



INOUE Annual Report 2013

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Chairperson's Report

Welcome to our 2013 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 unfortunately yet another very difficult and challenging year for unemployed people.

Thankfully, the slowdown in the rate of job losses that was in evidence in 2012 continued into 2013. The apparent stabilisation in the overall rate of unemployment also continued during the year. The increase in the overall numbers of people in work, as noted in the Quarterly National Household Survey, is certainly to be

welcomed, particularly given that the majority of people taking up work appear to be moving into full-time positions. However, the scale of the on-going jobs crisis is still a cause for very serious concern.

As I highlighted in last year's Annual Report emigration is clearly a factor in the fall in the numbers of people signing on the Live Register. There are also more unemployed people participating in programmes and courses. Failure to make the transition from Job Seekers Benefit to the means tested Job Seekers Allowance is also a significant factor.

The seasonally adjusted Live Register figure for December was close to 395,000. The register has continued to fall, albeit very slowly, over the last year. There has also been a slight fall in the numbers of people who are long-term unemployed, however, at the



end of the year there were still over 179,000 people in receipt of long-term unemployment payments. By any definition the unemployment crisis continued in 2013 and this requires that the Government must ensure that its strategies for tackling unemployment begin to really deliver for unemployed people.

In this respect, I welcome the INOU's membership of the Labour Market Council which was established by the Government to oversee the roll out of the Pathways to Work Programme. Our involvement will provide further opportunities for the organisation to bring the issues that are of direct concern and relevance to unemployed people to the heart of policy and decision making.

The work outlined in this Annual Report is testament to the huge commitment and dedication of all of the staff, Executive Committee members and others who have been involved

Chairperson's Report

in the organisation over the last year. An example of the work undertaken includes the completion of the third year of the Building Futures programme. I would like to take this opportunity to congratulate both the staff and the Programme Participants on their success, to date, in the programme and also to wish our new Year 4 intake of Participants every success in the period ahead.

The INOU's Annual Conference was held on Wednesday 29th May at Wynn's Hotel, Dublin. I was delighted to welcome Fintan Farrell, Director of the European Anti-Poverty Network who officially opened 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 again thank the Standing Orders Committee - Elaine Harvey, Frank McDonnell and Paul Taylor for their work at the Conference.

Elections to the positions on the Officers Board were held at the NEC meeting in September. I would like to thank my NEC colleagues for electing me to serve as INOU Chairperson for the next two years.

I would also like to congratulate my Officer Board colleagues, Seamus Orr, Padraig Malone and Barrie McLatchie on their re-election.

I was also pleased to welcome Minister Burton to Araby House on 14th June to officially launch the 20th edition of our key publication – Working for Work.

Towards the end of 2013, the organisation

commenced a new strategic planning process with a view to having in place a new three year Strategic Plan in the first half of 2014. I would like to thank Carmel Duggan for her assistance in formulating the plan. I look forward to reporting in next year's Annual Report on the outcome of this process.

Unfortunately the organisation had to take measures to address a very significant projected budget deficit in 2013. This resulted in staff taking a substantial cut in their pay and certain other terms and conditions. I very much regret this development and I wish to thank all the affected staff for the sacrifices that they have made.

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 2013 and I look forward to my continued involvement in the work of the organisation in the year ahead.

Ann Fergus
Chairperson



*Michelle, Sonas Housing and
Grainne Tynan, Building Futures*



*Emma Kenny and Glenda O'Neill,
both Building Futures*



Delegates at the INOU Annual Conference, Wynn's Hotel, Dublin

Co-ordinator's Report

I am very grateful to my Officer Board and NEC colleagues and the staff of the organisation for their dedication and support for the work of the organisation during the year. I would also like to acknowledge the contribution made by the hundreds of people who attended meetings, training, our annual conference and other events that we ran during the year.

At the end of the year, the statistics used to measure unemployment – the Live Register and the Quarterly National Household Survey indicated both a fall-off in unemployment and an increase in employment over the course of



John Stewart - Co-ordinator

the year. This is a welcomed development after so many years of consistently rising unemployment and a very significant fall in the numbers of people at work. Thankfully, also, the numbers of people losing their jobs as a result of redundancy has reduced and there have been some positive developments on job announcements.

