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# MESSAGE FROM THE CHAIRPERSON



2018 marked one of the most successful years in the history of feminism in Ireland, when an overwhelming 66.4% of the population voted to remove the 8th Amendment from the Constitution to respect women's health and decisions in pregnancy. As Chairperson of the National Women's Council of Ireland, one of the leading organisations campaigning for women's reproductive healthcare for decades, I am so proud of what we have achieved with our members.

It is so important that we keep up the momentum. This spot light on women's equality has grown and offers us opportunities to highlight and to redress the many other inequalities that exist and that are no longer acceptable in the 21st century.

For NWCI this also means ensuring that we continue to be as inclusive as possible in our work, striving to ensure that the voices of the most marginalised women in society are being heard.

I am delighted that the organisation now has a dedicated Accessibility Officer, who helps to make all of our events and activities accessible. Newly emerging organisations representing diverse groups of women are joining NWCI and programmes such as our successful Women for Change Project and Femfest are specifically bringing the voices of women from all walks of life into our work.

Our core funding from the Department of Justice and Equality was increased this year and we look forward to continued restoration of our funding to bring us back to at least pre-austerity levels in Budget 2020. The financial stability afforded by this support and commitment allows NWCI to progress key goals in this the second year of our new Strategic Plan "Driving Women's Equality 2016-2020".

I want to warmly welcome our 16 new group members and the many individual members who joined NWCI in 2018. NWCI membership provides you with an opportunity to shape NWCI policy and campaigning for a more equal Ireland for women and I encourage you to participate and engage in our work.

I would also like to sincerely thank the previous and current Board members, the Director and staff of NWCI for their commitment and support for the work of NWCI over the last year and going forward.

**Ellen O'Malley Dunlop**, *Chairperson*

## MESSAGE FROM THE DIRECTOR



2018 was a historic and pivotal year for women's equality in Ireland, and NWCI was the catalyst for so much of the fantastic feminist change.

From travelling around the country holding conversations on our 'Every Woman' model of reproductive healthcare; to our ground breaking 'Who Needs Your Yes' campaign that reached millions of people in the days leading up to polling day; to being one of the three organisations forming Together for Yes, the civil society campaign to remove the 8th Amendment from the Constitution; NWCI and our members were at the forefront of the abortion referendum campaign. Together, we changed the lives of all women in Ireland.

The landslide Yes vote demonstrates how much Ireland has changed. Women's experiences and testimonies are at the heart of that change. In the repeal campaign, the testimonies of women and couples were critical to achieving the overwhelming yes vote. And in the devastating cervical check scandal, the voices of Vicky Phelan and other women shone a light on the treatment of women in our health system and the change that is so urgently required.

The power of women to lead change in Ireland is evident in every critical issue facing Irish society. NWCI is elevating women's voices and experiences to tackle the ongoing inequalities for women. This means women's experiences and needs must be at the centre of tackling the housing and homelessness crisis. Their voices must be central to ending violence against women and ensuring that our healthcare system delivers for women. It means ensuring Budget decisions have been assessed for the impact on women in their diversity, and it means ensuring women's voices are represented at every level where decisions are being made that affect their lives. The NWCI team looks forward to leading the campaign for feminist change in Ireland, together with our members and women in all their diversity.

The NWCI team is a committed and passionate group of feminist women, whom I am proud to lead in the work to advance women's equality and represent our membership. I sincerely thank the team and our voluntary Board members for all their work and dedication throughout the year.

**Orla O'Connor**, *Director*

The National Women's Council of Ireland's (NWCI) mission is to lead and to be a catalyst in the achievement of equality for women. We are the leading 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 over 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's values and beliefs shape and inform all the work we do. They include:

- **Feminism** NWCI is a feminist organisation. We work to change society so that women and men have an equal say in the decisions that affect their lives.
- **Solidarity** between women in all their diversity, through empowerment, collaboration and participation of all women in Ireland and globally.
- **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.
- **The recognition of care in our society and the redistribution of care work between women and men** The recognition and valuing of affective care is fundamental to the achievement of equality for women.
- **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.
- **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.
- **Promote women and girls' leadership to achieve an equal society** NWCI believes we must examine the role of women in leadership and promote women into decision making spaces at every level in order to promote 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 receiving social welfare.
- **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.



# A RESOUNDING YES VOTE FOR WOMEN'S RIGHTS

## Together for Yes

NWCI was one of the three lead organisations of Together for Yes (TFY), the national civil society campaign to remove the 8th Amendment from the Constitution.

Over the course of three months Together for Yes ran an immensely successful campaign that resulted in the resounding Yes vote on 25th May 2018. On that day 66.4 % of the Irish electorate voted to remove the 8th Amendment from the Constitution and for ensuring that women can access abortion care here in Ireland.

Orla O'Connor was one of the three Co-Directors of TFY, together with Grainne Griffin for the Abortion Rights Campaign and Ailbhe Smyth for the Coalition to Repeal the Eighth Amendment. Several members of NWCI's staff team were instrumental in running key aspects of the campaign, including campaign organisation, communications, social media, mobilisation and the Together for Yes platform of over 90 organisations that publicly supported the campaign.





# A RESOUNDING YES VOTE FOR WOMEN'S RIGHTS

## NWCI's Campaign to Repeal the 8th Amendment

### Every Woman

In the lead up to the Together for Yes campaign, NWCI continued to raise awareness about the need to remove the 8th Amendment from the Constitution with the promotion of our Every Woman Model for reproductive healthcare in Ireland, launched in 2017.

We organised a regional event in Galway, where Garry Hynes, Artistic Director of the Druid Theatre, Dr Máirín O'Nualláin, Psychiatrist, Dorothy Melvin, Co-Founder of the Family Planning Clinic Galway and Elaine Byrnes, Doctoral Researcher at NUI Galway School of Psychology endorsed the model and spoke about the need for changing Ireland's abortion laws.

### Open Conversations on abortion, pregnancy and the Constitution

NWCI continued to host open, non-directive conversations about abortion care, pregnancy and the Irish Constitution across the country. We held over 25 small and large conversations in almost every county in Ireland. The feedback from participants was very positive. They felt much more comfortable talking about issues in relation to abortion and the 8th Amendment with their friends, family and colleagues. Participants also said that they were much clearer about their own views in relation to it.

On the basis of participants' questions and comments during the open conversations, NWCI developed a booklet that addressed some of the frequently asked questions. 2,000 copies of this FAQ booklet were distributed as part of the leaflet distribution of the Together for Yes campaign.



# A RESOUNDING YES VOTE FOR WOMEN'S RIGHTS



## #WhoNeedsYourYes – Video and Members Meeting



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

# My Yes is for Every Woman.

# Who needs your Yes?



In support of the Together for Yes campaign, NWCI made a video featuring the voices of family members of women who had to travel to the UK for an abortion. The moving film highlighted the impact of the trauma associated with the need to travel abroad for the wider family.

The film was launched at the #WhoNeedsYourYes event with NWCI members in Wood Quay shortly before the referendum, where speakers from diverse backgrounds spoke about the need to vote yes in the referendum. Speakers included Tess Murphy, Board Member, Longford Women's Link, Dr Gráinne Healy, Former NWCI Chair and former Co-Director of Yes Equality, Laura Harmon, Women in Leadership Coordinator, NWCI and former President of the Union of Students and Prof Mary Higgins, Consultant Obstetrician/Gynaecologist, National Maternity Hospital.





# A RESOUNDING YES VOTE FOR WOMEN'S RIGHTS

## #WhoNeedsYourYes Social Media Campaign

To support our Who Needs Your Yes video and event, NWCI launched a social media campaign asking people to share on Twitter who they will be voting yes for. The hashtag #WhoNeedsYourYes was used by thousands of people in the run up to referendum day and reached several million people.

 Dublin Bay North Choice & Equality Network and 20 others Retweeted



**Vicky Phelan** @PhelanVicky · 17 May 2018

I am voting Yes for the women of Ireland who have been let down by our health service and by our government time and time again. If we really want women to be placed at the centre of their own care, Vote Yes to allow us to make the choice about our own care **#WhoNeedsYourYes**


 158  2.5K  7.0K 

 Dr Brenda Donohue Retweeted



**Elaine Feeney** @elainefeeney16 · 14 May 2018

**#WhoNeedsYourYes** my yes is for every woman. I was diagnosed with a brain clot in pregnancy in 2007. I had a young son. It is honestly terrifying to have a massive diagnosis while pregnant: the atmosphere for my hospitalization was one of fear and confusion. The 8th is deadly

  19  59 


 People with Disabilities Together for Yes and 6 others Retweeted

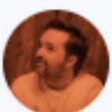


**Maria Ni Fhlatharta** @nifhla · 13 May 2018

I'm voting for the women who won't get a chance to, because they are trekking through airports, waiting in British waiting rooms, or bleeding alone in their bathrooms risking prison. While this debate happens, their cold hard reality continues. **#WhoNeedsYourYes #Together4Yes**

 1  29  115 

 Eleanore Hutch Retweeted



**Peter McGuire** @PeterMcGuireIE · 15 May 2018

I'm voting yes for Sheila Rodgers. They denied her cancer treatment because she was pregnant. Denied induction, abortion, or healthcare, she died in extreme agony a week before the 8th amendment passed, leaving her children behind. The baby died shortly after **#WhoNeedsYourYes**

 1  33  145 

# KEY EVENTS AND CAMPAIGNS 2018



## Women Making History – AGM Morning Event

Members and supporters came together at Women Making History - NWCI's AGM morning event on 21 June 2018 to mark the resounding yes vote in the referendum to repeal the 8th Amendment from the Irish Constitution. Speakers discussed the factors that contributed to the success of the campaign and the key issues for women's equality going forward.

