

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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	(Appointed 24 August 2020) (Appointed 24 August 2020) (Appointed 24 August 2020) (Appointed 24 August 2020) (Appointed 13 November 2020) (Appointed 13 November 2020) (Appointed 13 November 2020) (Appointed 13 November 2020)
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 2020

The directors present their annual report and financial statements for the year ended 31 December 2020.

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 2020

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 2020 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 2020

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 2020

- 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 2020

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 polies 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 2020

Some of the work activities of NWCi for 2020 are as follows: full details are available in our Annual Report.

#FemGen - 2020 – Our General Election Campaign

NWC ran a significant General Election campaign highlighting key issues and feminist policies. NWCi's 'Feminist Ireland Manifesto' highlighted 10 key areas to bring about much needed change for women in Ireland. We then asked candidates across the political spectrum to sign up to the manifesto on our website. In total 139 candidates committed to supporting these policies if elected to Dáil Eireann. In addition, we asked each leader of the main political parties to outline their commitment to women's equality and these were published on our website and in the Sunday Independent. Following the General Election, we engaged with political parties and were pleased to see some of our asks in the Programme for Government. The number of women TDs elected only increased marginally from 35 to 36, representing only 22.5%. There are twelve constituencies with no women TDs.

International Women's Day - Celebrate the Changemakers

NWC held an International Women's Day event to celebrate with newly elected TDs and Senators on 4th March 2020. Following our #FemGen general election campaign, the event 'Celebrate the Changemakers' asked women elected representatives to reflect on their experiences on the campaign trail, any barriers they saw to women getting elected, and their priorities for women's equality.

Women and Covid-19

When the Covid-19 crisis hit Ireland in early 2020, it quickly became clear that the pandemic would have an immense impact on the lives and wellbeing of women and girls, further increasing existing gender inequalities. In light of this new reality, NWC quickly adjusted our work to ensure women's voices and experiences were central to our response to the emerging health crisis and that we used our reach through our online platforms and social media to facilitate information sharing and access to available supports for women.

#NotJustInYourHea - Young Women's Mental Health Campaign

Research on young women's mental health indicates that while young women are experiencing the highest levels of depression and anxiety, they are not seeking help when they need it most. In response to these findings, we launched #NotJustInYourHead – a social media campaign to highlight the significant mental health needs of young women in Ireland. The campaign was aimed at letting young women know that their mental health is important, that it's 'Not Just In Your Head', and to encourage them to seek support when they need it.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Women's Health Taskforce

NWC continued to work in partnership with the Department of Health to progress the work of the Women's Health Taskforce in bringing a women centred approach to healthcare policy, planning and services. NWC contributed to the work of the Taskforce through bringing our analysis and feedback from members on the impact of Covid-19 on women. NWC health team, Head of Policy and Director participated in Taskforce meetings and regular workstream engagements throughout 2020 and continued to input into current Taskforce workstreams on women's mental health, menopause, gynaecological health and physical health. We highlighted the disproportionate impact COVID19 restrictions were having on women and significant negative impact on women's health, particularly mental health and women experiencing violence.

Pre-Budget Campaign and Submission

Our 2021 pre-budget submission 'A Feminist Recovery Plan' made the case for a feminist economic recovery to build a post Covid-19 society that is better for both women and men; a plan that is based on public services, fair taxation, valuing the care economy, equality and sustainability. We developed 10 Principles for a Feminist Economic Recovery to guide our work in this area. We proposed solutions on investment and revenue raising, gender and equality budgeting, work and welfare, pensions, universal basic services, violence against women, access to justice, participation and decision making and a feminist, green new deal.

Citizens' Assembly on Gender Equality

The newly established Citizen's Assembly on Gender Equality held its opening session in Dublin Castle in January 2020 and its first full session in Malahide the following month. To inform our submission to the Citizens' Assembly, NWC hosted a members and friends meeting in IHREC in February where around 50 individual and group members provided their input. In our comprehensive written submission to the Assembly, NWC called for action on care, women's economic equality, leadership and violence against women. In addition, to our own submission, we also supported our members to make their own submissions.

