



INOU Annual Report 2008

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Chairperson's Report

I would like to take this opportunity to welcome you to our 2008 Annual Report.

The sharp increase in unemployment resulting from the very rapid deterioration in the economy particularly towards the latter part of 2008 has been a major cause for concern and presents huge challenges for individuals and for Government and the relevant State Agencies and Departments. It also presents a significant challenge to the INOU. As an organisation that was born out of the unemployment crisis of the 1980s, we do not want to see a return to the economic fatalism of that period that

nothing could be done about unemployment and that the focus of our training and employment services should be on preparing for and facilitating people to emigrate.

The scale of the current crisis demands innovative solutions and a co-ordinated approach to the planning and delivery of state services so as to ensure that, when the economy recovers, unemployed people and others distant from the labour market have the necessary skills and abilities to take up work.

Schemes that assist unemployed people must be maintained and developed and new initiatives to support unemployed people in taking up self employment opportunities must also be developed.

It is also imperative that we maintain social welfare payments at a level that reflects the real cost of living and enables unemployed people to live life with dignity.



Ann Fergus - Chairperson

In other ways, 2008 has been a very significant year for the organisation. Delegates at our Annual Conference gave us a very clear mandate to proceed with the arrangements for completing our work on the review of the internal management structure of the organisation. We concluded our review and completed the recruitment process for the new Co-ordinator position in July.

The organisation's Senior Management Team is now as follows:

- John Stewart – Co-ordinator

John was previously Assistant General Secretary. In his new role, John is responsible for the overall management and development of the organisation.

- Bríd O'Brien – Head of Policy and Media

Bríd was previously Senior Policy Officer in the organisation and continues to play a lead role

Chairperson's Report

in formulating and developing INOU policy on unemployment, social welfare and the labour market.

- Eric Conroy – Financial Controller

Eric continues to undertake this role in the new structure.

As Chairperson, I welcome the completion of this key piece of work and I wish the staff involved every success in their new roles.

The detail of other work carried out is outlined later in the Annual Report. However, I would like to briefly mention some of the key activities undertaken during the year.

As mentioned, we held this year's Annual Conference on 28th May, at the Heritage Hotel in Portlaoise. The Conference had a special significance as it was held towards the end of INOU Vice Chairperson, Rotimi Adebari's year as Mayor of Portlaoise Town Council.

I am grateful to Rotimi for delivering the opening address to Conference and I was also delighted to welcome Joe and Eileen Devaney and Harry Cartmill from the UK Coalition Against Poverty and Tom Best from the Peoples Centre in Liverpool.

I was also glad to be able to reciprocate by attending the 'Challenging Povertyism' Conference organised by the UK Unemployed Workers' Centres at Congress House in London on Friday 17th October to mark the UN International Day for the Eradication of Poverty.

At our Conference, existing NEC members were re-elected to serve for a further two

years on the National Executive Committee. Elections to positions of Vice-Chairpersons and Treasurer were subsequently held and I am delighted to report that the outgoing incumbents – Rotimi Adebari, Seamus Orr and Richard McGhee were re-elected.

I am also delighted to report that Pdraig Malone from the Limerick Centre for the Unemployed accepted our invitation to re-join the NEC as a co-opted member and I was also delighted to welcome Brendan Sherlock - INOU General Branch, Orla O'Connor from the National Women's Council and Bill Abom from the Migrants' Rights Centre as newly co-opted NEC members. I would also like to take this opportunity to thank Seamus Boland and Paul Ginnell who stood down from the NEC at the annual conference.

I was pleased to welcome Mary Hanafin, TD, Minister for Social and Family Affairs, to the launch of the 15th edition of Working for Work at Araby House on 9th September and also John Curran, TD, Minister of State at the Department of Community, Rural and Gaeltacht Affairs who launched our new websites – www.inou.ie and www.redundancy.ie on 29th October.

