortium on Gender Based Violence). The NWCI would like to give special thanks to the two hundred women who took part in this process, which included women from the North, the Border Counties, Asylum Seekers and Refugees as well as migrant women.

### ***Women's Human Rights Alliance (WHRA)***

The NWCI co-ordinates and supports the development of the WHRA which is a coalition of independent non-governmental organisations that advocate for women's human rights. Current members include the National Traveller Women's Forum, the NWCI, Banúlacht, the Irish Council for Civil Liberties, UN Women Ireland, Amnesty International and the Irish Family Planning Association. In 2011, the WHRA made a submission to Ireland's draft report on the International Covenant on Economic Social and Cultural Rights.





## NEW PROJECTS

### *The Y Factor*

In 2011 we submitted a successful proposal to Atlantic Philanthropies to undertake a 3 year project working with young women and young men on issues of women's equality. The Y-Factor is an innovative and ambitious new project which aims to empower young women and men to analyse and take action on gender inequalities in Irish society.

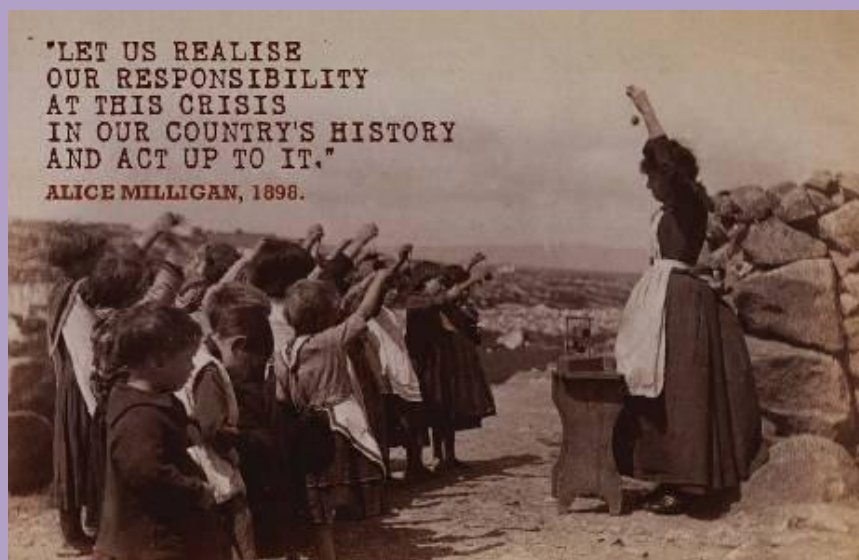
The project involves the design and delivery of participative learning modules in schools and youth groups across Ireland. It involves the development of a range of creative educational initiatives and events at community level and the development of a strategy to ensure that the learning and experience from the project can influence the ways in which the education and youth work sectors in particular, deal with issues of gender inequality.



## The Legacy Project

The NWCI was successful in seeking funding from the Atlantic Philanthropies for the Legacy Project. The Legacy Project, aims to celebrate women's role in redefining labour and the workplace. The project will involve the commission of a publication and an exhibition that makes available research, historical documents and new photographic and written explorations of labour in the 21<sup>st</sup> century. The Legacy Project will bring visibility to examples of excellent and innovative strategies that use writing and photography, text and images, to counter the status quo and to create alternatives to mainstream media imagery. The Legacy Project takes a loosely thematic approach, taking the 'celebration of women's work in Ireland' as its starting point. The project will explore women's participation in paid and unpaid work.

The Legacy Project curator Valerie Connor was appointed in late 2011. Valerie has 20 years experience in visual arts. She works as a curator and independent advisor to individuals and small organisations in the visual arts and she is a lecturer in photography at the Dublin Institute of Technology.



## BUILDING ALLIANCES

### *Community Platform*

The Community Platform (CP) is a network of national equality and anti-poverty organisations. The CP provides an opportunity for national organisations to work together and bring a combined equality and anti-poverty focus to the policies and programmes of Government.

