



**The Irish National
Organisation of
the Unemployed**

ANNUAL REPORT 2009



INOU Annual Report 2009

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Chairpersons Report

I would like to take this opportunity to welcome you to our 2009 Annual Report.

It is with much sadness that I start by highlighting the loss, during the year, of two of our most committed and dedicated ex-NEC colleagues. The sudden death of our good friend Richard McGhee on 8th June came as a great shock to us all.

Richard was a long-standing NEC member, through the EDI Centre, Longford, prior to stepping down from the Committee earlier this year. Richard was deeply committed to the INOU and made a huge contribution

to our work in his role as NEC member, Vice Chairperson and most recently as INOU Treasurer.

It was also with much sadness that we learnt of the death of Pat Murphy who passed away on 1st April following illness. Pat was a long-standing member of the INOU's National Executive Committee, through the Larkin Centre for the Unemployed. Pat was held in very high regard by staff and NEC members who greatly appreciated his analysis, good sense and advice. Both Pat and Richard will be greatly missed by all who knew them.

I would like to take this opportunity to thank my NEC colleagues and the staff team of the organisation for their work during what has been a very difficult and challenging year. The demands on staff have never been greater and I am very grateful for the commitment and dedication shown by all of the team.

Unfortunately, the sharp increase in



Ann Fergus - Chairperson

unemployment experienced towards the end of 2008 continued unabated in 2009, reflecting the on-going deterioration in the economy. The pace and scale of the unemployment crisis has been unprecedented and the over-riding priority that has been given to resolving the banking and fiscal crises has resulted in a lack of innovative solutions and a co-ordinated approach to tackling the unemployment crisis. The new schemes and initiatives that have been put in place to assist unemployed people are but a drop in the ocean when compared to the scale of the crisis.

The changes to social welfare payments announced in the December Budget will impact very negatively on unemployed people and their families. The reduction in the basic social welfare payment and the non-payment of the Christmas Bonus to people who are longer-term unemployed will result in unemployed people being pushed further into poverty.

We held this year's Annual Conference on 21st

May at Wynn's Hotel, Dublin. The Conference was opened by the Minister for Social and Family Affairs, Mary Hanafin, TD. The Conference was exceptionally well attended and I was again delighted to welcome Harry Cartmill from the UK Coalition Against Poverty to the Conference. At the Conference, NEC members were elected to serve for a further two years on the National Executive Committee.

Elections to positions of Chairperson, Vice-Chairpersons and Treasurer were held at the NEC meeting in July. I am honoured to serve for a further two year term as Chairperson. I am also delighted to report that outgoing Vice-Chairperson, Seamus Orr, was elected as Treasurer and Edel Kelly, EDI Centre Longford and Barrie McLatchie, Belfast Unemployed Resource Centre, were elected as Vice-Chairpersons.

I would also like to thank outgoing NEC members Kathleen McCann and Robert Finan for their input to the work of the NEC and also to welcome new NEC members Sylvia Ryan, Edel Kelly and Barrie McLatchie.

Unfortunately, the funding difficulties experienced by the Organisation of the Unemployed Northern Ireland (OUNI) continued during 2009. 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.

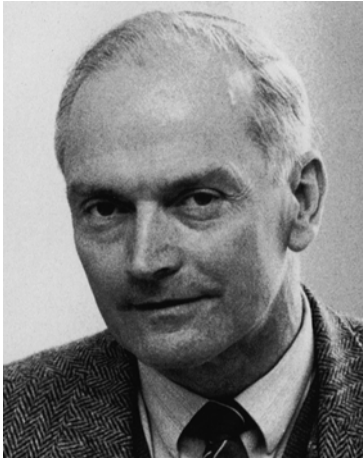
I wish to end by thanking my Officer Board and National Executive Committee Colleagues, the staff of the INOU and all the representatives of our affiliated organisations who supported us during 2009 for their on-going commitment and dedication to the organisation.

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.'

