

**Company Registration No. 241868 (Eire)**

**NATIONAL WOMEN'S COUNCIL OF IRELAND  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## COMPANY INFORMATION

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<b>Directors</b>	Nuala Ryan Ethel Buckley Jennifer Okeke Campbell Shirley Scott Margaret Martin Norah Burns Sarah Monaghan Sara Phillips Collette O'Regan Amina Moustafa
<b>Secretary</b>	Anne Gibney
<b>Company number</b>	241868
<b>Registered office</b>	100 North King Street Dublin 7
<b>Auditor</b>	Browne Murphy Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2
<b>Bankers</b>	Bank of Ireland Lower Baggot Street Dublin 2
<b>Solicitors</b>	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2

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# NATIONAL WOMEN'S COUNCIL OF IRELAND

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# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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The directors present their annual report and financial statements for the year ended 31 December 2023.

#### **AMBITION, PURPOSE AND LIVING VALUES**

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

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

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

#### **OUR LIVING VALUES**

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

We are committed to being:

##### **Feminist:**

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

##### **Inclusive:**

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

##### **Fearless:**

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

##### **Caring:**

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

##### **Strategic:**

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

##### **Diverse:**

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

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

#### **LEGAL STATUS**

Founded in 1973, the National Women's Council of Ireland CLG is the registered name of the Company. The National Women's Council of Ireland (NWC) is limited by guarantee and does not have a share capital. At 31 December 2023 the company had ten 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 2023. This review was based on an assessment of our organisational practice against the recommended actions for each principle.

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# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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

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

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

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

#### The Executive Board

##### Role:

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

##### Responsibilities include:

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

#### FINANCE SUBCOMMITTEE

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

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

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

##### Responsibilities

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

#### 1. Financial Reporting

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

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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

#### 2. Risk Management and Internal Control

Monitoring risk assessment and the internal controls.

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

#### Governance Subcommittee

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

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

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

#### Responsibilities

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

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

#### Risk Management and Internal controls

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

#### Employment Subcommittee

##### Purpose

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

- Conduct a review of the NWC Employment Policies in accordance with the Strategic Plan process and
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# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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

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

#### OUR WORK IN 2023

Some of the work activities of NWC for 2023 are as follows: full details are available in our Annual Report

#### NWC celebrates 50 years

##### Sabina Higgins launches our 50-year celebration on Nollaig na MBan

We began 2023 with the launch of our 50-year anniversary celebrations, led by our specially appointed *Banlaoch* (champion) for the year, Sabina Higgins. On 6<sup>th</sup> of January, *Nollaig na mBan*, we released a video message from Sabina congratulating NWC on 50 years of advocating for women and championing women's rights and equality. In her message, Sabina said the organisation has played a "crucial role in bringing women's voices together to demand equality and deliver change" and that "it has also helped shape Ireland and make it a better country". Mrs. Higgins also acknowledged and praised our almost 200 strong membership base, speaking of the "representative mandate and diverse membership" that "has been and is a deep source of collective strength".

#### Irish Times Podcast

To mark International Women's Day and to celebrate 50 years since the foundation of the National Women's Council of Ireland, The Irish Times Women's Podcast released a special "50 Years of Feminism" episode on March 8<sup>th</sup> 2023. The conversation explored five decades of Irish women's struggles and triumphs and examined the challenges and inequalities that remain.

#### It Stops Now Mural Installation to mark International Women's Week 2023

NWC organised the display of the It Stops Now mural for International Women's Week at the National College for Art and Design (NCAD) in collaboration with USI and the NCAD Student Union. The mural aims to be talking point for students and staff on creating a zero-tolerance culture towards sexual violence and harassment on campus.

#### AGM Morning Event – Celebrating 50 Years of Feminism

As our Annual General Meeting Morning Event in June 2023, NWC looked back at 50 years of feminist activism in Ireland. We remembered the many achievements for women since 1973, recognising the role that women activists and women's organisations played in achieving these. We also highlighted the systemic inequalities that women continue to face, and the changes women want to see in the feminist future.

