

Supporting Unemployed People



**The Irish National  
Organisation of  
the Unemployed**

**ANNUAL REPORT 2011**



# INOU Annual Report 2011

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<b>Chairperson’s Report</b>	-----2
<b>Co-ordinator’s Report</b>	-----5
<b>Head of Policy and Media Report</b>	-----13
<b>Financial Report</b>	-----19
<b>National Executive Committee</b>	-----20
<b>Staff</b>	-----21



## Chairperson's Report

**Welcome to our 2011 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, another very difficult and challenging year for unemployed people.**

**Whilst the rate of increase in unemployment slowed during the year, the scale of the on-going unemployment crisis is unprecedented with the seasonally adjusted Live Register figure for December standing at 442,600.**

The relentless increase in the numbers of people who are long-term unemployed is deeply worrying with over 180,000 people in receipt of long-term unemployment payments as the year came to a close. These figures would be much worse were it not for the fact that so many of our citizens have given up hope of finding a job in Ireland and have decided to emigrate.

The INOU, together with very many unemployed people, hoped that the new Government would bring new and innovative thinking to tackling the unemployment crisis. We welcomed the commitment to tackling unemployment outlined in the Programme for Government and the commitment to maintain social welfare rates in the 2012 budget.

To date, however, we have not seen the type of co-ordinated approach that is needed to seriously tackle unemployment. Like the previous administration, the focus of the Government is on addressing the country's



*Ann Fergus - Chairperson*

fiscal problems. Whilst we recognise that these problems need to be tackled, we remain steadfast in our view that 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.

The work of the INOU was very varied and delivered to a consistently high standard during 2011. The success of the first year of our Building Futures programme has been phenomenal. I was delighted to chair the Graduation Ceremony for our first year Participants which was held at the Mansion House on 12th-December.

I would like to take this opportunity to thank the Lord Mayor, Councillor Andrew Montague, who presented the certificates and who so kindly made the Mansion House available for this important occasion.

I would also like to take this opportunity to

## Chairperson's Report

congratulate both the staff and the Programme Participants on 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 Thursday 26th May at Wynn's Hotel, Dublin. I was pleased to welcome the (then) recently appointed Minister for Social Protection, Joan Burton, TD, 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 thank the Standing Orders Committee - Elaine Harvey, Frank McDonnell and Paul Taylor for their work at the Conference.

Elections to the positions of INOU Chairperson, Vice-Chairpersons and Treasurer were held at the NEC meeting in September. The outgoing Officers Board were re-elected to serve for a further period of two years.

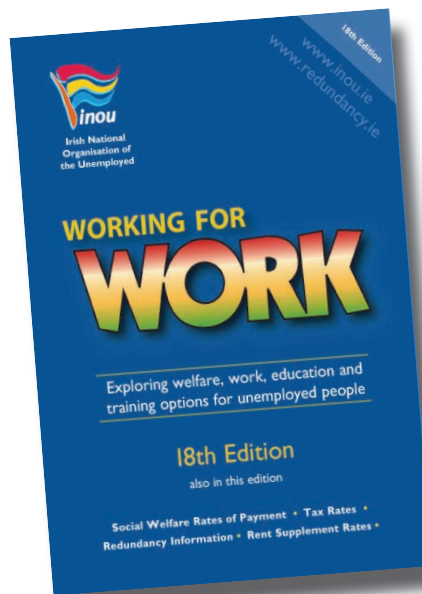
I was also pleased to welcome Minister Burton to Araby House on 26th July to launch the 18th edition of our key publication – Working for Work.

Unfortunately, the funding difficulties experienced by the Organisation of the Unemployed Northern Ireland (OUNI) continued during 2011. The organisation is now being run on an entirely voluntary basis. I would like to thank the Northern Ireland Council of OUNI for their on-going support for the organisation.

I am also grateful to Cathy Kelly who continues to undertake administrative work on a voluntary basis. I am also grateful to the Belfast Unemployed Resource Centre for their on-going support for OUNI and for facilitating OUNI NIC meetings during the year.

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 2011 and I look forward to my continued involvement in the work of the organisation in the year ahead.