R.I.P.**Pat Murphy RIP**

It is with much sadness that we report on the death of Pat Murphy who passed away on 1st April. Pat was a long-standing member of the INOU's National Executive Committee, through the Larkin Centre for the Unemployed.

Pat made an enormous contribution to the development of the organisation over the years. Pat was held in very high regard by staff and NEC members. In addition to bringing the issues and concerns directly relating to his work as an Enterprise Officer in the Larkin Centre, Pat also brought an analytical mind and an ability to see the bigger picture.

His analysis, good sense and advice was very much appreciated by staff, the NEC and the wider organisation. He will be greatly missed by all who knew him.

**Richard McGhee RIP**

It is with great sadness that we report on the sudden death of Richard McGhee on 8th June. Richard was a long-standing NEC member, through the EDI Centre, Longford, prior to stepping down from the Committee earlier this year.

Richard was deeply committed to the INOU and made a huge contribution to the work of the organisation in his role as NEC member, Vice Chairperson and most recently as INOU Treasurer. Richard will be greatly missed by his many colleagues and friends in the organisation.

We would like to take this opportunity to again send our condolences to Richard's wife and family and to the Longford EDI Centre on their sad loss.

I am deeply grateful to my Officer Board and NEC colleagues and the staff of the organisation for their unstinting support during the year. I would also like to echo our Chairperson's comments in relation to the sad loss of ex NEC colleagues Richard McGhee and Pat Murphy.

2009 has been one of the most difficult and challenging years for unemployed people in living memory. The start of the year saw the continued rise in the number of people on the live register. In January alone, 33,000 people joined the register. This figure came on the back of an increase of over 22,000 in December



John Stewart - Co-ordinator

2008. The spectre of mass unemployment has, unfortunately, returned as a feature of Irish life. Our call for really 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, in last year's report and which was repeated throughout the year, has largely gone unanswered.

The INOU has continued to respond to the unemployment crisis in a number of ways. We published and distributed some 25,000 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 thousands of people who contacted our welfare rights information service during the year.

We also further upgraded our website – www.inou.ie and our new site – www.redundancy.ie.

Development

The work of the Development Section during 2009 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:

- Tralee Local Employment Service
- Kerry Supported Employment Limited
- West Training and Development Limited
- County Louth Supported Employment Partnership Ltd
- Thurles Action for Community Development Ltd
- Canal Local Employment Service
- FIT Ltd (Fastrack to IT)
- Tacu Family Resource Centre
- Millennium Jobs Club
- An Siol CDP

The introduction of a new 'on-line' membership application facility on our website – www.inou.ie to facilitate groups and individuals wishing

Co-ordinators Report

to join the organisation has proved very successful and virtually all applications, both from organisations and individuals, now come via the website.

The continued delivery of the Welfare to Work Development Project has been a major feature of the overall work of the organisation in 2009. 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 2009:

- The on-going development of the redundancy.ie website. The site has a specific focus on the welfare rights aspects of redundancy and is unique in this respect.
- The project has linked in with over 70 redundancy situations either through a local affiliated organisation, a trade union or directly with the employer.
- 27,000 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.

- 5 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 2010. We would like to take this opportunity to thank everyone who attended and participated in the meetings.



Individual Membership

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. Eight General Branch meetings were held in Araby House in 2009.

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 and to wish Tony Egan continued success as Branch Chairperson.

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 2009, the demand for information and advocacy services on the section remained considerable, particularly in the early half of the year as unemployment and redundancies mounted.

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 also a significant 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 be able to produce the 16th edition of Working for Work during the year.

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 continues to be a vital resource for front-line information providers. 25,000 copies of the book 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 of Social and Family Affairs, the Department of Education and Science and FÁS for their on-going support for the publication.

Training

The demand for INOU training courses remained very 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 13 training days were provided through two training Calendars consisting of 5 training modules:

- Introduction to Social Welfare (1 day)
- Welfare to Work (2 days)
- Intro. to Social Welfare Appeals (1 day)

Co-ordinators Report

- Taxation and Welfare to Work (1 day)
- Delivering a Quality Service (1 day)

During 2009, we also delivered 14 days of FETAC training, participated in 12 Information Days and 9 redundancy presentations and delivered 15 days of 'on request' training to organisations across the country.

