

Supporting Unemployed People



**The Irish National
Organisation of
the Unemployed**

ANNUAL REPORT 2015



INOUE Annual Report 2015

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Chairperson's Report

Welcome to our 2015 Annual Report.

2015 has been another year of very significant output from the organisation. The demands being placed on all aspects of our work continued at a very high level during the year and the manner in which the organisation has been able to respond to these pressures is testament to the exceptional commitment and dedication both of the staff team and my NEC colleagues.

I particularly want to mention the completion of what is now the fifth year of the Building Futures programme. I congratulate all of the learners on their

achievements during the year and it was a privilege for me to again Chair the Building Futures Graduation Ceremony which was held at the Mansion House on 6th November.

I would particularly like to thank the Lord Mayor, Críona Ní Dhálaigh, for hosting the event and for making everyone feel so welcome. I would also like to wish our Year 6 intake of Participants every success in the period ahead.

On a very positive note, unemployment continued to fall during the year and the numbers of people at work has steadily increased. Of particular significance is the fact the majority of people taking up work appear to be moving into full-time positions.

This represents a continuation of the trend that we saw in 2014. The significant drop



Ann Fergus - Chairperson

in the numbers of people that are long-term unemployed is to be welcomed as is the increase in the overall number of jobs being created.

My hope is that the upturn in construction activity will provide opportunities for the tens of thousands of unemployed people who were previously employed in construction and related activity to finally get back to work.

Notwithstanding the many positive developments that have started to emerge, unemployment has not been solved. The level of unemployment is still a cause for very serious concern.

Based in the West of Ireland, I know first hand that the recovery in the jobs market is not being experienced country wide and many people have yet to share in the economic recovery that is underway.

Chairperson's Report

A major development during the year was the commencement of the roll-out of the JobPath Service for people who are long-term unemployed. This, in my view, is the most significant development in the delivery of employment services since the creation of the Local Employment Service.

The two companies delivering the new service - Turas Nua Ltd and Seetec Employment and Skills Ireland have been actively recruiting staff and opening new JobPath offices around the county. The Department of Social Protection has also commenced referring people who are long-term unemployed to these new service providers.

In last year's Annual Report, I said that a key concern and priority for the organisation is that JobPath delivers for unemployed people and that the service must support people who are long-term unemployed into suitable and sustainable jobs.

The organisation has sought to influence and inform how the service is delivered so that it best meets the needs of unemployed people by way of significant contacts and meetings with the JobPath providers. The organisation continues to monitor the roll-out of JobPath and a priority for 2016 will be gathering feedback from unemployed people on their experience of this new service.

The INOU's Annual Conference was held on Wednesday 27th May at Wynn's Hotel, Dublin. I was delighted to welcome Richard Bruton, TD, Minister for Jobs, Enterprise and Innovation who officially opened the Conference.

The event was exceptionally well attended by delegates from INOU member organisations

and the INOU General Branch. Sadly, we said farewell to our friends and colleagues Barrie McLatchie and Rotimi Adebari at the Conference. Both Barrie and Rotimi stood down from the NEC after many years of dedicated service and commitment and I would like to take this opportunity to thank them for all their work in support of the organisation over the years.

I would particularly like to acknowledge Barrie McLatchie's contribution to the organisation. Barrie was one of the longest serving NEC/ Officer Board members and his contribution will be greatly missed. On behalf of everyone involved in the organisation, I would like to wish Barrie a long and happy retirement.

I would also like to take this opportunity to again thank the Standing Orders Committee - Elaine Harvey, Frank McDonnell and Paul Taylor for their work at the Conference. Elections to positions on the Officers Board were held at the NEC meeting in October.

I was honoured to be re-elected Chairperson of the organisation for a further period of two years. I would like to congratulate my outgoing Officer Board colleague, Seamus Orr on his election as Vice-Chairperson and I'm delighted to welcome my new Officer Board colleagues, Aisling Cartmill as Vice-Chairperson and Michael McNamara as Treasurer. I would also like to thank Pdraig Malone who stepped down as Vice-Chairperson for all his work on the Officers Board.

