

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Louise Lovett Nuala Ryan Vivienne Glanville Ethel Buckley Jennifer Okeke Campbell Shirley Scott Margaret Martin Norah Burns Emilia Marchelewska Sarah Monaghan Sara Philips
Secretary	Anne Gibney
Company number	241868
Registered office	100 North King Street Dublin 7
Auditor	Browne Murphy Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2
Bankers	Bank of Ireland Lower Baggot Street Dublin 2
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2

NATIONAL WOMEN'S COUNCIL OF IRELAND

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NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The directors present their annual report and financial statements for the year ended 31 December 2021.

AMBITION, PURPOSE AND LIVING VALUES

The ambition of the National Women's Council of Ireland 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 equality through mobilising, influencing, and building solidarity.

OUR LIVING VALUES

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

We are committed to being:

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 means 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.

Diversity for NWC includes – but is not limited to - disabled women, migrant women, women of color, lone parents, women in the North of Ireland, women experiencing poverty, addiction and homelessness, women from working class communities and the LGBTQI+ community, women of all faiths and none, Traveller and Roma women, women from other ethnic minorities, women in prostitution and survivors of gender based violence and trauma, survivors of institutional abuse, young women and older women, rural women, women in prisons, undocumented women and women living in Direct Provision.

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland CLG is the registered name of the Company. The National Women's Council of Ireland (NWC) is limited by guarantee and does not have a share capital. At 31 December 2021 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

GOVERNANCE AND MANAGEMENT

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. A review of our organisation's compliance with the principles outlined in this Code was conducted in July 2021. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review set out actions and completion dates for any issues that the assessment identified as needing to be addressed.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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

The role of the Executive Board is to oversee the business of the Company as per the Constitution.

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

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

The Executive Board

Role:

- Board members direct the organisation ensuring that it has proper plans, procedures, policies, structures and resources in place to achieve its objectives
- Board members are accountable for the organisation which they govern and must ensure the organisation's procedures are reviewed, that risk is managed and account accurately to funders, members and other stakeholders for both its activities and financial affairs.

Responsibilities include:

- Complying with all statutory obligations
- Regularly reviewing and confirming annually the adequacy of internal financial and other controls
- Overseeing major items of expenditure
- Establishing and monitoring procedures for the retirement and re-appointment of Board members and the Director
- Employment of Director and employees
- Establishing and monitoring procedures for managing potential conflicts of interest
- Maintaining appropriate relationship with the external auditor
- Establishing a procedure for confidential reporting and meaningful follow-up of matters raised
- Participating in the preparation and reviewing of a strategic plan
- Reviewing the Board's operation and effectiveness

FINANCE SUBCOMMITTEE

The primary purpose of the Finance Sub Committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Ensuring the Company adopts, maintains and applies appropriate accounting and financial reporting processes and procedures
- Facilitating the independence of the external audit process and addressing issues arising from the audit process and
- Ensuring the Company maintains effective risk management and internal control systems

The Finance Subcommittee comprises not less than three members. Two members are NWC Directors. One member can be co-opted as per the Constitution of the NWC. Meetings held at least four times a year.

Responsibilities

The responsibilities of the Finance Subcommittee shall include, but are not limited to the following:

1. Financial Reporting

- Review the annual budget which is presented for approval to the Board

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

- Reviewing financial statements and other financial information distributed to the Board
- Monitoring the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements.
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements; and
- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulations.

2. Risk Management and Internal Control

Monitoring risk assessment and the internal controls.

- Reviewing risk management practices in consultation with other subcommittees, where appropriate
- Monitoring the establishment of an appropriate internal control framework, including information systems and considering enhancements.
- Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt.
- Reviewing reports on any major defalcations, frauds and thefts from the Company.
- Initiating and supervising special investigations.
- To oversee any investments

Governance Subcommittee

The primary purpose of the Governance Sub-committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Ensure there is a robust and effective process for the evaluation and performance of the board, board Committees and individual directors
- Ensure the Board fulfils its legal, ethical, and functional responsibilities
- Ensure the company maintains effective risk management and internal control systems

The Governance sub-committee comprises not less than three members. Two members are NWC Directors. New members can be co-opted as per the Constitution of the NWC. Meetings held at least four times a year

Responsibilities

The Governance Sub-Committee is responsible for advising the Board on effective governance of the organisation through:

