

Company Registration No. 241868 (Eire)

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Louise Lovett Sarah Benson Rosaleen McDonagh Catriona Graham Nuala Ryan Sinead Keane Ashimeduwa Okonkwo Ini Usanga Vivienne Glanville
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

CONTENTS

	Page
Directors' report	1 - 9
Directors' responsibilities statement	10
Independent auditor's report	11 - 13
Income and expenditure account	14
Statement of comprehensive income	15
Statement of financial position	16
Statement of changes in equity	17
Notes to the financial statements	18 - 25

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2019

The directors present their annual report and financial statements for the year ended 31 December 2019.

NWCI MISSION, VISION AND VALUES

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

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

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

NWCI Values & Beliefs

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

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

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

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

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

Importance of human rights, global interdependence, justice and sustainability. NWCI believes in the dignity and human rights of all human beings. These rights are universal, inalienable and indivisible. Human rights frameworks are essential elements and mechanisms for holding those who violate human rights to account. We believe that sustainability is a global concern, which requires a balance between environmental concerns, social equality and economic development.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

We work to ensure that the needs of the present generation are met without compromising the right of future generations to live in a better, safer, cleaner world by minimizing our impact on our shared environment and its resources.

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

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

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

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

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

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland is the registered name of the Company. The National Women's Council of Ireland (NWCI) is limited by guarantee and does not have a share capital. At 31 December 2019 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 2019.

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

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

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

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

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

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 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 shall comprise not less than three members. Two members shall be NWCi Directors. One member can be co-opted as per the company constitution of the NWCi. Meetings shall be 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
- 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;

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

- 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 management and the internal controls instituted;

- 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 shall comprise not less than three members. Two members shall be NWCi Directors. New members can be co-opted as per the Constitution of the NWCi. Meetings shall be 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 2019

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 NWCI Employment Policy in accordance with the Strategic Plan process and make recommendations to the Board on changes and updates that as 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, pension benefits to the Board

The Committee shall comprise not less than three members. Two members shall be NWCI Directors. New members can be co-opted as per the constitution of the NWCI. Meetings shall be held at least three times a year, or when required.

OUR WORK IN 2019

Some of the work activities of NWCI for 2019 are as follows; full details are available in our Annual Report.

#Femfest

In 2019, we held two flagship events for young women aged 16-25 in January and November. #FemFest is a major conference for girls and young women discussing leadership, equality and planning for that feminist future! At #FemFest we want to raise awareness of the issues affecting girls and young women in Ireland today and empower them to use their own voice and agency to address these issues.

International Women's Day – Ireland ratifies the Istanbul Convention

After a long campaign led by women's groups and organisations working to end violence against women, the Irish Government ratified the Istanbul Convention on International Women's Day, 8th March 2019. NWCI marked this landmark day for women in Ireland with a photo call with the Taoiseach and Cabinet Ministers after a special Cabinet meeting. The Council of Europe Convention on Preventing and Combating Violence against Women, or Istanbul Convention, provides the framework that we need to protect women and children and to work towards eliminating violence against women.

NWCI at the Commission on the Status of Women in New York

NWCI attended the sixty-third session of the Commission on the Status of Women (CSW) which took place at the United Nations Headquarters in New York from 11 to 22 March 2019. The priority theme for 2019 focused on social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls.

Celebrating new Voices for Change – Our AGM Morning Event

More than 100 members and friends came together for our AGM morning event to celebrate women candidates in the Local Elections 2019. After a keynote address by Minister John Paul Phelan who has special responsibility for local government and electoral reform, the event heard from a diverse group of candidates and newly elected Councillors who discussed their leadership journeys, the barriers for women to enter into politics and their vision for a feminist future.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

Campaign for Yes in the Divorce Referendum

NWCI campaigned for a Yes vote in the referendum on divorce to create a more compassionate divorce process for people who need it. To raise awareness about the referendum and why we were supporting a yes vote, NWCI hosted a members meeting in early May.

Women's Inequality should come with a Mental Health Warning – Our Mental Health Campaign

2019 marked the Women's Council's first digital campaign on women's mental health. In recent years, people across Ireland have participated in a much-needed conversation around mental health which has helped to dismantle longstanding stigmas around experiencing mental illness and distress. We based the campaign on what women told us through our 'Out of Silence – women's mental health in their own words' project, as well as our work with young women through our annual #FemFest and the 'Through the Looking Glass' project.