I am also delighted to be able to report on an exciting new training project that the organisation is embarking on from the start of 2010.

Through financial support from the Mount Street Trust, the INOU, will be designing and delivering a new and innovative training programme aimed at unemployed people. The programme, titled the Mount Street Trust Employment Initiative, will be delivered over a three year period in three areas in Dublin, starting in Finglas in 2010.

The INOU will also be working closely with the other project partners, the One Parent Exchange Network (OPEN) and the Ballymun Jobs Centre over the next three years. I look forward to reporting on the success of the initiative in our 2010 Annual Report.

I would also like to take this opportunity to thank the Mount Street Trust for their financial support and also to thank Carmel Duggan at the Work Research Co-operative for her advice and support in developing the project.

Ireland in Social Europe Project

We are delighted to be involved as a partner to the European Anti Poverty Network (EAPN)

in this European funded project. The project is managed by the EAPN and the Partners are the INOU; the Vincentian Partnership for Social Justice; the Community Workers Co-Op; the Northern Ireland Anti-Poverty Network and Cork City Council.

The core objectives of the project are to:

- Enhance understanding of experiences of poverty in Ireland and promote a national debate on their implications for national and European policy.
- Raise awareness of the added value of a European approach to ending poverty and social exclusion during and in the run up to 2010.
- Promote innovative strategies for how the EU, through the Open Method of Co-ordination on Social Protection and Social Inclusion, can add more value to the fight against poverty in Ireland.

The project adopts a thematic approach, structured in the context of the current debate on active inclusion. The project focuses on the three strands of: (1) income; (2) services; and (3) labour market activation.

During the year, the INOU has undertaken very significant work in relation to labour market activation. We organised a series of Focus Group meetings of unemployed people to discuss their experience of job seeking and accessing education and training options.

Some of the issues and potential solutions raised in the meetings included:

- People needed detailed information to make appropriate training, education and work

choices.

- There was a greater need for a more proactive service in identifying options and supports for individuals.
- The need to link training to jobs and people's skills and interests.
- Services should have a greater person centred focus.
- The need to ensure that there were no unnecessary delays in processing the person's claim if people move back on to the Live Register from training or education courses.
- The need for a greater focus to be given to job creation if we are to address unemployment.

The project will continue in 2010 and I would like to take this opportunity to thank everyone who participated in the work to date.

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 14 years. The Project is allocated 15 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

We held this year's Annual Conference on 21st May at Wynn's Hotel, Dublin. The Conference was opened by the Minister for Social and Family Affairs, Mary Hanafin, TD.

At the conference, NEC members were elected to serve for a further two years on the National Executive Committee and new NEC colleagues were elected. Elections to positions of Chairperson, Vice-Chairpersons and Treasurer were held at the NEC meeting in July. The Officers Board comprises Ann Fergus who was elected to serve for a further two year term as Chairperson, Seamus Orr, General Branch, was elected as Treasurer and Edel Kelly, EDI Centre Longford and Barrie McLatchie, Belfast Unemployed Resource Centre, were elected as Vice-Chairpersons.

12 policy motions were submitted for discussion and debate at the conference. The motions included calls for the Department of Social and Family affairs to set targets for processing claims with a view to reducing the average waiting times for payment of Jobseekers Benefit and Jobseekers Allowance; calls on the Government to seriously review the interaction and integration of the social welfare system and employment services to ensure that unemployed people get the best service possible and calls for the restoration of the Christmas Bonus.

The conference also featured three workshops on Education and Training, Social Welfare and Employment Services.

Co-ordinator's Report

I would like 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.

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 and the Mount Street Club Trust for their financial assistance during the year.

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

Organisation of the Unemployed Northern Ireland (OUNI)

Unfortunately, the funding difficulties experienced by the Organisation of the Unemployed Northern Ireland (OUNI) continued during 2009.

