



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



FEMINIST PLEDGE

FIGHT SEXISM
FIGHT RACISM, FIGHT ABLEISM, FIGHT CLASSISM
FIGHT AGEISM, FIGHT HOMOPHOBIA, FIGHT TRANSPHOBIA
THE PERSONAL IS POLITICAL
LOVE YOURSELF · BE A LEADER · BE ACTIVE
ORGANISE, AGITATE, GIRLCOTT, LOBBY, SIGN PETITIONS, DEMONSTRATE, PROTEST
GET INVOLVED IN THE WOMEN'S MOVEMENT
DEMAND AN END TO LOW PAY AND PRECARIOUS CONTRACTS
CREATE WOMEN ONLY SPACES
LISTEN TO WOMEN SURVIVORS
DON'T SLUTSHAME
DON'T FATSHAME, DON'T BODYSHAME
RESPECT WOMEN'S CHOICES
SAY YES TO LEADERSHIP
ELECT FEMINIST WOMEN AND MEN
FIGHT FOR EQUAL REPRESENTATION
IN PARLIAMENT, IN THE MEDIA, IN BOARDROOMS, IN SPORT, IN STEM
CREATE A FEMINIST EDUCATION SYSTEM
RECOGNISE TRAVELLER ETHNICITY
GIVE CHILDREN GENDER-NEUTRAL TOYS
SUPPORT ONE-PARENT FAMILIES
PROMOTE INTER-GENERATIONAL SOLIDARITY
CELEBRATE WOMEN'S ACHIEVEMENTS
SUPPORT WOMEN WRITERS, ARTISTS, MUSICIANS AND PIONEERS
DEMAND FULL REPRODUCTIVE RIGHTS
DEMAND AN END TO MEN'S VIOLENCE AGAINST WOMEN
FIGHT RAPE CULTURE AND STREET HARASSMENT
CONSENT IS ACTIVE, ENTHUSIASTIC, ONGOING
CONSENT IS MANDATORY

Be a Feminist Mentor
Mentoring for Women's Leadership Skills
September 2015

#FemFest



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

FORWARD THE
LOOKING
GLASS

Feminist Futures

NWCI Annual Report 2015

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Message from the Chairperson

2015 was an incredibly encouraging year for NWCI and for women's equality in Ireland.

I am delighted to report that following discussion with the Department of Justice our core funding was increased after many years of substantial cuts. This is a key achievement in terms of sustainability for the organisation and towards our vision of an equal Ireland. A stronger NWCI, that now has the capacity to plan medium to long term, beyond immediate survival, will also be a stronger advocate for our members and women's equality in Ireland. I would like to thank the board members and NWCI members who were involved in the campaign to achieve this crucial financial stability.



The Marriage Equality referendum win in May 2015 was ultimately also a success for the equality agenda as a whole in Ireland. As I step down from the Board of NWCI after six busy but rewarding years to focus on my work as Executive Director of BeLonG To Youth Services, I hope we can continue to share the learnings from that extraordinary demonstration of the power of grass roots activism for future referenda to achieve a more equal woman-friendly Ireland.

It was also heartening this year to witness a surge in women's activism in a range of areas, such as women in the Arts with 'Waking the Feminists', but also women in sports, women in science, technology, engineering and mathematics (STEM) and activism amongst young feminists.

I welcome our new members, groups and individuals, who joined NWCI in 2015 and encourage you to take an active part in NWCI's work for change, for a better, more inclusive Ireland.

Finally, I want to sincerely thank my fellow Board members of NWCI's outgoing Board for their commitment and hard work. I am confident that the newly elected Board in 2016 will build on this success and further strengthen NWCI's capacity to campaign for a fairer, equal Ireland.

Moninne Griffith, Chairperson

Message from the Director

Throughout 2015 NWCI was at the forefront of a flourishing campaign for women's equality in Ireland.

For International Women's Day we published the handbook 'Better Boards, Better Business, Better Society' which examines why and how to achieve gender balanced boardrooms.

Building on the success of 'The Y Factor', NWCI continued our work with young women with our 'Looking Glass' project on body image and leadership. The work culminated in a major conference, FemFest, which clearly highlighted the commitment that young women have to feminism.



Our AGM was a similarly high level event on the theme of #FeministFutures and in its lead up thousands of women throughout Ireland shared their vision for a feminist future on Twitter.

An equal sharing of care and care work is central to feminism, and our work on Budget 2016 focused heavily on family leave, and early years care and education. Our advocacy around the Budget secured several successes. We welcomed the introduction of two weeks paid paternity leave for the first time, and the extension of the ECCE scheme to a second year.

After years of campaigning, we celebrated that Ireland finally signed the Council of Europe Convention on violence against women in 2015. We also continued to campaign for an urgent referendum to repeal the Eighth Amendment.

The campaign for women's equality was strengthened by the growing zeitgeist around the feminist movement in Ireland. We welcome all of our new members, both groups and individuals, who have joined NWCI in 2015.

We appreciate the support from all our funders and are constantly striving to increase our resources in a challenging environment. We were proud this year to achieve partial restoration of our Department of Justice and Equality funding. This will strengthen our work going forward. Still, NWCI and the women's sector in Ireland continue to function on reduced resources and tight work prioritisation and we will continue to advocate for increased funding.

I am proud to lead such a strong team of women who are so committed to advancing women's equality. I wish to thank the team and our voluntary Board members for all their work and dedication throughout the year. I look forward to continuing to work with our members to make that feminist future a reality.

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.



Beijing + 20 - A Woman's Place is in the World

To mark the 20th anniversary of the Beijing Platform for Action, NWCI and the Irish Human Rights and Equality Commission (IHREC) hosted a one day conference 'Beijing +20 – A Woman's Place is in the World' in Dublin Castle on 20 February. More than 200 delegates attended the conference which was one of the biggest events for women's equality in 2015.

In 1995, 189 countries including Ireland came together in China for the 4th UN World Conference on Women. The Conference

At the Beijing +20 conference, delegates had the opportunity to hear from national and international key note speakers, including President of Ireland, Michael D Higgins, Former President of Ireland and President of the Mary Robinson Foundation – Climate Justice, Mary Robinson, UN Women Assistant Secretary-General and Deputy Executive Director, Lakshmi Puri, Garda Commissioner, Nóirín O'Sullivan, Minister of Justice, Frances Fitzgerald and Minister of State for Equality, Aodhán Ó Ríordáin.



adopted the United Nations Beijing Declaration and Platform for Action which has 12 areas of critical concern. The Platform for Action is a visionary roadmap for the achievement of women's human rights and empowerment throughout the world.

Two plenary sessions in the morning discussed 'Women, Power and Decision Making' and 'Overcoming Women's Poverty and Achieving Economic Independence'.

In the afternoon, delegates had the opportunity to discuss key issues for women in ten workshops covering topics such as violence against women, women with disabilities, women, migration and racism, care work, institutional

mechanisms for change, stereotyping young women and sexism in the media, women's issues in the LGBT community, women and institutional abuse and women's health.