**Ann Fergus**  
**Chairperson**



INOUI



*Minister for Social Protection Joan Burton, T.D. and Ann Fergus, INOU Chairperson, at the launch of Working for Work (18th Edition).*



## Co-ordinator's Report

**I am very grateful to my Officer Board and NEC colleagues and the staff of the organisation for their on-going support during the year.**

**I would particularly like to thank our Chairperson, Ann Fergus, for her unstinting commitment and dedication to the organisation during what has been a very difficult and sad period for Ann and her family following the death of her husband, Padraig.**

**Unfortunately, the unemployment crisis has continued, making 2011 another very difficult**



*John Stewart - Co-ordinator*

year for unemployed people and their families. While the rate of increase in unemployment and job losses slowed during the year, the seasonally adjusted Live Register figures for December stood at 442,600 (14.5%).

Long-term unemployment is at crisis levels with over 180,000 people on the Live Register in December in receipt of long-term unemployment payments.

We repeated our call for the development and delivery of an integrated jobs strategy both in the run up to and following on from the General Election in May.

We called on the new Government to bring new and innovative thinking to tackling the unemployment crisis. Unfortunately, to date, we have not seen the type of co-ordinated approach and levels of investment in jobs, training and quality employment programmes that is needed to seriously tackle the country's unemployment crisis.

The huge organisational changes being

undertaken within FÁS and the Departments of Social Protection and Education and Skills have the potential to deliver a much improved service for unemployed people.

However, unemployed people must be put at the heart of the new services being developed. My colleague, Bríd O'Brien, Head of Policy and Media, has expanded on the development of these new services and the INOU's input to the relevant Departments in her Head of Policy and Media Report.

The demands on the INOU's services increased significantly during the year. 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

## Co-ordinator's Report

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

### Development

The work of the Development Section during 2011 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:

- County Waterford LES
- Southside LES
- North West Inner City Network
- The Inner City Organisations Network
- BASE Youth Centre, Ballyfermot
- Waterford Council of Trade Unions

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 80 redundancy situations either through a local affiliated organisation, a trade union or directly with the employer.
- Linked in with 100 companies that announced job gains with a view to promoting the range of incentives available to employers when they recruit unemployed people.

- 18,000 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 2012. I would like to take this opportunity to thank everyone who attended and participated in the meetings.

### Individual Membership

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. 5 General Branch meetings were held in Araby House in 2011. 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 McRitchie continued success as Branch Chairperson.

### Welfare Rights Service

The Welfare to Work Section provides a comprehensive, confidential and independent welfare rights service. The section provides these services through publications, a telephone

## Co-ordinator's Report

helpline, by e-mail and directly through the INOU websites.

Throughout 2011, 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 2010, 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 diverse groups of clients.

The section is 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 18th 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, the Department of Education and Skills and FÁS 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 26th July.



## Co-ordinator's Report

### 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 5 training days were provided through 1 training Calendar consisting of 3 training modules:

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

During 2011, we also delivered 124 days of FETAC training, participated in 4 Information Days and 4 redundancy presentations and delivered 26 days of 'on request' training to organisations across the country.

### Building Futures

In last year's Annual Report, I wrote about 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).

The initiative is targeted at addressing poverty relating to unemployment in the Greater Dublin Area. As part of the initiative, the INOU is 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 INOU's programme is called Building

Futures and the first year was completed in 2011. Fifteen Participants from the Finglas and Ballymun areas of Dublin have completed eight FETAC modules at levels 4, 5 and 6.

The Participants have also undertaken intense 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'm delighted to report that the first year of the programme has been hugely successful with seven Participants having been placed either in full or part time employment and two progressing to third level education. The programme also won an AONTAS STAR Award in the 'Projects in Progress' category.

Recruitment for the second year of the programme was completed in August and fifteen Participants from the Dublin North and South Inner City 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 and Tony Ward at the WRC Social and Economic Consultants for their advice and on-going support in developing the project. I would also like to thank FÁS for their on-going support for the programme and particularly for the additional resources provided as part of the designation of the programme as a FÁS Local Training Initiative.

## Co-ordinator's Report

### CE Project

The INOU has been a sponsor of a Community Employment Project for the last 15 years. The Project is allocated 15 CE Participants and a CE Supervisor.