- Ensuring that governance policies and procedures are developed and periodically reviewed
- Ensuring that risk management and internal controls are developed and periodically reviewed in consultation with other sub-committees, where appropriate.
- Ensuring that induction and training programmes are provided for board members
- Ensuring regular review of the performance of the board as a whole

Risk Management and Internal controls

- Development and maintenance of a Risk Register
- Review the adequacy of the Company's policies and procedures regarding internal controls and risk management.
- Discuss with management the scope and quality of systems of internal control and the risk management framework
- Review the findings of investigations into any failures of internal controls or infringements of laws, rules and regulations
- Appraise the Board of significant developments in the course of performing the above duties

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Employment Subcommittee

Purpose

The primary purpose of the Employment Sub-committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Conduct a review of the NWC Employment Policies in accordance with the Strategic Plan process and make recommendations to the Board on changes and updates that are required
- Ensure the employment policies are up to date with current employment law
- Carry out duties as specified within the Employment Policy regarding - recruitment, disciplinary and grievance procedures, redundancy etc.
- To lead the recruitment process of the Director and ensure 1-1 support is implemented for the Director.
- To receive reports on personnel and Human Resource issues from the Director and where relevant Head of Finance and Operations at Committee meetings.
- To recommend staff salary scales, increment process and pension benefits to the Board

The Committee comprises not less than three members. Two members are NWC Directors. New members can be co-opted as per the Constitution of the NWC. Meetings held at least three times a year, or when required.

OUR WORK IN 2021

Some of the work activities of NWC for 2021 are as follows: full details are available in our Annual Report

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.

Celebrating Women in the Arts

On International Women's Day, 8 March 2021, NWC hosted seven very special guests 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 ÓBrocháin Carmody, a writer and performer; Kerri ni 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.

All-island Women's Forum

NWC received funding from the Department of Foreign Affairs 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. 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.

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

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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.

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 own 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 and this kick-started a year of significant political, media and public engagement on the issue.

Beyond Exploitation Campaign

In June 2011, the NWC was 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 the NWC with partner organisations Ruhama and the Immigrant Council of 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 decriminalised 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.

Pension Justice Campaign

NWC launched its #PensionJustice social media campaign to coincide with International Day for Older Persons on 1st 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 highlighted 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.

Leading Change campaign

NWC marked International Day of Persons with Disabilities 2021 with #LeadingChange campaign where the NWC Disabled Women's Group share the change they want to see for disabled women in 2022. The theme of the 3rd Dec was "Leadership and participation of persons with disabilities toward an inclusive, accessible and sustainable post-COVID-19 world." The campaign highlighted what Disabled women need to make a big difference to their lives for 2022.

Balance the Odds 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.

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 years olds funded in Budget 2022 and we will seek to build on this and ensure the scheme is extended to everyone in Budget 2023.

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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*.

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 is focussed 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.

Ending Sexual Harassment in Higher Education (ESHTE)

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. A key development during the course of the year was the NAC meeting with the Minister for Further and Higher Education, Research, Innovation and Science (FHRIS) to keep him a breadth of the progress and work of the NAC. NAC membership has grown considerably and, in line with best international practice, continues to be intersectional. International research has confirmed that it is crucial to ensure a 'whole of campus community model' for working on the issue and the NAC is modelling that process at national level.

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. Research and statistics demonstrate that gender-based targeting of women politicians is a major challenge in increasing political participation and maintaining a functioning democracy. NWC's 'Women Beyond the Dáil: More Women in Local Government' 2019 reported cases of stalking, as well as racist and sexist abuse on women who ran in the 2019 local elections. The effect of this gendered abuse and violence against women on representation is twofold – both in terms of retention and in encouraging more women into politics.

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 worked to continue to advance political work for a feminist Europe, on EU and global actions to end violence against women and girls and sexual exploitation including condemning Turkey's decision to withdraw from the Istanbul Convention, on feminist economics and Gender Budgeting. NWC staff members and members also engaged on EWL working groups, including the Task Force on Sexual Reproductive and Health Rights and European Observatory on Violence against Women.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Directors and secretary

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

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

Results and dividends

The results for the year are set out on page 13.