However, the scale of the on-going jobs crisis is still a cause for very serious concern - behind the unemployment statistics are people struggling desperately to make ends meet and to get back to work.

Overall, the unemployment figures would be worse were it not for the fact that so many of our citizens (our neighbours, family members and friends) have emigrated. We are still far too reliant on this 'safety valve' to solve our unemployment problems.

There are also many thousands of people participating in education, training and employment programmes who would much

rather be in paid employment.

The demands on the INOU's services were very significant during 2013. 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 during 2013 continued to focus on establishing

Co-ordinator's Report

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:

- Kilkenny Jobs Club
- Mount Argos Work4All Initiative
- County Kilkenny VEC
- Mill Family Resource Centre
- Dress for Success Dublin
- National Employability Service Directors' Forum
- Cork City Adult Guidance
- Get Finglas Working
- South and East Cork Area Development (SECAD)
- Smeople
- Breffni Integrated Limited
- We're Not Leaving Campaign
- PDFORRA
- Worklink
- Innovation Enterprise Network

We are gratified that so many organisations have seen a value for them in establishing links with the organisation and our national membership now stands at 210 organisations which is an all time high for the INOU.

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 42 redundancy situations either through a local affiliated organisation, a trade union or directly with the employer.

- Linked in with 44 companies that announced job gains with a view to promoting the range of incentives available to employers when they recruit unemployed people.
- 30,500 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.
- Four 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 2014. 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. We produce a new E bulletin on average every six weeks. Anyone who is interested in receiving the E Bulletin should e-mail development@inou.ie to be included in the Bulletin e-mail database.

INTREO Focus Group Meetings

In the second half of the year, we started work on capturing unemployed people's experience of using the Department of Social Protection's new Intreo Service.

So far, the organisation has talked to and met with hundreds of unemployed people using the Intreo service in Sligo and at Kings Inn Street,

Co-ordinator's Report

Dublin. We are very grateful to all of the people who attended the five Focus Group meetings which have been held to date.

These meetings provided an opportunity to talk in detail about the aspects of the new service that are working well for unemployed people and also those aspects which people felt are not useful and need to change.

Arising from this work, we have met with senior officials from the Department of Social Protection to discuss the outcome to date of our research in this area and also to highlight aspects of the service which can be improved to better meet the needs of unemployed people.

This work will continue throughout 2014 and we look forward to meeting more unemployed people to talk about their on-going experience of using the service.

I would like to thank the management and staff of the Intreo Offices in Sligo and Kings Inn Street for facilitating the organisation in undertaking this research.

Individual Membership

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. 12 General Branch/Introductory meetings were held in Araby House in 2013.

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 congratulate Michael McNamara on his election as Chair of the Branch.

I would also like to thank Richie MacRichie for his work as Branch Chair and to wish Richie every success for the future.

Welfare Rights

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.

Throughout 2013, 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 2012, 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.

Co-ordinator's Report

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.

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.ie and Redundancy.ie websites and other relevant sites such as welfare.ie, citizensinformation.ie and mabs.ie.

Working for Work

We were delighted to be able to produce the 20th 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 14th June.

Training

The high standards and reputation developed by the INOU's Training Unit has, once again, resulted in a high level of demand for FETAC, INOU training courses, on-request training and redundancy presentations during the year.

A total of 3 training days were provided through 1 training Calendar consisting of 2 training modules:

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

5 programmes ran at Fetac Level 6, covering two modules, Social and Civil Information and Train the trainer.

During 2013, we delivered a total of 174 days of FETAC training, participated in 12 on-request presentations, delivered 19 days of 'on request'

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training to organisations across the country and 3 non-accredited training days.

The section has also worked on developing awards with both FÁS, (now the Education and Training Boards) and Quality and Qualifications Ireland.

Building Futures

The INOU'S participation in an innovative 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 2013.

