



Why we still need feminism

NWCI Annual Report 2014

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Message from the Chairperson

It has been a privilege to take on the position of Chairperson of NWCI and to lead the organisation into a new era.

I have learnt much from my five years on the Board and remain passionate about achieving equality for women and girls in Ireland.

The recent marriage equality referendum win is an important landmark on our journey to a fairer more equal society for everyone in Ireland. I will apply the learnings from my experience as one of the leaders in the campaign to achieve this win, for the benefit of NWCI and the women's movement in Ireland over the coming years.



Securing a new home for the NWCI was a core project for the Board this year, and I am delighted that we have finally achieved this significant milestone. There is now a sustainable legacy for NWCI and the women's movement and I would encourage you all to use the premises as a space for women to gather, work collectively and enjoy.

I especially want to thank my fellow Board members as 2014 has been a year of change for our Board. I want to thank the outgoing Board members in 2014 for their dedication and commitment to continue to grow and strengthen NWCI. And I want to welcome our new Board members and thank them for their support, expertise and engagement throughout the year.

As Chair of NWCI, I am determined to bring the organisation from strength to strength and I can only do that with your support.

I am encouraging all of you who support the work of NWCI, who want to bring about change for women's equality to join with us. Become a member, as a group or as an individual, and be part of the change for women in Ireland.

Monnine Griffith, Chairperson

Message from the Director

NWCI aims to be a catalyst for change in Ireland, and in 2014 we highlighted the necessity of cultural change to shift patriarchal structures and practice.

Our publication *A Parliament of all Talents: Building a Women Friendly Oireachtas* provides both the analysis and the practical measures for bringing about change in the Oireachtas to ensure that women can participate equally.

Similarly, *Through the Looking Glass*, the new Y Factor toolkit, identifies practical ways to highlight and combat the unconscious gender bias that impacts on young women.



The evidence clearly shows why feminism is central to building a new and better Ireland. Based on members feedback, NWCI highlighted throughout the recession that women were bearing the brunt of austerity measures. In 2014, the evidence was finally published that our analysis was correct, which highlights the importance of our work with members to give voice to women's daily experience of inequality.

Placing women's voices at the heart of policy making is central to our work and was illustrated this year in our Women Rising Campaign. We highlighted women's priorities for the local and European elections. We worked to transform the health services and to gender mainstream health policy and practice. The campaign for women's reproductive rights and access to abortion in Ireland was strengthened in 2014 by the courage and bravery shown by women to speak out about their experiences to seek abortion outside of Ireland and by more legal cases that show the hypocrisy of our current legislation and constitutional amendment.

We sincerely welcome all of our new members, both groups and individuals, who have joined the campaign for women's equality in Ireland in 2014 and look forward to working with you in the future.

NWCI's achievements in 2014 have been made on reduced resources and a tight work prioritisation. As Director of the organisation I am very aware that there are many other issues that are of concern to women. Unfortunately, due to our limited resources, we cannot always give them the attention they require.

We appreciate the support from all our funders and are constantly striving to increase our resources in a challenging environment.

I am proud to lead such a strong team of women who are so committed to advancing women's equality. I wish to thank staff and our voluntary Board members for all their work and dedication throughout the year.

Orla O'Connor, Director

Who we are

The National Women's Council of Ireland, founded in 1973, is the leading national women's membership organisation seeking equality between women and men. We represent our membership which includes 180 member groups as well as a growing number of individual members from a diversity of backgrounds, sectors and locations.

Our **mission** is to lead and to be a catalyst for change in the achievement of equality between women and men. We articulate the views and experiences of our members and make sure their voices are heard wherever decisions are made which affect the lives of women.

Our **vision** is of an Ireland, and of a world, where there is full equality between women and men.

Our **values and beliefs** shape what we do and how we work, key among these are:

We are a **feminist** organisation. We believe that feminism is about working to change society so that women and men have an equal say in the decisions that affect their lives.

We are aware that women are not a homogenous group and very keen to reflect in our work the **diversity** that exists

among all women.

We believe that care work is essential to the common good, it performs vital social and economic functions. We see the **recognition and valuing of affective care** as fundamental to full equality for women.

We believe in the **fundamental dignity and human rights** of all human beings. We recognise that these rights are universal, inalienable and indivisible.



We believe the right to makes one's own choices about one's body for oneself is at the very core of personal freedom. **Bodily integrity** is a human right.

We know that tackling inequality and creating a more equal society requires **tackling structural inequalities** as well

as a shift in the balance from self-interested 'consumerism' to a friendlier and more collaborative society.

We believe that **women in leadership positions** (at all levels of society, locally, regionally, nationally and internationally) and the women's sector offer key sources of leadership and skills in relation to this change process.

A new Home for NWCI

From the humble beginnings of kitchen table conversations, to borrowed rooms to rented offices in various locations around the city, NWCI was delighted to be able to buy our own premises on 100 North King Street. The new permanent office was officially opened by the Minister for Justice and Equality and former Chairperson of NWCI, Frances Fitzgerald, in November 2014.

Our MC for the night was feminist activist and Global Village presenter Dil Wickremasinghe. We had inputs from Network Ireland President Olwen Dawe, Senator, Averil Power, Claire McGettrick of Justice for Magdalene Research, disability rights activist Suzy Byrne, former Director of NWCI, Noreen Byrne, journalist, Anthea McTeirnan, the Y Factor volunteer, Saibh McCaffrey and our Chairperson, Moninne Griffith.

NWCI staff took members on tours of the building, which was packed to capacity with members and friends, young and old, discussing the struggles for women's rights



and how far we still have to go to achieve full equality.

Our new home will serve as a feminist base for our diverse members and will be the

headquarters for feminist change in Ireland, providing a space and a voice for all women to advocate for change and equality.



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Celebrating International Women's Day

A Parliament of All Talents

To kick off NWCI's International Women's Day celebrations of 2014, A Parliament of All Talents: Building a Women Friendly Oireachtas was launched.

This policy document aims to build on the success of the campaign for legislative gender quotas for candidates in general elections, passed in 2012, by looking beyond the numbers only. The handbook looks at the fifth 'C', culture, the culture of politics in Ireland and the Oireachtas more generally. It contains six key points for action:

- Create a family friendly Oireachtas: introducing maternity, paternity leave, working more business hours, using video conferencing and remote voting;

- Promote women to Cabinet and devolve power to the Oireachtas members and committees;
- Conduct a gender audit and establish a clear plan for making policies and practices more gender sensitive;
- Develop a 'Code of Conduct' to promote a culture of respect;
- Invest in politicians through gender sensitive training and professional development programmes;
- Promote solidarity among women politicians through the establishment of a Women's Caucus.

The recommendations in this publication present positive opportunities for women and men politicians. Most significantly, they seek to ensure that the increased numbers of women elected under the quota system at the next General Election remain engaged in the role and are encouraged to contest a subsequent election.

We believe that, if implemented, these changes have the power to transform the Oireachtas, making it more accessible for citizens, and more attractive for women, and indeed men, who may be considering embarking on representative politics.