Keynote speaker Simon Harris, Minister for Health, confirmed the Government's commitment to introduce legislation for the provision of abortion care in Ireland and the development of a specific Women's Health Action Plan.

Other speakers included Ailbhe Smyth, Co-Director of Together for Yes and Convenor of the Coalition to Repeal the Eighth Amendment, and Orla O'Connor, Co-Director of Together for Yes and Director of NWCI. Linda Kavanagh spoke for the Abortion Rights Campaign, which was the third lead organisation of Together for Yes, and Siona Cahill as incoming President of the Union of Students in Ireland.

The event was chaired by Ellen O'Malley-Dunlop, Chairperson of NWCI. Also performing at the event was poet, Sarah Clancy.

The event was followed by NWCI's Annual General Meeting where group members elected a new Board of the organisation and approved 14 motions brought forward by the membership.





# KEY EVENTS AND CAMPAIGNS 2018

## #ItStopsNow



2018 marked the second year of NWCI's leadership of the EU funded ESHTe Project (Ending Sexual Violence and Harassment in Third level Education). Together with partners in Scotland, Lithuania and Cyprus we launched the 'It Stops Now' campaign in Higher Education Institutes across Ireland and Europe.

In April we completed focus groups with staff and students across Ireland, giving us a deeper understanding of the prevailing issues and concerns facing higher education institutes in relation to sexual violence and harassment. In total 25 face to face sessions took place with over 250 stakeholders across the four partner countries, the majority of which took place in Ireland.

The focus groups heavily informed the 'It Stops Now' public awareness campaign which was launched in October. The campaign was rolled out in over 15 institutes in Ireland alone consisting of a campaign video, posters, stickers and a mural. Key messages of the campaign are:

- Believe and support survivors
- Before you say it, do it or post it – check they consent
- Don't stand by, speak up

In late 2018, we were delighted to be invited by the Minister for Higher Education, Mary Mitchell O'Connor to sit on an expert group to create a framework for the higher education sector to tackle sexual violence and harassment.

In November, as part of our 'It Stops Now' Toolkit, we piloted sexual violence and harassment and disclosure training to a number of frontline staff and students in five Irish higher education institutes. The successful roll out of this training insured a deeper understanding of the cultural context of sexual violence and harassment and equipped participants to respond sensitively and appropriately to survivors of sexual violence.



## Women in Rural Communities – Members and Friends Meeting



Women living in rural communities was the theme of our members and friends meeting in partnership with Longford Women's Link that we organised in April 2018. Our members working in rural communities have made huge contributions to the advancement of equality for women, especially those most marginalised such as disabled women, Traveller and Roma women, women who are parenting alone and migrant women. The event highlighted the need to prioritise resourcing and supporting the engagement and participation of women and girls in order to create sustainable and vibrant rural communities. Speakers made contributions on poverty in rural communities, the importance of community work approaches and on cross border cooperation. Issues raised from participants included women's employment, transport and the feeling that women are still not being heard.





# KEY EVENTS AND CAMPAIGNS 2018

## #FeministPresident

As part of the presidential election campaign, NWCI launched a public discussion on women's equality using #FeministPresident. The aim was to inform the public about the views and perspectives of candidates on advancing women's equality and rights for women so that voters were able to make an informed decision on Election Day.

For this project, NWCI asked all presidential candidates a series of questions in relation to women's equality. They included what actions candidates had taken to advance women's equality and if they considered themselves to be a feminist. The answers were published in the Sunday Independent, on 14 October 2018, and on our website.

The candidates' responses generated a huge discussion on social media leading to #FeministPresident becoming the number one trend on Twitter on that day.

## The six presidential candidates talk feminism - Which one says they are not a feminist?

9 hours ago



### 22 PRESIDENTIAL ELECTION

#### JOAN FREEMAN

■ **What action have you taken to advance women's equality?**  
I have been a member of the National Women's Council of Ireland for many years. I have been involved in many campaigns for women's equality, including the 12th Amendment and the 18th Amendment. I have also been involved in the #MeToo movement and the #FeministPresident campaign.

■ **How would you advance women's equality in the role of president?**  
I would focus on ensuring that women are represented in all areas of public life. I would also focus on ensuring that women are paid equally to men for the same work. I would also focus on ensuring that women have the same rights as men in the workplace and in the home.



2018 has been a pivotal year for women's equality in Ireland and globally. It is 100 years since women were first allowed to vote here and the Eighth Amendment was removed following a campaign by women and women's organisations throughout the country. Globally, the #MeToo movement has highlighted the experiences of discrimination and harassment faced by women and girls. Building on this renewed interest and energy, the National Women's Council of Ireland asked the presidential candidates to share their views on women's equality in Ireland.

#### PETER CASEY

■ **What action have you taken to advance women's equality?**  
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#### SEAN GALLAGHER

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#### GAVIN DUFFY

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#### LIAM NEESON

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### 14 October 2018, Sunday Independent

#### MICHAEL D. HIGGINS

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#### Wild Lights at Dublin Zoo

Set your imagination alight

200 | One hour on night at Dublin Zoo

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Set your imagination alight

200 | One hour on night at Dublin Zoo

# KEY EVENTS AND CAMPAIGNS 2018



## Creating a Safer Ireland for Women: Ratifying the Istanbul Convention

As part of the 16 Days of Action on Violence against Women, the Irish Observatory on Violence Against Women, convened by NWCI, held an important seminar in December to call on the Government to ratify the Istanbul Convention, and to ensure a strong community monitoring of Ireland's compliance with the Convention.

The event, chaired by Sinead O'Carroll news editor of TheJournal.ie, and opened by Minister Mary Mitchell O'Connor, included presentations by international expert Rosa Logar, Director of the Domestic Violence Intervention Centre Vienna and Noeline Blackwell, CEO Dublin Rape Crisis Centre. Their input was followed by an insightful panel discussion with Tessa Collins, Pavee Point, Salome Mbugua, AkiDwA-The Migrant Women's Network, Moe Reynolds, Domestic Violence Specialist Longford Women's Link, Mary-Louise Lynch, Intimate Abuse Intervention, Joan Mullen, Tusla and Marion Walsh, Cosc.

The need to include women's experiences in the strategies to tackle violence against women was articulated by Mary-Louise Lynch of Intimate Abuse Intervention, a group of intimate abuse victims, *"This year has seen an avalanche of women sharing their stories and experiences of abuse and control, with a wave of women speaking out both internationally and in Ireland. There is no better source of information for State agencies working to end violence against women than the lived experience of women who have experienced domestic and sexual violence. It is crucial that survivor experience influences and shapes policy and practice with state agencies responsible for tackling intimate abuse and violence against women and children."*



## Working together – the Irish Observatory on Violence Against Women

In existence since 2002, the Observatory is a broad coalition working together to press for real progress on eradicating all forms of violence against women in Ireland and worldwide. NWCI chairs and convenes the Observatory, which brings together the following organisations: Action Aid, Akidwa, Ascend, Cairde, Cork Sexual Violence Centre, Dublin Rape Crisis Centre, Galway Rape Crisis Centre, Immigrant Council of Ireland, Irish Consortium on Gender Based Violence, Longford Women's Link, Love and Care for People, National Collective of Community Based Women's Networks, National Women's Council of Ireland, Oxfam, Pavee Point, Ruhama, Sonas, Women's Aid Ireland.





## World Community Development Conference June 2018

NWCI took part in the World Community Development Conference in June 2018. The event provided a unique opportunity for practitioners, participants, academics, policy makers, funders and other stakeholders to share perspectives on current contexts and challenges for community work. The conference was organised jointly by Community Work Ireland, the Department of Applied Social Studies, Maynooth University, and the International Association for Community Development. Over 400 delegates from all over Ireland and the world took part. NWCI were part of the advisory group of the World Community Development Conference.

At the event, NWCI chaired a panel on community work and women's rights. We contributed to discussions on feminism and community work with the National Collective of Community Based Women's Network (NCCWN) and heard reflections on the challenges for women's organisations in campaigning during the recent referendum. There were insightful presentations on rural vibrancy, love and community development and how to apply community work practice to the issue of violence against women. We also were involved in a practice exchange with international delegates who were hosted by the Irish Human Rights and Equality Commission, Pavee Point, the Migrant Rights Centre, the Movement of Asylum Seekers in Ireland and the Community Development projects in the Canal Communities area.




