



National Women's Council

NO WOMAN LEFT BEHIND

**National Women's Council
Annual Report 2021**



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Message from the Chairperson

2021 was again a challenging year for women in Ireland. As we slowly emerge from the pandemic, many women are exhausted. Women's organisations too have been feeling the pressure as the demand for services and supports continues to increase.

In the National Women's Council, the analysis of the impact of the pandemic on women and women's organisations was a key factor in our discussion on a new strategic direction.

We were proud to launch our ambitious new Strategic Plan No Woman Left Behind in June 2021. The plan provides a strong framework for how NWC will work to achieve our ambition of true equality for women and girls over the next four years.

The plan is based on extensive consultation with our members and we sincerely thank all of our members for their feedback. We also would like to thank Kathleen O'Meara and Colette Kelleher who guided us through this process and supported the development of the plan.

Our Strategic Plan affirms NWC's commitment to developing as an All-island organisation. We were pleased to receive funding from the Department of Foreign Affairs Reconciliation Fund to set up the All-Island Women's Forum. The forum provides a space for cross border cooperation and dialogue. It brings together 14 women from Northern Ireland and 14 women from the South. Given the war in Ukraine and growing concerns for safety and security in Europe, the importance of women's voices in peacebuilding cannot be overstated.

Another important milestone in 2021 was the development of NWC's Member Charter. As one of the central recommendations of our Membership Strategy, the Charter provides clear and accessible information about what it means to be a member of the National Women's Council. It explains how members can engage with us and influence and shape our policies and campaigns. While all new members are already signing up to the Member Charter when they apply for membership, it will be fully rolled out across the membership in 2022.

I want to extend a warm welcome to the new members who joined NWC during 2021 and to thank our existing members for their significant engagement and support for all our activities during 2021. I encourage you to continue engage in our work as we strive towards a society where equality is enjoyed by everyone.

I would like to acknowledge the support of our funders and to sincerely thank the outgoing and current Board members, the Director Orla O'Connor and the NWC staff team for their commitment and support for the work of NWC over the last year and going forward.

Louise Lovett, Chairperson



Message from the Director

Living through the pandemic over the last two years has put a spotlight on many of the inequalities that women experience. In particular women from marginalised communities are affected by the lack of public supports and services, including childcare, the high costs of living, the ongoing housing crisis and a health system that needs reform to deliver gender sensitive care for all women and girls.

But we are also seeing new hope and a determination of women. More and more women are turning to the National Women's Council to raise their concerns and calling for change. And we know from the Citizens' Assembly on Gender Equality which presented its final report in 2021 that the public wants to see a different Ireland. The public want women's equality to be at the centre of our Constitution, our legislation and our policies and have adopted a set of really ground-breaking recommendations that have the potential to transform women's and girls' lives.

We are seeing some progress. In the area of violence against women, we welcome the commitment and action by Minister Helen McEntee to drive forward the necessary reforms to ensure a victim centred approach. The Women's Health Action Plan provides a real opportunity for gender sensitive reforms in our health system.

NWC was proud to launch Beyond Exploitation, the civil society campaign for equality and freedom from sexual exploitation, with our partners Immigrant Council of Ireland and Ruhama and more than 10 other supporting organisations.

Working with the Abortion Working Group, NWC highlighted ongoing legal limits and operational barriers with our current abortion legislation and engaged intensively with Government on the review of the abortion law.

We also made significant progress in our #BalanceTheOdds campaign, launching new research making the case for gender quotas for women on Boards and securing wide ranging business support and engagement with our public campaign.

NWC engaged intensively with the Budget process, putting forward our comprehensive recommendations in relation to the development of a care economy. And NWC worked with older women to produce a video outlining older women's demands for pension justice.

Guided by our new Strategic Plan – *No Woman Left Behind* – NWC will continue much of this work in 2022. We will also embrace new challenges posed by the climate crisis and the re-emergence of war in Europe.

All this work would not be possible without our members and our very dedicated staff and board. I sincerely thank the membership, the NWC team and our voluntary Board members for all their commitment, dedication and passion throughout the year.

Orla O'Connor, Director

Who we are

The National Women's Council is the leading national representative organisation for women and women's groups in Ireland, founded in 1973. We have over 190 member groups and a large and growing community of individual supporters.

The ambition of the National Women's Council is an Ireland where every woman enjoys true equality and no woman is left behind. This ambition shapes and informs our work, and, with our living values, how we work.

We are a movement-building organisation rooted in our membership, working on the whole island of Ireland. We are also part of the international movement to protect and advance women's and girls' rights.

Our purpose is to lead action for the achievement of women's and girls' equality through mobilising, influencing, and building solidarity.

Our living values guide us. They are given expression in our work, and in how we work, as an organisation.

We are committed to these living values:

Feminist:

Feminism is a core and essential value of our organisation. This means we consistently act to achieve true equality for all women and girls.

Inclusive:

We are active in ensuring that no woman is left behind in our journey to achieve true equality.

Fearless:

Our ambition and purpose mean that we are fearless leaders for all women, actively challenging that which is in the way of the achievement of true equality.

Caring:

We value care, including its full expression in how we act as an organisation.

Strategic:

Being effective and successful in advancing our purpose requires us to be strategic; Showing leadership and strength in collaborations with partners, prioritising our work and making choices that are achievable and future-oriented.

Diverse:

The women of Ireland are a diverse group, and we are their voice, therefore we bring diversity to everything we do and how we operate as an organisation.



No Woman Left Behind

– NWC's new Strategic Plan 2021-2024

In June 2021, NWC launched our new Strategic Plan *No Woman Left Behind*. The Strategy outlines our new ambition of achieving true equality for every woman – leaving no woman behind.

The Strategy will inform NWC's work over the next 4 years. It sets out two main goals for the organisation and a wide range of domains for action relating to areas such as women's health, women's leadership, women's economic independence, violence against women and valuing care and care work.

The Strategy is the result of extensive consultations with members, NWC's Board and other stakeholders, led by consultants Colette Kelleher and Kathleen O'Meara.

The Strategy was officially launched at a webinar in June 2021 where a diverse panel of speakers discussed how we can transform our society so no woman experiences poverty, racism, violence, discrimination or exclusion, and all women can realise their full economic, social and political rights.

In addition, members and staff produced a short video that highlights the key ambition, purpose and values of the organisation.



Future is Feminist

- Celebrating International Women's Day

As part of the National Women's Council's *Celebrate the Changemakers: The Future is Feminist* event series to mark International Women's Week 2021 we hosted two events.



Women doing Politics differently



Marking the beginning of its International Women's Week, we launched our new research report *Women doing politics differently* by researcher Claire McGing which highlights the benefits of local and regional women's caucuses.

Women's caucuses have been established in political institutions around the world to strengthen cross-party cooperation among women politicians and to enhance the recruitment of new women candidates. Drawing on extensive research with women councillors and other key stakeholders, this report makes the case for the establishment of local or regional caucuses in local government in Ireland.

The Minister of State, Peter Burke, launched the research and Perry Aritua, Executive Director, Women's Democracy Network Uganda Chapter shared her experience of supporting women's caucuses. Speakers at the event also included: Cllr Sarah Kiely, FG, Limerick City and County Council; Cllr Darcy Lonergan, GP, Dublin City Council; Cllr Cathy Bennett, SF, Monaghan County Council; Cllr Miriam Murphy, IND, Wicklow County Council; Cllr Uruemu Adejinmi, FF, Longford County Council and Edel Geraghty, Coordinator of NCCWN/Limerick Women's Network.

To continue this work, the Department of Housing, Local Government and Heritage have provided a dedicated funding stream to Local Authorities to enable the establishment of local caucus. So far 18 have been set up with more emerging. We also developed guidelines for women Councillors and Local Authorities and hosted two sessions with them.

The National Women's Council presents as part of our
Celebrating Women Changemakers: The Future is Feminist event series for International Women's Week 2021

Women Doing Politics Differently:

Developing local caucuses with women councillors

Thursday 4th March at 11am



Webinar to be co- chaired by Orla O'Connor, Director, National Women's Council
& Louise Lovett, Chairperson, National Women's Council

Speakers include: Claire McGing, Gender and Politics researcher
Peter Burke, Minister of State for Local Government and Planning
Perry Aritua, Executive Director, Women's Democracy Network Uganda Chapter

A panel discussion with Cllr Sarah Kiely, Cllr Darcy Lonergan, Cllr Cathy Bennett, Cllr Miriam Murphy and Cllr Uruemu Adejinmi

This event has been kindly supported by the Department of Housing, Planning and Local Government

#IWD2021

Celebrating Women in the Arts

On International Women's Day, 8 March 2021, NWC hosted seven very special guests for an online event to showcase their work and to hear in their own words what has inspired them and how we can strive for a feminist future.

Guests included Isolde ÓBrolcháin Carmody, a writer and performer; Kerri ní Dochartaigh, a Nature writer and essayist from Derry; Katie Richardson, a musician, composer, producer and facilitator; Ola Majekodunmi, Irish radio presenter, Irish language activist, and film-maker; Rita Ann Higgins, award-winning Irish poet; Shauna Tohill, musician and composer. The event was hosted by journalist, author and broadcaster, Louise McSharry.



Citizens' Assembly on Gender Equality

The Citizens' Assembly on Gender Equality completed its work and made its final report to Government.

In January 2021, NWC presented to the Citizens' Assembly on care, calling for Constitutional change to value care as well as a host of recommendations to value paid and unpaid care work.

In April 2021 the Citizens' Assembly concluded and presented its report to the Oireachtas in June. NWC was delighted to discover overwhelming support for so many of our recommendations, including: replacing Art 41.2 with a gender neutral and inclusive recognition of the value of care, recognising all forms of families in our Constitution, a public childcare model, better pay and conditions for all care workers, person-centred supports for those with care or support needs, a universal State pension and social welfare reforms, a Living wage, paid parental leave and collective bargaining rights, election and board quotas, supports to end violence against women and gender and equality proofing legislation and budgetary decisions.

The recommendations send a strong and clear signal to Government and all decision makers that the public want women's equality to be at the centre of our Constitution, our legislation and our policies. Implementation of the recommendations has the potential to transform women's and girl's lives. NWC urged the Taoiseach, Tánaiste and Minister for Children, Equality, Disability, Integration and Youth to establish an Oireachtas Committee to implement the recommendations without delay. We welcomed the formal establishment of the Joint Oireachtas Committee at the end of 2021 and look forward to continuing to push for implementation of the recommendations.

Childcare

An Tionól Saoránach  The Citizens' Assembly

	YES (%)
Move to a publicly funded, accessible and regulated model of childcare over the next decade.	96.7
Increase the State share of GDP spent on childcare, from the current 0.37% of GDP to at least 1% by no later than 2030.	96.7
Paid leave for parents should:	
Cover the first year of a child's life.	83.3
Be non transferable (to encourage sharing of childcare between parents).	77.8
Provide lone parents with the same total leave period as a couple.	82.2
Be incentivised by increasing payment levels to encourage increased take up.	78.9



An Tionól Saoránach  The Citizens' Assembly

NWC's All-island Women's Forum



NWC received funding from the Department of Foreign Affairs, as part of the Government's Shared Island Initiative, to establish an all-island peacebuilding structure for women.