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

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

### Annual Conference

The INOU's Annual Conference was held on Thursday 26th May at Wynn's Hotel, Dublin. The Conference was officially opened by Joan Burton, TD, Minister for Social Protection.

The following NEC members were automatically elected at the Conference;

- Seamus Orr, General Branch
- Rotimi Adebari, SUIL,
- Pat Kelleher, EDIC,
- Barrie McLatchie, Belfast Unemployed Resource Centre,
- Des Bonass, Dublin Council of Trade Unions.

Nine policy motions were discussed and

debated at the Conference. The Motions included calls on the Government to:

- Develop and implement an integrated and inclusive Jobs Strategy;
- Deliver an effective and efficient employment and related service to unemployed people;
- Ensure access for unemployed people not included on the Live Register to the full range of employment, training and education supports.

The Conference also called on the INOU to prioritise the increased membership of individual unemployed people.

A new aspect to this year's Conference was round table discussions on a number of unemployment/employment related themes including

- the Government's Jobs Initiative;
- the National Employment and Entitlements Service;
- Meeting the needs of unemployed people who are not in receipt of social welfare payments and Active Labour Market and other Programmes.

The feedback on this new format for our Conference has been very positive. 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.

## Co-ordinator's 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.

### **Organisation of the Unemployed Northern Ireland (OUNI)**

Unfortunately, the funding difficulties experienced by the Organisation of the Unemployed Northern Ireland (OUNI) continued during 2011.

The organisation is currently being run entirely on a voluntary basis and in 2011 has not been in a position to undertake any significant work on behalf of unemployed people in the North.

I am grateful to the OUNI Northern Ireland Council for their on-going support. I am also grateful to Cathy Kelly who continues to undertake administrative work on behalf of OUNI on a voluntary basis. I would also like to thank the Belfast Centre for the Unemployed for facilitating meetings of the OUNI NIC.

### **INO@25**

2012 marks 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.

The organisation has changed and developed significantly in the intervening period. Unfortunately, the issues facing unemployed people – lack of jobs, access to quality education and training and employment programmes, delays in receiving payments, emigration etc, continue to resonate with the challenges experienced by unemployed people back in 1987.

The INOU will be taking the opportunity to mark the 25th anniversary of the organisation during the year and I look forward to reporting on these events in the 2012 Annual Report.

In the meantime, I would like to take this opportunity to acknowledge the contribution of the many hundreds of people who have been involved with the organisation over the years in our on-going battle against unemployment.

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



*Ann Fergus, INOU Chairperson, John Stewart, INOU Co-ordinator, and Minister for Social Protection Joan Burton, T.D.*



*Minister for Social Protection Joan Burton, T.D. addressing the INOU Annual Delegate Conference, Wynn's Hotel, Dublin.*

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*'Building Futures' Participants and staff pictured after receiving their AONTAS "Star Award" from President Michael D. Higgins.*



*Launch of Working for Work (18th) Edition at the INOU Offices*

## Head of Policy and Media Report

**A striking feature of 2011 was the relentless growth in long-term unemployment: by the final quarter there were 182,100 people unemployed for more than a year. The long-term unemployment rate rose to 8.6%: a rate which for most of the 'noughties' stayed under 2%. The fall in employment continued: bringing employment back to mid-2003 levels. The extent of the employment loss and the challenge facing this state to give unemployed people real hope of getting back to work, and in particular decent work, appears to be lost on certain elements of our media. The constant focus on fraud and control measures in a range**



*Bríd O'Brien  
Head of Policy and Media*

of media created a misleading impression that unemployed people are reluctant to work: an impression which the INOU has and will continue to challenge. As a long-term unemployment rate of 2% and less clearly illustrates: get the job creation right and unemployed people will go back to work in their thousands. In the meantime providing unemployed people with quality education and training options is critical: not only to maintain and develop the individual's skills levels but to address existing and potential skills gaps.

