

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2017

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Louise Lovett Miriam Holt Sarah Benson Sheila Dickson Rosaleen McDonagh Suzanna Griffin Catriona Graham Pauline Sargent Nuala Ryan Olwen Dawe Ellen O'Malley Dunlop Frances Byrne	(Appointed 19 June 2017) (Resigned 14 June 2017)
Secretary	Anne Gibney	
Company number	241868	
Registered office	100 North King Street Dublin 7	
Auditor	Browne Murphy Hughes Chartered & Certified Accountants, & Registered 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 2017

The directors present their annual report and financial statements for the year ended 31 December 2017.

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 inform 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

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. 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland Limited 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 2017 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 2017.

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 Articles and Memorandum of Association.

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

The Board is constituted from the membership of the 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

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
- Reviewing the Board's operation and effectiveness

AUDIT/FINANCE SUBCOMMITTEE

The primary purpose of the Audit/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 Audit Committee shall comprise not less than three members. Two members shall be NWCi Directors. One member can be co-opted as per the Memo & Arts of the NWCi. Meetings shall be held at least four times a year.

Responsibilities

The responsibilities of the Audit Committee 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;
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements; and
- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulations.

2. Risk Management and Internal Control

Monitoring risk assessment and the internal controls instituted;

- Reviewing risk management practices in consultation with other subcommittees, where appropriate

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

- 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;
- Reviewing reports on the adequacy of insurance coverage
- 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 Memo & Arts 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
- Review of any employee issue that may develop into a major risk
- Appraise the Board of significant developments in the course of performing the above duties

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

- 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 Memo & Arts of the NWCI. Meetings shall be held at least three times a year, or when required.

OUR WORK IN 2017

Some of the work activities of NWCI for 2017 are as follows; full details are available in our Annual Report

Key Events

Committee on the Elimination of Discrimination Against Women (CEDAW)

In February, NWCI attended the examination of Ireland under CEDAW. This was the first time the Committee have reviewed Ireland since 2005. During the two-day examination, NWCI delivered the formal address to the Committee on behalf of a large number of civil society in attendance. This facilitated a platform of public engagement and an opportunity to briefly highlight issues articulated at length in the written submissions. During a private meeting held between civil society and the Committee, it was agreed to prioritise the following key concerns: Austerity and the need for gender proofing; Need to introduce oversight and monitoring frameworks with targets and performance indicators with accountability and ownership in respect of implementation plans; Abortion and bodily integrity; and the lack of disaggregated data and the need to facilitate data protection.

Community and Voluntary Pillar

NWCI plays a core and active role in supporting the effective operation and meaningful mandate of the C&V Pillar. Our contribution is bringing a gender equality lens to all aspects of that pillar's work and deliberations. NWCI has, as members of the Pillar, continued to actively participate in regular bilateral meetings with Department of Social Protection, Department of Public Expenditure, the Department of Housing, Planning, Community and Local Government, the Department of Justice and Equality, and Reform and the Department of Finance. This work includes providing research, supporting documentation and oral presentations on specific policy issues in order to increase the efficacy of such meetings. This work has been effective in informing the policy development of both Government and C&V Pillar members.

NWCI also participated in the 4th National Economic Dialogue and worked to progress gender proofing of Budget 2019, with a focus in the first instance on areas of most likely impact (e.g. gender budgeting, pensions and childcare). As part of this, NWCI drafted and circulated substantive pre-budget submissions and lobbied on our recommendations. We highlighted and lobbied for specific budgetary actions that will progress women's economic equality. NWCI also facilitated member consultation and information meetings relevant to the work of the C&V Pillar and the relevant Government Departments and ensured that the diversity of women's voices is reflected in NWCI policy recommendations.