The All-island Women's Forum is made up of 28 members, 14 from Northern Ireland and 14 from the South, and is chaired by Emma DeSouza, NWC's Women in Leadership Coordinator.

The forum brings together women's groups and individuals on a cross-border basis to examine issues and areas of commonality between Northern Ireland and the South.

The purpose of the forum is to encourage greater all-island cooperation within civil society organisations and identify key areas that can be addressed on an all-island basis as well as developing the role of women in peacebuilding and civic and political life.

Each month the forum hears testimony and statements from external experts to help inform the work of the forum.

In 2021 the forum covered various topics including *Engaging with International Mechanisms; Women's Political Participation: Threats to Security; Rural Women on Our Shared Island; The Impact of Covid-19.*

The All-island Women's Forum has shown enormous potential in its first few months. Members have demonstrated a strong commitment to achieving the aims of the forum and the sessions have been fruitful and energised. It is clear from both the internal structure and external engagement that there is an appetite and a need for this space.

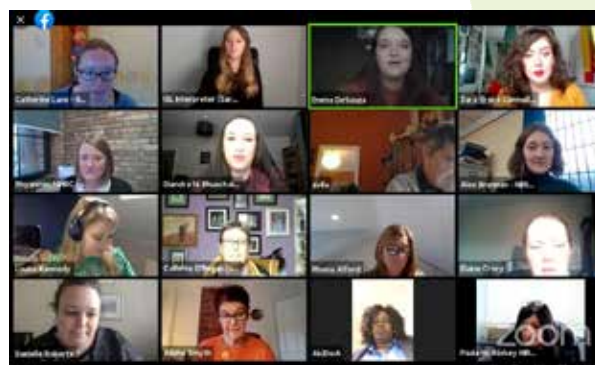
At the end of the pilot year the forum will be producing a final report with recommendations that will be presented to both the Irish Government and the Northern Ireland Assembly.



Encounters Programme

The Encounters Programme runs in tandem with the main All-Island Women's Forum as a series of monthly meetings bringing together one organisation from the North and one from the South, who work in an area of commonality but who may not have had an opportunity to build a working relationship. The programme is being facilitated by campaigner Ailbhe Smyth.

The objective is to facilitate an information-sharing meeting where two chosen organisations can meet to get to know one another, discuss their work and build a relationship.



Key Campaigns and Events in 2021

Campaigning for Abortion Access

A major focus of our activity in 2021 has been the three-year Review of the operation of the Termination of Pregnancy Act.

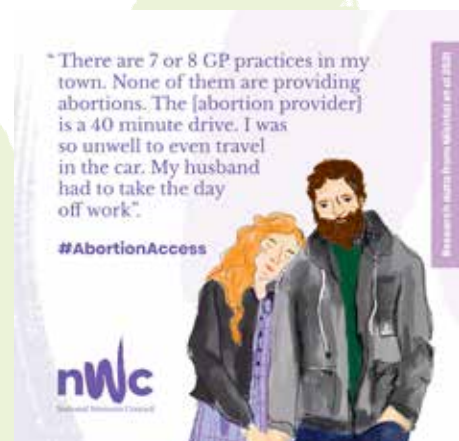
We launched our research *Accessing Abortion in Ireland: Meeting the Needs of Every Woman* with a high-profile online event on the anniversary of the Repeal Referendum on 25 May 2021. This kick-started a year of significant political, media and public engagement on the issue.

We are working with partners in the Abortion Working Group to ensure, as a collective of reproductive health specialists and healthcare providers, our work on the three-year Review is aligned. We have had a particular focus on retention of telemedicine and swift progression of Safe Access Zones. We wrote to the Minister of Health and undertook media interviews on these points.

Earlier meetings in the year focused on advancing a collective position on the legislative review process, including agreeing a stance on the Terms of Reference, the level of oversight required, and timelines. We then used this as the basis for ongoing advocacy with the Minister for Health on this, including through a meeting in June 2021. We complemented our private direct advocacy with broader political engagement work, for example in the run up to the Oireachtas Health Committee session in December 2021.

As the Abortion Working Group, we released a joint-statement reacting to the Health Committee session outlining significant concerns around the Terms of Reference and the absence of an independent chair or advisory group, and the fear that this may not be in post before March due to a public tender process. We then developed an op-ed from Orla O'Connor on this for the Irish Times. Our public and private advocacy has helped to expedite the Review process and ensure it is robust and human rights-based.

Members of NWC's Abortion Working Group include: Abortion Access Campaign West, Abortion Rights Campaign; Abortion Support Network; Action for Choice; Alliance for Choice; Amnesty International Ireland; BelongTo; Cairde; Coalition to Repeal the Eighth Amendment; Disabled Women Ireland; Doctors for Choice; Dublin Well Woman Centre; Irish Family Planning Association (IFPA); Irish Council for Civil Liberties (ICCL); Inclusion Ireland; Lawyers for Choice; National Collective of Community Based Women's Networks (NCCWN); National Women's Council of Ireland; START Doctors (GP providers of medical abortion in the community); Transgender Equality Network Ireland (TENI); Termination for Medical Reasons; Together for Safety; Union of Students in Ireland (USI); Women's Aid.



Beyond Exploitation Campaign



"Leaving prostitution is incredibly hard. You may have left the street or brothels behind you but what comes with you are not only the practical issues. The severe physical and psychological effects, the rapes, physical assaults, the trauma come with you. The State also has an obligation to help repair the damage those people did and to prevent it happening to others."

Mia de Faoite, Survivor Activist

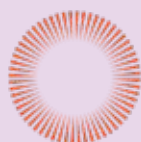
In June 2021, we were delighted to launch the Beyond Exploitation campaign. It is Ireland's civil society campaign for equality and freedom from sexual exploitation which is led by NWC with partner organisations Ruhama and the Immigrant Council of Ireland and more than 10 supporting organisations, including INMO, SIPTU, Women's Aid, DRCC, Doras, AkiDwa, Men's Development Project, One in Four, RCNI, Safe Ireland, Longford Women's Link and Merchant's Quay Ireland.

Beyond Exploitation is informed by the Equality Model. Central to this model is Part 4 of the Sexual Offences Act 2017 which criminalised the purchase of sex whilst explicitly decriminalising selling sexual access. The vast majority of the sex trade in Ireland is highly organised and criminally run and this law is a part of an international response to reduce trafficking for sexual exploitation.

We are campaigning for full implementation of the legislation and the structures, services and policy needed to realise its bold and progressive vision for an Ireland free of this form of gender-based violence so deeply rooted in poverty, sexism and racism. Research informs us that 72% of the Irish public believe that, even if some people say they engage in the sex trade out of choice, there are important societal impacts that cannot be ignored. This will require society to make the connection to the vulnerabilities, violence, sexism, lack of consent and gender inequality inherent in the commercial sex trade and to recognise prostitution as a form of gender-based violence and a violation of human rights. We aim to support people in making those connections because without them the goal of true gender equality will never be attained.

A particular focus is on the development of a statutory exit model which has yet to be achieved. Beyond Exploitation is advocating for full, integrated supports and opportunities that allow all people in Ireland to choose not to enter prostitution because of poverty, insecure immigration status, discrimination or other vulnerabilities, and that allow people to leave prostitution if that is their choice. We are also campaigning to have prostitution and commercial sexual exploitation recognised in government policy as gender-based violence.

It is our firm belief that no girl should be groomed, no boy should be groomed, no woman should be bought and no man should think it's ok.



Beyond Exploitation

Every Week Counts Campaign

Amidst ongoing school closures due to Covid-19, we launched the #EveryWeekCounts campaign calling for the additional three weeks of Parents' Leave committed to in Budget 2021 to be implemented without delay. We lobbied Government and opposition parties, spoke about the campaign in the media and launched an e-action calling on people to support the campaign. As a result, over 3,000 emails were sent to TDs in all constituencies in Ireland. TDs and Senators raised the issue in the Dáil and Seanad.

NWC engaged with the Oireachtas Committee on Children, Disability, Equality and Integration, making a submission on the Draft Scheme of the Parent's Leave Bill. Our submission called for the additional three weeks to be implemented without delay, for equality for lone parents and for the Parent's Benefit payment to be increased in line with EU norms.

The additional three weeks of Parent's Leave, per parent, was delivered on 1 April 2021. There was significant take up of NWC's other recommendations in the report of the Oireachtas Committee, including equality for lone parents, increased payments and the need for paid leave for older children as well as babies.



#PensionJustice Campaign



NWC launched its #PensionJustice social media campaign to coincide with International Day for Older Persons on 1 October. We worked with a small group of women, including women from rural areas, those affected by the marriage bar, disabled women and Traveller women to produce a short video. The video highlights pension inequalities that women continue to experience and what action we would like to see from Government.

On foot of the campaign, NWC was invited to brief members of the Oireachtas. Along with some of the women involved in the campaign, NWC briefed Oireachtas members at a webinar hosted by Senator Alice Mary Higgins. The women spoke about the ongoing impact of the marriage bar on women today, the inadequacy of the State pension and the impact of poverty on older women. There was good engagement from members of the Oireachtas with particular interest in issues of pensions tax expenditure, the exclusion of women born before 1st Sept 1946 from schemes to support care and in a universal pension.

This campaign was supported by a grant from Community Foundation for Ireland



#LeadingChange –

Marking International Day of Persons with Disabilities

NWC marked International Day of Persons with Disabilities, 3 December 2021, with our #LeadingChange campaign where the NWC Disabled Women's Group shared the change they want to see for disabled women in 2022.

The theme of day was *Leadership and participation of persons with disabilities toward an inclusive, accessible and sustainable post-COVID-19 world*. Our campaign highlighted what disabled women need to make a big difference to their lives for 2022. The campaign included demands related to the full recognition of disabled women's rights, the provision of universal accessible services, the right to personal assistance and to live lives free from all forms of violence and poverty. The campaign also called for support to ensure disabled women's voices are heard and included.

Our collective asks were shared on our social media and circulated to all members of the Joint Oireachtas Committee on Disability Matters.



Balance the Odds

– Gender Quotas Campaign

In 2021, NWC made substantial progress with our #BalanceTheOdds campaign for more women on boards.

Highlights included launching our report *Improving Gender Balance on Boards – The Case for Legislative Quotas* in Ireland. The report written by Dr Pauline Cullen draws on international evidence and makes the case for mandatory corporate gender quotas in Ireland.

The report was launched online in June and received widespread media coverage. Speakers included Dr Pauline Cullen; Aine Kerr, Broadcaster and Presenter; Anne O'Leary, CEO Vodafone; Senator Fiona O'Loughlin; Mark Fenton, CEO MASF; Clare Austick, President, USI, and MEP Frances Fitzgerald.