Speak out for Women's Rights at #NWCISoapbox

Many of the early feminists began their campaigning speaking about their issues on a Soapbox; these were the women NWCi drew our inspiration from this International Women's Day.



NWCi's Soapbox was about commemorating and replicating the fire and passion of early feminist activists. Our Soapbox was placed outside the GPO on O'Connell St, Dublin and we were privileged to have Sabina Higgins as our first speaker. In total close to fifty women and men spoke about women's rights, equality and justice from their perspective.

A range of women and men, both young and older, from Ireland's artistic, political, musical and journalistic community took part. Some

were specially invited but there were many speakers who were walking by and joined in.

There was a great crowd outside the GPO all day, and many who were unable to attend in person, joined in online, using #NWCISoapbox, which trended all day.



The topics discussed were varied, from the need to Repeal the 8th Amendment, to the lack of affordable childcare, to the underpaid and undervalued nature of care work, to contraception for young women and much more.

By the end of the day, thousands of women and men from all walks of life, all over Ireland, had their voices heard.



Why we still need feminism

Our Annual General Meeting 2014

NWCI's 2014 AGM was a lively affair, with 17 motions passed, a new Executive Board elected and a thought provoking conversation on why we still need feminism in the morning prior to the AGM.



The morning event saw the discussion kick-started by Minister Kathleen Lynch who introduced the theme of why we still need feminism in Ireland today.

Angela Towers from the No More Page 3 campaign was our international speaker for the event. She spoke of how women are judged primarily on the basis of their appearance, and exploited as sexual objects. Angela Towers said we still need feminism today because women should be celebrated for the incredible and interesting things they say, not how they look.

Another speaker was former Minister and politician Liz O'Donnell

who maintained that advocacy for ensuring the female perspective in policy making has never been more needed in the world, and had feminism been stronger in Ireland we would not be tearing ourselves apart as a

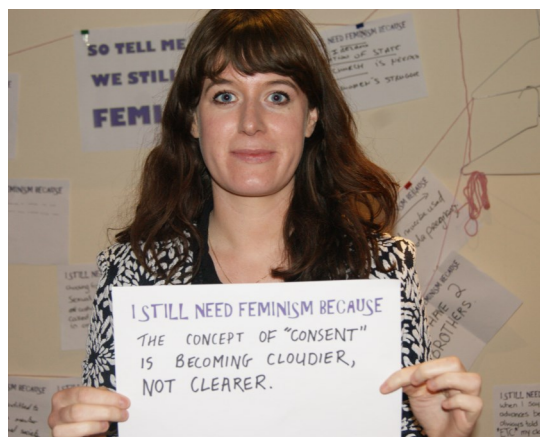
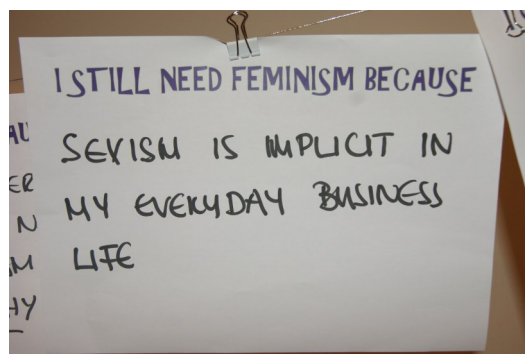
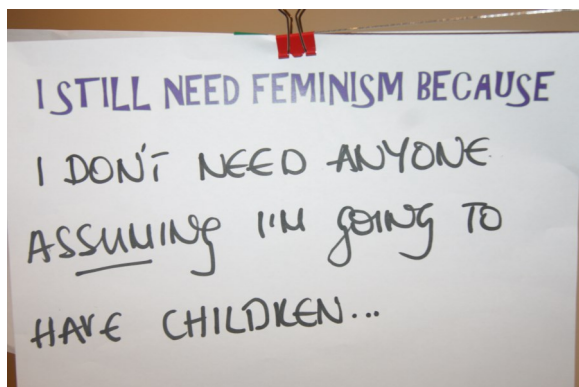
society over a woman's right to life saving treatment in pregnancy as recently as last year.

Una Mullaly, blogger and Irish Times columnist, was another speaker. She said that a world where women are too scared to walk somewhere in the dark, or a country where 26% of women have been physically or sexually assaulted by a partner or another man needs feminism.

That afternoon, numerous motions around childcare, violence against women and reproductive rights were adopted by our members.

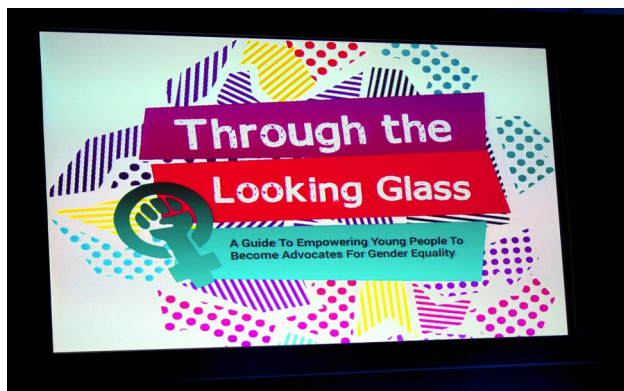


Some impressions from our Annual General Meeting



Empowering Young Women

Through The Looking Glass



The Y Factor, NWCI's youth initiative, was really active in 2014 .

The Y Factor toolkit Through the Looking Glass: A Guide To Empowering Young People To Become Advocates For Gender Equality was launched after the National Youth Council of Ireland's conference on Gender.

The toolkit brings together the learning from The Y Factor's experience working with

diverse groups of young people in the formal and informal education sector.

At the conference 350 youth practitioners and educators came together to discuss gender and its implications for young people. The event was introduced by Mary Cunningham, Director of the National Youth Council of Ireland, and opened by Orla



O'Connor, NWCI Director. Also speaking were a range of young women who have been part of the Y Factor's activities throughout the year.

Laura Maloney, Development Worker with the Y Factor, highlighted the need for gender conscious youth work and explained how the toolkit emerged from extensive work with young people.

The event closed with a performance by known young feminist musical act, Twin Headed Wolf.



Made from Scratch

“A house without heating, a wardrobe without any new clothes, a year without buying a gift. 750,000 people are living in poverty in Ireland. If we had the chance what would we do differently?”



The Y Factor teamed up with theatre director Oonagh Murphy, axis Ballymun, and a group of diverse young women between the ages of 15-25 to present *Made from Scratch*. This was a one-off theatre performance to celebrate International Day of The Girl (11 October) and to mark International Day for the Eradication of Poverty (17 October).

The project involved developing relationships with young women and girls through interviews, workshops in theatre, spoken word and film. Together they explored ideas of girlhood, womanhood and poverty in contemporary Ireland in an exciting and

dynamic evening of entertainment.

Temper Mental MissElayenous, spoken word artist and star of the RTE series *Connected* and Moran Been Noon, video artist, worked with director Oonagh Murphy and producer Louise White through workshops to generate original material as part of the show.

A post show panel discussion brought insight from lone parents, second level students, artists and those working in initiatives to support young people experiencing poverty.