During 2011 a new Government was elected and produced a programme for government entitled "Government for National Recovery 2011-2016". On page 3 of the document the Government stated that "By the end of our term in Government Ireland will be recognised as a modern, fair, socially inclusive and equal society supported by a productive and prosperous economy." It is absolutely vital that the Government strives to realise this vision and seeks to put in place policies and practices

that truly have at their heart facilitating unemployed people to participate fully in Irish society and its economic development.

### Social Partnership

Though many of the formal structures of social partnership no longer function the Community & Voluntary Pillar continued to meet on a quarterly basis. These meetings focused on the development and dissemination of an alternative analysis of the wide ranging crisis facing Ireland; engagement in structures that have continued e.g. National Economic and Social Council; the bilateral meetings the CVP has sought and maintained with a range of Government Departments; and key policy developments e.g. the Comprehensive Review of Expenditure.

Over 2011 the INOU participated with our colleagues in the CVP in bilateral meetings with the Departments of Education and Skills; Environment, Community and Local

## Head of Policy and Media Report

Government on housing issues; Social Protection; Finance and Public Expenditure & Reform on Budget 2012. The organisation also co-ordinated the CVP engagement with the Department of An Taoiseach on Ireland's first National Reform Programme under *Europe 2020*.

The INOU is one of the CVP representatives on the National Economic and Social Council and the Council's regular meetings recommenced in June 2011 which An Taoiseach Enda Kenny attended and addressed. In August NESC published Report 123 entitled *"Supports and Services for Unemployed Jobseekers: Challenges and Opportunities in a Time of Recession"*. One of the interesting findings within this report was the impact on the Live Register of those who did not make the transition from Jobseekers Benefit to Jobseekers Allowance. The report noted that *"Of those who are on the LR, loss of entitlement – and not finding work, returning to education or training, or transferring to another welfare scheme – has become the biggest single reason why people are leaving it."* (p. XI) A motion to the INOU's 2011 Annual Delegate Conference discussed the impact on unemployed people who do not have or have lost their entitlement, on their ability to gain access to any supports to assist them to get back to work.

### Policy Developments

In March 2011 the INOU made a submission to Minister Pat Carey, then Minister for Community, Equality and Gaeltacht Affairs on *"Structured Dialogue with the Community & Voluntary Sector"*. With the change in Government and the further re-

arrangement of Government Departments no progress was made on this issue and no reference was made to it in the Programme for Government. The Programme for Government does state that *"During a time of recession and deep unemployment the Government acknowledges the vital role of the community and voluntary sector working in partnership with local communities, State agencies and local authorities."* (p52) While such recognition is welcome it is critical that it is matched with adequate funding for the sector which has fallen in recent years and at a time when there are increasing calls on the sector's supports and services.

The new Government rolled out the TUS programme with the partnership / local development companies acting as the implementing bodies. The INOU and many affiliates raised concerns about this development: in particular the method of engagement and selection which prevented unemployed people opting into this scheme; and the potential for this new scheme to undermine resources to existing programmes e.g. Community Employment. However, an interesting development has been the number of people who have been included in the scheme who felt the system had forgotten about them: which highlights the need for frontline service providers to engage with unemployed people in a regular and constructive manner.

In the summer the Department of Social Protection rolled out the new internship scheme called JobBridge which is very similar to the Work Placement Programme but with a €50 top-up. JobBridge as an internship scheme should be more different to the WPP than it is: as an internship implies a level of support and opportunity the WPP never set out to provide.

## Head of Policy and Media Report

Feedback on the scheme indicates that it has been a positive experience for some and has led to employment; while for others issues of exploitation and job displacement have arisen, issues that arose with the WPP. Ireland needs to get people back to work as soon as possible but it must be decent work: not only for the dignity of the unemployed person but also for the economic kick-back to the country. Basically the better the pay, the better the tax return.

Over the summer the Department of Education and Skills announced the establishment of SOLAS: the new further education and training authority. FÁS has been effectively split: FÁS Employment and Community Services were scheduled for absorption by the Department of Social Protection on 1st January 2012; while FÁS HQ and training services will metamorphosis into SOLAS at the national level and will be absorbed by the revamped VECs at the local level and become part of the new Local Education and Training Boards. It will be 2013 before these changes come into effect.