PRINCIPAL RISKS AND UNCERTAINTIES

RESERVES POLICY

NWCI's policy is to maintain unrestricted reserves at a minimum level to ensure the long-term viability of the organisation. Reserves to be maintained at a level which ensures that NWCI's core activity could continue during a period of unforeseen difficulty. It takes into account risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisations commitments. The results for the year are set out on page 13. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €117,984 at 31/12/2021. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted reserves in the future. At the year end the balance sheet shows unrestricted reserves of €117,984 and restricted reserves of €268,074 which will be carried forward to 2022. Restricted reserves will be used to carry out agreed programmes during 2022. Exchequer funding exceed 50% of our income.

STAFF AND CONTRACTORS

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

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

Accounting records

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

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

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Post reporting date events

In common with many countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of COVID-19. Under these restrictions all "non-essential" businesses were again ordered to close temporarily. These restrictions were in place for long periods during 2021. The company provides essential services and therefore has remained operation during the year. However, a large number of restrictions were lifted in early 2022. The directors have carried out a review of company assets and feel that no impairment is necessary. They are of the opinion that the company will continue as a going concern.

Auditor

In accordance with the Companies Act 2014, section 383(2), Browne Murphy & Hughes continue in office as auditor of the company.

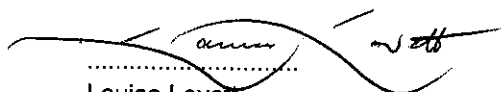
Statement of disclosure to auditor

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

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

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

On behalf of the board



.....
Louise Lovett

Director

19/1/22
.....



.....
Vivienne Glanville

Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2021

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

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

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

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

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

On behalf of the board



Louise Lovett

Director

19/12/22



Vivienne Glanville

Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinion

We have audited the financial statements of National Women's Council of Ireland (the 'company') for the year ended 31 December 2020 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information in the annual report. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the directors' report is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

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

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

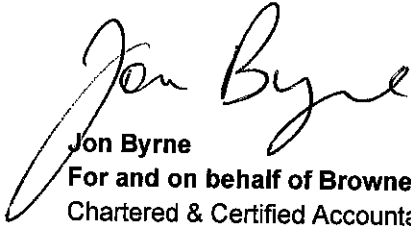
NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

The purpose of our audit work and to whom we owe our responsibilities

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



Jon Byrne

For and on behalf of Browne Murphy & Hughes

Chartered & Certified Accountants

& Statutory Auditors

28 Upper Fitzwilliam Street

Dublin 2

Date:

19/4/2022

NATIONAL WOMEN'S COUNCIL OF IRELAND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total 2021 €	Total 2020 €
Incoming Resources					
Donations	3	-	54,170	54,170	43,440
Charitable Activities	3	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	4	(8,604)	(3,087)	(11,691)	(8,420)
Charitable Activities	6	(922,865)	(64,351)	(987,216)	(948,449)
Total Resources Expended		(931,469)	(67,438)	(998,907)	(956,869)
Net surplus for the financial year		104,016	36,621	140,637	11,179

The income and expenditure account has been prepared on the basis that all operations are continuing operations.


 Louise Lovett
 Director


 Vivienne Glanville
 Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	€	€
Surplus for the year	140,637	11,179
Other comprehensive income	-	-
Total comprehensive income for the year	<u>140,637</u>	<u>11,179</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2021

	Notes	2021 €	€	2020 €	€
Current assets					
Debtors	12	9,322		4,978	
Cash at bank and in hand		424,610		324,971	
		<u>433,932</u>		<u>329,949</u>	
Creditors: amounts falling due within one year	13	<u>(47,874)</u>		<u>(84,528)</u>	
Net current assets			<u>386,058</u>		<u>245,421</u>
Reserves					
Restricted Funds			268,074		164,058
Unrestricted Funds	15		<u>117,984</u>		<u>81,363</u>
Members' funds			<u>386,058</u>		<u>245,421</u>

The financial statements were approved by the board of directors and authorised for issue on ...15.12.21... and are signed on its behalf by:


Louise Lovett
Director


Vivienne Glanville
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2021

	Income and expenditure €
Balance at 1 January 2020	234,242
Year ended 31 December 2020:	
Surplus and total comprehensive income for the year	11,179
Balance at 31 December 2020	<u>245,421</u>
Year ended 31 December 2021:	
Surplus and total comprehensive income for the year	140,637
Balance at 31 December 2021	<u><u>386,058</u></u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

Company information

National Women's Council of Ireland is a limited company domiciled and incorporated in Eire. The registered office is 100 North King Street, Dublin 7.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), as adapted by Section 1A of FRS 102, and the requirements of the Companies Act 2014.

