



NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

COMPANY INFORMATION

The details below are in respect of both companies, National Women's Council of Ireland Company Limited by Guarantee and National Women's Council of Ireland Education and Training Company Limited by Guarantee except where indicated otherwise.*Indicates directorship of National Women's Council of Ireland only

Directors	Frances Byrne Sheila Dickson Louise Lovett* Nuala Ryan Miriam Holt Olwyn Dawe Sarah Benson Suzanna Griffin* Catriona Graham Rosaleen McDonagh* Pauline Sargent*	(Appointed 21 September 2016) (Appointed 21 September 2016) (Appointed 21 September 2016) (Appointed 21 September 2016)
Secretary	Anne Gibney	
Registered office	100 North King Street Dublin 7	
Auditor	Browne Murphy Hughes Chartered & Certified Accountants, & Registered Auditors, 28 Upper Fitzwilliam Street, Dublin 2	
Bankers	Bank of Ireland Lower Baggot Street Dublin 2	
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2	

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE - AMALGAMATED

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NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2016

The directors present their annual report and financial statements for the year ended 31 December 2016.

NWCI MISSION, VISION AND VALUES

The National Women's Council of Ireland's/*Comhairle Naisiunta na mBan* (NWCI) mission is to lead and to be a catalyst in the achievement of equality for women. We are the national representative organisation for women and women's groups in Ireland. A non-governmental, not for profit organisation, founded in 1973, we seek to achieve equality for women. We represent and take our mandate from our 180 member groups from across a diversity of backgrounds, sectors and geographical locations. We also have a growing number of individual members who support the campaign for women's equality in Ireland.

Our mandate is to take action to ensure that the voices of women in all their diversity are heard.

Our vision is of an Ireland and of a world where women can achieve their full potential in a just and equal society.

NWCI Values & Beliefs

NWCI's values and beliefs shape and inform all the work we do. They include:

Feminism. NWCI is a feminist organisation. We believe that feminism is about equality. We work to change society so that women and men have an equal say in the decisions that affect their lives. Policies and practices of Government and the systems and institutions of administration in society must be informed by feminist principles to achieve equality, end poverty, social exclusion, violence, sexism, homophobia and racism by promoting human rights for all. NWCI recognises the multiple forms of discrimination that many women experience and using feminism is a means of giving voice to all women, reflecting their authentic lived experience. Feminism aims to end patriarchy, whereby men are preferred over and their needs and wishes met to the cost of women's equality, by men's promotion of their advancement in all social structures, including politics, public life, economic and family life. Patriarchy is detrimental to the integrity and dignity of both men and women. Feminism promotes the release of women's talent, the realisation of women's creative potential and the enabling of all women's contribution to the wider social, economic, political and cultural development of society'.

Solidarity between women in all their diversity, through empowerment, collaboration and participation of all women in Ireland and globally. NWCI recognises that women are not a homogenous group and values the diversity of women including: younger women, older women, women with disabilities, women living in rural, urban and suburban locations, women from minority ethnic groups, Traveller women, lesbian, bisexual and transgendered women and disadvantaged women. We acknowledges that all women have an intersectionality to their identity. We believe in supporting empowerment, participation and collaboration as a means to strengthen and deepen both the spirit and practice of solidarity.

Collective action, collaboration and participation. NWCI is committed to work, where possible, based on collective action, collaboration and through participation, as preferential ways to achieve an equal and inclusive society where there is equality for all women. Collaborations with and highlighting the work of member organisations is critical to this principle.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

The recognition of care in our society and the redistribution of care work between women and men. We see the recognition and valuing of affective care as fundamental to the achievement of equality for women. Affective care refers to human dependence and interdependence and the right to give and receive love and care. We believe care work is essential to the common good. It fulfils vital social and economic functions. There is a need for a much greater contribution of men to care and care work, as traditionally this work was almost exclusively ascribed to women. Care work is conducted in the home and a range of spheres. It includes care work in the paid economy which is often characterised by low pay and poor working conditions for the predominantly female workers. NWCI is committed to advancing the rights of all care providers and care recipients to adequate working conditions and quality of care.

Importance of human rights, global interdependence, justice and sustainability. NWCI believes in the dignity and human rights of all human beings. These rights are universal, inalienable and indivisible. Human rights frameworks are essential elements and mechanisms for holding those who violate human rights to account. We believe that sustainability is a global concern, which requires a balance between environmental concerns, social equality and economic development. We work to ensure that the needs of the present generation are met without compromising the right of future generations to live in a better, safer, cleaner world by minimizing our impact on our shared environment and its resources.

Intersectionality. NWCI acknowledges the intersectionality of women's lived experiences and in particular seeks to end discrimination on the grounds of gender, family status, religion, race, age, sexual orientation, marital status, disability, ethnicity or membership of the Travelling community.

Protection and respect for the bodily integrity and security of women and girls. NWCI believes that bodily integrity is a human right and the right to make one's own choices about one's body for oneself is a basic personal freedom. The violation of this right is at the heart of every act of gender based violence, it is at the core of the prohibition of abortion. It is essential that rights of women and girls to bodily integrity worldwide are protected and vindicated within every state provided legal system.