In addition, NWC was delighted to work in consultation with Deputy Emer Higgins, FG on the establishment of a Private Members Bill, which aligns with our recommendations on a 40% gender quota.

We influenced and supported the Private Members Bill and advocated for this legislation at highest political level in a meeting with Tánaiste Leo Varadkar. We also secured business support for our campaign, including supporting videos from Anne O'Leary, CEO, Vodafone, Carolan Lennon, outgoing CEO, EIR and broadcaster, Aine Kerr. The campaign invigorated the public debate on the need to address gender imbalance on Boards as a key issue for gender inequality, with approximately 10,000 people engaging with our content across NWC's social media channels.



#CareEconomy

– Pre-Budget Social Media Campaign

With the pandemic continuing to place restrictions on gathering and public events, NWC rolled out its pre-budget social media campaign in the weeks running up to Budget 2022 to ensure that women could continue to voice their views on budget priorities.

The social media campaign included perspectives of Traveller women, lone parents, migrant women, disabled women, reproductive justice advocates, climate activists, academics and the trade union movement. Our campaign had a reach of nearly 160,000 across our social media channels.

'15% of Travellers are homeless and overcrowding is at 39%. This is particularly hard on Traveller women. No new Traveller accommodation has been built in the last 10 years. Budget 2022 must ensure new units are built - urgently.'

Brigid Collins,
Pavee Point Traveller and Roma Centre

#budget
2022



'This budget must protect and support women subjected to domestic, sexual and gender-based violence. For too long, violence against women has been under resourced. Women are left alone to navigate the complex systematic and societal barriers that sustain and perpetuate abuse. This is especially true for migrant women, and the most vulnerable, including victims of trafficking. We cannot allow this to continue. Budget 2022 must show women and girls that they are important and that their fundamental right to live free from violence is a priority.'

Jennifer Okeke Campbell,
Immigrant Council of Ireland

#budget
2022



'Our current crises in health, social care, the treatment of women and other marginalised groups, biodiversity and climate are interlinked. Budget 2022 must learn from the COVID-19 pandemic and the ability of governments to be brave, bold and just in their delivery of public value and public good for people and planet. Ní neart go cur le cheile, for a Green New Deal.'

Sinead Mercier,
Lecturer and consultant in environmental
and climate law

#budget
2022



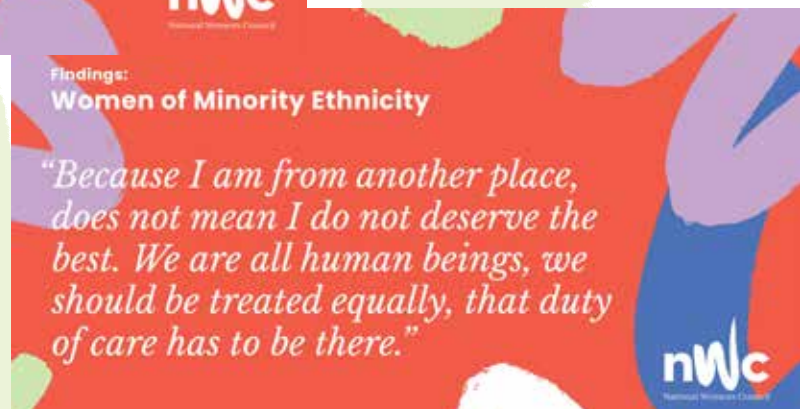
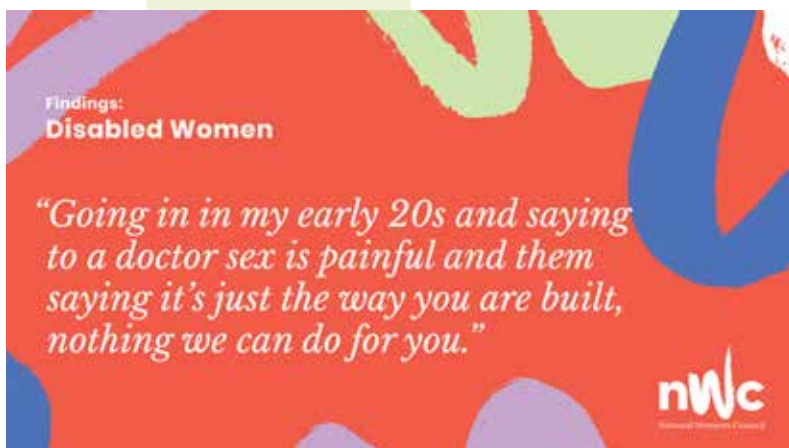
Ensuring a positive Transformation in Women's Health

Improving Health Outcomes for Marginalised Women – Women's Health Taskforce

NWC continued to work in partnership with the Department of Health and HSE to progress the work of the Women's Health Taskforce, ensuring that the needs of women in all their diversity were considered. NWC contributed to the work of the Taskforce through attending regular meetings and providing ongoing feedback on drafts of the Women's Health Action Plan which was finalised in the final quarter of 2021 and published in March 2022.

In partnership with Community Work Ireland, we designed and delivered four radical listening workshops with marginalised women and produced a new report *Improving the health outcomes and experiences of the healthcare system for marginalised women*.

This report supported the development of the Women's Health Action Plan and served to supplement the nationwide radical listening exercise which the market consultancy MCCP led on behalf of the Taskforce. Our radical listening project complemented the representative research and served to enrich our understanding of the specific enablers and barriers to healthcare that marginalized women face, including: Women from ethnic minorities, including Traveller and Roma women and women of migrant background; Women with experience of violence; Socio-economically disadvantaged women; and disabled women.



Sexuality Education

NWC developed an internal staff group in 2021 to strengthen our work in the area of sexuality education. We are working to develop a clear feminist perspective on sexual health and well-being that is rooted in a gender equality framework and incorporates an understanding of violence against women as a public health crisis.

In 2021, NWC made a submission to the National Council for Curriculum and Assessment's public consultation for the redevelopment of Junior Cycle SPHE. The submission was made incorporating the feedback of members who were consulted including Catherine O'Keeffe, USI, Atheist Ireland, NWC'S Disabled Women's Group and Re(al) Productive Justice.

The primary consideration was the need for the curriculum to take a gender-sensitive and feminist approach to curriculum redesign. We believe this is necessary to tackle gender inequalities and gender asymmetry within the current curriculum which lead to stigma, shame and harm around health and sexual health for many women, girls, intersex, and non-binary people. In addition, we highlighted the importance that SPHE take account of harm reduction and abuse disclosure; positive sexuality, pornography and social media; fostering a safe space; highlighting reproductive health through the life cycle; inclusivity and diversity; and being independent from religious ethos.

Contraception

Universal access to free contraception is fundamental to reproductive health and rights and critical for achieving gender equality and reducing poverty. Alongside, accessible abortion care and robust sexuality education, it is a key strand of our reproductive health work. In 2021, we advocated for full funding of universal contraception across the reproductive age range in our pre-budget submission and undertook media interviews on the subject throughout the year. We were pleased to see that our advocacy has had impact with contraception for 17-25 year olds funded in Budget 2022 and we will seek to build on this and ensure the scheme is extended to everyone in Budget 2023.

Maternity Rights

Throughout the year, NWC supported the grassroots #BetterMaternityCare campaign, advocating for the removal of ongoing restrictions on partners of women and pregnant people in the maternity hospitals.



Mental Health

Supporting Gender-Sensitive Mental Health Services

NWC is part of the Specialist Women's Mental Health Group that advises the National Implementation and Monitoring Committee (NIMC) charged with overseeing *Sharing the Vision*, Ireland's national mental health policy. The work of the Group focuses on looking at how access and experience of all mental health services can be improved and how we can support positive mental health and wellbeing in women and girls.

NWC adds value by being able to offer support and feedback based on our membership and our direct links with women, and particularly those who are marginalised. The analysis of *Sharing the Vision* formally began in the final quarter of 2021 and focused on identifying areas within policy and practice that are most likely to have significant impact on women's health so that these could be progressed and developed with a gender-sensitive lens. NWC submitted a written document ahead of the first workshop highlighting the *Sharing the Vision* recommendations which we believe our most impactful for women and the rationale for this. We also supported the development of a consultation group from civil society to provide scrutiny of the work of the Group. Work on this is developing throughout 2022 with a view to providing a report with final recommendations to the National Implementation and Monitoring Committee before Summer 2023.



nWc
National Women's Council

St Patrick's
Mental Health Services

#WomensMentalHealthNetwork

Women's Mental Health Network Webinar

**Women's Mental Health and
COVID-19: Opportunities for
Change and Advocacy**

Friday 12th March, 2.00-3.30pm

Women's Mental Health Network

The Women's Mental Health Network (WMHN) is a network of people and organisations with a committed interest in women's mental health. It is co-convened by St Patrick's Mental Health Services and NWC. Members include health, mental health and social care professionals, academics and mental health advocates. Its aims are; to provide a forum for information-sharing and networking among interested parties; to advance interdisciplinary and multi-agency collaboration to progress shared aims and goals in the promotion of women's mental health issues. The WMHN functions and activities achieves these aims through:

- An information-providing and information-sharing webpage, hosted on both NWC and SPMHS websites
- A mailing list to provide members with updates and newsletters
- Networking events hosted collaboratively by SPMHS and NWC

In 2021, the WMHN held 3 online events. The first webinar *Women's Mental Health and COVID-19: Opportunities for Change and Advocacy* was held on 12th March. The webinar explored some of what is known about the gendered impacts and implications of the pandemic one year on, with a particular focus on women in later life, women experiencing mental health difficulties, and pertinent social determinants of mental health.

The second webinar was held on 24th of September and explored women's mental health in mid-life. With this event, the WMHN wanted to place a spotlight on mental health in middle age, examining the biological changes and social determinants of health that can impact mental health needs during this period of life. We also discussed what supports should be in place for women as they enter this life stage, not only in our health system, but at work and in wider society too. There was a huge interest in this event with 400 people registered to attend, and excellent feedback from attendees who welcomed the focus on midlife and menopause. Our final event of the year was a networking event on the 15th of December. This online event allowed members to meet other members of the Network as well as the co-conveners and share their feedback on the Network's activities.



Advancing Universal Healthcare

NWC continues to spotlight the need to resource Sláintecare and highlighted this in our Pre-Budget Submission 2022. We have worked with our colleagues in the Health Reform Alliance (HRA) to advance our goal of reforming Ireland's health and social care systems, with a particular focus on universal healthcare. In light of a series of Sláintecare resignations, the HRA wrote to Minister Stephen Donnelly in September 2021 expressing our concern for the implementation of Sláintecare and making recommendations to ensure progression with its implementation.

The HRA is undergoing a strategic review and NWC has been supporting the development of an updated Memorandum of Understanding to agree on a structure and goals for the HRA going forward. It is our hope that the HRA will be able to be more visible and active on the issue of universal healthcare in 2022 following this updated MoU and agreed mandate.