Since September of 2013 the Building Futures programme, developed under MST-EI, has been mainstreamed through FÁS/ETB. 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 third year of our programme was completed in 2013. Fifteen Participants from the Tallaght and surrounding areas of Dublin completed nine FETAC modules at levels 5 and 6.

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.

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. Recruitment for the fourth year of the programme was completed in August and fifteen participants from the Blanchardstown area commenced training in September.

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.

SpringBoard Helpline

The INOU was pleased to again host the Higher Education Authority (HEA) Springboard helpline in 2013. Springboard offers a choice of over 200 free, part-time courses in higher education from certificate, to degree, to post-graduate level for 6,000 unemployed people.

The courses are being run at 36 Institutes of Technology, Universities and privately-run higher education colleges across the country.

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 17 years. The Project is allocated 16 CE Participants and a CE Supervisor.

Participants are based both in our offices here at Araby House and in a number of local groups. The work undertaken by the CE Participants is essential to the effective running of the organisation and we greatly

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appreciate and value the work that they do both here in our offices and in the other projects.

A major new development in our CE project has been the arrangement for the CE Supervisor role to be shared between two staff members on a part-time basis. I would like to take this opportunity to thank our CE Supervisors, Patricia Watters and Joe McDonagh for the on-going support given to all our CE workers.

Annual Conference

Our 2013 Annual Conference was held on Wednesday 29th May at Wynns Hotel, Dublin. We were delighted to welcome Fintan Farrell, Director of EAPN Europe who opened the Conference.

The following NEC members were automatically elected at the Conference; Barrie McLatchie, Seamus Orr, Rotimi Adebare, Mick Creadon, Pat Kelleher and Des Bonass.

Seven motions were discussed and debated at the Conference. The Motions included calls to ensure that anybody accessing state funded education or training has knowledge of and access to an impartial client centred professional educational guidance and information service; calls for the development of a person centred activation process; calls to maintain social welfare rates and to re-instate the social protection supports reduced in recent years and a call for the introduction of a subsidised public transport for unemployed people.

We also used the conference as an occasion to mark the centenary of the 1913 Dublin

Lockout and I would like to take this opportunity to thank Kieran McDonnell Building Futures Participant for the wonderful monologue performed at the Conference. I would also like to take this opportunity to thank everyone who attended and participated in the Conference.

Strategic Planning

I am pleased to report that towards the end of the year, the organisation embarked on a process for formulating a new Strategic Plan.

Up to the end of the year, three meetings have been held with internal stakeholders with further meetings scheduled for January 2014 with a view to completing the process and agreeing the new plan in the first half of 2014.

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/ETB 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.

John Stewart
Co-ordinator

Head of Policy and Media Report

During 2013 the numbers of people unemployed fell to 253,200 and the numbers of people in work rose to 1,909,800. 61.4% of the unemployed or 155,500 people were unemployed for more than a year, a drop of 20,900 over the year.

These figures come from the Quarterly National Household Survey (QNHS) and to be deemed unemployed a respondent to the QNHS has to answer 'yes' to two questions. Firstly, have you been seeking work over the past four weeks and secondly, are you available to take-up work over the coming two weeks? So for someone who has lost heart in trying to find work he or she may not be counted amongst



*Bríd O'Brien
Head of Policy & Media*

the unemployed. Another statistic called the Potential Additional Labour Force should capture this reality and at the end of 2013 this figure stood at 49,300. The QNHS also gives an update on the Principal Economic Status, the figure which captures how people classify themselves: this figure had fallen to 303,500 people by the end of 2013.

Each month the Central Statistics Office publishes the Live Register which includes people who are in receipt of or have made a claim for a Jobseekers Benefit or Jobseekers Allowance payment or who may be signing on for credits. At the end of 2013 the register stood at 395,411, a fall of 6.7%. Of this figure, young people accounted for 15%; while women accounted for 37.8% of the register. The number of people on the register for more than a year was 179,621 and of this number 68.7% were men. As part of its monthly Live Register publication the Central Statistics Office now publishes

information on Activation Programmes including Community Employment, Tús, and JobBridge: the numbers of people participating on these schemes increased by 3.2% to 86,162. The two single biggest schemes are the Back to Education Allowance and Community Employment: representing 55% of these activation places.