The 7th World Congress on Women's Mental Health

Over 500 delegates from across the globe came together for the 7th World Congress on Women's Mental Health in Dublin's RDS venue, on 6th – 9th March 2017, coinciding with International Women's Day on March 8th. NWCI co-hosted the event which was opened by the Minister for Health Simon Harris TD, with the International Association of Women's Mental Health and Trinity College Dublin. There was big promotion drive on the Call for Abstracts in advance of the Congress to ensure good representation of advocacy groups and NGOs, resulting in a diversity of organisations attending and presenting at the Congress, including a large number of NWCI Members. Among the themes highlighted were: reproductive rights and maternal mental health, the importance of gender sensitive mental health services and the impact of violence against women. Feedback from delegates was very positive, with the event offering a unique opportunity for organisations from different disciplines to discuss best practices and innovative developments to improve women's mental health across the life cycle. It also highlighted the links between gender inequalities and women's mental health.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

#Feminists are Everywhere: Our Annual General Meeting

Feminists are everywhere was the title of our very successful AGM morning event that brought together over 150 members and supporters on the 8th June 2017 to discuss key issues for women's equality. Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD gave the keynote address, which was followed by a panel discussion with Trish Long, Walt Disney Studios Motion Pictures Ireland, Gráinne Healy, Feminist Activist and Social Justice Campaigner, Claire McGettrick, Justice for Magdalenes, Sarah Duku, Cairde and chaired by Sarah McNerney, Newstalk Radio.

Panellists shared personal experiences that made them a feminist and highlighted the need to work together collaboratively. In the run up to the event, NWCI ran a very effective social media campaign in which we asked our supporters to tweet why they are a feminist using the hashtag #FeministsAreEverywhere. Over 500 people actively used the hashtag and the campaign reached over 2 million people, and had almost 3 million impressions. The proceedings included the inaugural NWCI Award for Outstanding Feminist Leadership was given to feminist activist and social justice campaigner, Grainne Healy. Margaret Joyce, who is a survivor of a Mother and Baby Home and a Magdalene Laundry, accepted the NWCI Solidarity Award on behalf of women and children who were forcibly incarcerated in religiously run, State funded institutions in Ireland.

Realising Women's Right to Health

Mental Health

In 2017, NWCI engaged on a programme of work focusing on women's mental health. Recent work in this area includes co-hosting, with the International Association of Women's Mental Health and Trinity College Dublin, the World Congress on Women's Mental Health in March; and production of the docu-film 'Out of Silence – Women's Mental Health in Ireland' exploring mental health from women's perspective. (The 20-minute film can be viewed on NWCI's website). We are currently using this film to frame women's mental health and wellbeing conversations with our member groups in different parts of the country.

The National Strategy for Women and Girls 2017-2020

NWCI worked with our members and supporters to ensure the inclusion of key recommendations in the National Strategy for Women and Girls 2017-2020. The new strategy was launched this year by the Department of Justice and Equality. It includes six key objectives and strategic actions to take in order to advance women's equality in a number of different areas. The National Strategy for Women and Girls commits to the development of a Women's Health Action Plan (WHAP), working in partnership with The National Women's Council of Ireland to ensure the WHAP advances the physical and mental health of women and girls and addresses the specific health inequities experienced by particular groups of women.

The Launch of the Every Woman

In 2017, NWCI launched Every Woman – our model for affordable, accessible healthcare options for women and girls, in Dublin, Cork and Galway (early 2018). We were delighted to welcome a range of speakers from different sectors at our launches, who came out in support of our reproductive healthcare model.

Our speakers at the Dublin launch were Suzy Byrne, disability rights activist; Alison Cowzer, East Coast Bakehouse and Investor on Dragon's Den; Gemma Hussey, former Fine Gael Minister and TD; and Sonya Lennon, Designer and Entrepreneur.

Speaking in support of Every Woman at the launch in Cork, we welcomed three time Olympian Derval O'Rourke; Dr Mary Favier, GP; and Dr Louise Crowley, Vice Dean of Law at University College Cork. In early February 2018 in Galway, we welcomed: Dorothea Melvin, Co-founder of the Galway Family Planning Clinic; Dr Máirín Ní Nualláin, Psychiatrist; Elaine Byrnes, and Doctoral Researcher in NUIG School of Psychology. Garry Hynes, Director of Druid Theatre sent a video message of support on the day.