Women's Health Taskforce

September saw a great step forward for women's health in Ireland with the establishment of a Women's Health Taskforce by the Department of Health. The Taskforce represents significant progress in NWCI's advocacy for women's health to be prioritised across the health system. It also responds to Dr Gabriel Scally's recommendation, following his inquiry into CervicalCheck, that women's health be given committed attention in health policy. As members of the Taskforce, NWCI is working to ensure the voices and experiences of women are at the centre of all work. It will be crucial that the new taskforce shows the leadership on women's health that women in Ireland have been looking for.

Reproductive Rights and Campaigns

In 2019, the Abortion Working Group, a collective of civil society organisations and healthcare providers working to ensure safe access to abortion in Ireland and chaired by NWCI was established. The purpose of the group is to engage in collective advocacy for the provision of safe and effective access to a high-quality and comprehensive abortion care service in Ireland.

Free Contraception Campaign

In October 2019, NWCI made a submission to the Department of Health calling for the introduction of a scheme to provide the most effective and appropriate methods of contraception free-of-charge, provided across primary care, family planning clinics, pharmacy and hospitals. This scheme would give effect to the recommendations of both the Citizen's Assembly and the Joint Oireachtas Committee on the Eighth Amendment.

Equality Now – Invest in Women: NWCI's Pre-Budget Submission

We launched our Pre-Budget Submission 2020 'Equality Now - Invest in Women' at a briefing in the Oireachtas on 3rd July 2019. The Pre-Budget Submission brings together NWCI's key recommendations in core policy areas and covered the Gender Equality Framework, Economic Vulnerability and Poverty, Housing and Homelessness, Women's Health Services, Violence against Women, Care and Pension Reform.

Women beyond the Dáil – Research into Women's Underrepresentation in Local Government

NWCI published new research 'Women Beyond the Dáil: More Women in Local Government' which explores women's underrepresentation in local government and makes clear actionable recommendations to address this. This research was one of the first of its kind to be done in Ireland.

Celebrating 120 Years of Women in Local Government

Drawing on support from the archivists in Local Authorities, NWCI compiled and published a commemorative booklet highlighting a critical aspect of the history of women in public life. The booklet celebrates women councillors over the past 120 years of Local Government from twelve different councils. Three local events took place: two in Monaghan and one in Donegal to celebrate women and reflect on what remains to be achieved for women full and equal participation in local government today.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

Workplace Equality - Decent Work Project

NWCI was a successful recipient of the Human Rights & Equality Grant Scheme 2019 under the theme 'Decent Work'. Our project focuses on workplace equality, economic security and decent work for all women aiming to strengthen and expand access to legal protections for women in the workplace. The first aspect of this work led to the establishment of a legal clinic that focuses on the provision of employment advice for women. The clinic is held on a monthly basis by appointment and staffed by solicitors from Community Law & Mediation (CLM). It caters for women experiencing problems at work, such as unequal pay, discrimination or sexual harassment.

Citizens' Assembly on Gender Equality

NWCI welcomed the establishment of a new Citizens' Assembly on Gender Equality in June 2019. For nearly a year, NWCI had been calling on the Government to establish a Citizens' Assembly on care, before committing to a referendum on Article 41.2, women in the home.

Gender Pay Gap Information Bill

The gender pay gap stands at 14.4%. It has serious implications for a woman's lifetime earnings, her life and career decisions and her ability to live in older years with a decent income. To close the gap, NWCI has consistently advocated for greater transparency around pay so that we can remove the question of gender influenced pay. We have highlighted that legally requiring employers to be more open about their gender pay differences will force them to take action to close their gaps. The Gender Pay Gap Information Bill is designed to make this a legal requirement for many employers in Ireland. While NWCI warmly welcomed its publication in 2019, we campaigned for amendments to strengthen its scope and reach.