The main focus of the work of the CP in 2011 was the research and production of *'Paying our Way' Progressive proposals for reforming the Irish tax system'*. The report focuses on the development of a progressive model of taxation in Ireland which is aimed at redistributing wealth and providing revenue in order to have a quality model of public services. It is aimed to make a real contribution to the public and policy debate, not only on our taxation system, but more generally on the kind of Ireland we want to create in the years ahead. The NWCI was a member of the Steering Group for the report. The Report was launched in September 2011.



### *Claiming our Future*

Claiming our Future is a national, broad-based, nonparty-political, social movement which is working to bring about a radical transformation of Ireland into a society based on the values of equality, environmental

sustainability, participation, accountability and solidarity. Claiming our Future has emerged as a response to the range of crises currently confronting Irish society. NWCI supported Claiming our Future through attendance and facilitation of workshops at 2 national conferences in Galway and Cork giving the welcoming address at the Galway conference and supported the Claiming our Future petition for gender quotas in the electoral system.



### **Coalition to Protect the Lowest Paid**

This is a coalition of Trade Unions, and Community sector organisations including SIPTU, Mandate, Communications Workers' Union, UNITE, Migrant Rights Centre Ireland, The Poor Can't Pay Campaign, Community Platform, the European Anti-Poverty Network Ireland and the National Women's Council who campaign for the pay and working conditions of workers on low pay. The Coalition focused on lobbying the Government to maintain the pay, terms and conditions of workers protected under the Joint Labour Committees and the Employment Regulation Orders. The majority of these workers are women.



## SUBMISSIONS

1. Pre-Budget Submission – <http://www.nwci.ie/publications/fulllist/pre-budget-submission-2011/>
2. Submission to Tax and Welfare Group - Child and Family Income Supports – <http://www.nwci.ie/publications/fulllist/submission-to-tax-and-welfare-group-child-and-fami-1/>
3. Submission to the UPR Secretariat, Department of Justice and Equality – <http://www.nwci.ie/publications/fulllist/submission-to-the-upr-secretariat-department-of-ju/>
4. NWCI UPR Ireland stakeholder submission - <http://www.nwci.ie/publications/fulllist/nwci-upr-ireland-stakeholder-submission/>
5. Submission to Ireland’s Draft Report to the International Covenant on Economic, Social and Cultural Rights – WHRA - <http://www.nwci.ie/publications/fulllist/submission-to-irelands-draft-report-to-the-interna/>
6. Submission to Development of a Public Health Policy Framework for Ireland - <http://www.nwci.ie/publications/fulllist/consultation-on-your-health-is-your-wealth-a-publi/>
7. NWCI Submission on New Human Rights and Equality Commission <http://www.nwci.ie/publications/fulllist/nwci-submission-on-new-human-rights-and-equality-c/>
8. Submission on Equality Authority Strategic Plan – <http://www.nwci.ie/publications/fulllist/submission-to-equality-authority-strategy-plan-201/>
9. Additional Comments to the NWCI Observations on the Review of the National Women’s Strategy - <http://www.nwci.ie/publications/fulllist/additional-comments-to-the-nwci-observations-on-th/>
10. Joint Submission to the Department of Social and Family Affairs Value for Money Review of Child Income Supports - <http://www.nwci.ie/publications/fulllist/child-income-supports-vfm-2010/>

## Training

We continued to provide training on women's equality to students on the community and youth work undergraduate and post graduate programmes at NUI Maynooth. We facilitated students on placement from the programme as well as students from the NUI Galway Global Women's Studies programme. These students facilitated focus groups with young women and interviewed 20 young women on their views of being a young woman in Ireland to-day. Their work supported our successful application to Atlantic Philanthropies for the development of our young women's programme "The Y factor".

## Financial Report

### Financial Review of the Year

The activities of the National Women's Council of Ireland for 2011 focused on the implementation of our Strategic Plan 2011 – 2014.