Thanks also to Billy Kelleher, Minister for Labour Affairs, for officially opening our 'Getting It Right: Linking Training and Education to Employment' Seminar on 9th December at the Academy Plaza Hotel.

The maintenance of strong links with the Organisation of the Unemployed Northern Ireland (OUNI) continues to be a priority. Unfortunately, the organisation's second application to the UK Big Lottery Fund was unsuccessful.



Chairperson's Report

The members of the Northern Ireland Council of OUNI are determined to continue to battle for recognition and funding for the work that OUNI does and I am deeply grateful to Frank Mallon, OUNI Chairperson and his colleagues for their unstinting support for the organisation. I am also grateful to Cathy Kelly who continues to undertake administrative work at the OUNI office on a voluntary basis.

I wish to end by thanking my Officer Board and National Executive Committee Colleagues and the staff of the INOU for their commitment and dedication to the work of the organisation during the year.

Ann Fergus
Chairperson



Mission Statement

'The INOU is a federation of unemployed people, unemployed centres, unemployed groups, community organisations and Trade Unions. The INOU represents and defends the rights and interests of those who want decent employment and cannot obtain it. We promote and campaign for policies to achieve full employment for all. We also campaign for an acceptable standard of living for unemployed people and their dependents. The INOU is an anti-sectarian, anti-racist, non-party political organisation which promotes equality of opportunity within society.'

Co-ordinator's Report

I am honoured to present my first annual report as INOU Co-ordinator. I am deeply grateful to my Officer Board and NEC colleagues and the staff of the organisation for their support during the year.

2008 has been a very difficult and challenging year for unemployed people and people in vulnerable employments. The dramatic rise in the live register figures and in the numbers of people losing their jobs has been nothing short of disastrous for tens of thousands of individuals and their families across the country. The spectre of mass unemployment

and emigration is sadly returning as a feature of Irish life. There can, however, be no going back to the 1980s. Innovative solutions and a co-ordinated approach to the planning and delivery of key services to unemployed people and others distant from the labour market is essential to ensure that people have the necessary skills and abilities to take up work when the economy improves. My colleague, Brid O'Brien, Head of Policy and Media further addresses these issues in her report.

The INOU has responded to the emerging unemployment crisis in a number of very practical ways. Amongst other things, we published and distributed some 30,000 copies of Working for Work.

We also distributed thousands of copies of our leaflet – What You Need to Know When You Become Unemployed to people who had either lost their jobs or were about to lose their jobs as a result of redundancies and we assisted a great many people who contacted our welfare rights information service during the year.



John Stewart - Co-ordinator

We also upgraded our website – www.inou.ie and we created a new site – www.redundancy.ie.

Development

The work of the Development Section during 2008 continued to focus on establishing and maintaining links with our affiliated organisations and organisations wishing to affiliate to the INOU.

We were very pleased to welcome the following organisations into membership during the year:

- Galway Rural Development
- Obair, Newmarket on Fergus
- SWIC Local Employment Centre
- County Offaly CIS

We have also introduced a new 'on-line' membership application facility on our website – www.inou.ie to facilitate groups and individuals wishing to join the organisation.



Co-ordinator's Report

The continued delivery of the Welfare to Work Development Project has been a major feature of the overall work of the Development Section during 2008.

The project, funded by the Department of Community, Rural and Gaeltacht Affairs, assists INOU affiliated organisations, trade unions and employers through the provision of specific welfare rights information and other supports for people who have recently or are about to lose their jobs through redundancy.

The day-to-day work of the project continues to be undertaken by Joe McDonagh and I would like to take this opportunity to, again, pay tribute to Joe's work in this area during the year.