In the autumn the Department of Social Protection published their implementation plan for the new National Entitlement and Employment Service. While elements of this development are to be welcomed the INOU remains concerned at the lack of explicit inclusion and development of a culture of enablement within the new service.

The INOU has long argued for a person centred service that engages with unemployed people in a constructive and pro-active manner. Creating a modern world class service that provides unemployed people with prompt access to their entitlements and good support and advice to access employment,

education and training opportunities should be integral to this type of reform. However, the Department's subsequent publication of its Fraud Initiative and the focus on control does not sit easily with such developments as the culture underpinning a service focusing on control is very different to one focusing on providing a person centred service. The INOU is in no doubt that the latter approach would prove to be more effective and efficient and would ultimately provide a better outcome for both the citizen and the state.

### Communications

The INOU published "Unemployment 2011: what's happening?" which looked at the impact of the Budget and other developments on provision for unemployed people from income supports to employment, education and training programmes.

The organisation published articles on unemployment in a number of other publications including the Jesuit Centre for Faith and Justice's 'Working Notes'; *politico*.ie; and on the *Europe 2020* employment target for European Anti-Poverty Network's publication for the annual Social Inclusion Forum.

The INOU published an Election Manifesto which called on the political parties to comprehensively address unemployment. The organisation produced an analysis of Programme for Government; and made submissions to Jobs Initiative; Social Welfare and Pensions Bill 2011; Budget 2012; to the Department of Foreign Affairs on "UN Convention on Economic, Social and Cultural Rights". The INOU made two submissions to



## Head of Policy and Media Report

the Advisory Group on Tax and Social Welfare: the first one on child and family income supports; and the second on self-employment and social insurance supports.

The INOU made presentations to: Ennis community event entitled "*What hope for the marginalised?*"; ICON's "*A model of employment Seminar*"; and ISKS Conversations at University of Limerick on the impact of cutbacks. The INOU was one of the responders to the Economic and Social Research Institute's activation paper given at their first Economic Renewal seminar in November.

The INOU met with the Higher Education Authority to discuss the Springboard Initiative and how best to get the word out to unemployed people who would be interested and eligible to participate. The organisation also met the production team behind the RTE commissioned show 'Local Heroes' featuring the town of Drogheda and with Fergal Quinn as the anchor.

### External Networking

The INOU was invited to participate on the Western Development Commission's Advisory Group for 3Es Policy Briefing. The three 'Es' are enterprise; employment; and education. Policy Briefing No.4 entitled "Education, Enterprise & Employment: How can better integration of the 3Es drive growth in the Western Region?" was published in July 2011.

The INOU joined the Advocacy Initiative Steering Group and the Head of Policy and Media was invited onto the RTE Audience Council.

The INOU continued to work on the Community Platform's Steering Group. The Platform published its tax research entitled "*Paying Our Way: Progressive proposals for reforming the Irish tax system*" in October 2011.

The INOU continued to participate on the Human Capital Investment Operational Programme Monitoring Committee: this is the programme through which European Social Funding from the EU is channelled into Ireland.

The INOU is also a member of the Equality Authority's Equality Mainstreaming Unit Measure Committee whose work includes provision of advice to the Unit on its work to promote equality mainstreaming of labour market programmes and of vocational education and training.

The INOU worked with a number of other organisations in a range of campaigns and initiatives over the year including: the European Anti-Poverty Network's *Europe 2020* Working Group which the INOU chairs; the Vincentian Partnership for Social Justice's Advisory Group on Minimum Essential Budgets; the SVP's Lone Parent Group; AkiDwA Employment Forum; Poor Can't Pay Campaign; Social Policy Network; Equality Rights Alliance; group of national organisations on Child Benefit and the further implications of austerity.

The INOU met with the Social Finance Foundation and their work on behalf of the Department of Finance on financial exclusion and the creation of access to a basic bank account. The SVP have hosted subsequent meetings on these developments.

The INOU met with representatives from the Local Employment Service Network to discuss the INOU's call for an improved service to

# Head of Policy and Media Report

# Head of Policy and Media Report

unemployed people; the development of the National Employment and Entitlement Service; and the role of and learning from the LES.

The INOU also met with a number of people working in the human resources and recruitment areas who were anxious to contribute to the development of more effective solutions to the unemployment crisis.