NWC has publicly welcomed the new formation of Doctors for Universal Healthcare in December 2021 and hopes to build links with them in 2022.

Investing in Women's Health – Budget 2022

A significantly positive outcome from the work of the Women's Health Taskforce was the increased investment in women's health in Budget 2022.

Budget 2022 provides €31m in new funding for specific women's health measures to underpin a fully funded Action Plan in Women's Health for 2022

In addition, a further €16m in other measures to support women's health is embedded within other new measures for 2022 within the Health Vote in areas such as cancer, mental health and social inclusion budgets, bringing the overall investment in women's health to €47m in additional funding provided for 2022.

On Budget Day, NWC welcomed this specific focus on the distinct needs of women, issuing a press release on universal contraception that received significant media attention.

Supporting and Promoting Breastfeeding

A key pillar of our health promotion work in 2021 focused on raising awareness of the benefits of breastfeeding and advocating for increased support to improve uptake and retention rates. We worked in partnership with Baby Feeding Law Group Ireland to release a statement to mark World Breastfeeding Week in August 2021 and co-hosted an online event during National Breastfeeding Week in October.

Hosted by Dr Aoibhinn Ní Shúilleabháin, the webinar explored the different ways society needs to better protect and support breastfeeding, highlighting the role breastfeeding can play in addressing women's health inequalities and examined the major hurdles to be overcome for breastfeeding and infant nutrition to be adequately protected from commercial influences.

The Joint keynote address was delivered by President Michael D. Higgins and Mrs Sabina Higgins and we had an excellent panel including Laura McHugh, HSE National Breastfeeding Coordinator; Prof. Gerard Hastings OBE, Professor Emeritus Stirling University, author of the research paper *Selling Second Best – How Infant Formula Marketing Works*; Dr Meredith Kinoshita, Paediatric and Neonatal Specialist Registrar, lead author of Royal College of Physicians of Ireland's Breastfeeding Position Paper; Orla O'Connor, Director of National Women's Council. Liz O'Sullivan, Dietitian and Nutrition Researcher TU Dublin and member of Baby Feeding Law Group Ireland provided concluding remarks and Deborah Byrne, a new mother reported on her experiences of breastfeeding in Ireland and work with grassroots group, Bainne Beatha.

Over 260 joined the online event making it one of NWC's most popular webinars in 2021. Our press release and associated media engagement work via our speakers attracted significant media coverage for the main asks in the Irish Times and Irish Examiner.

In Ireland 62.3% of mothers initiate breastfeeding in maternity hospitals compared to initiation rates of 90% in Australia, 81% in the UK and 79% in the USA.

Yet fewer than 6% of babies in Ireland are exclusively breastfed at 6 months versus the European average of 25% and a global average of 38%

Source: Irish Maternity Indicator System
National Report 2020

Achieving Women's Economic Equality

Pension Equality for Women

In addition to our #PensionJustice campaign, NWC campaigned for an end to pension inequalities for women through our advocacy to the Commission on Pensions and with our partners in the Stop 67 campaign.

We developed a detailed submission to the Commission on Pensions as well as a template to support members to make their own submissions. We addressed the Commission twice, speaking about the impact of care roles on women's pensions and at the Commission's stakeholder engagement event.

With our partners in the Stop 67 campaign, we continued to campaign against pension age increases. We hosted public webinars, met with Government representatives and campaigned for Dublin Bay South by-election candidates to support the campaign.

We were pleased to see recommendations in the Commission on Pensions report to deliver a pension solution for long-term carers and for any increase in pension age to be significantly delayed.



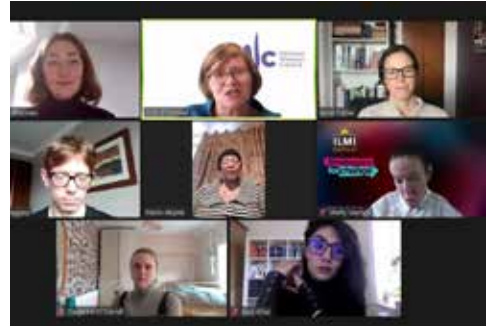
Bringing Feminist Principles to Economic Decision Making

As a feminist organisation, NWC recognises that a more equitable collection and distribution of public resources is required to advance gender equality. Throughout 2021, we worked to bring feminist economic principles into economic decision-making spaces.

We made a *Submission to the Department of the Taoiseach on Ireland's National Recovery and Resilience Programme*, an EU funding scheme aimed at addressing the effects of the pandemic. With a large proportion of the funding dedicated to a green transition, NWC called for investments in care as a low carbon sector, investment in rural communities and for a feminist green new deal so that social justice and climate justice are central to the recovery from the pandemic.

In June, we took part in the National Economic Dialogue, highlighting the need for investment in the care economy. Our points on gender budgeting and the need for investment in childcare were included in RTE's report on the NED.

We commissioned TASC to carry out a gender analysis of Budget 2022 and we launched the findings at our *Gender Budgeting in Ireland: Delivering change for women* event in November. Lone parents, disabled women, migrant care workers and young women had a platform at the event and an opportunity to share their perspectives on Budget 2022. The event was well attended by elected representatives and by statutory and civil society organisations in Ireland and further afield as well as NWC members. Our work with TASC highlighted the need for gender budgeting, exposed the gaps in data for intersectional gender analysis and gave members an opportunity to share their thoughts on the budget.



#GenderBudgeting

Gender Budgeting in Ireland: Delivering Change for Women

Post Budget Review

Wednesday 10th November
11.30am - 1pm



National Women's Council Director Orla O'Connor will Chair this event & will deliver opening remarks

TASC Research presented by Amie Lajole & Robert Sweeney, with speakers including:

- Maria Jikijela, Great Care Coop
- Kuxi Ghal, S.P.A.R.K
- Clare Austick, Union of Students Ireland (USI)
- Shelly Gaynor, Independent Living Movement Ireland
- Alexandra Brennan, Northern Ireland Women's Budget Group

Decent Work for Women

We continued our work with the *Four Day Week campaign*, advocating for a gradual transition to a shorter working week for all workers, with no loss of pay. We published a campaign blog on the need for a re-organisation of work so that it is integrated into the realities of women's and men's lives, encompasses an ethic of care, and provides for a sustainable economy and society. For NWC, the Four Day Week campaign is part of that conversation about care, work, family and society.

We partnered with Rethink Ireland to publish a report on *The Impact of Covid-19 on Women's Economic Mobility*. With testimonials and case studies from women in direct provision, lone parents, transgender women and women in rural Ireland, the report outlines the impact that the Covid-19 pandemic has had on women's jobs, incomes and care responsibilities. Our Director, Orla O'Connor, spoke at the launch of the report, highlighting the need for gender budgeting and investment in the care economy to support women's economic equality.



Ending Gender-Based Violence and Exploitation

16 Days of Activism to End Violence Against Women and Girls

The National Observatory on Violence Against Women and Girls comes together annually to mark the global *16 Days of Action to End Violence Against Women*. In acknowledgment that Ireland will embark on its first GREVIO country report in 2022, the theme of this year's event was *The Istanbul Convention: Monitoring Action*. 2021 was also a significant year as it marked the 30th year of the 16 Days of Action campaign, and we were awaiting the imminent publication of the Third National Strategy on Domestic, Sexual and Gender-Based Violence.

The event was held on 10 December and coincided with International Human Rights Day. The Observatory was honoured to have Minister Helen McEntee join us to outline the development and progression of Ireland's Third National Strategy on Domestic, Sexual and Gender Based Violence, Frances Fitzgerald MEP who outlined developments at an EU level in relation to the Istanbul Convention and the EU's own strategy to end violence against women, and Professor Marceline Naudi, former President and Chair of GREVIO who provided us with a comprehensive overview of the GREVIO procedures and the crucial role that civil society organisations must play to ensure the State is held to account on its obligations.

These important key note speeches were followed by a panel discussion on *Online Harassment and Women's Leadership*, chaired by Dr Salome Mbugua, AkiDwA, with Deputy Violet-Anne Wynne, Deputy Ivana Bacik, Senator Eileen Flynn and Senator Erin McGreehan.

The second panel *Family Court and Domestic Violence* was chaired by Professor Dr Louise Crowley, Family Law expert from University College Cork and focused on the experiences of women who are survivors of domestic violence in the family courts system. Mary Louise Lynch, Sisi – Survivors Informing Services and Institutions, Ursula Regan Family Law practitioner perspective and Orla O'Connor, for the National Observatory discussed the challenging and often retraumatising experiences of women who must often face their abusers again over custody, maintenance and other family law issues with no reference given to the violence they have already experienced.



Ending Sexual Harassment and Violence in Higher Education (ESHTE)

2021 brought some very significant and welcome developments in the sector's work to develop a zero-tolerance approach to harassment and sexual violence in higher education.

NWC welcomed the publication of the *Action Plans to Tackle Sexual Violence and Harassment in Higher Education* and Ireland's first *National Staff and Student surveys on sexual violence and sexual harassment in Higher Education Institutions*. These are hugely important progressions in this work and we commend Minister for Further and Higher Education, Research, Innovation and Science Simon Harris and the Higher Education Authority (HEA) for their leadership and commitment in this work.

Since the onset of Covid-19 there have been a number of challenges both within Higher Education Institutions (HEI) and faced by ESHTE in our work. Despite these challenges the ESHTE work has continued online and significant progress has been made in forging and embedding cross-institutional relationships and collaborations.

Membership of NWC's National Advisory Committee (NAC) on ending sexual harassment and violence in Higher Education has grown considerably and, in line with best international practice, continues to be intersectional.

The NAC members completed *A Practical Support Guide for those Working on the Ground to Implement the National Framework: Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education*. The guide reflects the discussion and best practices that are emerging in the field. It is intended to be a living document that will evolve and change as understandings and learnings improve.

NWC was delighted to be a part of the launch of the Psychological Counsellors in Higher Education, Ireland (PCHEI) *Anonymous Reporting 'Speak Out' Tool*, of which NWC is a member of the Steering Group, and the release of the HEA Sexual Harassment Survey, of which NWC is a member of the Working Group.

As a member of the Stakeholder Steering Group, NWC continued to take active part in the *PROPEL project: Promoting Consent and Preventing Sexual Violence* by the Technological Higher Education Association (THEA) launched in 2020.

The work of NWC was specifically endorsed by the project, recognising, in particular, the collaborative forum of NWC's National Advisory Committee (NAC) in strengthening links across the sector and beyond. NWC Director, Orla O'Connor provided the forward to the PROPEL Report and gave a keynote address at the launch.

The year ended with a very welcome and successful meeting with Minister Simon Harris, where members of the NAC, Aoife Grimes Project Lead and Researcher, Together Consent, TCD and Rachel Skelly Consent Officer, IADT and Administrative Lead for Speak Out, Dundalk IT were able to share with the Minister the work from the year and Professor Louise Crowley, UCC gave an overview of the Practical Guide. In turn Minister Harris outlined the work of his Department and their plans to produce a report on the national survey in early 2022.

