



# INOU Annual Report 2012

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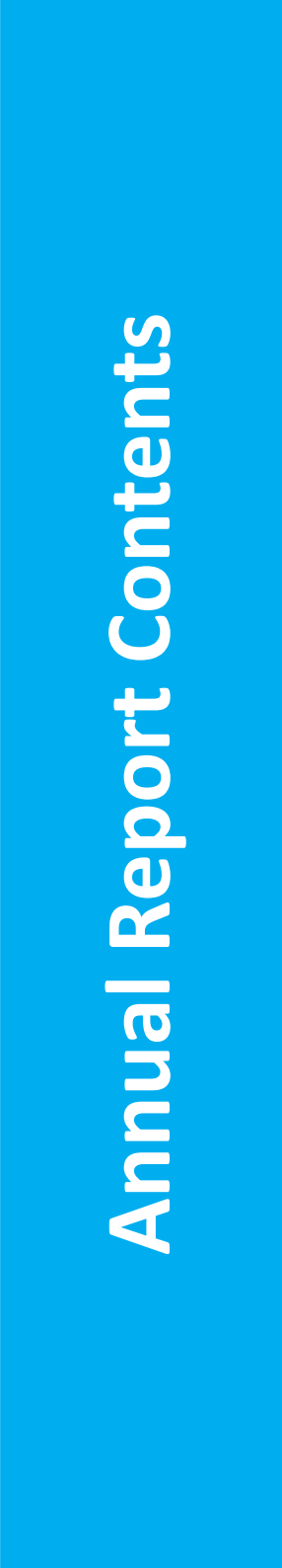
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**Annual Report Contents**



## Chairperson's Report

Welcome to our 2012 Annual Report.

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 yet another very difficult and challenging year for unemployed people.

On a personal level, I am deeply honoured to have been the Chairperson of the INOU in the year which marked the 25th anniversary of the founding of the organisation. Whilst this year's unemployment statistics would indicate a slow-down in

the rate of job losses and an apparent stabilisation in the overall rate of unemployment, the scale of the on-going jobs crisis is still a cause for very serious concern. Indeed were it not for the fact that tens of thousands of our citizens have given up hope of finding a job here in Ireland and have decided to emigrate coupled with the increasing and worrying trend of people failing to make the transition from Jobseekers Benefit to Jobseekers Allowance the unemployment figures would be much worse.

The seasonally adjusted Live Register figure for December was close to 424,000. Most worrying, the relentless increase in the numbers of people who are long-term unemployed continued during the year with over 187,000 people in receipt of long-term unemployment payments as the year came to a close.

This is a crisis by any definition and to date the Government's strategies for



*Ann Fergus - Chairperson*

tackling unemployment have not delivered for unemployed people to the extent that is needed to make serious inroads into reducing unemployment and getting people back to work.

I would repeat the comments I made in last year's Annual Report as I believe they are still very relevant in the current context - the country's fiscal problems cannot be resolved until unemployment is seriously addressed, new jobs are created and unemployed people start to return to work.

2012 was a very special year for the INOU as it marked the 25th anniversary of the founding of the organisation. The organisation marked the anniversary in a number of ways – we created a new organisational logo for the year and we held a major Conference - Working for a Better Future, Tackling the Unemployment Crisis.

I would like to take this opportunity to thank Minister Ruairi Quinn for delivering the opening

## Chairperson's Report

address, Conference speakers – Senator Fergal Quinn, Sinead Pentony, Colin Hampton, John Sweeney and Mike Allen and everyone who attended and participated in the event for their input on the day. Further details on the Conference are outlined in the Co-ordinator's Report.

The work of the INOU was delivered to a consistently high standard during the year. In 2012, we completed the second year of the Building Futures programme.

I would like to take this opportunity to congratulate both the staff and the Programme Participants for their success, to date, in the programme, and also to wish our new intake of Participants every success in the period ahead.