16 Days of Action to End Violence Against Women Event 2019

The Irish Observatory on Violence Against Women marked this year's 16 Days of Action to End Violence Against Women with a seminar entitled: 'From Ratification to Implementation: Creating a safer Ireland for Women'. The event focusing on two of the four pillars of the Istanbul Convention – Protections and Prevention. The event centred on the prevention of, and protection from, intimate partner abuse (IPA), highlighting that a failure to protect results in severe harm to women and, at its most extreme, intimate partner homicide.

EWL

NWCI is a board member of the European Women's Lobby (EWL), the largest network of women's organisations in the EU, promoting women's rights and gender equality. NWCI staff members are engaging on EWL working groups, including Women in Politics and the Task Force on Sexual Reproductive and Health Rights.

Have your say – Development of NWCI's membership Strategy

In November 2019, NWCI started working on a new membership strategy that will outline a vision and strategic framework for our membership going forward.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

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

Sarah Benson

Rosaleen McDonagh

Suzanna Griffin

(Resigned 19 July 2019)

Catriona Graham

Nuala Ryan

Ellen O'Malley Dunlop

(Resigned 14 January 2020)

Sinead Keane

Ashimeduwa Okonkwo

Ini Usanga

Vivienne Glanville

Results and dividends

The results for the year are set out on page 14.

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 14. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €62,766 at 31/12/2019. 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 €62,766 and restricted reserves of €171,476 which will be carried forward to 2020. Restricted reserves will be used to carry out agreed programmes during 2020. Exchequer funding exceeds 50% of our income.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

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.

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

Sarah Benson
Deputy Chairperson
29th April 2020



Vivienne Glanville
Director
29th April 2020



NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2019

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.

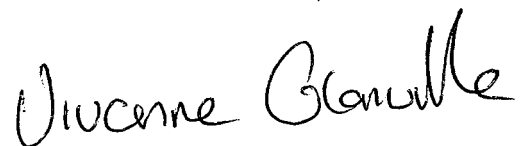
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined 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

Sarah Benson
Deputy Chairperson
29th April 2020



Vivienne Gianville
Director
29th April 2020



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 2019 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 2019 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

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are

Other information

The directors are responsible for the other information. 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: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://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.

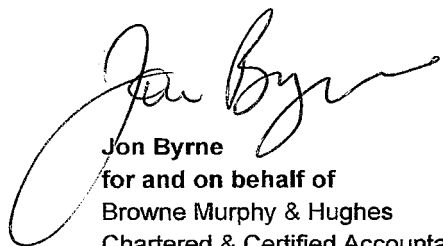
NATIONAL WOMEN'S COUNCIL OF IRELAND

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

29th April 2020

NATIONAL WOMEN'S COUNCIL OF IRELAND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2019

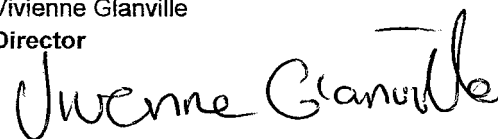
		Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total 2019 €	Total 2018 €
Incoming Resources					
Donations	3	-	36,678	36,678	55,480
Charitable Activities	3	1,047,911	54,650	1,102,561	739,458
Total incoming resources		1,047,911	91,328	1,139,239	794,938
Resources Expended					
Raising funds	4	(7,052)	(2,196)	(9,248)	(6,993)
Charitable Activities	6	(974,310)	(71,075)	(1,045,385)	(939,710)
Total Resources Expended		(981,362)	(73,271)	(1,054,633)	(946,703)
Net surplus/(deficit) for the financial year		66,549	18,057	84,606	(151,765)

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

Sarah Benson
Deputy Chairperson



Vivienne Glanville
Director



NATIONAL WOMEN'S COUNCIL OF IRELAND
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019 €	2018 €
Surplus/(deficit) for the year	84,606	(151,765)
Other comprehensive income	-	-
Total comprehensive income for the year	<u>84,606</u>	<u>(151,765)</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

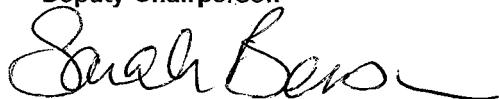
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2019