#### Championing Feminist and Just Climate Action

NWC was delighted to launch Feminist Communities for Climate Justice, a joint project between NWC and NWC member group Community Work Ireland in 2023. The project is the first of its kind in Ireland. It aims to amplify the voices of women and marginalised communities most affected by the climate crisis; advocate and influence policy with women and marginalised communities; mobilise communities to support and learn from one another; and train those working with or active within women's and marginalised groups and communities. Unique to the project is a feminist-community work approach, which champions collective victories; identifies systemic structural issues as creators of inequality; focuses on women's representation in decision-making spaces; and recognises the value of care and caring work as low-carbon, green work which is key to women's experiences of the climate crisis.

#### Towards a Zero Tolerance Approach- A good practice guide for Higher Education Institutes

In April 2023, NWC launched *Towards a Zero Tolerance Approach: A good practice guide*. The guide aims to assist Higher Education Institutions (HEIs) in Ireland implement, and give true life to, Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions (the Framework). The Framework is a government document, published in 2019, setting out fifteen key outcomes to end sexual violence

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# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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and harassment in Higher Education Institutions. The Good Practice Guide is the result of collaboration at every stage. Based on input from universities, institutions, NGOs as well as staff and students on the frontline of sexual violence responses in Higher Education, it brings together their expertise and experience and provides very practical and detailed advice.

#### **The Women's Budget – NWC's Pre-Budget Submission 2024**

With increasing cost-of-living and pressure on under-resourced public services particularly impacting women, NWC's submission for Budget 2024 *The Women's Budget: Delivering Universal Basic Services* outlined the opportunity for Government to invest in a future for Ireland which is sustainable, just, caring and fair – a future where the state leads in tackling gender inequalities head-on, and one in which no woman is left behind.

We were successful in securing a number of welcome measures for women in Budget 2024 – including increased investment in childcare, increased spending to tackle violence against women, and expanded access to free contraception for women. However, many of our calls for significant structural change and investment went unheeded by Government. We developed and published a Post Budget Analysis Snapshot within three days of the Budget. We will continue to work on and advocate for the issues raised in our Budget submission through 2024.

#### **Purple for Public Childcare Campaign**

In September we held a Day of Action for Public Childcare in Liberty Hall, launching our *Purple for Public Campaign* for a public model of Early Years and School Age Childcare.

Our Day of Action, coinciding with the run-in to the Budget, brought together a variety of stakeholders within the Early Years sector. Speakers included: Sinead Massey, parent to a three-year-old boy; Tracey Reilly, a parent from the Travelling Community; Elaine McQuillan from StartBright; Deborah Reynolds from SIPTU; and Dr Naomi Feely from the Children's Rights Alliance.

#### **Lone parents and our work with NOPFA**

We continued our work with the National One Parent Family Alliance throughout 2023, advocating for increased support for lone parents and their families. We made a joint NOPFA Pre-Budget submission to the Department of Social Protection, highlighting the need for targeted increases in social protection payments like the Increase for a Qualified Child, and for action to tackle the alarming increase in homelessness for lone parent families.

#### **SPHE submissions and roundtable**

In 2023, NWC continued to provide a gendered perspective on the integration of Relationships and Sexuality Education (RSE) into the curricula redevelopment process for Social, Political and Health Education (SPHE). The aims of the SPHE curriculum – to advance gender equality, promote public health, and prevent violence against women – are core values within NWC's women's health programme of work. Furthermore, this work is aligned with NWC's commitment to supporting the implementation of the prevention pillar of the Third National Strategy on DSGBV.

#### **Perinatal Mental Health**

In November 2023, NWC hosted a roundtable event on perinatal mental health. The purpose of this event was to explore the current models of good practice within perinatal mental health, research, and ongoing developments and challenges in the delivery of perinatal mental health services and supports, as well as key recommendations for improvements going forward.

#### **Women's Mental Health Network:**

The Women's Mental Health Network (WMHN) is comprised of people and organisations with a committed interest in women's mental health. It is a forum for information-sharing and networking and seeks to advance interdisciplinary and multi-agency collaboration on issues relating to women's mental health. We had over 440 mental health practitioners, civil society representatives, researchers, and experts by experience, in the network at the end of 2023.