The INOU's key publication, Working for Work was launched on 16th September and I was pleased to welcome Minister Kevin Humphreys to Araby House to officially

Chairperson's Report

Chairperson's Report

launch the 22nd edition of the publication.

On a very sad note, I regret having to advise of the passing of our dear friend Aidan McCarthy who died on 25th July. Aidan had retired from his position as Senior Information Officer on 18th July 2014. Aidan joined the organisation in April 2003 on the Jobs Initiative programme in our Welfare Rights Section, after a distinguished career as a sports journalist.

His contribution to the delivery of a comprehensive information and advice service in the INOU was huge. Aidan also had a key role in the production of Working for Work. He was directly involved in

the editing and proof-reading of the last 11 editions of the book. On behalf of everyone in the organisation I extend our condolences to Aidan's wife Kathryn and family on their sad loss.

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 2015 and I look forward to my continued involvement in the work of the organisation in the year ahead.

Ann Fergus
Chairperson



Ann Fergus, Chairperson INOU, Barrie McLatchie, Vice-Chairperson INOU, Richard Bruton, TD, Minister for Jobs, Enterprise and Innovation and John Stewart, Co-ordinator INOU, at the INOU Annual Delegate Conference at Wynns Hotel, Dublin, 27th May 2015.

I am very grateful to my Officer Board and NEC colleagues and the staff of the INOU for their support for the work of the organisation during the year.

2015 was another year of very significant output and activity for the organisation. During the year, we published and distributed 25,000 copies of the 22nd edition of Working for Work. This publication is now firmly positioned as the most comprehensive information publication on employment, education and training options and social welfare entitlements. We also distributed thousands of copies of our information leaflets aimed at unemployed people and employers.



John Stewart - Co-ordinator

We participated in numerous information events and jobs fairs and met with a wide range of Ministers and Departmental officials and participated in many key committees/structures on issues affecting unemployed people.

We completed a very demanding calendar of training events and we also dealt with over 9,000 queries through our welfare rights information service. We also met directly with hundreds of unemployed people at the various events we attended during the year.

Implementation of the INOU's Strategic Plan

This year saw the roll-out of the organisation's Strategic Plan. The Plan has informed the on-going delivery and development of the organisation's work and has provided an important framework of priority actions and indicators for the organisation during the year.

Monitoring and review of the implementation of the Plan is ongoing and a dedicated Strategic Plan overview meeting with NEC colleagues is being scheduled for 2016.

Membership

We welcomed the following organisations into membership during the year:

- Southside Partnership
- Clare Local Development Company
- Emotions Peer Support
- Ionad an Pobal
- Merchants Quay Ireland
- The National Women's Council
- Galway Rural Development Ltd
- Taghmon Action Group

Our national membership still stands at an all-time high of over 210 organisations.

Co-ordinator's Report

Intreo Focus Group Meetings

Very significant work has been undertaken on the development of Phase 2 of this Project.

This phase has involved researching long-term unemployed people's experiences of the Local Employment Service.

During the year, INOU staff met with hundreds of unemployed people referred to the Local Employment Service in Kilbarrack and Dundalk with a view to giving information about the organisation and the project and to invite people to participate in Focus Group meetings to discuss their experience of using the service.

This work continues as the year comes to an end and I look forward to reporting on the outcome of the research in next year's annual report.

I would like to take this opportunity to thank all of the unemployed people who took the time to talk to us at the Local Employment Service Offices/Intreo Centres and who attended the Focus Group meetings.

I would also like to thank the two Local Employment Service Managers, the officials at the Department of Social Protection and the Intreo Office Managers.

Individual Memberhip

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. Seven General Branch meetings were held in 2015.

These meetings continue to provide important opportunities for 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.



INOU General Branch Members: Glenn Bainton, Michael McNamara and Eamonn McGrath.

Welfare Rights Information and Advocacy Service

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

The demand for information and advocacy services remained very high. The section continued to develop and refine its information provision and advocacy services in response to a growing and ever changing need.