The following key project milestones have been achieved in 2008:

- The development of a new redundancy, ie website. The site has a specific focus on the welfare rights aspects of redundancy and is unique in this respect. John Curran, TD, Minister of State at the Department of Community, Rural and Gaeltacht Affairs launched the new website on 29th October.
- The project has linked in with over 70 redundancy situations either through a local affiliated organisation, a trade union or directly with the employer.
- 10,000 English language leaflets, Polish language leaflets and Irish language leaflets designed to provide specific welfare rights information for people who had lost their jobs, were distributed to local INOU affiliated organisations, based in the areas where

redundancies were occurring, to Trade Union Shop Stewards dealing with the redundancies and to employers.

- 6 Discussion Forum meetings were held during the year. The feedback from participants at the meetings has continued to be very positive and further regional meetings will be organised during the first half of 2009. We would like to take this opportunity to thank everyone who attended and participated in the meetings.



Participants at the Dublin Discussion Forum Meeting

I was delighted to welcome Aidan O'Reilly and his colleagues from the Information Section, Department of Social and Family Affairs to the meeting in Sligo on 11th November. We are grateful to Aidan for his input to the event.

Individual Membership

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. 7 INOU Individual Member/General Branch meetings were held in Araby House in 2008.

Co-ordinator's Report

These meetings continue to provide important opportunities for Individual/Branch members to have an input into the work of the organisation and to participate in the wide-ranging discussions on unemployment/employment related issues.

I would like to take this opportunity to thank all the Individual/General Branch members who attended meetings during the year. I also wish to thank Séamus Orr, outgoing Chair of the General Branch for his contribution to the work of the Branch during the year and to congratulate him on his re-election as Vice-Chair of the organisation.

I would also like to congratulate Tony Egan on his election as the new Branch Chairperson and to welcome Brendan Sherlock on to the NEC as a new co-opted member.

Welfare Rights

The Welfare to Work Section provides a comprehensive, confidential and independent welfare rights service. The section provides these services through publications, a telephone helpline, by e-mail and directly through the INOU websites.

Throughout 2008, the demand for information and advocacy services on the section remained considerable, particularly in the latter half of the year as unemployment and redundancies mounted.

The ever evolving relationship between welfare payments, secondary benefits, housing and education and training supports resulted in the section dealing with more complex and complicated queries.

During the year, the section continued to develop and refine its information provision and advocacy services in response to a growing and ever changing need. The diversity and range of queries was equalled by the differing sources from which they came, with a noted increase in the number of clients undertaking Social Welfare appeals seeking our assistance.

The majority of queries were once again from INOU affiliated organisations and individual unemployed people, while the level of queries from the Local Employment Services, Partnerships, Citizens Information Centres and other organisations remained high again this year. There was a marked increase in the number of queries from people who were self employed and who were experiencing problems accessing social welfare payments.

Working for Work

We were delighted to welcome Mary Hanafin TD, Minister for Social and Family Affairs, to Araby House on 9th September to launch the 15th edition of Working for Work.



Minister for Social and Family Affairs, with NEC members at the launch of Working for Work

Co-ordinator's Report

Working for Work is a comprehensive guide to social welfare entitlements and education, training and employment options for unemployed people and others distant from the labour market.

The book is also a vital resource for front-line information providers. In welcoming the publication, the Minister highlighted the extent of the very practical information and advice outlined in the book, particularly in relation to the range of options available to people when moving from social welfare to work.

Some 30,000 copies were distributed to a wide range of local community based organisations, state agencies and individual unemployed people during the year. We are grateful to the Department for their on-going support for the publication and we particularly welcomed the additional funding we received to translate Chapter 4 into Polish and which is now available on our website.

I would also like to take this opportunity to pay tribute to previous Minister for Social and Family Affairs, Seamus Brennan TD, who passed away in July and to send our condolences to his family on their sad loss.

Training

Overall, the demand for INOU training courses remained high throughout the year, with all courses well attended and with a diverse range of participants from INOU affiliates, CICs and other organisations.

A total of 15 training days were provided through two training Calendars consisting of

5 training modules:

- Introduction to Social Welfare (1 day)
- Welfare to Work (2 days)
- Social Welfare Appeals (1 day)
- Taxation and Welfare to Work (1 day)
- Delivering a Quality Information (1 day)

We also delivered 10 'on request' training programmes during the year.

