



INOU Annual Report 2010

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Chairpersons Report

I would like to take this opportunity to welcome you to our 2010 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 another very difficult and challenging year. The demands on staff have never been greater and I am very grateful for the commitment and dedication shown by all of the team.

Unfortunately, the increase in unemployment experienced in 2009 continued in 2010. The scale of the unemployment

crisis is unprecedented with the seasonally adjusted Live Register figure for September climbing to 448,800 people. As we come to the end of the year, the figure has fallen back to 446,000.

However, this figure would be much higher were it not for the fact that many unemployed people have not made the transition from Jobseekers Benefit to the means tested Jobseekers Allowance and unfortunately many more people have given up hope of finding a job in Ireland and have made the decision to emigrate. Also of particular concern is the very worrying increase in the number of people on the Register who are now long-term unemployed.

At a policy and practice level, the Government's response to the on-going crisis has been inadequate with the over-riding priority still being given to resolving the banking and fiscal crises resulting in a continuing lack of innovative solutions and a co-ordi-



Ann Fergus - Chairperson

nated approach to tackling unemployment and particularly long-term unemployment.

Yet again the Government, in Budget 2011, chose to punish unemployed people for their very unemployment. The €8.00 per week cut to the basic rate of social welfare, coupled with the wide range of other cuts to social supports will impact very negatively on unemployed people and their families and will result in yet more unemployed people being pushed further into poverty in the year ahead.

A particular significant development for the INOU during the year has been the roll-out of our new Building Futures Training Programme. Further details are outlined in the Co-ordinator's report; however I would like to take this opportunity to congratulate both the staff and the Programme Participants for their success, to date, in the programme.

We held this year's Annual Conference on Wednesday 26th May at the Prince of Wales

Hotel, Athlone. The Conference was officially opened by Dr. Mary Murphy, NUI Maynooth (Mary was also a previous INOU Assistant General Secretary). The Conference was very well attended and I was delighted to welcome all of the delegates who were there on the day.

At the Conference, NEC members were elected to serve for two years on the National Executive Committee. Elections to the positions of INOU Vice-Chairpersons were held at the NEC meeting in July and I am delighted to report that outgoing Vice-Chairperson, Barrie McLatchie was re-elected.

I am also delighted to report that Pdraig Malone, Limerick Resource Centre for the Unemployed, was elected to the second Vice-Chairperson position. I would also like to thank out-going NEC members Orla O'Connor, Bill Abom, Edel Kelly and Frank Mallon for their input to the work of the NEC and also to welcome new NEC members Deirdre Kelleher, Pat Kelleher, and Michael Glennon.

The Conference also agreed the new Constitution and Standing Orders for the INOU. This marked the culmination of an important piece of work in terms of reviewing and updating these important documents and I would like to thank all the staff and my NEC colleagues for their input to this work.

I was pleased to welcome Pat Carey TD, Minister for Community, Equality and Gaeltacht Affairs to Araby House on 6th September to launch a number of key publications funded by his Department.

I was also pleased to welcome Éamon Ó Cuív TD, Minister for Social Protection to Araby

House on 14th September to launch the 17th edition of Working for Work.

We also held our Make the Future Work Conference at the Ashling Hotel on 28th September and I had the opportunity to again welcome Minister Ó Cuív, together with Richard Bruton T.D, Aenghus Ó Snodaigh T.D, Ruairi Quinn T.D and Dr. Mary Murphy who participated in a panel discussion together with our Head of Policy and Media, Bríd O'Brien. I am also grateful to the senior civil servants who participated in the second panel discussion on the day.

Unfortunately, the funding difficulties experienced by the Organisation of the Unemployed Northern Ireland (OUNI) continued during 2010. The members of the Northern Ireland Council of OUNI continue to battle for recognition and funding for the work that OUNI does and I am deeply grateful to Frank Mallon, OUNI Chairperson and his colleagues for their unstinting support for the organisation.

I am also grateful to Cathy Kelly who continues to undertake administrative work at the OUNI office on a voluntary basis.

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 2010 for their on-going commitment and dedication to the organisation.

***Ann Fergus
Chairperson***



John Stewart, INOU Co-ordinator, Ann Fergus, INOU Chairperson and Minister for Social Protection Éamon Ó Cuív, T.D at the launch of Working for Work (17th Edition) at INOU Offices.