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 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

At the end of 2008 there were 295,100 people on the seasonally adjusted Live Register; by the end of 2009 this figure had jumped to 428,900, an increase of 45%. However this year-on-year change was not as dramatic as most commentators had feared given that in January 2009 alone the Live Register increased by 29,000. In the first quarter of 2009 the Live Register has increase by 72,000, but the rate of increase slowed over the year with the Register increasing by only 1,500 in the fourth quarter. As the Central Statistics Office (CSO) continuously remind us the Live Register is not designed to measure unemployment as



Bríd O'Brien
Head of Policy & Media

it includes part-time workers, seasonal and casual workers entitled to Jobseekers Benefit or Allowance.

The official unemployment statistics come from the Quarterly National Household Survey (QNHS). At the end of 2009 there were 267,400 people unemployed; this was an increase of 97,700 or 58% on the last quarter of 2008. This increase alone is a cause for concern but what is far more worrying is the increase in long-term unemployment. This figure jumped from 37,700 to 89,100 or 138%. For the first time in over twelve years the long-term unemployment rate is back over 4%.

Over 2009 employment fell by 166,900 or 8.1%. The decline in the construction sector continued to have a big impact on male employment as it accounted for 60% of the fall in their employment levels. No single sector had the same impact on female employment levels: the wholesale and retail trade had the

biggest impact accounting for 34% of the drop in female employment.

Another important statistic to note is the Principal Economic Status which is based on how people describe themselves. Most people would be familiar with this question from the Census form but the CSO also ask it as part of the QNHS. According to this statistic there were 335,500 people unemployed at the end of 2009, giving an increase of 134,300 or 67% on 2008.

Social Partnership

At the end of 2008 the Government established through the National Social Partnership process a 'High Level Group on the Labour Market'. The INOU and the Disability Federation of Ireland were the two organisations chosen to represent the Community and Voluntary Pillar on this Group. The Department of An Taoiseach was to chair it and it included all

Head of Policy and Media Report

of the key Government Departments: Social and Family Affairs; Enterprise, Trade and Employment; Education and Science; and Community, Rural and Gaeltacht Affairs.

Unfortunately this Group only met once in January as it fell foul of the collapse in social partnership working mechanisms in addressing the overall crisis. It is extraordinary that after twenty years of working in partnership that at a time of unprecedented unemployment the state and key economic and social players could not find a proper mechanism to collectively address this issue

The INOU is also one of the Community and Voluntary Pillar representatives on the National Economic and Social Council. During 2009 the Council published three reports: the first of these was an economic report scheduled to inform the discussions within social partnership on addressing the national crisis.

The report entitled "Ireland's Five-Part Crisis: An Integrated National Response" (NESC 118, March 09) highlighted that the crisis facing Ireland had five parts that needed to be dealt with simultaneously including "a credit and banking crisis, a fiscal crisis, an economic crisis of competitiveness and job losses, a social crisis of unemployment and income loss, and a reputational crisis". As the economic crisis deepened over the year, the NESC revisited this report and in October published "Next Steps in Addressing Ireland's Five-Part Crisis: Combining Retrenchment with Reform" (NESC 120, October 09) re-stating its call for an integrated response to the multi-faceted nature of the crisis facing Ireland.

Neither report received much attention as both the Government and the media focused exclusively on two aspects of this crisis: the banks and the public finances.

The third report NESC published was its first social report entitled "Well-being Matters: A Social Report for Ireland" (NESC 119, October 09). Work on this report had commenced in 2008 but had been pushed back because of the economic reports.



INOU staff at SIPTU march in September 2009

Nobel Prize Winning Economist Professor Joseph Stiglitz launched the report which acknowledges that there "is growing international interest in measures of well-being beyond GDP". The report tracks trends across six aspects of people's lives including access to economic resources, work and education.

In response to the deepening crisis and the calls for prominent commentators to cut, cut, cut the Community and Voluntary Pillar developed a five point plan "insisting vulnerable people

must not pay the price for recovery”.