The INOU's Annual Conference was held on Friday 25th May at the Radisson Hotel, Athlone. I was honoured to welcome the (then) recently elected new President of Ireland, Michael. D. Higgins who officially closed the Conference. The event was very well attended by delegates from INOU member organisations and the INOU General Branch.

At the Conference, NEC members were elected to serve for two years on the National Executive Committee. I would also like to take this opportunity to thank the Standing Orders Committee - Elaine Harvey, Frank McDonnell and Paul Taylor for their work at the Conference.

Elections to the positions of INOU Vice-Chairpersons were held at the NEC meeting in September. I would like to congratulate Pdraig Malone and Barrie McLatchie on their re-election.

I was also pleased to welcome Minister Joan Burton to Araby House on 13th September to launch the 19th edition of our key publication – Working for Work.

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 2012 and I look forward to my continued involvement in the work of the organisation in the year ahead.

***Ann Fergus  
Chairperson***



*Minister for Social Protection, Joan Burton, T.D., Brid O'Brien, Head of Policy & Media INOU and Ann Fergus, INOU Chairperson at the launch of Working for Work 2012 (19th Edition) at the INOU offices at Araby House.*

# Chairperson's Report



ANNUAL CONFERENCE 2012, ATHLONE: INOU Staff and President Higgins.



ANNUAL CONFERENCE 2012, ATHLONE: INOU NEC, Standing Orders Committee and President Higgins.

**I am very grateful to my Officer Board and NEC colleagues and the staff of the organisation for their support during the year and particularly during the latter part of the year.**

**2012 marked the 25th anniversary of the founding of the INOU. In 1987, a number of concerned individuals, groups and trade union representatives came together to plan and agree on collective action in response to the, then, unemployment crisis. Whilst the organisation has changed and developed significantly in the intervening period, unfortunately the issues facing unemployed people – lack of jobs,**



*John Stewart - Co-ordinator*

access to quality education and training and employment programmes, difficulties in receiving payments, emigration etc, continue to resonate with the challenges experienced by unemployed people back in 1987.

The INOU marked the 25th anniversary of the organisation in a number of ways. We developed a new logo for the year and we held a major Conference, Working for a Better Future - Tackling the Unemployment Crisis at the Ashling Hotel, Dublin on 25th November. The Conference was a unique event.

This was the first major national Conference with a specific focus on Unemployment/Employment since the beginning of the jobs crisis. What made it unique was the range of different speakers, contributors and participants. The event brought together representatives of Community and Voluntary Sector organisations, employers, trade unions, senior civil servants and unemployed people to discuss and debate key themes relating to unemployment, jobs, education and training.

I would like to echo our Chairperson's gratitude to everyone who came along on the day. A copy of the Conference report is available on our website – [inou.ie](http://inou.ie).

I would again like to acknowledge the contribution of the many hundreds of people who have been involved with the organisation over the last 25 years in our on-going battle against unemployment.

Unfortunately, the unemployment crisis has continued, making 2012 yet another very difficult year for unemployed people and their families. Whilst the unemployment statistics would indicate a slow-down in the rate of job losses and an apparent stabilisation in the overall rate of unemployment, the scale of the on-going jobs crisis is still a cause for very serious concern. The figures would be much worse were it not for the fact that so many of our citizens have taken the well worn path of emigration in the hope of making a better life for themselves and their families overseas.

## Co-ordinator's Report

Ireland has relied on the 'safety valve' of emigration too often and for far too long to solve our unemployment problems.

In last year's Annual Report, I referred to the significant organisational changes being undertaken within FÁS and the Departments of Social Protection and Education and Skills. These changes are on-going. Of particular significance is the roll out of the new Intreo service and the establishment of SOLAS.

These new services have the potential, if done properly and with adequate resources, to support unemployed people. However, the pace of change is quite slow and unemployed people cannot afford to wait for these key services to start delivering real and meaningful supports.