## Gender Budgeting

In 2018 NWCI advanced our work on gender budgeting using our 'Gender Budgeting is Good Budgeting' publication as a framework. The framework presents a practical way of realising the Irish Government's commitment to harness the potential of the budget process to advance equality, reduce poverty and strengthen social and economic rights. In February NWCI appeared before the Budgetary Oversight Committee, to provide an assessment on the Equality Budgeting piloting initiative led by the Department of Public Expenditure and Reform (DEPR). The pilots, led by DEPR were undertaken by six other government departments and NWCI commended the progress made so far in rolling out equality budgeting and departments' commitment to begin analysing how budgetary measures can result in greater equality between women and men. However, we noted that while some of the equality goals set by departments are ambitious, others are much narrower. We also noted the real challenges presented by a lack of gender disaggregated data to tracking investment and monitoring implementation.

NWCI was also invited to join the Expert Advisory Group on Equality Budgeting which met for the first time in February 2018. This group is comprised of a range of departmental stakeholders and policy experts. The role of the group is to provide advice and guidance to departments on the most effective way to advance and develop equality budgeting, including gender budgeting going forward. Equality Budgeting is not about creating a separate and distinct budget for specific equality measures. Rather, it is about the equality impact of budget policy and of the entire revenue and expenditure of a government. The intention is to anchor equality budgeting into the existing budgetary framework. The Expert Group will meet 3 to 4 times per year.

NWCI was disappointed that the Minister for Finance did not publish an Equality Impact Statement with Budget 2019 as called for by ourselves and recommended by the Budgetary Oversight Committee's report on Gender Budgeting.



Gender budgeting  
is good budgeting:

**Towards  
gender  
responsive  
budgeting  
in Ireland**



## Budget 2019

### Investing in Women's Futures – Pre-Budget Submission

The national Budget process being the principal expression of Government's priorities, is the critical opportunity to tackle structural, systemic issues and advance gender equality. Investing in Women's Futures, NWCI's 2019 pre-budget submissions to the Department of Finance and Department of Employment Affairs and Social Protection (DEASP), set out our arguments for ensuring that a core economic priority must be increasing our investment in public services and strengthening social protections as critical ways to delivering full gender equality. We advocated for these principles at the National Economic Dialogue, at the DEASP pre-budget forum and other pre-budget lobbying opportunities.

### Pre-Budget Briefing for TDs and Senators

NWCI held a pre-budget briefing in Buswells Hotel which was attended by TDs and Senators from all parties. Over 50 Oireachtas members attended on the day, including several Ministers. NWCI staff and some of NWCI's board members attended the briefing and engaged with politicians. We were particularly pleased to be able to support individual women to lobby directly to politicians on the ongoing gender injustice of pension reforms.

Post-budget, NWCI particularly welcomed the investment being made into women's health through the funding of the Women's Health Action Plan, a key ask of our budget advocacy.

We also welcomed investment into public services, including housing, childcare and paid parental leave, which will benefit women but is concerned about the capacity of the Government to deliver and the pace of change for women.



# WOMEN'S ECONOMIC INDEPENDENCE

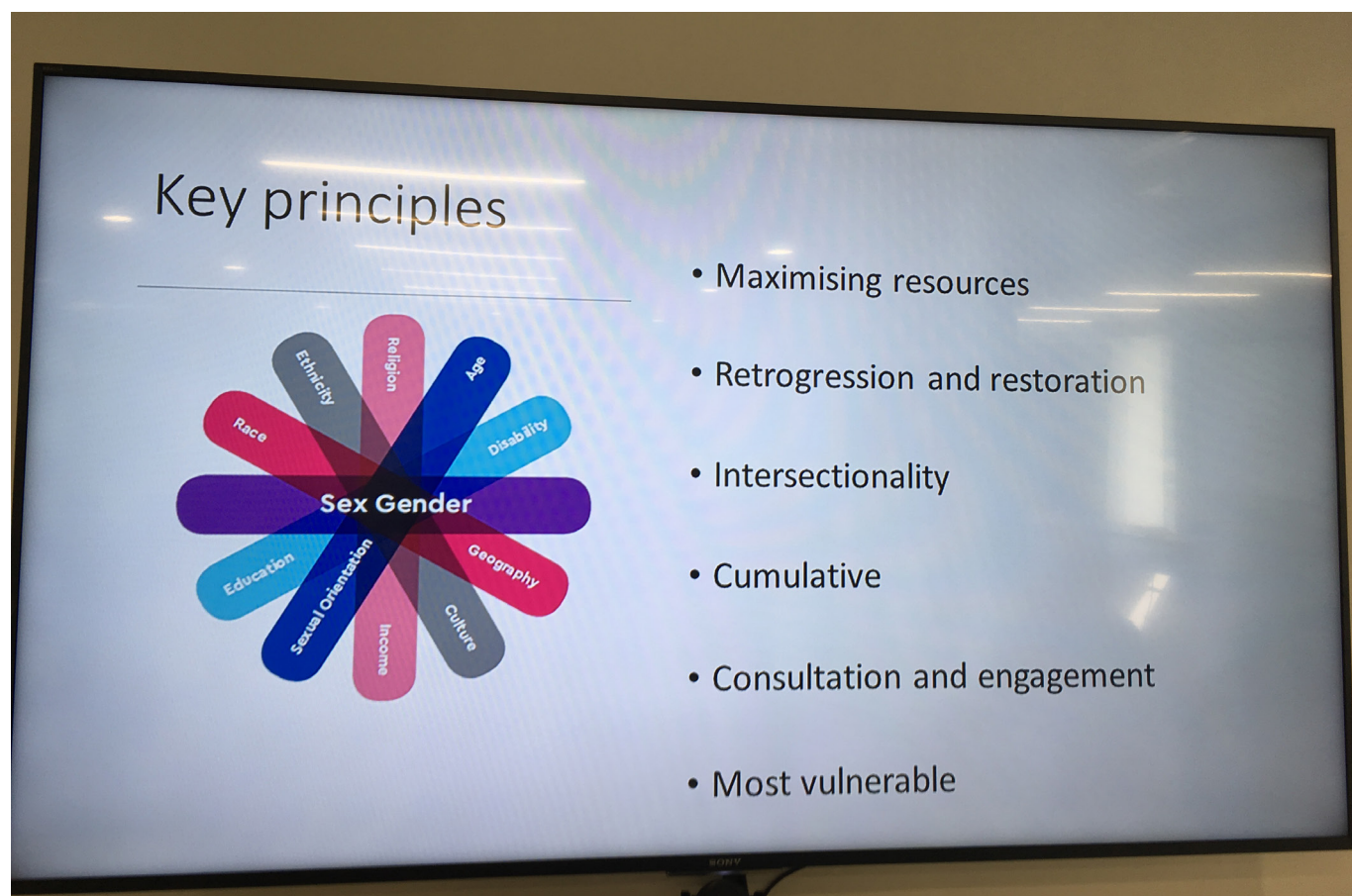


## Budget 2019: How will it impact women? Members and Friends Meeting

Following Budget 2019, NWCI held a members and friends meeting to look at the impact of Budget decisions on women.

At the event, Dr Mary Murphy presented the 2nd gender assessment of the national budget, using the Gender Budgeting analytical framework. She focused particularly on impacts on women parenting alone, a group considered most vulnerable to poverty risk, deprivation and homelessness. Ronnie Downes, Assistant Secretary at Department of Public Expenditure and Reform spoke about the Equality Budgeting initiative.

NWCI's Director expressed disappointment that the Minister of Finance had not delivered a comprehensive Gender Impact Statement as part of Budget 2019. She raised NWCI's concerns that positive impacts for women in the Budget were not due to a focused and deliberate effort to improve women's lives but a beneficial side effect of other budgetary decisions.







## Closing the Gender Pay Gap

In 2018, NWCI's Director addressed a Government Symposium to advance measures to address the gender pay gap. In attendance were senior policymakers, business representatives, trades unions and academics. While it was accepted that there is no one solution to closing the pay gap, wage transparency emerged as a key consideration. This is something we had highlighted in our 2017 submission to Government on Closing the Gender Pay Gap. The aim of such a move is to hold organisations publically accountable for their pay structures and the actions taken to eliminate the practices that serve to perpetuate the gender pay gap. In July, we published our position paper Pay Transparency to Close the Gender Pay Gap, which detailed what we would like to see form part of any new legislation proposing to govern this approach. In November, NWCI appeared by invitation before the Joint Committee on Justice and Equality as part of the pre-legislative scrutiny of the General Scheme of the Gender Pay Gap Information Bill; (a bill designed to facilitate wage transparency). NWCI commented on the general scope of the legislation and argued that it should apply to all employers with 50 or more employees. The statistical information should be accompanied by a narrative and an action plan to remedy the gap, the information be made publically available, and the penalties for non-compliance should be set at a level at which the cost of noncompliance is significant.