Even with an improvement in the employment / unemployment figures key challenges remain. Job creation is not yet on the scale required to give all those who are without work a real prospect of securing a job and in particular a decent job. Then there is the regional and occupational spread to employment giving rise to a disconnection between where many unemployed people are at and where the job opportunities are emerging. There is also the reality that many employers do not look to the Live Register for potential employees and erroneously assume that unemployed people do not

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attitude to work. The INOU is keenly aware that this misperception requires constant challenging and an employment service committed to addressing it: unfortunately other elements of public service reform and public discourse on unemployment issues regularly undermine this commitment.

The Live Register continues to fall but not always for positive reasons e.g. emigration; or unemployed people not making the transition from Jobseekers Benefit to Jobseekers Allowance because of their personal or family circumstances. Following on from this last point, the sole focus on the Live Register for developments in activation policy and practice excludes many people who are jobless which raises serious questions about Ireland's desire or capacity to create an inclusive labour market.

Policy Developments

In February the INOU was one of the responders to the Department of Social Protection's review of Employment Support Schemes.

This review ran in parallel to the establishment of the Employment Schemes Advisory Committee (ESAC) which raised issues of concern as to the relevance and purpose of the ESAC over the course of the year.

As the Department of Social Protection rolled out its employment and social protection integrated service, Intreo, concerns remain as to the connection between this work and

Community Employment and Tús. The INOU in its submissions to ESAC noted the importance of:

- Building better linkages between employment programmes, employment services and the wider labour market.
- Assessing the work undertaken in employment programmes and the skills acquired by experiential learning and training. This information should feed into a quality and interactive job matching programme that DSP ought to develop and roll-out. This job matching facility and associated work must strive to address the misgivings of non-sponsoring employers about the quality of the work undertaken and the presumed lack of transferability of the skills acquired in employment programmes.
- When employment programmes (EPs) are targeted at those most distance from the labour market then proper supports must be put in place. EPs play an important role in supporting Community and Voluntary sector organisations to develop a range of responses to socio-economic needs including badly needed employment opportunities. EPs that have had better outcomes are schemes that had a strong link between the social need to be addressed, the training provided and the work undertaken.

As part of the Department of Social Protection's Pathways to Work the contracting out of employment services was initiated. The INOU attended a number of workshops on these proposals and met with potential providers of these services.

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proposals and met with potential providers of these services.

This initiative which will not be up and running until late 2014 will provide employment services to people who are long-term unemployed. Pathways to Work 2013 had a target of getting 20,000 people who were long-term unemployed into work: this target was exceeded by 6,611; while 26% of these jobs were part-time.

The purpose of this scheme is to encourage employers to employ people who are long-term unemployed. If the person recruited was unemployed for more than 12 months but less than 24, a payment of €7,500 is made over two years.

This payment rises to €10,000 if the person recruited was unemployed for more than 24 months.



INOU Protest - Jobs Not Debt - February 2013

More detailed and robust data is required as to the nature of these jobs and their sustainability before we can be confident that lasting progress has been made.

In July JobsPlus was launched which replaced the Revenue Job Assist and Employers PRSI Exemption scheme is an employment subsidy / incentive scheme.

The take-up on employment subsidy schemes have been traditionally low, the administrative burden is often cited by employers as an issue, so JobsPlus was designed to address this issue and included as one of the 'disruptive actions' in the Action Plan for Jobs 2013. At the end of 2013 there were 1,114 people supported through JobsPlus.

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community and voluntary sector organisation on this body which is charged with:

- Monitoring the implementation of Pathways to Work 2013 and development of 2014 strategy.
- Identifying key issues arising and potential responses.
- Providing input to strategies to increase employer and jobseeker awareness of and engagement in various initiatives.
- Providing feedback on the Youth Guarantee and the JobPath contracting model.
- Discussing wider policy issues relevant to developments in the labour market generally.

The INOU participated in the NESC secretariat report, A Strategic Review of Further Education and Training and the Unemployed.