The plenary sessions were livestreamed and attracted an additional audience of over 1000 viewers. In addition, many people engaged on social media around the issues of Beijing+20 and the #Beijing20 trended for the day.



Celebrating International Women's Day

Better Boards, Better Business, Better Society

To kick off our International Women's Day celebrations we launched 'Better Boards, Better Business, Better Society - A Handbook for increasing Women on Boards in Ireland', in the Marker Hotel in Dublin.



Halla Tomasdottir, named by Newsweek in 2011 as one of 150 women who shake the world, was keynote speaker. The Icelandic entrepreneur explained the business case for women on boards and outlined how she and her partner managed to steer their financial

services and private equity company through the recent crash by relying on feminine values; profit with principles, risk awareness, straight talking, emotional capital.

Louise Glennon, Women in Leadership Officer, presented the handbook and its recommendations, including gender quotas for women on boards. Lynn Boylan, Sinn Féin MEP outlined the European context including an update on the progress of the EU Women on Boards Directive. Norah Casey, magazine publisher, presenter, and author acted as Chair, and was joined on the panel by Jane Williams, business woman and board director. We were delighted with the coverage the event attracted in broadcast and print media. We extend our sincere thanks to the European Parliament for supporting this event.

NWCI at the UN Commission on the Status of Women

NWCI had the opportunity to attend the fifty-ninth session of the Commission on the Status of Women at the United Nations Headquarters from 9 to 20 March 2015. For NWCI, Deputy Chairperson, Sheila Dickson, and Policy and Campaigns Officer, Alice-Mary Higgins attended the event in New York. The main focus of the session was on the Beijing Declaration and Platform for Action.



Women speak out at NWCi's Soapbox 2015



On International Women's Day, the women and men speaking at the Soap Box reminded us that in many areas of political, social, economic and cultural life, women's equality has not been achieved. They also highlighted the potential of women and men coming together in solidarity to accelerate the pace of change.

We heard from speakers like Sabina Higgins, Aodhán O'Riordáin, Minister of State for Equality, Tom Meagher, Advocate White Ribbon Ireland, Ailbhe Smyth, feminist campaigner and Convener of the Coalition to

For International Women's Day, the National Women's Council of Ireland replicated the fire and passion of earlier feminists with a pop up Soap Box in front of the Central Bank, Temple Bar.

Women and men from all walks of life took part in the event, speaking about reproductive rights, violence against women, marriage equality, childcare, parenting alone, women in politics and many other issues that affect women's equality today.

Many of the early feminists began their involvement in political campaigning by speaking out about equality issues on a soapbox on a city centre street. These are the women that NWCi draws its inspiration from.



Repeal the Eighth Amendment, Moninne Griffith, Marriage Equality and many more women and men, both young and older, from

Ireland's artistic, political, musical and journalist communities.



Our Work with Young Women



Continuing on the work of 'The Y Factor', NWCI began a major piece of work with young women aged 16-24, on body image and leadership, called 'Through the Looking Glass'.

We held workshops with young women, asking who or what informs the relationship that the young women of Ireland have with their bodies, who their role models are, and if they see themselves as leaders in their own lives? We also held a public speaking and a media training workshop with the women.

The work was based on our ongoing leadership work as well as research which shows that women and girls hold back from

participating in everyday life, due to body insecurities. The obsession with how women look undermines the broad spectrum of what women have to offer and impacts hugely on how we engage with the world.

The culmination of a year's work was #FemFest, a fun and inspiring day combining panel discussions with creative performance, and points for activism and engagement, focusing on a myriad of issues relating to the topics of body image and leadership.

We heard brilliant contributions on the day from our body image panel of comedian, Tara Flynn, White Ribbon Campaign Advocate, Tom Meagher, Broadcaster, Dil

Wickremasinghe, Author, Louise O'Neill, and chaired by the amazing Ailbhe Smyth, Convener of the Coalition to Repeal the Eighth Amendment. The leadership panel was equally inspiring - Lynn Ruane, President of TCD's Student Union, Niall Breslin, aka Bressie, Mental Health Advocate, Nadya

Bhettay, Vodafone and Claire Daly, TD made some unforgettable contributions, as did the Chair, Sinead Burke.

At the event, the young women also launched a Feminist Pledge that was developed over the course of the workshops.



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Be a fabulous feminist
Devised by Through the Looking Glass
Participants
December 2015

#FemFest



THROUGH THE
LOOKING
GLASS

Feminist Futures

Our Annual General Meeting

Building on the theme of the 2014 AGM, 'So, Tell Me Why We Still Need Feminism', NWCI's 2015 AGM explored the theme of 'Feminist Futures'. As Ireland entered a period of economic recovery, it was a crucial time to outline what direction we want Ireland's recovery to take.



With an international zeitgeist building around the feminist movement, Feminist Futures touched a nerve with the women of Ireland, and within two hours of the first mention of #FeministFutures on NWCI's Twitter account, the hashtag was trending across Ireland, spawning tens of articles on the tweets NWCI members and supporters were sharing, demanding a new, feminist Ireland.

The event was opened by Minister for Justice and Equality, Frances Fitzgerald. We were honoured to have historian and expert in gender and social history Mary McAuliffe address the event, outlining how women were involved in the Easter Rising and the fight for social change after Irish independence.

Emer O'Toole, Guardian columnist, author of 'Girls Will Be Girls', and 'one of the leading lights of new feminism', flew in from Montreal to discuss what feminism means for young women. In her speech, she focused on reproductive rights and outlined how we can build a feminist future in Ireland.

Secretary General of the European Women's Lobby, Joanna Maycock, gave an international perspective on the topic, while journalist and Sunday Independent columnist Carol Hunt chaired proceedings.

Hearing Women's Voices?

New study on women's underrepresentation in current affairs radio

Why are the majority of experts and guests on radio male? And why are women allocated shorter air time than their male counterparts?

These questions and more are addressed in 'Hearing Women's Voices?' a study which explored women's underrepresentation in current affairs radio programming across national stations at peak listening times in Ireland. The study was conducted by NWCI and Dublin City University and was funded by the Broadcasting Authority of Ireland (BAI) through its Media Research Funding Scheme.



'Hearing Women's Voices?' was launched by Minister for Communications, Energy and Natural Resources, Alex White, on 5 November 2015. At the event, authors of the study, Dr Jane Suiter, DCU and Dr Kathy Walsh presented its key findings. This was followed by responses from journalist, Alison O'Connor, Newstalk producer, Patricia Monaghan and RTE producer, Kay Sheehy.

The study which took place across three weeks in the second half of 2014 revealed that the overall breakdown of voices was 28% female and 72% male voices across the three radio stations examined, breaking down to 63% on RTE Radio 1, 82% on Newstalk and 70% on Today FM. Women also tended to get shorter air time when on and the majority of guests and experts were male across all stations.