#### **Launch of Gender-Sensitive Mental Health Services Research:**

In June 2023, NWC launched *Gender-sensitive Mental Health: Developing Policy and Services Which Meet the Particular Needs of Women and Girls* report. This research examines current best practices in gender-sensitive mental health care, maps current provision and the gaps in Ireland. The research is underpinned by an extensive literature review, as well as qualitative interviews and focus groups. The report identifies several recommendations

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# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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to inform the delivery of a mental health care system which is responsive to the gender-sensitive needs and contexts of women and girls.

#### **Women's Health Taskforce**

As a member of the Women's Health Taskforce, NWC supported the delivery of several key milestones within the Women's Health Action Plan (2022-2023) this year. This includes the free contraception scheme being extended to women aged 17 – 31 years old, 17 of the 19 maternity hospitals providing abortion care, the development of 6 specialist menopause clinics, and publicly funded assisted human reproductive treatments – including IVF – being made available through 6 regional fertility hubs.

These developments have long formed part of NWC's advocacy on women's health. The success of the free contraception scheme, evidenced by almost 200,000 women accessing this service in the first 10 months of 2023, is complemented by NWC's work to advocate for greater prescribing rights for pharmacists.

#### **Alliance For Gender Quotas at Local Level**

The Alliance for Gender Quotas for Local Elections ('the Alliance') was convened by the National Women's Council in 2021. It is a collective of civil society organisations and academics working together to advocate for the provision of statutory gender quotas of 40% for local elections. In this, the Alliance supports the Joint Committee on Gender Equality's recommendation for the introduction of a coherent national gender quota strategy to accompany legislation.

#### **Family Friendly Toolkit**

Following the successful 2022 national launch of NWC's *Toolkit for Local Authorities on Supporting Family-Friendly Local Government*, we held a series of regional launches in 2023. In the initial stages, a copy of the toolkit was sent to all 31 local authorities with a letter outlining the purposes of the toolkit. Three regional launches were held in 2023 in Limerick 19<sup>th</sup> April 2023; Wicklow 8<sup>th</sup> May 2023 and Longford 29<sup>th</sup> May 2023.

#### **Balance the Odds Campaign**

NWC 'Balance the Odds' campaign to increase women's representation on corporate boards is a critical campaign for women's equality. In 2023 NWC continued our engagement with TDs and key stakeholders.

We were part of the Balance for Better Business Advisory Group, and provided feedback on the report of the group which was launched in December 2023.

#### **Broadening and diversifying a nationwide membership**

In 2023, NWC continued a membership mapping exercise which involves meeting with individual member groups to learn more about their experience of being a member of NWC and how we can support their engagement and participation in our policy and advocacy work. This provided a useful opportunity for the membership and policy team to get to know our members better and ensure that members are aware of how they can get involved with our work. We met with 26 members during 2023 in person and online and look forward to continuing to meet with members to support you to feel part of and influence our work.

#### **NWC's All Island Women's Forum**

NWC's All-island Women's Forum continued to develop as a space for women's voices across the island in 2023. Further enhancing the organisations own strategic aims to advance all-island working in policy and dialogue, the Forum represents a contribution by the National Women's Council to the Irish Government's Shared Island Initiative led by the Department of An Taoiseach. Supported by the Department of Foreign Affairs Reconciliation Fund, the All-Island Women's Forum brings together women's groups and activists to examine issues and areas of commonality North and South and identify key areas that can be addressed on an all-island basis

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 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:

Nuala Ryan

Ethel Buckley

Jennifer Okeke Campbell

Shirley Scott

Margaret Martin

Norah Burns

Sarah Monaghan

Sara Phillips

Collette O'Regan

Amina Moustafa

#### Results and dividends

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

#### PRINCIPAL RISKS AND UNCERTAINTIES

##### RESERVES POLICY

NWCI's policy is to maintain unrestricted reserves at a minimum level to ensure the long-term viability of the organisation. Reserves to be maintained at a level which ensures that NWCI's core activity could continue during a period of unforeseen difficulty. It takes into account risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisations commitments. The results for the year are set out on page 14. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €267,267 at 31/12/2023. 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 €267,267 and restricted reserves of €204,546 which will be carried forward to 2024. Restricted reserves will be used to carry out agreed programmes during 2024. Exchequer funding exceed 50% of our income.