This piece of work was undertaken over the summer months and as part of Ireland's Troika commitments. Amongst the recommendations made were:

- The prioritisation of people who are long-term unemployed
- Alignment of further education and training with local skills demand / labour market;
- Seamless linkages between Intreo offices and local Education and Training Boards;
- High level strategic co-operation between SOLAS & Intreo;

- Comprehensive data collection, evaluation of all courses;
- Competitive tendering and payment on results;
- Use the strategic funding responsibility of SOLAS.

In September the INOU was invited onto the Advisory Committee for the development of the Further Education and Training Strategy which was led by SOLAS, the new Further Education and Training Authority.

The Committee was scheduled to meet four times at the end of 2013 and the beginning of 2014.

The Strategy is scheduled to run for five years and was submitted to the Minister for Education and Skills in the spring of 2014.

In November the INOU held a workshop for members on the Labour Market Council and the development of the Further Education and Training Strategy and these developments formed the basis of the policy input in the Dublin Discussion Forum.

The Department of Social Protection's review of employment support schemes formed the basis of the presentations in the Galway and Kilkenny Discussion Forums held earlier in the year.

Working in Partnership

The INOU is one of the representatives of the Community and Voluntary Pillar on the National Economic and Social Council (NESC). During 2013 NESC published two reports.

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The first one, report no. 134 entitled "*The Social Dimensions of the Crisis: The Evidence and its Implications*" noted that: most people have been impacted, at least to some extent, by the crisis; those who were least well off prior to the economic crisis remain so; those who have lost jobs, had business failures, seen large falls in income or wealth, or who carry a large excess debt burden, are experiencing an effect of a different order; and that policies and institutions matter.

The second report, no. 135 entitled "*Ireland's Five - Part Crisis, Five Years On: Deepening Reform and Institutional Innovation*". This report explores where Ireland is placed five years after NESC's 2009 reports on 'Ireland's Five Part Crisis' which covered the banking; public finance; economic; social; and reputational crisis facing the country.

Building on NESC's previous work on the Developmental Welfare State the report proposed the following structure:

Integrated Developmental State:

- Developmental Welfare State

Combines incomes, services & innovation for inclusive participation & more equality.

- Sustainable Environmental State

Combines high environmental standards, innovation and green transformation as features of a successful society and economy

- Network Developmental State

Combines finance, services & innovation for sectoral & national development

This structure reflects that NESC's work now includes an environmental dimension. Towards

the end of the year NESC started work on jobless households, an important issue to be addressed if Ireland is to emerge out of this crisis a more equitable and inclusive place.

The Community and Voluntary Pillar continued to meet a range of Government Departments bilaterally. The INOU participated in bilateral meetings with the Departments of Social Protection; Education and Skills; Environment, Community and Local Government (DECLG): both the Housing and Community Divisions; Finance.

The CVP also met with the group led by DECLG with responsibility for the alignment process, a process which many community groups fear will further erode local community development. The INOU was the lead CVP member for the bilateral meetings with Public Expenditure and Reform.

The INOU also co-ordinated the CVP submission and response to Ireland's update on the European wide National Reform Programme; and co-ordinated a bilateral meeting with the European Social Fund Unit in the Department of Education and Skills.

The INOU worked with CVP colleagues on the development of a paper on water affordability which was presented to the interdepartmental working group on this issue.

The INOU continued its participation on RTE's Audience Council and as part of the Council's work a number of projects were agreed to covering the themes of unemployment, climate change, rehabilitation of ex-prisoners and poverty.

The INOU lead the project on unemployment and carried out this work in early 2014. The report of these projects will be submitted to

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the Board of RTE for their consideration.

The INOU is also represented on the Council of the Economic and Social Research Institute; the Department of Social Protection's Employment Schemes Advisory Committee; and the Monitoring Committee for the Human Capital Investment Operational Programme which is the current programme in Ireland funded through the European Social Fund.