Working with the Women's Parliamentary Caucus

NWC continued to provide secretarial and administrative support for the Oireachtas Women's Parliamentary Caucus, which was founded during the last Dáil and Seanad as a forum for women Oireachtas Members to constructively debate and organise around issues that affect women in the Oireachtas and in society.

Observatory on Violence against Women

NWC continued to chair the National Observatory on Violence against Women. To mark the 16 Days of Activism to End Violence against Women, the Observatory held its annual conference in December entitled 'Prevention and Protection from Violence: Examining Gender-Based Harassment'.

Ending Sexual Harassment and Violence in Higher Education Institutes – ESHTÉ Project

The overall goal of the Irish ESHTÉ project is to support the implementation of the new 'Safe Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Higher Education Institutes Framework (SRSP)' developed by the Technical Group convened by the Department of Education and Skills (DES) of which NWC was a member.

Development of Third National Strategy on Domestic, Sexual and Gender based violence

NWC partnered with Safe Ireland to work with the Department of Justice in the development of the Third National Strategy on Domestic, Sexual and Gender based violence. This is a unique partnership between the two organisations to work collaboratively to support the Department in the development of the new Strategy and to support its implementation. In 2020 we worked together to tender for the consultants to carry out the work. The tendering process was successful and the work will continue in 2021 with the expectation of a new Strategy by the end of 2021.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Women and Racism Online Webinar – Dublin Arts and Human Rights Festival

NWC, the National Traveller Women's Forum and AkiDwa highlighted the impact of everyday racism on women and the need for us to build a society that respects and promotes diversity at its webinar 'Women and racism'. Women's organisations came together to stand up against racism and sexism. Organisations called for the inclusion of misogyny in the forthcoming hate crime legislation. The event was part of the Dublin Arts and Human Rights Festival, organised by Smashing Times and Frontline Defenders.

Working at European Level – European Womens Lobby

NWCI 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, on feminist economics and Gender Budgeting and on the next long-term EU budget. After years of lobbying, the European Commission adopted its 5-year Gender Equality strategy in March 2020, just before the full effects of Covid-19 began to be felt across Europe.

Our new Membership Strategy

In November 2020 NWC adopted its new membership strategy. The strategy provides a roadmap for NWC's membership development and engagement with members until 2025. It gives a clear mandate to NWC to grow and develop as an inclusive organisation that reflects the diversity of women's experiences in Ireland while maintaining its capacity to advocate and speak with one voice on behalf of our members. The strategy outlines five goals for the organisation including building and diversifying the membership base; engaging the membership; NWC is a space for sharing and reflection; engaging individual supporters and developing internal systems and structures. The strategy is based on extensive consultations with our members, including a comprehensive members survey that over 70 of our members participated in and focus groups with NWC's Executive Board, staff and particular interest groups, including young women, migrant women, disabled women and women from the Business community.

Christmas Digital Fundraising Campaign

We launched our first ever Christmas digital fundraising campaign, called 'Make 2021 a Better Year for Women' in mid-December. The campaign message built on our extensive Women and Covid-19 advocacy work, focusing on the disproportionate impact of the pandemic on women. We appealed to our supporters to help us continue our vital campaigning and advocacy against the continued discrimination of women, particularly with regard to the Covid-19 response, and to ensure that 2021 would be a more positive year for women. This campaign was executed through supporter emails and a number of social media posts. We received a positive response from our supporters, and generated over 2k in donations. This campaign marks the beginning of a number of exciting new fundraising campaigns and initiatives for 2021 and beyond.