Women4Yes

Supporting the Marriage Equality Referendum

NWCI actively supported the Yes Equality Campaign in the run up to the referendum in May 2015. We held a national 'Women4Yes' press conference on 5 May 2015. 12 group members were represented, and more signed up to the press release. Several communications were sent to our membership calling for a yes vote and both an event page and a more detailed policy

page were created on our website.

Consistent messaging in support of a yes vote was maintained on our social networks. For the week of the referendum NWCI's reach on Facebook was 325,000 and for the month of May the reach was 250,000.



Book reading with Emer O'Toole

NWCI were delighted to hold a special fundraising event in the Gutter bookshop with author and blogger Emer O'Toole.

Described by the Guardian as "one of the leading lights of the new feminism", Emer read from her bestselling book 'Girls Will Be Girls: Dressing Up, Playing Parts and Daring to Act Differently.'

The reading was followed by a Q&A with Emer, facilitated by Sinead Gleeson, writer, editor and presenter of The Book Show on RTE Radio 1 and Irish Times book reviewer.

We're very grateful to those who showed up to the Gutter bookshop to show their support for the work of the National Women's Council of Ireland – thank you!

Ireland 2015, what priorities for women?

NWCI New Year's Poll

In the lead up to the New Year, NWCI conducted a New Year's Poll among our members and supporters, asking what the government's priorities should be for 2015. There were ten options on issues such as violence against women, political reform, childcare, justice for victims of institutional abuse, women worker's rights, investing in training and education, family leave policies, abortion, direct provision, ensuring the voices of vulnerable women are heard and increasing the number of women in senior decision making positions.

These are all issues which NWCI and our members work on, and the response to the survey was huge, with almost 600 people outlining what they want the government to prioritise for 2015.

The survey was launched on Nollaig na mBan, 6 January 2015, in conjunction with the Irish Times. The top three priorities for women were protecting women from domestic and sexual violence, ensuring access to safe and legal abortions and affordable childcare.

It was no surprise that these were the top three issues for women in Ireland. Male

violence against women is still an inescapable backdrop in the lives of one in five women in Ireland. Equally, the issue of safe and legal abortion is one which has affected hundreds of thousands of women since the Eighth Amendment was inserted into the Constitution in 1983 and is rarely out of the headlines. The lack of affordable,



accessible childcare is a massive barrier to women's equal participation in the workforce.

NWCI highlighted the results of our poll throughout the year in pushing for policy change in these areas.

Sharing Stories of Women in Irish History

Blog Series with Ella Hassett



NWCI featured an exciting blog series, 'Sharing Stories of Women in History', by Ella Hassett on our website over the course of the year.

Ella Hassett's journey started with a male colleague asking her 'I bet you can't name ten remarkable Irish women in history!'. Aside from the Marys (McAleese and Robinson), a few



suffragettes, Constance Marcievicz and Grace O'Malley, she could not, yet she knew that there had to be many great stories out there waiting to be told.



From that day on, Ella, who worked as a Library Assistant in Trinity College, attempted to track down the remarkable stories

of women who should be acknowledged for their contribution to the history of Ireland

and the rest of the world - women who were famous, infamous and relatively unknown. She found politicians, poets, singers, actresses, suffragettes, adventurers, scientists, explorers, doctors, criminals and everything in between.



The blog series was covered in the Irish Times and on national radio. Every fortnight when they were posted, The Journal.ie re-posted the blog, with a link to NWCI.ie. The

blogs were often the most read pieces on the website, and NWCI hopes to replicate their success in celebrating the 100 year anniversary of the Easter Rising in 2016.



Ending Violence against Women



NWCI convenes and chairs the Irish Observatory on Violence Against Women. It is a dynamic space for NGOs working on violence against women to come together and identify policy and legislative responses to all forms of violence against women.

After a long campaign by NWCI, our members and women throughout the country, Ireland has finally signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, also known as Istanbul Convention in November 2015. It is the first legally binding instrument, widely acknowledged as the blueprint for best practice and was a great achievement for women's rights.

Observatory members were also very active in the consultations around the Second National Strategy on Domestic, Sexual and Gender Based Violence 2016-2021 which was launched in January 2016. This strategy has many actions for the Department of Justice, An Garda Síochána, the Department of Health and the HSE to undertake during its

lifetime and it is working towards the full ratification of the Istanbul Convention.

NWCI sits on the Oversight Group of Second National Action Plan on Women, Peace and Security 2015-2018, convened by Department of Foreign Affairs. There is a strong focus in this Group on how Ireland responds to migrant women in Ireland who are fleeing gender based violence in their country of origin and how the Irish government deals with the prevalence of Female Genital Mutilation.

In 2015 NWCI responded to the Criminal Law (Sexual Offences) Bill, published at the end of July, and highlighted the changes needed in the Bill including a definition of consent and the criminalisation of the buyer and decriminalisation of the seller in order to tackle demand for prostitution. NWCI made a submission on the Domestic Violence Heads of Bill to the Oireachtas Committee on Justice and Equality.

NWCI made a successful application to the Women's Fund administered by the

Community Foundation for Ireland to develop a Charter of Zero Tolerance on Violence against Women that organisations across Ireland can use to publicly demonstrate their opposition to all forms of violence against women. As part of that funding NWCI will also develop a policy on violence against women that our members can use in their lobbying work.

At European level, the European Women's Lobby (EWL) manages an Observatory on Violence against Women, drawing together experts from 33 countries. NWCI's Board Member & Ruhama CEO, Sarah Benson, is

currently the Irish expert. In November 2015 Sarah participated in a meeting of the experts in Vilnius to plan strategic work priorities and actions for the Observatory. These include a focus on the ratification and positive implementation of the Istanbul Convention in all European countries, and a focus on the risks to women and girls in the context of the current migration crisis in Europe. The experts also gave input into the new EWL strategy.

Members of the Irish Observatory on Violence against women

- Action Aid
- European Women's Lobby through Irish expert
- Oxfam Ireland
- Akidwa
- Galway Rape Crisis Centre
- Pavee Point Traveller and Roma Centre
- Cairde
- Immigrant Council of Ireland
- Ruhama
- Cork Sexual Violence Centre
- NWCI
- Sonas Domestic Violence Charity
- Dublin Rape Crisis Centre
- NCCWN
- Women's Aid



Ensuring women's right to health

During 2015 NWCI brought about an increased engagement in gender mainstreaming in health within the HSE and with other agencies working on health. There was ongoing cross-sectoral engagement on the issue through consultation workshops and through meetings of the Gender Mainstreaming Steering Group. Key successes and outcomes include NWCI securing the hosting of the 2017 World Congress on Women's Mental Health; increased public awareness and understanding of the importance of gender mainstreaming in health service planning and delivery through gender and health workshops around the country; facilitation of strong engagement by women in the reform of our maternity services from a diverse

range of backgrounds as well as those of health service professionals; excellent outcomes from the gender mainstreaming demonstration project in Co. Longford as a model of good practice; and assisting the health service in meeting its strategic objectives and targets to reduce inequalities in health.