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.

The unemployment crisis has continued, making 2010 another very difficult year for unemployed people and their families. Unemployment has risen to unprecedented levels and long-term unemployment is a cause for serious concern.

While the rate of increase in unemployment and job losses slowed during the year, the Live Register rose to an all time high of 448,800 in September. Redundancies in 2010 totalled

almost 59,000. The Government's priority during the year continued to focus on the banking and fiscal crises. This has resulted in a lack of an adequate response to the unemployment crisis at national level.

The INOU has repeatedly called for the development and delivery of an integrated jobs strategy – the crisis in our public finances cannot be resolved until such a strategy is in place.

We were appalled by the Government's decision to again cut social welfare payments in the 2011 budget. The cut to the basic rate and the cuts in other vital social supports will have a devastating impact on unemployed people and their families.

The INOU has continued to respond to the unemployment crisis in a number of ways. We published and distributed 30,000 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



John Stewart - Co-ordinator

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

Campaigning and Lobbying

This year was marked by significant campaigning work on the part of the organisation. The work of the newly established Campaigns Sub-committee has been critical in terms of giving a focus to the campaigning work undertaken by the organisation.

The Sub-Committee includes members of the National Executive Committee, General Branch Members and INOU staff. This is the first ever sub-committee of this type in the organisation and reflects the deepening involvement of Branch Members in the overall work of the INOU.

We were involved with other Community and Voluntary Sector organisations and Trade Unions in a number of different campaigns

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that sought to challenge the prevailing ethos of 'cut, cut, cut'.

The campaigns included:

- Poor Can't Pay Campaign
- Communities Against Cuts
- Your Right Your Fight Campaign
- Community and Voluntary Pillar's five point plan
- Community Platform's 4 Steps to Recovery

We also supported and participated in the the Irish Congress of Trade Unions' national demonstration for a better and fairer way to manage the country's fiscal problems. Information on each of these campaigns is on the INOU's website campaigns page.

We also held two public meetings in the run-up to the budget. The meetings were held in Limerick and Dublin and I would like to thank the Limerick Centre for the Unemployed for jointly organising the Limerick event.

A key aspect of promoting awareness of the INOU's priorities for the Government in the Budget and the public meetings included meeting unemployed people at social welfare offices in Limerick and Dublin.

We distributed over 7,000 leaflets and posters directly to unemployed people and to our affiliated organisations and other community based organisations in Limerick and Dublin.

We are very grateful for the positive feedback and support for the organisation which we received from the unemployed people we met at the various social welfare offices.

Development

The work of the Development Section during 2010 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:

- Clones Family Resource Centre
- North Tipperary LEADER Partnership Job Club
- Co. Wexford VEC
- Raheen Family Resource Centre
- The Adult Educational Guidance Association of Ireland
- TBG Learning
- Gorey Family Resource Centre
- Carnew Enterprise Centre
- Finglas/Cabra MABS

The introduction of the 'on-line' membership application facility on our website – www.inou.ie to facilitate groups and individuals wishing to join the organisation has proved very successful and all applications, from organisations and individuals, now come via the website.

The continued delivery of the Welfare to Work Development Project has been a major feature of the overall work of the organisation in 2010. The project, funded by the Department of Community, Equality and Gaeltacht Affairs, assists INOU affiliated organisations, trade unions and employers through the provision of specific welfare rights information and other supports for people who have recently or are about to lose their jobs through redundancy.

The following work was undertaken during the year:

- Linked in with over 60 redundancy situations

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

- Linked in with 35 companies that announced job gains with a view to promoting the range of incentives available to employers when they recruit unemployed people.
- 41,500 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.
- 5 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 2011. I would like to take this opportunity to thank the over 130 people 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. 9 General Branch meetings were held in Araby House in 2010. 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 Tony Egan continued success as Branch Chairperson. I am also grateful to the

General Branch for their input into the work on devising a new Constitution and Standing Orders for the INOU – this involvement is greatly appreciated by the organisation. We also appreciate the on-going involvement of Branch members in the Campaigns Sub-committee.

Welfare Rights

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

Throughout 2010, the demand for information and advocacy services on the section remained 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.

The diversity and range of queries was equalled by the differing sources from which they came, with, as last year, 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 high again this year.

There was also a significant increase in the number of queries from people who were self employed and who were experiencing problems accessing social welfare payments.