Third National Strategy on Domestic, Sexual and Gender Based Violence

NWC has been at the forefront of advocating for a truly reformed Third National Strategy on Domestic, Sexual and Gender Based Violence (DSGBV).

NWC worked jointly with Safe Ireland in a partnership with the Department of Justice to develop the new Third National Strategy. This was an extensive collaboration with the Department, working together with the consultants for the development of the Strategy. In addition, we supported the wider consultation process with our members, the Observatory on Violence Against Women and Girls, and the National Advisory Committee.

We also facilitated NWC's Disabled Women's Group to come together to draft their own submission on what they felt was important to be included in the Strategy from the perspective of disabled women.

All the feedback was then incorporated into the NWC submission and will hopefully be reflected in the forthcoming new strategy.

A Victim's Testimony

NWC welcomed the opportunity to input into the Justice Committee's consideration of a victim's testimony in cases of rape and sexual assault. NWC's submission reflects the lived experiences of the women that we have worked with, our members and those that have contacted us in huge numbers over many years.

In accordance with the remit prescribed by the Justice Committee our submission focuses on two core areas: contextualising a victim's testimony and special measures to improve a victim's testimony. The submission concludes with a broader recommendation on the needed reforms of trial rules and processes that impact significantly on a victim-survivor's experience of the trial process.

In drafting the submission, we were cognisant of the significant reform that is currently underway with regards to the implementation of the O'Malley Review through the Department of Justice's strategy Supporting a Victim's Journey. NWC and its members are engaging with and assisting the Department of Justice to ensure these substantial reforms are driven from the perspective of the victims and survivors.

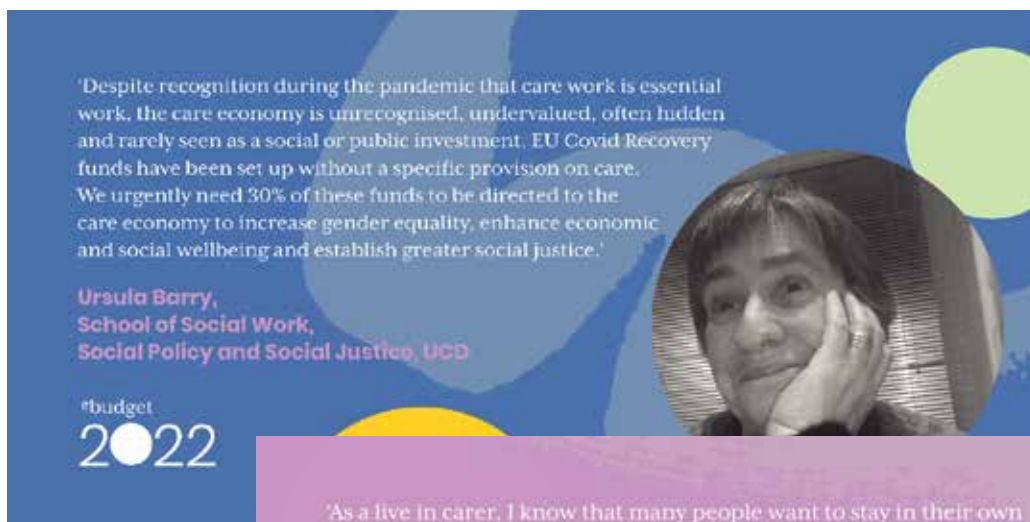
Ensuring Care and Care Work is valued in Society

A Care Economy for a Fair Economy

The pandemic exposed our reliance on the unpaid and underpaid labour of women to meet society's care needs. The theme for our Budget 2022 submission reflects the urgent need to invest in the care economy. This includes investing the required resources into a public model of early years education and care, adult social care and universal health but also social protection and in a welfare state that facilitates women and men to play an equal role in caring and paid work, in women's community development and in combatting violence against women.

In preparing our submission, we engaged with members and other key stakeholders. We lobbied Government and decision makers, including at the National Economic Dialogue and Department of Social Protection Pre-Budget Forum. We engaged in extensive media work in the run up to the Budget and on Budget day. Our opinion piece on the economic case for investing in care was published in the Irish Times the week before Budget day.

While the Budget contained some positives for women, we didn't see the transformative investment necessary to tackle structural inequalities. Our budget analysis was covered widely in the media on Budget day and in the following days. Our Director, Orla O'Connor featured on RTE TV on Budget Day and our analysis was included in 16 print pieces, including in the Irish Times and Independent. Our analysis of the reproductive health investments in the Budget was extensively covered across radio and print and media.



Working against Poverty and Austerity Policies

We continued our work as part of the National One Parent Family Alliance (NOPFA), highlighting issues for lone parents, the majority of whom are women. We advocated on priority issues for lone parents during the pandemic level 5 restrictions at the beginning of the year and met with the Minister for Social Protection, Heather Humphreys.

Our statement *Supporting One Parent Families During COVID-19 Restrictions: Ten Urgent Actions for Government* highlighted the need for childcare, income and employment supports and Parent's Leave. NOPFA's statement was highlighted by the Minister for Social Protection and a number of TDs in Dáil debates.

We met with the Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman, to discuss childcare and inequalities for lone parents in the provision of Parent's Leave. We made joint submissions to the Murphy Review Group on child maintenance, on Housing for All, on the Parent's Leave Bill and on Budget 2022 priorities.

NOPFA members spoke at NWC's All Island Women's Forum on poverty and NWC's post budget event *Gender Budgeting – a Chance for Change*. NOPFA addressed the Oireachtas Committee on Social Protection on the issue of child poverty with NOPFA asks reported on by RTE and the Irish Times.

Our collective action kept a spotlight on the needs of lone parents and the inequalities they experience throughout the year.

Budget 2022 must loosen poverty's grip on one parent families

- Extend **Jobseekers Transition Payment** until children are finished school
- Unlock free **childcare** and provide equal access to **Parental Leave**
- Develop a child and family **housing and homelessness** plan
- Make **child maintenance** a non-means tested payment
- Ensure **SUSI** is available to all lone parents in education

National One Parent Family Alliance

#endchildpoverty #supportfamilies #budget2022

3 reasons why Budget 2022 must prioritise one parent families



National One Parent Family Alliance

#endchildpoverty #supportfamilies #budget2022

Campaigning for Universal Public Services

'Budget 2022 is our opportunity to significantly increase investment into a public, not for profit childcare system that provides accessible, affordable, quality childcare and decent wages and working conditions.'

Orla O'Connor,
National Women's Council

#budget
2022



Campaigning for a public model of childcare is a core part of all of NWC's work and featured prominently in many submissions, campaigns, events, meetings, and as part of our public commentary throughout the year.

In addition, the Community Platform, of which we are members, published Principles for delivering a high quality, inclusive and accessible Public Childcare Model. The Platform believes that the progressive delivery of a high quality, inclusive and accessible public childcare model is urgently needed. Lessons from the past, and reinforced by the Covid-19 pandemic, show the important role of the State in providing key public services and in ensuring universal access. A properly designed and delivered public childcare model has a crucial role in addressing women's inequality and disadvantage.

The Principles document was launched in November at a webinar with speakers from different perspectives including childcare services, trade unions, parents and opposition spokespeople.

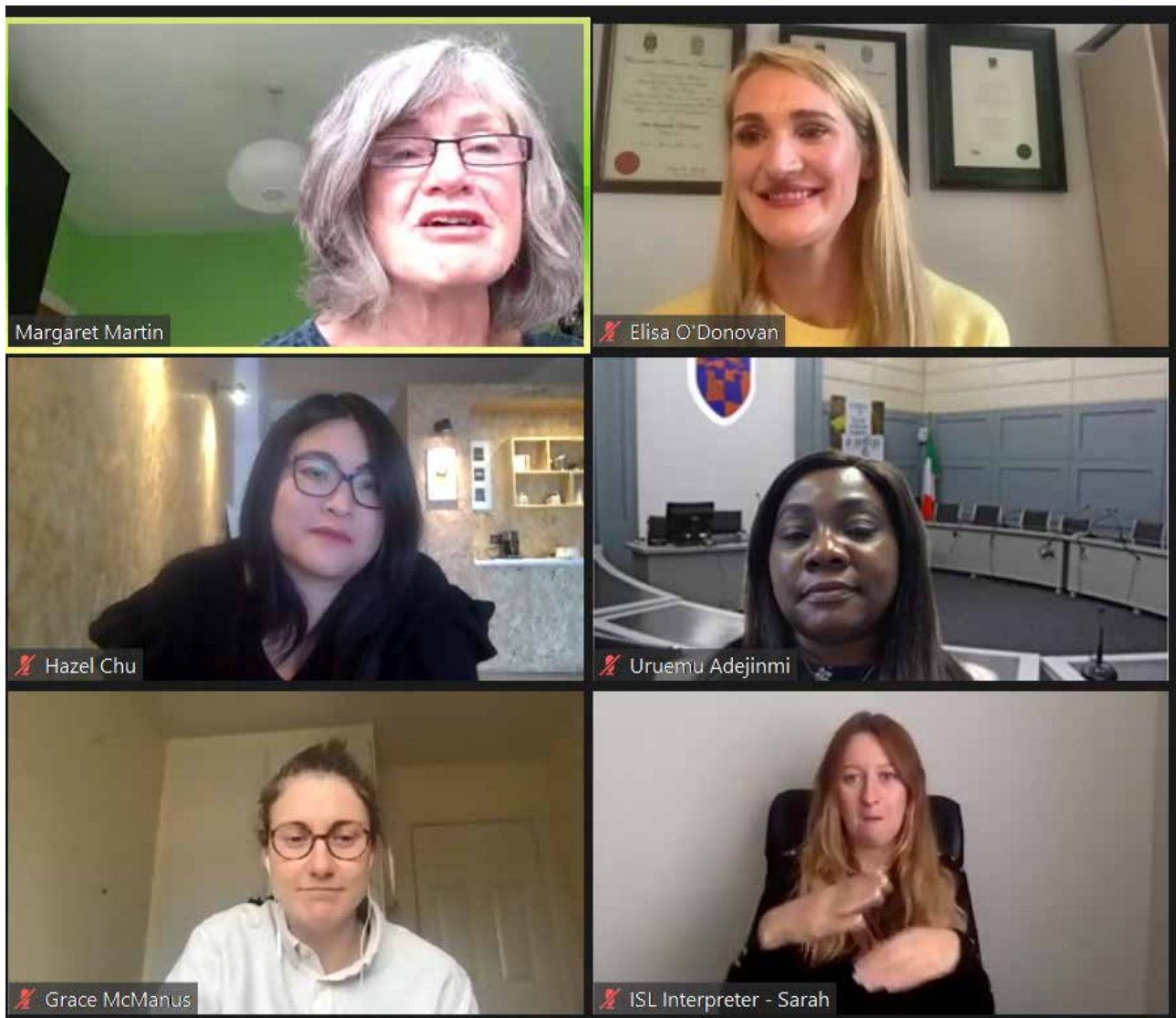
Driving Women's and Girls' Leadership

Social Media Abuse Campaign

Women continue to experience high levels of gender-based abuse and harassment in carrying out their everyday roles as public representatives. This misogynistic abuse, particularly online, is becoming an increasing barrier to women's political participation.

