

Supporting Unemployed People



inou

**The Irish National
Organisation of
the Unemployed**

ANNUAL REPORT 2014



INOU Annual Report 2014

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Chairperson's Report

Welcome to our 2014 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 the year.

We all hope that 2014 has marked the beginning of a lasting recovery in the labour market. 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 are moving into full-time positions. This represents a continuation of the trend that developed towards the end of 2013.

The drop in the Live Register figures during the year is also to be welcomed, particularly the downward movement in the numbers of people who are long-term unemployed.

The increase in the overall number of jobs has been positive and as we come towards the end of 2014, the apparent increase in the number of construction jobs will, I hope, offer the potential for the very many unemployed people who were previously employed in construction to finally be able to get back to work.

Notwithstanding the relatively positive developments, unemployment has not been solved. The level of unemployment is still a cause for very serious concern.

Unfortunately emigration is still a factor in the fall in the number of people signing on the Live Register. There are also very significant



Ann Fergus - Chairperson

numbers of unemployed people participating in programmes and courses.

Failure to make the transition from Job Seekers Benefit to the means tested Job Seekers Allowance also continues to be a factor in the overall fall in the numbers signing on the register.

We know also that the tentative recovery in the jobs market is not country wide. Many of the people we have met during the year from rural areas and areas outside the major urban centres have rightfully asked – where are the jobs that people are talking about?

There are also still very serious unemployment levels in parts of our major cities. Our Head of Policy and Media has outlined in her report the policy measures that have been taken in 2014 and those that need to be taken to continue to address unemployment.

Chairperson's Report

Of particular significance in this regard was the announcement in October of the successful JobPath tenderers.

The two preferred bidders are Turas Nua Ltd and Seetec Business Technology Centre Ltd. The roll out of JobPath will mark a significant departure from how the state delivers employment services to people who are long-term unemployed.

A key concern and priority for the organisation is that JobPath delivers for unemployed people. We want to see a service that supports long-term unemployed people into suitable and sustainable employment and one which puts the unemployed person at the heart of what it does.

In last year's Annual Report, I welcomed 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 in the Council has enabled 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 in the organisation over the last year.

I particularly want to mention the completion of the fourth year of the Building Futures programme. I congratulate all of the learners on their achievements during the year and it

was a privilege for me to Chair the Building Futures Graduation Ceremony which was held at the Mansion House on 18th November.

I would particularly like to thank Councillor Mannix Flynn who deputised for the Lord Mayor for the evening. I would also like to wish our Year 5 intake of Participants every success in the period ahead.

The INOU's Annual Conference was held on Wednesday 28th May at Wynn's Hotel, Dublin. I was delighted to welcome John Douglas, General Secretary of the Mandate Trade Union and President of the Irish Congress of Trade Unions who officially opened the Conference.

The event was exceptionally 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 congratulate my Officers Board colleagues, Pdraig Malone and Barrie McLatchie on their re-election.

I was also pleased to welcome Minister Kevin Humphreys to Araby House on 10th September to officially launch the 21st edition of our key publication - Working for Work.

Chairperson's Report

Chairperson's Report

I am also pleased to report that the organisation has also completed its work on formulating a new three year Strategic Plan which INOU Co-ordinator, John Stewart, covers in his report.

The INOU bade a fond farewell to our colleague Aidan McCarthy who retired on 18th July. Aidan joined the organisation in April 2003 on the Jobs Initiative programme as an Information Officer in our Welfare Rights Section, after a distinguished career as a sports journalist. His contribution to the delivery of a comprehensive information and advice service in the INOU has been huge.

Aidan has also had a key role in the production of Working for Work. He was directly involved in the editing and proof-reading of the last 11 editions of the book and his input will be sorely missed in the future.

On behalf of my NEC colleagues, I wish to thank Aidan for all his work and unstinting commitment to the organisation over the years and to wish him a long and happy retirement.

On a sad note, I regret having to advise of the very tragic passing of Carol McCauley who previously worked for the INOU as a CE Participant. On behalf of everyone in the organisation I extend our condolences to Carol's family and loved ones.