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Working for Work

We were delighted to be able to produce the 17th 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. Initially, 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 and Family Affairs, the Department of Education and Science and FÁS for their ongoing support for the publication. We also welcomed the decision by Department of Social Protection to provide funding for an additional 5,000 copies of the publication.

These additional copies were distributed to some 400 local post offices around the country. We are very grateful to An Post for facilitating the distribution of the publications and I would particularly like to thank Brian McGann, General Secretary of the Irish Postmasters' Union for his support and involvement in this initiative.

Training

The demand for INOU training courses remained very high throughout the year, with all courses well attended and with a diverse range of participants from INOU affiliates, CICs and other organisations.

A total of 10 training days were provided through 2 training Calendars consisting of 5 training modules:

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

During 2010, we also delivered 30 days of FETAC training, participated in 17 Information Days and 8 redundancy presentations and delivered 10 days of 'on request' training to organisations across the country.

Building Futures

In last year's Annual Report, I referred to a new training project that the organisation was embarking on from the start of 2010 through financial support from the Mount Street Club Trust.

I am delighted to report that during the year, we finalised the detail of the programme which we've called Building Futures. Participants for the first year of the programme have been recruited and have successfully completed their first semester.

We have also been working closely with the other project partners, the One Parent Exchange Network (OPEN) and the Ballymun Jobs Centre. I would like to take this opportunity to again thank the Mount Street Club Trust for their financial support and also to thank Carmel Duggan at the Work Research Co-operative for her advice and on-going support in developing the project.

I would like to congratulate Lorraine Hennessy,

Programme Co-ordinator and all the programme Participants for their hard work to date and also for the commitment that the Participants have shown not only to the programme but also to the INOU. We look forward to rolling out the next phase of the project during 2011.

Ireland in Social Europe Project

We are delighted to be involved, as a partner, to the European Anti Poverty Network (EAPN) in this European funded project. The project is managed by the EAPN and the Partners are the INOU; the Vincentian Partnership for Social Justice; the Community Workers Co-Op; the Northern Ireland Anti-Poverty Network and Cork City Council.

The core objectives of the project are to:

- Enhance understanding of experiences of poverty in Ireland and promote a national debate on their implications for national and European policy.
- Raise awareness of the added value of a European approach to ending poverty and social exclusion during 2010.
- Promote innovative strategies for how the EU, through the Open Method of Co-ordination on Social Protection and Social Inclusion, can add more value to the fight against poverty in Ireland.

The project focuses on the three strands of: (1) income; (2) services; and (3) labour market activation. During the year, the INOU has built on the significant work undertaken in 2009.

This involved holding three regional meetings

(in Dundalk, Galway and Cork). These meetings provided an opportunity for representatives from local social welfare, FÁS, LES offices, VEC and local community based organisations to discuss some key issues in relation to activation.

Another key aspect of the project included the Make the Future Work Conference held on 28th September at the Ashling Hotel.

The Conference provided an opportunity for politicians, labour market analysts, social partners, civil servants, unemployed people and representatives from community organisations to examine the barriers that unemployed people experience in accessing work, training and education and to discuss the key aspects underpinning an activation strategy that can most benefit unemployed people.

The Conference also provided an opportunity to present and explore the findings both from the Focus Group meetings with unemployed people held in 2009 and the subsequent regional meetings with service providers.

Following on from the Conference, the INOU produced a major policy paper – 'Activation: What's it all about'. This document explores the issues raised at the focus group meetings of unemployed people and scheme participants and followed through at the three regional roundtables of local and regional practitioners and finally in the national conference. A copy of the document, together with the 'Burning Issues' paper is available on our website – www.inou.ie.

I would like to take this opportunity to thank everyone who participated in the work to date.

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CE Project

The INOU has been a sponsor of a Community Employment Project for the last 14 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 Delegate Conference was held on Wednesday 26th May at the Prince of Wales hotel, Athlone. The conference was officially opened by Dr. Mary Murphy, NUI Maynooth and ex INOU Assistant General Secretary.

8 policy motions were submitted for discussion and debate at the conference. The motions included calls to:

- Develop and implement an integrated and inclusive Jobs Strategy that will ensure access to decent work for all;
- Support the community and voluntary sector to develop its crucial advocacy, services delivery and policy development work;

- For the INOU to lead a national campaign of people who are unemployed to call on the Government to invest in a €1 billion Jobs Stimulus Plan.