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 13 years. The Project is allocated 16 CE Participants and a CE Supervisor. Participants are based both in our offices here at Araby House and in a number of local groups.

The work undertaken by the CE Participants is essential to the effective running of the organisation and we greatly appreciate and value the work that they do both here in our offices and in the other projects.

We are grateful to Patricia Watters, CE Supervisor, for the on-going support given to the Participants and their respective organisations.

Annual Conference

Our Annual Conference was held on Wednesday 28th May at the Heritage Hotel in Portlaoise. The conference had a special significance as it was held towards the end of our Vice Chairperson, Rotimi Adebare's year as Mayor of Portlaoise Town Council.

Co-ordinator's Report

We welcomed Joe and Eileen Devaney and Harry Cartmill from the UK Coalition Against Poverty and Tom Best from the Peoples Centre in Liverpool to the conference. We also welcomed the OUNI Chairperson, Frank Mallon, Armagh Unemployed Group, the Vice-Chairperson, Sharon Parkes, Ballyclare Community Concerns and two NIC members, Kevin Higgins, Advice NI and Martin Doran, Armagh Unemployed Group. I was also delighted to see so many General Branch members at the event.



Delegates at INOU Annual Conference, Portlaoise.

Seven policy motions were submitted for discussion and debate at the conference. The motions included calls for the Government to respond more rapidly to the education, training and employment needs of unemployed people and others who had lost their jobs; supports for the self employed who become unemployed; increased education and training options for unemployed people and for good standards in the delivery of public services.

There were two Constitutional motions – one from the General Branch on increased Branch representation on the NEC and the second from the NEC concerning changes to the

constitution and standing orders in respect of the title General Secretary. Both motions were agreed.

There were no elections to the National Executive Committee as there were fewer nominees than places available and therefore Ann Fergus, Rotimi Adebare, Delia Colohan and Tony Jordan were automatically re-elected to the NEC.

The conference also featured three workshops on Childcare, Training and Education Options and Working for Welfare. The Childcare Workshop focused on childcare including issues in relation to affordable and available places for unemployed people and others who are distant from the labour market.

The Training and Education Options Workshop focused on the training and education options that are available for unemployed people and others who are without work and distant from the labour market.

The Working for Welfare Workshop focused on discussions that had taken place over the airwaves as to whether unemployed people should be made work for their payments and also on possible work for welfare developments in the UK.

I would like to take this opportunity to thank everyone who attended the conference for their input and support.

Funding

Details of the organisation's income and expenditure are set out in the Financial Report.



Co-ordinator's Report

I would like to take this opportunity to thank the Department of Community, Rural and Gaeltacht Affairs, the Department of Social and Family Affairs, the Department of Enterprise, Trade and Employment, FÁS, Citizens Information Board and the Combat Poverty Agency for their financial assistance during the year.

I would also like to thank Eric Conroy, Financial Controller and Richard McGhee, Treasurer, for their efficient management of the organisation's financial resources.

Organisation of the Unemployed Northern Ireland (OUNI)

I would like to take the opportunity to thank my NIC colleagues for their on-going commitment and support during this very difficult period of uncertainty for OUNI.

We were dealt a further blow when we were notified that our second application to the Big Lottery Fund's Reaching Communities programme had been unsuccessful.

We were particularly disappointed with the decision as we believed we had submitted a viable and, given recent economic developments, a very relevant funding application.

At a time of rising unemployment and continuing high levels of economic inactivity, the need for OUNI continues to be vital in order to ensure that the needs of unemployed people and others distant from the labour market are advocated to policy and decision makers.

In this regard, the OUNI Northern Ireland Council are determined to maintain the organisation and to continue to campaign for the vital resources required to fund its work. We are also realistic, however, to know that in the continued absence of any funding for OUNI, it becomes increasingly more difficult to maintain and sustain the organisation.