As part of our Information and Advocacy services the section:

- Supported 122 clients in seeking reviews of Overpayment Recovery decisions prior to making a Social Welfare Appeal.

Co-ordinator's Report

- Supported 26 clients in progressing Customer Service issues to the official Department of Social Protection Complaints Process.
- Supported 173 clients in seeking reviews of Supplementary Welfare Allowance Decisions prior to making a Social Welfare Appeal.
- Supported 290 clients in seeking reviews of Department of Social Protection scheme/ payment decisions prior to making a Social Welfare Appeal.
- Supported 322 individuals in preparing appeals for submission to the Social Welfare Appeals Office.
- Supported 39 organisations and groups in assisting clients in making appeals to the Social Welfare Appeals Office.
- Supported 3 clients in preparing cases for Rights Commissioner and Employment Appeals Tribunal.

As in 2014, the diversity and range of queries was equalled by the differing sources from which they came, with, as in previous years, 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 consistently high throughout the year.

Social Media is also increasingly being used within the Welfare to Work Section to proactively engage with people seeking Welfare

Rights information. The continued growth in the use of the internet as an information tool, and specifically social media websites, has allowed the INOU to develop and extend its capacity to deliver services to an ever diversifying group of clients.

The section continues to be a regular contributor to two of the most widely used 'bulletin' board type websites which provide a 'question and answer' type format for users – Askaboutmoney.com and Boards.ie.

As part of this work the staff of the section research information, post replies, monitor trends and make active referrals to the INOU and Redundancy.ie websites and other relevant sites such as welfare.ie, citizensinformation.ie and mabs.ie.

Working for Work

We produced the 22nd edition of Working for Work during the year. Working for Work is the most comprehensive guide to social welfare entitlements and education, training and employment options for unemployed people and others distant from the labour market.

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 Protection and the Department of Education and Skills for their on-going support for the publication.

I would like to take this opportunity to thank the Minister of State at the Department of

Co-ordinator's Report

Social Protection, Kevin Humphreys, TD, who officially launched the publication at Araby House on 16th September.

Training

During the year, we delivered a total of 66 days of QQI training, participated in 10 on-request presentations, delivered 14 days of 'on request' training to organisations across the country and 15 non-accredited training days.

These 105 training days were provided through 1 training Calendar consisting of 3 training modules;

- Introduction to Social Welfare
- Delivering a Quality Service to the Unemployed
- Welfare to Work

We also ran 6 programmes at QQI (formerly known as FETAC) Level 6, covering 3 modules;

- Social and Civil Information
- Information, Advice and Advocacy
- Training Delivery and Evaluation

The Training Unit has also worked on developing awards with the Education and Training Boards (ETB), Quality and Qualifications Ireland, the National College of Ireland and Community Law and Mediation.

An important training development during the year has been the delivery of an input to the Staff Induction Process for Seetec, one of the two new JobPath providers.

This input, delivered by the Head of our Training Unit, has given the organisation

a unique opportunity to generate greater awareness amongst the new staff of the issues affecting unemployed people and the range of in-work and welfare payments, supports and assistance available to people who are long-term unemployed.

Building Futures

Building Futures is delivering a QQI accredited training programme and associated workplace internships which draws on participants own life experiences to enable them to become peer educators, trainers and mentors.

The fifth year of our programme was completed in 2015. 15 Participants from Ballymun and surrounding areas completed nine QQI modules at levels 5 and 6 with all 15 receiving QQI certification.



Building Futures programme Graduates

The Participants also undertook workplace internships and volunteering opportunities which have provided invaluable experience of and insight into community and voluntary based workplaces. Participants also had opportunities to participate in conferences, workshops and additional training.

Co-ordinator's Report

The programme continues to be a huge success and I am delighted to report that we continue to hold Local Training Initiative designation for the programme. We are also grateful for the related supports and resources received from the CDETb.

Recruitment for the sixth year of the programme was completed in August and 15 participants, from Coolock and surrounding areas, commenced training in September. I would like to take this opportunity to thank all those involved with the programme.