##### STAFF AND CONTRACTORS

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

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

##### Accounting records

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

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

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### **Auditor**

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

### **Statement of disclosure to auditor**

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

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

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

On behalf of the board

Nuala Ryan

**Director**

8<sup>th</sup> May 2024

Margaret Martin

**Director**

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DIRECTORS' RESPONSIBILITIES STATEMENT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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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**  
8<sup>th</sup> May 2024

Margaret Martin  
**Director**

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

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#### Opinion

We have audited the financial statements of National Women's Council of Ireland (the 'company') for the year ended 31 December 2023 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 2023 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 properly 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 described below 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 for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

#### Conclusions relating to going concern

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

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

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

#### Other information

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

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 course of 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

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#### **Opinions on other matters prescribed by the Companies Act 2014**

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared 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, to the best of our knowledge and belief, are 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.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

#### **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 in accordance with the applicable financial reporting framework that 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, if applicable, matters related to going concern and using the going concern basis of accounting unless management 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 company's 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 company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. 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**

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#### **Use of our report**

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

**Jon Byrne**

**For and on behalf of Browne Murphy & Hughes**

Chartered & Certified Accountants

& Statutory Auditors

28 Upper Fitzwilliam Street

Dublin 2

Date: 8<sup>th</sup> May 2024

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

		Restricted Funds 2023 €	Unrestricted Funds 2023 €	Total 2023 €	Total 2022 €
<b>Incoming Resources</b>					
Donations	3	-	48,473	48,473	59,536
Charitable Activities	3	1,260,692	48,844	1,309,536	1,073,603
<b>Total incoming resources</b>		<u>1,260,692</u>	<u>97,317</u>	<u>1,358,009</u>	<u>1,133,139</u>
<b>Resources Expended</b>					
Raising funds	4	(7,885)	(4,389)	(12,274)	(11,753)
Charitable Activities	6	(1,225,713)	(15,402)	(1,241,115)	(1,140,252)
<b>Total Resources Expended</b>		<u>(1,233,598)</u>	<u>(19,791)</u>	<u>(1,253,389)</u>	<u>(1,152,005)</u>
<b>Net surplus/(deficit) for the financial year</b>		<u>27,094</u>	<u>77,526</u>	<u>104,620</u>	<u>(18,866)</u>

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

Nuala Ryan  
Director

Margaret Martin  
Director



# NATIONAL WOMEN'S COUNCIL OF IRELAND

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023

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	2023 €	2022 €
Surplus/(deficit) for the year	104,621	(18,866)
Other comprehensive income	-	-
Total comprehensive income for the year	<u>104,621</u>	<u>(18,866)</u>

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

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	Notes	2023 €	€	2022 €	€
<b>Current assets</b>					
Debtors	11	8,212		51,195	
Cash at bank and in hand		522,943		361,839	
		<u>531,155</u>		<u>413,034</u>	
<b>Creditors: amounts falling due within one year</b>	12	(59,342)		(45,842)	
<b>Net current assets</b>			<u>471,813</u>		<u>367,192</u>
<b>Reserves</b>					
Restricted Funds			204,546		177,452
Unrestricted Funds	14		<u>267,267</u>		<u>189,740</u>
<b>Members' funds</b>			<u>471,813</u>		<u>367,192</u>

The financial statements were approved by the board of directors and authorised for issue on 8<sup>th</sup> May 2024 and are signed on its behalf by:

Nuala Ryan  
Director

Margaret Martin  
Director

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## STATEMENT OF CHANGES IN RESERVES FOR THE YEAR ENDED 31 DECEMBER 2023