Promote women's and girls' leadership to achieve an equal society. Inequalities at structural levels must be removed to create an equal society; this includes a move away from male dominated policy and political, public and private realms of decision making which are dominated by men. Examining the role of women in leadership, including at the local level where barriers to access must be challenged, promoting women into decision making spaces at every level, promoting women's leadership in all spheres of social, political, economic and cultural life is a key to dismantling patriarchal structures and promotes solidarity amongst women and the generation of sustainable gender equal societies.

Right of women to economic independence. NWCI believes that every woman has a right to economic independence and that such a right pertains to women in employment or on welfare. We will challenge systems which maintain women's economic inequality and we will promote systems and policies which support women's economic independence.

Committed to build a society based on equality, respect, dignity and inclusivity. NWCI believes that women have the right to live in a society where equality principles rest on an understanding of respect, dignity and inclusivity for all women.

GROUP COMPANIES

NWCI's consolidated financial statements combine the activities of NWCI, a not for profit organisation and the NWCI Education & Training Company Limited by Guarantee, is a registered charity , recognised by the Revenue Commissioners as having registered charity status-charity no CHY 11760.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland Limited is the registered name of the Company. The National Women's Council of Ireland (NWCI) is limited by guarantee and does not have a share capital. At 31 December 2016 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

GOVERNANCE AND MANAGEMENT

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. A review of our organisation's compliance with the principles outlined in this Code was conducted in July 2016.

This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review set out actions and completion dates for any issues that the assessment identified as needing to be addressed.

The governing body of the NWCI is called the Executive Board and the individual members are called Executive board members. This group has ultimate responsibility for the NWCI, overseeing and ensuring the overall direction, effectiveness and accountability of the organisation.

The role of the Executive Board is to oversee the business of the Company as per the Articles and Memorandum of Association.

The Executive Board meets regularly and its term of office is two years. As well as meeting regularly, a number of Board Sub-Committees are operated which are made up of Board and Staff representatives working on specific areas. In addition, Board Members may be part of an advisory committee/focus group or other working groups along with member groups for an event or project.

The Board is constituted from the membership of the NWCI; the membership elects the individual members of the Executive Board and also directly elects both the Chairperson and Deputy Chairperson at an Annual General Meeting every two years. When selecting candidates for election, the membership must be mindful that the executive board must include; three executive board members who reside outside Dublin and four members from groups who specifically target and work with certain designated categories of disadvantaged or marginalised member organisations.

BOARD RESPONSIBILITIES

- Direction – the Board sets the NWCI's direction and ensures that the organisation does not stray from its purpose. It also ensures that there is sufficient and realistic planning, target-setting and monitoring and that proper structures are in place;
- Assets – the Board ensures that the physical, financial and human assets of the organisation, including the board are properly monitored and effectively utilised;
- Accountability - ensuring that the organisation accounts for its monetary funds and its spending activities to all the relevant stakeholders;
- Legality - ensuring that the organisation acts legally e.g. in relation to health and safety; company law requirements etc.
- Big Picture - The exercise of governance means keeping an eye on the big picture rather than being drawn in to a level of detail that is a function of management and operations.
- Desirable Knowledge and Experience
- Knowledge/experience of working on gender equality and women's issues.
- Knowledge/experience of how organisations work.
- Knowledge and skills in one or more areas of Board Governance: policy, strategic planning, finance/fundraising, employment issues and legal.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

The Executive Board ensures that:

- It formulates overall governance of the organisation, including policy development and the development of the strategic plan, in conjunction with the membership and staff.
- Board members and staff jointly undertake to act with integrity, at all times treating discussions about the business of NWCI as confidential.
- A Director is appointed to manage the organisation.
- The Director receives, through the Chairperson, regular support, supervision and annual appraisal.
- The implementation of the Strategic Plan is overseen.
- A model of good governance and leadership is provided.
- Its Board members are informed of, and publicly support the policy positions and services developed and provided by the NWCI.
- Its Board members act as ambassadors for the NWCI.
- Its Board members act as a resource – e.g. sub-committees may draw on the expertise of individual board members.
- The board may be consulted on submissions to government

A Board member's entirely voluntary involvement in the non-profit context demands a considerable time commitment and also a deeply held commitment to achieve equality for women and to the feminist ethos of the organisation. Rewards for Board Members are intangible, no financial payment may be made, save for expenses incurred

AUDIT/FINANCE SUBCOMMITTEE

The primary purpose of the Audit/Finance Sub Committee is to make recommendations to the Board and assist the Board discharge its responsibility. Meetings shall be held at least four times a year. The Audit Committee has five members. Three members are NWCI Directors. The Chairperson of the Audit Committee shall not be the Chairperson of the NWCI.

Terms of reference include the following key responsibilities:

- Ensuring the Company adopts, maintains and applies appropriate accounting and financial reporting processes and procedures;
- Facilitating the independence of the external audit process and addressing issues arising from the audit process;
- Ensuring the Company maintains effective risk management and internal control systems;
- Reviewing financial statements and other financial information distributed to the Board;
- Monitoring the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements;
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements;
- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulation;
- Monitoring the establishment of an appropriate internal control framework, including information systems and considering enhancements;
- Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt;
- Reviewing reports on any major defalcations, frauds and thefts from the Company;
- Initiating and supervising special investigations;
- To oversee any investments

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

GOVERNANCE SUBCOMMITTEE

The governance Subcommittee has five members, three of whom are Directors and two members from the senior Management Team. The fifth member is an independent legal adviser. The committee meet as required and prior to AGM's to ensure proper procedures are followed. The Governance Sub-Committee is responsible for advising the Board on effective governance of the organisation and to ensure that the board fulfils its legal, ethical, and functional responsibilities.