The Y Factor was invited to exhibit photography and video from the show at the Department

of Social Protection Social Inclusion Forum 2015 as part of the 17th October Committee for the UN Day to Eradicate Poverty and continue to engage with them.



Achieving Women's Economic Independence

Campaigning for a more equal Budget 2015

With our membership, NWCI developed Budget Directions 2015, a substantial submission on Ireland's first post-bailout Budget. Budget Directions looked at key areas for public investment and policy reform with a particular focus on economic equality and independence for women, investment in care and support for the most marginalised women. In addition to a formal launch, NWCI engaged in a range of advocacy and media work around social and economic aspects of the Budget, including

television debates and an Op-Ed in the Sunday Business Post on progressive taxation and economic equality.



Social Impact Assessment

NWCI continued to advocate for the strengthening of institutional measures and mechanisms around gender equality. In addition to contributing to the debate around Equality Budgeting, NWCI actively promoted the extension and deepening of

Social Impact Assessment. As one of its members, NWCI encouraged the Community and Voluntary Pillar to actively engage with the Department of Finance and Department of Expenditure and Public Reform around this issue.

Social Welfare Reform

Throughout 2014 NWCI highlighted the need for reform of our social protection system to better promote equality and recognise the realities of care. Over the course of the year we produced submissions, made presentations to Oireachtas Committees, participated in consultations, spoke at

conferences and contributed to public debate in the media around issues such as pension inequality for women, young women and unemployment, careless versus careful approaches to activation and the failure to engage qualified adults or adequately support one parent families.

Women and Employment

Another key focus for NWCI's work was employment rights. We highlighted the importance of a gender analysis within initiatives such as the Low Pay Commission, and the rise in precarious work, the impact that non-fixed hour contracts are having on women and the pressures this aggressive casualisation places on our social structures. NWCI also held a key seminar on women and work and supported the Paris Bakery Workers. Throughout the year, NWCI highlighted the need for a joined up



approach to ensure that enterprise and employment policies support rather than undermine equality.

Public Services and Public Procurement

Reflecting a strong mandate from our members, NWCI advocated for protection of and investment in the Public Services. We particularly focused on the pending reform of Public Procurement as a key opportunity to

ensure that social criteria and social clauses, including decent work and gender equality, are attached to all areas of Government spending including procurement, enterprise grants and employer incentives.

STILL, WE WORK Exhibition

STILL, WE WORK is an exhibition looking at representations of women and work which was commissioned by NWCI. The exhibition was launched in 2013 and toured to two additional locations in 2014.

In March, STILL, WE WORK travelled to Cork where it was exhibited by Ballyphehane Togher CDP, celebrating its 20th anniversary, and Cork City Council in Cork City Hall .



In July 2014, STILL, WE WORK visited EU House in Dublin where NWCI hosted a Seminar on Challenges Facing Women in the Workplace today along with a performance of Counter Culture by Katie O Kelly, a play looking at the introduction of Zero Hour Contracts.

www.nwcilegacyproject.com

Ensuring Women's Right to Health

Gender Mainstreaming in Health

In March NWCI held a national seminar to highlight the different needs faced by men and women in health service planning and delivery as part of our Gender Mainstreaming in Health project. Three resources highlighting why “gender matters” in the health services were launched at the seminar:

- A User Friendly Guide to Gender Mainstreaming
- A Toolkit for Gender Mainstreaming
- A Training Resource Pack on Gender Mainstreaming.

Key note speakers included Dr Jane Pillinger, Health Policy Analyst and researcher for NWCI, June Boulger, HSE National Lead Service User Involvement National Advocacy Unit, Eddie Ward, HSE Project Manager Health Inequalities, Dr Noreen Shields, Planning and Development Manager, Corporate Inequalities Team, National Health Service, Glasgow and Dr Mark Murphy, Lecturer Royal College of Surgeons and GP.



Exploratory work was carried out to establish a gender mainstreaming demonstration project within the HSE or with HSE-funded agencies.

Commitments were secured

for two projects: one in partnership with Pavee Point and Finglas HSE Primary Care Teams and one with the Clondalkin Drugs Task Force. An agreement was also made with the National Advocacy Unit of the HSE to feed into the revision of the HSE Your Service, Your Say: Safer to Ask series of materials and to facilitate consultations with a variety of stakeholders throughout Ireland, including women from marginalised communities, on a draft HSE maternity charter. The Charter document will outline what women can expect from Irish maternity services and what their responsibilities are when engaging with the maternity services. We also worked with the HSE Health Inequalities Unit to apply a gender lens to its Equity Assessment Audit. Finally, we began working with the Irish Nurses and Midwives Organisation to pursue accreditation for the Gender Matters training, developed as part of the gender mainstreaming in health programme, funded by the HSE.



Repealing the 8th Amendment

NWCI continued to work on reproductive rights, supporting members work on various issues, including maternal health, access to contraception and the need for access to safe and legal abortion. In addition to regular meetings of NWCI's Abortion Working Group, NWCI played an active role in the development of an important new Coalition

to Repeal the 8th Amendment. The Coalition includes a number of advocacy and campaign actions and the coordination of a major Conference to Repeal the 8th which drew over 100 participants from across Ireland.

At the conference, NWCI launched an e-action to repeal the 8th amendment. In 2014, almost 600 people participated in the campaign and wrote to their TDs calling for a referendum to repeal the 8th amendment. NWCI also participated in the March for Choice in order to mark International Day for the Decriminalisation of Abortion, 27 September 2014.



Women and Mental Health

NWCI submitted a bid for the second time to the international organising committee of the World Congress on Women's Mental Health to host the Congress in Dublin in 2017. This work was done in cooperation

with the event management company Conference Partners. We were successful in our bid in 2015 and are delighted to be hosting the conference in 2017.

Women and Smoking—Working with the Irish Cancer Society

The Irish Cancer Society is a member of NWCI's Gender Mainstreaming Advisory Group. Our Human Rights and Health Worker consulted on a number of occasions with ICS on matters related to our gender

mainstreaming project and attended the ICS annual Charles Cully Lecture, at which NWCI fed into the review of ICS pilot project on women and smoking.

Promoting Women in Leadership

Women Rising Campaign—Local Elections

The Local and European elections are a great opportunity for NWCI and our members to highlight the issues affecting women all over the country every day. To mark the elections of 2014, NWCI developed the Women Rising Meeting Series in Dublin, Cork and Cavan. The series aimed to draw attention to the issues named in the Women Rising Manifesto and to demonstrate their relevance at a local, national and European level.

The meetings were attended by candidates for the European and local elections, the media, members of civil society, members of NWCI, students and academia, activists, audiences on social media and the general public. New relationships were established and re-connections were made and participants left the meeting energised about the issues and their ability to participate.



As part of this project we also prepared the Young Women Rising video. This tool aims to reach out to young women and to make politics more relevant to their lives. We followed three women from different backgrounds and tried to link their lives and stories to the stories of young women who were standing in their local elections.

The results of both elections in 2014 saw an increase in the number of women elected.

20.5% of elected local

representatives are women in comparison to 17% in 2010. In the EU elections six out of 11 Irish MEPs are now women.