Rebranding of NWC - Our new Look

We revamped NWC's logo and brand identity. We launched our new logo and look early in June 2020. The central element of the new NWC identity is the 'W' mark. It is a hand drawn gesture that reflects the energy of the organisation and the women it represents. It is a symbol of warmth, reliability and hard work. We also launched a new tagline for the organisation: Our lives. Our rights. Our voice. The new identity was rolled out across the organisation and all of our communications channels over the course of the summer.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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	(Resigned 4 June 2020)
Rosaleen McDonagh	(Resigned 11 March 2020)
Catriona Graham	(Resigned 4 June 2020)
Nuala Ryan	
Ellen O'Malley Dunlop	(Resigned 14 January 2020)
Sinead Keane	(Resigned 4 June 2020)
Ashimiedua Okonkwo	(Resigned 4 June 2020)
Ini Usanga	(Resigned 4 June 2020)
Vivienne Glanville	
Ethel Buckley	(Appointed 24 August 2020)
Jennifer Okeke Campbell	(Appointed 24 August 2020)
Shirley Scott	(Appointed 24 August 2020)
Margaret Martin	(Appointed 24 August 2020)
Norah Burns	(Appointed 13 November 2020)
Emilia Marchelewska	(Appointed 13 November 2020)
Sarah Monaghan	(Appointed 13 November 2020)
Sara Philips	(Appointed 13 November 2020)

Results and dividends

The results for the year are set out on page 15.

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 €81,363 at 31/12/2020. 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 €81,363 and restricted reserves of €164,058 which will be carried forward to 2021. Restricted reserves will be used to carry out agreed programmes during 2021. Exchequer funding exceed 50% of our income.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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.

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. In late December 2020 further restrictions were imposed that would impact business from January 2021 onwards. Under these restrictions all "non-essential" businesses were again ordered to close temporarily. The company has remained operational, with staff working from home etc. It is not yet known when the current restrictions are going to be eased. The directors believe that the full effect of the latest COVID-19 restrictions on the company cannot be determined at this time, but they are confident that the company will be fully operational once all restrictions are lifted. 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

On behalf of the board

Nuala Ryan

Nuala Ryan

Director

08/04/2021

Vivienne Glanville

Vivienne Glanville

Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2020

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

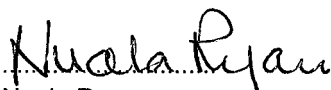
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (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



Nuala Ryan

Director

08/04/2021



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 2020 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.

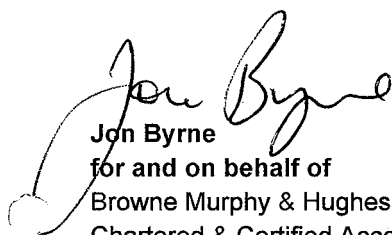
NATIONAL WOMEN'S COUNCIL OF IRELAND

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

8/4/2021

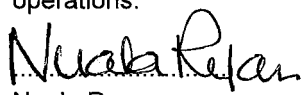
NATIONAL WOMEN'S COUNCIL OF IRELAND

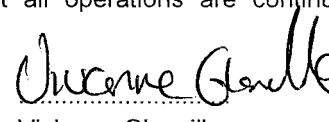
INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

		Restricted Funds 2020 €	Unrestricted Funds 2020 €	Total 2020 €	Total 2019 €
Incoming Resources					
Donations	3	-	43,440	43,440	36,678
Charitable Activities	3	874,098	50,510	924,608	1,102,561
Total incoming resources		<u>874,098</u>	<u>93,950</u>	<u>968,048</u>	<u>1,139,239</u>
Resources Expended					
Raising funds	4	(5,898)	(2,522)	(8,420)	(9,248)
Charitable Activities	6	(875,618)	(72,831)	(948,449)	(1,045,385)
Total Resources Expended		<u>(881,516)</u>	<u>(75,353)</u>	<u>(956,869)</u>	<u>(1,054,633)</u>
Net surplus for the financial year		<u>(7,418)</u>	<u>18,597</u>	<u>11,179</u>	<u>84,606</u>

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


Nuala Ryan
Director


Vivienne Gianville
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	€	€
Surplus for the year	11,179	84,606
Other comprehensive income	-	-
Total comprehensive income for the year	<u>11,179</u>	<u>84,606</u>


NATIONAL WOMEN'S COUNCIL OF IRELAND

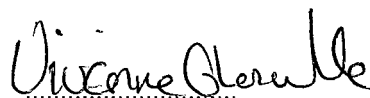
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2020