The principal activities carried out in 2011 and which are reflected in the income and expenditure accounts for the year are as follows:

- Lobbying to increase the presence of women in decision-making arenas.
- Raise awareness about the exclusion of women from participation in Irish politics and educate and mobilise our membership and other civil society organisations to bring about change on this issue
- We continue to analyse the gender impact of economic developments, policy and decisions and strategies on women's economic status in Irish and EU context with the support of the EWL.
- Participating in the National Women's Strategy Coordinating Committee.
- Supporting the Violence Against Women sector in its engagement with diverse women's groups experiencing disadvantage and discrimination.
- Management of the Irish Observatory on Violence Against Women.
- Develop with the HSE its capacity and commitment to meeting the specific health needs of women and men in particular those who are most marginalised.
- Significantly increasing our visibility and that of our members in the media and other public fora.
- Participating in conference organized by member groups and trade unions.
- Continued development of the website to provide a more dynamic, relevant and interactive forum for the organisation, its members and the general public.
- Working with the Members through the outreach and support programme.
- Holding regular Executive Board Meetings.
- Continuing to develop our support and outreach services to NWCI members and other marginalised women's groups.
- Attending European Women's Lobby (EWL) meetings in Brussels.
- Hosting of annual events (Members Meetings, AGM, and International Women's Day (IWD) Event).
- Represented on management boards
- Production and dissemination of Publications (Women's Charter, Annual Report and Pre-Budget Submission (web based and in-house printing).
- Continuing to apply for new and existing sources of funding and working on sourcing new premises.

## INCOME & EXPENDITURE

### INCOME

Department of Justice & Equality	€528,000
Department of Community, Rural and Gaeltacht Affairs Social Partnership	€20,000
Department of Community, Rural and Gaeltacht Affairs Community and Voluntary Network Support	€31,826
J Rowntree Charitable Trust	€27,910
HSE	€36,726
Members Fees	€20,292
Bank Interest	€3,458
Atlantic Philanthropies	€18,168
Misc. Income	€19,919
<b>TOTAL INCOME</b>	<b>€706,299</b>

### EXPENDITURE

Staff Costs	€503,073
Professional Fees	€37,832
Programme activities	€19,381
Office Running Costs	€43,841
Governance and Statutory Costs	€9,707
Premises Costs	€51,737
Communication Costs	€17,322
Relocation Costs	€128,205
<b>TOTAL EXPENDITURE</b>	<b>€811,098</b>

### End of Year Position

Over the last number of years the organisation accumulated unrestricted reserves, as a contingency fund, which amounted to €151,034 at the end of 2010. In 2011 the organisation incurred relocation costs of €128,000 and as a result the level of unrestricted reserves at the end of 2011 has reduced to €39,950. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted funds in the future.



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

### Amalgamated Balance Sheet as at 31<sup>st</sup> December 2011

	2011	2010
<b>FIXED ASSETS</b>		
Tangible assets	3,136	3,627
<b>CURRENT ASSETS</b>		
Debtors	8,982	20,110
Cash at bank and in hand	551,570	494,254
	—————	—————
<b>Total Current Assets</b>	<b>560,552</b>	<b>514,364</b>
<b>CREDITORS: Amounts falling due within one year</b>		
	283,299	132,803
	—————	—————
<b>NET CURRENT ASSETS</b>	<b>277,253</b>	<b>381,561</b>
	—————	—————
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>280,389</b>	<b>385,188</b>
	=====	=====
<b>RESERVES</b>		
Restricted – building development fund	206,050	200,000
Restricted fund – other	34,389	45,135
Unrestricted fund	39,950	140,053
	—————	—————
<b>MEMBERS' FUNDS</b>	<b>280,389</b>	<b>385,188</b>
	=====	=====

The Financial Statements were approved by the directors on the 3<sup>rd</sup> May 2012 and signed on its behalf by; Clare Treacy, Chairperson and Salome Mbugua, 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