NWCI is part of the HSE Cross Divisional Working Group on Health Inequalities which has been tasked with organising regional workshops on health inequalities for the purpose of devising a Health Inequalities Action Plan for the HSE. NWCI played an active part in the HSE Health Inequalities Resource Group which focused on revising the Health Inequalities training with HSE staff that was rolled out during 2015.

Gender Matters Workshop



In February and March 2015 NWCI, in partnership with the HSE, held a series of regional workshops with women and men,, including transgender, across Ireland to hear

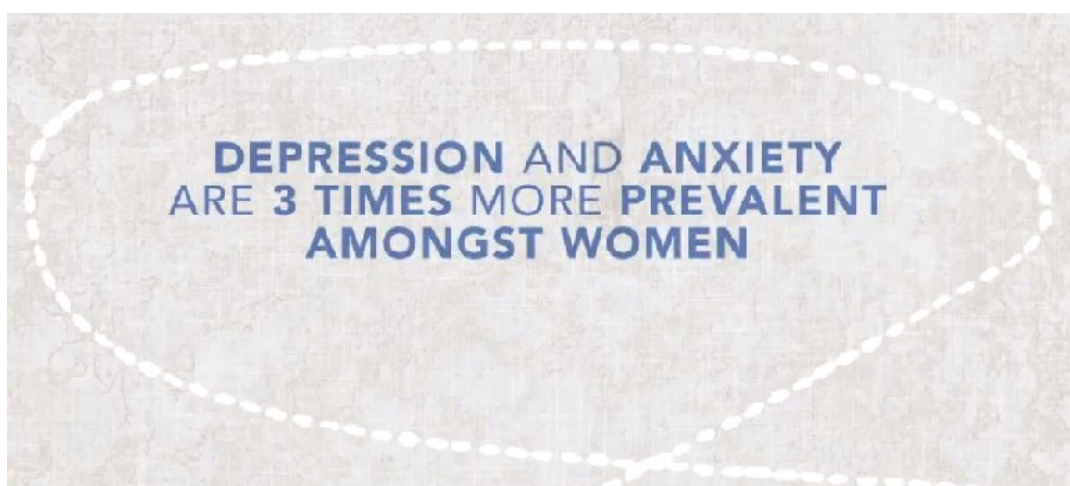
and document their experiences of health services in Ireland from a gender perspective. Workshops took place in Galway, Letterkenny, Waterford and Mullingar. These workshops were very well attended with a diverse range of groups and issues present. From these

consultations NWCI compiled a report on the issues and key recommendations to the HSE as part of the review of the Health Inequalities Framework.

Gender Matters—Training Awareness Tools

In March 2015 NWCI produced a video to raise awareness amongst healthcare professionals and NGOs of the importance of gender in health policy, planning and service delivery and to support NWCI Gender Matters Training Programme. The video has

contributions from Tony O'Brien, Director General, HSE, Transgender Equality Network Ireland, Men's Development Network and Pavee Point Traveller and Roma Centre. You can watch the video on NWCI's website.



Action Project Longford - Gender Equality Review

During the second half of 2015 NWCI worked with and supported Longford Primary Health Care Project for Travellers (LPHCP) in incorporating a gender dimension to their health promotion services for Traveller women and men. Support activities included increasing gender awareness capacity of staff through training on gender sensitive approaches and gender proofing of policies, plans and services. The LPHCP drew up gender equality statement for the organisation, gender proofing leaflets and action plans and conducted a snap shot survey with service users. This successful project culminated in the production of a gender equality action plan for 2016.



Maternity Services



NWCI supported the HSE to carry out consultations on its draft Maternity Charter. Workshops were held in Galway, Letterkenny, Waterford and Mullingar during February and March 2015. This feedback will influence the revision of the Maternity Charter due to be published in

late 2016 but also contributed to the development of a National Maternity Strategy for Ireland which was published in January 2016. NWCI finished its report on the consultations and shared the findings with the HSE and members of the Maternity Steering Group. Much of the material also formed the basis of NWCI's engagement with the online consultation by the Department of Health. NWCI was asked by the Department of Health to assist in the organisation of two focus group discussions on maternity to complement the online consultation and to engage hard to reach groups. These took place in Cork and Dublin on 15 and 20 July 2015.

World Congress on Women's Mental Health 2017

NWCI and Trinity College Dublin made a successful bid to host the World Congress on Women's Mental Health in Dublin in March 2017. We began much of the planning during 2015 to lay good foundations for a successful Congress that will attract approx. 1,000 delegates from across the continents. The Congress will take place from 6 – 9 March 2017 in the RDS. The Congress is co-hosted by NWCI and TCD and the International Association for Women's Mental Health and supported by Conference partners. The theme is

Rights, Recovery, Resilience. For more information see www.iawmh2017.org.



Campaigning for full reproductive rights

One of NWCI's central policy priorities in 2015 was our continued call for a referendum to repeal the Eighth Amendment to the Constitution and to ensure access to full reproductive rights for women in Ireland. We included our demand to repeal the Eighth Amendment across our work. For example, we organised a specific workshop during the Beijing + 20 conference on reproductive rights. Repealing the Eighth Amendment was also a key theme during

the Soapbox 2015 and our Feminist Futures AGM event.

NWCI also took active part in the activities of the Coalition to Repeal the Eighth Amendment, a growing coalition of 55 organisations, including pro-choice, feminist, human rights and other civil society organisations. NWCI also participated in the annual March for Choice 2015.



Women's Economic Independence

360° – Turn it Around for Women in Budget 2016

NWCI's Pre Budget Submission 'Budget 360: Turn It Around for Women' was launched in September, ahead of Budget 2016. We used the Submission to call on the government to make Budget 2016 an opportunity to turn it around for women and invest in areas which are crucial for women's equality and foundations for a sustainable future.

and meet the standards set by the Council of Europe Convention on Violence against Women, and to restore funding to both frontline and advocacy organisations to at least pre-recession levels.

To provide decent work for women, we also maintained that Budget 2016 must increase the Minimum Wage to at least the level

recommended by the Low Pay Commission and strengthen regulation around precarious work. We also called for the Budget to ensure that social clauses requiring gender equality and decent working conditions are attached to all public spending or capital expenditure.

When Budget 2016 was announced NWCI

welcomed a number of measures, including paid paternity leave, but made clear that the Government still had not addressed the scale of the challenges.



We had three high level priorities. The first was delivering an Early Years infrastructure that is of high quality, accessible and affordable, delivering the promised two weeks of paid paternity leave and taking the first steps towards paid parental leave.