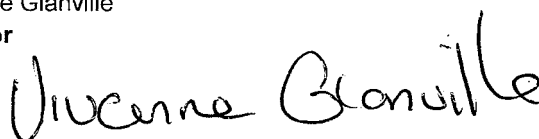
	Notes	2019 €	€	2018 €	€
Current assets					
Debtors	12	12,618		10,337	
Cash at bank and in hand		319,335		177,152	
		<u>331,953</u>		<u>187,489</u>	
Creditors: amounts falling due within one year	13	<u>(97,711)</u>		<u>(37,853)</u>	
Net current assets			<u>234,242</u>		<u>149,636</u>
Reserves					
Restricted Funds			171,476		104,927
Unrestricted Funds	15		<u>62,766</u>		<u>44,709</u>
Members' funds			<u>234,242</u>		<u>149,636</u>

The financial statements were approved by the board of directors and authorised for issue on 29th April 2020 and are signed on its behalf by:

Sarah Benson
Deputy Chairperson



Vivienne Glanville
Director



NATIONAL WOMEN'S COUNCIL OF IRELAND
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019

	Income and expenditure €
Balance at 1 January 2018	301,401
Year ended 31 December 2018:	
Deficit and total comprehensive income for the year	(151,765)
Balance at 31 December 2018	149,636
Year ended 31 December 2019:	
Surplus and total comprehensive income for the year	84,606
Balance at 31 December 2019	<u>234,242</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

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
-----------------------	-------------------

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 2019

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 2019

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 directors have not relied upon any such estimates or judgements in the preparation of these financial statements.

3 Incoming Resources

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

	Restricted 2019 €	Unrestricted 2019 €	Total Funds 2019 €	2018 €
Donations				
Members' subscriptions	-	31,542	31,542	34,224
Donations	-	5,136	5,136	21,256
	<u>-</u>	<u>36,678</u>	<u>36,678</u>	<u>55,480</u>
Charitable Activities				
Department of Justice & Equality	530,977	-	530,977	519,320
Department of Community, Rural & Gaeltacht Affairs	18,840	-	18,840	18,840
HSE	150,000	-	150,000	91,000
Pobal SSNO	80,822	-	80,822	90,000
Centre for Reproductive Rights	15,000	-	15,000	-
EU Communications	27,602	-	27,602	-
IHREC	8,000	-	8,000	-
Daphne EU Commission	40,443	-	40,443	-
Community Foundation of Ireland	57,500	-	57,500	-
Department of Housing	28,798	-	28,798	-
Department of Culture	29,929	-	29,928	-
Department of Education	60,000	-	60,000	-
Other	-	54,650	54,650	20,298
	<u>1,047,911</u>	<u>54,650</u>	<u>1,102,561</u>	<u>739,458</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

4 Raising Funds

	Restricted 2019	Unrestricted 2019	Total 2019	Total 2018
	€	€	€	€
Wages & Salaries	7,052	2,196	9,248	6,993

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2019	Unrestricted 2019	Total 2019	Total 2018
Support Costs				
Staff Costs	681,312	17,708	699,020	718,309
Office Running Costs	29,462	3,590	33,052	36,042
Rent & Cleaning	59,609	37,642	97,252	62,896
Communications & Information	23,802	-	23,802	25,473
	<u>794,186</u>	<u>58,940</u>	<u>853,126</u>	<u>842,720</u>

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

	Restricted 2019	Unrestricted 2019	Total 2019	Total 2018
Governance Costs				
Audit and Accountancy	4,680	-	4,680	3,720
Professional Fees	4,754	4,000	8,754	9,300
Executive & Statutory Costs	20,780	146	20,926	8,650
Members Meetings Costs	188	-	188	1,225
	<u>30,402</u>	<u>4,146</u>	<u>34,548</u>	<u>22,895</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2019 €	Unrestricted 2019 €	Total 2019 €	Total 2018 €
Direct Project Costs	149,722	7,989	157,711	74,095
Support Costs	794,186	58,940	853,126	842,720
Governance Costs	30,402	4,146	34,548	22,895
	<u>974,310</u>	<u>71,075</u>	<u>1,045,385</u>	<u>939,710</u>

7 Employees

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

	2019 Number	2018 Number
Employees	<u>14</u>	<u>15</u>

Their aggregate remuneration comprised:

	2019 €	2018 €
Wages and salaries	609,386	627,583
Social security costs	65,856	64,953
Pension costs	19,425	19,569
	<u>694,667</u>	<u>712,105</u>

The remuneration to key management personnel related to four people and totalled €272,745 in 2019 (2018: 4 €265,942)

The number of employees whose remuneration is greater than €60,000 is 2 (2018:2).