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	Income and expenditure €
<b>Balance at 1 January 2022</b>	386,058
<b>Year ended 31 December 2022:</b> (Deficit) and total comprehensive income for the year	(18,866)
<b>Balance at 31 December 2022</b>	<u>367,192</u>
<b>Year ended 31 December 2023:</b> Surplus and total comprehensive income for the year	104,621
<b>Balance at 31 December 2023</b>	<u><u>471,813</u></u>

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

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	Notes	2023 €	€	2022 €	€
<b>Cash flows from operating activities</b>					
Cash generated from/(absorbed by) operations	18		161,104		(62,771)
			_____		_____
<b>Net increase/(decrease) in cash and cash equivalents</b>			161,104		(62,771)
Cash and cash equivalents at beginning of year			361,839		424,610
			_____		_____
<b>Cash and cash equivalents at end of year</b>			<u>522,943</u>		<u>361,839</u>

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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### 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 Charities SORP (FRS 102) effective since 1 January 2019. The association has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the association.

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 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.

#### 1.5 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.

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 1 Accounting policies

(Continued)

##### 1.6 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.

##### 1.7 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.

##### 1.8 Retirement benefits

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

##### 1.9 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.

#### 2 Judgements and key sources of estimation uncertainty

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

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

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

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 3 Incoming Resources

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

	Restricted 2023 €	Unrestricted 2023 €	Total Funds 2023 €	2022 €
<b>Donations</b>				
Members' subscriptions	-	38,317	38,317	36,131
Donations	-	10,156	10,156	23,405
	<u>-</u>	<u>48,473</u>	<u>48,473</u>	<u>59,536</u>
<b>Charitable Activities</b>				
Department of Children, Equality, Disability, Integration & Youth	644,887	-	644,887	611,000
Department of Justice & Equality	13,036	-	13,036	33,830
Department of Rural and Community Development (Social Partnership)	18,840	-	18,840	18,840
HSE	133,296	-	133,296	108,544
SSNO - Department of Rural and Community Development	90,146	-	90,146	88,869
Pobal - Department of Environment, Climate & Communication	124,975	-	124,975	-
Centre for Reproductive Rights	15,000	-	15,000	30,000
Department of Foreign Affairs - Reconciliation Fund	-	-	-	55,000
Department of Foreign Affairs - Shared Island Civil Society Fund	37,790	-	37,790	-
Novo Tides	-	-	-	27,647
Community Foundation of Ireland	111,711	-	111,711	20,694
Department of Housing, Planning & Local Government	14,566	-	14,566	-
Department of Rural and Community Development	-	-	-	10,000
Dept. of Further and Higher Education, Research, Innovation and Science	18,585	-	18,585	19,183
Stephens Green Trust	15,000	-	15,000	-
IHREC	7,200	-	7,200	-
Other	15,660	48,844	64,504	49,996
	<u>1,260,692</u>	<u>48,844</u>	<u>1,309,536</u>	<u>1,073,603</u>

#### 4 Raising Funds

	Restricted 2023 €	Unrestricted 2023 €	Total 2023 €	Total 2022 €
Wages & Salaries	7,885	4,389	12,274	11,753
	<u>7,885</u>	<u>4,389</u>	<u>12,274</u>	<u>11,753</u>

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2023	Unrestricted 2023	Total 2023	Total 2022
<b>Support Costs</b>				
Staff Costs	866,130	(452)	865,678	804,806
Office Running Costs	37,588	2,547	40,135	37,848
Rent & Cleaning	93,356	1,421	94,777	98,168
Communications & Information	22,789	5,621	28,410	27,717
	<u>1,019,863</u>	<u>9,137</u>	<u>1,029,000</u>	<u>968,539</u>

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

	Restricted 2023	Unrestricted 2023	Total 2023	Total 2022
<b>Governance Costs</b>				
Audit and Accountancy	4,680	-	4,680	4,680
Professional Fees	8,063	92	8,155	3,760
Executive & Statutory Costs	18,511	360	18,871	22,026
Members Meetings Costs	732	-	732	1,203
	<u>31,986</u>	<u>452</u>	<u>32,438</u>	<u>31,669</u>