The second was for Budget 2016 to dedicate sufficient funding to effectively implement new legislation such as the Victims Directive

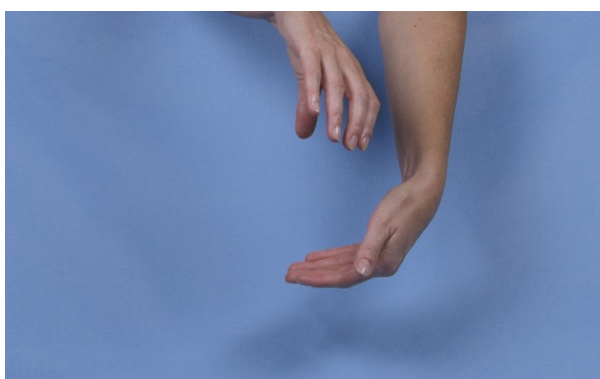
Women and Economic Inequality – Members Meeting

In the run up to the Beijing+ 20 conference, NWCI and the Irish Human Rights and Equality Commission (IHREC) partnered with Oxfam Ireland for a Members Meeting 'Women and Economic Inequality' on 29 January 2015. The event highlighted the detrimental impact austerity and growing

economic inequality are having on the lives of women in Ireland, across Europe and globally.

Speakers at the event included Jim Clarken, Oxfam Ireland, Carole Sullivan, IHREC, Mary Collins, European Women's Lobby and Alice-Mary Higgins, NWCI.

STILL, WE WORK – Exhibition and Workshops



'STILL, WE WORK' is an exhibition commissioned by NWCI and featuring work by artists Sarah Browne, Miriam O'Connor, Anne Tallentire and Vagabond Reviews exploring contemporary representations of women and work. It was first launched in Dublin to mark the centenary of the 1913 Lockout. In 2015, the exhibition toured across Ireland.

The first part of the tour opened at the Regional Cultural Centre, Letterkenny, Co. Donegal, on Friday 8 May 2015, with guest speakers Finola Brennan, Donegal Women's Network, and Annette Patton, Donegal Community Development Alliance, and opening remarks by Eilís Ní Chaithnía, NWCI's Membership Development Officer.

In June the exhibition travelled to Callan, Co. Kilkenny, and was curated by Rosie Lynch, Hollie Kearns and Monica Flynn, with partner Kilkenny County Council and presented as part of the Abhainn Ri Festival. In October, the exhibition travelled to Limerick and was curated by Michele Horrigan, with partner Limerick City Gallery and supported by Dance Limerick and The Hunt Museum.

At each launch, NWCI worked with curators to bring together women from the area to discuss issues affecting them in their locality. These women shared stories and views about responsibilities and the joy of care, the obstacles and opportunities available for migrant integration, the importance of the arts and what makes them work for better communities.

The tour was made possible through the financial support of an Arts Council/An Chomhairle Ealaíon Visual Arts Touring Award and the exhibition is now residing in the Limerick City Gallery on a long-term lease.

Women in Local Government and Development

Our work on women in Local Government and Development kicked off in late 2014 as a new policy focus for NWCI. Over 2015, we set out to gather together our membership and relevant stakeholders across the country to consult on what women in their communities needed to make local alignment processes work for them. We organised two day-long members' meetings in Longford and Limerick in association the National Collective of Community-based

expressed by the groups and recommendations on what could be done to improve women's participation in local decision-making.

NWCI travelled to Longford, Galway, Cork, Letterkenny and Kilkenny engaging women's groups in discussions about the matters that affect their lives and their communities.

We also travelled to Brussels to attend a Council of European Municipalities and Regions (CEMR) conference at which good

practice models were presented on gender-mainstreaming in local and regional authorities.

Relationships have been established with key staff in the CEMR and with local authority staff and representatives involved in this Europe-wide project.

Throughout the year, NWCI has lobbied the Department of



Women's Networks and local community groups, including Longford Women's Link and NCCWN. The meetings were an opportunity for interested groups to discuss the topic of Making Women Central to Local Government. The events were very well-attended with representation of women's groups from Donegal to Cork. Reports were written and circulated outlining the views

Environment, Communities and Local Government with regard to funding programmes, local government and development policies, including reasserting the importance of local women's groups in providing gender expertise in developing community initiatives.

Promoting Women in Leadership

Recognising and Challenging our Unconscious Bias

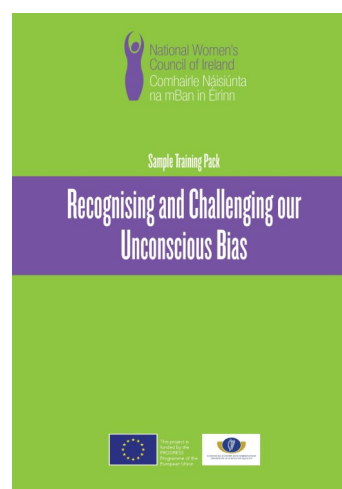
This training programme is one activity in a series of activities undertaken by NWCI as part of an EU project coordinated nationally by the Department of Justice and Equality entitled "Initiatives to support the achievement of gender balance in decision-making roles in Ireland" - 2014-2015, under the European Commission's PROGRESS funding stream.

The purpose of the programme was to raise awareness of the existence of gender bias and its negative impact on 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.

The training was designed to communicate the message of the benefits of greater gender balance at middle and senior management levels for effective decision making and increased productivity. NWCI

commissioned Olwen Dawe and Orla Leydon to develop and deliver this training programme. As part of the pilot project the training was delivered to two groups of senior civil servants across all government departments, and the training pack was circulated to all HR and Training Teams for incorporation in their induction processes.

'Recognising and Challenging our Unconscious Bias' training pack for trainers is now publicly available on www.nwci.ie.



European Parliament FEMM Committee

NWCI were delighted to be invited to present to a delegation of the FEMM Committee on Women's Rights and Gender Equality, during their visit to Ireland in September 2015.

Organised by the European Parliament, NWCI met with the group to answer their questions on women's economic independence, the gender quota being applied at the

forthcoming election, and learnings from the Marriage Equality referendum, with particular emphasis on how these learnings can inform the campaign for a referendum to repeal the Eighth Amendment.

Institute for British Irish Studies (IBIS) Annual Conference - Women in Leadership North and South

Held in July 2015 in the European Parliament Offices in Dublin, hosted by IBIS in partnership with UCD, this conference looked at three key areas of leadership from a gender perspective:

Women's Leadership in Political and Public Life; Civic Leaders and the Leadership Pipeline and Political Leadership.

NWCI was delighted to be invited to speak alongside organisations and individuals from North and South, including Prof. Yvonne

Galligan, Fiona Buckley, Senator Ivana Bacik, Grainne McVeigh of WINET, Suzanne Collins of Women for Election and Kate McCullough of the NI European Women's Platform.



Promoting the Leadership Message

NWCI has been reaching out to individual women and women's networks within corporate companies such as Vodafone,

Symantec, Boardmatch.ie, Ulster Bank, Accenture, Eir, Union of Students in Ireland, and Connect Women in Pensions, in an effort

to promote the recommendations contained in our handbook 'Better Boards, Better Business, Better Society'.