Getting Women on Board

The National Women's Council of Ireland held a high profile "Getting Women on Board" event in the Mansion House in September 2017. Following the publication of NWCI's "Better Boards" handbook in 2015, the event examined how to accelerate the pace of change, and increase the numbers of women on private company boards in Ireland. The event was co-hosted by the Norwegian Embassy, who achieved 40% women on private company boards in 2008, following the introduction of gender quotas.

#Femfest- 2017

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

In November, NWCI welcomed over a hundred young feminists at Liberty Hall for #FemFest, our third annual conference for young women, by young women. We were delighted to welcome An Taoiseach Leo Varadkar to open the event. The day was designed by young women, for young women. They gathered to discuss the importance of the women in leadership and why young women in Ireland need more female role models. They were joined by a panel of speakers including Sinead McSweeney, MD of Twitter in Ireland; Louise McSharry, presenter at RTÉ 2fm; and Sinead Aherne, Captain of the Dublin Ladies Football Team, chaired by Dil Wickremasinghe, Social Justice and Mental Health Podcaster. Attendees took part in workshops on Reproductive Health, It Stops Now, the NWCI project campaigning to end sexual violence on 3rd level campuses, and Women in Leadership. During FemFest Talks section of the programme, the young women engaged with Sóna Cahill, Union of Students in Ireland; Vanessa Lacey, Transgender Equality Network Ireland; and Eileen Flynn, Irish Traveller Movement on issues that are important to them.

Campaigning for a Fair State Pension System

Ireland's Gender Pension Gap has recently widened further to 37% and the newly published National Women's Strategy 2017 –2020 has rightly identified closing of that gap as a priority. NWCI believe a Universal Pension as the best way to support equality in older age. In the interim, there are gaps and inequities in the first tier of our pension system which need urgent attention. Women are poorly served by the current pension system, which reflects both the legacy of the marriage bar and a system poorly designed to support individual entitlement or recognise care.

We organised a series of workshops with our members, IRD Duhallow and National Collective of Community Based Networks/South Kerry Women's Association in Cork and Kerry to engage and empower older women to advocate for direct personal access to pensions that take into account the important role women play in providing unpaid care. The women worked with us to develop a booklet on how to lobby for pension equality. Over 600 copies of which have been disseminated. The women worked with us and other organisations to collect over 5,000 signatures that were presented to the Minister in September in advance of the budget. They travelled to Dublin to take part in a pre-budget briefing with TDs and Senators to highlight the frustration with the system and demand change.

Women in Local Government and Development

NWCI is an active participant on the Community Platform. In 2017, we worked together to highlight health inequalities. We have made recommendations and observations on the Draft Implementation Plan for the Framework Policy on Local and Community Development. We have made submissions to the Department of Rural and Community Development on Local and Economic Community Plans, Local Community Development Committees, the National Planning framework and the Departmental Statement of Strategy. We have continued to build strong relationships with relevant officials in the Department of Rural and Community Development.

We joined the Community Work Ireland central group and are represented on the World Community Development Conference Advisory Group. We were successful in submitting a joint abstract with the National Collective of Community Based Networks to deliver a joint workshop on feminism and community development at the conference in 2018. We held several outreach and training sessions throughout the year with local groups and networks including the Cavan LCDC Equality Sub Group, National Public Participation Network Resource Workers Network and an Irish Human Rights and Equality Commission seminar on implementing the public sector duty and the Aontas Community Education Network.

We also took part in the consultation on the re design of the Social Inclusion Community Activation Programme emphasising the importance of reinstating disadvantaged women as a target group. SICAP 2 has now reinstated disadvantaged women as a target group. We have convened two meetings of a policy advisory group to inform and support our work and it is made up of members and supporters. We have developed a paper on issues related to women in local government and development and a research brief to carry out research into the women's community sector.

Gender Budgeting

NWCI welcomed the inclusion in the 2016 Programme for a Partnership Government of a commitment to equality and gender proof the budget, one for which we had long campaigned. NWCI set out to support decision-makers in undertaking the process of gender budgeting and to ensure their initiatives were based on international best practice to deliver real and meaningful change for women in Ireland.