Employer Linkages

Our work with employers during the year had a particular focus on linking with employers that announced job vacancies.

The following work was undertaken:

- Linked in with 245 companies that announced job gains with a view to promoting the range of incentives available to employers when they recruit unemployed people.
- Attended 34 information events.
- Linked in with 5 redundancy situations.
- Printed and distributed 3,000 Start Your Own Business leaflets at information events and to INOU affiliated organisations.
- 4 Discussion Forum meetings were held during the year.
- We issued an E bulletin on average every 10 weeks during 2015.

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 19 years. 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 the work that they do both here in our offices and in the other projects.

I would like to thank our CE Supervisors, Patricia Watters and Joe McDonagh for the on-going support given to all our CE workers.

Annual Conference

Our 2015 Annual Conference was held on Wednesday 27th May at Wynns Hotel, Dublin. The Conference was opened by Richard Bruton, TD, Minister for Jobs, Enterprise and Innovation.

The following NEC members were automatically elected at the Conference; Mick Creedon, Ballymun Jobs Centre, Michael McNamara, INOU General Branch and Aisling Cartmill, Belfast Unemployed Resource Centre.

Seven motions were discussed and debated at the Conference. The Motions included calls on the Government to restore Jobseekers payments and for improved Employment Services. Other motions included calls for the creation and maintenance of decent jobs and for calls on the Government to ensure that all unemployed people share in the economic recovery.

Co-ordinator's Report

Farewell to Barrie McLatchie

Barrie McLatchie, INOU Vice Chairperson, stepped down from his role on the National Executive Committee at our Annual Conference in May.

Barrie has been involved in the work of the organisation for over 25 years, through the Belfast Unemployed Resource Centre. Barrie brought a unique insight and understanding of unemployment and the day-to-day issues affecting unemployed people and has been a tireless advocate for people's rights and entitlements. Barrie held a number of positions over the years on the Officers Board, including INOU Chairperson and Vice Chairperson.

The INOU was delighted to host an informal social event for Barrie on the night of 27th May to mark his stepping down from the organisation and to thank him for his commitment and dedication to the work of the organisation over the last 25 years.

We were also delighted that Mike Allen and Tony Monks, ex-INOU General Secretaries, attended the event. We would like to take this opportunity to thank Barrie for all his work with the organisation and to wish him a long and happy retirement.

Aidan McCarthy R.I.P.

I would like to echo our Chairperson's remarks in relation to Aidan McCarthy who sadly passed away on 25th July. On behalf of all the staff in the organisation, I would like to send condolences to Aidan's wife, Kathryn and family. May he rest in peace.



Aidan McCarthy (left), Senior Information Officer, on the day of his retirement from the INOU, with John Stewart, INOU Co-ordinator.

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 Environment, Community and Local Government/Pobal, the Department of Social Protection, the Department of Education and Skills and the ETB for their financial assistance during the year.

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

John Stewart
Co-ordinator

Head of Policy and Media Report

In January 2015, the Central Statistics Office published the Household Finance and Consumption Survey 2013 and amongst its findings was that unemployed households make-up 12.8% of all households but only have 3.9% of all net wealth.

While the Survey for Income and Living Conditions 2014, published in November, showed that the at-risk-of, the deprivation, and the consistent poverty rates for unemployed people were 35.9%, 53.4% and 22.6% in comparison to national rates of: 16.3%, 29%, and 8% respectively. These figures highlight the day-to-day challenges facing unemployed people.

In August the Central Statistics Office published the latest *Equality Module* based on the Quarterly National Household Survey Q3, 2014. It is the third such survey the CSO has carried out, the previous ones were carried out in Q3 2004 and Q4 2010.

The equality grounds named in the Employment Equality Act and Equal Status Act are used and even though unemployment per se is not covered under the equality grounds, the issue of unemployment was very much to the fore. The second highest rate of discrimination was reported by people who are unemployed, 23%. The highest rate was experienced by people from non-white ethnic backgrounds, 28%.