EMPLOYMENT SUBCOMMITTEE

The Employment subcommittee has seven members, six board members and the Director of the NWCI. The committee meets when required. Responsibility for updating the NWCI Employment Hand book lies with this subcommittee.

OUR WORK IN 2016

Full details available in our Annual Report 2016

Key events

Maternity Services

The National Maternity Strategy was launched at the end of January 2016 and NWCI issued a press release welcoming its women-centred approach, but again cautioning the need for significant resources to be ring fenced to ensure implementation. NWCI was also involved in the launch of a report on the prevalence of perinatal depression and highlighting the grossly under-resourced mental health supports for women during pregnancy. NWCI assisted the HSE by organising and facilitating four focus groups around the country on the issue of maternity records. The roll out of the Maternal & New-born Clinical Management System (MN-CMS), an electronic health record (EHR) for all women and babies in Irish Maternity Services commenced in October 2016. This record will allow all information to be shared with relevant providers of care as and when required. Focus groups were held in Cork, Galway, Dublin and Tullamore and there was critical and valuable feedback from many women and groups across the country.

Substantive submission to the Citizens' Assembly established by the government and made up of 99 citizens and chaired by Justice Mary Laffoy to consider the Eighth Amendment.

International Women's Week

#FemGen: Celebrate the Change makers

In advance of International Women's Day, we gathered with the newly elected women of the 32nd Dail to mark a historic campaign, and a breakthrough election for women, with our 'Celebrate the Change makers' event.

We were joined on the day by newly elected TD for Dublin Bay South, Fine Gael's **Kate O'Connell**; Mayo's newest woman TD, Fianna Fail's **Lisa Chambers**; Tánaiste **Joan Burton** of Labour; **Joan Collins**, Independent TD for Dublin South Central; the co-leader of the Social Democrats **Catherine Murphy**; and the Sinn Fein MEP for Dublin, **Lynn Boylan**.

The success of the gender quota was evident, once all the votes were counted on election night. The number of women in the Dail now stands at 22 percent, up from 15 percent.

Progress wasn't happening without quotas: 20 percent of candidates in 1997 were women, but this fell to 18 percent in 2002, 17 percent in 2007 and 15 percent in 2011. It took 19 years for the percentage of women in the Dail to increase from 12 percent to 15 percent.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

'Celebrate the Change makers' saw a very interesting discussion in the sold out Irish Film Institute, between the TDs and a highly engaged audience. The success of gender quotas in increasing women's representation was viewed as hugely significant.

1916 Soapbox

Our annual International Women's Day Soapbox was a special one this year, commemorating the women of 1916, and examining what independence meant for the women of Ireland. After the official opening by brilliant Sabina Higgins, we were joined by some excellent speakers and a lively crowd in the Bandstand in Stephen's Green, to celebrate the contribution of women to shaping Irish society, and to highlight the gender inequality we still face.

There were calls for affordable childcare, for an end to men's violence against women and for a repeal of the 8th Amendment, among many other feminist topics. There were also spoken word performances, poetry and the crowds were entertained by the Corus Choir.

#FeministAgenda – Our Annual General Meeting

What should be part of our #FeministAgenda over the next four years? This was the topic of NWCI's AGM morning event that brought together almost 100 members and friends on the 9th September.

In the lead up to the event, NWCI members and supporters shared their priorities for the feminist agenda throughout the duration of NWCI's new Strategic Plan. #FeministAGenda was among the top trends in Ireland for 3 days, as the impact of the conversation was felt far and wide.

At the event, Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD officially launched NWCI's new Strategic Plan 'Driving Women's Equality'. This was followed by an inspiring panel discussion with Dr Ciara Kelly, GP and columnist, Sinéad Burke, aka Minnie Melange, researcher and writer and Lynn Ruane, Independent Senator. The discussion was chaired by Kitty Holland, Social Affairs Correspondent with the Irish Times.

The need to repeal the 8th amendment and to include women from disadvantaged backgrounds in the conversation around Ireland's feminist agenda were the two themes that were particularly highlighted during the conversations.

Istanbul Convention - Measuring the Scale of the Crisis

To mark the 16 Days of Global Action on Violence against Women, the Irish Observatory on Violence against Women which is chaired and convened by NWCI held a very successful and engaging conference on Friday 9th of December 2016 in partnership with the European Parliament. The half day conference focused on the Istanbul Convention and in particular Article 11 of the Convention which places obligations on the Irish government around data collection and analysis and on research. Speakers included the Minister of State for Justice and Equality, Mr. David Stanton, Lynn Boylan MEP, Deirdre Clune MEP and Christina Olsen from the Violence against Women Section of the Council of Europe. There was a panel discussion chaired by Dearbhail McDonald with key agencies working in the area of data collection and analysis. The Observatory intends to keep pressure on the responsible state agencies to make progress on data during 2017.

#FemFest

On the first Friday in December, we held our second annual #FemFest, a major conference with young women, which was the culmination of a year's worth of workshops.