The core element of the project was a major piece of research which examined best practice from a range of

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

jurisdictions with comparable policy-making and budgetary processes, and set out a framework for effective implementation in Ireland. This research informed the rest of the project and NWCI's economic advocacy throughout 2017; the published report was launched in October 2017, prior to Budget Day. As part of his Budget 2018 statement, the Minister for Finance announced the initiation of an equality budgeting pilot project within key departments to be led by the Department of Public Expenditure and Reform (DPER). A Staff Working Paper on Equality Budgeting published alongside Budget 2018. Following these announcements, two more reports were produced: the first set out recommendations to achieve a successful pilot project and the second applied gender impact analysis methodologies to a number of Budget 2018 measures to act as an illustrative ex-ante analysis tool for Budget 2019. A learning and development session, organised with the support of DPER, was provided to high level civil servants on the latter in November 2017.

NWCI is now recognised as a go-to organisation on gender budgeting as evidenced in public statements made by Minister for Finance Paschal Donohoe, An Taoiseach Leo Varadkar and the Oireachtas Committee on Budgetary Oversight and a notice published by the Parliamentary Budget Office, which all referred to NWCI on this matter. We look forward to continuing our engagement with IHREC in this regard also.

Launch of It Stops Now Campaign

In April 2017 we officially launched the ESHTe Project and 'It Stops Now' Campaign. The project aims to prevent and combat sexual violence and harassment and build a culture of zero tolerance in Higher Education Institutes (HEIs) throughout Europe. Each partner will work with HEIs in their own country to advance the project goals, through an active campaign and developing policy and education tools with students and staff.

In April we hosted our first National Advisory Committee meeting. Membership is inclusive of our major third level institutes with cooperation from senior staff and management, student union officers and counselling staff. We have representation from Cosc, an Gardai and service providers like the Dublin Rape Crisis Centre and Centre for Sexual Violence Cork. In December 2017, we began the first of our series of staff and student focus groups, on harassment on campus. The findings from our focus groups will help us to develop both training modules and our tool-kit.

In March and December we hosted two Project Partner Steering Group meetings with core EU partners. The first meeting took place in Dublin with the second in Brussels. We have also made connections with European agencies such as the EWL to help disseminate our project outputs and information. 2017 saw the beginning of our awareness raising campaign development under the brand 'It Stops Now'. We worked with a brand design and website company to create the first phase of our interactive website which was launched in April 2017. We engaged with students to help us identify our messaging and communications.

In October 2017 we published the project's first report: A Review of Data on the Prevalence of Sexual Harassment and Violence of Women Students in Higher Education. The review was disseminated widely across partner countries. In November 2017 we presented the project in a workshop to young women as part of the NWCI's Femfest event. We also presented on the project as part of the 2017 UCC Law Conference in November 2017. The Monitoring Committee for the National Strategy on Domestic, Sexual and Gender-Based Violence has included the ESHTe Project in the National Action Plan. The inclusion is a first for an NGO.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

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

Miriam Holt

Sarah Benson

Sheila Dickson

Frances Byrne

(Resigned 14 June 2017)

Rosaleen McDonagh

Suzanna Griffin

Catriona Graham

Pauline Sargent

Nuala Ryan

Olwen Dawe

Ellen O'Malley Dunlop

(Appointed 19 June 2017)

Results and dividends

The results for the year are set out on page 16.

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 19. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €64,989 at 31/12/2017. 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 €64,989 and restricted reserves of €236,412 which will be carried forward to 2018. Restricted reserves will be used to carry out agreed programmes during 2018.

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

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 he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

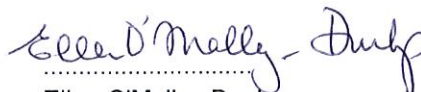
This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

On behalf of the board



Sheila Dickson
Deputy Chairperson

11/04/2018



Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2017

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



Sheila Dickson
Deputy Chairperson

11/04/2018



Ellen O'Malley Dunlop
Chairperson

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 Company Limited by Guarantee (the 'company') for the year ended 31 December 2017 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 state of the company's affairs as at 31 December 2017 and of its deficit 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 director's 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.