The discrimination experienced by people who are unemployed was captured as people who had experienced discrimination were also classified by their employment status. The Principle Economic Status classification was used which captures people at work;



Bríd O'Brien
Head of Policy & Media

unemployed; students; home duties; retired; others. One of the questions asked was people's experiences of 'looking for work': the issue of age featured very strongly with 46% of respondents noting it as an issue.

This is very much in keeping with the feedback the INOU receives from older, long-term unemployed people. Looking at it from a gender perspective, a higher proportion of men highlighted discrimination when 'looking for work', 31%; while, a higher number of women experienced discrimination 'in the workplace', 31%.

According to the Central Statistics Office employment increased by 2.3% to 1,983,000 people; and unemployment fell by 12.2% to 187,500 people in 2015. To capture people who may not be included in the official unemployment figure, the Central Statistics Office produces the Potential Additional Labour Force figure (PALF).

Head of Policy and Media Report

At the end of 2015 this figure stood at 31,500, a decrease of 19% on 2014. The Labour Force, which consists of people deemed to be employed or unemployed, grew by 0.8% to 2,170,500. This growth occurred even with a negative demographic effect, exclusively concentrated in the 20-34 age groups, an effect strongly influenced by emigration.

At the end of 2015 the unemployment rate stood at 8.7%, a drop of 1.3%; while the long-term rate fell by 1.1% to 4.7%. The employment rate, the numbers of people employed within that population, increased by 1.3% to 63.9%. Looking at these figures from an age perspective, young people had the highest rates of unemployment: 15-19 year olds, 25.5%; and, 20-24 year olds, 17%. 15-19 year olds had the lowest employment rate at 10.6%, which is hardly surprising given that most of this age group should be in education and training.

However, the high unemployment rate indicates the employment challenges facing young people who are not in employment, education or training. People aged 60-64 had the next lowest employment rate at 47.9%, as Ireland's pension age increases, the retention of and re-entry into the labour market of older workers will be an important issue to be addressed.

Breaking down these figures further by gender, the group with the highest unemployment rate are young men: 32.1%. This group also had the lowest employment rate at 9.9%. This is the only male age category that has a lower employment rate than the equivalent category for women. The employment rate for men aged 15-64 is 69% in comparison to a female rate of 59%.

Looking at the regional unemployment figures, the South-East had the highest figure at 11.9%, while the South-West had the lowest at 7.4%. In four of the eight regions unemployment was lower than the national average (Dublin, Mid-East, Mid-West, South-West); higher in three (Midland, West, South-East); and the same in the last, the Border.

Employment grew in six of the eight regions, but fell in the Mid-East and the West. The Labour Force grew in four of the regions (Border, Midlands, Dublin, South-East) and fell in four (South-West, Mid-West, Mid-East, West).

Dublin is the only region where both the labour force and employment grew and unemployment was lower than the national average. While in the West, the labour force and employment fell and unemployment was higher than the national average.

The theme of the INOU's Annual Delegate Conference in 2015 was '*Sharing in the Recovery*' and though the headline economic statistics may be moving in the right direction, it was evident in the delegates' feedback that this improvement has yet to be experienced by many people living with and fighting against unemployment.

At the conference there was a strong sense that the job recovery is urban and not rural; while delegates living and working in disadvantaged urban areas noted that the recovery was not visible in their communities.

Policy Developments

Also at the INOU's Annual Delegate Conference

Head of Policy and Media Report

delegates discussed what they believed needs to happen to ensure unemployed people and disadvantaged communities can benefit from the emerging recovery.

The theme of 'Sharing in the Recovery' and debate were carried into the INOU's regional Discussion Forums, held in Wexford, Tipperary, Sligo and Dublin, at which participants discussed what Budget 2016 should do; what the next Government should do; and what are the future concerns of unemployed people.

These participatory events, alongside feedback into the organisation from our welfare rights and training services, from affiliates and individual members play an important role in the policy formulation and advocacy work of the organisation.

The INOU is part of the Labour Market Council and it met six times during 2015. The work of the Council included oversight of the existing *Pathways to Work* programme and contributions to the development of *Pathways to Work 2016-2020*. The Council has two sub-groups, the Employers and the Evaluation, and the INOU participated in both of these during the year.