The organisation continued to work with other colleagues in the Community and Voluntary Sector through;

- *the Advocacy Initiative;*
- *the Community Platform;*
- *the Vincentian Partnership for Social Justice's Minimum Essential Standard of Living work;*
- *the Economic, Social & Cultural Rights Initiative which sought to ensure that the Constitutional Convention explored the strengthening of ESCR in the Irish Constitution;*
- *the EAPN's Europe 2020 Working Group which the INOU chairs. As part of the latter group's work the INOU was part of a delegation that met with the Troika on two occasions.*

The INOU also worked with Volunteer Ireland on the issue of volunteering while unemployed and the difficulties facing unemployed people who wish to volunteer when there is such inconsistency in the application of the rules on the ground.

A joint submission was made to the Department of Social Protection in November.

Communications

The INOU continued to engage with and respond to issues that arose in the media operating in Ireland and abroad.

Issues that arose included access to jobs; emigration; impact on local communities; youth unemployment; activation measures and programmes including proposals / criticisms coming from abroad; the application of sanctions; control and fraud; volunteering; self-employment options; Pathways to Work; Action Plan for Jobs; perceptions of unemployed people; Budget and in particular the impact on people in their early twenties; 'better off in work campaign'; the Live Register and the numbers of people unemployed.

A key aspect of the INOU's work with the media is challenging the myths that abound about unemployed people and their desire to take-up employment.

Regularly the media will cite examples of people who would not take up work because they are perceived as better off on the 'dole'. Yet the examples that are used represent less than 5% of the Live Register e.g. people with more than two children in receipt of Rent Supplement.

Similarly on the issue of fraud and control, there is a lack of acknowledgement that error, misunderstandings, miscommunications on the part of both the Department and the claimant are the more pertinent issues.

INOU made submissions on the following.

- Further Education and Training Bill 2013 which established SOLAS, the new Further Education and Training Authority.
- INOU submission on Social Welfare Bill 2012 which gave effect to social protection changes announced in Budget 2013.

Head of Policy and Media Report

- Pre-Budget Submission: initially to the Department of Social Protection who held their Pre-Budget Forum in July; and then to a wider range of Government Departments and the Houses of the Oireachtas. The timing of the budgetary process has changed with the Budget now being presented in October, bring the Irish process in line with our colleagues in the EMU.
 - The INOU made a submission to and met with the Inter Departmental Group on the retail sector that was led by the Department of Jobs, Enterprise and Innovation.
 - The INOU met with Minister for Jobs, Enterprise and Innovation, Richard Bruton TD, on the Action Plan for Jobs and made a submission to the 2014 plan.
 - 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.
 - To Ireland's development of its European Social Fund programme 2014-2020.
 - The INOU made a submission on the Social Welfare and Pensions Bill 2013 which gave effect to social protection changes announced in Budget 2014.
 - In November the INOU made a submission to the RTE Audience Council to undertake a piece of work on the perceptions of people who are unemployed or working on unemployed issues.
- unemployed and jobless households?" .*
- At the UCD Equality Studies Cert in Equality Course on the theme of "*Influencing policy to bring about social change*" in May.
 - In June at the Joint Oireachtas Committee on Public Services Oversight and Petitions on the Back to Education Allowance.
 - At the 'Youth Guarantee' seminar hosted by MEP Emer Costello in July.
 - Fianna Fail Youth Unemployment Seminar held in November.
 - In November the INOU made a presentation to the Joint Oireachtas Committee on European Affairs on the social dimension of the European Monetary Union.

Bríd O'Brien
Head of Policy and Media

INOU spoke:

- In March at the Department of Social Protection's Social Inclusion Forum on the theme of "*Activation: what's happening for*

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 9 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

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| 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>INOUE Co-ordinator</i> |

Nominating Organisation

| |
|--|
| Galway People's Resource Centre |
| Springlawn Residents Community Development Group |
| Limerick Resource Centre for the Unemployed |
| Belfast Unemployed Resource Centre |

NEC

| | |
|-------------------------------|--------------------------------|
| - Des Bonass | Dublin Council of Trade Unions |
| - Sylvia Ryan | ICTU |
| - Rotimi Adebare | Supporting Unemployed in Laois |
| - Brendan Sherlock (Co-opted) | INOUE General Branch |
| - Michael McNamara | INOUE General Branch |
| - Joe Williams | INOUE General Branch |
| - Pat Kelleher | EDI Centre, Longford |
| - Lorraine Hennessy | INOUE Staff Representative |
| - Michael Glennon (Co-opted) | Sligo Leader Partnership |
| - Mick Creadon | Ballymun Jobs Centre |

We would like to take this opportunity to thank Richard MacRitchie, Pauline O'Shaughnessy and Tony Jordan who stepped down from the NEC in 2013 for all their support for the work of the INOU.