# WOMEN'S ECONOMIC INDEPENDENCE



## Campaigning for a Fair State Pension

NWCI has been a leading voice in the campaign to reverse the 2012 eligibility changes to the State pension. We welcomed the introduction of a new Homecarers Credit to the pension system in January 2018. This was a shift in the recognition of unpaid care work, predominantly carried out by women. However, the move will not benefit all women and does not address the legacy issues of the marriage bar.

During 2018 NWCI made several submissions to the Government's State Pension Reform Process. We highlighted our concern that the Government has not done an adequate gender impact assessment even though this had been promised. We also expressed concern about the focus on supplementary pensions when attention needs to be paid to the State pension as the best guarantee for dignity and independence into older age for women.

We addressed local groups working for pension equality in Mayo and Kerry. We also had an information stand at the Active Retirement Ireland event in the RDS to talk to participants about our campaign.







#RaiseTheRoof #HomesForAll #Oct3rd

## The Female Face of Homelessness – NWCI joins Raise the Roof

Homelessness and the lack of affordable, adequate housing has become one of the biggest equality challenges in Ireland today. The housing crisis is clearly a woman's issue with our rate of female homelessness now double that of other European countries. NWCI together with the National Homeless and Housing Coalition, the Union of Students in Ireland (USI) and the Irish Congress of Trade Unions joined the Raise the Roof campaign. Orla O'Connor, Director of NWCI spoke at the Raise the roof rally in October, highlighting the increasing female face of homelessness and demanding urgent Government action.

Earlier in the year, NWCI published a paper documenting the impact of homelessness on women's health. The paper outlines key recommendations both to address the housing crisis and to support women who are currently homeless. We called on Government to increase social housing stock, develop a homeless healthcare strategy and establish support services for women living in homelessness.





# REALISING WOMEN'S RIGHT TO HEALTH



## Out of Silence – Women's Mental Health

Improving mental health supports and services for women is a central part of NWCI's work on women's health. In November, NWCI launched a new report, 'Out of Silence, women's mental health in their own words'.

Women's voices are too often absent from the discussions on mental health in Ireland. NWCI's report aims to bring women's mental health out of this silence. Based on conversations with over 100 women from across Ireland, the 'Out of silence' report documents for the first time the specific mental health needs of women and girls in Ireland and highlights necessary steps to prioritise prevention and provision of services going forward.

The report highlights women's direct experiences, how they cope, how they keep themselves well and how they feel they could be better supported by services. Recent women's healthcare scandals have shown the need to listen to women and use their experiences to inform health policies and the provision of services for women and girls in all our diversity. NWCI will work to ensure that the experiences women shared with us will be represented in all future mental health policy and campaigning work.

## Women's Mental Health Network launched

The 'Out of Silence' report launch coincided with the first meeting of the Women's Mental Health Network, a new collaboration between NWCI and Saint Patrick's Mental Health Services. The Network aims to provide a forum for information-sharing and networking among interested parties, and to advance interdisciplinary and multi-agency collaboration to progress shared aims and goals in the promotion of women's mental health.

NWCI's health programme is supported by Health Promotion and Improvement, Strategic Planning and Transformation in the HSE.





## Supporting women affected by the Cervical Check Scandal

NWCI regularly engaged with women directly affected by the CervicalCheck scandal and responded to high number of queries from women who are enrolled in the programme. In the immediate aftermath, NWCI held an urgent meeting with the Minister for Health, Simon Harris, to discuss CervicalCheck, in particular the supports for affected women and communication with all those enrolled. NWCI joined the HSE PPI CervicalCheck Panel. The focus of the panel is on implementing the initial recommendations of the Scally Inquiry to develop: an online guide to CervicalCheck; information statements for women on the limitations of screening; and changes to the consent form in relation to access to their screening record and open disclosure.

NWCI attended meetings and events with women affected, including the Standing4Women vigil at Dáil Éireann, outlining how NWCI stands in solidarity with affected women. NWCI included a section on cervical screening on our website providing information and support for women. NWCI presented at the Royal College of Physicians in Ireland Women's Health Scientific meeting in November, 'Women's Health Lessons from the Scally Inquiry' on our advocacy for a women's health action plan.





# REALISING WOMEN'S RIGHT TO HEALTH

## Advocating for the Women's Health Action Plan



The National Strategy for Women and Girls commits NWCI, with the HSE and the Department of Health, to develop a Women's Health Action Plan.

The Women's Health Action Plan will provide a strategic and operational plan to respond to and provide for women's health needs. We are committed to ensuring the action plan addresses the full range of health concerns for women, from chronic diseases to mental health to violence against women and that the plan will also prioritise the women most likely to experience health inequalities.

Throughout 2018, NWCI worked with our partners in the HSE and Department of Health to initiate and progress the Women's Health Action Plan project. At our AGM in June, Minister for Health, Simon Harris announced that plans are underway on a national women's health action plan. This was followed by a funding commitment in Budget 2019 to resource development of the Action Plan in 2019.

NWCI is determined to make this plan a reality for women in 2019. There are many steps which we need to take to ensure we meet this target, from the development of the evidence base for women's health in Ireland to the scoping of women's level of engagement with current health programmes, to large-scale consultation and listening exercises with women to make sure the Action Plan works for women.

## Assisted Human Reproduction (AHR) Bill

In February 2018, NWCI made a submission to the Joint Oireachtas Committee on Health which was undertaking Pre-Legislative Scrutiny of the Assisted Human Reproduction (AHR) Bill. NWCI welcomed the development of legislation of AHR, which, when implemented, can have a significant positive impact on women's reproductive healthcare, on women and couples seeking to conceive and on the provision of AHR services in Ireland.

## Working for women-centred abortion care

Following the successful campaign to repeal the 8th Amendment, NWCI continued our advocacy work calling for the passage of women-centred abortion legislation.

We met with the Minister for Health and officials to emphasise the need for abortion services to meet the needs of women and had regular engagements with the HSE project team tasked to roll-out the service. We provided regular input as the HSE Model of Care for services was developed and provided comments from a women's health perspective as the Institute of Obstetrics and Gynaecology developed clinical guidance.

NWCI produced a response to the Health (Regulation of Termination of Pregnancy) Bill based on direct accounts of women's personal testimonies and over thirty years of policy development in the area of women's reproductive health. We argued that our abortion laws should ensure safe, equitable, accessible and legal abortion for women, and to institutionalise women's autonomy over reproductive decision-making. Most particular we called for – and secured – a Government guarantee that legislation would be enacted that provided for safety zones outside our maternity hospitals and primary care centres to protect women and their healthcare providers. The abortion legislation passed in December 2018. While recognising that this legislation does not do everything we have advocated for, such as decriminalise abortion, the legislation does give effect to the enormous public mandate and we will continue to advocate for improvements to ensure it works for all women and girls who need it.

NWCI also supported communications planning with the HSE and Dept. Health to ensure women would have the necessary information about the new service from 1st January.



**My Options**  
All the information you need  
in unplanned pregnancy

**myoptions.ie**  
Call 1800 828 010

**HSE**





## Women in the Home referendum

In September 2018, NWCI was invited to address the Joint Oireachtas Committee on Justice and Equality regarding a possible referendum on Article 41.2 – commonly referred to as the article on ‘women in the home’.

We stressed that while the current wording of the article was sexist, there was a need to allow enough time for a transparent, participative and respectful discussion on the value of care and care work in society before calling a referendum. We recommended the establishment of a Citizens Assembly type consultation that would discuss a combination of constitutional and legislative change that recognises the importance of care. We argued that this process would allow enough time and resources to help the public understand the proposed changes and their implications before any referendum. The proposed referendum to delete Article 41.2 was subsequently deferred. The Joint Oireachtas Committee published a report recommending two different options on a possible way forward, including one option to establish a Citizens Assembly as suggested by NWCI, and one option to amend the article 41.2.



## FemFest Workshops

In the lead up to FemFest 2019, NWCI conducted four workshops in 2018 with diverse groups of young women. These workshops included young women from the Irish Second Level Students' Union, Community College Drogheda, UCD Students' Union and Ringsend Empowerment Group. Over 85 young women participated in these workshops. They included women from diverse communities including migrant women, LGBTQ women and those with experience of the direct provision system.

FemFest is an event for young women by young women and the workshops helped NWCI to identify themes and speakers for FemFest 2019. Consent, online activism, women in leadership and campaigning skills were all key themes. NWCI also conducted a rebranding of FemFest materials with the help of an external design agency. For this we conducted a consultation with young women on the branding they would like to see which informed the new look for FemFest. NWCI reached out to many youth groups and organisations in the lead up to FemFest to ensure diversity was central to the event and to ensure that young women from a range of backgrounds were informed about the event.