#### 6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2023 €	Unrestricted 2023 €	Total 2023 €	Total 2022 €
Direct Project Costs	173,864	5,813	179,677	140,044
Support Costs	1,019,863	9,137	1,029,000	968,539
Governance Costs	31,986	452	32,438	31,669
	<u>1,225,713</u>	<u>15,402</u>	<u>1,241,115</u>	<u>1,140,252</u>



# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 7 Employees

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

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Employees	17	16

Their aggregate remuneration comprised:

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Wages and salaries	756,415	705,370
Social security costs	80,991	76,421
Pension costs	32,169	30,695
	<u>869,575</u>	<u>812,486</u>

The remuneration to key management personnel related to five people and totalled €332,112 in 2023 (2022: 5 €337,010)

The number of employees whose remuneration is greater than €60,000 is 2 (2022:2).

This is broken down as follows:

	<b>2023</b>	<b>2022</b>
€60,000 -€70,000	1	1
€70,000 -€80,000	-	1
€80,000 -€90,000	1	-
	<u>1</u>	<u>1</u>

#### 8 Retirement benefit schemes

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Charge to profit or loss in respect of defined contribution schemes	32,169	30,695

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 2023.

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 10 Financial instruments

	2023 €	2022 €
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	522,944	409,270
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	-	1,161

### 11 Debtors

	2023 €	2022 €
<b>Amounts falling due within one year:</b>		
Other debtors	-	600
Prepayments and accrued income	8,211	50,595
	8,212	51,195

### 12 Creditors: amounts falling due within one year

	2023 €	2022 €
PAYE and social security	20,795	16,382
Other creditors	-	1,161
Accruals	38,547	28,299
	59,342	45,842

### 13 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.

### 14 Income and expenditure account

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Funds	177,452	1,260,692	(1,233,598)	204,546
Unrestricted Funds	189,740	97,317	(19,791)	267,266
	367,192	1,358,009	(1,253,389)	471,812

### 15 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.

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 16 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.

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

#### 17 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.

#### 18 Cash generated from operations

	2023	2022
	€	€
Surplus/(deficit) for the year	104,621	(18,866)
<b>Movements in working capital:</b>		
Decrease/(increase) in debtors	42,983	(41,873)
Increase/(decrease) in creditors	13,500	(2,032)
<b>Cash generated from/(absorbed by) operations</b>	<u>161,104</u>	<u>(62,771)</u>

#### 19 Analysis of changes in net funds

	1 January 2023	Cash flows	31 December 2023
	€	€	€
Cash at bank and in hand	<u>361,839</u>	<u>161,104</u>	<u>522,943</u>

#### 20 Approval of financial statements

The directors approved the financial statements on 8<sup>th</sup> May 2024.

**NATIONAL WOMEN'S COUNCIL OF IRELAND**  
**MANAGEMENT INFORMATION**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2023

	€	2023 €	€	2022 €
<b>Income</b>				
Department of Justice		13,036		33,830
Department of Children, Equality, Disability, Integration and Youth		644,887		611,000
SSNO - Department of Rural and Community Development		90,146		88,869
Group membership		26,090		22,690
Feminist Changemakers		12,227		13,441
Department of Foreign Affairs - Reconciliation Fund		-		55,000
HSE		133,296		108,544
Donations		10,156		23,404
IHREC		7,200		-
Department of Rural & Community Development (Social Partnership)		18,840		18,840
Novo Tides		-		27,648
Miscellaneous income		46,244		47,846
Rental income		2,600		2,150
European Women Lobby - EWL		5,660		-
Dept. of Further and Higher Education, Research, Innovation and Science		18,585		19,183
Department of Housing, Planning and Local Government		14,566		-
Centre for Reproductive Rights		15,000		30,000
Community Foundation of Ireland		111,711		20,694
Department of Rural and Community Development		-		10,000
Miscellaneous Grants		25,000		-
Pobal - Department of Environment, Climate & Communication		124,976		-
Department of Foreign Affairs - Shared Island Civil Society Fund		37,790		-
		<u>1,358,010</u>		<u>1,133,139</u>
<b>Administrative expenses</b>		<u>(1,253,389)</u>		<u>(1,152,005)</u>
<b>Operating surplus/(deficit)</b>		<u><u>104,621</u></u>		<u><u>(18,866)</u></u>