This is broken down as follows:

	2019	2018
€60,000 -€70,000	<u>1</u>	<u>1</u>
€70,000 -€80,000	<u>1</u>	<u>1</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

8	Retirement benefit schemes	2019	2018
	Defined contribution schemes	€	€
	Charge to profit or loss in respect of defined contribution schemes	<u>19,425</u>	<u>19,569</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 2019.

10 Tangible fixed assets

			Fixtures and fittings
	Cost		€
	At 1 January 2019 and 31 December 2019		<u>44,687</u>
	Depreciation and impairment		
	At 1 January 2019 and 31 December 2019		<u>44,687</u>
	Carrying amount		
	At 31 December 2019		<u>-</u>
	At 31 December 2018		<u>-</u>

11 Financial instruments

		2019	2018
	Carrying amount of financial assets	€	€
	Debt instruments measured at amortised cost	<u>329,476</u>	<u>184,611</u>

12 Debtors

		2019	2018
	Amounts falling due within one year:	€	€
	Other debtors	1,099	7,460
	Prepayments and accrued income	<u>11,519</u>	<u>2,877</u>
		<u>12,618</u>	<u>10,337</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2019

13 Creditors: amounts falling due within one year

	Notes	2019 €	2018 €
PAYE and social security		16,460	17,001
Government grants deferred		46,849	-
Accruals		34,402	20,852
		<u>97,711</u>	<u>37,853</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	104,927	1,047,911	(981,362)	171,476
Unrestricted Funds	44,709	91,328	(73,271)	62,766
	<u>149,636</u>	<u>1,139,239</u>	<u>(1,054,633)</u>	<u>234,242</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 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 €2,813 to the company. During the year, the company paid an amount of €240 to this related party (NWCI E & T) and the related party repaid an amount of €2,500 to the company. At the end of the year, the company owed an amount of €553 from this party.

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

18 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

19 Approval of financial statements

The directors approved the financial statements on the 29th April 2020.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2019

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	€	€
Income		
Department of Justice & Equality	530,977	519,320
Pobal -SSNO	80,822	90,000
Group membership	21,196	22,690
Individual membership sub	10,346	11,534
HSE	150,000	91,000
Donations	5,136	21,256
DCGRA - Social partnership	18,840	18,840
Miscellaneous income	44,090	9,677
Rental income	10,560	10,621
IHREC	8,000	-
EU Communications	27,602	-
Daphne EU project	40,443	-
Community Foundation of Ireland	57,500	-
Department of Education	60,000	-
Department of Culture	29,928	-
Department of Housing	28,798	-
Centre for Reproductive Rights	15,000	-
	<u>1,139,239</u>	<u>794,938</u>
Administrative expenses	<u>(1,054,633)</u>	<u>(946,703)</u>
Operating surplus/(deficit)	<u>84,606</u>	<u>(151,765)</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2019