I wish to end by thanking my Officers Board and National Executive Committee colleagues, the staff of the INOU and all the representatives of our affiliated organisations who supported us during

2014 and I look forward to my continued involvement in the work of the organisation in the year ahead.

Ann Fergus
Chairperson



Brid O'Brien, Head of Policy and Media INOU, Minister of State at the Department of Social Protection, Kevin Humphreys, TD, and Ann Fergus, Chairperson INOU at the launch of Working for Work 2014.

Co-ordinator's Report

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

2014 was another year of very significant activity for the organisation. Year on year the demands on and for our services continue to increase. Unfortunately the financial resources available to the organisation to meet these demands are, in keeping with so many other organisations in our sector, coming under increased pressure. During the year, we published and distributed 25,000 copies of the 21st edition of Working for Work.

This publication is now firmly positioned as the most comprehensive information publication on employment, education and training options and social welfare entitlements. We also distributed thousands of copies of our tailored information leaflets aimed at unemployed people and employers. We completed a demanding training and events calendar and we also directly assisted over 10,000 unemployed people who either contacted our welfare rights information service or met with our staff at the very many education and training events and job fairs that we attended during the year.

Strategic Plan

A key development this year was the formulation of a new three year Strategic Plan for the organisation. The challenge for the INOU over the next number of years is to reinforce and strengthen our position as the representative organisation of the unemployed, and to do so in an uncertain funding context. This



John Stewart - Co-ordinator

new Strategic Plan has been formulated following consultation and discussion with the INOU's Officers Board and National Executive Committee, the Senior Management and Co-ordinating Team, INOU staff, the General Branch of Individual Members and INOU affiliated organisations.

I would like to thank everyone for their input to the document. I would particularly like to thank Dr. Carmel Duggan, WRC Social and Economic Consultants who facilitated the strategic planning sessions and for her assistance in formulating the final plan.

Membership

We welcomed the following organisations into membership during the year:

- Employability Service Kildare
- The Pluto Network
- Taghmon Family Resource Centre
- North West Inner City LES

Co-ordinator's Report

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- Kells People Resource Centre
- Inner City Enterprise (ICE)
- Breffni Family Resource Centre
- Employability Clare
- Employability Midlands
- Clones Community Forum
- Longford Community Resources
- STEP
- Carlow Local Development Company

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

Intreo Focus Group Meetings

I am pleased to report that Phase 1 of this work has been completed. A report – Mapping the Journey for People who are Short-term Unemployed was published in October. A copy of the Report is available on the INOU's website – www.inou.ie.

The Report has been widely circulated, including to the Tanaiste and Minister for Social Protection and to DSP Minister Kevin Humphreys. I was also delighted to present the main finding and key recommendations arising from this work to the meeting of the Labour Market Council in November.

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

I would also like to thank the officials at the Department of Social Protection and the Intreo Office Managers and Regional Managers for facilitating the INOU in undertaking this work.

Individual Membership

We greatly value the involvement of Individual/General Branch Members in the work of the organisation. Seven General Branch meetings were held in 2014.

These meetings continue to provide important opportunities for Branch members to have an input into the work of the organisation and to participate in the wide-ranging discussions on unemployment/employment related issues.

Welfare Rights Information and Advocacy Service

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

Throughout 2014, 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 2013, 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,

Co-ordinator's Report

Partnerships, Citizens Information Centres and other organisations remained consistently high throughout the year.

Social Media is also increasingly being used within the Welfare to Work Section to proactively engage with people seeking Welfare Rights information. The continued growth in the use of the internet as an information tool, and specifically social media websites, has allowed the INOU to develop and extend its capacity to deliver services to ever diversifying group of clients.

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

As part of this work the staff of the 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.

Working for Work

We produced the 21st edition of Working for Work during the year.

Working for Work is the most comprehensive guide to social welfare entitlements and education, training and employment options for unemployed people and others distant from the labour market. 25,000 copies of the book were distributed to a wide range of local community based organisations, state agencies and individual unemployed people during the

year. We are grateful to the Department of Social Protection and the Department of Education and Skills for their on-going support for the publication.