## Connecting the Leaders of Today and Tomorrow

In December, NWCI held a joint event with our member organisation, Women for Election, that connected public representatives and over 50 young people who are interested in running for politics. Speakers included Deputy Marcella Corcoran Kennedy, Senator Alice Mary Higgins, Senator Grace O'Sullivan, Councillor Rebecca Moynihan and Síona Cahill (USI). The event was chaired by Dil Wickremasinghe. Topics discussed included how women can get involved in politics or run for politics, what barriers women may face when running for politics, why we need more women in politics and how women can make a change.



## Women in Rural Communities - NWCI at the Commission on the Status of Women in New York

NWCI had the opportunity to take part in the UN Commission on the Status of Women in New York as part of the Irish delegation in March 2018. The theme for 2018 focused on challenges and opportunities in achieving gender equality and the empowerment of rural women and girls.

Ireland's Permanent Representative to the UN, Geraldine Byrne Nason was elected as Chair of the 45-member Commission for the Status of Women for 2018. We welcomed the opportunity to put a rural lens on women's equality and human rights and developed a paper on women in rural communities. This gave us an opportunity to highlight the diversity of women and girls living in rural communities across Ireland and to consider the multiple and intersecting disadvantages they face.

In parallel to our visit to New York, NWCI ran a successful Twitter campaign, asking women living in rural communities to talk about the issues that affect them and their ideas for change using the hashtag #ruralwomen. Many women participated in the campaign and the hashtag trended on the day.





# WOMEN IN LEADERSHIP

## Women for Change programme



*"It's great to have a space for women to come together to share their own experiences, their stories and their strategies for bringing about change."*

### Participant of the Women for Change Project

NWCI's Women for Change project brings together a diversity of women who are currently involved or are interested in getting more involved in representation and participation in their local communities together, to access training, peer support and advocate for women's equality and social change. In 2018 we worked with over 80 women from across Ireland. Women had the opportunity to attend workshops and discussed topics such as preparing for panels, social analysis and women's equality and how to Influence and impact on local policy. We have established Women for Change groups in Dublin, Mayo and North Cork and we will be continuing this project in 2019.

NWCI received funding for this project under the Department of Education Training Links programme, together with nine of our member organisations (Community Work Ireland, National Collective of Community Based Womens Network, Duhallow Womens Forum, National Traveller Women's Forum, Longford Womens Link, Women4Women, Cultur Migrant Project, West Clare Family Resource Centre, Carlow County Development Partnership).



## Law Reform Commission Consultation on Honest Belief

In October 2018, NWCI contributed to the Law Reform Commission's examination of the defence of honest belief for persons accused of rape. In Irish law a man is not guilty of rape if he honestly but mistakenly believed that a woman had consented to sex. The defence applies even to cases where the man's belief is unreasonable. NWCI strongly argued for a move away from this subjective interpretation of a shared event. We are firmly of the view that the only test to belief in consent which would protect a woman's sexual autonomy and right to bodily integrity is an objective test. We supported an increased focus on the steps taken by the accused to ensure that consent was given. We strongly opposed the establishment of a separate, lesser offence, provisionally described as "gross negligence rape". We stressed that it should be made abundantly clear that neither the victim being too intoxicated to consent nor the perpetrator being too intoxicated to confirm consent, can be used as a valid excuse for lack of consent. The Law Reform Commission has yet to publish their recommendations on this issue.

## The Domestic Violence Act 2018

Throughout 2018, NWCI collaborated with TDs, Senators and organisations focused on domestic violence to successfully advocate for changes to the Government's new domestic violence laws. These laws introduced positive and significant changes, many of which have long been lobbied for by women's organisations. Some of the changes included a list of factors that the Court must consider when deciding on whether to grant a protective order. Furthermore, all partners in an intimate relationship are now eligible for Safety and Protection orders, with no need of cohabitation. There is a new criminal offence of forced marriage, including removing a person from Ireland for the purpose of them being forcibly married. Additionally, in sentencing certain offences, it will be an aggravating circumstance if the victim is or was a partner of the offender (spouse, civil partner or person in an intimate relationship). Rather monumentally there is a new offence of coercive control which criminalises psychological abuse/controlling and coercive behaviour in an intimate relationship that causes fear of violence, or serious alarm or distress that has a substantial adverse impact on a person's day-to-day activities.





## WORKING WITH OUR PARTNERS AT EUROPEAN LEVEL



NWCI is a board member of the European Women's Lobby, the largest network of women's organisations in the EU, promoting women's rights and gender equality.

NWCI staff members are engaging on EWL working groups, including Women in Politics and Feminist Economics and the Task Force on Sexual Reproductive and Health Rights.

NWCI also supports EWL's lobbying activities at EU level. This includes the 50/50 #WomenForEurope project, and campaigns for better Work Life Balance and to close the Gender Pay and Pension Gap.



# WELCOME TO OUR NEW GROUP MEMBERS

In 2018 we welcomed 16 new member groups from many different backgrounds, including community groups, migrant women's groups, the arts, sports, health and business.

## Community & Diversity

**The Glencree Centre for Peace and Reconciliation** is an independent, non-governmental organisation that works with individuals and groups to transform violent conflict, promote reconciliation, build sustainable peace and work towards more inclusive, equitable, and diverse societies. Founded in 1974 as a response to 'the Troubles', one of its key strategic priorities (2017-2026) continues to be dedicated to deepening reconciliation within and between communities on the islands of Ireland and Britain. It does its work by facilitating dialogue, dialogue, network and relationship building, sharing the learning when appropriate, building capacities and promoting public discourse. <http://www.Glencree.ie>

**Migrant Women United (MWU)** is an inclusive network of diverse migrant women in Ireland run by and for women, mobilising towards personal and professional development. MWU aims to add a much needed voice to shape policies and structures that represent them. MWU also strives to preserve migrant women's interest and equality by increasing the opportunities and participation in Irish society. MWU is an innovating platform aiming to support and empower migrant women through quality training, capacity building activities, exchange of information and expertise, advocacy, projects and events. <https://www.facebook.com/MigrantWomenUnited/>

**Association of Spanish-speaking Parents (ASPI)** represents Spanish speaking families in Ireland. ASPI aims to reinforce the bi-cultural identity in Irish/Spanish speaking families living in Ireland, contribute to cultural diversity in Ireland, encourage ties between the Irish and Spanish speaking Communities and help integrate the Spanish speaking community in Ireland. ASPI provides a network of relationships and bonds for the Spanish speaking community in Ireland that share the same language and background, promotes social appreciation and learning of Spanish language in bilingual children and promotes cultural events and traditions from Spanish speaking countries. <http://aspi.ie/web/>

## Sport & Transport

**Dublin Cycling Campaign** works to encourage cycling and to represent the interests of everyday cyclists. It aims to make the streets safer for cyclists and to increase public awareness of the benefits of cycling. As members of NWCI they are keen to strengthen their knowledge of gender and build a greater gender focus in their support to all members, particularly in protecting female cyclists against harassment. Their aim is to see more women cycling in Dublin; 70% of people who cycle in Dublin are men. <http://www.dublincycling.ie>

**Women Gaelic Players Association (WGPA)** is the representative body for intercounty Ladies Football and Camogie players providing a unified voice for intercounty players. The association seeks to challenge the status quo for women in sport at an organisational level, in the media and with government representatives. WGPA promote players as female leaders, championing their place as role models in their communities and wider Irish society. They also support players' personal development, through scholarships and leadership programmes, to empower them to affect change. <http://www.wgpa.ie/>

## Arts & Culture

**Funny Women**, founded in the UK in 2002 has recently branched out to Ireland with its Time of the Month event which gives women the opportunity to learn more about the comedy circuit or try out comedy for the first time. Funny Women help women find their voice through performing, writing and using humour in business and everyday life. They aim to address and communicate problems within the industry, including abolishing the idea of „token“ women on a comedy bill. Finally they wish to raise awareness of the amount of incredible and talented funny women in Ireland. <http://www.funnywomen.com>

**Sounding the Feminists (STF)** is an Irish-based, voluntary-led collective of composers, sound artists, performers, musicologists, critics, promoters, industry professionals, organisations, and individuals, committed to promoting and publicising the creative work of female musicians. STF recognises that contemporary attitudes, policies, and practices towards music and gender are often built on institutions and traditions that resist change. In solidarity with ground-breaking sister movements such as Waking the Feminists, the STF Working Group was established in 2017 to take positive action to improve the representation of women island-wide, who are working in many areas of the music sector. <https://www.soundingthefeminists.com/>