The meetings gave candidates and our members, their electorate, an opportunity to discuss the issues on an equal footing. Instead of the traditional, top down 'panel and audience' format, a café style set up was used to get everyone in the room engaged. Tables were themed according to the Women Rising Manifesto. Participants, candidates and members alike were asked to join the table of greatest interest to them.

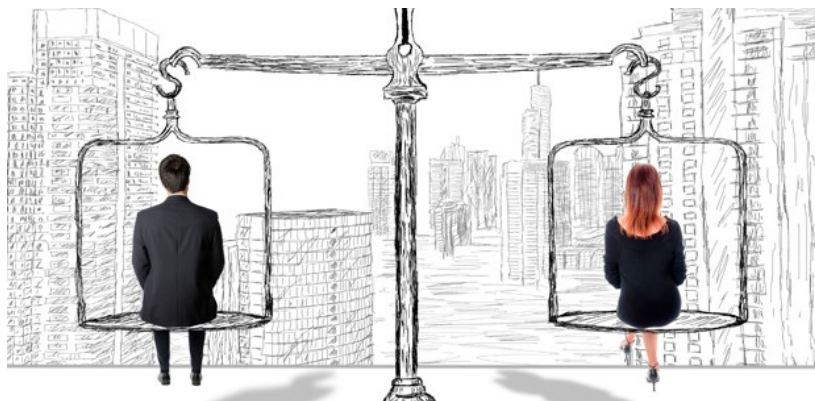
Public Appointments Reform

In late 2011, the Government received significant criticism because of the appointment of a Fine Gael supporter to a State Board who was, within days, nominated as a candidate for a Seanad Éireann bi-election. In response Minister Brendan Howlin publicly stated that the Department for Public Expenditure and Reform would review and update the guidelines to be followed when making appointments to State Boards.

NWCI met with officials in the Department responsible for this review process and

submitted a number of key points for consideration in the review process.

We were delighted to see a commitment to gender balance on State Boards included within the Guidelines on Appointments to State Boards, and a number of our recommendations echoed within those guidelines. We continue to work with the Department of Public Expenditure and Reform and relevant agencies to ensure these guidelines are implemented and adhered to.



Progress Project—Gender Balance in Decision Making

We were invited by the Gender Equality Division in the Department of Justice and Equality to be a partner in an EU funded two year project looking at initiatives to support the achievement of gender balance in decision-making roles in Ireland.

The aim of the project is to increase awareness of the existence of gender bias and its negative impact in decision making, and provide tools to address it in order to increase the numbers of women at senior levels of decision making in the Irish Civil Service. Key activities include the design and

delivery of a training programme to key stakeholders and decision makers in the Irish Civil Service, the production of a training video and a training resource pack.

In 2014, two focus group meetings were held with women in the civil service to advise on the development of the project. We very much appreciated the attendance, advice and insights of the women from the Departments of Agriculture Food and the Marine, Social Protection, Foreign Affairs and Trade, Justice and Equality and Finance at the focus groups.

Work-Life Balance and Childcare

In 2014 we worked collaboratively with Start Strong and the Irish Congress of Trade Unions to campaign for a series of changes to support parents in reconciling work and family life.

The Department of Justice and Equality started initial work on a new Family and Leave Bill. We collaborated with Start Strong and ICTU to campaign for two weeks paid paternity leave and six months paid parental leave to be included in the Bill, so that parents would have greater choices in the first year of a child's life. We also called for increased supports for mothers who are breastfeeding when they return to work and the right to request flexible working

conditions.

To increase support for these goals, the three organisations organised a Family Leave Seminar in September. We also produced a document explaining our campaign goals. The seminar was very successful with maximum participation and substantial media coverage.

NWCI also continued to highlight the extremely high costs of childcare in Ireland and its impact on women's equality. We called on the Government to introduce a publicly subsidised childcare model that would provide accessible, affordable quality childcare to parents.

Legacy Issues of Institutional Abuse

We continued our work to support the campaigns of survivors of institutional abuse in the Bethany Home and Magdalene Laundries.

Following the discovery of an unmarked children's grave in Tuam, County Galway, the ensuing public outcry and the Government's commitment to establish a Commission of inquiry into the operation of Mother and Baby Homes, we co-ordinated the response from an alliance of NGOs. They included Justice for Magdalenes Research, NWCI, the Adoption Rights Alliance and the Bethany Survivors

Group. The alliance called for international best practice requirements, including

international experts, independence, the inclusion of the Magdalene Laundries and County Homes together with all Mother and Baby Homes as part of the investigation's terms of reference.

We spoke at the service marking the unveiling of a memorial stone at Mount Jerome Cemetery for children who died at the Bethany Home.

We supported the Annual Flowers for Magdalenes event and organised a Flowers for Magdalenes Service at Bohermore Cemetery, Galway.



Ending Violence Against Women

Council of Europe Convention on Violence Against Women

NWCI is chair of the National Observatory on Violence against Women, which met three times in 2014.

Campaigning and Lobbying for the Irish Government to sign and ratify the Council of Europe Convention on Violence Against

Women (Istanbul Convention) was the core piece of work of the Observatory. The new Minister for Justice and Equality, Frances Fitzgerald, gave a clear commitment that Ireland would sign and ratify the Convention in 2015.



Garda Inspectorate Report

In November 2014 the Garda Inspectorate produced its Crime Investigation Report which raised serious structural and system failings in An Garda Síochána with regard to how domestic violence crimes are treated and addressed. It produced case studies showing the implications of these failings for victims and recommended a series of reforms for the Garda to adequately address violence against women. Significantly, it classified domestic violence as a 'volume

crime' that therefore requires greater attention and resources.

NWCI issued a press release expressing our concern at the issues raised in the Report. A delegation of the Observatory on Violence against Women followed up on the issues of the Report with a meeting of the Garda Inspectorate.

The Irish Observatory on Violence against Women

- Action Aid (new in 2014)
- Dublin Rape Crisis Centre
- Pavee Point Traveller and Roma Centre
- Akidwa
- Immigrant Council of Ireland
- Ruhama
- Amnesty International
- NWCI
- Women's Aid
- Cork Sexual Violence Centre
- Oxfam (new in 2014)

Working with the European Observatory on Violence against Women

The European Women's Lobby manages an Observatory on Violence against Women, drawing together experts from 33 countries. NWCI's Board Member, Sarah Benson, is the current Irish expert and in 2014 represented Irish issues and concerns in relation to Violence Against women (VAW). The expert takes direction from the Irish Observatory. This work in 2014 included participation in the experts meeting in Brussels which created the opportunity to share experiences across 33 countries on the issues of VAW. Priority areas of concern were discussed and strategic work identified, including but not limited to: the

signing/ratification/implementation by member states of the Istanbul Convention, work on the exploitation of prostitution & sex trafficking, issues of the resourcing of VAW services. The Observatory experts also fed into the strategic planning process of the EWL in 2014 in relation to its work on VAW. In the coming year, 2015, there will be a Steering Group of the Observatory established, which Sarah will be a member of, to further develop and enhance the strategic work of the Observatory & the EWL in this critical area for women's health, safety and equality. A primary focus of 2015 will be the Istanbul Convention.