I would like to take this opportunity to thank the Minister of State at the Department of Social Protection, Kevin Humphreys, TD, who officially launched the publication at Araby House on 10th September.

Training

During the year, we delivered a total of 174 days of QQI training, participated in 4 on-request presentations, delivered 32 days of 'on request' training to organisations across the country and 7 non-accredited training days.

These 7 training days were provided through 1 training Calendar consisting of 3 training modules - Introduction to Social Welfare; Delivering a Quality Service to the Unemployed and Welfare to Work. We also ran 5 programmes at QQI (formerly known as FETAC) Level 6, covering two modules, Social and Civil Information and Train the Trainer.

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

Building Futures

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

Co-ordinator's Report

peer educators, trainers and mentors. The fourth year of our programme was completed in 2014.

15 Participants from the Blanchardstown and surrounding areas completed nine QQI modules at levels 5 and 6 with 13 receiving QQI certification.

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.

To date, the programme has been a huge success and I am delighted to report that we continue to hold Local Training Initiative designation for the programme. We are grateful for the related supports and resources received from the CDETb.

Recruitment for the fifth year of the programme was completed in August and 15 participants from the Ballymun area commenced training in September. I would like to take this opportunity to thank all those involved with the programme.

Employer Linkages

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

The following work was undertaken:

- Linked in with 98 companies that announced job gains with a view to

promoting the range of incentives available to employers when they recruit unemployed people.

- Attended 17 employer/recruitment events.
- Linked in with 10 redundancy situations.
- 10,000 leaflets, designed to provide specific welfare rights information and job seeking education and training supports were distributed to local INOU affiliated organisations.
- Three Discussion Forum meetings were held during the year.
- We issued an E bulletin on average every 10 weeks during 2014.

Development

A new aspect of the work of the Development Officer during the latter part of the year has been the running of a series of Information Roadshow events in 14 areas around the country. The rationale for these events was to:

- Develop and strengthen links with local organisations dealing with issues affecting unemployed people.
- Promote INOU services such as Individual Membership, Training and Telephone/Email Information and Advocacy Query Service.

This initiative was developed in the context of the INOU Strategic Plan which has, amongst other things, committed the organisation to:

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- Build the individual membership base throughout the country through broadening and promoting the benefits of membership including to users of INOU information services and those attending focus groups / information meetings.
- Explore with INOU affiliates ways of increasing the number of individual members.
- Build our affiliate membership with particular focus on parts of the country currently under-represented by broadening and promoting awareness of the work of the organisation and on the benefits of affiliation.

The organisation will seek to build on the success of the initiative during 2015.

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 18 years. Participants are based both in our offices here at Araby House and in a number of local groups.

The work undertaken by the CE Participants is essential to the effective running of the organisation and we greatly appreciate the work that they do both here in our offices and in the other projects.

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

Annual Conference

Our 2014 Annual Conference was held on Wednesday 28th May at Wynns Hotel, Dublin.

The Conference was opened by John Douglas, President of the Irish Congress of Trade Unions and Mandate General Secretary.

The following NEC members were automatically elected at the Conference; Ann Fergus, Galway People's Resource Centre; Padraig Malone, Limerick Resource Centre for the Unemployed and Joe Williams, INOU General Branch.

Eight motions were discussed and debated at the Conference. The Motions included calls on the Government to restore the Secondary Benefits that have been reduced, and to restore the Christmas Bonus. In this regard, we welcomed the announcement in the Budget to partially restore the Christmas Bonus in 2014.

Other motions included calls on the Government to cease directing unemployed people onto employment, education and training programmes that do not meet their needs; calls to ensure that the creation of decent jobs is at the heart of their Action Plan for Jobs and a call for a lifting of the public service recruitment embargo. In this respect we welcomed the announcement in the Budget that the recruitment embargo was to be lifted.

Farewell to Aidan McCarthy

I would like to echo the Chairperson's remarks in relation to Aidan McCarthy who retired on 18th July. Aidan's contribution to the work of the organisation has been immense.

Aidan had a key role in the production of Working for Work and his input will be sorely missed in the future. On behalf of all the

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staff in the organisation, I would like to thank Aidan for his unstinting commitment to the INOU and wish him a long and happy retirement.