The INOU also met with the Department of Social Protection to discuss the development and potential of their web-based self-service *mywelfare.ie*; and the further development of their Group Information session presentation.

Working in Partnership

The INOU continued to work with colleagues in the Community and Voluntary sector on a range of socio-economic issues and in a variety

of mechanisms including:

- The Community Platform, a network of 28 national networks and organisations working to address poverty, social exclusion and inequality produced a document entitled *The Future Perspective of the Community Platform*. This document sought to promote a new model of development based on the Platform's values: economic equality; social inclusion; social justice; dignity; participation; and sustainability. It identified key drivers for change including the community sector and statutory bodies; and identified mechanisms that would make equality, human rights and social inclusion central to policy related decision-making.
- The Better Europe Alliance, a network of national community and voluntary sector organisations and the Environmental Pillar which continued its work on the European Semester process and its implications for Ireland's policy developments and implementation. The Alliance met with European Commission representatives in Ireland and made submissions on the Country Specific Recommendations to Ireland.
- European Anti-Poverty Network Europe 2020 Working Group, the INOU chairs this sub-group of EAPN Ireland. In July, the group produced a document entitled *Position Paper on Positive Activation*, which outlined the existing policy and structures to support people into employment and how these could be changed to become more person centred and capable of empowering people more distant from the labour market.

Head of Policy and Media Report

- Vincentian Partnership for Social Justice's Advisory group on their Minimum Essential Standard of Living work. Their work in 2015 included the cost of childcare and the Minimum Income Standard required; and "From Welfare to Work: Examining the impact of retaining benefits when returning to work".
- Economic, Social and Cultural Rights Initiative follow-up to Constitutional Convention's recommendation that these rights are strengthened in the Constitution.
- ICBE proposed development of an employability services Level 8 course with NCI.
- Migrants Community Forum Stakeholder Group.
- Equality Rights Alliance on the development and potential of public sector duty.
- 3. Prioritise investment in infrastructure and services over tax cuts.
- 4. Dramatically increase investment which is essential to generate the decent jobs that are vital if recovery is to last.
- 5. Protect the social infrastructure that has been under severe pressure for some time. This is crucial for services across the life-cycle from children to people of working age to older people to people with disabilities.
- 6. Support the CV sector which among other things provides a wide range of services, engages in advocacy and develops creative initiatives in very difficult situations; however it is currently being undermined by Government's decisions to cut and/or change the nature of its funding as the demand for its services increase.
- 7. Engage with the Community and Voluntary Pillar to promote social dialogue and good governance.

The Community & Voluntary Pillar (CVP) continued to meet on a quarterly basis and developed a common paper called '*Making Just Choices*' which proposed seven key initiatives:

1. Ensure protection of the vulnerable and promotion of equality are at the core of all decisions made, in line with the State's international human rights obligations. To this end all relevant policies and strategies should be subjected to a transparent social impact assessment at design and planning stage.
2. Bring Ireland's total tax-take up to European average levels.

The INOU participated in bilateral meetings the CVP organised with the Department of Education; Community & Housing Divisions in the Department of Environment, Community and Local Government; and Department of Social Protection.

The INOU organised two bilateral meetings between the Pillar and the Department of Public Expenditure and Reform; and participated in the pre-Budgetary meetings with the Ministers for Finance and Public Expenditure and Reform.

The INOU is one of the four CVP representatives on the National Economic and Social Council which met eight times in 2015. The Council's

Head of Policy and Media Report

work in 2015 focused on housing; sustainable urban development; jobless households; higher education in conjunction with the Expert Working group on this issue.

The INOU continue to participate on the council of the Economic and Social Research Institute; the board of the Dublin Adult Learning Centre; the Monitoring Committee of the Human Capital Investment Operational Programme.

The INOU joined the Monitoring Committee of the Programme for Employability, Inclusion and Learning 2014-2020; and participated on the Local Advisory Board of the Strategic Transitions for Youth Labour in Europe project lead by NUIG and ESRI.

