



ANNUAL REPORT 2013

LEADING THE CHANGE FOR WOMEN'S EQUALITY

40 YEARS OF NWCI



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Message from the Chairperson



This year NWCI celebrated our 40th anniversary. Throughout the year we celebrated many achievements in the struggle for women's equality and re-energised our commitment to advancing rights for women in Ireland.

The women's movement is a dynamic community of people from every walk of life, every corner of the country, spanning the entire life-span and embracing the full diversity of society. There is tremendous power in the solidarity the women's movement can offer all women and society in general. NWCI is proud to play its part, locally and globally.

2013 saw our membership grow not only in numbers but also through the active participation of our members. As a membership organisation we are only as strong as our members. It is wonderful to see how strong and engaged NWCI members are in spite of the tremendous challenges faced by them at this difficult time.

I am particularly happy to highlight the launch of the Y Factor this year. Ensuring that young people have a voice and a platform to take action on the issues that matter to them will ultimately make NWCI a stronger and better organisation.

The NWCI staff team who daily demonstrate their dedication, skills and professionalism deserve particular acknowledgement. I want to especially thank the team for the support they have shown me and their deep commitment, passion and loyalty to NWCI and women's equality.

I would also like to thank and commend my fellow Board members for their support, expertise and active engagement in governing NWCI. It has been a pleasure to work with the Board who have consistently worked so hard in the interests of NWCI and its members.

Siobhán O' Donoghue

Chairperson

Message from the Director



NWCI continued to thrive in 2013. Celebrating 40 years provided many spaces for recognising the achievements made for women and reinvigorating the struggle to advance women's rights in Ireland. *'Leading the Change for Women's Equality'*, our new Strategic Plan, sets a clear direction and path to pursuing our goals to seek substantive improvements in equality and human rights for women. I want to thank our members who participated in the process of creating a dynamic plan for the work of NWCI to the end of 2015.

This year we continued to campaign to protect incomes and services for women, recognising the impact of austerity on women and children. 2013 saw an increase in demand for frontline services being provided by women's organisations with an accompanying decrease in resources to meet the needs of women and children. NWCI continued to highlight alternatives to austerity and the need to make long term investment in services such as childcare, women's centres and services for women experiencing violence.

In growing the group and individual membership of NWCI, we widened the diversity of women we represent and have ensured the voices and experiences of women are heard in decision making arenas. Social media is a key communication and lobbying tool in all our campaigns and we appreciate the active engagement of our Facebook friends and Twitter followers. I want to thank the 17,000 women and men who joined in our E- Action campaign to introduce the first piece of legislation on abortion to save women's lives in pregnancy.

The NWCI team, through their commitment and passion for progressing women's rights, have worked throughout the year in solidarity with many organisations to put women's equality at the centre of decision making. I want to thank the NWCI Board and staff for their determination and achievements. I also want to thank our funders and all those who have made donations. Your support is vital to achieving our goals for women's equality.

2013 was a critical year for NWCI in developing new strategies and ways to raise the collective voice of women and has paved the way for NWCI to continue to lead the change for women in Ireland.

Orla O'Connor

Director

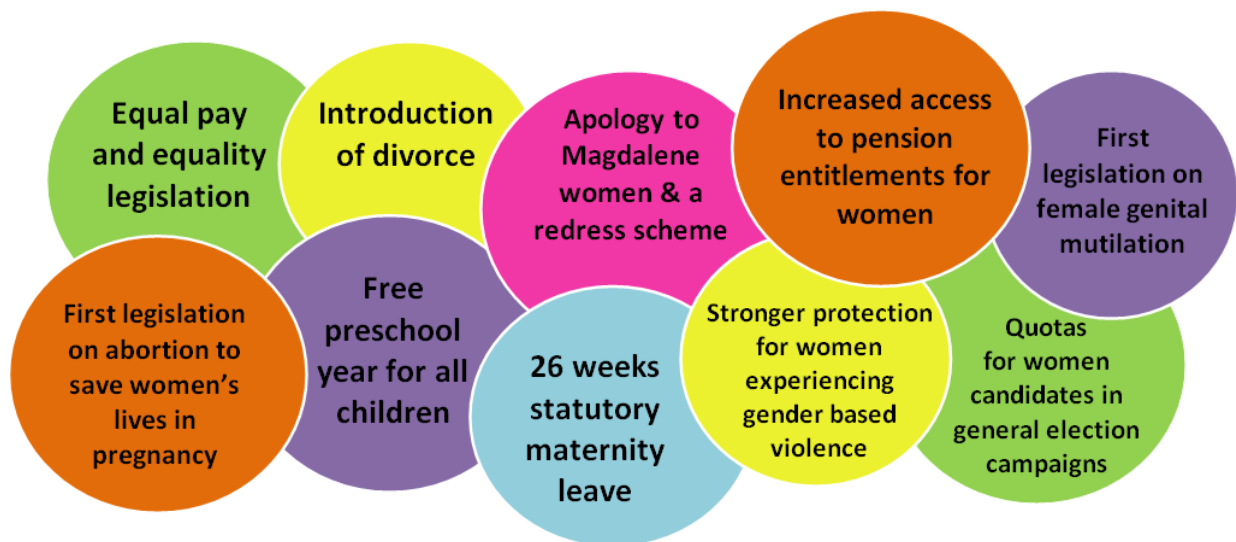
40 YEARS OF NWCI

2013 was a celebratory year for NWCI marking 40 years since our establishment in 1973.

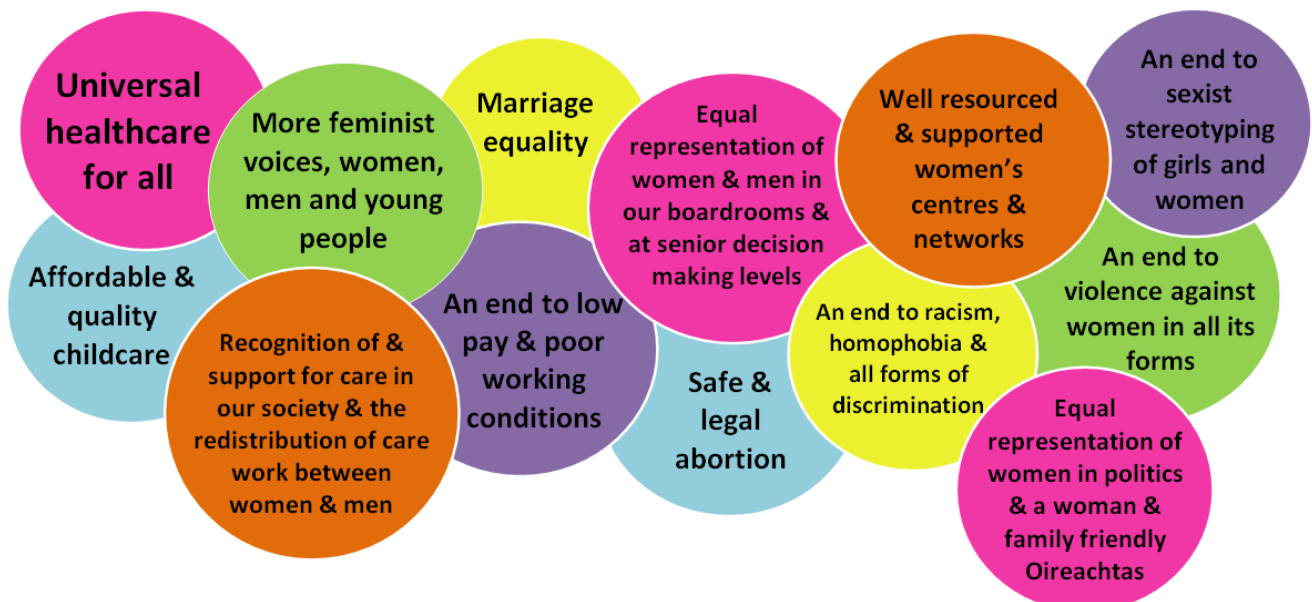


We placed a lot of emphasis during the year on highlighting the achievements that have been made for women's rights in the last 40 years, as well as the changes still needed to ensure full equality between women and men in Ireland.