# NATIONAL WOMEN'S COUNCIL OF IRELAND

## SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2023

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	31 December 2023 €	31 December 2022 €
<b>EXPENDITURE</b>		
Wages and Salaries (Core)	500,433	498,821
Wages and Salaries (Programme & Project Mgt)	245,982	196,549
Employers PRSI (Core)	53,388	54,007
Employers PRSI (Programme & Project Mgt)	26,499	21,309
Staff Pension Costs (Core)	22,047	23,886
Staff Pension Costs (Programme & Project Mgt)	10,122	6,808
Programme and Project Activities	180,409	141,247
Administration Costs	40,135	37,848
Office and Premises	94,778	98,168
Communications	28,409	27,717
Staff Costs	19,482	15,178
Executive and Statutory Costs	18,871	22,026
Professional Fees	8,155	3,761
Auditors Remuneration	4,680	4,680
	<u>1,253,389</u>	<u>1,152,005</u>

**NATIONAL WOMENS COUNCIL OF IRELAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

SPONSORING GOVERNMENT DEPARTMENT	Department of Children, Equality, Disability, Integration & Youth	
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 01.01.2023 - 31.12.2023	
TOTAL GRANT	€	641,550
Cash received in year	€	641,550
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 2024	€	-
<b>EXPENDITURE</b>		
Staff Costs	€	543,615
Administration/Office Costs	€	75,183
Project Costs	€	1,732
Consultancy/Governance	€	21,019
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 31 DECEMBER 2023**

SPONSORING GOVERNMENT DEPARTMENT	Department of Children, Equality, Disability, Integration & Youth	
GRANT PROGRAMME	persons	
PURPOSE OF GRANT	Implementation of the 2021 LGBTI+ Community Services Funding Call	
TERM OF THE GRANT	12 months from 01.01.2023 - 31.12.2023	
<b>TOTAL GRANT</b>	€	8,496
Cash received in year	€	-
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	6,896
Deferred at the end of the year	€	-
Restricted income C/f to 2024	€	-
<b>EXPENDITURE</b>		
Staff Costs	€	-
Administration/Office Costs	€	-
Project Costs	€	-
Consultancy/Governance	€	6,896
<b>CAPITAL GRANTS RECEIVED</b>	€	-
<b>RESTRICTIONS ON USE</b>	Grant to be used for the delivery of a service: Regional conversations, toolkit and meetings	



**NATIONAL WOMENS COUNCIL OF IRELAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	To partner with the Department of Justice to provide research on the Domestic & Sexual Violence Intersection of the Criminal and Civil Jurisdictions on Domestic & Sexual Violence	
TERM OF THE GRANT	Duration of research	
TOTAL GRANT	€	13,036
Cash received in year	€	13,036
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 2024	€	-
EXPENDITURE	€	13,036
Staff Costs	€	-
Administration Costs		
Project Costs	€	3,564
Consultancy/Advertising Costs	€	9,472
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for Administration of the programme of work - Research and administration	

**NATIONAL WOMENS COUNCIL OF IRELAND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

SPONSORING GOVERNMENT DEPARTMENT	Department of Rural & Community Development	
GRANT PROGRAMME	Organisations of the Community & Voluntary Pillar 2023	
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 01.01.2023 - 31.12.2023	
<b>TOTAL GRANT</b>	€	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 2022	€	-
<b>EXPENDITURE</b>	€	18,840
Staff Costs	€	18,840
Administration costs	€	-
Project Costs	€	-
Consultancy/advertising	€	-
<b>CAPITAL GRANTS RECEIVED</b>	€	-
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 31 DECEMBER 2023**

SPONSORING GOVERNMENT DEPARTMENT	Dept of Further and Higher Education, Research, Innovation and Science	
GRANT PROGRAMME		
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 Jan 2023 - 31st Dec 2023	
TOTAL GRANT	€	18,585
Cash received in year	€	18,585
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Accrued Income at end of the year	€	-
Restricted income C/f to 2024	€	-
<b>EXPENDITURE</b>		
Staff Costs	€	-
Administration Costs	€	-
Project Costs	€	9,685
Consultancy/advertising	€	8,900
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: Consultancy costs & Activities budget to support the programme of work.	