The demands on the INOU's services continued to increase during 2012. We responded to these demands in a number of ways. We published and distributed 25,000 copies of Working for Work. We distributed thousands of copies of our welfare rights/education and training information leaflets aimed at people who had lost their jobs as a result of redundancy.

We significantly developed our training services and we continued to link directly with companies that announced both job losses and job gains.

We also directly assisted many thousands of individual unemployed people who contacted our welfare rights information service during the year.

### Development

The work of the Development Section 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:

- The Inner City Employment Services
- Cobh Family Resource Centre
- Springlawn Residents' Community Development Group
- Pobail Le Cheile Community Development Project
- Limerick Citizens Information Service

The continued delivery of supports for people who have recently or are about to lose their jobs as a result of redundancy continued to be a high priority for the organisation during the year.

The following work was undertaken:

- Linked in with 68 redundancy situations either through a local affiliated organisation, a trade union or directly with the employer.
- Linked in with 77 companies that announced job gains with a view to promoting the range of incentives available to employers when they recruit unemployed people.
- 75,000 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.
- 3 Discussion Forum meetings were held during the year. The feedback from participants at the meetings has continued

to be very positive and we plan to hold further regional meetings in 2013. I would like to take this opportunity to thank everyone who attended and participated in the meetings.

- E Bulletin: Developed a new INOU E bulletin, as a key tool for highlighting policy / welfare rights issues, members' initiatives and other updates.

### Individual Membership

Five General Branch meetings were held in Araby House in 2012. 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 Richie MacRitchie 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 2012, the demand for information and advocacy services on the section remained very high. 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. As in 2011, 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. There was also, again, a significant increase in the number of queries from people who were self employed and who were experiencing problems accessing social welfare payments.

Social Media is also increasingly being used within the Welfare to Work Section to proactively engage with people seeking Welfare Rights information and/or people seeking to progress into employment through education, training and work experience supports.

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 ever diversifying groups 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.

Involvement in these sites has resulted in a direct increase in the number of queries to the Welfare to Work Section.

## Co-ordinator's Report

As part of this work the staff of the Welfare to Work section monitor posts containing welfare related issues, 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.



*President Michael D. Higgins  
addressing the INOU ADC in Athlone*

### Working for Work

We were delighted to be able to produce the 19th 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 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 for Social Protection, Joan Burton, TD, who officially launched the publication at Araby House on 13th September.

### Training

The reputation developed by the INOU's Training Unit was again reflected in the high level of demand both for FETAC, INOU training courses, on-request training and redundancy presentations during the year.

A total of 6 training days were provided through 1 training Calendar consisting of 3 training modules:

- Introduction to Social Welfare (1 day)
- Welfare to Work (2 days)
- Intro. to Social Welfare Appeals (1 day)
- Delivering a Quality Service (1 day)

During 2012, we also delivered 150 days of FETAC training, participated in 12 on-request presentations and delivered 20 days of 'on request' training to organisations across the country.



### Building Futures

The INOU'S participation in an innovative three year project as part of the Mount Street Trust Employment Initiative (MST-EI) - an initiative of the Mount Street Club Trust, delivered by the INOU, Ballymun Job Centre and the One Parent Exchange Network (OPEN) continued in 2012.



*Anne Devlin, Facilitative Trainer Building Futures and Paul Rogers, Tolka Area Partnership*

As part of our Building Futures initiative, we are delivering a FETAC 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 second year of our programme was completed in 2012. Fifteen participants from the North and South Inner City areas of Dublin completed eight FETAC modules at levels 5 and 6.

The Participants also undertook workplace internships and volunteering opportunities which have provided invaluable experience

and insight into community and voluntary based workplaces. Participants also had opportunities to participate in conferences, workshops and additional training.

To date, the programme has been a huge success and I'm delighted to report that we continue to hold FÁS Local Training Initiative designation for the programme and we are grateful for the related supports and resources received from the Department of Education and Skills/FÁS.