*Aidan McCarthy, Information Officer,
and John Stewart, INOU Coordinator,
on his retirement from the INOU.*

The People's Conversation – Rethinking Citizenship for 2016

The INOU is delighted to be participating in the People's Conversation – a project of The Wheel, in partnership with the Carnegie UK Trust. The People's Conversation will play a key role in creating a major vision statement for Ireland, its people and its values in the 21st century.

The Conversation will provide an important platform for people to think about a new vision for citizenship in today's Ireland.

Irish people's understanding of the respective rights, responsibilities and interrelationships of citizens, families, communities and the State has changed radically in the past 100 years. Recent events have raised questions

about our sovereignty and our ability to look after each other fairly.

The INOU convened the first People's Conversation Group at Araby House on Thursday 31st July with a subsequent meeting held on 26th November.

The events were facilitated by Ryan Meade from the Wheel. The meetings were attended by unemployed INOU members, staff and members of the organisation's National Executive Committee. We were delighted when the meeting in November was attended by Conor O'Raghallaigh, Deputy Secretary General to the President of Ireland, Michael D. Higgins.

Funding

Details of the organisation's income and expenditure are set out in the Financial Report.

I would like to take this opportunity to thank the Department of Environment, Community and Local Government/Pobal, the Department of Social Protection, the Department of Education and Skills and the ETB for their financial assistance during the year.

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

John Stewart
Co-ordinator

Head of Policy and Media Report

According to the Central Statistics Office (CSO) in 2014 employment increased by 1.5% or 29,100 people to 1,938,900 people. However, Ireland has a long way to go to achieve pre-crash employment levels (see graph below).

Looking at the breakdown, 1.49m people were in full-time employment in Q4 2014, an increase of 2.7% over the year. Part-time employment fell by 2.3% to 446,400 people. 26% of people working part-time see themselves as underemployed: however, this figure is down on Q4 2013 when it stood at 31.4%. Remember employment programmes, like Community Employment are included in the employment

figures. And according to the Live Register data for January 2015 there were 49,542 people on employment programmes in December 2014, an increase of 5% or 2,372 people on December 2013.

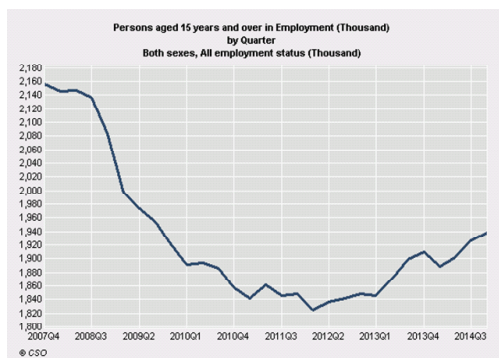
According to the Quarterly National Household Survey unemployment decreased by 15.6% in 2014 to 213,600. The unemployment rate fell to 9.9%, the first time it was under 10% since Quarter 4 2008. Long-term unemployment also fell by 20.6% to 123,400 people.

The long-term unemployment rate is 5.7%, down from 7.2% in Quarter 4 2013. It is important to note that to be classified as unemployed a person must be actively seeking work in the previous four weeks and be able to take up work within the next two weeks. So to capture people who are unemployed but who have not been recently seeking work and / or people who need to put in place, for example, care arrangements, the Central Statistics Office



Bríd O'Brien
Head of Policy & Media

produces the Potential Additional Labour Force figure (PALF).



In Quarter 4, 2014, PALF stood at 38,800 people, down 21.2% on the same quarter in 2013. The Labour Force, which consists of people in employment and people classified as being unemployed, decreased by 0.5% over 2014. One of the contributory factors to this decline was emigration which was particularly marked amongst people aged under 35.

Head of Policy and Media Report

Over the same period the Live Register fell by 9.9% to 356,112 people: of this group 164,796 people were on the register for more than a year, a drop of 8.25% over the year.

Of particular concern to the INOU is the number of people on the register for three years and more: according to the half-yearly data there were 95,904 people in this position. Clearly, a lot more needs to be done to create decent employment opportunities for this group of people.