We were also delighted to partner with our member Network Ireland on their Women of the Year awards. We took part on the judging panel of the Employee of the Year Category, and presented the award to the winner of the category at their National Conference in Westport, Co. Mayo.



Investing in Early Years Care and Education

The provision of affordable early years care and education, the introduction of paid paternity leave and parental leave were core NWCI demands for 2015 and were central to our lobbying work for Budget 2016. We also lobbied all the political parties in the preparation of their election manifestos to include our demands in their childcare recommendations.

In particular, NWCI called for providing choice for parents to take leave from employment in the first year of a child's life by introducing two weeks paid Paternity Leave for fathers on the birth of their child and six months paid Parental Leave incrementally over three Budgets, initially with two months paid parental leave in Budget 2016.

We also called for the provision of affordable childcare for children aged six months to three years through capping of fees for all parents and the introduction of a subsidisation scheme so that childcare costs will be reduced for all parents. NWCI advocated that the maximum a parent should pay would be 40% of childcare costs based on a sliding scale according to income, with those on lowest income receiving full subsidisation. We lobbied that the scheme would be introduced over three Budgets with a 20% subsidy in Budget 2016.

NWCI called for the extension of the Early Childhood Care and Education programme to introduce free ECCE for all children when they reach three years until they enter primary school and extend the hours of ECCE to 20 hours per week for 48 weeks per year.

Our demands brought about significant achievements in Budget 2016 as the Government announced the introduction of Paternity Leave for two weeks for fathers after the birth of a child and the extension of the Early Childhood Care and Education programme for children from three years until they transfer to primary school.



Working in Partnership

Women's Human Rights Alliance

NWCI convenes the Women's Human Rights Alliance (WHRA) which is a broad coalition of organisations concerned with the protection and promotion of women's human rights in Ireland. In May 2015 WHRA made a submission to the UN Committee monitoring Ireland's compliance with the International Covenant on Economic, Social and Cultural Rights (ICESCR). The submission focused on the Right to Health as contained in Article 12 of the ICESCR and covered issues of concern including the importance of gender sensitive healthcare, access to abortion services, female genital mutilation, violence against women, symphysiotomy, the right to health of minority ethnic groups including the Traveller community and the importance of the incorporation of the right to health in the Irish Constitution. Ireland's report under ICESCR was examined in the 55th session of the Committee which took place from 1-19 June in Geneva and many of these concerns

were reflected in the UN Committee concluding observations.

In October the Women's Human Rights Alliance made a detailed submission to the UN Committee overseeing the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Ireland hasn't reported to the UN on its compliance with this Convention in over 10 years. In the 10 page submission NWCI and WHRA recommended that the UN Committee ask the government for responses in relation to 18 issues.

At the end of November, the UN Committee held consultations with NGOs in Geneva as part of the preparation of the List of Issues to send to the Irish government by March 2016. NWCI were present to deliver an oral statement which was an excellent opportunity to raise a multitude of concerns regarding women's rights in Ireland.



Turn off the Red Light Campaign

NWCI continued to play an active part in the Turn off the Red Light Campaign during 2015. The criminalisation of the purchase of sex was included as a provision in the Criminal Law (Sexual Offences) Bill that was published in July 2015 so the campaign was focused on

ensuring the smooth passage of the Bill through all stages of parliament and engaging with parliamentarians on the importance of this provision.

Turn Off the Red Light

End Prostitution and Sex Trafficking in Ireland



Gender Mainstreaming in Health Advisory Group

NWCI convenes the Gender Mainstreaming in Health Advisory Group which is made up of key agencies including the HSE, the Department of Health, the Irish Human Rights and Equality Commission, Men's Development Network, Men's Health Forum, Cairde, Irish Cancer Society, Pavee Point Traveller and Roma Centre, the Institute for

Public Health, Transgender Equality Network Ireland and Irish Nurses and Midwives Organisation. This group met twice during 2015 and gave invaluable advice and guidance to the gender mainstreaming and health work of NWCI.

Coalition to Repeal the Eighth Amendment

NWCI took an active role in the activities of the Coalition to Repeal the 8th Amendment, which is a growing coalition of 55 organizations, including pro-choice, feminist, human rights and other civil society organisations.



European Women's Lobby

NWCI strengthened its engagement and collaboration with the European Women's Lobby (EWL). Alice-Mary Higgins, our Policy and Campaigns Officer, was member of 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.



Welcome to our new members in 2015

Digiwomen

Digiwomen enables connections through the understanding and use of technology. As a representative community within the digital sector in Ireland, DigiWomen participates in the debate around women in technology at regional, national and international levels. It encourages women to take pride in their achievements in technology and their contributions to the growth, development and use of those technologies. By the end of 2015, Digiwomen had taken an active part in the NWCI's Marriage Equality Campaign as well as hosting two Digital Marketing Workshops open to NWCI Group Members.

The Countess Markievicz School

The Countess Markievicz School was founded in 2011 by a group of students in the School of Social Justice in University College Dublin, who were concerned about

the declining numbers of women in public and political life in Ireland. The school is a discussion forum on women in Ireland in honour of Ireland's first female MP and Cabinet Minister. Each year the school holds an annual forum on women which attracts circa 170 people discussing contemporary issues relevant to women in Ireland. In 2015, the subject matter was Direct Provision and Reproductive Rights.

The Coalition to Repeal the Eighth Amendment

The Coalition to Repeal the Eighth Amendment was formed in 2014 to provide a platform for a wide range of groups and organisations to come together in coalition to work for repeal of the eighth Eighth Amendment, the Coalition is seeking to achieve true equality and respect for women in Ireland.

Improving Membership Communications – Our new CRM system

Over the last 12 months, NWCI has harnessed the latest advances in Information Communications Technology to implement its first IT Customer Relationship Management CRM system. The CRM system is an excellent tool to improve communications with our members, campaigning, fundraising, evaluation and

operations. With our new CRM system we hope to improve the 'Membership Journey' allowing NWCI to increase our membership and respond rapidly to our members' evolving needs. We plan to further develop the CRM system in 2016.

Supporting members and women's equality events

Women 4 Women Network & Entrepreneur Meeting

NWCI attended our Member Group Women4Women's networking & entrepreneur breakfast workshop hosted by the Islamic Cultural Centre of Ireland in Clonskeagh Mosque. Women4Women.ie are a networking group for women with different

life experiences and from different cultures. The network aims to promote intercultural understanding and co-operation among women on the Southside of Dublin.