Recruitment for the third year of the programme was completed in August and fifteen Participants from the Tallaght area commenced training in September. I would like to take this opportunity to thank all those involved with the programme for their enthusiasm, commitment and hard work which has contributed to such a successful outcome.

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

### CE Project

The INOU has been a sponsor of a Community Employment Project for the last 16 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

## Co-ordinator's Report

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 2012 Annual Conference was held on Friday 25th May at the Radisson Hotel, Athlone.

We were delighted and honoured to have had the President of Ireland, Michael D. Higgins deliver the closing address. The President spoke with great passion about unemployment and the economic difficulties facing so many of our fellow citizens.

The following NEC members were automatically elected at the Conference; Ann Fergus, Pdraig Malone, Richard MacRitchie.

Nine motions were discussed and debated at the Conference. The Motions included calls for the promotion of an integrated client centred professional guidance and information service to support all the unemployed; calls on the Government to maintain supports for unemployed people, in particular the basic rate, and to address the unemployment crisis by supporting people to get back to work as soon as possible and also a call on the Government to treat all unemployed people with respect.

I would like to take this opportunity to thank everyone who attended and participated in the Conference.

### 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, the Department of Social Protection, the Department of Education and Skills, FÁS and the Mount Street Club Trust for their financial assistance during the year.

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

**John Stewart**  
**Co-ordinator**

According to the Quarterly National Household Survey (QNHS), there were 1,848,900 employed by the end of the fourth quarter 2012, an increase of 1,200 people. The official unemployment figure, which comes from the QNHS, fell during 2012 by 19,200 to 294,600. Curiously, this fall is attributable to a greater fall in long-term unemployment.

Demographic and participation factors are at play here as some people reached pension age, others emigrated, while other people took up education and training courses. However, this drop also includes people who have become discouraged as their attempts to secure

employment have not been fruitful. Over the same period the Labour Force fell by 18,000 to 2,143,500 people.

During 2012 a new statistical indicator was reported on in the QNHS entitled the Potential Additional Labour Force. The Potential Additional Labour Force was introduced to supplement the official unemployment rate and is defined by Eurostat as *"the sum of the two groups 'persons seeking work but not immediately available' and 'persons available for work but not seeking'. Persons in the PALF are not part of the standard labour force, which encompasses only employed and unemployed people but however they have a stronger attachment to the labour market than other persons not in the labour force."*<sup>1</sup>

This figure increased by 4,400 people to 60,000 and would include people who would see themselves as unemployed but who are not seen by the system as 'officially' unemployed.



Bríd O'Brien  
Head of Policy & Media

The QNHS also gives an update on the Principles Economic Status: this is a figure many readers would be familiar with from the Census; it is the place where the individual decides how they are classified. At the end of 2012, 357,700 people designated themselves as unemployed.

Over 2012 the Live Register fell by 2.6% to 423,733, however the number of people on the register for more than a year increased by 3.5% to 187,144.

As part of its monthly Live Register publication the Central Statistics Office now publishes information on Activation Programmes: this annex was first published in April 2012.

Most of this information relates to programmes now under the auspices of the Department of Social Protection e.g. Community Employment, Tús, JobBridge: the numbers of people participating on these schemes increased

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by 2.7%, to 83,470. The Back to Education Allowance is the single biggest scheme, followed by Community Employment and between them, they account for over 62% of these activation places.

Of course, it should be noted that a significant number of these 'activation places' are in fact jobs. For example, Community Employment for many community and voluntary sector organisations plays a key role in supporting the provision of a range of services: as well as employment opportunities to people for whom there are few other options, a reality which the current economic crisis has exacerbated.

JobBridge has provided many unemployed people with an opportunity to gain valuable work experience and develop their links with the wider labour market. However, concerns continue to be raised about exploitation and the advertising of jobs as internships rather than jobs as they ought to be.