The CVP argued that “an integrated social and economic recovery strategy to share the burden of adjustment fairly” was needed and that as part of this the tax take should be increased; the public sector reformed; better value for money in the delivery of public services; expenditure cuts where required should be targeted carefully to protect vulnerable people; and expenditure should be focused on the common good.

The Pillar met with the Taoiseach, Brian Cowen, TD and the Minister for Finance, Brian Lenihan, TD to promote this plan but to little effect.

The INOU along with other members of the CVP participated in research on the ‘lifecycle’ undertaken by the Irish Centre for Social Gerontology based in NUI Galway. In the national social partnership agreement “Towards 2010” the lifecycle framework was used and was seen “as a key innovative feature of the Agreement” as it “places the individual at the centre of policy development and delivery, by assessing the risks facing him/her, and the supports available to him/her to address those risks, at key stages in his/her life”.

The four stages of the lifecycle are children, people of working age, older people and people with disabilities. From an INOU perspective the key stage is ‘people of working age’ and the complexity of the issues involved highlights the challenges facing and limitations of a lifecycle approach without significant re-thinking of how public services are designed and delivered.

The INOU represented the Community and Voluntary Pillar at a meeting between the Social Partners and EU Commission on the Lisbon

Strategy or National Reform Programme in May which examined the Irish Government’s report under the NRP and the impact of the economic downturn.

The INOU also co-ordinated the CVP input into the draft report submitted by the Government to the Commission in November.

Policy Developments

The economic crisis resulted in an unprecedented rise in unemployment and saw the re-emergence of long-term unemployment as a growing problem. This changing context threw up new questions for the development and implementation of activation policies and practice – what it should be, how it should be done, and who should be targeted.

In January 2009 the Organisation for Economic Co-operation and Development published a report entitled “Activation Policies in Ireland” which highlighted a number of issues including the low ratio of employment service staff to number of workers in comparison to other countries including Northern and Western Europe. One of the issues picked up on in the public domain was the potential impact of the increase in social welfare rates between 2002 and 2007 leading to “increasing the risk that the higher reciprocity levels emerging in the current recession will take on a structural dimension” (p6).

What commentators failed to pick-up on is how badly Ireland fares in comparison to its European neighbours when pay-related social welfare payments are under consideration. The increases in social welfare payments resulted from many years of lobbying by the

Head of Policy and Media Report

INOU and other community and voluntary organisations to benchmark the basic social welfare rate to 30% Gross Average Industrial Wage or the NAPS target of what €150 was worth in 2002.

In 2009 there were two Budgets in April and December. In Annex F of April's Supplementary Budget some interesting developments took place arising out of joint work between the Departments of Enterprise, Trade and Employment; Education and Science; and Social and Family Affairs. These developments included increased access for unemployed people to courses run by Higher Education bodies. However, given the scale of the unemployment problem these developments were but a drop in the ocean.

Two pre-Budget submissions and two post-Budget analysis reports were produced by the INOU. Amongst the issues raised in these documents and pursued with the relevant Ministers and key officials were:

- **Income Adequacy**

- No reduction in unemployment payments or further cuts by stealth to social welfare payments.
- Set targets for maximum times for processing claims for Jobseekers Benefit and Jobseekers Allowance.

- **Labour Market**

- Innovative thinking on the continuum of job maintenance; job creation; education and training and the immediate development of a 'Jobs Strategy'.
- Significantly improved integration between the Department of Social and Family Affairs, FÁS and the Local Employment Service in

the development and delivery of benefits and employment supports and services.

- To address long-term unemployment introduce sophisticated profiling of unemployed people so the right people receive intensive interventions at an earlier stage and maintain the focus on addressing disadvantage within CE.
- Reduce the eligibility criteria for schemes like the Back to Work Allowance; Back to Work Enterprise Allowance; the Part-time Job Incentive Scheme; and Revenue Job Assist to 6 months
- Significantly improved integration between the Departments of Education and Science, Social and Family Affairs and Enterprise, Trade and Employment to match up the labour force and employment opportunities.
- The delivery of a more enhanced employment service that has the capacity to identify people's current skill set, potential gaps and how these can be best addressed; and urgently produce the implementation plan for the National Skills Strategy.
- Guaranteed employment related training/ education place for every young unemployed person aged 21 or under.
- A systematic review of the current use of educational/training facilities with a view to identifying how greater use can be made of these facilities.