For its part, the INOU is committed to doing everything we can to maintain OUNI and the vital links and relationships developed through and with the OUNI NIC. In this respect, we are very grateful to Sharon Parkes and her colleagues at Ballyclare Community Concerns for facilitating the joint meeting between the OUNI NIC and the INOU NEC on 12th June.

I would, again, like to pay tribute to the work undertaken by Cathy Kelly, on a voluntary basis, in support of the NIC. Cathy's on-going support has been vital in maintaining the NIC throughout the last year.

I would also like to thank the Belfast Centre for the Unemployed for facilitating the monthly meetings of the OUNI NIC. These supports have been vital to the continuation of the organisation and we look forward to maintaining these links in the year ahead.

John Stewart
Co-ordinator

Head of Policy and Media Report

The rise in unemployment which had commenced in the Autumn of 2007 picked up speed during 2008. At the end of 2007 the seasonally adjusted Live Register stood at 172,100; at the end of 2008 it stood at 293,100: an increase of 121,000 or 70%.

Redundancies also saw a dramatic rise. Up to 2008 the highest year on record was 2003 with 25,769 redundancies. However, in 2008 redundancies increased by 59.5% to 40,607. Three sectors account for 81% of the redundancy figures and they include: building and civil engineering; other services; and

other manufacturing. The biggest category was 'building and civil engineering' which accounted for 39% of the redundancies in 2008.

According to the Quarterly National Household Survey (QNHS) covering the period September to November (Quarter 4) 2008 the sector that saw the biggest drop in employment was construction: which fell by 16.5% or 45,900 on the same period in 2007. Male employment fell by 5.7% over this period and almost 70% of this drop is attributable to the fall off in construction employment.

Given the impact of the decline in the construction industry on employment and unemployment statistics it is not surprising to see unemployment growth affecting more men than women. The number of men signing on the Live Register increased by 83%; while the number of women increased by 50%. Men accounted for 69% of redundancies by the end



Bríd O'Brien
Head of Policy & Media

of the year and women 31%. By the end of 2008 the gender balance of the Live Register had moved to 67% male; 33% female. At the end of 2007 it had been 62% male and 38% female.

According to QNHS Q4, male unemployment rose from 5% in 2007 to 9.2% in 2008; while female unemployment rose from 3.9% in 2007 to 5.4% in 2008. Overall unemployment rose from 4.5% to 7.7%. By the end of 2008 the Standardised Unemployment Rate (SUR) had almost doubled to 8.6% from 4.6% for December 2007. The SUR works off the most recent QNHS (Q4 2008) and adjusts from subsequent changes in the Live Register.

Policy Developments

Such a dramatic increase in unemployment presents very considerable challenges which are compounded by the on-going deterioration in the public finances. A combination of an over



Head of Policy and Media Report

reliance on transaction taxes and the negative impact of unemployment on these and income taxes saw the State's tax income at the end of 2008 drop by €6.5bn or 13.7%.

The Government brought Budget 2009 forward from the first Wednesday in December to 14th October. In this Budget the Government changed the length of time recipients could stay on Jobseekers Benefit. So anyone eligible for JB with 260 + contributions would only receive the payment for 12 months; and anyone eligible for JB with < 260 contributions would only get 9 months. The doubling of the contributions required from 52 to 104 will also present challenges.

As the Government envisaged saving over €70m from this change this implied that they assumed many people would not be eligible for Jobseekers Allowance because of their family circumstances. This change would impact in particular on young people and women whose family or partner's income would be taken into account. Low paid workers' access to the full rate of JB was also restricted as the minimum income limit went from €150 to €300 per week.