Communications

In 2015 the INOU engaged with the print, radio and TV media on a broad range of issues facing unemployed people and how these issues impact on their lives, including:

- Income: discounts in social outlets; Irish social welfare rates in European context; impact of sanctions; debt and attachment of earnings; people being better off in work; Budget 2016; ESRI SWITCH model.
- Employment Programmes & Services: Jobs Clubs and their use of employment programmes; JobBridge; launch of *Working for Work*.
- Unemployment policy: changing context; youth unemployment; issues arising at the INOU's ADC; jobless households; 'Be the Change' articles; welfare reform.
- Challenging negative perceptions of

people who are unemployed including: assumptions that everyone who is in receipt of a welfare payment is unemployed; unemployed people are work shy; Irish people not getting jobs; people being better off on the dole.

- Statistics: increasingly a more local or regional focus.

INOU made submissions:

- In May, European Union Public Consultation on long-term unemployment.
- In June, Pre-Budget submission made to the Department of Social Protection and in July, the INOU participated in the Department's Pre-Budget Forum and in the Government's National Economic Dialogue.
- In July, completed the DSP's on-line consultative questionnaire on *Pathways to Work 2016-2020*.
- In September, to the Department of Jobs, Enterprise and Innovation on the *Action Plan for Jobs 2016*. This followed on from a July meeting the INOU had with the Minister for Jobs, Enterprise and Innovation, Richard Bruton T.D., and the officials dealing with the APJ process.
- The wider Pre-Budget submission was disseminated to the Government and relevant Government Departments.
- In December, completed the Department of Education and Skills on-line questionnaire on the *National Skills Strategy 2015-2025*.

Head of Policy and Media Report

- To the Department of Jobs, Enterprise and Innovation on the findings and recommendations of 'A Study on the Prevalence of Zero Hours Contracts among Irish Employers and their Impact on Employees' University of Limerick, 2015.
- INOU participated in the Our Voice, Our Rights presentation to members of the Oireachtas on 'A Parallel Report in Response to Ireland's Third Report under the International Covenant on Economic, Social and Cultural Rights'.

INOU made presentations on and spoke at the following:

- In January, at the Joint Oireachtas Committee on Education and Social Protection on Jobless Households, where the INOU highlighted the challenges of accessing an adequate income; a decent and sustainable job; a reliance on reduced public services; and the need for strong social and equality targets.
- Joint Committee on Education and Social Protection on *Phase One of the INOU's Intreo Project which explored: What individuals were finding useful/helpful in the new service; What was not working well; What changes are required to improve the Intreo process and service.*
- At the UNIDEV, UCD SVP open lecture series on the theme of *Poverty, Unemployment and Employment.*
- In February, at the SVP Roundtable on Lone Parents: Employment and Activation, the INOU spoke on the theme of "Lone Parents Pathways to Work?"
- In March, participated in the panel discussion at the Vincentian Partnership for Social Justice on Minimum Income Standard & the Cost of Childcare.
- In April, participated in the panel discussion at IMPACT's launch report on JobBridge.
- Participated in the panel discussion at the launch of the new European Social Fund Operational Programme entitled '*Programme for Employability, Inclusion and Learning*'.
- In May, participated in the panel discussion at the FLAC / PILA / IFHR conference on Economic, Social and Cultural rights.
- In June, participated in a panel discussion at the Basic Income Ireland Summer Forum.
- In October, at the DSP consultative seminar on *Pathways to Work 2016-2020.*
- To the Joint Oireachtas Committee on Education and Social Protection on *the lack of availability of activation services and other supports for unemployed people who are not on the Live Register.*

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 8 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>
Aisling Cartmill	<i>Vice-Chair</i>
Michael McNamara	Treasurer
John Stewart	-

Nominating Organisation

Galway People's Resource Centre
Springlawn Residents and Community Development Group
Belfast Unemployed Resource Centre
INOU General Branch
INOU Co-ordinator

NEC

- Pdraig Malone	Limerick Resource Centre for the Unemployed
- Des Bonass	Dublin Council of Trade Unions
- Sylvia Ryan	ICTU
- Joe Williams	INOU General Branch
- Mary Smith	EDI Centre, Longford
- Mick Creedon	Ballymun Job Centre
- Lorraine Hennessy	INOU Staff Representative
- Brendan Sherlock (Co-opted)	INOU General Branch
- Yvonne Browne (Co-opted)	National Employability Service
- Michael Glennon (Co-opted)	Sligo Leader Partnership

We would like to take this opportunity to thank Barrie McLatchie and Rotimi Adebari who stepped down from the NEC in 2015 for all their support for the work of the INOU.