Turn off the Red Light Campaign

NWCI continued to be an active member on the Turn off the Red Light Campaign.

NWCI gave a presentation to the Oireachtas Committee on the Heads of the new Criminal Law (Sexual Offences) Bill.



Global Solidarity

Bring Back Our Girls

We developed an online e-action campaign letter to the Minister for Foreign Affairs, the Irish Ambassador to Nigeria and the Nigerian Ambassador to Ireland calling on them to make the safe return of the Nigerian girls,

kidnapped from their school, a matter of extreme urgency and ensure that all schools are safe places for girls to learn. Over 370 people participated in the e-action campaign.

Women's Human Rights and Gender Equality in Irish Foreign Policy

The Women's Human Rights Alliance (WHRA), convened by NWCI, issued the submission Women's Human Rights and Gender Equality in Irish Foreign Policy to the Department of Foreign Affairs and Trade Review of Ireland's Foreign Policy and External Relations.

A wide range of recommendations were put forward:

- Mainstreaming the human rights of women in all Irish foreign policy and international development policy statements and programmes;
- Continuation and expansion of Ireland's support for Gender Based Violence and HIV programmes

- Ratification and implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)
- Advancement of women's reproductive rights globally and specific recommendations concerning, women with disability, Roma women, asylum seeking women and domestic workers.

NWCI marked the international enforcement into law of the Council of Europe Convention on Violence against Women (Istanbul Convention) which required ratification by a minimum of 10 Member States on 1 August, through media work calling on Ireland publicly to sign and ratify the Convention.

1325 Monitoring Committee

We continued to participate on the Monitoring Committee to oversee the implementation of Ireland's National Action Plan on UN Resolution 1325 Women, Peace and Security. We engaged in the review of the plan and made a submission to the Department of Foreign Affairs Conflict

Resolution Unit. We also organised a workshop attended by representatives of the army, women from conflict zones and others. The resulting report was issued to the Armed Forces to inform their pre- and post-deployment training and questionnaires on gender equality.

Growing the Women's Movement

NWCI welcomes its new Members

Action for Choice

Action for Choice (previously Action on X) is a feminist organisation and has campaigned vigorously for the introduction, as a minimal first step, of legislation on foot of the Supreme Court judgement in the Miss X case. Action for Choice is now continuing to fight for women's right to free, legal and safe abortion in this country, and to work in solidarity with women throughout the world to achieve full reproductive rights and maternity services for all women.

Ballyphehane Togher Community Development Project

Ballyphehane Togher Community Development Project provides a crucial focus and support for community development and change in the community, committed to equality and social justice and gives a solid foundation to a wide variety of self-help and capacity building activities in Ballyphehane, Togher and in Cork City. The group is managed by local people for local people, with a range and depth of relationships to statutory agencies, networks and community groups.

Bethany Survivors Group

Bethany Home, Dublin was a mother and baby institution for unmarried mothers and their children. Survivors campaign for justice.

An evangelical Protestant-run home, women were sent to Bethany for being what in the early part of the 20th century was considered 'fallen', that is: not conforming to society's Church-influenced strict ideals.

Pregnant women were sent to the home around four months before giving birth, and had to stay there for a similar time afterwards. Their children were sent to 'nurse mothers' and usually from there they were adopted. Survivors had less than positive experiences at the Bethany Home – experiences that have left them physically and emotionally scarred for life. Now, along with a number of other people whose mothers also spent time in the home, they are part of the Bethany Survivors Group, and are fighting for an apology and redress from the State because of what they suffered.

Cork Feminista

Cork Feminista's aim is to offer an inclusive feminist space that is accessible to people of all communities.

Cultúr Migrants Centre

Cultúr Migrants Centre is a community development organisation working with migrants in County Meath. It is a community work organisation working with ethnic minorities including immigrants, migrant workers, asylum seekers and refugees. Its

vision is an equal and intercultural County Meath where ethnic minorities and their families are included and respected.

EAPN

Established in 1990, the European Anti-Poverty Network, Ireland is a network of groups and individuals working against poverty. It is the Irish national network of the European Anti-Poverty Network (EAPN Europe), which has two decades of experience in lobbying for progressive social change across Europe.

EAPN Ireland is made up of over two hundred local, regional and national anti-poverty organisations and individuals. EAPN Ireland supports members to influence national and European policy through training, information, collective action and networking.

Healthy Food for All

Healthy Food for All works to address food poverty on the island of Ireland by promoting access, availability and affordability of healthy food for low-income groups. Healthy Food for All was set up following the publication and extensive dissemination of Food Poverty and Policy (2004), a report which highlighted the issue of food poverty as one of the major concerns that food and nutrition policy in Ireland needs to address. The report was commissioned by Combat Poverty, Crosscare and St Vincent de Paul.

Irish National Organisation of the Unemployed (INOUE)

The INOU is a federation of unemployed people, unemployed centres, unemployed groups, community organisations and Trade Unions. The INOU represents and defends the rights and interests of those who want decent employment and cannot obtain it. We promote and campaign for policies to achieve full employment for all and an acceptable standard of living for unemployed people and their dependents.

Irish Osteoporosis (IOS)

IOS is dedicated to reducing the incidence of Osteoporosis, a preventable bone disease in most cases, and promoting bone health. The IOS provides information to the public and health professionals on all aspects of the disease and offers support to people with Osteoporosis and everyone at risk from the disease.

Leanbh Mo Chroí

Leanbh Mo Chroí was set up by a group of parents from Ireland who came together after receiving the horrific news that their unborn babies had fatal abnormalities. We all decided to opt for terminations. This charity was set up for women and couples all over Ireland to get together to support and comfort each other after being through this tragic ordeal.

Our babies were all very much wanted and loved, but unfortunately were never going to live. We hope to have a support group meeting every 3 months to help and continue to support these couples/women.

National Traveller MABS

National Traveller MABS, established in 2005, is a leading advocate for the financial inclusion of Travellers in Ireland.

National Traveller MABS works to end the financial exclusion of Travellers in Ireland by

- Promoting and developing culturally appropriate financial education programmes.
- Supporting the development of a collaborative working relationship between local MABS, local Travellers and other relevant organisations.
- Working with partner organisations to address exclusion by developing alternatives to mainstream saving and borrowing.
- Highlighting issues of over-indebtedness and exclusion from financial institutions, making appropriate responses through our research and policy work.

Niger Delta Women's Coalition

The Niger Delta is home to 31 million people. It is one of the ten most important wetland and coastal marine ecosystems in the world and holds some of the world's richest oil deposits. However, Nigerians living there are poorer than ever. We aim to empower women of this region, eradicate every form of female discrimination and abuse, promote the diverse cultural heritage and reduce the mortality rate in our nation by promoting access to medicines.

Terminations for Medical Reasons

TFMR campaigns for a change in Irish law to allow termination in the case of fatal foetal abnormality.

The Irish Traveller Movement

The Irish Traveller Movement (ITM) is a national network of organisations and individuals working within the Traveller community. ITM was established in 1990 and now has over eighty Traveller organisations from all parts of Ireland in its membership. The Irish Traveller Movement consists of a partnership between Travellers and settled people committed to seeking full equality for Travellers in Irish society.