Here is a snapshot of what we have achieved together...



...and some of the things we are still working towards!



OUR WORK IN 2013

We worked with our members and key stakeholders to develop a new direction for NWCI. Our new Strategic Plan '*Leading the Change for Women's Equality*' (2013-2015) sets out our vision, mission, values and the core goals that we believe can deliver substantial change for women's rights and equality in Ireland.

NWCI MISSION, VISION AND VALUES

National Women's Council of Ireland is the leading national women's membership organisation seeking equality between women and men. We represent our membership which includes 170 member groups as well as a wide range of supporting group and individual members from a diversity of backgrounds, sectors and locations.

LEADING THE CHANGE FOR
WOMEN'S EQUALITY



Our Mission:

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

Our Vision:

An Ireland, and a world, where there is full equality between women and men.

Our Values & Beliefs:

- 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 are 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 that the right to make 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.

REACHING OUR GOALS

Goal 1: Seeking substantive improvements in equality and human rights for women

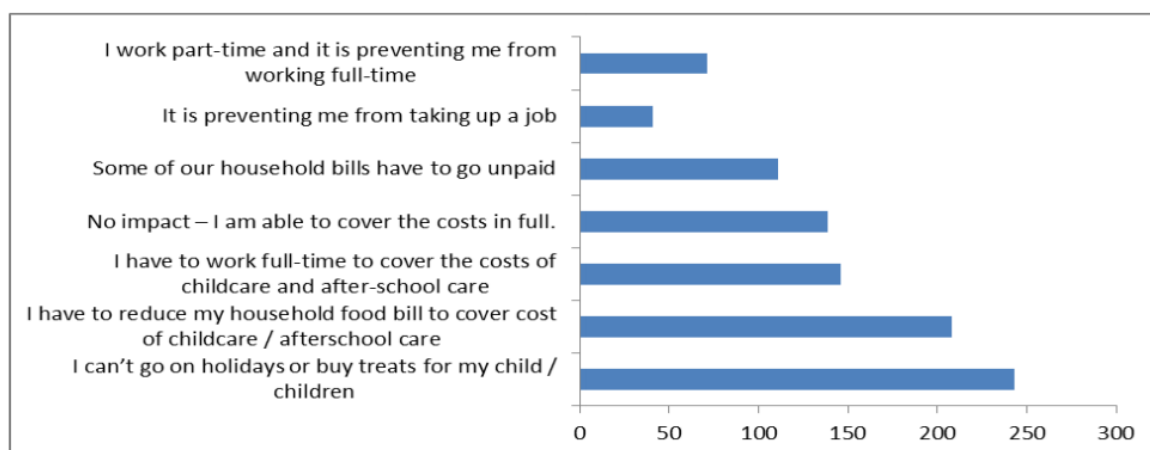
Valuing Care Work

Childcare:

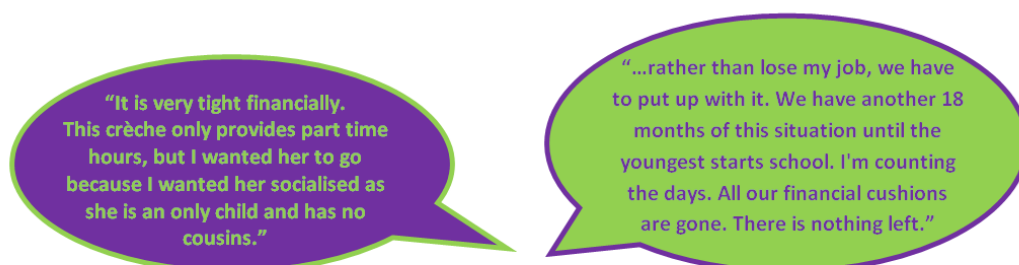
We continued to campaign for quality affordable childcare for all in 2013. We actively campaigned for the introduction of a second free pre-school year and provision for out of school hours childcare. We hosted a seminar in EU House on March 4th with OPEN, Start Strong and Barnardos on developing a Scandinavian model of childcare. We also launched the results of a joint survey on childcare at the seminar.



The graph below clearly shows the extent that the burden of paying for childcare and afterschool care is having on parents.



Source: http://www.startstrong.ie/files/Childcare_Afterschool_Care_Parents_Survey_Findings_Feb_2013.pdf



Quotes from parents about childcare

Willingness to Pay for Investment:

When parents were asked would they accept an increase in taxes to help fund childcare and afterschool care services, 75% of those who responded said 'Yes'. Of those who responded 'No', the majority also indicated that costs relating to childcare and afterschool care were having a significant impact on other areas of their household.

Constitutional Convention:

The Constitutional Convention was established to consider and make recommendations on certain topics as possible future amendments to the Constitution through referendums. The Convention is a decision-making forum of 100 people; 66 citizens, randomly selected and broadly representative of Irish society; 33 parliamentarians and one chairperson.

The Constitutional Convention held a session discussing Article 41, and how it related to women's role in modern Irish society.



NWCI made submissions to the Convention in advance of the meeting outlining our views, and that of our members, and we were delighted to be invited to present the details of our submission to the Convention. It was a very successful outcome for NWCI. Our recommendations were taken on board and the Convention voted to:

1. Amend Article 41, making it more gender neutral and to include carers in and beyond the home. The Convention also recommended that the State should offer a “reasonable level of support” to ensure that carers “shall not be obliged by economic necessity to engage in labour”.
2. Include an explicit provision on gender equality in the Constitution.

The question of a constitutional provision to enhance participation in public life and in politics was narrowly defeated but a significant majority recommended more government action in this area.

In October 2013, the Minister for Justice and Equality responded to the Convention's recommendations. In summary, he accepted the need to amend the language of Article 41.2, on the role of women in the home, advising that the Government will look at finding appropriate wording to present to the people in a referendum. He said that full account would be paid to the Convention's comments relating to carers.

The Minister was unable to give a timeframe for when the referendum would be held, because of the specific reference to carers. He advised that extensive consultations will be necessary with Government colleagues, officials and the Attorney General in relation to the appropriate choice of language for incorporation into the Constitution.

The Minister committed to establish a task force to look at these issues and report back to Government by 31 October 2014.

A Woman's Right to Health and Bodily Integrity

Gender Matters - Gender Mainstreaming in Health:



DID YOU KNOW?

- **54% of deaths from cardiovascular disease are women. Rates of hospitalisation from men with heart disease and heart attacks are nearly double that of women.**
- **A woman is 10 times more likely to develop heart disease than breast cancer.**
- **Two-thirds of treated alcohol cases are male.**
- **Depression and anxiety are 3 times more prevalent amongst women.**
- **More women than men attempt suicide and self-harm.**
- **Men are 3 times more likely to die by suicide than women.**
- **Ireland has the 4th highest prevalence of overweight and obesity in men in the EU and the 7th highest prevalence among women. ***

The factors that determine health and ill health are not the same for women and men. Gender interacts with biological differences and social factors. Women and men play different roles in different social contexts. These roles are valued differently, and those associated with men are usually valued more highly. This affects the degree to which women and men have access to, and control over, the resources and decision-making needed to protect their health. This results in inequitable patterns of health risk, use of health services and health outcomes. **

We continued our work to show that “Gender Matters” in health service planning and service delivery. To this end we produced three “Gender Matters” resources (launched in 2014) for those involved in health service planning and delivery:

1. A training for trainers manual to raise awareness of gender as a key determinant of health and steps to mainstreaming a gender dimension into HSE policy planning.
2. A user friendly guide to gender mainstreaming.
3. A practical toolkit to implement gender mainstreaming in policy and health service delivery.