# WELCOME TO OUR NEW GROUP MEMBERS



**Smashing Times Theatre and Film Company** is a not-for-profit, human rights based theatre organisation that uses creative process, theatre and film to promote human rights, gender equality, reconciliation and social inclusion for all. The work of the company over the last 20 years has spanned across and beyond Europe, with projects running with a wide range of organisations in Ireland, Northern Ireland, the UK, Spain, Germany, Poland, Turkey, Serbia, Croatia, Bulgaria, the Netherlands, Israel and Sri Lanka. The company plays a leading role in the development of the Arts to promote, human rights, gender equality, peace building, active citizenship and positive mental health and well-being through high quality artistic processes. Smashing Times is lead partner on a range of transnational European projects and is highly experienced in using the arts to promote issues at local, national and European levels. <http://www.smashingtimes.ie/>

**Women in Film and Television Ireland** is a branch of Women in Film and Television International. The Irish branch is a voluntary body run by film and TV professionals of international standing. The committee members represent the creative, business and technical divisions of the Irish audiovisual sector. They work to promote equal employment opportunities for women, provide a forum and networking opportunities for female industry professionals and lobbying for improvements in the industry <https://wft.ie/>

## Health

**National Infertility Support and Information Group (NISIG)** is an Irish charity that has been providing support and information to those suffering from infertility since it was established in 1996. The ability to have a child is taken for granted by most people, but one in six will have difficulty conceiving and may seek medical help to achieve a pregnancy. NISIG provides support, information and advocacy to persons facing infertility and their families. Support takes the form of support meetings around the country, a 24 hour telephone support line, peer to peer support, family meet ups and seminars for donor parents. NISIG is also active in awareness raising of the issue through media engagement, and further engages with opinion leaders at local and national level to ensure the issue of infertility, particularly funding and lack of regulation, remain on the political agenda. <http://www.nisig.ie>

**GOWN** is an organisation comprised of female consultants in Obstetrics and Gynaecology who work in Ireland and are dedicated to women's health. All of the members of the organisation advocate locally, nationally and internationally for improvements in women's health and are widely regarded as the experts in this area. A sub-group advocates on both the positive aspects of Irish maternity care (aiming to create a balance in the debate on maternity care) as well as areas needing improvement (such as anatomy scans for all women irrespective of location). GOWN were key supporters of Together For Yes. Find them at @gownireland

**Women in Medicine Ireland Network (WIMIN)** is a membership organisation founded in 2017 that promotes, supports and encourages female doctors and medical students in Ireland. The aim of the network is to bring together women from all stages of their medical career, in all specialities and grades, to share their experiences and to learn from each other. Women continue to be under-represented in certain specialities and in the higher ranks of academic and clinical medicine. WIMIN advocate and support all women in medicine to help them to achieve their career goals, and to promote leadership and personal fulfilment. <https://www.wimin.ie/>

## Equality Networks & Professional Bodies

**Diversity and Inclusion Team at Bristol Myers Squibb**, a biopharmaceutical company, look to promote inclusivity and embracing differences within their team.

**Women's Network at Bord Gais**. Their aim is to promote the development of individual capabilities and leadership qualities and to give women the skills and confidence to grown in their careers at BGE. The group also plans to support women in the wider community and seeks to engage with local women's initiatives, and support young women in education.

**Fastrack into Tech - FIT** are the national coordinators of Ireland's new tech apprenticeships which offer both on and off the job learning over two years in some of the country's top tech companies. They wish to boost this by building awareness of what dual education can offer. [www.fit.ie](http://www.fit.ie)

**Pharmaceutical Assistant Associations (PAA)** has been in existence since 1980 and is a national voluntary association committed to ensuring that the unique role qualified pharmaceutical assistants occupy within the pharmacy profession is upheld and developed. It is made up of approximately 330 members, the vast majority of whom are women over the age of 50. <http://www.regpharmassist.ie/>

2018 was a very successful and significant year for NWCI's communications. In addition to the increased profile of NWCI and our Director following the highly visible and successful Together for Yes Campaign, NWCI's communications was able to further build on the successes of previous years.

- NWCI spokespeople regularly appeared on prime time national media programmes, including RTE shows Morning Ireland, Sean O'Rourke, Drivetime and Newstalk Breakfast.
- We published more than 10 opinion pieces in national and regional print media covering a diverse range of topics ranging from #Votail100, violence against women, cervical check, quotas for local elections, abortion care and the women in the home referendum.
- We ran several highly successful social media campaigns, reaching millions of followers, in particular #WhoNeedsYourYes and #FeministPresident
- NWCI sent out over 70 press releases, covering all four core areas of our Strategic Plan
- We increased followers on all of our social media platforms, reaching over 1 million people every month; Twitter (+19 %), Facebook (+13%), Instagram (61%), Twitter account for NWCI's Director (+ 90 %)
- More than 1,000 additional people signed up to NWCI news updates, bringing our list to over 11,000 subscribers



## NWCI wins big at the Sockies 2018!

NWCI had our best night yet at the 2018 Sockies, winning three much coveted social media awards! For the second year running, NWCI won Best Use of Twitter by an NGO, as well as winning Best Zero Budget Social Media campaign for our #FeministsAreEverywhere campaign that reached 3 million people in a week.

Alongside our colleagues from the Abortion Rights Campaign and the Coalition to Repeal the Eighth, we won an honorary award for the Together for Yes social media, throughout the referendum campaign.

NWCI's social media is a core part of our overall media strategy. It is crucial for mobilising members with our feminist message, for influencing media and politicians, and for building our campaigns. Thank you to all our members and supporters who follow us on Twitter, Facebook and Instagram, and here's to an even better Sockies 2019!

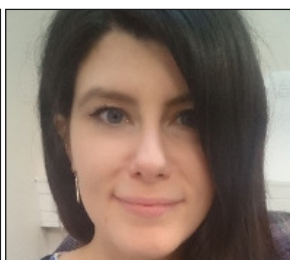




# OUR TEAM IN 2018



**Orla O'Connor,**  
Director



**Tara Brown,**  
EU Project Coordinator  
(from 26/02/2018)



**Teresa Byrne,**  
Receptionist  
(until 21/09/2018)



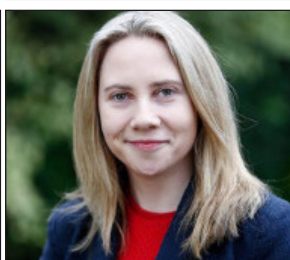
**Sarah Clarkin,**  
Communications and Social  
Media Officer



**Anne Gibney,**  
Head of Finance  
and Operations



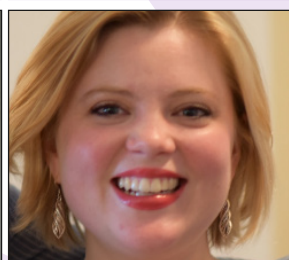
**Orlaith Grehan,**  
EU Project Officer  
(from 8/10/2018)



**Laura Harmon,**  
Women in Leadership  
Coordinator



**Sarah Henry,**  
EU Project Officer



**Michali Hyams,**  
Public Engagement Officer  
(until 31/06/2018)



**Catherine Lane,**  
Women and Local Government  
& Development Officer



**Jenny Liston,**  
Women's Health Assistant  
(until 14/11/2018)



**Cliona Loughnane,**  
Women's Health Coordinator



**Sarah Maloney,**  
Communications Assistant  
(until 30/05/2018)



**Jennifer McCarthy Flynn,**  
Head of Policy



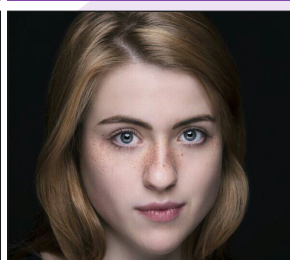
**Susan McCormack,**  
Administration Officer  
(from 09/04/2018)



**Helen Mullarkey,**  
Membership Liaison Officer



**Eilis Ni Chaithnia,**  
Policy and Campaigns  
Coordinator



**Cáit Ni Mhaoldomhnaigh,**  
Receptionist  
(from 22/10/2018)



**Denise Roche,**  
Legal and Policy Officer



**Silke Paasche,**  
Head of Communications  
and Membership



**Irene O'Toole,**  
Receptionist  
(until 21/09/2018)



## PEOPLE WE WORKED WITH IN 2018

We sincerely thank the people who worked with us and supported our campaigns in 2018.

- Marie Lynch
- Sinead Jackson
- Kieran Murphy
- Dr Kathy Walsh
- Dr Mary Murphy
- Emma Allen
- Amy Collins
- Kate Crowe
- Fanni Pokecz
- Amber Malik
- Yuxi Zhang
- Saransh Hasija



## EXECUTIVE BOARD 2018



### ELLEN O'MALLEY - DUNLOP, CHAIRPERSON

Ellen is Adjunct Professor to the School of Law at the University of Limerick. She was the CEO of the Dublin Rape Crisis Centre for 10 years, 2006-2016. Previously she worked as a Psychotherapist for 24 years and was the first female President of the Irish Council for Psychotherapy. For over 20 years she has been Director of the Annual Bard Summer School Clare Island, Co. Mayo. Ellen is a member of the Legal Aid Board and a Fine Gael Candidate for Dublin South West in the next General Election.