In 2021, NWC commissioned new research into how political parties respond to targeted online abuse and what safety measures and protocols they have in place to ensure women parliamentarians feel safe in performing their public duties. The aim of the research is to develop a toolkit on how parties can and should respond which will be launched in 2022.

As part of this project, NWC organised three webinars to discuss and raise awareness of the issue. Speakers at the events included experts, women Councillors and women TDs and Senators.



Promoting a Family Friendly Parliament

Positive action is urgently required to embed into the life of the Oireachtas a set of family-friendly policies that is reflective of a progressive parliament and a modern, inclusive workplace. NWC has been leading calls for a family-friendly parliament since the launch of our 2013 report *A Parliament of All Talents: Building a Women Friendly Oireachtas*. Yet, almost a decade on, many of its recommendations still need to be implemented.

In 2021, the Ceann Comhairle of the Oireachtas set up a Forum for a Family Friendly and Inclusive Parliament. NWC engaged intensively with this process. We made a submission to the forum on creating an inclusive, family friendly Leinster House. In addition, NWC's Director gave evidence to the forum. NWC welcomed that a number of our recommendations were included in the final report of the forum.

Supporting the Women's Parliamentary Caucus

NWC continued to provide secretariat support to the women's parliamentary caucus throughout 2021, including support with submissions, events, press and general admin.

NWC supported the caucus' *Our Shared Island: Women's voices in Peacebuilding* event to mark the anniversary of the Good Friday Agreement.

At the end of 2021, NWC passed the secretariat work over to the new secretariat, provided by the Oireachtas staff team.

Campaigning for Local Quotas

The Citizens' Assembly on Gender Equality in 2021 made a clear statement that women's low representation in all sectors of society needs to change and they don't want soft measures, they want quotas. The recommendations for quotas for candidates for local elections provide a very clear direction to Government for increasing women's leadership in Irish society. These measures, combined with the recommendation for the provision of maternity and paternity leave to be available for all elected representatives, would prove transformative to achieving gender equality in Irish politics and breaking down barriers for women in politics.

In 2021, NWC continued to advocate for mechanisms that can facilitate the extension of candidate selections quotas for the Local Elections 2024 and met with Minister of State Peter Burke and Minister of State Malcolm Noonan to discuss our proposals.

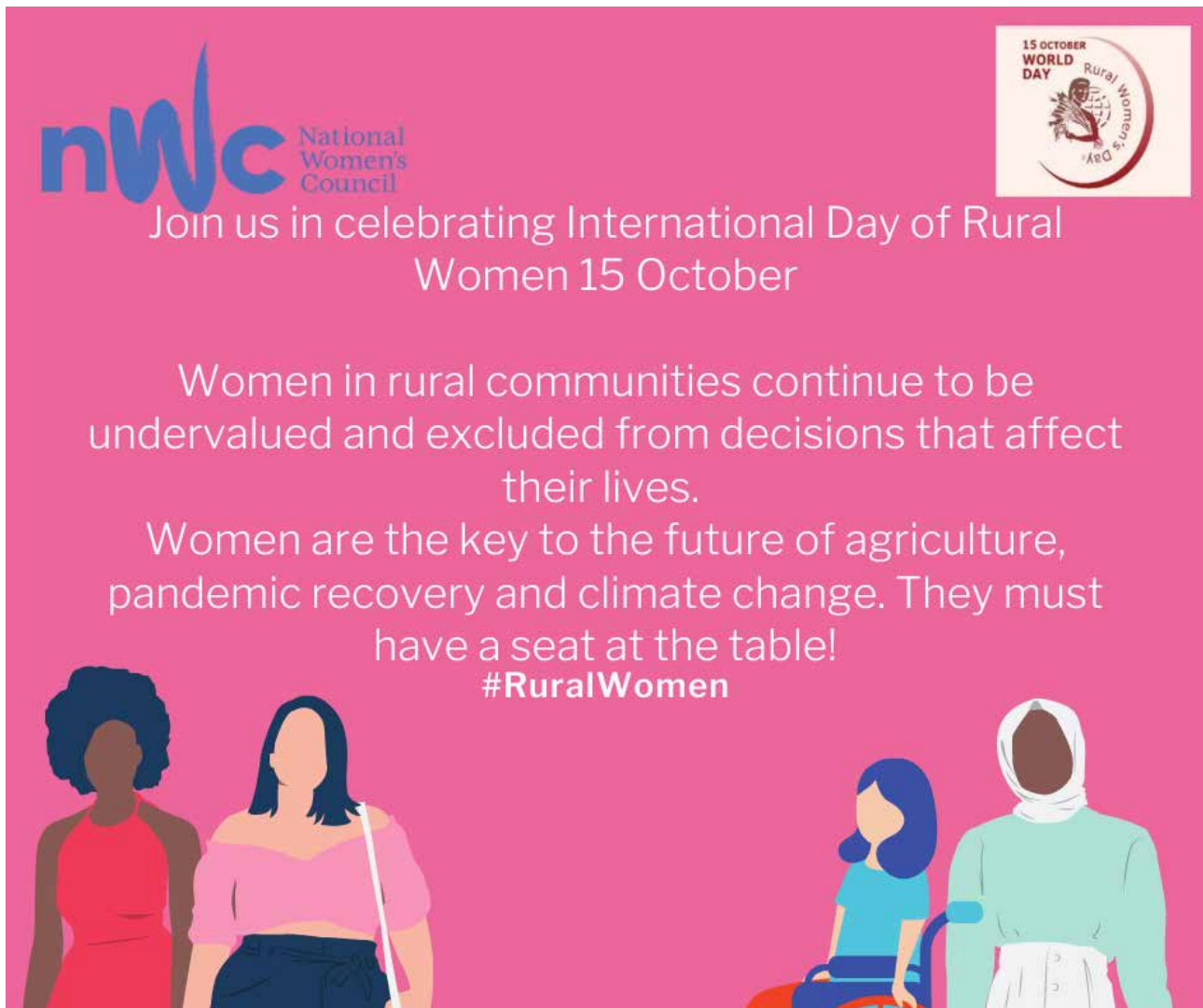
We made a submission to the Joint Oireachtas committee on Housing, Local Government and Heritage as part of their pre-legislative scrutiny of the Electoral Reform Bill. In addition, we addressed the committee advocating for a strong role for the electoral commission in overseeing quotas and supporting wider democratic engagement with underrepresented groups.

We sourced funding from the Department of Housing, Local Government and Heritage to enable us to develop a toolkit to support family friendly and inclusive Local Government. We convened a steering group of our members and local government stakeholders to support and inform this project. This will be launched in 2022.

Women in Rural Communities

NWC facilitated a dialogue to discuss the latest Rural Development Strategy with our members and officials from the Department of Rural and Community Development. Members had an opportunity to share the issues that were of concern to them and engage with the objectives set out in the strategy.

We were delighted to secure funding from the Department of Rural and Community Development to organise a conference on women in rural communities in 2022. We have convened an external member planning group to work with us to organise this major conference.



nWc National Women's Council

15 OCTOBER
WORLD
DAY Rural Women's Day

Join us in celebrating International Day of Rural Women 15 October

Women in rural communities continue to be undervalued and excluded from decisions that affect their lives.

Women are the key to the future of agriculture, pandemic recovery and climate change. They must have a seat at the table!

#RuralWomen

Women's Community Sector Working Group



NWC is convening a working group between our members and other organisations working with women in local communities. The purpose of the working group is to provide a collective space for member organisations and relevant stakeholders to support the sustainability of Women's Community Development Organisations and organisations working with women to advance marginalised women's equality. Derry Women's Centre joined the working group this year.

In partnership with Community Action Network the working group held a session in September to provide a reflective and non-operational space for workers as organisations transitioned back to the office environment and continued to adapt in a very uncertain environment. The group responded to mid programme priorities for the Social Inclusion and Community Activation programme to ensure there was a gender perspective included.

We held a workshop with workers delivering SICAP to discuss how the programme is responding to women's inequalities at local level in October and met with Pobal who were carrying out a gender analysis of the caseload. We delivered two sessions, one online and one in person, with Louth Leader Partnership to explore setting up a women's network in Louth.

The group also submitted a response to the Local Economic and Community Planning guidelines 2021 to call for women's equality to be explicitly named and cross cutting in the planning processes. The group contributed to NWC's Pre-Budget Submission calling for investment in the sector.

We met with Minister of State Joe O'Brien to raise the importance of mainstreaming women's equality across investment, programme and strategies at local level.

Working against Discrimination and Racism

Le Chéile

We continue to be a key organisation in Le Chéile, a coalition of civil society organisations, politicians and individuals working together to promote diversity and against the far right.

In 2021 Le Chéile held webinars and a rally against hatred in June. The rally brought together many civil society organisations working for an Ireland free from racism, sexism and discrimination, where everyone is treated with dignity and respect.

NWC Director Orla O'Connor was the MC for the rally which was well attended and featured a diverse range of speakers from civil society and political parties.



National Action Plan against Racism

We worked with Catherine Lynch to support the development of our submission to the National Action Plan against Racism. This included holding a members' meeting to hear key concerns and proposals for action to address racism and sexism experienced by Traveller, Roma and minority ethnic women.

We also worked with the National Anti-Racism Committee to hold an additional session with our group members AkiDWA and the National Traveller Women's Forum to ensure that racism and sexism were included as a crucial intersection and injustice in the development of the National Action Plan against Racism.



Vindicating Women's Rights as Human Rights

NWC's Disabled Women's Group

NWC is committed to working towards greater equality, increased participation and representation of disabled women at all levels of Irish society, and to the full realisation of the rights of disabled women, as set out in the UN Convention on the Rights of Persons with Disabilities.

We continue to support disabled women to come together online. The group is a space for disabled women to share information and ideas, to help shape the women's equality movement in Ireland and to support disabled women's leadership.

In 2021, the group made a submission to the initial State report on the United Nations Convention Rights of Persons with Disabilities to bring the gender perspective and participation of disabled women. Two members of the group addressed the Joint Oireachtas on Disability Matters on International Women's Day.

The Disabled Women's Group also made a submission to the Third National Strategy on Domestic, Sexual and Gender Based Violence. This is a critical area of concern where the experiences of disabled women have been missing.

NWC hosted an online gathering of disabled women activists from Ireland and around the world to build connections and share experiences. This was jointly organised with Independent Living Movement Ireland and Disabled Women Ireland.