The Unforgettable Women's Network

Ebun Akpoveta is the founder of the Unforgettable Women's Network and the principal hostess of the group's monthly seminar. She is an IACP-accredited counsellor and a qualified adult guidance counsellor. She examines society's attitude toward women and highlights their plight behind closed doors. Becoming unforgettable encourages women to step out of the box and reach for their personal best.

Supporting Women's Groups at Local Level

In response to a range of changes in Local Government, Local Development and Community Development structures, programmes and processes, we wrote letters to all city and county managers calling for ensuring gender balance on all new local Government structures. We highlighted the need to focus on gender equality in the development of new local community and economic plans.

We made a Submission on the new Social Inclusion Community Activation Programme (SICAP – the main local and community development programme in the country) calling for the naming and targeting of women in marginalised communities in the

Programme.

We submitted a successful proposal to the Scheme of Supports for National Organisations (SSNO) to pursue our work on gender mainstreaming in local government structures and processes and to enhance our work with members.

We also supported NCCWN in their campaign to maintain the autonomy and resourcing of 17 grassroots women's networks working in the most disadvantaged communities.

Working with Migrant Women

NWCI provided advocacy training to the Domestic Workers Support Group at the Migrants Rights Centre Ireland. The group has been key in highlighting the difficult working conditions for migrant women workers in Ireland who can too often be invisible.

NWCI also participated in the African Women Development Initiative's roundtable on domestic violence, which was held in NWCI's building on 5 December and was part of AWDI's marking of its 10 year anniversary. The roundtable looked at experiences of migrant women when they arrive in Ireland with their spouses, the obstacle they encounter when dealing with Gardaí, cultural factors within migrant communities that support or further alienate women



experiencing domestic violence, and how best to address the issue within communities. A representative from the Garda Racial, Intercultural and Diversity Office (GRIDO) also attended.

Spreading the Word

Our Communications work went from strength to strength in 2014. Here are some of the highlights:

- Numerous opinion pieces in local and national papers on issues such as care, economic independence, body image and reproductive rights

account on the issue of medical cards, pensions and redress

- Huge social media events throughout the year, such as #NWCISoapbox and a joint campaign, #NotAnAprilFool
- A monthly blog from an individual



- Great coverage of our pre-Budget Submission, including various local and national op-eds against proposed tax cuts and calling for investment in public services
- Working in coalitions with our members to raise the profile of key issues such as family leave and a repeal of the 8th Amendment
- Covering the first anniversary of Enda Kenny's Magdalene apology on RTE and continuing to hold the Government to

member, group member or supporter

- A mention in the New York Times for our calls to Repeal the 8th Amendment
- An International Women's Day hub on our website, showcasing all the IWD news and events from our members
- 3,000 new followers on Twitter, bringing us up to almost 9,000 followers
- 1,500 new likes on Facebook, bringing us to over 6,000 likes
- Over 36,000 visitors to our websites www.nwci.ie and www.yfactor.ie

Working in Partnership

Women's Human Rights Alliance

We continued to act as convenors of the Women's Human Rights Alliance (WHRA).

The alliance issued a Shadow Report to the UN on Ireland's implementation of the International Covenant on Civil and Political Rights for the Irish Government's examination by the Committee in July 2014. Recommendations in the Report focused on a range of themes:

- Violence against Women
- Women's reproductive rights
- Women's civil and political participation
- Women in the Constitution
- Funding for women's support organisations
- Sexual and labour exploitation of women and girls
- Migrant domestic workers
- Direct Provision and the rights of women seeking asylum in Ireland
- Rights of persons belonging to minorities including Travellers, Roma
- Addressing racism and racist hate crime,
- Women in Magdalene laundries, and
- Family reunification.

The WHRA also made a submission to the Department of Foreign Affairs and Trade Review of Irish Foreign Policy.



Cooperating with the Community Sector

NWCI continued to play an active role within the Community and Voluntary Pillar. We contributed to collective actions and participated in bilateral meetings with a number of Government Departments including the Pillar's Pre-Budget meeting with the Minister for Finance and the Minister for Expenditure and Public Reform.

NWCI also continued to work with the Community Platform and participated alongside TASC, the Nevin Institute and others in a new initiative coordinated by Claiming our Future to challenge income inequality within Irish society.

Working with the European Women's Lobby

NWCI strengthened its engagement and collaboration with the European Women's Lobby (EWL). A motion in relation to the Mother and Baby Homes Inquiry in Ireland was passed unanimously at their AGM. Alice-Mary Higgins, our Policy and Campaigns Officer, was also elected to the Steering Executive of the EWL where she was appointed spokesperson on socio-economic issues. NWCI Board member Frances Byrne also represents NWCI at the EWL.



Better Europe Alliance

In 2014, following its exit from the Bailout, Ireland entered the 'Semester' process. This is an important annual engagement between the EU and member countries in which policy recommendations are made around the achievement of joint commitments, both Fiscal Compact targets and the goals set out under Europe 2020. During 2014 NWCI joined with a number of other organisations such as the European Anti Poverty Network

to establish a Better Europe Alliance (BEA). It aims to ensure that Civil Society voices are being heard in that important conversation between the EU and Government.

Throughout 2014, the BEA made submissions at each stage of the Semester process and met with the European Commission, Government Departments and Oireachtas Committees to highlight our ideas and concerns.



Fundraising for Women's Equality

Flora Women's Mini Marathon

NWCI took part in the 2014 Flora Women's Mini Marathon to raise funds to continue our work for women's equality in Ireland, and to increase awareness of NWCI and what we do by bringing together women who seek a more equal and diverse Ireland.

All funds raised supported the 'Your Health Matters' campaign which is a health campaign targeting young women and girls aged 16 – 25 about their health needs, concerns and responsibilities as well as educating GP's and other medical

practitioners about the concerns of young women and how to improve services.

The team were: Claire Kelly, Louise Riordan, Sarah Clarkin, Emma Clarkin, Debby Kleuczenko, Aisling Rogers, Bess Van Sleeuwen, Isabelle Crowe, Lisa Benson, Jenny O'Neill, Rachael Kelly, Ann Condon, and Katherine Condon.



Chocolates for International Women's Day

NWCI sold Lily O'Brien chocolates for International Women's Day to our members, supporters and private companies. Each gift contained two Lily O'Brien's chocolates which were packaged in a box saying Happy International Women's Day.

Each gift was just €3 and all proceeds went to the National Women's Council of Ireland in order to continue our work.