External Networking

The INOU worked with other C&V organisations and Trade Unions in four different campaigns that sought to challenge the prevailing ethos

Head of Policy and Media Report

of 'cut, cut, cut' including: the Poor Can't Pay; Communities Against Cuts; Community & Voluntary Pillar's five point plan; Get Up, Stand Up. Information on each of these campaigns is on the INOU's website campaigns page.

The INOU is a member of the Community Platform and its Steering Group and amongst the work undertaken by the CP to push for a more equitable and inclusive Ireland was a briefing paper on the employment crisis and related issues.

In February the EAPN Employment Working Group hosted a seminar on the implications for the community sector of the economic crisis at which the INOU spoke. Arising from this seminar a briefing paper was produced entitled "Tackling the Economic and Social Crisis". The INOU was amongst the organisations that gave a subsequent presentation to the Joint Oireachtas Committee on Enterprise, Trade & Employment.

The INOU is a member of a number of advisory groups or monitoring committees including:

- The Monitoring Committee for the Human Capital Investment Operational Programme (HCIOP). The HCIOP is the vehicle through which European Social Funding is distributed in Ireland.
- The Equality Authority's Equality Monitoring Unit Measure Committee supports their work under the HCIOP.
- FÁS' National Employment Services Advisory Committee.
- The Vincentian Partnership for Social Justice's Minimum Essential Budgets project.

- The Combat Poverty Agency research on the poverty and financial inclusion implications of an increasingly electronic economy. This work was not completed before the CPA was absorbed into the Social Inclusion Division of the Department of Social and Family Affairs.

Submissions & Presentations

During 2009 the INOU made a number of presentations to a range of seminars and meetings including:

- The Dublin Employment Pact meeting with Dublin Partnership and LES managers to discuss rising unemployment and potential responses.
- IES Abroad on the downside of the Celtic Tiger
- Congress Centres Network on Community Employment.
- Society of St Vincent de Paul conferences meeting on the current crisis.
- The Hidden Economy Working Group on 'self employment' and the construction industry.
- FÁS Executive Board on findings and recommendations from INOU Education and Training project.
- Department of Social and Family Affairs Pre-Budget Forum.
- TravAct seminar on rising unemployment and implications for Travellers' unemployment.



Head of Policy and Media Report

- Blanchardstown Library on 'Surviving the Recession'.
Amongst the submissions made by the INOU were:
- Proposal for a social module for the Quarterly National Household Survey
- Response to the call from the Lord Mayor's Commission on Employment.
- FÁS new Corporate Plan 2010-2013.
- Article on youth unemployment for CDYSB publication.

In Conclusion

The unprecedented cuts in social welfare payments to people of working age in Budget 2010; the introduction of age segregated supports which hit young people hard; and the impact of cuts and policy changes for community based organisations brought home very forcibly the depth of the challenges facing the INOU, other non-government organisations, trade unions and others arguing for alternative responses to the current crisis.

The Government's and media's obsession with the banks and the public finances has dominated the public debate to the detriment of other issues. It is critical that a broader understanding of the unemployment crisis and related social issues emerges and is acted on otherwise Ireland is facing a future of intractable long-term unemployment.

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>Treasurer</i>
Edel Kelly	<i>Vice-Chair</i>
Barrie McLatchie	<i>Vice-Chair</i>
John Stewart	<i>INOUE Co-ordinator</i>

Nominating Organisation

Galway People's Resource Centre
INOUE General Branch
EDI Centre, Longford
Belfast Unemployed Resource Centre

NEC

- Des Bonass	Dublin Council of Trade Unions
- Tony Jordan	Ait na nDaoine Community Development Project
- Frank Mallon (Co-opted)	Armagh Unemployed Group
- Slyvia Ryan	ICTU
- Delia Colohan	Ballinasloe Community Information Centre
- Rotimi Adebari	Supporting Unemployed in Laois
- Lorraine Hennessy	INOUE Staff Representative
- 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 - Kathleen McCann and Robert Finan.