These tools aim to provide health care planners and providers with practical supports and guidance on how to ensure that gender considerations are taken into account in planning and delivery.

* Source: *Gender Matters: A user friendly guide to providing health services responsive to the needs of women and men*, NWCI

** Source: *WHO Mainstreaming Gender Equity in Health, Madrid Statement*

Women and Smoking

DID YOU KNOW?

- Today more women die of lung cancer than breast cancer.
- Lung cancer is the main cause of death from cancer for women in Ireland.
- At the end of 2012 smoking rates for men had declined over the previous two years to 22.58% but had increased for women to 20.87%. *



Orla O'Connor, NWCI; Minister Alex White and Kathleen O'Meara, Irish Cancer Society

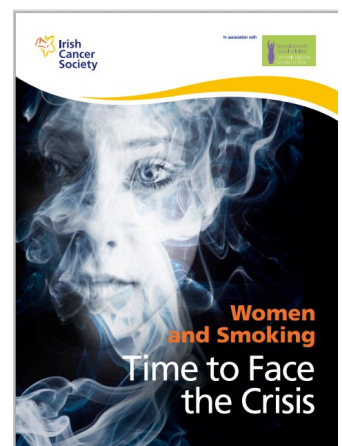
'We Can Quit'

We continued our collaboration with the Irish Cancer Society on their ongoing and successful campaign to raise awareness of the crisis of women dying from lung cancer. The purpose of this campaign is to identify the reasons why women smoke, difficulties in giving up smoking and what can be done by all sections of society to address this crisis.

NWCI and the Irish Cancer Society launched a conference report in January 2013, entitled *"Time to Face the Crisis: Women and Smoking in Ireland"*.

Key conclusions of the report include:

1. The barriers to quitting smoking are multi-faceted and include psychological barriers, social factors, access and availability of services, attitudes of health professionals and tobacco industry manipulation.
2. Smoking provides a sense of solidarity and belonging for many women and is the cultural norm in many communities.
3. Community based cessation programmes which encourage social interaction are needed to overcome these barriers.
4. A national strategy and standards for cessation services are required.
5. Communities need to be supportive environments for people who want to quit.
6. All healthcare professionals should have the capacity to conduct cessation intervention and be encouraged to do so.
7. The tobacco industry is targeting young women through innovative packaging. Plain packaging would help counteract this.



* Sources: *Time to Face the Crisis: Women and Smoking in Ireland* and *Gender Matters: A user friendly guide to providing health services responsive to the needs of women and men*, NWCI

Women and Osteoporosis

DID YOU KNOW?

- Osteoporosis affects as many as 1 in 2 women but also affects men at a rate of 1 in 5.
- More than one third of adult women will sustain 1 or more osteoporosis fractures in their lifetime.
- Patients with established osteoporosis experience pain, deformity, depression, anxiety and social isolation. *

NWCI and the Irish Osteoporosis Society held a roundtable *“Women and Osteoporosis – All you need to know”* which took place on May 14th. There was great interest in this information roundtable and the aim was to raise awareness amongst our membership and beyond on the impact of this silent disease on women in Ireland.

Cervical Cancer

DID YOU KNOW?

- In Ireland, about 200 women are diagnosed with cervical cancer each year.
- It affects mainly younger women, with 60% of cases occurring in women aged 50 or younger.
- It is the second most common female cancer in Europe.
- The latest development in the prevention of cervical cancer is the introduction of cervical cancer vaccines. **

On Thursday 16th of May The Marie Keating Foundation and National Women's Council of Ireland held a workshop: *“Women and Cervical Cancer: Where are we at in 2013?”*

Keynote speakers were Dr. Grainne Flannelly – Clinical Director of Cervical Check, Dr. Brenda Corcoran – Consultant in Public Health Medicine, Jackie Carroll – Testimony and Jacqueline Healy – Women's Health and Human Rights Worker, NWCI.

* Source: International Osteoporosis Foundation- www.iofbonehealth.org

** Source: The Irish Cancer Society - www.cancer.ie

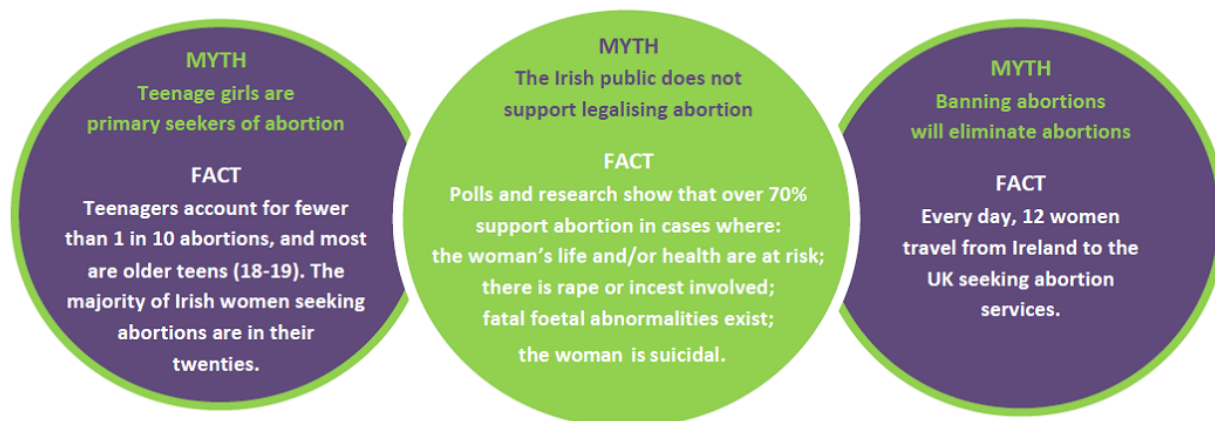
Access to Safe and Legal Abortion

DID YOU KNOW?

- **Everyday 12 women leave Ireland to access abortion services in the UK.**
- **Women and girls who experience the most difficulty in accessing abortions are those who are already marginalised and disadvantaged—those with little or no income, women with care responsibilities, women with disabilities, women with mental illness, women experiencing violence, young women and women of uncertain residency status. ***

NWCI continued to campaign and advocate for legislation throughout 2013 to provide abortion where women's lives are at risk.

In January 2013, we presented to the Joint Oireachtas Committee on Health and Children on the government's intention to introduce legislation, while keeping alive our online campaign so that the public could communicate to their TD's on what should be included in such legislation. We published a policy position paper on abortion in March to articulate our mandate to members and friends and used social media to raise awareness of and clarify some of the common myths on abortion.



To mark International Women's Week, NWCI held a joint seminar with our member group, Doctors for Choice, on the theme *"Abortion in Ireland – The Lives and Health of Women"*, which gave a voice to doctors in Ireland who advocate a pro-choice agenda.

The Protection of Life During Pregnancy Bill was put forward in April. We prepared an information brief for our members on the main tenets of the Bill and made a detailed submission to the Joint Oireachtas Committee on Health and Children regarding our concerns in relation to the draft legislation. We viewed the introduction and passing of the bill as a step forward as the first piece of legislation on access to abortion to protect women's lives.

Our campaign continues for safe and legal abortion in Ireland.