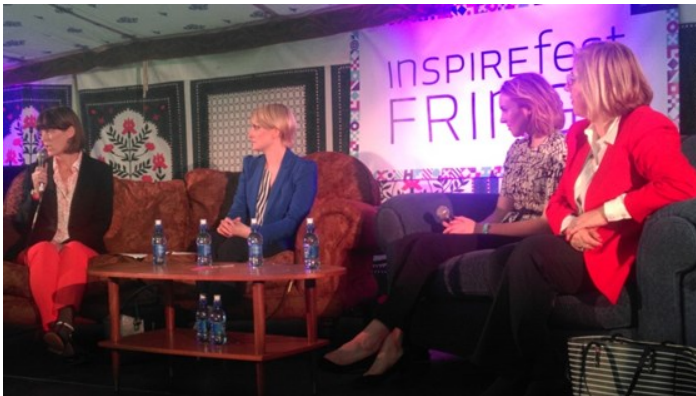


Women in Sport Conference

NWCI participated in the Women in Sports Conference November 2015 in Dublin Castle held by the Department of Justice and Sports Council Ireland. Orla O'Connor was one of the keynote speakers and NWCI's stand provided information to 300 key stakeholders and attendees and highlighted the discussions on social media.



Inspire Fest – Europe's largest conference on Diversity in STEM



InspireFest featured and connected female leaders and professionals interested in the future of STEM (Science, Technology,

Engineering and Mathematics) and advocating meaningful diversity in education, research, business and society in June 2015. Our Women in Leadership Officer, Louise Glennon, spoke at the event alongside NWCI Group Members Women4Election and Individual Member and Senator Averil Power. NWCI secured two free tickets for STEM students and discounted tickets for our Members WITS, Symantec and Digiwomen.

Websummit 2015

The Websummit is a major annual technology conference and was attended by NWCI and some of its members. NWCI secured free tickets for eight NWCI Group Members, including WITS Ireland, Digiwomen and Symantec and Individual Members who work and study within STEM.



Spreading the Word

Our Communications work went from strength to strength in 2015.

Here are some of the highlights.

- Numerous opinion pieces in local and national papers on issues such as care, economic independence, women in leadership, body image and reproductive rights
- Working in coalitions with our members to raise the profile of key issues such as family leave and a repeal of the 8th Amendment
- High level coverage for our 'Looking Glass' work with young women on body image and leadership, culminating in the brilliant #FemFest
- Trending for 72 hours leading up to NWCI's AGM, where hundreds of women shared their dreams for #FeministFutures
- A highly successful 'Sharing Stories of Women in History' blog series, by Ella Hassett
- 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
- An International Women's Day hub on our website, showcasing all the IWD news and events from our members
- 4,150 new followers on Twitter, bringing us up to over 13,000 followers
- 2,032 new likes on Facebook, bringing us to almost 8,400 likes
- Over 5,000 monthly visitors to our website www.nwci.ie
- An NWCI presence on Instagram and LinkedIn

**FEMINISM
IS THE RADICAL
NOTION THAT
WOMEN ARE
PEOPLE**

Our Team in 2015



Orla O'Connor
Director



Niamh Allen
Head of Development
and Membership
(started in March)



Anne Gibney
Head of Finance and
Operations



Rachel Doyle,
Head of Outreach and
Support (until April)



Silke Paasche
Head of
Communications



Sarah Clarkin
Communications and
Social Media Officer



Eilís Ní Chaithnía
Membership
Development Officer



Louise Glennon
Women in Leadership
Officer



Jacqueline Healy
Women's Health and
Human Rights Officer



Alice-Mary Higgins
Policy and Campaigns
Officer



Claire Kelly
Fundraising and
Development
Coordinator
(until February)



Laura Maloney
The Y Factor
Development Worker
(until May)



Helen Mullarkey
Membership Liaison



Louise Riordan
The Y Factor
Coordinator
(until January)

Jennifer Bailey
Reception

Lucy Arnold
Reception

We would like to thank the following people who worked with us in 2015.

- Kirana Bhagwan
- Valerie Connor
- Olwen Dawe
- Maria Hegarty
- Orla Leydon
- Marie Lynch
- Grainne Healy
- Niamh O'Carroll
- Kathy Walsh

We also would like to thank our student on placement, Lydia Marshall, for her great contribution.

Our Executive Board



Moninne Griffith, BeLong To (Chairperson)

Moninne is Executive Director of BeLong To Youth Services, the national organisation for Lesbian, Gay, Bisexual and Transgendered (LGBT) young people. Moninne previously worked as Director of Marriage Equality since its launch in 2008. During the marriage equality referendum campaign Moninne devised the 'Roadmap to Victory' and was director of mobilisation for the Yes Equality campaign. Moninne also worked as a solicitor in general practice for almost ten years and volunteered with FLAC (the Free Legal Advice Centres), and Women's Aid. She has an MA in Women's Studies from UCD.



Sheila Dickson, Irish Nurses and Midwives Organisation (Deputy Chairperson)

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 the Deputy-Chairperson and member of NWCI's Governance Sub-Committee and a member of the NWCI/HSE Gender Mainstreaming Advisory Group.



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

A lone mother since the 1990s, Frances has been a feminist activist for many years in paid and unpaid roles. A board member of the NWCI since 2014, she has represented the membership of NWCI on the National Women's Strategy Committee since 2012, Frances is also the alternate NWCI rep on the European Women's Lobby Board. Formerly a board member of the European Anti-Poverty Network – Ireland, Frances was also a founding member of Claiming Our Future, the Advocacy Initiative and the Equality & Rights Alliance. Frances led OPEN, the national network of lone parent groups for over a decade.



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 14 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 Coordinator of the NCCWN which manages and delivers a Women's Equality & Development Programme through its' 17 locally based Women's Community Development Projects throughout Ireland. The main aims of the NCCWCN are to help to address poverty, social exclusion and gender inequality experienced by women and to give a voice to community women at local and national level.



Louise Lovett, Longford Women's Link

Louise Lovett BA Mgmt. (Hons) is the CEO of Longford Women's Link (LWL) a local rural NGO which employs 110 staff. Prior to joining LWL, Louise gained extensive experience working in the corporate sector for 27 years, with 5 years in executive management. Louise is Chairperson of Longford County Childcare Committee (LCCC). She is also member of the Midlands Regional Joint Consultative Housing Forum (MRJHCF), the Longford Westmeath Children & Young People's Services Committee (CYPSC) and of Longford County Council's Socio Economic Strategic Policy Committee.



Saorlaith Ni Bhroin, Aontas

Saorlaith is a graduate in Law and French (UCC) with a Master's in Human Rights and Democratisation (Venice), a human rights campaigner with extensive experience in Brussels, East Africa and Ireland. She has knowledge of advancing key rights issues both within the United Nations, the European Union as well as the Irish Political system. Saorlaith works on European Projects at AONTAS- the National Adult Learning Organisation.



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 Smith is a community development practitioner with the Migrant Rights Centre Ireland. She has several years experience working with NGOs and Civil Society Organisations (CSOs). She is an experienced equality campaigner at local, national and international levels and has worked on issues of gender equality, anti-racism and discrimination, human rights and social inclusion. She is an expert in the area of gender, labour migration and employment policy, with a particular focus on the care sector. Her research on migrant women employed in care work has been well published in mainstream media, social science and academic publications.