**Brid O'Brien**  
**Head of Policy and Media**



## INOUI



*Brid O'Brien, INOU Head of Policy and Media, Ann Fergus, INOU Chairperson and John Stewart, INOU Co-ordinator.*



*Launch of the INOU Election Manifesto 2011*

## 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 2011

	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
<b>INCOME</b>		
Department of Social Protection	218,000	233,500
Department of Environment, Community & Local Government	164,915	220,512
FAS - Community Employment	299,082	214,532
FAS - Working for Work	16,000	16,000
Department of Education and Skills - Working for Work	20,000	20,000
European Anit-Poverty Network (EAPN)	2,005	37,333
Mount Street Trust (MST)	185,724	132,724
FAS Local Training Initiative	4,286	-
Office Rental	20,372	28,897
Training Fees	24,671	33,131
Other Income	14,807	20,563
	<b><u>969,862</u></b>	<b><u>957,192</u></b>
<b>Running Expenses</b>		
- Wages and Salaries	375,863	413,334
- FAS Wages	274,080	192,354
- Employer's PRSI	45,085	47,232
- Staff Pension Costs defined contribution	17,323	17,862
- INOU Training & Info/Redundancy costs	6,633	12,036
- Staff Training & Development	822	1,250
- EAPN Project Costs	-	17,068
- MST Project Costs	69,019	36,314
- W2WDP Project Costs	5,870	16,719
- Grant aid to OUNI	2,038	872
- National Executive Committee	8,046	11,799
- FAS materials & training	8,971	6,538
- W2W Information Support	8,446	-
- Rent	15,540	15,546
- Insurance	3,092	3,243
- Campaigns	448	4,995
- Light & Heat	4,942	4,701
- Repairs & Maintenance	6,822	17,375
- Stationery	5,533	4,902
- Postage & Courier	1,852	1,247
- Printing & Publications (including Working for Work)	55,133	64,654
- Advertising	-	3,178
- IT Purchasing & Equipment	2,395	4,079
- Telephone	8,744	10,016
- Travelling Expenses	2,766	4,089
- Annual Delegate Conference	2,833	6,045
- Legal and Professional Fees	933	4,071
- Audit Fees	5,411	4,023
- General Expenses	6,887	7,672
- Depreciation	8,644	7,836
	<b><u>954,171</u></b>	<b><u>941,050</u></b>
<b>Operating Surplus</b>	<b><u>15,691</u></b>	<b><u>16,142</u></b>

## 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  
Seamus Orr  
Padraig Malone  
Barrie McLatchie  
John Stewart

*Chair*  
*Treasurer*  
*Vice-Chair*  
*Vice-Chair*  
*INOUE Co-ordinator*

### Nominating Organisation

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

### NEC

- Des Bonass
- Sylvia Ryan
- Delia Colohan
- Rotimi Adebari
- Brendan Sherlock
- Pat Kelleher
- Lorraine Hennessy
- Tony Jordan (Co-opted)
- Deirdre Kelleher (Co-opted)
- Michael Glennon (Co-opted)

Dublin Council of Trade Unions  
ICTU  
Ballinasloe Community Information Centre  
Supporting Unemployed in Laois  
INOUE General Branch  
EDI Centre, Longford  
INOUE Staff Representative  
Dundalk Partnership  
Fastrack to Information Technology (FIT)  
Sligo Leader Partnership

**INOU Staff 2011**

**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 / Raji Bolatito  
Agnes Fortune  
John Donnelly

**Welfare to Work Team**

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

Robbert J. Lynch  
Aidan McCarthy  
Joanne O'Reilly  
Richard MacRitchie  
Marie Lynch

**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 2011**

Pauline Mulpeter, Carol McAuley,  
Helen Byrne, Aaron Kirkham  
and Edel Kelly.



# The Irish National Organisation of the Unemployed

Araby House,  
8 North Richmond Street,  
Dublin 1.

tel: (01) 856 0088

fax: (01) 856 0090

e-mail: [info@inou.ie](mailto:info@inou.ie)

[www.inou.ie](http://www.inou.ie)

[www.redundancy.ie](http://www.redundancy.ie)

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