* Source: www.ifpa.ie

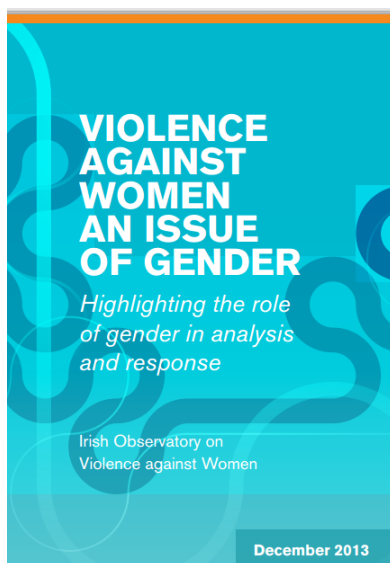
Violence Against Women

DID YOU KNOW?

- **26% of Irish women, or 394,325 women, have experienced physical and/or sexual violence by a partner or non partner since the age of 15.**
- **1 in 3 Irish women have experienced some form of psychological violence by a partner. ***



NWCI developed an e-action campaign to encourage the Irish government to sign and ratify the Council of Europe Convention on Violence Against Women during Ireland's Presidency of the EU. Over 2,300 emails were sent by over 200 people to their local representatives during the month of June. We held a joint roundtable with Amnesty International on the 11th of July with a representative speaker from the Council of Europe on the Convention.



NWCI chairs the Observatory on Violence Against Women. In December 2013, the Observatory launched its publication "*Violence Against Women: An Issue of Gender*", which emphasises the importance of a gendered response to all forms of violence against women and calls on the Irish Government to sign and ratify the Council of Europe Convention on Violence Against Women.

Jim Clarken, CEO of Oxfam & Margaret Martin, Director of Women's Aid at the launch



* Source: European Union Agency for Fundamental Rights—Violence Against Women: An EU Wide Survey

Women in Decision Making

DID YOU KNOW?

- In Ireland, only 10.7% of seats on the boards of large listed companies are women. This is 16.6% in Europe. The European target for women on boards is 40%.
- Just 7.7% of senior executives of listed companies in Ireland are women. This is 11% in Europe.
- 13.1% of non executive directors of listed companies are women, versus 17.6% in Europe. *



Across Europe, governments are developing initiatives to promote women onto boards.

In 2012, the European Commission, with strong support from European Commissioner Viviane Reding, proposed legislation seeking to implement a 40% gender target on boards of publicly listed companies. In November 2013 the European Parliament voted overwhelmingly in favour of the legislation. Now the European Parliament and the Council of Europe must jointly adopt the legislation.

NWCI have been working to raise awareness of the low levels of women's participation at board level and build support for the legislation being debated at European level.



"Women and Political Equality"

We invited the Executive Director of UN Women, Michelle Bachelet, to address a joint meeting between NWCI and the 50:50 Group on *"Women and Political Equality"*. This event was chaired by Minister Kathleen Lynch and over seventy people joined us on the day.

Michelle Bachelet , Executive Director of UN Women

* Source: European Commission Report—Women and Men in Leadership Positions in the European Union, 2013

“Women on Boards: The Next Steps”

In April 2013 we held a joint members meeting with the European Women’s Lobby, ‘*Women On Boards: The Next Steps*’. The discussion focused on increasing the numbers of women on public and private Boards. The meeting was very well attended, with inputs from people across the public, private, NGO and academic sectors. We received very positive feedback from participants and it generated significant media coverage, including an opinion piece in the Irish Examiner.



Serap Altinisk, Vivienne Jupp, Sinéad Donovan, Fiona O'Connor and Orla O'Connor



Orlaith Carmody speaking at ‘Women On Boards: The Next Steps’

Keynote speakers at this event were: RTE Board Member Orlaith Carmody; Sinéad Donovan from Grant Thornton; CIE’s Chairperson, Vivienne Jupp; Fiona O’Connor from Deloitte; Noirin Clancy from Women into Public Life and 50:50 North-West; Francis Jacobs, Head of the European Parliament Office, Dublin and Serap Altinisk, representative of the European Women’s Lobby. The event was chaired by Margaret E. Ward from Clear Ink and Deirdre Garvey from The Wheel.

Leadership Initiative:

We were successful in our application to the Leadership Initiative to support our work to increase the numbers of Women on Public and Private Boards. This piece of work will seek to strengthen the positive relationships already established during the meetings outlined above, develop a programme of work which will advocate for more women at senior levels of decision making and develop practical tools to enable more women to rise through the ranks to senior levels of their organisation.

Economic Independence for Women

DID YOU KNOW?

- During 2013, employment for men recovered at four times the rate for women. Of the 61,000 new people in employment in 2013, only 10,700 were women.
- 36% of women are in part-time employment, often precarious or low paid.
- Only 16% of those receiving a full State contributory pension are women, while 60% of those receiving a reduced contributory pension of €150 or less per week are women. *



We campaigned throughout the year to protect investment in programmes for women and payments for women such as Child Benefit. We raised awareness of the impact that austerity measures were having on women and children. We continuously campaigned against the series of cuts which have had a deeply negative impact on women.

Cuts to Maternity Benefit:

Maternity benefit is paid at significantly lower rates and for shorter periods of time than in other EU countries. Ireland's spending on maternity and parental leave is considerably lower than most other OECD countries at about 6% of GDP.

The Minister for Finance, Michael Noonan, announced his intention to bring maternity benefit into the tax net as part of his proposals in Budget 2014. Depending on tax rates, mothers can expect to lose up to €2,700 in income. Women who are on low and middle incomes and do not get a full top-up salary payment from their employers will be hit hardest by this measure, putting them under severe financial pressure.

There was a high level of calls and emails to NWCI from women who will be affected and others also concerned at this step. In response, we carried out a campaign to lobby for an exemption from the tax for all mothers that do not receive a full top-up salary. We also made it clear that while we actively support the introduction of paternity leave, it should be an additional entitlement and in no way reduce maternity leave or benefits.

We continue to lobby for reversal of these cuts.

** Sources: Quarterly National Household Survey Q4 2012 and the Department of Social Protection, 2013*

We published a **Policy Brief on Women and Economic Independence**. There will be an occasional series of Briefs to keep NWCI members and key stakeholders up to date on issues that affect women and their economic independence.

The April 2013 Brief included a gender perspective on the official Social Impact Assessment of Budget 2013 and focused on issues including:

- Maternity Benefit
- Employment & Unemployment
- Occupation
- Occupations - Losses & Gains
- Women & Poverty
- Gender Pay Gap
- Child Benefit



<http://www.nwci.ie/download/pdf/NWCI-Policy-Brief-1-April-2013.pdf>

We published our **Pre Budget 2014 submission**, organised briefings for politicians and attended the Department of Social Protection Pre Budget Forum. The submission included recommendations in the following areas:

- Supporting Women into Employment
- Income Adequacy
- Child Income Supports and Childcare
- Protecting Vulnerable Women
- Women and Health
- Violence Against Women
- Supporting Women's Voices and the Women's Sector

We also made **policy submissions** on a number of areas affecting women's economic independence including the important issue of employment policy. Building on our 2012 publication, *"Careless to Careful Activation"*, we initiated a new piece of research on young women and unemployment in the context of initiatives like the European Youth Guarantee, with a report planned for 2014.