In the *Vacancy Overview 2012* produced by the Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs<sup>2</sup>, the jobs challenge and in particular the job matching challenge facing Ireland is evident. 20% of the vacancies on IrishJobs.ie were in the IT sector and the SLMRU's survey of Recruitment agencies highlighted that *"the highest share of mentions of difficult to fill vacancies was for professional posts (in IT, engineering, science, health and business) as well as multilingual sales and customer care roles."* (p9).

Looking at the Live Register for December

2012 and the last occupation people held before signing-on 'craft and related' was the single biggest category at 23%. The next biggest category was 'plant and machine operatives' at 16%; followed by 'personal and protective services' at 12%. Clearly, for Ireland to address its unemployment crisis significantly more education and re-skilling opportunities are required.

However, that alone will not address the issue as the *Vacancy Overview* also highlighted that many employers are seeking staff with considerable experience which in the midst of an unemployment crisis can be extremely difficult for young people to acquire or older unemployed people seeking to change occupation.

### Policy Developments

In February 2012 the Government published *Pathways to Work* their policy statement on activation. *Pathways to Work* has five strands which seek:

- "more regular and on-going engagement with people who are unemployed
- greater targeting of activation places and opportunities
- incentivising the take-up of opportunities
- incentivising employers to provide more jobs for people who are unemployed, and
- reforming institutions to deliver better services to people who are unemployed." (p5)

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*Pathways to Work* contains four key goals:

- 75,000 of those long-term unemployed would be in work by 2015;
- Average duration of unemployment amongst the newly unemployed would fall from 21+ months to less than a year;
- DSP Employment Services would work to ensure that employers would fill an increasing proportion of vacancies from the Live Register: target set of 40%;

is insulting to the hundreds of thousands of people who have lost their jobs since this crisis hit, many of whom were income taxpayers for decades.

A more constructive goal for a policy entitled "*Pathways to Work*" would be one that aims to create a person-centred activation service that strives to match up the individual unemployed person with the best opportunity for him or her and lead ultimately to a decent and sustainable job.



*Brid O'Brien Head of Policy & Media addressing the INOU ADC in Athlone*

- And 'For the Tax-Payer', *Pathways to work* "will contribute to the Department of Social Protection meeting its target of achieving control savings on expenditure on welfare payments of which a significant proportion is expected to be in respect of working age payments." (p9)

What is very striking about that last bullet point is that there is an assumption that the unemployed person is not a tax-payer: which

In the same month the Government published their *Action Plan for Jobs 2012 (APJ)*. This Plan is in reality more of an enterprise plan with a strong emphasis on the internationally traded sectors. A concern the INOU has is that there is no guarantee such activity will translate into jobs and in particular on the scale so urgently required.

In turn this raises a serious challenge for Ireland: into what exactly are unemployed

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people being activated? The APJ contained over 270 actions across a wide range of Government Departments and agencies. A welcome development with this plan was the identification of the lead actors; the timeframe for their implementation; and the quarterly reporting on what had happened.

In February the INOU met with Deputy Aengus Ó Snodaigh who led the Joint Oireachtas Committee report on single payment for people of working age. The Committee recommended that this proposal would not be carried through until the care and other supports are in place that would facilitate lone parents and people with disabilities to take-up employment.

In February the INOU also met with Deputy Anthony Lawlor who led the Joint Oireachtas Committee work on casual employment and social welfare. The INOU also gave feedback on the drafting of the report. Amongst the Committee's recommendations was that:

- "part-time work should be defined as working 24 or less hours per week." This recommendation was made to start to address the issues arising with the current system whereby someone, for example, working 10 hours over 5 days would have no entitlements while someone else working 10 hours over 2 days might.
- "The Part Time Jobs Incentive Scheme should be more widely advertised and eligibility for same reduced from 15 months to 11 months." The DSP Review of Employment Support Schemes recommended the abolition of this scheme which is extraordinary at a time when what little employment growth

there is, is primarily part-time.

- "a concerted effort is made from governmental level to inform unemployed people of their entitlements if they re-enter the workforce and reassure the public that their financial circumstances may not be adversely affected by returning to part-time work." This is an issue Pathways to Work and Intreo must address.