	31 December 2019 €	31 December 2018 €
EXPENDITURE		
Wages and Salaries (Core)	412,567	416,984
Wages and Salaries (Programme & Project Mgt)	196,819	210,599
Employers PRSI (Core)	44,691	43,050
Employers PRSI (Programme & Project Mgt)	21,165	21,903
Staff Pension Costs (Core)	15,634	14,708
Staff Pension Costs (Programme & Project Mgt)	3,791	4,861
Programme and Project Activities	157,899	75,320
Administration Costs	33,052	36,042
Office and Premises	97,252	62,896
Communications	23,803	25,472
Staff Costs	13,600	13,198
Executive and Statutory Costs	20,926	8,650
Professional Fees	8,754	9,300
Auditors Remuneration	4,680	3,720
	<hr/> 1,054,633 <hr/>	<hr/> 946,703 <hr/>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	Gender equality through our work to engage with Government, provide a women's equality analysis on all policy areas, consult with women and women's organisations and to leverage additional private funds to promote women's equality.	
TERM OF THE GRANT	One year 01.01.2019 - 31.12.2019	
TOTAL GRANT	€	555,825.94
Grant taken to Income in year	€	530,977.04
Cash received in year	€	555,825.94
Deferred at the start of the year	€	-
Deferred at the end of the year	€	24,848.90
EXPENDITURE	€	530,977.04
Staff Costs	€	428,235.32
Administration Costs	€	90,729.42
Project Costs	€	12,012.30
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for core staff positions, direct costs for mobile phones, expenses and overhead costs towards light, heat, rent photocopying and audit fees. Grant to cover the cost of AGM and other NWCI activities	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Department of Housing, Planning, Community & Local Government	
GRANT PROGRAMME	Organisations of the Community & Voluntary Pillar	
PURPOSE OF GRANT	To assist in our role as a contributor to public policy as a member of the Community & Voluntary Pillar	
TERM OF THE GRANT	One year 01.01.2019 - 31.12.2019	
TOTAL GRANT	€	18,840.00
Grant taken to Income in year	€	18,840.00
Cash received in year	€	18,840.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	18,840.00
Staff Costs	€	18,840.00
Administraion costs	€	-
Project Costs	€	-
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used towards the cost of salary of the Economic Policy Co-ordinator	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Dept. of Housing, Planning & Local Government	
GRANT PROGRAMME		
PURPOSE OF GRANT	Conduct research into the experiences of women councillors and women who were unsuccessful in the 2019 local elections and to assist the Organisation organize three events to highlight the role of women in local government	
TERM OF THE GRANT	1st January 2019 - 31st December 2019	
TOTAL GRANT	€	28,798.00
Grant taken to Income in year	€	28,798.00
Cash received in year	€	28,798.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	28,798.00
Staff Costs	€	3,067.00
Administration Costs	€	2,365.00
Project Costs	€	15,186.00
Consultancy/advertising	€	8,180.00
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, and associated costs for one staff position, overhead costs and activities budget to support the programme of work.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Dept. of Culture, Heritage & Gaeltacht	
GRANT PROGRAMME	Commerations Unit	
PURPOSE OF GRANT	Femfest 2018-2019	
TERM OF THE GRANT	1st January 2019 - 31st December 2019	
TOTAL GRANT	€	29,928.00
Grant taken to Income in year	€	29,928.00
Cash received in year	€	29,928.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	29,928.00
Staff Costs	€	6,719.00
Administration Costs	€	1,200.00
Project Costs	€	22,009.00
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, and associated costs for one staff position, overhead costs and activities budget to support the programme of work.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Dept.of Education & Skills	
GRANT PROGRAMME	Dept of Education & Skills SRSP Framework	
PURPOSE OF GRANT	To support the implementation of the Department of Education & Skills SRSP Framework - to continue the Ending Sexual Violence & Harassment in Third Level Education, ESHTe programme of work	
TERM OF THE GRANT	1st January 2019 - 31st December 2019	
TOTAL GRANT	€	82,000.00
Grant taken to Income in year	€	60,000.00
Cash received in year	€	82,000.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	22,000.00
EXPENDITURE	€	35,791.00
Staff Costs	€	32,234.00
Administration Costs	€	3,000.00
Project Costs	€	557.00
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for one staff position, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the programme of work.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Scheme to Support National Organisations in the Community & Voluntary Sector	
PURPOSE OF GRANT	Funding to cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2016 - 30th June 2019	
TOTAL GRANT	€	270,000.00
Grant taken to Income in year	€	35,822.00
Cash received in year	€	35,822.10
Deferred at the start of the year	€	8,519.00
Deferred at the end of the year	€	-
EXPENDITURE	€	44,767.00
Staff Costs	€	42,412.00
Administration Costs	€	1,721.00
Project Costs	€	634.00
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019**

SPONSORING GOVERNMENT DEPARTMENT	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Scheme to Support National Organisations in the Communiyt & Voluntary Sector	
PURPOSE OF GRANT	Funding to cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2019 - 30th June 2022	
TOTAL GRANT	€	270,000.00
Grant taken to Income in year	€	45,000.00
Cash received in year	€	45,000.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	1,903.00
EXPENDITURE	€	43,097.00
Staff Costs	€	39,017.00
Administration Costs	€	3,559.00
Project Costs	€	521.00
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Co-ordinator and a part-time Membership Liaison Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees.	