Young Women in NWCI

The Y Factor – Youth Voices for Women’s Equality



The launch of The Y Factor, National Women’s Council of Ireland youth initiative, took place on the 1st of February 2013 at the Dublin City Council Woodquay venue. The launch was a celebratory evening event with two hundred people in attendance. Music journalist Una Mullally MC’d the event and rap artist Temper-Mental MissElayneous and singer songwriter Morgan MacIntyre performed. Jessica Hutchinson and Cyndi Njoki from The Y Factor Steering Group spoke about the project and what it means to them and to young people. Representatives from Bluebell Youth Project gave a presentation of the work they had been involved in. The event was a great success with attendees describing it as ‘one of the best they’d ever attended’ and felt that it was generating a very positive and dynamic platform for young people in NWCI.



*Photos from the launch of
The Y Factor*

Engaging young people to take a lead role in the project:

Ten young women from a diverse range of backgrounds form a Steering Group, which identifies and oversees the implementation of The Y Factor’s key priorities. The Steering Group also forms part of the project’s evaluation team. Eight young women make up a working group that drives the “*Your Health Matters*” campaign. A communications subgroup comprises young members who advise and support The Y Factor’s communications work. Much of this work is being undertaken by enthusiastic volunteers.

Pilot education and awareness raising programme:

The Y Factor developed and delivered a pilot education and awareness raising programme in three schools and three youth projects around the country between November 2012 and May 2013. This pilot has been evaluated and an advisory group established to identify how best to mainstream education and awareness raising in formal and non-formal education settings into the future. The advisory group is made up of a variety of experts from the education and youth work sectors and from NGO's who have done similar work.



Students from St. Vincent's school

"Your Health Matters" – a campaign to promote positive attitudes to young women and their health:

This campaign issue was identified by our youth supporters as a priority issue for The Y Factor. The campaign rationale and strategy are driven by the Health Campaign Working Group. "Your Health Matters" aims to raise awareness on how young people experience accessing health information and health services, to empower young people to know what they can expect in relation to healthcare provision and to promote dialogue and discussion between healthcare providers and young people with a view to improving service delivery.



Goal 2: Growing and mobilising an active and vocal membership

We opened up our membership criteria so that now any group or organisation that seeks to progress equality for women in Ireland through their work, supports our vision, mission and values and has at least ten members can join us in the campaign for women's equality. Sixteen new organisations joined NWCI in 2013.

Welcome to the groups who joined us in 2013!



Doctors For Choice



Web Women's Group



Department of Applied Social Studies NUIM



Gallery Galway

We also launched a campaign to invite women and men to join NWCI as individual members. Our members are at the core of our work and without them it all wouldn't be possible, so thank you to all of them.

Members Meetings

Our members meetings provided NWCI members and friends throughout Ireland with an important opportunity to come together, network with each other, develop new contacts and discuss key issues of relevance to the advancement of women's equality in Ireland and globally.

International Women's Day

"Celebrating 40 Years"

Our first members meeting was held on March 8th, a joint event with the EU Commission for International Women's Day to celebrate 40 years of NWCI and of Ireland's membership of the European Union. Mary O'Rourke, Carol Hunt, Róisín Ingle and Gillian McInerney from the Y Factor, all gave inputs. Singer Mary Coughlan provided a wonderful session and closed the evening.



Francis Jacobs, Orla O'Connor, Gillian McInerney, Mary O'Rourke, Carol Hunt, Barbara Nolan, Róisín Ingle

"Women on Boards: The Next Steps"

Our second members meeting was held in association with the European Women's Lobby on April 25th, on the theme of; "Women on Boards: The Next Steps" (See our report under women in decision making).



“40 Years Membership of the European Union – 40 Years of NWCI Action for Women’s Equality – Where Are We Now?”

We held our third members meeting on Thursday, May 30th in Galway to discuss achievements for women and the persistent inequalities that need to be addressed. Guest Speakers at the event included; Dr. Niamh Reilly, Senior Lecturer, Global Women's Studies Centre, NUI Galway; Bridget Kelly, Galway Travellers Movement and Chairperson of the National Traveller Women’s Forum; Councillor Sally Ann Flanagan, Tuam Town Council; Maria Onyemeluke, Migrant Rights Centre Ireland; Senator Lorraine Higgins; Olwen Dawe, Secretary and Vice President Designate of Network Ireland and Charlotte Farrar, NUIG Feminist Society and Pro Choice Galway.



Orla O’Connor, Olwen Dawe and Charlotte Farrar at the Galway members meeting

Martina Devlin and Carol Hunt speaking at the Seanad debate



“Keep or Abolish the Seanad- the Impact on Women?”

On September 25th, we held our fourth and final members meeting for 2013 in the lead up to the Seanad Referendum which we entitled “Keep or Abolish the Seanad—the Impact on Women”. Carol Hunt, columnist with The Sunday Independent, chaired the event. Both sides of the debate were represented on the panel; Regina Doherty, TD, Senator Katherine Zappone, Noel Whelan and Martina Devlin.

**A BIG THANK YOU TO ALL OF OUR SPEAKERS, CONTRIBUTORS,
MEMBERS AND FRIENDS FOR YOUR ATTENDANCE AT AND
PARTICIPATION IN OUR 2013 MEMBERS MEETINGS**

Annual General Meeting

'Leading the Change for Women's Equality!'

Our 2013 AGM was held on Friday 14th June. Prior to the AGM, we held a morning event open to NWCI members and friends. At the event our new strategic plan, *'Leading the Change for Women's Equality'*, was launched by Minister Kathleen Lynch, Minister of State, Department of Health and Department of Justice, Equality & Defence with responsibility for Disability, Older People, Equality and Mental Health. Our excellent and stimulating keynote speakers were Dr. Rhona Mahony, Master of the National Maternity Hospital, Holles Street and Ceri Goddard, Chief Executive Officer of the Fawcett Society, UK's leading campaign for women's equality and women's rights.



Dr. Rhona Mahony

The AGM itself was a great success with lively and stimulating discussion. Thirteen motions passed on the themes of:

- Promoting young women's participation in the NWCI
- Support for women's community development projects
- Migrant women who are experiencing domestic violence
- Upholding women's human rights, women's dignity and women's choices in pregnancy and childbirth
- Regulating the Au Pair industry in Ireland
- Women in history
- Women and economic independence
- Awareness about racism and discrimination
- Taking action for the Turn off the Red Light Campaign
- Quotas for the appointment of women to State Boards
- Council of Europe Convention on preventing and combating violence against women and domestic violence
- Implications of new government proposals for women
- Family reunification

A special resolution on NWCI membership was put forward by the NWCI Executive Board changing the criteria for full membership which now states that organisations are eligible for full NWCI membership if they:

- Agree with NWCI's mission, vision and values.
- In their work, demonstrably seek to progress equality for women in Ireland (through direct services, policy, advocacy or other stated means.)
- Have a minimum of ten individual members.

Goal 3: Building alliances that contribute to the achievement of women's equality

Bethany Home Survivors

We held a round table event with Bethany Home survivors on April 17th, their families and supporters and built a network of supporters (NWCI members, NGOs and academics) who wrote an open letter in support of the survivors of the Bethany home. Responding to Minister Alan Shatter's statement in July that the Government would not provide a redress scheme for the survivors of the Bethany Home, we issued a press statement calling on Government to revisit the decision in light of the clear and well documented case of its failure to protect children in its care from neglect and abuse.



North South Project

We participated as project partners in the *"Women and Peace Building – Developing Shared Learning"* project in association with the Community Foundation for Northern Ireland and the Women's Resource and Development Agency. In 2013, a series of workshops were held with women in the North and South of Ireland providing a space to explore experiences of the conflict in the North of Ireland and identify ways of moving forward together towards the advancement of human rights and equality for women North and South. Seminars were held in Sligo, Enniskillen and Belfast.