INOU Staff 2015

We would like to acknowledge the dedication and commitment of all the staff in the organisation and also to thank those staff who left during the year.

Senior Management Team

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

John Stewart
Bríd O'Brien
Eric Conroy

Administrative and Finance Team

- CE Supervisors
- Book Keeper
- Receptionists
- Cleaners

- Caretaker

Patricia Watters/Joe McDonagh
Carol Thornton
Maeve Molloy/Marie Carroll
Agnes Fortune/
Paul Bermingham
Hugh Gilhooley

Welfare to Work Team

- Manager Welfare to Work Section
- Information Officers
- Admin. Support Worker

Robbert J. Lynch
Robert Kelly/Beata Pawluk
Eoghan Peavoy

Training Team

- Head of Training
- LTI Co-ordinator
- Assistant LTI Co-ordinator
- Admin. Support Worker

Lorraine Hennessy
Laura Pierce
Anne Devlin
Michael Quinn

Development Team

- Membership/Project Worker
- Admin. Support Worker
- Web Administrator
- Jobs Researcher

John Farrell
Ray Brennan
Paul Higgins
Colm Moore

INOU Staff

INOU Staff 2015

CE Participants based in external organisations:

Noel Landy, Sylwia Schonfeld,
Annemarie Trusca, Pauline Wilkinson

Staff who left in 2015

Graham Tugwell, Marcin Witkowski,
John Donnelly, Ken Doyle

INOU Staff 2015

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 2015

	2015	2014
	€	€
Income		
- Dept of Social Protection (DSP) - Information and Welfare Rights	255,200	251,700
- Dept of Social Protection (DSP) - Community Employment	210,585	229,106
- Dept of Environment, Community & Local Government	116,628	111,088
- Dept of Education & Skills / SOLAS - Working for Work Book	20,000	20,000
- CDETB Local Training Initiative	88,013	83,385
- Mount Street Club Trust	-	9,944
- Office Rental	19,700	18,610
- Training Fees	35,423	43,226
- Other Income	15,858	11,852
	<u>761,407</u>	<u>778,911</u>
Running Expenses		
- Wages and salaries	340,132	358,971
- Community Employment Wages	200,563	224,244
- Social Security Costs	40,812	43,311
- Staff pension costs defined contribution	7,277	7,632
- INOU Service Costs	9,375	8,569
- Strategic Plan	-	3,077
- Building Futures Project	19,207	16,295
- Welfare to Work Development Project Costs	3,120	3,561
- National Executive Committee	4,976	8,027
- Welfare to Work Information Support	5,109	11,719
- Dept of Social Protection - Sundry Projects	2,918	1,119
- Community Employment Materials and Training	5,278	5,492
- Rent	15,430	15,571
- Canteen and cleaning materials	2,651	2,127
- Light and heat	5,585	5,966
- Repairs, maintenance and renovations	7,132	4,456
- Insurance	2,547	2,497
- IT Purchasing & Equipment	7,485	7,288
- Travelling expenses	2,599	2,359
- Annual Delegate Conference	4,906	2,786
- Audit fees	4,806	4,735
- Printing & publications (including Working for Work)	35,191	37,138
- Stationery	2,366	3,096
- Membership Costs	1,453	1,565
- Telephone	4,211	4,398
- Sundry Expenses	6,781	5,035
- Depreciation	9,947	11,009
	<u>751,857</u>	<u>802,043</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>9,550</u>	<u>(23,132)</u>



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www.redundancy.ie