In March the DES held a consultation seminar on the development of SOLAS, the new national further education and training agency. In December they published an Action Plan for SOLAS.

The establishment of SOLAS and the roll-out of the local Education and Training Boards have yet to happen but will be the single biggest change to this sector in decades. Concerns have been expressed that community and adult education will not get the recognition and supports it requires; and this in turn will impact on the continuation and development of this work.

Given the strong links between educational and employment status, it will also be imperative that meeting the needs of adults with literacy and numeracy issues is an integral part of forthcoming developments.

The INOU was a member of the National Women's Council of Ireland's advisory group on their research into activation and the gender issues arising and how they should be addressed.

In November they published the research entitled "*Careless to Careful Activation: making activation work for women*"<sup>3</sup>. The report

looked at three key steps:

1. How does activation fit into a vision of care and work
2. Activating the state – gender mainstreaming the three legs of activation
3. Applying a gender process to each leg of activation

In November the Social Inclusion Division of the Department of Social Protection published new poverty targets which will be called National Social Targets for Poverty Reduction. The original targets set in the National Action Plan for Social Inclusion 2007-2013 have been abandoned and lower targets set.

On the one hand it could be argued that these are more realistic targets at a time of austerity, however, on the other hand it could be argued that the state ambition to address poverty has been lessened.

According to the SID / DSP policy briefing *“The national social target for poverty reduction is to reduce consistent poverty to 4 per cent by 2016 (interim target) and to 2 per cent or less by 2020, from the 2010 baseline rate of 6.2 per cent.”*<sup>4</sup>

In December the INOU participated in Pobal’s research on employment, unemployment and social exclusion in rural areas.

### Working in Partnership

The INOU is one of the 17 organisations that constitute the Community & Voluntary Pillar. The CVP meets on a quarterly basis.

Sub-groups of the Pillar met on a more regular basis to prepare for bilateral meetings that continued with a range of Government Departments including the Department of Social Protection; the Housing Division of the Department of Environment, Community and Local Government (DECLG); the annual pre-Budget bilateral with the Department of Finance and Public Expenditure and Reform.

During 2012 bilateral meetings with the Community Division with DECLG were held, in particular on the alignment process. The Pillar also produced an alternative vision for Budget 2013 which was presented to Oireachtas members in October.

The INOU is one of the Community and Voluntary Pillar representatives on the National Economic and Social Council (NESC). Throughout 2012 the NESC discussed climate change; sustainable development; quality and standards in human services; social crisis facing Ireland.

In November, NESC hosted a seminar on quality and standards in human services which focused on the learning coming from the Council’s work and learning coming from abroad. The Department of Environment, Community and Local Government brought their consultation on ‘Framework for Sustainable Development in Ireland’ to NESC for consideration and response.

During 2012 the INOU was selected as the CVP representative on the National Waste Forum.

The INOU is a member of the Community Platform which is a network of community and voluntary sector organisations whose work seeks to address poverty, inequality and

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social exclusion. During 2012 the Platform explored the future direction and work of the Platform and initiated a project looking at the personal experiences of austerity. The European Anti-Poverty Network (EAPN) is the secretariat to the Platform.

The INOU chairs the European Anti-Poverty Network's Europe 2020 Working Group. During 2012 the Group met with key officials and MEP's in Brussels to discuss the challenges of meeting the Europe 2020 targets at a time when austerity is the dominant driving force within any social and economic developments.

The group also met with the Troika and EU Commission representative to Ireland and discussed a range of issues including the investment required if activation is to be meaningful.

The INOU is a member of the Project Management Group and Steering Group of the Advocacy Initiative. The Advocacy Initiative is a community and voluntary sector project that promotes understanding, awareness and effectiveness of social justice advocacy in Ireland.

The INOU continued to participate on the Vincentian Partnership for Social Justice's Minimum Income Standards advisory group.