Justice for Magdalenes

We supported our member group, Justice for Magdalenes, in their ongoing campaign and following the publication of the McAleese report, undertook media work and organised a joint vigil outside the Dáil on the night of the Dáil debate.



Participants at the vigil



Rachel Doyle, NWCI; Katherine O'Donnell, Women's Studies UCD School of Social Justice; Ethel Buckley, SIPTU; Claire Mc Gettrick; Justice for Magdalenes

We co-hosted a symposium with SIPTU and UCD Women's Studies Centre held in Liberty Hall on Saturday September 28th. The symposium was a one day event attended by over two hundred participants, the majority of whom were Magdalene survivors and their families. Some of the features of the symposium included the display of archival materials, testimonials from survivors, art exhibitions, music, discussion panels and an evening of celebration.

Women's Human Rights Alliance

We continued to act as convenors of the Women's Human Rights Alliance in 2013 and WHRA made a submission to the Human Rights Committee in Geneva in relation to the examination of Ireland's next report under the International Covenant on Civil and Political Rights (ICCPR).



Galway Platform

We participated in a national working group hosted by the Irish Centre for Human Rights at NUIG to develop a joint position paper on human rights in the Department of Foreign Affairs Review of Irish Foreign Policy.

The document notes that *“Respect for human rights requires that the protection and promotion of women’s human rights is mainstreamed in Irish foreign policy.”*

Global Solidarity

A key value of NWCI is recognition of the fundamental importance of human rights, global interdependence and sustainability in all its forms. We believe in the fundamental dignity and human rights of all human beings. We recognise that these rights are universal, inalienable and indivisible. We also acknowledge the importance of human rights as a mechanism for holding those that perpetrate violations against human rights to account. We understand that we are all part of a larger and more globally interdependent world and appreciate the importance of building solidarity with women throughout the world.



Liberian Support Group

We hosted a North South roundtable in association with women civil society leaders from Liberia. Dorothy Tooman – Director of Development Education Network Liberia (DEN-L), Caroline Jones and Kwote Williams made presentations on the issues and challenges facing women’s organisations in post conflict Liberia. They highlighted the importance of global solidarity amongst women in advancing the position of women in Liberia and throughout the world.

Irish Syria Solidarity Group

We provided support (publicity, venue and communications with politicians) to the Irish Syria Solidarity Group in relation to a number of events and Oireachtas briefings they organised throughout the year highlighting the devastating violations of women’s human rights in Syria and calling on the Irish Government to take immediate action.

Frontline Defenders

During the 7th Dublin Platform for Human Rights Defenders at Risk, which is one of the biggest gatherings of human rights defenders in the world, NWCI organised a seminar in association with Frontline Defenders with women’s human rights defenders from Hungary, Kenya, El Salvador, Cambodia and Bahrain.

Nigerian Human Rights Activism

NWCI hosted an exciting roundtable discussion with Hauwa Ibrahim, Nigerian human rights lawyer and activist, on Thursday June 20th. Hauwa Ibrahim has won a number of precedent setting cases before Islamic Shariah Courts. She spoke in detail about her new book, *Practicing Shariah Law: Seven Strategies for Achieving Justice in Shariah Courts*, as well as her hopes for the future for women in her home country.

Goal 4: Sustaining ourselves as a strong, democratic organisation

Throughout 2013, financial sustainability continued to be a key priority for NWCI. We recruited a part time fundraiser to assist in the development and implementation of an income generation strategy for the organisation and to explore new and innovative means of generating donations and funds. In addition, we dedicated much time to locating suitable premises for purchase by NWCI Education & Training including office space for rental to other NGOs as an income generation mechanism.



Our Funders 2013

We sincerely thank all of our funders for supporting our work in 2013.

- Department of Justice & Equality
- Department of Community, Rural and Gaeltacht Affairs - Social Partnership
- Atlantic Philanthropies
- Joseph Rowntree Trust
- Health Service Executive
- Communicating Europe

Successful Funding Applications

We received approval for a number of projects in 2013:

1. Leadership Initiative Programme - to initiate our work to increase women's representation.
2. EU Year of Citizen - for the Communicating Europe Initiative.
3. Joseph Rowntree Charitable Trust - to support our 'women into politics' work for the next three years.
4. European Institute for Gender Equality - for a six month project to develop a database of literature on gender equality in Ireland in specific areas from 1995 - 2013.

The Legacy Project - “Still We Work”

The Legacy Project is an exciting new arts initiative of NWCI. We initiated the Legacy Project, which was funded by Atlantic Philanthropies, to challenge mainstream representations of women and work and to look instead at the alternatives.

There are four core commissions led by artists, whose ongoing work links with the interests of the Legacy Project. Valerie Connor was appointed the Curator of the Project. Commissioned artists were Ailbhe Murphy and Ciaran Smyth (Vagabond Reviews), Sarah Browne, Miriam O’ Connor and Anne Tallentire. Oonagh Young, Design HQ and Fiona McDonald, artist and architect were the designers for the exhibition and publication. See www.legacyproject.ie to find out more.

The exhibition of “Still We Work” was launched in the Gallery of Photography by Aine Lawlor on October 18th. It was a wonderful event, with over two hundred people in attendance at the Gallery. The exhibition received great feedback in arts media and social media. Kitty Holland also had an article profiling the exhibition and the artists in the Irish Times. The exhibition was later part of the Galway Tulca Visual Arts Festival and was on display in 126 Gallery in November receiving significant media coverage before and during the festival.



Aine Lawlor and Orla O'Connor

The exhibition was designed to be exhibited at venues throughout Ireland and in collaboration with NWCI members and the arts community to create an open dialogue on women and work.



Piece from the exhibition

Communicating The Case

Social Media:

Our social media was a big success and expanded greatly in 2013 - the number of followers on Twitter more than doubled, and we surpassed our yearly target of 5,000. Our coverage of events, such as Budget 2014, the Seanad Referendum and the launch of the Repeal the 8th Campaign trended across Ireland and increased our profile among new and diverse audiences. Our Facebook engagement averaged 20,000 weekly and we reached our target of 5,000 likes. More and more, we are using social media as a platform for our own campaigns, blogs, policy documents and press coverage and we began using the tool as a means of fundraising.

Traditional Media:

We were consistently referenced for our work leading up to the Protection of Life During Pregnancy Bill. Our successful Women on Boards event in April generated very positive press coverage, while we were the go-to organisation for any stories on women in politics, including stories of sexism in the Dáil, such as the Lapgate scandal. Our press coverage on the issue of childcare was considerable, as was the coverage of our work surrounding the Justice for Magdalene's campaign. Our events outside Dublin generated good coverage on regional radio, as did the celebration of 40 Years of NWCI.

Website:

We saw the greatest ever activity on the website through our Take Action campaign. The second stage of this campaign commenced in January and culminated in 77,428 emails being



sent to TDs calling for X Case legislation. The launch of our new website was another big achievement for us in 2013. Work on the website began at the start of the year, and the new look www.nwci.ie went live in the Autumn months.



Newsflash:

Engagement with our members was consistent through the fortnightly NWCI newsflash. There were 8,000 subscriptions to the newsflash in January 2013, and this rose to 10,000 as the year ended. The open rate was a steady 30%, above the industry average of 22%.

Blog:

NWCI's blog was consistently one of the most visited pages on the website. Guest bloggers included Suzy Byrne, Fiona Buckley and Olwen Dawe. The blog proved a great method in showcasing the diversity of the work of NWCI.