	Notes	2020 €	€	2019 €	€
Current assets					
Debtors	12	4,978		12,618	
Cash at bank and in hand		324,971		319,335	
		<u>329,949</u>		<u>331,953</u>	
Creditors: amounts falling due within one year	13	(84,528)		(97,711)	
Net current assets			<u>245,421</u>		<u>234,242</u>
Reserves					
Restricted Funds			164,058		171,476
Unrestricted Funds	15		<u>81,363</u>		<u>62,766</u>
Members' funds			<u>245,421</u>		<u>234,242</u>

The financial statements were approved by the board of directors and authorised for issue on 08/04/2021 and are signed on its behalf by:


Nuala Ryan
Director


Vivienne Glanville
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2020

	Income and expenditure €
Balance at 1 January 2019	149,636
Year ended 31 December 2019:	
Surplus and total comprehensive income for the year	84,606
Balance at 31 December 2019	234,242
Year ended 31 December 2020:	
Surplus and total comprehensive income for the year	11,179
Balance at 31 December 2020	245,421

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

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 2020

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 2020

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.

3 Incoming Resources

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

	Restricted 2020 €	Unrestricted 2020 €	Total Funds 2020 €	2019 €
Donations				
Members' subscriptions	-	37,584	37,584	31,542
Donations	-	5,856	5,856	5,136
	-	43,440	43,440	36,678
Charitable Activities				
Department of Justice & Equality	552,567	-	552,567	530,977
DCEGA (Social Partnership)	18,840	-	18,840	18,840
HSE	141,500	-	141,500	150,000
Pobal SSNO	90,000	-	90,000	80,822
Centre for Reproductive Rights	30,205	-	30,205	15,000
EU Communications	-	-	-	27,602
IHREC	10,921	-	10,921	8,000
Daphne EU Commission	-	-	-	40,443
Community Foundation of Ireland	-	-	-	57,500
Department of Housing	3,700	-	3,700	28,798
Department of Culture	-	-	-	29,928
Department of Education	22,000	-	22,000	60,000
Other	4,365	50,510	54,875	54,650
	874,098	50,510	924,608	1,102,561

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

4 Raising Funds

	Restricted 2020	Unrestricted 2020	Total 2020	Total 2019
	€	€	€	€
Wages & Salaries	5,898	2,522	8,420	9,248

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2020	Unrestricted 2020	Total 2020	Total 2019
Support Costs				
Staff Costs	703,921	270	704,191	699,020
Office Running Costs	26,908	6,621	33,529	33,052
Rent & Cleaning	53,916	40,999	94,915	97,252
Communications & Information	24,808	780	25,588	23,802
	<u>809,553</u>	<u>48,670</u>	<u>858,223</u>	<u>853,126</u>

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

	Restricted 2020	Unrestricted 2020	Total 2020	Total 2019
Governance Costs				
Audit and Accountancy	4,845	-	4,845	4,680
Professional Fees	-	11,286	11,286	8,754
Executive & Statutory Costs	9,937	1,577	11,514	20,926
Members Meetings Costs	1,685	1,298	2,983	188
	<u>16,467</u>	<u>14,161</u>	<u>30,628</u>	<u>34,548</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2020 €	Unrestricted 2020 €	Total 2020 €	Total 2019 €
Direct Project Costs	49,598	10,000	59,598	157,711
Support Costs	809,553	48,670	858,223	853,126
Governance Costs	16,467	14,161	30,628	34,548
	<u>875,618</u>	<u>72,831</u>	<u>948,449</u>	<u>1,045,385</u>

7 Employees

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

	2020 Number	2019 Number
Employees	<u>14</u>	<u>14</u>

Their aggregate remuneration comprised:

	2020 €	2019 €
Wages and salaries	615,380	609,386
Social security costs	66,483	65,856
Pension costs	22,088	19,425
	<u>703,951</u>	<u>694,667</u>

The remuneration to key management personnel related to four people and totalled €276,799 in 2020 (2019: 4 €272,745)

The number of employees whose remuneration is greater than €60,000 is 2 (2018:2).
This is broken down as follows:

	2020	2019
€60,000 -€70,000	1	1
€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 2020

8 Retirement benefit schemes		
	2020	2019
	€	€
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	22,088	19,425
	<u> </u>	<u> </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 2020.