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

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

The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Income and expenditure

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

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

1.4 Tangible fixed assets

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

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

Fixtures and fittings	20% Straight Line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Cash and cash equivalents

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

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

1.6 Financial instruments

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

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

Basic financial assets

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

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in surplus or deficit.

1.7 Taxation

The company is a company limited by guarantee and operates in the Not for Profit sector. Any surpluses generated are for the mutual benefit of the members and on that basis no tax has been applied.

1.8 Employee benefits

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

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

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

1.9 Retirement benefits

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

1.10 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

2 Judgements and key sources of estimation uncertainty

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

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

a) Impairment review following COVID-19

The COVID-19 pandemic has caused an adverse effect on the economic environment in which the company operates. In accordance with section 27.9 of FRS 102 this is an impairment indicator and the company has carried out an impairment review of its assets. The factors taken into consideration in performing an impairment review are based on estimates and are subject to uncertainty.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

3 Incoming Resources

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

	Restricted 2021 €	Unrestricted 2021 €	Total Funds 2021 €	2020 €
Donations				
Members' subscriptions	-	38,865	38,865	37,584
Donations	-	15,305	15,305	5,856
	-	54,170	54,170	43,440
Charitable Activities				
Department of Children, Equality, Disability, Integration & Youth	564,496	-	564,496	-
Department of Justice & Equality	6,000	-	6,000	552,567
Department of Rural and Community Development (Social Partnership)	18,840	-	18,840	18,840
HSE	130,000	-	130,000	141,500
SSNO - Department of Rural and Community Development	90,000	-	90,000	90,000
Centre for Reproductive Rights	25,000	-	25,000	30,205
Department of Foreign Affairs - Reconciliation Fund	45,321	-	45,321	-
IHREC	-	-	-	10,921
Novo Tides	47,694	-	47,694	-
Community Foundation of Ireland	31,000	-	31,000	-
Department of Housing	23,090	-	23,090	3,700
Department of Rural and Community Development	5,000	-	5,000	-
Dept. of Further and Higher Education, Research, Innovation and Science	49,044	-	49,044	22,000
Other	-	49,889	49,889	54,875
	1,035,485	49,889	1,085,374	924,608

4 Raising Funds

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Wages & Salaries	8,604	3,087	11,691	8,420

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2021	Unrestricted 2021	Total 2021	Total 2020
Support Costs				
Staff Costs	731,159	393	731,552	704,191
Office Running Costs	20,744	6,260	27,004	33,529
Rent & Cleaning	52,865	40,713	93,578	94,915
Communications & Information	16,786	5,922	22,708	25,588
	<u>821,554</u>	<u>53,288</u>	<u>874,842</u>	<u>858,223</u>

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

	Restricted 2021	Unrestricted 2021	Total 2021	Total 2020
Governance Costs				
Audit and Accountancy	3,750	930	4,680	4,845
Professional Fees	984	8,515	9,499	11,286
Executive & Statutory Costs	15,172	-	15,172	11,514
Members Meetings Costs	400	765	1,165	2,983
	<u>20,306</u>	<u>10,210</u>	<u>30,516</u>	<u>30,628</u>

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Direct Project Costs	81,005	853	81,858	59,598
Support Costs	821,554	53,288	874,842	858,223
Governance Costs	20,306	10,210	30,516	30,628
	<u>922,865</u>	<u>64,351</u>	<u>987,216</u>	<u>948,449</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

7 Employees

The average monthly number of persons employed by the company during the year was:

	2021	2020
	Number	Number
Employees	<u>15</u>	<u>14</u>

Their aggregate remuneration comprised:

	2021	2020
	€	€
Wages and salaries	650,485	615,380
Social security costs	71,329	66,483
Pension costs	<u>23,415</u>	<u>22,088</u>
	<u>745,229</u>	<u>703,951</u>

The remuneration to key management personnel related to four people and totalled €281,943 in 2021 (2020: 4 €276,799)

The number of employees whose remuneration is greater than €60,000 is 2 (2020:2).

This is broken down as follows:

	2021	2020
€60,000 -€70,000	1	1
€70,000 -€80,000	<u>1</u>	<u>1</u>

8 Retirement benefit schemes

	2021	2020
	€	€
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>23,415</u>	<u>22,088</u>

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

9 Taxation

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

We can confirm that the company is fully tax compliant as at 31 December 2021.