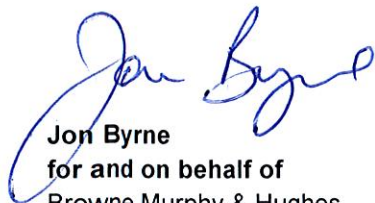
NATIONAL WOMEN'S COUNCIL OF IRELAND

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
& Registered Auditors
28 Upper Fitzwilliam Street
Dublin 2

11/4/2018

NATIONAL WOMEN'S COUNCIL OF IRELAND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2017

		Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
	Notes				
Incoming Resources					
Donations	3	-	24,695	24,695	75,016
Charitable Activities	3	253,026	494,942	747,968	961,296
Total incoming resources		253,026	519,637	772,663	1,036,312
Resources Expended					
Raising funds	4	(3,805)	(2,893)	(6,698)	(7,845)
Charitable Activities	6	(400,507)	(495,016)	(895,523)	(733,305)
Total Resources Expended		(404,312)	(497,909)	(902,221)	(741,150)
Net (deficit)/surplus for the financial year		(151,285)	21,727	(129,558)	295,162

The Income and Expenditure Account has been prepared on the basis that all operations are continuing operations.



Sheila Dickson
Deputy Chairperson



Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2017

	2017 €	2016 €
(Deficit)/surplus for the year	(129,558)	295,162
Other comprehensive income	-	-
Total comprehensive income for the year	<u>(129,558)</u>	<u>295,162</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2017

	Notes	2017 €	€	2016 €	€
Current assets					
Debtors	11	14,207		7,701	
Cash at bank and in hand		341,758		464,052	
		<u>355,965</u>		<u>471,753</u>	
Creditors: amounts falling due within one year	12	(54,564)		(40,794)	
Net current assets			<u>301,401</u>		<u>430,959</u>
Reserves					
Restricted Funds	15	236,412		387,698	
Unrestricted Funds	15	64,989		43,261	
Members' funds			<u>301,401</u>		<u>430,959</u>

The financial statements were approved by the board of directors and authorised for issue on 11/04/2018 and are signed on its behalf by:


 Sheila Dickson
 Deputy Chairperson


 Ellen O'Malley Dunlop
 Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2017

	Income and expenditure account €
Balance at 1 January 2016	135,797
Year ended 31 December 2016:	
Surplus and total comprehensive income for the year	295,162
Balance at 31 December 2016	430,959
Year ended 31 December 2017:	
Deficit and total comprehensive income for the year	(129,558)
Balance at 31 December 2017	<u>301,401</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2017

1 Accounting policies

Company information

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

1.1 Accounting convention

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

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

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

The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Income and expenditure

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

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

1.4 Tangible fixed assets

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

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

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

1.5 Cash and cash equivalents

Cash at bank and in hand 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 2017

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.

Classification of financial liabilities

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

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.

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

3 Incoming Resources

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

	Restricted 2017 €	Unrestricted 2017 €	Total Funds 2017 €	2016 €
Donations				
Members' subscriptions	-	24,695	24,695	27,452
J Rowntree Charitable Trust	-	-	-	47,564
	<u>-</u>	<u>24,695</u>	<u>24,695</u>	<u>75,016</u>
Charitable Activities				
Department of Justice & Equality	1,756	480,000	481,756	400,000
Department of Community, Rural & Gaeltacht Affairs	18,840	-	18,840	18,840
HSE	85,000	-	85,000	105,000
Department of Health	-	-	-	24,075
Pobal SSNO	90,000	-	90,000	84,417
IHREC	12,000	-	12,000	8,000
Department of Arts, Heritage, Regional & Rural	5,993	-	5,993	26,873
Daphne EU Project	-	-	-	256,755
Community Foundation of Ireland	2,500	-	2,500	-
Other	36,937	14,942	51,879	37,336
	<u>253,026</u>	<u>494,942</u>	<u>747,968</u>	<u>961,296</u>

4 Raising Funds

	Restricted 2017 €	Unrestricted 2017 €	Total 2017 €	Total 2016 €
Wages & Salaries	<u>3,805</u>	<u>2,893</u>	<u>6,698</u>	<u>7,845</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2017