10 Tangible fixed assets

	Fixtures and fittings
	€
Cost	
At 1 January 2020 and 31 December 2020	44,687
	<u> </u>
Depreciation and impairment	
At 1 January 2020 and 31 December 2020	44,687
	<u> </u>
Carrying amount	
At 31 December 2020	-
	<u> </u>
At 31 December 2019	-
	<u> </u>

11 Financial instruments

	2020	2019
	€	€
Carrying amount of financial assets		
Debt instruments measured at amortised cost	325,211	329,476
	<u> </u>	<u> </u>

12 Debtors

	2020	2019
	€	€
Amounts falling due within one year:		
Other debtors	240	1,099
Prepayments and accrued income	4,738	11,519
	<u> </u>	<u> </u>
	4,978	12,618
	<u> </u>	<u> </u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

13 Creditors: amounts falling due within one year

	Notes	2020 €	2019 €
PAYE and social security		15,824	16,460
Government grants deferred		42,000	46,849
Accruals		26,704	34,402
		<u>84,528</u>	<u>97,711</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	171,476	874,098	(881,516)	164,058
Unrestricted Funds	62,766	93,950	(75,353)	81,363
	<u>234,242</u>	<u>968,048</u>	<u>(956,869)</u>	<u>245,421</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. In late December 2020 further restrictions were imposed that would impact business from January 2021 onwards. Under these restrictions all "non-essential" businesses were again ordered to close temporarily. The company has remained operational, with staff working from home etc. It is not yet known when the current restrictions are going to be eased. The directors believe that the full effect of the latest COVID-19 restrictions on the company cannot be determined at this time, but they are confident that the company will be fully operational once all restrictions are lifted. 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 2020

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 €553 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 €553 to the company. At the end of the year, the company owed an amount of €240 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 the 08/04/2021.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2020

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	€	€
Income		
Department of Justice & Equality	552,567	530,977
Pobal -SSNO	90,000	80,822
Group membership	24,227	21,196
Individual membership sub	13,357	10,346
HSE	141,500	150,000
Donations	5,856	5,136
DCGRA - Social partnership	18,840	18,840
Miscellaneous income	46,250	44,090
Rental income	8,625	10,560
IHREC	10,920	8,000
EU Communications	-	27,602
Daphne EU project	-	40,443
Community Foundation of Ireland	-	57,500
Department of Education	22,000	60,000
Department of Culture	-	29,928
Department of Housing	3,700	28,798
Centre for Reproductive Rights	30,205	15,000
	<u>968,048</u>	<u>1,139,239</u>
Administrative expenses	<u>(956,869)</u>	<u>(1,054,633)</u>
Operating surplus	<u><u>11,179</u></u>	<u><u>84,606</u></u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2020

	31 December 2020 €	31 December 2019 €
EXPENDITURE		
Wages and Salaries (Core)	419,343	412,567
Wages and Salaries (Programme & Project Mgt)	196,037	196,819
Employers PRSI (Core)	44,419	44,691
Employers PRSI (Programme & Project Mgt)	22,064	21,165
Staff Pension Costs (Core)	17,841	15,634
Staff Pension Costs (Programme & Project Mgt)	4,247	3,791
Programme and Project Activities	62,581	157,899
Administration Costs	33,530	33,052
Office and Premises	94,915	97,252
Communications	25,588	23,803
Staff Costs	8,659	13,600
Executive and Statutory Costs	11,514	20,926
Professional Fees	11,286	8,754
Auditors Remuneration	4,845	4,680
	<u>956,869</u>	<u>1,054,633</u>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2020**

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 01.01.2020 - 31.12.2020	
TOTAL GRANT	€	552,567
Cash received in year	€	527,718
Deferred at the start of the year	€	24,849
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income c/f to 2021	€	24,176
EXPENDITURE	€	528,391
Staff Costs	€	452,841
Administration Costs	€	72,159
Project Costs	€	3,391
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 2020**