The day was made possible by the young women involved in our workshops throughout the year. Together, we held wide-ranging discussions on feminism and women's equality, did media interviews and spoke on the day in the Science Gallery from the floor and the stage. The participation of the young women made #FemFest the fun and inspiring event that we could have only dreamt it could be.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

We heard brilliant contributions on the day from our amazing Chairs Ailbhe Smyth and Anna Cosgrave, and our panellists Clara Rose Thornton, Brid Smith and Jeanne Sutton in the morning; and Rosemary MacCabe, Ellen Coyne and Sarah Griffin in the afternoon. We spoke about leadership, about street harassment and sexual assault, and about the need to repeal the 8th amendment. We were also honoured to be joined after lunch by Minister for Children and Youth Affairs, Katherine Zappone.

A special thank you to Lauren McGovern, who opened the event, to Sophie Kane and Vicky Kavanagh who both closed the event, and to Emma Murphy and Laura Hardiman for their spine tingling rendition of Sarah Griffin's "We Face This Land".

Budget 2017

We engaged in our annual lobbying throughout the summer months to influence Budget 2017. Two NWCI representatives attended the National Economic Dialogue at which we highlighted in particular the need to close the gender pension gap and for the introduction of subsidised accessible childcare. We also emphasised the importance of implementation of the commitment made in the Programme for Partnership Government to introduce gender and equality proofing of the budgetary process.

We made two written pre-budget submissions during the usual period of consultation: detailed recommendations to the Department of Social Protection and an overarching report to whole of government titled *Fill The Gap: NWCI Pre Budget Submission 2017*.

NWCI warmly welcomed the announcement of a comprehensive childcare package as part of Budget 2017 as a significant change of direction that has the potential to have a huge positive impact on women's equality if further funding will be provided. We considered the proposed package to be a breakthrough for the provision of childcare in Ireland and an important first step in developing a publicly subsidised universal childcare model, similar to the models available in many other European countries. NWCI warned however that the success of the scheme would depend on the Government significantly increasing the funding for the new scheme and integrating it with the development of a comprehensive family leave package that includes paid parental leave. NWCI continues to call for this in its regular meetings with government.

Violence against Women

The Irish Observatory on Violence against Women is an independent network of grassroots and national organisations that monitor progress on responses to violence against women in Ireland. The Irish Observatory links with and has representation on the European Observatory on Violence against Women which is co-ordinated by the European Women's Lobby (EWL). The current expert from Ireland to the European Observatory on Violence against Women is Mary Crilly, Director of the Sexual Violence Centre in Cork, appointed during 2016.

Membership expanded during 2016 and there are currently 18 members and NWCI chairs and convenes the Observatory which meets four times per year. NWCI and other Observatory members sit on the Monitoring Committee of the Second National Strategy on Domestic, Sexual and Gender Based Violence 2016-2021 which was launched in January 2016 and provides the pathway to ratification of the Istanbul Convention. The Observatory achieved greater visibility among policy makers during 2016 and secured a place on the Advisory Group on the government National Awareness Raising Campaign which will run on an annual basis for 6 years.

NWCI is a member of the Oversight Group of the Second National Action Plan on Women, Peace and Security 2015-2018 which has commitments for different government department and agencies to ensure minority ethnic women coming from conflict and post conflict countries are supported and protected. NWCI continues its involvement in the National Steering Committee on FGM, as convened by AkiDwA. NWCI chaired a Roundtable on FGM in mid-February which brought together many stakeholders, both statutory and non-statutory with an interest in tackling this issue in a whole of government approach.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

NWCI received funding from Community Foundation of Ireland to produce a Charter of No Tolerance on Violence against Women. The Charter was completed during April and was disseminated in a wide range of settings, including universities, schools, trade unions, public bodies and other large organisations.

Realising women's right to health

During 2016 NWCI witnessed increased cross-sectoral engagement in gender mainstreaming in health within the HSE and with other agencies working on health through many different activities. This included preparations for hosting the World Congress on Women's Mental Health, holding of a successful seminar on gender sensitive health services and the potential of the public sector duty to promote equality and human rights, and a roundtable on gender and mental health.

Advancing Gender Equality in Health: Potential of Public Sector Duty

NWCI held a very successful half day seminar on 27th April on Advancing Gender Equality in Health: The Potential of the Public Sector Duty to Promote Equality and Human Rights. The aim of the seminar was to explore the potential of the public sector duty to progress HSE commitments in the area of gender mainstreaming. It was well attended by HSE personnel across Ireland and there was greater recognition by senior management of HSE that creating a gender sensitive health service would assist HSE in meeting its obligations under the Public Sector Duty.

Speakers included Emily Logan, Chief Commissioner of the Irish Human Rights and Equality Commission (IHREC), Dr. Noreen Shields, Corporate Inequalities Team, NHS Scotland and Dr. Cate Hartigan, Assistant Director of Health and Wellbeing, HSE. The Irish Cancer Society presented their project on women and smoking cessation as a good example of gender mainstreaming in action, and Frances Swaray from Longford Primary Health Care Project for Travellers presented on the gender equality action project that they completed with the support of NWCI.

Gender sensitive mental health services

NWCI held a very well attended roundtable on the importance of gender sensitive mental health services on 16 November. It was chaired by Shari McDaid, Director of Mental Health Reform and there was an excellent keynote address by Dr. Karen Newbigging, Senior Lecturer in Health Policy and Management, University of Birmingham. The Roundtable was held in the context of the upcoming review of A Vision for Change, Ireland's national mental health strategy which is currently gender blind, and to emphasise the importance of looking at the particular mental health needs of women and men. The report of the Roundtable was requested by the Minister of State for Mental Health in her role as chair of the National Taskforce on Youth Mental Health to consider its relevance in looking at responding to needs of young women.