The INOU is a member of the Monitoring Committee of the Human Capital Investment Operational Programme which focuses on how European Social Fund monies are spent in Ireland. The Monitoring Committee meets twice a year with one meeting usually exploring a particular theme. In 2012 the focus of the next round of Structural Funds was discussed as the current round comes to

an end in 2013.

During 2012 the INOU Head of Policy and Media was invited to join the Council of the Economic and Social Research Institute (ESRI). The INOU's Head of Policy and Media is also a member of the RTE Audience Council.

### Communications

INOU made submissions on the following:

- Department of Education's on-line survey on the development of the proposed National Further Education and Training Authority, SOLAS.
- In response to the Department of Public Expenditure and Reform call for submissions on lobbying and a proposed register of lobbyists.
- Inter Governmental Treaty on Stability, Co-ordination and Governance in the European Monetary Union. The INOU made an oral presentation to this Committee in April.
- Submission to the Joint Oireachtas Committee on Jobs, Social Protection and Education on 'Unemployment and Youth Unemployment'.
- Social Welfare & Pensions Bill 2012 which included changes to Mortgage Interest Supplement; introduced a new 5 day working week rule for Jobseekers Benefit; and increased the powers of Social Welfare Inspectors.
- Action Plan for Jobs 2013: the organisation also met with the Minister for Jobs, Enterprise and Innovation and key officials in the Department and ForFás working on this plan.
- Pre-Budget Submission 2013. This submission



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was sent to all the key Government Ministers and Departments and formed the basis of oral presentations made at the DSP's Pre-Budget Forum in September and the Joint Oireachtas Committee on Finance and Public Expenditure.

- INOU co-ordinated the Community and Voluntary Pillar's response to Ireland's update on its National Reform Programme. As a Troika country Ireland is not obliged to produce a full annual programme.
- The Advisory Group on Tax and Social Welfare and working age supports.

INOU made submissions on the following:

- Eolas Magazine seminar on 'Pathways to Work' and the potential role of private-for-profit providers.
- The Active Inclusion Workshop held as part of the European Anti-Poverty Network's AGM.
- 'Reverse the Cap Campaign' Oireachtas briefing hosted by Senators Trevor Ó Clochartaigh (SF) and Aideen Hayden (Labour).
- Fianna Fail Oireachtas briefing on youth unemployment.
- INOU was one of the responders at the Economic Social Research Institutes / Department of Social Protection's seminar on the research into jobless households and poverty.
- Wexford Local Development conference on youth unemployment.

<sup>1</sup> *The Quarterly National Household Survey is published by the Central Statistics Office and can be found on their website [www.cso.ie](http://www.cso.ie)*

<sup>2</sup> *ForFás publish this report which is available at [http://www.forfas.ie/media/250213-Vacancy\\_Overview\\_2012-Publication.pdf](http://www.forfas.ie/media/250213-Vacancy_Overview_2012-Publication.pdf)*

<sup>3</sup> *This publication is available at [http://www.nwci.ie/download/pdf/carelesscarefulactivationreport\\_final.pdf](http://www.nwci.ie/download/pdf/carelesscarefulactivationreport_final.pdf)*

<sup>4</sup> *This publication is available at [www.socialinclusion.ie](http://www.socialinclusion.ie)*

<sup>5</sup> *These reports are available at <http://www.nesc.ie/en/publications/publications/nesc-reports/>*

**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>
Padraig Malone	<i>Vice-Chair</i>
Barrie McLatchie	<i>Vice-Chair</i>
John Stewart	<i>INOU Co-ordinator</i>

### Nominating Organisation

Galway People's Resource Centre
INOU General Branch
Limerick Resource Centre for the Unemployed
Belfast Unemployed Resource Centre