Our Team in 2014



Orla O'Connor
Director



Rachel Doyle,
Head of Outreach and
Support



Anne Gibney
Head of Finance and
Operations



Sarah Clarkin
Communications
Assistant



Louise Glennon
Women in Leadership
Officer



Alice-Mary Higgins
Policy and Campaigns
Officer



Claire Kelly
Fundraising and
Development
Coordinator



Laura Maloney
The Y Factor
Development Worker



Helen Mullarkey
Membership Liaison
(started December 2014)



Eilís Ní Chaithnía
**Women's Health and
Human Rights Worker**



Louise Riordan
**The Y Factor
Coordinator**



Elva O'Callaghan
**The Y Factor
Coordinator**
(on maternity leave as of
March 2014)



Jacqueline Healy
**Women's Health and
Human Rights Worker**
(on maternity leave in 2014)



Silke Paasche
**Communications and
Membership
Development Officer**
(on maternity leave in 2014)

We would like to sincerely thank our fantastic interns and volunteers for their invaluable contributions in 2014.

- Cliodhna Bairead
- Suzanne Dowd
- George Kaar
- Aisling Rogers
- Trish Brennan
- Jennifer Gartland
- Rebecca Lowbridge

We also would like to thank the following people who worked with us in 2014.

- Kirana Bhagwan
- Maria Hegarty
- Marie Lynch
- Kathy Walsh
- Valerie Connor
- Mary Kilbride
- Niamh O'Carroll

Our Executive Board



Moninne Griffith, Marriage Equality

Moninne has been Director of Marriage Equality working for equal marriage rights for same-sex couples in Ireland since February 2008. Most recently as part of this role, she worked as Head of Mobilisation in Yes Equality. She has been a board member of NWCI for over 4 years and is also a board member of Amnesty International Ireland. She has worked on issues of equality and human rights nationally and internationally. Moninne was a practicing solicitor for ten years and also worked as a volunteer for the Free Legal Advice Centres and Women's Aid.



Oluwayemi Solaru Adenuga, African Women Development Initiative (AWDI)

Yemi is the founder of African Women Development Initiative (AWDI) and is currently working with a team of other PLA researchers on a research project aimed at developing an integration strategy for Co. Meath, Ireland. The business woman, broadcast media executive and serial entrepreneur is a multi-award winning TV personality of over two decades and a dynamic international speaker.



Sarah Benson, Ruhama

Sarah Benson is the CEO of Ruhama, the NGO working nationally with women affected by prostitution including victims of sex trafficking. Previously Sarah managed the National Domestic Violence Helpline with Women's Aid. She has extensive experience of work in the community and voluntary sector both in Ireland and abroad. Sarah is currently also the Irish Expert for the European Women's Lobby Observatory on Violence against Women.



Frances Byrne, OPEN

Frances Byrne is the former CEO of OPEN, the national network of one-parent families. A former Deputy Chairwoman of NWCI, Frances represents NWCI's affiliates on the Monitoring Committee of the National Women's Strategy. Frances is a member of the Steering Groups of the Equality & Rights Alliance and the Advocacy Initiative.



Sheila Dickson, Irish Nurses and Midwives Organisation

Sheila has been a nurse for over 30 years and has been actively involved in the Irish Nurses and Midwives Organisation for a number of years, holding the office of President from 2008-2012. Sheila shares the vision of NWCI as a committed and active feminist; she is a Vice-Chairperson and member of NWCI's Governance Sub-Committee and a member of the NWCI/HSE Gender Mainstreaming Advisory Group.



Suzanna Griffin, SIPTU

Suzanna has been involved in community development work for over 25 years and has been a Trade Union activist for over 20 years holding many and various elected representative roles. She is currently Vice President of SIPTU's Public Administration and Community Division, a member of SIPTU's Equality Committee and of the ICTU's Women's Committee.



Miriam Holt, National Collective of Community Based Women's Networks

Miriam has over 12 years' experience of working in the area of women's human rights in the community sector in a voluntary and professional capacity. She is National Co-Ordinator of the NCCWN which manages a Women's Community Development Programme involving 17 locally based women's community development women's throughout Ireland.



Louise Lovett, Longford Women's Link

Louise (BA Mgmt – IMI) is the CEO of Longford Women's Link and has 6 years' experience working directly to address gender inequality and associated disadvantage. Prior to making the move to the community and voluntary sector, Louise gained extensive management experience working in the corporate sector for 27 years. She has a proven track record in People, Process and Change Management, as well as Strategic Planning and Programme Management.



Saorlaith Ni Bhroin, Misean Cara

Saorlaith is the Development Executive Officer at Misean Cara, a development organisation working in 50 countries. She is a graduate in Law and French (UCC) with a Master's in Human Rights and Democratisation (Venice). Saorlaith is a human rights campaigner with extensive experience in Brussels, East Africa and Ireland. She has experience of advancing the rights of refugees, asylum seekers, and other vulnerable groups, at UN, EU and national levels.



Rosaleen McDonagh, Pavee Point Travellers' Centre

Rosaleen is a Board member of Pavee Point Travellers Centre. She co-ordinated the Violence Against Women Programme in Pavee Point for 10 years and she is an active member of the centre for independent living. She has a lot of experience and a proven track record of representing the needs of Traveller, Roma and other marginalised women in national policy arenas as well as in the media.



Aoife Smith, Migrant Rights Centre Ireland

Aoife is a community worker at the Migrant Rights Centre Ireland (MRCI). She is Project Coordinator for Care and Domestic Work and has coordinated the Domestic Workers' Action Group since 2009. She is involved in a number of steering committees, nationally and internationally, to advance the rights of migrant domestic workers. Aoife has a BA in Journalism and a MA in Development Studies. She is the author of a number of publications documenting the experiences of au pairs in Ireland.



Gillian McNerney, The Y Factor Representative

Gillian represents The Y Factor, NWCI's youth initiative, on the board of NWCI.



Louise Glennon, NWCI Staff Representative

Louise is NWCI's Women in Leadership Officer and is the staff representative on NWCI's Board.

NWCI Submissions 2014

NWCI Submission to Department of Foreign Affairs and Trade Consultation on Ireland's Second National Action Plan on Women, Peace and Security

Budget Directions: NWCI Pre-Budget Submission 2015

NWCI Submission on the new Social Inclusion Community Activation Programme

NWCI Submission to Public Consultation on Public Procurement

NWCI/The Y Factor Submission on Civic, Social and Political Education in the New Junior Certificate Programme

NWCI Submission to Advertising Standards Authority of Ireland

NWCI Submission to Consultation on Public Procurement

NWCI Submission on Child and Family Relationship Bill

NWCI Submission on Ireland's Engagement with the Diaspora

Specific Pre-Budget Submission to Department of Social Protection

Women's Human Rights Alliance Submissions 2014

Shadow Report to the UN on Ireland's implementation of the International Covenant on Civil and Political Rights

Women's Human Rights and Gender Equality in Irish Foreign Policy

Committees 2014

NWCI is Chair of

- Women's Human Rights Alliance
- National Observatory on Violence Against Women
- Gender Mainstreaming Advisory Group

NWCI is Board Member of

- European Women's Lobby
- National Collective of Community Based Women's Networks (NCCWN)
- Start Strong

NWCI is Member of

- National Women's Strategy—Monitoring Committee
- National Steering Committee on Violence against Women
- Turn Off the Red Light Campaign—Core Group
- ESC Rights
- 50/50 Group
- NCCWN - Employment and Finance Sub Committee
- HSE Tobacco Control Partners Group
- HSE Health Inequalities Resource Group
- HSE Breastfeeding Strategy Group
- EAPN
- AONTAS

Legal & Administrative Information

Company secretary	Anne Gibney
Registered office	100 North King Street, Dublin 7
Auditor	Grant Thornton Chartered Accountants & Registered Auditor 24 - 26 City Quay Dublin 2
Bankers	Bank of Ireland Lower Baggot Street Dublin 2
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2

Board Meetings & Subcommittees

There were seven Board meetings during 2014.