	Restricted	Unrestricted	Total	Total
	Funds	Funds	2011	2010
	€	€	€	€
<b>INCOMING RESOURCES</b>				
<b>Voluntary income</b>				
Grants	134,630	528,000	662,630	675,528
Membership subscriptions	-	20,292	20,292	24,877
Other	14,688	5,231	19,919	47,182
<b>Investment income</b>				
Bank interest	-	3,458	3,458	396
<b>Total incoming resources</b>	<b>149,318</b>	<b>556,981</b>	<b>706,299</b>	<b>747,983</b>
<b>RESOURCES EXPENDED</b>				
<b>COST OF GENERATING INCOME</b>	10,452	6,871	17,323	13,641
<b>CHARITABLE ACTIVITIES</b>	130,035	512,168	642,203	596,905
<b>GOVERNANCE COSTS</b>	2,546	20,821	23,367	40,542
<b>RELOCATION COSTS</b>	-	128,205	128,205	-
<b>Total resources expended</b>	<b>143,033</b>	<b>668,065</b>	<b>811,098</b>	<b>651,088</b>
<b>Net (outgoing)/incoming resources</b>	6,285	(111,084)	(104,799)	96,896
Total funds at beginning of year	234,154	151,034	385,188	288,292
<b>Total funds at end of year</b>	<b>240,439</b>	<b>39,950</b>	<b>280,389</b>	<b>385,188</b>

## Legal & Administrative Information

### The Board of Directors

Clare Treacy (Chairperson)

Salome Mbugua (Deputy Chairperson)

Maura Butler

Teresa Collins

Moninne Griffith

Aileen Heverin

Miriam Holt

Catherine Lynch

Siobhan O 'Donoghue

Ellen O'Malley-Dunlop

Breda Raggett

### Company Secretary

Anne Gibney

### Auditor

Grant Thornton

Chartered Accountants

& Registered Auditor

24 - 26 City Quay

Dublin 2

### Bankers

Bank of Ireland

Lower Baggot Street

Dublin 2

### Registered office

2-3 Parnell Square East

Dublin 1

Tel: +353 1 878 7248 /Fax: +353 1 878 7301

Email: [info@nwci.ie](mailto:info@nwci.ie)

Registered in Ireland Nos. 241868 and 255063. Registered Charity No. CHY 11760

# *NWCF Staff 2011*



*Susan McKay  
CEO*



*Orla O'Connor  
Head of Policy*



*Rachel Doyle  
Head of Outreach and Support*



*Anne Gibney  
Office Manager*



*Maureen Kelly  
Head of Finance and Operations*



*Michelle Culbert  
Information and Social  
Media Co-ordinator*



*Jacqueline Healy  
Women's Health and Human Rights Worker*



*Eoin Murray  
"Where are the Women" Project Co-ordinator*

## *Thanks*

*We wish to acknowledge the work of Camille Loftus who replaced Orla O'Connor while she was on maternity leave in 2011.*

### *Interns*

*We wish to acknowledge the valuable input of all the interns and volunteers who supported our work during 2011.*

*Clare Marshall      January to April & again in June for AGM*

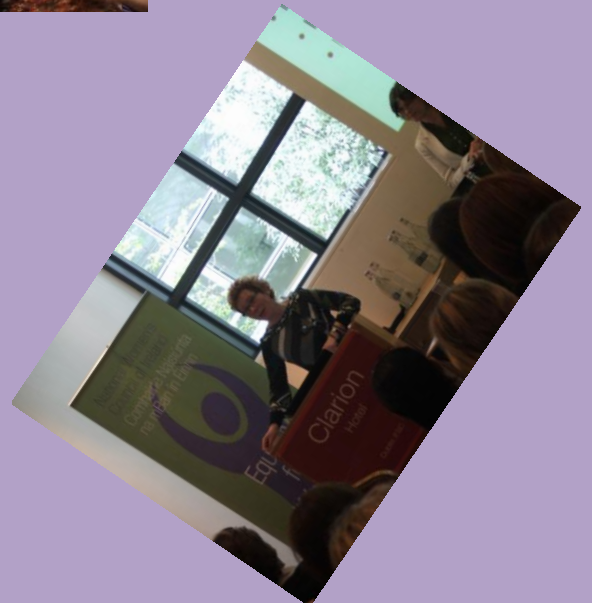
*Madeline Hawke    January to September*

*Beatrice Mbogo     January to April*

*Gemma French and Galina Meshcherskaya also worked with us for two weeks in March assisting in the administration of International Women's Day.*



# 2011 AT A GLANCE







National Women's  
Council of Ireland  
Comhairle Náisiúnta  
na mBan in Éirinn

4th Floor • 2-3 Parnell Square East • Dublin 1

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