Policy Developments

The INOU's participation on the Labour Market Council and the Further Education and Training Strategy (FETS) continued. As part of the latter engagement the INOU along with other members of the Further Education and Training Strategy Advisory Committee facilitated a range of workshops for key stakeholders including unemployed people and community based organisations on the development of the FETS and what it should contain to be meaningful for them.

In May, the Government launched the FETS. Amongst its core principles are a learner centred approach and a commitment to being 'actively inclusive'. These are principles that should be an integral part of Pathways to Work as well.

At the end of April the Labour Market Council published its interim report and amongst its recommendations were that "*The Council urges continuation of activation policies and other measures to reduce long-term unemployment which worryingly still accounted for 60% (169,000) of total unemployment in 2013;*

and for these policies and measures to have at their heart the provision of an excellent service to unemployed people and one that strives to assist them to make the most of the opportunities available to them." (p11)

In September An Tánaiste launched the Council's Employment and Youth Activation Charter which called on employers who sign the Charter to "*commit that at least 50% of candidates considered for interview will be taken from the Live Register."*

Initially, larger employers have been targeted as signees of this Charter. However, given the large numbers of people employed by SMEs, it will be important for the Charter to capture a wider range of employers and for the Department of Social Protection's employment services to follow-through on this work and create a positive conduit between unemployed people and employers.

Working in Partnership

The INOU continued to represent the Community and Voluntary Pillar on the National Economic and Social Council (NESC). During 2014 NESC explored the following themes: jobless households; active labour market policy including Further Education and Training Strategy and JobPath; environmental indicators and data; housing which ranged from social housing to private rental sector to home ownership.

The Community and Voluntary Pillar continued to meet with Government Departments bilaterally; the INOU participated in the meetings with the Department of Education and Skills; two divisions of the Department of the Environment and Local Government: Housing and the

Head of Policy and Media Report

Community Sector; and the Department of Social Protection. These meetings provide a useful mechanism to raise issues of concern and to engage with the relevant officials on their redress.

In 2014 Ireland made its first post-Troika submission to the European wide process, Europe 2020. The INOU drew together the Community & Voluntary Pillar's submission to Ireland's National Reform Programme and the Pillar's subsequent response to the Government's draft document.

The INOU also continued to work with a wide range of colleagues in the Community and Voluntary sector on:

- Economic, social and cultural rights through the ESC Rights Initiative which sought to ensure that these rights would be given due consideration in the Constitutional Convention and any follow-up work; and through the work of FLAC and Children's Rights Alliance on Ireland's next report under the International Covenant on Economic, Social and Cultural Rights.
- Poverty and social exclusion through the Community Platform; the Vincentian Partnership for Social Justice; EAPN led project on Minimum Income. In February, the Community Platform launched case-studies of the impact of austerity policies on the lives of people experiencing unemployment and other issues, and the challenge of maintaining and developing community based responses with less and less resources.
- European developments and their impact on Irish policy making and practice through

the European Anti-Poverty Network's Europe 2020 Working Group; and the Better Europe Alliance. The Better Europe Alliance consisted of community and voluntary sector organisations, SIPTU and the Environmental Pillar and it explored and feed into the European Semester process and its implications for Ireland. In December a Conference was held entitled "A Socially, Economically and Environmentally Sustainable Ireland in Europe: A national conference on Europe 2020 and the European Semester" and an accompanying publication was produced for which the INOU wrote two chapters: one on the Europe 2020 employment target and the other on the R&D target.

- Advocacy through the work of the Advocacy Initiative which completed its work in August 2014. Over the life-time of the Initiative: 1,600+ people registered for 26 events; there were 16 one-to-one interviews with politicians; meetings with over 40 civil servants; roundtable with 6 media stakeholders; 14 interviews with semi-state officials and political advisors; and over 600 community and voluntary sector actors who participated in various research projects.
- Education through Pavee Point's Advisory Committee on Recognised Prior Learning and its role in validating Roma and Traveller women's learning.

The INOU continued to participate on RTE's Audience Council; the council of the Economic and Social Research Institute; the board of Dublin Adult Learning Centre; the Monitoring Committee of the Human Capital Investment Operational Programme.