### SARAH BENSON, DEPUTY CHAIRPERSON

Sarah is the CEO of Ruhama, the NGO working nationally with women affected by prostitution including victims of sex trafficking providing a broad holistic range of services, including exiting supports, on a free, confidential non-judgmental basis. Previously Sarah managed the National Domestic Violence Helpline with Women's Aid. She has extensive experience of work in the community and voluntary sector both in Ireland and abroad. Sarah is currently also the Chairperson of CAP International, an international network of frontline organisations working in the field of prostitution/human trafficking.



### CATRÍONA GRAHAM

Catríona is Policy and Campaigns Officer with the European Women's Lobby where she works on women's sexuality, health, wellbeing and rights, including leading campaigning efforts on combatting commercial sexual exploitation. She also works to promote intersectional values, including promoting migrant women's rights and girls' rights. Catríona is an active musician and formerly sat on the Board of Co-Orch Dublin. She has worked at the Immigrant Council of Ireland and the Children's Rights Alliance and volunteered with Ruhama and for repeal of the 8th Amendment.



### VIVIENNE GLANVILLE

Vivienne has over 16 years experience working in the area of women's human rights in the community sector in a voluntary and professional capacity. Vivienne is passionate about community initiatives which support the development of women and women's engagement in civil society. She is an NCCWN (National Collective of Community Based Women's Networks) local Coordinator in Ronanstown, Clondalkin.



## LOUISE LOVETT

Louise is the CEO of Longford Women's Link (LWL), a substantial rural women's NGO that advocates on the issues that impact women and their families. Louise was recognised for her work by being awarded the Image Magazine Social Entrepreneur Business Woman of the Year 2017. Prior to working in the community and voluntary sector, Louise gained extensive management and strategic planning experience working in the corporate sector for over 27 years. Louise is Chairperson of Longford County Childcare Committee (LCCC), a member of the Longford LCDC, the Midlands Regional Joint Consultative Housing Forum (MRJHCF), the Longford Westmeath Children & Young People's Services Committee (CYPSC) and of Longford County Council's Socio Economic Strategic Policy Committee.



## ROSALEEN MCDONAGH

Rosaleen is a long time human rights activist particularly on issues affecting Travellers, Roma, women and people with disabilities. Rosaleen has built her feminist analysis and career from her subjective experiences as a Traveller woman and a woman with a disability. She has worked in Pavee Point Traveller and Roma Centre for ten years where she jointly managed the Violence against Women programme. She is a playwright and a regular contributor to The Irish Times writing from the perspective of a Traveller feminist. She is currently a PhD candidate in Northumbria University.



## ASHIMEDUA OKONKWO

Ashimedua is a solicitor in Ireland for five years and a New York State Attorney at Law for seven years. Ashimedua is passionate about gender equality and is the Chairperson of a migrant organisation that has operated in Ireland for 17 years.



## NUALA RYAN

Nuala, a dedicated feminist and a long-standing member of NWCI, represented the Irish Federation of University Women for ten years. She has a special interest in European affairs and has been the Irish representative on the European Network of Women (ENOW) and the board of the European Women's Lobby in Brussels. Currently, she is Chairperson of a Prison Visiting Committee. Nuala's work reflects her concerns regarding women's social exclusion and her commitment to the importance of education.





## **INI USANGA**

Ini is the Manager of Love and Care for People, an organisation that provides a free confidential and supportive service for women and young people who are survivors of family violence and social exclusion. Ini is a Philanthropist, Family Violence Expert, Social Entrepreneur and human rights advocate. Ini is passionate about issues of social justice, reproductive rights, equality and fairness. She is an International multi award winning activist and seats on the Social Inclusion committee of Cork County Council.



## **ETHEL BUCKLEY, CO-OPTED MEMBER**

Ethel was elected Deputy General Secretary of Ireland's largest trade union in 2017. As SIPTU Deputy General Secretary for Organising and Membership Development she is responsible for the union's organising, campaigning, education and learning, communications, equality and a network of District Councils. She has led high profile campaigns such as the Justice for Clerys Workers Campaign and Fair Play campaign for union recognition for the Republic of Ireland's international women's football team. She is a member of the Executive Council of the Irish Congress of Trade Unions.



## **DR MARION DYER, CO-OPTED MEMBER**

After completing medical school in 1985, Marion worked in a variety of disciplines in Irish hospitals and completed General Practice Training at the Wessex Deanery UK in 1993. She worked as a GP and was appointed as a Senior Lecturer at the medical school at the University of Southampton until she returned to Ireland in 1999, and set up her practice in Blanchardstown, West Dublin. Marion is particularly interested in women's health, violence against women, and child protection. She is an Assistant Professor at the medical school in Trinity College Dublin, and a Committee Member of Doctors for Choice since 2012.



## NWCI Submissions

- NWCI submission to the Joint Oireachtas Committee on the Future of Mental Health Care, January 2018
- NWCI submission to the Joint Oireachtas Committee on Health on the General Scheme of the Assisted Human Reproduction Bill, February 2018
- NWCI submission to the Commission on the Future of Policing, February 2018
- NWCI submission to the HSE on the Traveller Health Action Plan, July 2018
- NWCI submission to HIQA supporting extension of HPV vaccination to boys, September 2018
- NWCI submission to the Department of Employment and Social Protection Proposals for a Total Contribution Approach for the State Pension, September 2018
- Investing in Women's Futures – NWCI's Pre-Budget Submission, September 2018
- NWCI response to the Health Response to the Health (Regulation of Termination of Pregnancy) Bill, October 2018
- NWCI submission to the Department of Employment and Social Protection Proposals to develop a retirement savings scheme, October 2018
- NWCI Submission to the Law Reform Commission regarding the examination of the defence of honest belief for persons accused of rape, October 2018
- NWCI responded to the invitation from the Irish Human Rights and Equality Commission ("IHREC") to provide observations on the draft revised Code of Practice on Sexual Harassment and Harassment at Work, December 2018.

## NWCI Publications

- NWCI Position paper: Pay Transparency to close the gender pay gap, July 2018
- Out of Silence: Women's Mental Health in their own Words, November 2018





# COMMITTEES

## NWCI is a member of

- Age Action
- Alcohol Health Alliance
- CervicalCheck Public Patient Involvement Panel
- Community Platform
- Community and Voluntary Pillar
- HPV Vaccination Alliance
- HSE Tobacco Control Partners Group
- HSE Patient Forum
- Irish Observatory on Violence Against Women
- Irish Cancer Society Trial Steering 'We Can Quit' Committee
- NALA – the National Adult Literacy Agency
- National Steering Committee on FGM
- National Steering Committee on Violence Against Women
- European Anti-Poverty Network
- Public Participation Network National Advisory Group
- Women's Mental Health Network

## NWCI is Board Member of

- European Women's Lobby
- Community Work Ireland



## Board of Directors until AGM June 2018

- Ellen O'Malley Dunlop (Chairperson)
- Sheila Dickson (Deputy Chairperson)
- Louise Lovett
- Sarah Benson
- Miriam Holt
- Nuala Ryan
- Olwen Dawe
- Rosaleen McDonagh
- Pauline Sargent
- Catriona Graham
- Suzanne Griffin

## New Elected Board members AGM June 2018

- Ellen O'Malley Dunlop (Chairperson)
- Sarah Benson (Deputy Chairperson)
- Sinead Keane
- Catriona Graham
- Rosaleen McDonagh
- Ini Usanga
- Nuala Ryan
- Vivienne Glanville
- Louise Lovett
- Ashimedu Okonkwo
- Suzanne Griffin (resigned before first meeting)

## Co-opted Board members, October 2018

- Ethel Buckley (SIPTU)
- Dr Marion Dyer (Doctors for Choice)

### *Company secretary*

Anne Gibney

### *Registered office*

100 North King Street  
Dublin 7

### *Auditor*

Browne Murphy & Hughes  
Chartered & Certified Accountants  
28 Upper Fitzwilliam Street  
Dublin 2

### *Bankers*

Bank of Ireland  
Lower Baggot Street  
Dublin 2

### *Solicitors*

Gartlan Furey Solicitors  
20 Fitzwilliam Square  
Dublin 2



# BOARD MEETINGS & SUBCOMMITTEES

## Board Meetings & Subcommittees

There were 7 Board meetings during 2018

### Attendance at meetings

Ellen O'Malley Dunlop	7 Meetings
Sheila Dickson	4 Meetings
Sarah Benson	4 Meetings
Louise Lovett	7 Meetings
Miriam Holt	3 Meetings
Rosaleen McDonagh	4 Meetings
Nuala Ryan	7 Meetings
Olwen Dawe	4 Meetings
Pauline Sargent	1 Meeting

Catriona Graham	5 Meetings
Suzanne Griffin	2 Meetings
Sinead Keane	2 Meetings
Ini Usanga	3 Meetings
Vivienne Glanville	3 Meetings
Ashimiedua Okonkwo	2 Meetings
Ethel Buckley	1 Meeting
Dr Marion Dyer	2 Meetings

## Governance Subcommittee Members of subcommittee

Catriona Graham (Chair), Ellen O'Malley Dunlop, Miriam Holt, Louise Lovett, Orla O'Connor, Kate Harnett (Legal Advisor) and Anne Gibney.