World Congress on Women's Mental Health

During 2016 much work went into preparing for the 7th World Congress on Women's Mental Health (WCWMH). The theme of the 2017 Congress was Rights, Resilience, and Recovery. NWCI secured a core symposium in the Congress, looking at the importance of gender sensitive mental health services to profile our partnership work with the HSE and with presentations from the SAOL Project, Transgender Equality Network Ireland and Dr. Ann O Sullivan from UCD on older women and mental health.

NWCI obtained funding from the Department of Health National Lottery Fund to produce a short documentary film on women mental health. This is the first film of its kind in Ireland, exploring mental health from a women's perspective. The funding also covered the installation of three photo exhibitions at the Congress, on: women's mental health among the Traveller and Roma communities in Ireland, the prevalence of Female Genital Mutilation (FGM) in the Gambia and communities' successful efforts to eliminate the practice, and an exhibition marking 40 years of the struggle for contraception and reproductive health rights in Ireland, documenting the historical and persistent inequalities that women in Ireland face which has a direct impact on women's mental health and wellbeing.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

The CEDAW Consultation Process

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), often described as an international 'Bill of Rights' for women, was adopted and ratified by Ireland in 1985. This committed the State to taking concrete steps to improve the status of women in Irish society by promoting laws, policies and attitudes that best serve to ensure women are guaranteed the same rights as men. In preparation for the State's 2017 examination under CEDAW, NWCI engaged in a full consultation process with all of our member organisations and with other NGOs in order to compile a Shadow Report that could be submitted to the CEDAW Committee, alongside the Government's own State Report. The purpose of a Shadow Report is to highlight issues not raised by the State or to point out where the Government is focusing on achievements while minimising or neglecting failings. Our members responded to a detailed questionnaire about the application of CEDAW in Ireland. We also held a national consultation members meeting in collaboration with the Irish Women Lawyers' Association, entitled, Women's Rights and CEDAW, on the 6th of October, and invited international experts and a former CEDAW committee member, Violeta Neubauer, to provide her expertise into the shaping of our report. As part of our commitment to our national members the event was livestreamed, and a video of the seminar is available on our YouTube channel.

Women in Local Government

NWCI was an active participant of the bilateral meetings between the then Department of Environment, Community and Local Government and the C&V Pillar in which we made recommendations about addressing women's needs at a local level through the Framework Policy on Local and Community Development, pushing for a comprehensive review of Local and Economic Community Plans, gender parity make-up of LCDCs, capacity building for Local Community and Development Committees on gender expertise and the public sector positive duty. We also built strong relationships with relevant officials in the Department and continued to lobby for community development grant funding for local women's groups.

In January, we organised a roundtable in cooperation with NCCWN and Longford Women's Link in Dublin with twelve community-based women's groups on a proposed collective initiative to carry out a national gender audit snapshot of Local Economic and Community Plans.

We made a submission to a Department of Public Expenditure and Reform consultation on the Commissioning of Human, Social and Community Services. The submission made key recommendations on procurement and commissioning, including the inclusion of social clauses and considerations and the absolute exclusion of community development programmes and initiatives from commissioning or tendering processes. Some, but limited consultation was carried out with members due to other capacity demands. We also published gender sensitive consultation guidelines for Local Community Development Committees.

We attended meetings of each of DECLG's three regional fora of Local Community Development Committee Chief Officers in April in Dungarvan, Castlebar and Tallaght to brief them on their work and present a rationale for gender proofing LCDC policies and programmes.

We sat on a working group, convened by Pobal, of NGOs and Pobal representatives to organise a seminar targeted at implementers the Social Inclusion Community Activation Programme (SICAP) and Local Community Development Committee members. In May, a seminar was held in the Gibson Hotel on the SICAP engagement strategies. NWCI sat on the steering group established by Pobal to organise the event. Turnout was very strong with almost 200 participants despite a transport strike. NWCI hosted a workshop on Women and Local Development. A full seminar report with compiled findings has been drafted in which 96% of participants rated our workshop good-excellent and circulated to the seminar working group. A meeting will be convened by Pobal to debrief on it.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

Nollaig na mBan – NWCI launches Breakthrough Manifesto

Nollaig na mBan, also known as Women's Little Christmas, is the day women traditionally take off to get together after Christmas while men are left at home to do the housework. On this day, the National Women's Council of Ireland (NWCI) called on all General Election candidates to make the General Election a breakthrough election for women's equality and sign up to NWCI's Breakthrough Manifesto for Women.

The 2016 general election was an important chance to be a breakthrough election for women, with the gender quota has ensuring that, for the first time, voters had a real choice to vote for more women.

NWCI's Breakthrough Manifesto highlighted ten key areas to bring about much needed change for women in Ireland, from childcare, to violence against women, to repealing the 8th amendment and much more; signing the manifesto meant candidates committed to supporting these policies when elected to Dail Eireann.