NWC also hosted an event as part of the Dublin Arts and Human Rights Festival in October 2021 to highlight disabled women artists and the contribution arts can make to the campaign for human rights and equality for all disabled people. This event was MC'd by Blessing Dada and featured contributions from Dr Rosaleen McDonagh, Roisin Hackett, Emilie Conway, Lydia Gratis, Mary Collins, Penny Pepper and Isolde Carmody. As part of the event, NWC created an advocacy video with submissions and contributions from women in the group.

NWC marked International Day of Persons with Disabilities in December 2021 with our #LeadingChange campaign highlighting the change the group wants to see for disabled women in 2022.



Working at European Level

– European Women's Lobby

NWC is a board member of the European Women's Lobby (EWL), the largest network of women's organisation in the EU, promoting women's rights and gender equality.

EWL campaigns for a feminist Europe and advocates for EU and global actions to end violence against women and girls and sexual exploitation. In 2021 this included condemning Turkey's decision to withdraw from the Istanbul Convention. EWL also campaigned for the promotion of feminist economics and Gender Budgeting.

Our EWL representative, Catherine Lane, stepped down in June 2021 and Louise Lovett and Orla O'Connor now represent the organisation on the board.

NWC staff members and members engaged on a number of EWL working groups, including the Task Force on Sexual Reproductive and Health Rights and the European Observatory on Violence against Women.

NWC supported EWL's lobbying activities at EU and national level. We spoke at a webinar alongside our members The Shona Project on increasing the participation of young women in EWL and its member organisations.

New Members

Welcome to our new members who joined in 2021.

Amal

Amal is a Muslim women-led, non-faith-based feminist organisation. Its vision is a world free from all forms of oppression and discrimination for the women they work with. Amal delivers culturally appropriate advocacy and ensures that women understand their rights and become fluent in exercising them while equipping service providers with culturally competent responses and encouraging an intersectional and non-discriminatory culture and practice. <https://www.amalwomenirl.com/>

Digital Repository Ireland

The Digital Repository of Ireland is a national digital repository for Ireland's humanities, social sciences, and cultural heritage data. It allows users to browse and search across multiple collections from some of the finest Irish institutions. These collections are safely preserved in the DRI. DRI run the Archiving Reproductive health to archive material linked to the Repeal the 8th campaign. <https://www.dri.ie/>

Fine Gael Women's Network

The Fine Gael Women's Network (FGWN) is a network to encourage, empower and support women to become active at all levels in Fine Gael. Its primary aim is to increase the number of women who run for Fine Gael.

Members in this network are committed to gender equality and to motivating, supporting and inspiring women to take leadership roles, i.e. stand for election within party structures and to run as candidates in elections.

Endometriosis Association of Ireland

The Endometriosis Association of Ireland provides information and support for women with endometriosis. The association is run on a voluntary basis, mostly by women who have endometriosis themselves.

LGBT Ireland

LGBT Ireland is a national charitable organisation which provides quality services to Lesbian, Gay, Bisexual, Transgender and Intersex + (LGBTI+) people across the country. Informed by the issues and experiences raised through their frontline services, they also undertake extensive training and advocacy work to enhance the visibility, inclusion and rights of the LGABTI+ people living in Ireland. <https://lgbt.ie/>

Irish Council for Civil Liberties (ICCL)

ICCL's mandate is to speak truth to power, even when it is unpopular or difficult. ICCL works to ensure that everyone in Ireland can enjoy all of their rights, all of the time. ICCL is a membership organisation and fully independent of Government. <https://www.iccl.ie/>

Member Charter

In 2021 NWC developed a Member Charter within the overall context of our Membership Strategy (2020–2025) which seeks to strengthen the mandate of NWC and build a strong sense of ownership of and investment in NWC amongst our members.

The Member Charter outlines how NWC engages with our members and explains how members can get involved in our advocacy work, influence our policies and participate in our governance.

NWC set up an internal working group to develop the Charter and held an information and feedback session with members to consult on the draft Member Charter. All new members of NWC are now signing up to the Member Charter when they apply for membership. The Member Charter will be fully rolled out across NWC's membership in 2022.

Digital Fundraising

We built on the previous year's fundraising achievements with a great start to 2021 through our Nollaig na mBan supporter email and social media campaign in early January.

March was a strong month for donations due to the organisation's high media profile, numerous activities and events to mark International Women's Day. The launch of our Feminist Changemaker supporter programme to coincide with IWD was a particular success, with many sign ups to the new programme, which continues to grow.

In May, our women's health campaign launch for better #AbortionAccess included a digital fundraising element. We delivered a strong campaign through social media and a series of supporter emails.

Always a busy month for fundraising, we received strong support in December for our #FestiveAppeal which was launched at the beginning of the month with NWC Director, Orla O'Connor's video message to supporters. Through a series of themed emails, we called for donations to drive NWC's work forward in the new year to advance women's health, women's economic equality and women's leadership.

Overall in 2021, digital fundraising was stepped up and further embedded into the organisation. This included the many technical updates behind the scenes to improve the donor's user experience

Feminist Changemaker Supporter Programme

We had a brilliant response to the launch of our Feminist Changemaker supporter programme on International Women's Day in March, with many new sign ups as a result. Formerly known as individual members, our growing community of Feminist Changemakers play a vital role in supporting our work in the advancement of women's rights in Ireland.

We implemented a series of technical changes and updates to continuously improve engagement, user experience and retention of our supporters.





NWC in the Media and on Social Media

- NWC's Director and other policy team members appeared on national and local broadcast media throughout the year on topics such as the disproportionate impact of Covid-19 on women (in particular, covering maternity restrictions, violence against women and childcare), our #AbortionAccess campaign, online harassment of women in politics, the Citizens Assembly on gender equality,
- Significant press coverage and online engagement throughout International Women's week.
- Major coverage during Budget 2022, particularly in response to the announcement of free contraception for the 17-25s, with a highlight being NWC Director, Orla O'Connor's interview on RTE 1 Budget Review programme.
- 9 national opinion pieces in 2021, on topics such as care, ending gender-based violence, the Abortion Review and our Beyond Exploitation campaign.
- A total of 547 recorded press mentions in 2021, an increase from 514 in 2020.
- We saw an 8% increase in social media followers in 2021, with all channels showing growth.
- Twitter followers increased by over 3000, to become 39,416 followers, at the end of the year, with over a million impressions on average each month.
- Our Instagram followers grew from 9,444 to 12,350.
- We increased our Facebook page likes to over 23,090.
- The Twitter account of our Director Orla O'Connor increased by almost 1,000 followers, nearly breaking the 11k mark with 10,950.
- We had over 19,000 users of our website www.nwci.ie



Our Team



Orla O'Connor,
Director



Sandra Conway,
Legal and Policy Officer (until
June 2021)



Sarah Clarkin,
Communications and Social
Media Coordinator



Mia De Faoite,
Beyond Exploitation
Coordinator (from April 2021)



Emme DeSouza,
Women in Leadership
Coordinator (from January
2021)



Anne Gibney,
Head of Finance and
Operations



Mary Hayes,
Women's Health Policy Officer
(until June 2021)



Catherine Lane,
Women in Local, Community
and Rural Development Officer



Jennifer McCarthy Flynn,
Head of Policy

Our Team



Susan McCormack,
Administrator



Sandra McCullagh, Women's
Economic Equality Coordinator



Stephaney Mullins, Finance
Officer (from August 2021)



Vicky Masterson,
Digital Campaigns and
Communications Officer
(from September 2021)



Helen Mullarkey, Membership
Liaison Officer (until October
2021)



Hayley Mulligan, Violence
against Women Officer (until
November 2021)



Silke Paasche,
Head of
Communications
and Membership



Laura Pakenham,
Digital
Communications
and Fundraising
Officer



Alana Ryan,
Women's Health
Coordinator (from
March 2021)



Fay White,
Women's Health
Officer (from
September 2021)

People we worked with in 2021

We sincerely thank the following people who worked with us and supported our projects and campaigns in 2020.

- Kathleen O'Meara
- Colette Kelleher
- Rachel Doyle
- Ann Irwin
- Marie Lynch
- Dr Marianne O'Shea
- Elizabeth Power
- Jacinta Clarke
- Owodunni Mustapha
- Monica O'Connor
- Sarah Garvey
- Vanessa O'Connell
- Penny Pepper
- Ali Warner
- Ola McCabe
- Jamie Williams
- Shelley Parkinson
- Catherine Lynch
- Éilís Barry
- Adam May
- Emma Lane-Spollen
- Hannah Quinn Mulligan
- Dr Sinead Kennedy
- Dr Pauline Cullen
- Dr Robert Sweeney
- Dr Amie Lajoie
- Kevin O'Regan
- Sheena Frost



Our Executive Board



Louise Lovett, Chairperson

Louise recently retired from her role as 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.



Margaret Martin, Deputy Chairperson

Most of Margaret's working life centred on women's issues, particularly violence against women, and community education. Recently retired from her role as Director of Women's Aid, other key posts included: Women's Education Officer and Deputy Director at AONTAS; Coordinator with POWER Partnership (NWC, WERRC, UCD, Women's Support Network, Belfast and University of Ulster); and Projects Manager in NWC.



Ethel Buckley

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 Norah Burns

Dr Norah Burns holds a Bachelor of Laws in Law and European Studies and a Master of Laws in Human Rights in Criminal Justice from the University of Limerick. She has completed a PhD in Law in the School of Law in Trinity College Dublin. Norah completed a Master in Arts in Third Level Teaching and Learning in 2020 and postgraduate studies in human rights in Kings College London. She is currently a lecturer in the School of Law at Queen's University Belfast. She is very interested in human rights, access to education and women and the law. In 2021 she was awarded a National Teaching Hero Award by the National Forum for the Enhancement of Teaching and Learning and the Union of Students in Ireland. In 2018 she was chosen from 13,000 young people as a future young ethical leader in Europe by the Asia Europe Foundation. In 2021 Norah was nominated by the Minister for Higher Education to the Governing Body of Technical University Dublin and by the Minister for Children and Equality to the Council of Gaisce The President's Award.



Vivienne Glanville

Vivienne has over 18 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.



Emilia Marchelewska

Emilia is passionate about women's health and wellbeing. She is a Health Advocacy Officer with Cairde, an advocacy organisation challenging ethnic minorities health inequalities. She leads Migrant Mental Health and HealthConnect. ie projects. She is also a vice chair of the CKU Centre for Counselling and Therapy, and a member of Forum Polonia. Her experience includes supporting individuals and communities, engaging with services and policy makers and working with the media. Emilia has an MA in Social Psychology, BA in Youth Rehabilitation, PMP. She now studies Positive Psychology and Health at the RCSI.



Sarah Monaghan

Sarah is Consent Project Manager at Dublin Rape Crisis Centre. She has previously worked as Campaigns Manager for The Wheel, the National Association of Charities, Community and Voluntary Organisations and Social Enterprises. Sarah has been involved in the Abortion Rights Campaign since 2014 and has acted as Campaign Co-Convener as well as serving on the Board. She was a founding member of Together for Yes where she sat on the National Executive while also acting as a Campaign Spokesperson and Head of Campaign Outputs. She was Director of Logistics on the Campaign to Re-Elect Michael D Higgins in 2018. She has a BA in Psychology and English Literature from NUIG as well as an MA in Comparative Literature from DCU and an MA in American Literature from UCD.