Subcommittee met twice during 2018. Catriona, Ellen, Miriam, Anne, Orla, Kate attended two meetings. Louise attended one meeting.

We comply with the Governance Code for Community, Voluntary and charitable organisations in Ireland. We confirm that a review of our organisation's compliance with the principles in the code was conducted in July 2018. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies need to be addressed.

## Employment Subcommittee Members of subcommittee

Ellen O'Malley Dunlop, Orla O'Connor, Sheila Dickson, Louise Lovett, Anne Gibney.

Subcommittee met twice during 2018. All members attended both meetings.

## Finance Subcommittee Members of subcommittee

Suzanne Griffin (Chair), Ellen O'Malley Dunlop, Sheena Frost, Sheila Dickson, Anne Gibney.

Subcommittee met 3 times during 2018. Suzanne, Ellen, Sheena, Anne attended three meetings. Sheila attended one meeting.

## Guiding Principles for Fundraising

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

The main work and activities of NWCI for 2018 were in line with our strategic plan 2016-2020

## Income & Expenditures

### INCOME

Department of Justice & Equality	519,320
Department of Community, Rural and Gaeltacht Affairs -	
Social Partnership	18,840
Members subscription	34,224
HSE	91,000
Pobal SSNO	90,000
Donations	21,256
Other	20,298
<b>TOTAL INCOME</b>	<b>€794,938</b>

### EXPENDITURE

Staff costs	725,302
Office running costs	36,042
Rent, cleaning	62,896
Communication & information	25,473
Governance and Statutory costs	13,595
Professional Fees	9,300
Programme Activities	74,095
<b>TOTAL EXPENDITURE</b>	<b>€946,703</b>



# FINANCIAL REPORT

## Financial Results

The financial results for the financial year ended 31st December 2018 show a net deficit of €151,765 (2017: net deficit €129,558).

## Income

National Women's Council of Ireland (NWCi) raised total income of €794,938 for the financial year ended 31st December 2018 (2017: €772,663).

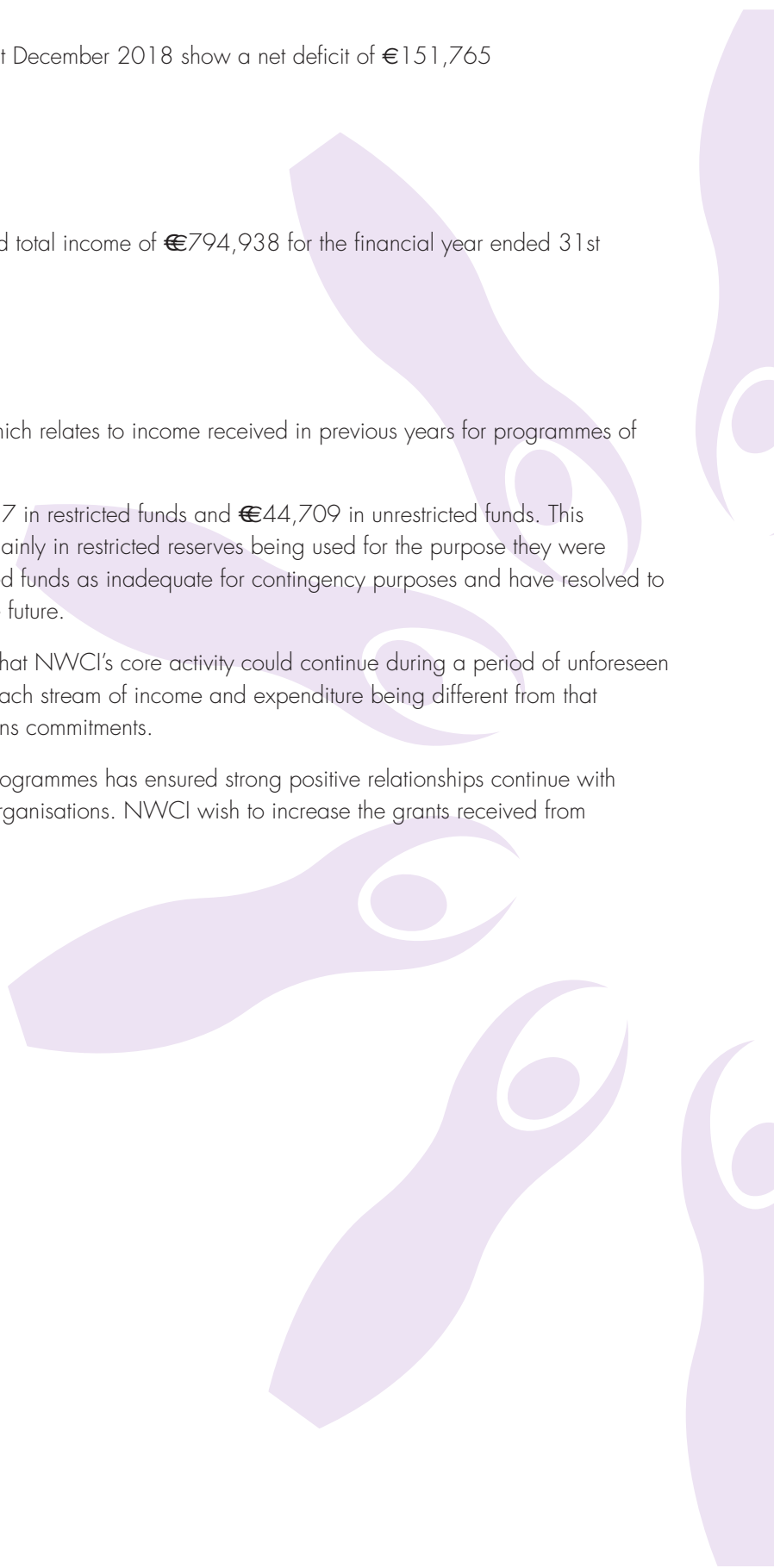
## Expenditure

Total expenditure for the year at €947k some of which relates to income received in previous years for programmes of work which were carried out in 2018.

The balance sheet is showing reserves of €104,927 in restricted funds and €44,709 in unrestricted funds. This decrease in the balance sheet position is reflected mainly in restricted reserves being used for the purpose they were received. 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.

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.

NWCi's ability to deliver quality, value for money programmes has ensured strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations. NWCi wish to increase the grants received from membership and non-statutory organisations.





## National Women's Council of Ireland

### Income & Expenditure Account For The Year Ended 31st December 2018

	Restricted	Unrestricted		
	Funds	Funds	Total	Total
	2018	2018	2018	2017
€	€	€	€	€
<b>Incoming Resources</b>				
Donations	17,807	37,673	55,480	24,695
Charitable Activities	719,160	20,298	739,458	747,968
<b>Total Incoming Resources</b>	<b>736,967</b>	<b>57,971</b>	<b>794,938</b>	<b>772,663</b>
<b>Resources Expended</b>				
Raising Funds	(4,525)	(2,468)	(6,993)	(6,698)
Charitable Activities	(863,926)	(75,784)	(939,710)	(895,523)
<b>Total Resources Expended</b>	<b>(868,451)</b>	<b>(78,252)</b>	<b>(946,703)</b>	<b>(902,221)</b>
<b>Net (Deficit)/Surplus for the Financial Year</b>	<b>(131,484)</b>	<b>(20,281)</b>	<b>(151,765)</b>	<b>(129,558)</b>

These financial statements were approved by the directors on 17th April 2019 and are signed on their behalf by Ellen O'Malley Dunlop, Chairperson and Sarah Benson, Deputy Chairperson.



## National Women's Council of Ireland – Amalgamated

*Statement Of Financial Position As At 31 December 2018*

	2018 €	2017 €
<b>Current assets</b>		
Debtors	10,337	14,207
Cash at Bank and in Hand	177,152	341,758
	<hr/>	<hr/>
<b>Creditors: Amounts Falling Due Within One Year</b>	187,489 (37,853)	355,965 (54,564)
	<hr/>	<hr/>
<b>Net Current Assets</b>	149,636	301,401
	<hr/>	<hr/>
<b>Reserves</b>		
Restricted Funds	104,927	236,412
Unrestricted Funds	44,709	64,989
	<hr/>	<hr/>
<b>Members' funds</b>	149,636	301,401

These financial statements were approved by the directors on 17th April 2019 and are signed on their behalf by Ellen O'Malley Dunlop, Chairperson and Sarah Benson, Deputy Chairperson

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









National Women's Council of Ireland  
100 North King Street  
Dublin 7  
[www.nwci.ie](http://www.nwci.ie)

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