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2017	Unrestricted 2017	Total 2017	Total 2016
Support Costs				
Staff Costs	239,555	394,542	634,097	513,688
Office Running Costs	7,850	26,603	34,453	37,193
Rent & Cleaning & Relocation	26,537	40,665	67,202	68,618
Communications & Information	481	17,807	18,287	22,690
	<u>274,422</u>	<u>479,616</u>	<u>754,038</u>	<u>642,189</u>

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

	Restricted 2017	Unrestricted 2017	Total 2017	Total 2016
Governance Costs				
Audit and Accountancy	653	(518)	135	5,535
Executive & Statutory Costs	-	9,294	9,294	7,040
Members Meetings Costs	-	1,666	1,666	1,789
	<u>653</u>	<u>10,442</u>	<u>11,095</u>	<u>14,364</u>

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2017 €	Unrestricted 2017 €	Total 2017 €	Total 2016 €
Direct Project Costs	125,431	4,959	130,390	76,752
Support Costs	274,422	479,616	754,038	642,189
Governance Costs	653	10,442	11,095	14,364
	<u>400,507</u>	<u>495,016</u>	<u>895,523</u>	<u>733,305</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2017

7 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

	2017	2016
	Number	Number
Employees	14	11

Their aggregate remuneration comprised:

	2017	2016
	€	€
Wages and salaries	547,518	451,993
Social security costs	57,721	46,019
Pension costs	18,790	14,151
	<u>624,029</u>	<u>512,163</u>

The remuneration to key management personnel related to four people and totalled €246,967 in 2017 (2016: 4 €248,375)

The number of employees whose remuneration is greater than €60,000 is 2 (2016:2).
This is broken down as follows:

	2017	2016
€60,000 -€70,000	1	1
€70,000 -€80,000	1	1

8 Taxation

National Women's Council of Ireland Company Limited by Guarantee 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 2017.

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2017

9 Tangible fixed assets

	Fixtures and fittings €
Cost	
At 1 January 2017 and 31 December 2017	44,687
Depreciation and impairment	
At 1 January 2017 and 31 December 2017	44,687
Carrying amount	
At 31 December 2017	-
At 31 December 2016	-

10 Financial instruments

	2017 €	2016 €
Carrying amount of financial assets		
Debt instruments measured at amortised cost	347,773	464,636
Carrying amount of financial liabilities		
Measured at amortised cost	111	-

11 Debtors

	2017 €	2016 €
Amounts falling due within one year:		
Other debtors	943	581
Prepayments and accrued income	13,264	7,117
	14,207	7,701

12 Creditors: amounts falling due within one year

	2017 €	2016 €
PAYE and social security	18,498	14,119
Other creditors	111	-
Accruals	35,955	26,675
	54,564	40,794

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2017

13 Retirement benefit schemes

	2017	2016
Defined contribution schemes	€	€
Charge to profit or loss in respect of defined contribution schemes	18,790	14,151

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.

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	387,698	253,026	(404,312)	236,412
Unrestricted Funds	43,261	519,637	(497,909)	64,989
	<u>430,959</u>	<u>772,663</u>	<u>(902,221)</u>	<u>301,401</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.

17 Related party transactions

During the year, the company made payments as rent expenses to a related party totaling €36,000.

During the year, the company paid an amount of €150 to a related party. At the end of the year, the company owed an amount of €150 from this party.

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

18 Controlling party

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

19 Approval of financial statements

The directors approved the financial statements on the 11/04/2018.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2017

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2017

	2017	2016
€	€	€
Income		
Department of Justice & Equality	481,756	400,000
Pobal -SSNO	90,000	84,417
Group membership	16,717	19,441
Individual membership sub	7,978	8,011
J Rowntree charitable trust	-	47,564
HSE	85,000	105,000
Donations	3,962	1,015
IHREC	12,000	8,000
Community Foundation of Ireland	2,500	-
DCGRA - Social partnership	18,840	18,840
Miscellaneous income	36,937	25,661
Rental income	10,980	10,660
Department of Health	-	24,075
Department of Arts,Heritage & The Gaeltacht	5,993	26,873
Daphne EU project	-	256,755
	<u>772,663</u>	<u>1,036,312</u>
Administrative expenses	<u>(902,221)</u>	<u>(741,150)</u>
Operating (deficit)/surplus	<u><u>(129,558)</u></u>	<u><u>295,162</u></u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2017