OUR TEAM



Orla O'Connor
Director



Rachel Doyle
Head of Outreach & Support



Anne Gibney
Head of Finance & Operations



Jacqueline Healy
Women's Health & Human Rights
Worker



Eoin Murray
'Where are the Women'
Coordinator (2011 - Sept. 2013)



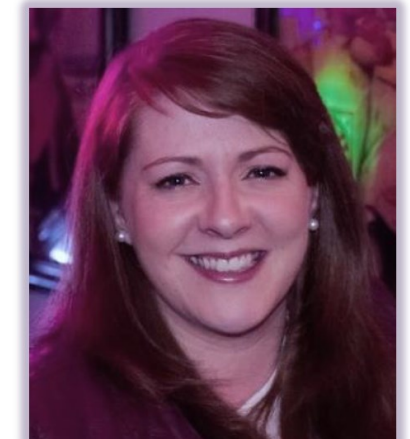
Silke Paasche
Media & Communications Officer



Elva Callaghan
The Y Factor Coordinator



Laura Maloney
The Y Factor Development Worker



Claire Kelly
Fundraising & Development
Coordinator (started July 2013)



Louise Glennon
Women in Politics & Decision
Making Officer (started Nov. 2013)



Sarah Clarkin
Communications Assistant
(started Sept. 2013)



Alice-Mary Higgins
Policy & Campaigns Officer
(started Dec. 2013)



Ann Irwin
Policy Officer (Feb - Sep. 2013)



Valerie Connor
Legacy Project Curator

We would like to sincerely thank all of the interns, volunteers and students who worked with us in 2013. Their contributions were invaluable.

Darcy Lonergan	Sarah Kearney	Kiki Evinger	Clare McCrum
Aine Travers	Mairead Byrne	Trish Brennan	Shauna Kelly
Amy Doyle	George Kaar	Rebecca Ryan	Tara Gallagher
Emma Jayne Geraghty			

We would also like to thank the following people who worked with us during the year.

Jane Pillinger	Maria Lynch	Maria Hegarty	Dearbhla Glynn
Niamh O'Carroll	Kathy Walsh	Sinead Lynch	

OUR EXECUTIVE BOARD



Siobhán O'Donoghue,

Siobhán O'Donoghue has been an activist for equality and justice for over twenty years. She is a community worker and was the Director of MRCI until April 2014. Siobhán has worked on many initiatives concerned with women's equality including co-ordinating the publication of Community Work approach to overcome Violence Against Women (CWC), membership of the National Equality Proofing Guidelines working group (DJELR) and she is the author of *Private Homes A Public Concern* (MRCI). She is the founder of Uplift, a new national campaigning organisation.



Salome Mbugua, AkiDwA – The African & Migrant Women's Network Ireland

Salome is the founder and National Director of AkiDwA, the African and Migrant Women's Network Ireland. Her background is in social work and community development. She serves on a wide range of boards and committees, including on the advisory group co-ordinated by NWCI on development of the National Action Plan on Resolution 1325, women, peace and security by the Department of Foreign Affairs.



Sarah Benson, Ruhama

Sarah Benson is the Chief Executive Officer with 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 for eight years. She has extensive experience of work in the community and voluntary sector both in Ireland and abroad. Sarah is also currently the Irish Expert on Violence Against Women for the European Women's Lobby Observatory and Chairperson of the International Coalition for the Abolition of Prostitution (CAP International).



Frances Byrne, OPEN

Frances represents NWCI on the National Women's Strategy Monitoring Committee. She was the CEO of OPEN from 1999 to 2014. She holds expertise and experience in communications and advocacy. She is a passionate feminist. Frances has been 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 Nursing and Midwives Organisation for a number of years, holding the office of President from 2008-2012. Sheila shares the vision of the NWCI as a committed and active feminist; she is currently a member of the NWCI Governance Sub-Committee and a member of the NWCI/HSE Gender Mainstreaming Advisory Group. She has been the INMO representative at the NWCI members meetings for the past five years and has actively participated in these fora.



Suzanna Griffin, SIPTU

Suzanna is a committed activist in SIPTU and the wider trade union movement, and has held various nominated and elected representative roles. She is currently Vice President of SIPTU's Public Administration and Community Division, a member of SIPTU's national Equality Committee and ICTU's Women's committee.



Moninne Griffith, Marriage Equality

Moninne has worked as Director of Marriage Equality, a single-issue organisation working for equality for same-sex couples, their families and their children in Ireland since it launched in February 2008. She now shares this position with a Co-Director. Her work involves managing the Political, Mobilisation, Communications, Legal and Fundraising Strategies of the organisation. Before this Moninne worked as a solicitor in general practice for almost ten years and volunteered with FLAC, the Free Legal Advice Centres, and Women's Aid.



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

Miriam has over twelve years' experience 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 provides a networking space for disadvantaged women's networks at a local and national level. The NCCWN also manages the Women's Local and Community Development Programme involving 17 locally-based community development women's projects throughout Ireland. Miriam is currently a Director of the Waterford Women's Centre.



Catherine Lynch, Longford Women's Link - LWL

Catherine is a Board member of LWL, a local women's organisation that seeks to ensure women of Longford can reach their full potential in a safe and equal society. Catherine previously worked as Head of Services with LWL. She has worked with NCCWN and the National Consultative Committee on Racism (NCCRI). She also lectures in UCD and NUI Maynooth on equality issues and has worked with the European Network Against Racism (ENAR) Ireland.



Rosaleen McDonagh, Pavee Point Travellers' Centre

Rosaleen McDonagh is a political activist, feminist, poet, playwright and an academic. She is particularly active in advocating for the rights of disabled persons, women and Travellers. She is a member of the Board of management at Pavee Point (since 2010), where she co-ordinated the Violence Against Women programme for ten years. She is also 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.



Sharon Perry, Southside Women's Action Network (SWAN)

Sharon has been involved in the voluntary and community sector since 1999. She was a Board member of SWAN from 1999 – 2010 and a Board member of the Co. Wicklow Community Addiction Team 2007 – 2010. Currently she is a NCCWN Board member. She worked as a project worker within a community addiction team and as a co-ordinator of the Greystones family resource centre. She presently works as a family support worker of SWAN.



Rachel Doyle, Staff Representative, NWCI

Rachel represents the NWCI staff on the Board. She is a member of NWCI's Senior Management Team and is responsible for the management, development and implementation of NWCI's outreach and support programme to its affiliates and to the women's sector. She is also responsible for developing and maintaining relationships with strategic partners.

Submissions 2013

- NWCI Submission on the Child Family Income Support Report
- NWCI Submission to the Constitutional Convention on Dáil Electoral Reform
- NWCI Submission to the Oireachtas Committee on Health and Children May 2013
- Review of Joint Labour Committees - Submission by the NWCI 2013
- Putting People First - Putting Women in the Picture: Proposal to Ensure the Social Inclusion of Disadvantaged Women in Local Government Reform
- NWCI Pre-Budget Submission 2014
- Submission to the National Disability Authority - Comprehensive Employment Strategy
- Contribution to the Women's Human Rights Alliance Submission to the UN Human Rights Committee list of issues for Ireland's examination under ICCPR.
- Contribution to The Galway Platform on Human Rights (Irish Centre for Human Rights NUI Galway) Submission to the review of Irish Foreign Policy.