I.N.O.U. Staff

INOU Staff 2009

Senior Management Team

- Co-ordinator
- Head of Policy and Media
- Financial Controller

John Stewart
Brid O'Brien
Eric Conroy

Administrative and Finance Team

- CE Supervisor/Administrator
- Book Keeper
- Receptionist
- Receptionist
- Cleaner
- Caretaker

Patricia Watters
Carol Thornton
Joan Shannon
Pauline Mulpeter
Carol McAuley
Pat McCormack

Welfare to Work Team

- Manager Welfare to Work Section
- Welfare to Work Trainer
- Information Officer
- Information Assistant
- Admin. Support Worker
- Admin. Support Worker

Robbert J. Lynch
Lorraine Hennessy
Aidan McCarthy
Erinna Behal
Sharon Morrissey
Marie Lynch

Development Team

- Membership/Project Work
- Welfare to Work Development Officer
- Admin. Support Worker

John Farrell
Joe McDonagh
Ray Brennan

- Policy Assistant

Aaron Kirkham

OUNI Staff

- Volunteer Administrator

Cathy Kelly

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 2009

	2009	2008
	€	€
INCOME		
Department of Social and Family Affairs	160,578	215,507
Department of Community, Rural and Gaeltacht Affairs	243,840	254,000
Department of Enterprise, Trade and Employment	52,000	52,000
FAS - Community Employment	215,112	208,917
FAS - Working for Work	16,000	16,000
Dept. of Education - Working for Work	20,000	21,000
European Anit-Poverty Network	17,066	-
Citizens Information Board	-	10,000
Combat Poverty Agency	-	7,282
Office Rental	32,780	33,130
Training Fees	22,780	14,004
Other Income	32,186	20,652
	<u>812,342</u>	<u>852,492</u>
Administrative Expenses		
Wages and Salaries	371,179	332,011
FAS Wages	197,040	183,898
Employer's PRSI Contributions	43,256	39,162
Staff Pension Costs	17,706	16,483
INOUE Training	6,627	9,952
Recruitment Costs	-	2,664
Staff training	1,706	4,384
Projects	29,184	48,055
Grant aid to OUNI	2,574	9,195
National Executive Committee	11,263	10,167
FAS materials & training	12,706	14,508
Rent and Rates	15,532	17,131
Insurance	-	2,946
Campaigns	1,022	-
Light & Heat	6,020	5,038
Repairs & Maintenance	12,515	34,323
Stationery	3,996	5,237
Postage & Courier	1,436	4,481
Printing & Publications	45,489	85,195
Telephone	8,966	7,755
Equipment	1,231	8,620
Travel	2,329	2,920
Annual Delegate Conference	4,374	10,696
Legal and Professional	1,743	-
Audit & Accountancy	4,215	3,933
General Expenses	6,841	6,707
Depreciation	7,621	7,729
	<u>816,571</u>	<u>873,190</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>4,229</u>	<u>(20,698)</u>



Publications

- o **Working for Work - 16th Edition**
The comprehensive reference book that explores welfare, work, education and training options for unemployed people.
- o **Bulletin**
INOU newsletter. 3 editions produced. Approximate circulation of 1,000 copies per edition.
- o **Know Your Welfare Rights Resource Pack & 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 **Looking for Work Leaflet**
This leaflet identifies a wide range of services, supports, advice and tips to help you with your jobseeking.
- o **INOU Pre-Budget Submission**
The Submission outlined the INOU's key priorities for Budget 2010.
- o **INOU Election Manifesto**
- o **Linking Education and Training to Employment**
 - Seminar Report
 - Project Recommendations
- o **INOU Annual Report 2008**



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This publication was founded by the National Lottery through
the Department of Community, Rural and Gaeltacht Affairs.