A lot of economic commentators have made a big issue out of the fact that social welfare payments were increased by €6.50 per week. However, what they fail to realise is that for anyone in receipt of Rent Supplement this increase was almost wiped out by the increase in the minimum rent contribution from €13 to €18 per week. Local Authority tenants also faced increases in their rent. The Consumer Price Index may be decreasing overall (deflation) however the main movers in this regard do not impact on poorer households.

Social Partnership Developments

During 2008 the scheduled review of 'Towards 2016' was announced at the Plenary held on the 15th February. The emerging economic crisis had a negative impact on this review: as it became evident that diminishing resources would be used to rationalise a lack of progress on the issues of concern to the Community and Voluntary Pillar (CVP).

The INOU was one of the CVP representatives on two social partnership groups. One focused on activation and was led by the Department of Social and Family Affairs. And the second focused on the labour market and was chaired by the Department of Enterprise, Trade and Employment.

One of the outcomes of the review of T16 was the merger of these two social partnership groups to become the High Level Group on the Labour Market to be chaired by the Department of An Taoiseach. The INOU secured one of the two CVP positions on this new group.

The INOU is one of the five CVP representatives on the National Economic and Social Council. In the first part of the year the focus of the Council's work was the production of the economic report entitled 'The Irish Economy in the Early 21st Century'. Work on the social report was not completed as the deteriorating economic situation required re-visiting the economic report and working on a document which reflected on the emerging crisis.

The INOU co-ordinated the Community and Voluntary Pillar's submission to Ireland's National Reform Programme report to the European Commission.

Head of Policy and Media Report

Presentations, Publications and Submissions

In September the INOU made a submission to the Joint Oireachtas Committees on Social and Family Affairs and Enterprise, Trade and Employment on the rapidly rising Live Register and what needed to be done to address unemployment and redundancies.

In September the organisation published its Pre-budget submission and in October its' post Budget analysis and disseminated them widely. Follow-up work included a submission on the Social Welfare Bill and an attendance at the Committee Stage of the Bill to highlight our concerns.

The INOU made a variety of other submissions during 2008 including ones to the Commission on Taxation; and the Comptroller and Auditor General on the Money Advice and Budgeting Service (MABS). These two submissions are available on our website in the policy section.

A number of submissions were made on-line including: NESDO Value for Money questionnaire; Organisation Review Programme questionnaire with regard to the Department of Enterprise, Trade and Employment; the Higher Education Authority on Open and Distance Learning; and the CSO's questionnaire on additional modules for the Quarterly National Household Survey.

In following-up on these submissions/questionnaires the INOU was invited to a meeting in the Department of An Taoiseach to participate in the Organisation Review Programme; and invited to the HEA's seminar on Open and Distance Learning.

External Networking

- *Non-governmental organisations*

The INOU continued its involvement in the European Anti-Poverty Network's Employment Working Group. In April the group met with the Joint Oireachtas Committee on Enterprise, Trade and Employment – the INOU prepared the draft presentation.

The INOU is a member of the Community Platform and its' Steering Group. Work included the publication of an interesting report in December entitled 'A Better Ireland is Possible'; and the on-going development of a Strategic Plan.

The Vincentian Partnership for Social Justice invited the INOU to participate on their work on minimum income. This work is of particular value as it highlights the minimum essential income different family types require and how their needs are being met or not.

The INOU is a member of the Social Policy Network and hosted a meeting on the 10th September.

- *Governmental structures*

The INOU is a member of the Monitoring Committee for the Human Capital Investment Operational Programme which meets twice a year. To support their work under this Operational Programme the Equality Authority established an Advisory Committee for their Equality Measure Unit of which the INOU is a member. The INOU also attends twice a year the FÁS' National Employment Services Advisory Committee.



Head of Policy and Media Report

The Combat Poverty Agency invited the INOU to participate on the Research Advisory Group for their research entitled 'Managing a low income in the electronic economy'. The overall aim of the study is to explore the money management methods of low-income consumers within an electronic economy.