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

10 Tangible fixed assets

	Fixtures and fittings €
Cost	
At 1 January 2021	44,687
Disposals	(44,687)
At 31 December 2021	-
Depreciation and impairment	
At 1 January 2021	44,687
Eliminated in respect of disposals	(44,687)
At 31 December 2021	-
Carrying amount	
At 31 December 2021	-
At 31 December 2020	-

11 Financial instruments

	2021 €	2020 €
Carrying amount of financial assets		
Debt instruments measured at amortised cost	424,610	325,211
Carrying amount of financial liabilities		
Measured at amortised cost	5,377	-

12 Debtors

	2021 €	2020 €
Amounts falling due within one year:		
Other debtors	-	240
Prepayments and accrued income	9,322	4,738
	9,322	4,978

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

13 Creditors: amounts falling due within one year

	Notes	2021 €	2020 €
PAYE and social security		17,938	15,824
Government grants deferred		-	42,000
Other creditors		5,377	-
Accruals		24,559	26,704
		<u>47,874</u>	<u>84,528</u>

14 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27.

15 Income and expenditure account

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Funds	164,058	1,035,485	(931,469)	268,074
Unrestricted Funds	81,363	104,059	(67,438)	117,984
	<u>245,421</u>	<u>1,139,544</u>	<u>(998,907)</u>	<u>386,058</u>

16 Provision of non - audit services

Browne Murphy & Hughes provide non – audit services to the company including assisting with the compilation of the financial statement, preparation and submission of company secretarial returns.

17 Events after the reporting date

In common with many countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of COVID-19. Under these restrictions all "non-essential" businesses were again ordered to close temporarily. These restrictions were in place for long periods during 2021. The company provides essential services and therefore has remained operation during the year. However, a large number of restrictions were lifted in early 2022. The directors have carried out a review of company assets and feel that no impairment is necessary. They are of the opinion that the company will continue as a going concern.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

18 Related party transactions

During the year, the company made rental payments to a related party NWCI E&T totalling €79,000. In addition, the company also received payments in relation to a Service Level Agreement from NWCI E&T in the amount of €37,000.

At the beginning of the year, NWCI Education and Training owed an amount of €240 to the company. During the year, this related party repaid an amount of €240 to the company. At the end of the year, the company owed nil amount from this party.

The companies are related by virtue of being under control of common directors.

19 Ultimate controlling party

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

20 Approval of financial statements

The directors approved the financial statements on 19th April 2022.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2021

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	€	€
Income		
Department of Justice	6,000	552,567
Department of Children, Equality, Disability, Integration and Youth	564,496	-
SSNO - Department of Rural and Community Development	90,000	90,000
Group membership	19,850	24,227
Feminist Changemakers/Individual membership sub	19,015	13,357
Department of Foreign Affairs - Reconciliation Fund	45,321	-
HSE	130,000	141,500
Donations	15,304	5,856
Department of Rural & Community Development (Social Partnership)	18,840	18,840
Novo Tides	47,695	-
Miscellaneous income	42,449	46,250
Rental income	7,440	8,625
IHREC	-	10,920
Dept. of Further and Higher Education, Research, Innovation and Science	49,044	22,000
Department of Housing	23,090	3,700
Centre for Reproductive Rights	25,000	30,205
CFI - Boards & Pensions	31,000	-
Department of Rural and Community Development	5,000	-
	<u>1,139,544</u>	<u>968,048</u>
Administrative expenses	(998,907)	(956,869)
Operating surplus	<u>140,637</u>	<u>11,179</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2021

	31 December 2021 €	31 December 2020 €
EXPENDITURE		
Wages and Salaries (Core)	462,083	419,343
Wages and Salaries (Programme & Project Mgt)	188,402	196,037
Employers PRSI (Core)	50,300	44,419
Employers PRSI (Programme & Project Mgt)	21,029	22,064
Staff Pension Costs (Core)	18,359	17,841
Staff Pension Costs (Programme & Project Mgt)	5,057	4,247
Programme and Project Activities	83,023	62,581
Administration Costs	27,003	33,530
Office and Premises	93,578	94,915
Communications	22,708	25,588
Staff Costs	9,119	8,659
Executive and Statutory Costs	4,067	11,514
Professional Fees	9,499	11,286
Auditors Remuneration	4,680	4,845
	<hr/>	<hr/>
	998,907	956,869
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