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 01.01.2020 - 31.12.2020	
TOTAL GRANT	€	18,840
Cash received in year	€	18,840
Deferred at the start of the year	€	-
Restricted income B/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2021	€	-
EXPENDITURE	€	18,840
Staff Costs	€	18,840
Administration 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 2020**

SPONSORING GOVERNMENT DEPARTMENT	Dept. of Housing, Planning & Local Government	
GRANT PROGRAMME		
PURPOSE OF GRANT	Production of a short-written report with findings and recommendations from survey of women councillors at local level to measure interest in participating in a local caucus, for the Department of Housing, Planning & Local Government and Local Authorities	
TERM OF THE GRANT	1st January 2020 - 31st December 2020	
TOTAL GRANT	€	3,700
Grant taken to Income in year	€	3,700
Cash received in year	€	3,700
Deferred at the start of the year	€	-
Restricted Income B/F from previous year	€	-
Deferred at the end of the year	€	-
EXPENDITURE		
Staff Costs	€	-
Administration Costs	€	-
Project Costs	€	500
Consultancy/advertising	€	3,200
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, and associated costs, overhead costs and activities budget to support the programme of work.	

**NATIONAL WOMENS COUNCIL OF IRELAND
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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 2020 - 31st December 2020	
TOTAL GRANT	€	46,210
Cash received in year	€	22,000
Deferred at the start of the year	€	22,000
Restricted income b/f from previous year	€	24,210
Deferred at the end of the year	€	22,000
Restricted income C/f to 2021	€	-
EXPENDITURE	€	46,210
Staff Costs	€	37,372
Administration Costs	€	3,500
Project Costs	€	5,338
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.	

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SPONSORING GOVERNMENT DEPARTMENT	Irish Human Rights & Equality Authority (IHREC)	
GRANT PROGRAMME	Theme C of the Irish Human Rights & Equality Commission's <i>Human Rights & Equality Grant Scheme 2019</i>	
PURPOSE OF GRANT	This project aims to establishing a dedicated legal clinic to help women vindicate their rights, build women's awareness of their rights through a strong campaign designed to highlight the law and how to use it, as well hosting an event that facilitate dialogue on decent work from a human rights and equality perspective.	
TERM OF THE GRANT	July 2019 - July 2020	
TOTAL GRANT	€	20,000
Cash received in year	€	10,921
Deferred at the start of the year	€	-
Restricted income B/f from previous year	€	5,330
Deferred at the end of the year	€	-
Restricted income C/f to 2021	€	-
EXPENDITURE	€	16,251
Staff Costs	€	-
Administration Costs	€	1,000
Project Costs	€	2,799
Consultancy/advertising	€	12,452
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.	

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SPONSORING GOVERNMENT DEPARTMENT	Health Service Executive - HSE	
GRANT PROGRAMME	Section 39 Health Act 2004	
PURPOSE OF GRANT	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 Health Co-ordinator and a full-time health officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	
TERM OF THE GRANT	1st January 2020 - 31st December 2020	
TOTAL GRANT	€	152,940
Cash received in year	€	141,500
Deferred at the start of the year	€	-
Restricted income B/f from previous year	€	11,440
Deferred at the end of the year	€	-
Restricted income C/f to 2021	€	14,440
EXPENDITURE	€	138,500
Staff Costs	€	101,240
Administration Costs	€	19,363
Project Costs	€	17,897
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 Health Co-ordinator and a part-time health assistant, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	

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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 2019 - 30th June 2022	
TOTAL GRANT	€	270,000
Cash received in year	€	90,000
Deferred at the start of the year	€	-
Restricted income B/f from previous year	€	1,903
Deferred at the end of the year	€	-
Restricted income C/f to 2021	€	1,364
EXPENDITURE	€	90,539
Staff Costs	€	84,792
Administration Costs	€	4,712
Project Costs	€	1,035
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.	