Directors and secretary

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Moninne Griffith	(Resigned 21 September 2016)
Aoife Smith	(Resigned 21 September 2016)
Oluwayeni Solaru Adenuga	(Resigned 21 September 2016)
Saorlaith Ni Bhroin	(Resigned 21 September 2016)
Louise Lovett	
Miriam Holt	
Sarah Benson	
Sheila Dickson	
Frances Byrne	
Rosaleen McDonagh	
Suzanna Griffin	
Catriona Graham	(Appointed 21 September 2016)
Pauline Sargent	(Appointed 21 September 2016)
Nuala Ryan	(Appointed 21 September 2016)
Olwen Dawe	(Appointed 21 September 2016)

Results and dividends

The results for the year are set out on page 16.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the organisation continues to be the sourcing of new funding. The submission of new funding applications will continue to be a priority for the organisation throughout 2017. NCWI's risk management and internal control lies with the Board of Directors, with the Audit/Finance Subcommittee playing a key supporting and assurance role .The internal control system aims to monitor the procedures in place to ensure the Company is in compliance with Companies Act and other legislative and reporting requirements; Reviewing risk management practices monitor the establishment of an appropriate internal control framework, including information systems and considering enhancements; Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt; Reviewing reports on any major defalcations, frauds and thefts from the Company; Initiating and supervising special investigations; Reviewing reports on the adequacy of insurance coverage

RESERVES POLICY

NWCI's policy is to maintain unrestricted reserves at a minimum level to ensure the long-term viability of the organisation. Reserves to be maintained at a level which ensures that NWCI's core activity could continue during a period of unforeseen difficulty. It takes into account risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisations commitments. The results for the year are set out on page 22. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €157,785 at 31/12/2016. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted reserves in the future. At the year end the balance sheet shows unrestricted reserves of €157,785 and restricted reserves of €592,225 which will be carried forward to 2017. Restricted reserves will be used to carry out agreed programmes during 2017.

STAFF AND VOLUNTEERS

The Board would like to express their appreciation to the dedication and hard work of all their staff, interns and students. The NWCI is committed to equality of opportunity in employment. All employment decisions at the NWCI are based on competencies that include experience, abilities and qualifications. The organisation supports the implementation of positive action programmes to remove barriers to equality and promote concepts of diversity and equality of opportunity in all of its employment. It is our policy that the principles and practices of equality of opportunity should apply to all conditions of service for our employees, including recruitment, placement, selection, promotion, career development, training, pension and leave entitlements.

The NWCI is committed to ensuring the health, safety and well-being at work of its employees, student interns, contractors and visitors. It is committed to providing and maintaining a safe place of work, safe systems of work,safe equipment and safe procedures , in so far as is reasonably practicable , and in accordance with relevant legislation. This policy sets out the NWCI's programme for managing and safeguarding Health and Safety.

Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by employing qualified and experienced staff and ensuring that sufficient company resources are available for the task.

The accounting records are held at the company's registered office, 100 North King Street, Dublin 7.

Auditor

Browne Murphy Hughes were appointed as the company's auditor and in accordance with section 382 (1) of the Companies Act 2014, continue in office as auditor of the company.

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

Statement of disclosure to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

On behalf of the board

Sheila Dickson
Deputy Chairperson
27th April 2017

Frances Byrne
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2016

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards , identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board

Sheila Dickson
Deputy Chairperson
27th April 2017

Frances Byrne
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE

We have audited the financial statements of National Women's Council of Ireland Company Limited by Guarantee for the year ended 31 December 2016 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Statement Of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the assets, liabilities and financial position of the company as at 31 December 2016 and of its surplus for the year then ended; and
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and, in particular, the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

**TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY
LIMITED BY GUARANTEE**

Matters on which we are required to report by exception

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Jon Byrne
for and on behalf of
Chartered & Certified Accountants
& Registered Auditros
28 Upper Fitzwilliam Street
Dublin 2

2nd May 2017

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

INCOME AND EXPENDITURE ACCOUNT

**TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY
LIMITED BY GUARANTEE**

	Notes	Restricted Funds		Unrestricted Funds		Total 2016	Total 2015
		2016	2016	2016	2015		
		€	€	€	€		
Incoming Resources							
Donations	3	47,564		27,452		75,016	75,472
Charitable Activities	3	558,714		415,769		974,483	582,314
Investment Income	3	-		48,496		48,496	56,000
Total incoming resources		606,278		491,717		1,097,995	713,786
Resources Expended							
Raising funds	4	(4,187)		(3,658)		(7,845)	(5,132)
Charitable Activities	6	(305,425)		(438,555)		(743,980)	(779,618)
Total Resources Expended		(309,612)		(442,213)		(751,825)	(733,347)
Net surplus /(deficit) for the financial year		296,666		49,504		346,170	(70,964)
		=====		=====		=====	=====

The Income and Expenditure Account has been prepared on the basis that all operations are continuing operations.

Sheila Dickson
Deputy Chairperson

Frances Byrne
Chairperson

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE-AMALGAMATED**

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 €	2015 €
Surplus/(deficit) for the year	346,170	(70,964)
Other comprehensive income	-	-
Total comprehensive income for the year	<u>346,170</u>	<u>(70,964)</u>

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

BALANCE SHEET

FOR THE YEAR ENDED 31 DECEMBER 2016

	Notes	2016	2015
		€	€
Fixed Assets			
Tangible Assets	10	320,605	327,148
Current assets			
Debtors	12	7,701	53,612
Cash at bank and in hand		502,153	212,389
		509,854	266,001
Creditors: amounts falling due within one year	13	(70,985)	(133,466)
Net current assets		438,869	132,535
		759,474	459,683
Creditors: amounts falling due after one year	14	(9,464)	(55,843)
		750,010	403,840
Reserves			
Restricted- Building Development Fund		185,987	192,530
Restricted Funds	18	406,238	109,572
Unrestricted Funds	18	157,785	101,738
Members' funds		750,010	403,840