Attendance at Board meetings

Moninne Griffith	7 meetings	Frances Byrne	3 meetings
Sheila Dickson	4 meetings	Rosaleen McDonagh	3 meetings
Miriam Holt	7 meetings	Suzanna Griffin	4 meetings
Sarah Benson	6 meetings		

Members elected at June AGM. There were three Board meetings held after the AGM.

Saorlaith Ni Bhroin	3 meetings
Oluwayemi Solaru Adenuga	2 meetings
Louise Lovett	2 meetings
Aoife Smith	3 meetings

Governance Subcommittee

Members of Subcommittee

Siobhan O'Donoghue, Sheila Dickson, Sinead Ni Chulachain (legal adviser), Orla O'Connor and Anne Gibney

This Subcommittee met twice during 2014. All members attended both meetings.

We comply with the Governance Code for Community, Voluntary and charitable organisations in Ireland. We confirm that a review of our organisation's compliance with the principles in the code was conducted August 2014. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies need to be addressed.

Employment Subcommittee

Members of Subcommittee

Siobhan O'Donoghue, Sarah Benson, Miriam Holt and Orla O'Connor

This Subcommittee met once during 2014. All members attended the meeting.

Audit/Finance Subcommittee

Members of Subcommittee

Siobhan O'Donoghue, Miriam Holt, Catherine Lynch, Orla O'Connor and Anne Gibney

This Subcommittee met twice during 2014. Catherine attended one meeting; all other members attended both meetings.

Guiding Principles for Fundraising

NWCI is committed to following the guidelines as outlined in the Statement of Guiding Principles for Fundraising as provided by ICTR. This statement exists to improve fundraising practice, promote high levels of accountability and transparency by organisations fundraising from the public and to provide clarity and assurances to donors and prospective donors about the organisations they support.

Financial Report

The main work and activities of NWCI for 2014 were in line with our Strategic Plan.

Income & Expenditure

INCOME

Department of Justice & Equality	300,000
Department of Community, Rural and Gaeltacht Affairs -	
Social Partnership	18,840
J Rowntree Trust	47,564
HSE	60,000
Atlantic Philanthropies	280,000
Pobal	30,276
IHREC	15,000
Broadcasting Authority of Ireland	18,750
Leadership Initiative	15,275
Membership Fees	22,784
Rental Income	22,462
Misc. Income	52,300
Bank Interest	404
TOTAL INCOME	€883,655

EXPENDITURE

Staff Costs	507,650
Professional Fees	4,236
Programme activities	71,434
Office Running Costs	47,972
Governance and Statutory Costs	7,645
Premises Costs	88,714
Communication Costs	14,565
Relocation Costs	7,000
TOTAL EXPENDITURE	€749,216

FINANCIAL RESULTS

The financial results for the year ended 31st December 2014 show a net surplus of €134,439 (2013: net deficit €110,824).

INCOME

National Women's Council of Ireland (NWCI) and National Women's Council of Ireland (E&T) raised total income of €883,655 for the year ended 31st December 2014 (2013: €663,955).

€118,130 restricted funds received in 2014 carried forward to the following year in order to finish the programme of work and are therefore not part of income raised in 2014. (Restricted funds in 2013 were €320,978).

EXPENDITURE

Total expenditure for the year, at €749k is down 3% on 2013 (€775k). Charitable activities accounts for 94% of expenditure €710k (2013: €729k). Cost of generating income has decreased by 36% in the year to €17,465 (2013: €30k). This is due to the strengthening of NWCI's policy on income generating. NWCI wishes to increase the grants received from membership and non-statutory organisations.

NWCI's ability to deliver quality, value for money programmes has ensured strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations.

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

Amalgamated Statement of Financial Activities

	Restricted Funds	Unrestricted Funds	Total 2014	Total 2013
INCOMING RESOURCES	€	€	€	€
Voluntary income				
Grants	475,800	309,905	785,705	622,299
Membership subscriptions	-	22,784	22,784	20,371
Rental Income	-	22,462	22,462	-
Other	14,119	38,181	52,300	20,657
Investment income				
Bank interest	-	404	404	628
Total incoming resources	489,919	393,736	883,655	663,955
RESOURCES EXPENDED				
COST OF GENERATING INCOME	3,801	13,664	17,465	30,395
CHARITABLE ACTIVITIES	357,517	353,108	710,625	729,434
GOVERNANCE COSTS	3,471	10,655	14,126	14,950
RELOCATION COSTS	7,000	-	7,000	-
Total resources expended	371,789	377,427	749,216	774,779
Net (deficit)/surplus resources	118,130	16,309	134,439	(110,824)
Transfer	(6,827)	6,827-	-	
Total funds at beginning of year	320,978	19,387	340,365	451,189
Total funds at end of year	432,281	42,523	474,804	340,365

These financial statements were approved by the directors on 16th April 2015 and are signed on their behalf by: Frances Byrne, Director and Miriam Holt, Director.

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

Amalgamated Balance Sheet as at 31st December 2015

FIXED ASSETS	2014	2013
Tangible assets	332,584	197
CURRENT ASSETS		
Debtors	14,067	10,283
Cash at bank and in hand	317,619	374,213
	<hr/>	<hr/>
	331,686	384,496
CREDITORS: Amounts falling due within one		
	103,796	44,328
	<hr/>	<hr/>
NET CURRENT ASSETS	227,890	340,168
	<hr/>	<hr/>
TOTAL ASSETS LESS CURRENT LIABILITIES	560,474	340,365
	<hr/>	<hr/>
CREDITORS: Amounts falling due after more than one year	85,670	-
	<hr/>	<hr/>
	474,804	340,365
	<hr/>	<hr/>
RESERVES		
Restricted – building development fund	199,223	206,050
Restricted fund – other	233,058	114,928
Unrestricted fund	42,523	19,387
	<hr/>	<hr/>
MEMBERS' FUNDS	474,804	340,365
	<hr/>	<hr/>

These financial statements were approved by the directors on 16th April 2015 and are signed on their behalf by: Frances Byrne, Director and Miriam Holt, Director.

These summary accounts have been extracted from the statutory financial statements of the National Women's Council of Ireland Limited and the National Women's Council of Ireland Education & Training Ltd. Those statutory financial statements, on which the Auditors (Grant Thornton) expressed an unqualified audit opinion, will be filed with the Registrar of Companies following the Annual General Meeting. Copies of the full audited financial statements have been sent to members and are available on the NWCI Website (www.nwci.ie).



National Women's Council of Ireland

100 North King Street

Dublin 7

Website: www.nwci.ie

Twitter: www.twitter.com/NWCI

Facebook: www.facebook.com/NationalWomensCouncilofIreland