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In February, as part of the INOU's work within the Audience Council, the organisation ran a focus group for members to discuss RTE's handling of the issue of unemployment.

A report of this day was written up and presented initially to the Audience Council and then passed on to the Board of RTE: it was subsequently discussed at a joint meeting in July alongside the Council's work on climate change; ex-offenders; and people experiencing poverty.

Communications

Throughout 2014 the INOU continued to engage with a range of media on issues affecting unemployed people and how these issues and the people experiencing them are perceived. Topics ranged from:

- Employment Programmes: changes to Community Employment; Gateway; JobsPlus; JobPath.
- Fraud and control: numbers of people sanctioned; the impact of Genuinely Seeking Work criteria; Jobs Ireland CV upload.
- Local offices: money spent on Intreo signage; selective signing-on times; abuse and violence; social welfare appeals;
- Jobs: regional development; low confidence and lack of response to job applications; what constitutes a job; why aren't unemployed people applying for job vacancies; what constitutes a job vacancy; Polling Stations and Count

Centres; welfare to work issues; Action Plan for Jobs;

- Barriers: childcare; age discrimination; secondary benefits; housing; rural isolation and disadvantage;
- Income: Budget 2015; Property Tax; Water; Back to Work Family Dividend;
- Statistics: Live Register; Quarterly National Household Survey; jobless households; long-term unemployment; unemployment 'hotspots';
- Publications: Working for Work; final report from the Mount Street Trust Initiative.

INOU made submissions on the following:

- In March on the proposed re-configuration of Community Employment and on the Department of Social Protection's Fraud and Control Initiative.
- Pre-Budget submission to the Department of Social Protection and follow-up at the Department's Pre-Budget Forum and subsequent meeting with An Tánaiste.
- A wider pre-budget submission was also made and circulated to the relevant Government Departments and Ministers. As part of a Community and Voluntary Pillar delegation, the INOU met with the Ministers for Finance and Public Expenditure and Reform.
- In June a submission and presentation were made to the Joint Committee on

Head of Policy and Media Report

Education and Social Protection on what if any activation supports are available for unemployed people not on the Live Register.

- In July the INOU met with Minister Richard Bruton TD and Minister Damien English on the Action Plan for Jobs 2015 and in September a written submission was made
- In October, the INOU was part of the Better Europe Alliance that made a presentation to the Joint Committee on European Affairs on the review of Europe 2020 and the need for a balanced approach within the EU Semester Process between economic, social and environmental issues.

INOU spoke at:

- **January:** the INOU spoke at the Local Employment Service Coordinators meeting in Tullamore on the developments happening through the Labour Market Council and the Further Education and Training Strategy Advisory Committee. In June a presentation was made to the LESN Mediators Forum on these developments.
- **March:** at the Youth Guarantee event hosted by MEP Emer Costello; and at UCD Law Society; Students Union; and European Commission debate on the motion: "*Youth Unemployment in Ireland: is the Youth Guarantee part of the solution?*".
- **May:** at the Northside Community Forum on active labour market policy and its implications for community based organisations.

- **September:** at Maynooth University's Activation Seminar on the learning arising from the INOU's Intreo project. A follow-up meeting was held in the INOU at which Professor Evelyn Brodtkin, University of Chicago met with INOU members and affiliates working on activation issues.
- **October:** at the Southside Local Employment Service Social Inclusion Week on the impact of unemployment and the developments underway.
- **November:** at the FLAC press conference on the International Covenant on Economic, Social and Cultural Rights Shadow Report: the INOU covered the right to work and the challenges facing unemployed people in exercising this right.
- **December:** at the Irish Association of Supported Employment (IASE) AGM presentation on Pathways to Work and the implications for people with disabilities and employability services.