### NEC

- Des Bonass	Dublin Council of Trade Unions
- Sylvia Ryan	ICTU
- Richard MacRitchie	INOU General Branch
- Rotimi Adebari	Supporting Unemployed in Laois
- Brendan Sherlock (Co-opted)	INOU General Branch
- Pat Kelleher	EDI Centre, Longford
- Mick Creedon (Co-opted)	Ballymun Job Centre
- Pauline O'Shaughnessy (Co-opted)	Northside Centre for the Unemployed
- Lorraine Hennessy	INOU Staff Representative
- Tony Jordan (Co-opted)	Dundalk Partnership
- Michael Glennon (Co-opted)	Sligo Leader Partnership

We would like to take this opportunity to thank Delia Colohan and Deirdre Kelleher, who stepped down from the NEC in 2012, for all their support for the work of the INOU.

## INOU Staff 2012

### Senior Management Team

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

John Stewart  
Bríd O'Brien  
Eric Conroy

### Administrative and Finance Team

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

Patricia Watters  
Carol Thornton  
Lindsay Kelly/Bolatito Raji  
Agnes Fortune  
John Donnelly

### Welfare to Work Team

- Manager Welfare to Work Section
- Senior Information Officer
- Information Officer
- Admin. Support Worker/Information Officer
- Admin. Support Worker

Robbert J. Lynch  
Aidan McCarthy  
Richard MacRitchie  
Kenneth Doyle  
Michelle Seymour

### Training Team

- Head of Training and Building Futures  
Programme Co-ordinator
- LTI Co-ordinator/Trainer
- Admin. Support Worker

Lorraine Hennessy  
Laura Pierce  
Yvonne Kinsella

### Development Team

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

John Farrell  
Joe McDonagh  
Ray Brennan

### OUNI Staff

- Volunteer Administrator

Cathy Kelly

### Staff who left in 2012

Joanne O'Reilly, Marie Lynch

## 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 2012

	<b>2012</b>	<b>2011</b>
	<b>€</b>	<b>€</b>
<b>Income</b>		
- Dept of Social Protection (DSP)	235,000	218,000
- Dept of Environment, Community & Local Government	144,000	164,915
- DSP -Community Employment	213,119	299,082
- FAS -Working for Work	-	16,000
- Dept of Education & Skills-Working for Work	20,000	20,000
- European Anti Poverty Network	-	2,005
- Mount Street Club Trust (MST)	187,313	185,724
- FAS Local Training Initiative	19,714	4,286
- Office Rental	18,170	20,372
- Training Fees	22,376	24,671
- Other Income	13,915	14,807
	<b><u>873,607</u></b>	<b><u>969,862</u></b>
<b>Running Expenses</b>		
- Wages and salaries	389,691	375,863
- Community Employment Wages	219,872	274,080
- Employer's PRSI	47,746	45,085
- Staff pension costs defined contribution	17,592	17,323
- INOU Training & Info/Redundancy costs	12,105	6,633
- Staff training & Development	153	822
- MST Project Costs	64,607	69,019
- W2WDP Project Costs	4,735	5,870
- Grant Aid to OUNI	-	2,038
- National Executive Committee	8,244	8,046
- Community Employment Materials & Training	3,398	8,971
- W2W Information Support	15,131	8,446
- Rent & Rates	15,555	15,540
- Insurance	2,536	3,092
- Campaigns	24	448
- Light and heat	6,753	4,942
- Repairs and maintenance	9,460	6,822
- Stationery	4,747	5,533
- Postage and Courier	742	1,852
- Printing & publications (including Working for Work)	52,701	55,133
- IT Purchasing & Equipment	3,126	3,395
- Telephone	6,985	8,744
- Travelling expenses	2,295	2,766
- Annual Delegate Conference	5,775	2,833
- Legal and professional fees	-	933
- Audit fees	5,350	5,411
- 25th Anniversary Costs	5,896	-
- General expenses	6,893	6,887
- Depreciation	10,400	8,644
	<b><u>922,512</u></b>	<b><u>954,171</u></b>
<b>NET SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b><u>(48,095)</u></b>	<b><u>15,691</u></b>