Projects

- Getting it right - linking training and education to employment

In following up to the INOU's 2006 Practice to Policy employment project, this project focused on both the experience and potential of education and training options for unemployed people and others distant from the labour market. The development of this project was seen as timely as the Department of Social and Family Affairs started to rollout their enhanced activation / Active Case Management approach as part of their new Social and Economic Participation Programme.

The overall aim of the project was to explore and elaborate on unemployed people's experiences of education and training; what types of options were made available to them; and were potential links to employment or further education and training discussed.

A Questionnaire was developed and sent out to all individual members of the INOU. Our Affiliates were informed by email; through the regional Discussion Forums; and the INOU Bulletin.

Then four areas identified for in-depth discussions and local Social Welfare Offices

were contacted for their support. INOU staff visited these local offices and invited people in receipt of either Jobseekers Allowance or Benefit to a focus group to discuss their experiences of education and training; and how they would like to see these services improved.

Engaging with other key players including policy makers; service providers; affiliated organisations and unemployed people to discuss the key findings of the project to-date and other developments both at home and abroad was seen as a crucial part of the overall project.

On the 9th December the national seminar 'Getting It Right – linking training and education to employment' was organised. Minister for Labour Affairs, Billy Kelleher, TD opened the conference. Speakers included Gerrit Jan Schep, Director with StimulanSZ Foundation talked about re-integration strategies in the Netherlands; and Hugh Rodgers, Senior Employment Officer FÁS talked about the Mahon Point Development Project which matched up local development with training and employment opportunities.

A report of the seminar and an overall summary of the project and its findings and recommendations will be published in 2009.

- 'Economics and Poverty – the links'

The INOU worked with the Combat Poverty Agency and the National Women's Council of Ireland to produce a manual published by the CPA entitled 'Economics and Poverty – the links'. This publication was part of the CPA's 'Having Your Say Programme'.

Head of Policy and Media Report

The purpose of the manual is "to increase the understanding and policy analysis capacity of anti-poverty community and voluntary organisations on the relationship between poverty and economics."

The INOU received funding from the CPA to promote this manual to our affiliates and others working on issues of economic and social exclusion. In undertaking this work the organisation ran three workshops in Longford; Portlaoise; and Dublin.

The purpose of the workshops was to provide participants with an opportunity to 'try out' the manual and discuss its application to their local organisation and work.

If you would like a copy of the manual please contact us at policy@inou.ie

Bríd O'Brien
Head of Policy and Media



National Executive Committee

The National Executive Committee (NEC) is the governing body and Board of Directors of the INOU. NEC members are elected from amongst the wider membership of the organisation at the Annual Conference and normally serve for an initial term of two years. There were 11 NEC meetings during the year.

We are very grateful to all the members of the National Executive Committee for their input to the work of the organisation.

Officers Board

Ann Fergus	<i>Chair</i>
Seamus Orr	<i>Vice-Chair</i>
Rotimi Adebari	<i>Vice-Chair</i>
Richard McGhee	<i>Treasurer</i>

Nominating Organisation

Galway People's Resource Centre
INOU General Branch
Supporting Unemployed in Laois
Employment Development Information Centre, Longford

NEC

- Des Bonass	Dublin Council of Trade Unions
- Tony Jordan	Ait na nDaoine Community Development Project
- Frank Mallon (Co-opted)	Armagh Unemployed Group
- Kathleen McCann	ICTU
- Delia Colohan	Ballinasloe Community Information Centre
- John Farrell	INOU Staff Representative
- Robert Finan	Larkin Centre for the Unemployed
- Brendan Sherlock (Co-opted)	General Branch
- Pdraig Malone (Co-opted)	Limerick Centre for the Unemployed
- Orla O'Connor (Co-opted)	National Women's Council
- Bill Abom (Co-opted)	Migrant Rights Centre

We would like to place on record our appreciation of the work of the following outgoing NEC Members - Seamus Boland and Paul Ginnell.