INOU Staff 2013

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
- Receptionists
- Cleaners

- Caretaker

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

Welfare to Work Team

- Manager Welfare to Work Section
- Senior Information Officers

- Information Officers
- Advocacy Officer

Robbert J. Lynch
Aidan McCarthy /
Kenneth Doyle
Allan Mullen/Robert Kelly
Louise Reilly

Training Team

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

Lorraine Hennessy
Laura Pierce
Michelle Seymour

Development Team

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

John Farrell
Joe McDonagh
Ray Brennan
Paul Higgins

OUNI Staff

- Volunteer Administrator

Cathy Kelly

Staff who left in 2013

Lindsay Kelly, Raji Bolatito,
Richard MacRichie and
Yvonne Kinsella

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 2013

| | 2013 | 2012 |
|--|-----------------------|------------------------|
| | € | € |
| Income | | |
| - Dept of Social Protection (DSP) | 246,575 | 235,000 |
| - Dept of Environment, Community & Local Government | 135,648 | 144,000 |
| - DSP - Community Employment | 186,327 | 213,119 |
| - Dept of Education & Skills-Working for Work | 20,000 | 20,000 |
| - Mount Street Club Trust (MST) | 134,756 | 187,313 |
| - FAS Local Training Initiative | 37,909 | 19,714 |
| - Office Rental | 16,563 | 18,170 |
| - Training Fees | 31,113 | 22,376 |
| - Other Income | 10,828 | 13,915 |
| | <u>819,719</u> | <u>873,607</u> |
| Running Expenses | | |
| - Wages and salaries | 364,392 | 389,691 |
| - Community Employment Wages | 180,005 | 219,872 |
| - Employer's PRSI | 43,621 | 47,746 |
| - Staff pension costs defined contribution | 10,442 | 17,592 |
| - INOU Training & Info/Redundancy costs | 12,886 | 12,105 |
| - Staff training & Development | 902 | 153 |
| - Strategic Plan | 2,500 | - |
| - Building Futures Project/MST/LTI | 56,221 | 64,607 |
| - Welfare to Work development project | 6,754 | 4,735 |
| - 17th October Project | 2,079 | - |
| - National Executive Committee | 8,206 | 8,244 |
| - Community Employment Materials & Training | 2,136 | 3,398 |
| - Welfare to Work Information Support | 10,717 | 15,131 |
| - Dept of Social Protection Focus Group | 3,665 | - |
| - Recruitment | 544 | - |
| - Rent | 15,571 | 15,555 |
| - Insurance | 2,600 | 2,536 |
| - Light and heat | 7,125 | 6,753 |
| - Repairs and maintenance | 5,281 | 9,460 |
| - Stationery | 2,754 | 4,747 |
| - Postage and Courier | 673 | 742 |
| - Printing & publications (including Working for Work) | 38,401 | 52,701 |
| - IT Purchasing & Equipment | 7,931 | 3,126 |
| - Telephone | 5,018 | 6,985 |
| - Travelling expenses | 2,085 | 2,295 |
| - Annual Delegate Conference | 3,340 | 5,775 |
| - Audit fees | 5,506 | 5,350 |
| - 25th Anniversary Costs | - | 5,896 |
| - General expenses | 5,289 | 6,917 |
| - Depreciation | 9,297 | 10,400 |
| | <u>815,941</u> | <u>922,512</u> |
| NET SURPLUS/(DEFICIT) FOR THE YEAR | <u>3,778</u> | <u>(48,095)</u> |