The financial statements were approved by the board of directors and authorised for issue on 27th April 2017 and are signed on its behalf by:

Sheila Dickson
Deputy Chairperson

Frances Byrne
Chairperson

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

STATEMENT OF CHANGES IN EQUITY

**TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY
LIMITED BY GUARANTEE**

	Income and expenditure account	
	€	
Balance at 1 January 2015	474,802	
Year ended 31 December 2015:		
Deficit and total comprehensive income for the year	(70,962)	<hr/>
Balance at 31 December 2015	403,840	
Year ended 31 December 2016:		
Surplus and total comprehensive income for the year	346,170	<hr/>
Balance at 31 December 2016	750,010	<hr/>

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2016

	Notes	2016	2015
		€	€
Cash flows from operating activities			
Cash generated from/(absorbed by) operations	19	339,716	(23,501)
Interest paid		(3,573)	(5,802)
Net cash inflow from operating activities		<u>336,143</u>	<u>(29,303)</u>
Net cash used in investing activities			
Purchase of tangible fixed assets		-	(1,257)
Net cash used in financing activities			
Repayment of bank loans		(46,379)	(24,149)
Net increase/(decrease) in cash and cash equivalents		<u>289,764</u>	<u>(54,709)</u>
Cash and cash equivalents at beginning of year		<u>212,389</u>	<u>267,098</u>
Cash and cash equivalents at end of year		<u><u>502,153</u></u>	<u><u>212,389</u></u>

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2016

1 Accounting policies

Amalgamation

These financial statements are the amalgamated financial results of the National Women's Council of Ireland Company Limited by Guarantee and National Women's Council of Ireland Education and Training Company Limited by Guarantee, both of which are controlled by the same board. The purpose of the amalgamated Financial statements is to reflect the combined activities of both companies as a single organisation.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2014.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention. In preparing the financial statements, the Company has referred to guidance included within the following Statements of Recommended Practice (SORP): Accounting and Reporting for Charities, 2014 FRS 102. The company has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the company.

The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income and expenditure

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% Straight Line
Property	2% Reducing Balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

1 Accounting policies

1.6 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

1.7 Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purposes of making a profit. DIRT tax is payable on any interest income received in excess of €32.

1.8 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

3 Incoming Resources

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in Eire.

	Restricted	Unrestricted	Total Funds	
	2016 €	2016 €	2016 €	2015 €
Donations				
Members' subscriptions	-	27,452	27,452	27,908
J Rowntree Charitable Trust	47,564	-	47,564	47,564
	<hr/>	<hr/>	<hr/>	<hr/>
	47,564	27,452	75,016	75,472
Charitable Activities				
Department of Justice & Equality	-	400,000	400,000	350,000
Department of Community,Rural & Gaeltacht Affairs	18,840	-	18,840	18,840
HSE	105,000	-	105,000	60,000
Department of Health	24,075	-	24,075	-
Pobal SSNO	84,417	-	84,417	80,737
IHREC	8,000	-	8,000	6,150
Department of Arts,Heritage,Regional & Rural	26,873	-	26,873	-
Daphne EU Project	256,755	-	256,755	-
Broadcasting Authority of Ireland	-	-	-	8,450
Arts Council	12,850	-	12,850	26,260
Stem Project	-	-	-	4,676
Other	21,904	15,769	37,673	27,202
	<hr/>	<hr/>	<hr/>	<hr/>
	558,714	415,769	974,483	582,315
Investment				
Rental Income	<hr/>	<hr/>	<hr/>	<hr/>
		48,496	48,496	56,000

4 Raising Funds

	Restricted	Unrestricted	Total	Total
	2016	2016	2016	2015
	€	€	€	€
Wages & Salaries	4,187	3,658	7,845	5,132
	<hr/>	<hr/>	<hr/>	<hr/>

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2016	Unrestricted 2016	Total 2016	Total 2015
Support Costs				
Staff Costs	192,449	321,239	513,688	490,652
Office Running Costs	13,100	24,093	37,193	32,566
Rent & Cleaning & Relocation	22,837	45,781	68,618	75,117
Communications & Information	1,096	21,594	22,690	20,055
	<hr/>	<hr/>	<hr/>	<hr/>
	229,482	412,707	642,189	618,390
	<hr/>	<hr/>	<hr/>	<hr/>

Allocation of staff time is based on job roles within the organisation.

	Restricted 2016	Unrestricted 2016	Total 2016	Total 2015
Governance Costs				
Audit and Accountancy	461	5,074	5,535	4,443
Executive & Statutory Costs	-	7,040	7,040	8,150
Members Meetings Costs	-	1,789	1,789	698
	<hr/>	<hr/>	<hr/>	<hr/>
	461	13,903	14,364	13,291
	<hr/>	<hr/>	<hr/>	<hr/>

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2016	Unrestricted 2016	Total 2016	Total 2015
	€	€	€	€
Direct Project Costs	75,482	1,270	76,752	96,534
Support Costs	229,482	412,707	642,189	618,390
Governance Costs	461	13,903	14,364	13,291
Education & Training	-	240	240	38,888
Investment Management	<hr/>	<hr/>	<hr/>	<hr/>
	10,435	10,435	10,435	12,515
	<hr/>	<hr/>	<hr/>	<hr/>
	305,425	438,555	743,980	779,618
	<hr/>	<hr/>	<hr/>	<hr/>