Committees 2013

NWCI is:

- Convenor of The Women's Human Rights Alliance
- Chair of The National Observatory on Violence Against Women

NWCI is a Board Member of:

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

NWCI is a Member of:

- National Women's Strategy—Monitoring Committee
- National Childcare Coordinating Committee
- National Steering Committee on Violence Against Women
- HSE Gender Mainstreaming Steering Group
- Turn Off The Red Light Campaign—Core Group
- Bill of Rights/Economic-social, cultural rights coalition with Amnesty International, The Wheel and the ICCL on ESCR and the Constitutional Convention
- 50:50 Group—Dublin Steering Committee
- Civil Society Campaign on Bahrain with INTO & INMO
- NCCWN—Employment and Finance Sub Committee

Legal & Administrative Information

Company secretary	Anne Gibney
Registered office	2 - 3 Parnell Square East Dublin 1
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 8 Board meetings during 2013

Attendance at meetings

Siobhán O 'Donoghue	7 meetings
Salome Mbugua	4 meetings
Moninne Griffith	4 meetings (maternity leave)
Miriam Holt	6 meetings
Catherine Lynch	5 meetings
Sarah Benson	7 meetings
Sheila Dickson	7 meetings
Frances Byrne	7 meetings
Sharon Perry	4 meetings
Rosaleen McDonagh	5 meetings
Suzanna Griffin	7 meetings

GOVERNANCE SUBCOMMITTEE

Members of subcommittee:

Siobhán O'Donoghue, Sheila Dickson, Sinead Ni Chulacháin (legal adviser), Orla O'Connor and Anne Gibney.

The governance subcommittee met twice during 2013. 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 June 2013. 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 that need to be addressed.

EMPLOYMENT SUBCOMMITTEE

Members of subcommittee:

Siobhán O'Donoghue, Sarah Benson, Miriam Holt and Orla O'Connor.

The employment subcommittee met once during 2013. All members attended the meeting.

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 organizations 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 2013 were in line with our Strategic Plan.

Income & Expenditure

INCOME

	€
Department of Justice & Equality	300,000
Department of Community, Rural & Gaeltacht Affairs – Social Partnership	18,840
Joseph Rowntree Trust	42,899
Health Service Executive	20,560
Atlantic Philanthropies	240,000
Membership Fees	20,371
Misc. Income	20,657
Bank Interest	628
TOTAL INCOME	€663,955

EXPENDITURE

	€
Staff Costs	473,873
Professional Fees	5,951
Programme Activities	129,895
Office Running Costs	38,541
Governance and Statutory Costs	7,331
Premises Costs	86,868
Communication Costs	32,320
TOTAL EXPENDITURE	€774,779

FINANCIAL RESULTS

The financial results for the year ended 31st December 2013 show a net deficit of €110,824 (2012: net surplus €170,800).

INCOME

National Women's Council of Ireland (NWCI) and National Women's Council of Ireland (E&T) raised total income of €663,955 for the year ended 31st December 2013 (2012: €893,532).

The difference in the income raised can be attributed to the following; reduction of €50k in the statutory grant from the Department of Justice and Equality to €300k (2012:€350k). Income received in 2012 from the HSE and Joseph Rowntree was for programme activities in 2012 and 2013, HSE €20,560 (2012: €141,586), Joseph Rowntree Trust €42,899 (2012: €71,014). These are restricted funds.

Restricted funds received in 2012 are carried forward to the following year in order to finish the programme of work and are therefore not part of income raised in 2013. (Restricted funds in 2012 were €192,531).

EXPENDITURE

Total expenditure for the year, at €775k is up 7% on 2012 (€725k). Charitable activities accounts for 94% of expenditure €729k (2012: €677k). Employee numbers have increased in 2013 by one (2012: 7). Cost of generating income has increased by 57% in the year to €30k (2012: 19k). 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 strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations. Throughout 2013 financial sustainability continued to be a key priority for NWCI. We recruited a part time fundraiser to assist in the development and implementation of an income generation strategy for the organisation. In addition, we dedicated much time to locating suitable premises for purchase by NWCI Education & Training including office space for rental to other NGOs as an income generation mechanism.

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

Amalgamated Balance Sheet as at 31st December 2013

	2013		2012	
	€	€	€	€
FIXED ASSETS:				
Tangible assets		197		984
CURRENT ASSETS:				
Debtors	10,283		8,978	
Cash at bank and in hand	374,213		462,504	
	<u>384,496</u>		<u>471,482</u>	
CREDITORS: Amounts falling due within one year	44,328		21,277	
NET CURRENT ASSETS		<u>340,168</u>		<u>450,205</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>340,365</u>		<u>451,189</u>
RESERVES				
Restricted – building development fund		206,050		206,050
Restricted fund – other		114,928		226,920
Unrestricted fund		<u>19,387</u>		<u>18,219</u>
MEMBERS' FUNDS		<u>340,365</u>		<u>451,189</u>

These financial statements were approved by the directors on 2nd May 2014 and are signed on their behalf by: Siobhán O'Donoghue, Chairperson and Catherine Lynch, 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).

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

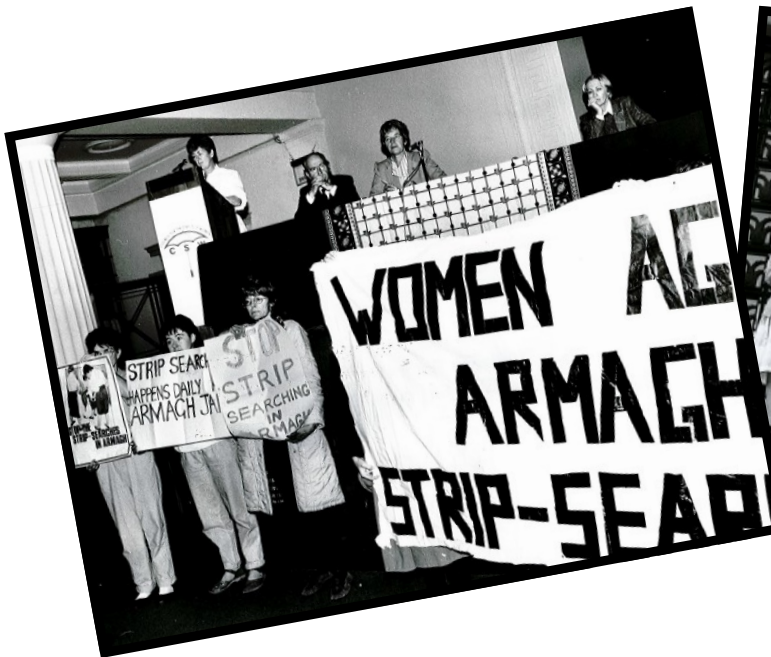
Amalgamated Statement of Financial Activities

	Restricted Funds	Unrestricted Funds	Total 2013	Total 2012
	€	€	€	€
INCOMING RESOURCES				
Voluntary income				
Grants	322,299	300,000	622,299	847,776
Membership subscriptions	-	20,371	20,371	21,871
Other	11,461	9,196	20,657	23,787
Investment income				
Bank interest	-	628	628	2,098
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Total incoming resources	333,760	330,195	663,955	895,532
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RESOURCES EXPENDED				
Cost of Generating Income	10,433	19,962	30,395	19,416
Charitable Activities	442,621	286,813	729,434	676,513
Governance Costs	5,995	8,955	14,950	23,430
Relocation Costs	-	-	-	5,373
	-----	-----	-----	-----
Total resources expended	459,049	315,730	774,779	724,732
	-----	-----	-----	-----
Net (deficit)/surplus resources	-125,289	14,465	-110,824	170,800
Total funds at beginning of year	446,267	4,922	451,189	280,389
	-----	-----	-----	-----
Total funds at end of year	320,978	19,387	340,365	451,189
	=====	=====	=====	=====

These financial statements were approved by the directors on 2nd May 2014 and are signed on their behalf by: Siobhán O'Donoghue, Chairperson and Catherine Lynch, Director.



Years Working Together







National Women's Council of Ireland

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2-3 Parnell Square East

Dublin 1

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www.twitter.com/nwci



www.facebook.com/Nationalwomenscouncilofireland