Jennifer Okeke Campbell

Jennifer is a community activist and former Chairperson of a migrant women's organisation based in Ireland. She is currently the Anti-Trafficking Officer with Immigrant Council of Ireland. Jennifer has extensive experience on issues of gender, human rights and migration (refugees, asylum seekers, direct provision). She has a proven history of supporting local migrant communities in the promotion of integration. Jennifer is currently a PhD candidate with Dublin City University exploring the experience of migrant women trafficked into/through Ireland for sexual exploitation. She holds a BSC from University College Birmingham and a Masters in International Relations, from the School of Law and Government, DCU.



Sara R Phillips

Sara is a Trans activist working globally. She has been involved with human rights activism for over 40 years. She is currently in her 9th year (third 3-year term) as Chair of the Board of Directors of Ireland's national trans organisation, Transgender Equality Network Ireland (TENI). Sara is also the treasurer of the International Trans Fund in New York, and a board member of Transgender Europe. Sara is an experienced senior manager and consultant across many industries including the construction industry, complemented by an ACCA – Chartered accountancy qualification. Sara is currently the National Manager in Ireland for multinational construction materials manufacturer CPG-Europe.



Nuala Ryan

Nuala, a dedicated feminist and a long-standing member of NWC, represented the Irish Federation of University Women for a number of 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.



Shirley Scott

Shirley is the policy manager for the Dublin Rape Crisis Centre. She has been employed there since 2004 where she has held a number of positions within that organisation. She has been involved in voluntary work for much of her adult life and currently serves on the board of Bethany, the National Bereavement Support Group for Adults. She has a Bachelor of Business Studies from Dublin City University as well as a BA (Humanities) and MA (Human Development) from St Patrick's College (DCU).

Committees, Campaigns and Groups

NWCI is a Board Member of

- European Women's Lobby
- Community Work Ireland
- SISI

NWC is a member of

- Alcohol Health Alliance
- Big Start
- Campaign for an All-Ireland National Health Service
- CervicalCheck Public Patient Involvement Panel
- Community Platform
- Community and Voluntary Pillar
- Community Work Ireland Mental Health Network
- COP26 Coalition Ireland
- Children Living with Domestic and Sexual Abuse
- Victims' Rights Alliance
- Alcohol and Gender Based Violence
- Better Europe Alliance
- Courting Disaster Coalition
- CSO Sexual Violence Survey Liaison Group
- Department of Foreign Affairs and Trade NGO Standing Committee on Human Rights
- Department of Justice and Equality – Strategy Committee for the National Strategy for Women and Girls 2017–2020
- Department of Public Expenditure & Reform – Equality Budgeting Expert Advisory Group
- Four Day Week Ireland Campaign
- HEA Ending Sexual Violence and Harassment Working Group
- Health Reform Alliance
- Home Care Coalition
- HPV Vaccination Alliance
- HSE Tobacco Free Ireland Partners Group'
- HSE Patient Forum
- Irish Cancer Society Prevention Committee
- Irish Observatory on Violence Against Women and Girls

- Le Chéile
- Monitoring Committee of the Second National Strategy on Domestic Sexual and Gender Based Violence
- Monitoring Committee of the Second National Strategy on Domestic Sexual and Gender Based Violence NGO-Union Sub Group
- National Advisory Committee to End Sexual Harassment and Violence in Third Level Education
- National One Parent Family Alliance
- National Steering Committee on FGM
- New Deal for Early Years Campaign
- Psychological Counsellors in Higher Education – Steering Group
- Public Participation Network National Advisory Group
- Raise the Roof Coalition
- ‘Still Here’ and ‘No More Excuses’ Campaign Advisory Group
- Stop 67 Coalition
- Survivors Informing Services and Institutions Sisi – Advisory Group
- The Tusla Strategic Review of Domestic Violence Accommodation Group
- Women’s Mental Health Network

Submissions and Publications

February 2021

- Submission to the Department of the Taoiseach on Ireland's National Recovery and Resilience Programme
- Submission to the Department of the Taoiseach on the EU Recovery and Resilience Plan
- Submission to the Oireachtas Committee on Children, Equality, Disability and Integration on General Scheme of the Parent's Leave and Benefit (Amendment) Bill
- Joint Submission to the Oireachtas Committee on Children, Equality, Disability and Integration on Children on General Scheme of the Parent's Leave and Benefit (Amendment) Bill with the National One Parent Family Alliance¹
- Joint Submission to the Department of the Taoiseach on Ireland's National Recovery and Resilience Programme with the Community and Voluntary Pillar

March 2021

- Submission to the Joint Oireachtas Committee on Housing, Local Government and Heritage on the General Scheme of the Electoral Reform Bill
- Women doing politics differently: Development of local or regional caucus for women councillors – identifying interest and examining possible supports
- Establishing a Women's Caucus – Guidelines for Women Councillors and for Local Authorities
- Family Justice Oversight Group – Phase 1 Consultation
- Submission to the Commission on Pensions
- Joint Submission to Child Maintenance Review Group with the National One Parent Family Alliance

April 2021

- Submission to the Initial State Report under the United Nations Convention on the Rights of Persons with Disabilities
- Submission to Child Maintenance Review Group
- Joint Submission on Housing for All with the National One Parent Family Alliance
- Submission on the General Scheme of the Family Court Bill

May 2021

- Submission on a Family Friendly and Inclusive Parliament
- Accessing Abortion in Ireland: Meeting the Needs of Every Woman
- Submission to Department of Children, Equality, Disability, Integration and Youth on flexible working

June 2021

- Beyond Exploitation – Submission to Third National Strategy on Domestic, Sexual and Gender- Based Violence
- Submission on the Draft Agri-Food Strategy to 2030
- Increasing Gender Balance on Boards: The Case for Legislative Gender Quotas in Ireland

July 2021

- A Care Economy for a Fair Economy – Investing and Delivering for Women in Budget 2022
- Disabled Women's Group Submission to Third National Strategy on Domestic, Sexual, Gender Based Violence
- Women in Rural Communities – Paper
- NWC Submission on the Third National Strategy on Domestic, Sexual and Gender- Based Violence
- Submission to the Department of Social Protection on Budget 2022

August 2021

- Towards a National Action Plan Against Racism in Ireland

September 2021

- Submission on Ireland's Common Agriculture Policy Strategic Plan 2023-2027

October 2021

- Evidence for Selection of Programme Priorities the Social Inclusion and Community Activation Programme for 2022/2023: Observations from the National Women's Council
- Joint Submission on Budget 2022 priorities with National One Parent Family Alliance

November 2021

- Submission to the National Council for Curriculum and Assessment's SPHE consultation
- Improving the health outcomes and experiences of the healthcare system for marginalised women

December 2021

- Budget 2022 Gender Analysis report in collaboration with TASC
- NWC Submission – Review of the Equality Acts Legislation
- Joint submission to the Joint Committee on Finance, Public Expenditure and Reform, and Taoiseach on EU Economic Governance Framework with the Better Europe Alliance



Legal and Administrative Information

Company Information – National Women's Council of Ireland

Directors

Louise Lovett
Margaret Martin
Nuala Ryan
Vivienne Glanville
Ethel Buckley
Jennifer Okeke Campbell
Shirley Scott
Sarah Monaghan
Sara Philips
Norah Burns
Emilia Marchelewska

Company secretary

Anne Gibney

Company number

241868

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

Garlan Furey Solicitors
20 Fitzwilliam Square, Dublin 2

Financial Report

The main work and activities of NWC for 2021 were in line with our new Strategic Plan 2021 – 2024.

Income & Expenditure

INCOME

Department of Children, Equality, Disability, Integration & Youth	564,496
SSNO – Department of Rural and Community Development	90,000
HSE	130,000
Membership Fees	38,865
Donations	15,305
Department of Foreign Affairs – Reconciliation Fund	45,321
Community Foundation of Ireland	31,000
Department of Rural & Community Development (Social Partnership)	18,840
Centre for Reproductive Rights	25,000
Novo Tides	47,694
Department of Housing Planning & Local Government	23,090
Department of Justice	6,000
Dept. Further and Higher Education, Research, Innovation and Science	49,044
Department of Rural & Community Development	5,000
Other	49,889

TOTAL INCOME

€1,139,544

EXPENDITURE

Staff Costs	745,230
Office running costs	27,003
Rent, Cleaning	93,578
Communication & Information	22,708
Governance & Statutory costs	17,866
Professional Fees	9,499
Programme Activities	83,023

TOTAL EXPENDITURE

€998,907

FINANCIAL RESULTS

The financial results for the financial year ended 31st December 2021 show a net surplus of €140,637 (2020: net surplus €11,179).

INCOME

National Women's Council of Ireland (NWC) raised total income of €1,139,544 for the financial year ended 31st December 2021 (2020: €968,048).

EXPENDITURE

Total expenditure for the year at €998,907 some of which relates to income received in previous years for programmes of work which were carried out in 2021.

The balance sheet is showing reserves of €268,074 in restricted funds and €117,984 in unrestricted funds. 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 NWC'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.

NWC's ability to deliver quality, value for money programmes has ensured strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations. NWC 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 2021

	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total 2021 €	Total 2020 €
Incoming Resources				
Donations	-	54,170	54,170	43,440
Charitable Activities	1,035,485	49,889	1,085,374	924,608
	-----	-----	-----	-----
Total Incoming resources	1,035,485	104,059	1,139,544	968,048
Resources Expended				
Raising funds	(8,604)	(3,087)	(11,691)	(8,420)
Charitable Activities	(922,865)	(64,351)	(987,216)	(948,449)
	-----	-----	-----	-----
Total Resources Expended	(931,469)	(67,438)	(998,907)	(956,869)
Net (deficit)/surplus for the financial year	104,016	36,621	140,637	11,179

These financial statements were approved by the directors on 19th April 2022 and are signed on their behalf by Louise Lovett, Chairperson and Vivienne Glanville, Director.

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021

	2021		2020
	€	€	€
Current assets			
Debtors	9,322		4,978
Cast at bank and in hand	424,610		324,971
	-----		-----
	433,932		329,949
Creditors: amounts falling due within One year	(47,874)		(84,528)
	-----		-----
Net current assets		386,058	245,421
		=====	=====
Reserves			
Restricted Funds	268,074		164,058
Unrestricted Funds	117,984		81,363
	-----		-----
Members' Funds	386,058		245,421

These financial statements were approved by the directors on 19th April 2022 and are signed on their behalf by Louise Lovett, Chairperson and Vivienne Glanville, Director.

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 NWC Website (www.nwci.ie).



National Women's Council
100 North King Street
Dublin 7

www.nwci.ie

Follow us