Louise Glennon, NWCI Staff Representative

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

NWCI Submissions 2015

- Submission to the DECLG consultation on Draft Framework Policy on Local and Community Development in Ireland
- Submission to the Public Consultation on Public Procurement.
- 360° - Turn it around for Women – Pre Budget Submission
- Pre-Budget Submission to the Department of Social Protection
- Presentation to the Joint Oireachtas Committee on Jobs, Enterprise and Innovation on the Low Pay Commission
- Submission and presentation to the Joint Oireachtas Committee on Justice, Equality and Defence—General Scheme of Domestic Violence Bill
- Submission to the Joint Oireachtas Committee on Justice, Defence and Equality on the General Scheme of the International Protection Bill

Women's Human Rights Alliance Submissions 2015

- Submission to the Pre-Sessional Working Group of the Committee on the Elimination of Discrimination Against Women (CEDAW)



Committees 2015

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
- Start Strong
- Equality Rights Alliance

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
- HSE Tobacco Control Partners Group
- HSE Health Inequalities Resource Group
- EAPN
- AONTAS
- Community Work Ireland
- The Community Platform
- Community and Voluntary Pillar

Legal & Administrative Information

Board of Directors

Moninne Griffith (Chairperson)
Sheila Dickson (Deputy Chairperson)
Louise Lovett*
Oluwayemi Solaru Adenuga*
Miriam Holt
Saorlaith Ni Bhroin
Sarah Benson
Frances Byrne
Aoife Smith
Rosaleen Mc Donagh*
Suzanna Griffin*

* Indicates directorship of National Women's Council
of Ireland only

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 2015.

Attendance at Board meetings

Moninne Griffith	5 meetings	Frances Byrne	5 meetings
Sheila Dickson	3 meetings	Rosaleen McDonagh	3 meetings
Miriam Holt	6 meetings	Suzanna Griffin	3 meetings
Sarah Benson	4 meetings	Saorlaith Ni Bhroin	4 meetings
Oluwayemi Solaru Adenuga	5 meetings	Louise Lovett	5 meetings
Aoife Smith	3 meetings (maternity leave)		

Governance Subcommittee

Members of Subcommittee

Moninne Griffith, Sheila Dickson, Louise Lovett, Miriam Holt, Lauren Tennyson (Legal Adviser), Orla O'Connor and Anne Gibney.

This Subcommittee met twice during 2015. 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 in July 2015. 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

Moninne Griffith, Sheila Dickson, Sarah Benson, Miriam Holt, Aoife Smith, Rosaleen McDonagh, Orla O'Connor and Anne Gibney.

This Subcommittee met three times during 2015. Moninne Griffith, Miriam Holt, Anne Gibney and Orla O'Connor attended all meetings. Sheila Dickson attended two meetings. Sarah Benson and Aoife Smith (maternity leave) attended one meeting. Rosaleen McDonagh was unable to attend any meeting.

Audit/Finance Subcommittee

Members of Subcommittee

Moninne Griffith, Sheila Dickson, Miriam Holt, Orla O'Connor and Anne Gibney.

This Subcommittee met three times during 2015. Sheila Dickson attended one meeting. All other members attended all 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 2015 were in line with our Strategic Plan.

Income & Expenditure

INCOME

Department of Justice & Equality	350,000
Department of Community, Rural and Gaeltacht Affairs - Social Partnership	18,840
HSE	60,000
Pobal SSNO	80,737
IHREC	6,150
Broadcasting Authority of Ireland	8,450
Other	26,779
Arts Council—"Still, We Work" Exhibition	26,260
STEM Project—Symantec	4,676
Rental Income	56,000
Members' Subscriptions	27,908
Rowntree Charitable Trust	47,564
Bank Interest	423

TOTAL INCOME	€713,787
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EXPENDITURE

Staff Costs	495,784
Office running costs	32,566
Rent & cleaning	75,117
Communication & information	20,055
Governance and Statutory costs	8,848
Investment Management	12,495
Professional Fees	4,683
Programme Activities	135,202
TOTAL EXPENDITURE	€ 784 750

FINANCIAL RESULTS

The financial results for the financial year ended 31st December 2015 show a net deficit of €70,963 (2014: net surplus €134,439).

INCOME

National Women's Council of Ireland (NWCI) and National Women's Council of Ireland (E&T) raised total income of €713,787 for the financial year ended 31st December 2015 (2014: €883,655)

€439,108 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 2015.

EXPENDITURE

Total expenditure for the year, at €784k is up 5% on 2014 (€749k). Charitable activities accounts for 98% of expenditure. Raising funds has decreased by 70% in the year to €5,132 (2014:€17k). This is due to the strengthening of NWCI's policy on income generating. NWCI wish to increase the grants received from membership and non-statutory organisations.

NWCI's ability to deliver quality, value for money programmes has ensured continued, strong, positive relationships 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 2015	Total 2014
INCOMING RESOURCES	€	€	€	€
Donations	47,564	27,908	75,472	350,348
Charitable Activities	210,863	371,029	581,892	501,481
Investment	-	56,000	56,000	22,866
Other	-	423	423	8,960
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Total incoming resources	258,427	455,360	713,787	883,655
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RESOURCES EXPENDED				
Raising Funds	1,523	3,600	5,132	17,465
Charitable Activities	380,381	386,742	767,123	710,620
Investment	-	12,495	12,495	6,827
Other	-	-	-	7,000
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Total resources expended	381,913	402,837	784,750	749,216
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Net (deficit)/surplus resources	(123,486)	52,523	(70,963)	(134,439)
Total funds at beginning of year	439,108	35,696	474,804	340,365
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Total funds at end of year	315,622	88,219	403,841	474,804
	=====	=====	=====	=====

These financial statements were approved by the directors on 30th June 2015 and are signed on their behalf by: Moninne Griffith, Chairperson and Sheila Dickson, Deputy Chairperson.

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

Amalgamated Balance Sheet as at 31st December 2015

FIXED ASSETS	2015	2014
Tangible assets	327,148	332,584
CURRENT ASSETS		
Debtors	37,595	14,067
Cash at bank and in hand	212,387	317,619
	<hr/>	<hr/>
	249,982	331,686
CREDITORS: Amounts falling due within one year	117,446	103,796
	<hr/>	<hr/>
NET CURRENT ASSETS	132,536	227,890
	<hr/>	<hr/>
TOTAL ASSETS LESS CURRENT LIABILITIES	459,684	560,474
	<hr/>	<hr/>
CREDITORS: Amounts falling due after more than one year	(55,843)	(85,670)
	<hr/>	<hr/>
	403,841	474,804
	<hr/>	<hr/>
RESERVES		
Restricted – building development fund	192,530	199,223
Restricted fund – other	109,572	233,058
Unrestricted fund	101,739	42,523
	<hr/>	<hr/>
MEMBERS' FUNDS	403,841	474,804
	<hr/>	<hr/>

These financial statements were approved by the directors on 30th June 2016 and are signed on their behalf by: Moninne Griffith, Chairperson and Sheila Dickson, 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).



National Women's Council of Ireland

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