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

7 Operating surplus/(deficit)

	2016	2015
	€	€
Operating surplus/(deficit) for the year is stated after charging/(crediting):		
Fees payable to the company's auditor for the audit of the company's financial statements	5,775	4,683
Depreciation on owned fixed assets	<u>6,543</u>	<u>6,693</u>

8 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

	2016	2015
	Number	Number
Employees	11	10
	<u> </u>	<u> </u>
Their aggregate remuneration comprised:		
	2016	2015
	€	€
Wages and salaries	451,993	426,377
Social security costs	46,019	44,297
Pension costs	<u>14,151</u>	<u>16,091</u>
	<u> </u>	<u> </u>
	512,163	486,765
	<u> </u>	<u> </u>

The remuneration to key management personnel related to four people and totalled €248,375 in 2016 (2015: 4 €226,727)

The number of employees whose remuneration is greater than €60,000 is 2 (2015:1). This is broken down as follows:

	2016	2015
€60,000 -€70,000	1	1
€70,000- €80,000	1	-
	<u> </u>	<u> </u>

9 Taxation

National Women's Council of Ireland Company Limited by Guarantee and National Women's Council Education and Training Company Limited by Guarantee had no trading or investment income in the year and hence no provision for tax is required.

We can confirm that the company is fully tax compliant as at 31 December 2016.

**NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY
GUARANTEE -AMALGAMATED**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2016

10 Tangible fixed assets

	Property	Fixtures and fittings
	€	€
Cost		
At 1 January 2016 and 31 December 2016	340,668	44,687
Depreciation and impairment		
At 1 January 2016	13,520	44,687
Charge for year	6,544	-
	<u>20,064</u>	<u>44,687</u>
Carry amount		
At 31 December 2016	<u>320,604</u>	<u>-</u>
At 31 December 2015	<u>327,148</u>	<u>-</u>
Prior financial year	Property	Fixtures and fittings
	€	€
Cost		
At 1 January 2015	340,668	44,687
Additions	1,257	-
	<u>340,668</u>	<u>44,687</u>
Depreciation and impairment		
At 1 January 2015	6,827	44,687
Charge for year	6,693	-
	<u>13,520</u>	<u>44,687</u>
Carry amount		
At 31 December 2015	<u>327,148</u>	<u>-</u>
At 31 December 2014	<u>332,584</u>	<u>-</u>

11 Financial Instruments

	2016	2015
	€	€
Carrying amount of financial assets		
Debt instruments measured at amortised cost	502,737	261,006
Carrying amount of financial liabilities	<u>(39,415)</u>	<u>(101,811)</u>

12 Debtors

	2016	2015
	€	€
Amounts falling due within one year:		
Other debtors	581	16,593
Prepayments and accrued income	7,120	37,019
	<u>7,700</u>	<u>53,612</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2016

13 Creditors: amounts falling due within one year

	2016	2015
	€	€
Bank loans and overdrafts	29,951	29,951
PAYE and social security	14,119	12,764
Accruals	26,915	74,734
Other Creditors	-	16,017
	<u>70,985</u>	<u>133,466</u>

14 Creditors amounts falling after more than one year

Bank loans and overdrafts is 9,464 55,843

Bank of Ireland holds a First Legal Charge / Mortgage over the premises at 100 North King Street, Dublin 7.

15 Loans and Overdrafts

	2016	2015
	€	€
Bank loans	<u>39,415</u>	<u>85,794</u>
Payable within one year	29,951	29,951
Payable after one year	<u>9,464</u>	<u>55,843</u>

16 Retirement benefit schemes

Defined contribution schemes	2016	2015
	€	€
Charge to profit or loss in respect of defined contribution schemes	<u>14,151</u>	<u>16,091</u>

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

17 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.

NATIONAL WOMEN'S COUNCIL OF IRELAND COMPANY LIMITED BY GUARANTEE -AMALGAMATED

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2016

18 Income and expenditure account

	Opening Balance €	Income €	Expenditure €	Transfer Reserves €	Closing Balance €
Restricted Fund - Building	192,530	-	-	(6,543)	185,987
Restricted Fund - General	109,572	606,278	(309,612)	-	406,238
Unrestricted Funds	<u>101,738</u>	<u>491,717</u>	<u>(442,213)</u>	<u>6,543</u>	<u>157,785</u>
	<u>403,840</u>	<u>1,097,995</u>	<u>(751,825)</u>	<u>—</u>	<u>750,010</u>

19 Related party transactions

The only transactions during the year were between the two companies. No other transactions were undertaken such as are required to be disclosed under FRS 102

20 Controlling party

The company is limited by guarantee. As a result it has no share capital. The directors have ultimate control of the company.

21 Cash generated from operations

	2016 €	2015 €
Surplus for the year	346,170	(70,962)
Adjustments for		
Finance Costs	3,573	5,802
Depreciation	6,543	6,693
Movements in working capital:		
Decrease/(increase) in debtors	45,911	(53,612)
(Decrease)/increase in creditors	<u>(62,481)</u>	<u>88,578</u>
Cash generated from/(absorbed by) operations	<u>339,716</u>	<u>(23,501)</u>

22 Approval of financial statements

The directors approved the financial statements on the 27th April 2017.