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SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs: Shared Island Civil Society Fund	
GRANT PROGRAMME	Shared Island Civil Society Fund	
PURPOSE OF GRANT	Practical North South Cooperation to tackle Violence Against Women from a Civic Society Perspective	
TERM OF THE GRANT	April 2023 - January 2024	
TOTAL GRANT	€	37,790
Cash received in year	€	37,790
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 2024	€	21,738
EXPENDITURE	€	16,052
Staff Costs	€	12,018
Administration Costs	€	2,500
Project Costs	€	1,534
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the overhead costs, salaries and activities budget to support the programme of work.	

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SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs & Trade	
GRANT PROGRAMME	Reconciliation Fund	
PURPOSE OF GRANT	To maintain & develop the space created by the current Forum for all-island cross border cooperation & dialogue. The Forum brings together women's groups and activists to examine issues and areas of commonality North and South.	
TERM OF THE GRANT	12 months 01.01.2023 - 31.12.2023	
TOTAL GRANT	€	55,000
Cash received in year		
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	55,000
Deferred at the end of the year	€	-
<b>Restricted income C/f to 2024</b>	<b>€</b>	<b>4,720</b>
EXPENDITURE	€	-
Staff Costs	€	41,819
Administration Costs	€	2,000
Project Costs	€	6,461
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the overhead costs, salaries and activities budget to support the programme of work.	

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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 2023- 31st December 2023	
TOTAL GRANT	€	142,845
Cash received in year	€	133,296
Deferred at the start of the year		
Restricted income B/f from previous year	€	9,549
Deferred at the end of the year		
Restricted income C/f to 2024	€	25,341
<b>EXPENDITURE</b>		
Staff Costs	€	81,817
Administration Costs	€	24,551
Project Costs	€	11,136
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 Membership Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2022 - 30th June 2025	
TOTAL GRANT	€	272,995
Cash received in year	€	90,146
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	2,137
Deferred at the end of the year	€	-
Restricted income C/f to 2024	€	1,706
<b>EXPENDITURE</b>	<b>€</b>	<b>90,577</b>
Staff Costs	€	88,904
Administration Costs	€	1,674
Project Costs	€	-
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 two core staff positions, a Membership Co-ordinator and a 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	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Community Climate Action Programme	
PURPOSE OF GRANT	To fund the development of a capacity building programme and associated resources to support community development and women's organisations to engage in climate policy and climate action from a feminist climate justice perspective with a particular focus on its impact on women and marginalised communities.	
TERM OF THE GRANT	01/10/2022 - 30/09/2025	
TOTAL GRANT	€	499,503
Cash received in year	€	124,976
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 2024	€	5,492
<b>EXPENDITURE</b>		
Staff Costs	€	71,359
Administration Costs	€	11,231
Project Costs	€	36,893
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 two core staff positions, a full-time co-ordinator and part-time Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Programme course as per agreement	



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SPONSORING GOVERNMENT DEPARTMENT	Department of Housing, Planning & Local Government	
GRANT PROGRAMME	Local Government	
PURPOSE OF GRANT	Longitudinal research among female councillors on their experience of local government	
TERM OF THE GRANT	One year 01.01.2024 - 31.12.2024	
TOTAL GRANT	€	14,566
Cash received in year	€	14,566
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 2024	€	14,566
<b>EXPENDITURE</b>	<b>€</b>	<b>-</b>
	€	-
Staff Costs	€	-
Administration costs	€	-
Project Costs	€	-
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used to carry out research, launch report and arrange 4 regional seminars	