	31 December 2017 €	31 December 2016 €
EXPENDITURE		
Wages and Salaries (Core)	341,547	292,660
Wages and Salaries (Programme & Project Mgt)	205,971	159,765
Employers PRSI (Core)	38,566	28,785
Employers PRSI (Programme & Project Mgt)	19,155	17,234
Staff Pension Costs (Core)	12,768	8,792
Staff Pension Costs (Programme & Project Mgt)	6,022	5,359
Programme and Project Activities	118,982	62,812
Administration Costs	34,453	36,975
Office and Premises	67,202	68,618
Communications	18,287	22,690
Staff Costs	16,766	9,156
Executive and Statutory Costs	9,294	7,040
Professional Fees	13,074	15,729
Auditors Remuneration	135	5,535
	<u>902,221</u>	<u>741,150</u>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2017**

AGENCY	-	
SPONSORING GOVERNMENT DEPARTMENT	Department of Arts, Heritage & the Gaeltacht	
GRANT PROGRAMME	Ireland 2016 Centenary Programme	
PURPOSE OF GRANT	Special Centenary soapbox event in St. Stephens Green held on International Women's Day, and #FemFest 1916 - 2016	
TERM OF THE GRANT	01.01.2016 - 31.12.2016	
TOTAL GRANT	€	33,000
Grant taken to Income in year	€	5,993
Cash received in year	€	5,993
Deferred at the start of the year	€	-
Deferred income at the end of the year	€	-
EXPENDITURE	€	-
Staff Costs	€	-
Administration Costs	€	-
Project Costs	€	5,993
Consultancy/Advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used to cover the cost of the FemFest conference specifically to target young women (16-25 years) and to celebrate International Women's Day and #FeministReflections 1916 blog series and social media campaign.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2017**

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 01.01.2017 - 31.12.2017	
TOTAL GRANT	€	18,840
Grant taken to Income in year	€	18,840
Cash received in year	€	18,840
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	18,840
Staff Costs	€	18,840
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 2017**

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 01.01.2017 - 31.12.2017	
TOTAL GRANT	€	480,000
Grant taken to Income in year	€	480,000
Cash received in year		
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	480,000
Staff Costs	€	399,712
Administration Costs	€	71,718
Project Costs	€	8,570
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 2017**

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 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.	
TERM OF THE GRANT	1st January 2017 - 31st December 2017	
TOTAL GRANT	€	85,000
Grant taken to Income in year	€	85,000
Cash received in year	€	85,000
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	69,495
Staff Costs	€	60,956
Administration Costs	€	6,568
Project Costs	€	1,971
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.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2017**

SPONSORING GOVERNMENT DEPARTMENT	Irish Human Rights & Equality Commission	
GRANT PROGRAMME	Funding Strand 2 - "Towards a Gender Responsive Budgeting Process in Ireland"	
PURPOSE OF GRANT	Resource development and a training project to promote the implementation of gender budgeting.	
TERM OF THE GRANT	November 2016 - November 2017	
TOTAL GRANT	€	
Grant taken to Income in year	€	20,000
Cash received in year	€	12,000
Deferred at the start of the year	€	12,000
Deferred at the end of the year	€	-
EXPENDITURE	€	
Staff Costs		20,000
Administration Costs	€	-
Project Costs	€	-
Consultancy/advertising	€	20,000
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE		
	Resource development and a training project to promote the implementation of gender budgeting.	

**NATIONAL WOMENS COUNCIL OF IRELAND
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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 2016 - 30th June 2019	
TOTAL GRANT	€	270,000
Grant taken to Income in year	€	90,000
Cash received in year	€	90,000
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	85,124
Staff Costs	€	79,539
Administration Costs	€	5,585
Project Costs	€	-
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.	