INOUE Publications



I.N.O.U. Staff

INOU Staff 2008

Senior Management Team

- Co-ordinator John Stewart
- Head of Policy and Media Brid O'Brien
- Financial Controller Eric Conroy

Administrative and Finance Team

- CE Supervisor/Administrator Patricia Watters
- Book Keeper Carol Thornton
- Receptionist Joan Shannon
- Receptionist Pauline Mulpeter
- Cleaner Carol McAuley
- Caretaker Pat McCormack

Welfare to Work Team

- Manager Welfare to Work Section Robbert J. Lynch
- Welfare to Work Trainer Lorraine Hennessy
- Information Officer Aidan McCarthy
- Admin. Support Worker Sharon Morrisey
- Admin. Support Worker Marie Lynch

Development Team

- Membership/Project Work John Farrell
- Welfare to Work Development Officer Joe McDonagh
- Admin. Support Worker Ray Brennan
- **Policy Assistant** Aaron Kirkham

OUNI Staff

- Volunteer Administrator Cathy Kelly

Staff who left in 2008

Mairead Kenny
Sharon Kane

Financial Report

IRISH NATIONAL ORGANISATION OF THE UNEMPLOYED

(A company limited by guarantee and not having a share capital)

DETAILED INCOME AND EXPENDITURE ACCOUNT

For the year ended 31st December 2008

	2008	2007
	€	€
INCOME		
Department of Social and Family Affairs	215,507	191,188
Department of Community, Rural and Gaeltacht Affairs	254,000	254,845
Department of Enterprise, Trade and Employment	52,000	51,000
FÁS	208,917	220,196
Dept. of Education - Working for Work	21,000	21,000
FÁS - Working for Work	16,000	15,000
Citizens Information Board	10,000	-
Combat Poverty Agency	7,282	-
Office Rental	33,130	32,923
Other Income	34,656	31,212
	<u>809,329</u>	<u>764,361</u>
Administrative Expenses		
Wages & Salaries	334,908	268,627
FÁS Wages (including Employer's PRSI)	188,137	192,887
Employer's PRSI Contributions (Excluding FÁS)	34,923	28,982
Staff Pension Costs	13,586	22,547
INOUE Training	9,952	3,554
Recruitment Costs	2,664	2,991
Staff training	4,384	3,607
Projects	48,055	27,954
Grant aid to OUNI	9,195	18,733
National Executive Committee	10,167	14,648
FÁS materials & training	14,508	20,692
Rent Payable	15,237	15,237
Insurance	2,946	2,700
Light & Heat	5,038	5,058
Repairs & Maintenance	34,323	16,268
Stationery	5,237	4,179
Postage & Courier	4,481	8,353
Printing & Publications	85,195	75,586
Telephone	7,755	7,045
Equipment	8,620	4,305
Travel	2,920	1,857
Annual Delegate Conference	10,696	4,228
Audit & Accountancy	3,933	3,210
General Expenses	6,707	6,672
Depreciation	7,729	5,256
	<u>873,190</u>	<u>765,176</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>(20,698)</u>	<u>52,188</u>



Publications

- o **Working for Work - 15th Edition**
The comprehensive reference book that explores welfare, work, education and training options for unemployed people.
- o **Bulletin**
INOU newsletter. 2 editions produced. Approximate circulation of 1,000 copies per edition.
- o **Know Your Welfare Rights Leaflet**
This leaflet includes the necessary basic key information a person who loses their job as a result of a redundancy needs to know and is specifically aimed at those who have recently lost or who are about to lose their job. The leaflet was also published in Irish and Polish.
- o **INOU Pre-Budget Submission**
The Submission outlined the INOU's key priorities for Budget 2009.
- o **INOU Post-Budget Analysis**
- o **What you need to know when you become Unemployed Resource Pack**
- o **Foreign Language Leaflets**
 - Looking for work in Ireland (Polish, Irish, English)
 - What you need to know when you become Unemployed (Polish, Irish, English)

Publications