Brid O'Brien
Head of Policy and Media



Attendees at the INOU Kerry Roadshow



Building Futures Graduation 2014



Participants in the Peoples Conversation 2014

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 10 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>INOUE Co-ordinator</i>

Nominating Organisation

Galway People's Resource Centre
Springlawn's Residents and 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 Adebari	Supporting Unemployed in Laois
- Brendan Sherlock (Co-opted)	INOUE General Branch
- Michael McNamara	INOUE General Branch
- Joe Williams	INOUE General Branch
- Mary Smith	EDI Centre, Longford
- Mick Creedon	Ballymun Job Centre
- Lorraine Hennessy	INOUE Staff Representative
- Yvonne Browne (Co-opted)	National Employability Service
- Michael Glennon (Co-opted)	Sligo Leader Partnership

We would like to take this opportunity to thank Pat Kelleher and Niamh Farren who stepped down from the NEC in 2014 for all their support for the work of the INOU.

INOU Staff 2014

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

Senior Management Team

- Co-ordinator John Stewart
- Head of Policy and Media Bríd O'Brien
- Financial Controller Eric Conroy

Administrative and Finance Team

- CE Supervisor/Administrator Patricia Watters/Joe McDonagh
- Book Keeper Carol Thornton
- Receptionists Graham Tugwell/Maeve Molloy
- Cleaners Agnes Fortune
- Caretaker Marcin Witkowski
- John Donnelly

Welfare to Work Team

- Manager Welfare to Work Section Robbert J. Lynch
- Information Officers Kenneth Doyle
- Robert Kelly

Training Team

- Head of Training Unit Lorraine Hennessy
- LTI Co-ordinator Laura Pierce
- Assistant LTI Co-ordinator Anne Devlin
- Admin. Support Worker Michelle Seymour

Development Team

- Membership/Project Worker John Farrell
- Admin. Support Worker Ray Brennan
- Web Administrator Paul Higgins
- Jobs Researcher Colm Moore

Staff who left in 2014

Alan Mullen, Aidan McCarthy,
Louise Reilly

INOU Staff 2014

- FAST Eamonn O'Brien
- Ozanam House Resource Centre James Fox
- Ozanam House Resource Centre Noel Landy
- Ozanam House Resource Centre Sylvia Shonfeld
- Ozanam House Resource Centre Julie Walsh
- EAPN Audrey Caffery
- The Parish of the Travelling People Helen McDonnell



INOU Staff photograph

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 2014

	2014	2013
	€	€
Income		
- Dept of Social Protection (DSP)	251,700	246,575
- Dept of Environment, Community & Local Government	229,106	186,327
- DSP - Community Employment	111,088	135,648
- Dept of Education & Skills / SOLAS (Working for Work)	20,000	20,000
- FAS/ETB Local Training Initiative	83,385	37,909
- Mount Street Club Trust (MST)	9,944	134,756
- Office Rental	18,610	16,563
- Training Fees	43,226	31,113
- Other Income	<u>11,852</u>	<u>10,828</u>
	<u>778,911</u>	<u>819,719</u>
Running Expenses		
- Wages and salaries	358,971	364,392
- Community Employment Wages	224,244	180,005
- Employer's PRSI	43,311	43,621
- Staff pension costs defined contribution	7,632	10,442
- INOU Training & Info/Redundancy costs	8,569	12,886
- Staff training & Development	850	902
- Strategic Plan	3,077	2,500
- Building Futures Project/MST/LTI	16,295	56,221
- Welfare to Work development project	3,561	6,754
- 17th October Project	-	2,079
- National Executive Committee	8,027	8,206
- Community Employment Materials & Training	5,492	2,136
- Welfare to Work Information Support	11,719	10,717
- Dept of Social Protection Focus Group	1,119	3,665
- Recruitment	-	544
- Rent	15,571	15,571
- Insurance	2,497	2,600
- Light and heat	5,966	7,125
- Repairs and maintenance	4,456	5,281
- Stationery	3,096	2,754
- Postage and Courier	681	673
- Printing & publications (including Working for Work)	37,138	38,401
- IT Purchasing & Equipment	7,288	7,931
- Telephone	4,398	5,018
- Travelling expenses	2,359	2,085
- Annual Delegate Conference	2,786	3,340
- Audit fees	4,735	5,506
- General expenses	7,196	5,289
- Depreciation	<u>11,009</u>	<u>9,297</u>
	<u>802,043</u>	<u>815,941</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>(23,132)</u>	<u>3,778</u>



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