- For the INOU to actively develop more direct strategies to protect the rights of the unemployed and the most vulnerable in our society

The Conference also agreed important revisions to the INOU Constitution and Standing Orders.

The following NEC members were automatically elected at the conference:

- Ann Fergus, Galway Peoples' Resource Centre
- Rotimi Adebari, Supporting Unemployed in Loais (SUIL)
- Tony Jordan, Ait na nDaoine, Dundalk,
- Delia Colohan, Ballinasloe Community Information Centre
- Pdraig Malone, Limerick Resource Centre for the Unemployed
- Brendan Sherlock, INOU General Branch.

The conference also featured three workshops on - Creating an Effective Local Jobs Strategy; Making the Social Welfare System Work and Making Education and Training work.

On a sad note, conference delegates observed a minute's silence for Richard McGhee, ex INOU Treasurer and NEC member who passed away on 8th June 2009.

Ann Fergus, Chairperson also extended the INOU's sympathies to AONTAS on the sad loss

of Jennifer Gunning, who attended the 2009 Conference as an AONTAS delegate.

We would like to take this opportunity to thank everyone who attended the conference for their input and support.

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 Community, Rural and Gaeltacht Affairs, the Department of Social Protection, the Department of Enterprise, Trade and Innovation, 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 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 2010.

The members of the Northern Ireland Council of OUNI are determined to continue the fight for recognition and funding for the work that OUNI does and I am deeply grateful to Frank Mallon, OUNI Chairperson and his colleagues for their unstinting support for the organisation.

I am also grateful to Cathy Kelly who continues to undertake administrative work at the OUNI office on a voluntary basis. I would also like to thank the Belfast Centre for the Unemployed for facilitating the monthly meetings of the OUNI NIC.

These supports have been vital to the continuation of the organisation and we look forward to maintaining these links in the year ahead.

John Stewart
Co-ordinator



INOUI supports ICTU - 'March for a Better Way' November 2010



During 2010 the Government continued to address the unemployment crisis in a piecemeal and cost neutral manner which the INOU has consistently argued was inadequate given the scale of the problem to be tackled.

Neither was it feasible to resolve the challenges facing the public finances unless jobs were created and unemployed people were supported to get back to work. All of this was in stark contrast to the volumes of public resources thrown at the banking crisis which has been truly staggering. And yet the banks did not lend or extend credit, businesses closed down,

further jobs were lost and the international financial markets were unimpressed.

Government has put their faith in an export led recovery leading to renewed economic growth followed by employment growth. However, there is no guarantee of this as jobless growth is a distinct possibility. Looking at some of the statistics for 2010 a number of points are striking. The Standardised Unemployment Rate rose to 14.8% over 2010. As the Co-ordinator's report noted the number of people on the Live Register reached historic highs during the autumn of 2010. Of even greater concern was the number of people on the live register for more than a year which increased by 63% or 60,206 to 155,324.

This upward trend was also visible in the 'official' unemployment figures which come from the Quarterly National Household Survey. By the end of the year unemployment had increased by 31,600 to 299,000; and long-



*Bríd O'Brien
Head of Policy and Media*

term unemployment increased by 73% to 153,900. So for the first time in thirteen years long-term unemployment accounts for more than half of unemployment; and the long-term unemployment rate is back to mid 1990s levels at 7.3%. The challenges this rise presents to Ireland both socially and economically should not be underestimated and are challenges that will deepen the longer this crisis is allowed to continue.

By the end of 2010 employment had fallen by 64,500 to 1,823,200. The on-going decline in construction employment accounted for 41% of this drop. Two age groups account for close to 85% of the fall in employment and they are the 20-24 year olds and the 25-34 year olds: 44% and 40% respectively. However when looking at the unemployment figures more than half of those unemployed are in the two groups 25-34 and 35-44 years of age and these two age groups account for nearly 70% of growth in unemployment during 2010.

The employment rate for those of working

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age (15-64 years) has now dropped to 59.4% and is now under 60% for the first time since the beginning of 1998. The number of self-employed people also dropped to 296,900, the first time this figure has been under 300,000 since mid 2003.

Given this fall in self-employment and the fact that nearly all of the job losses were in full-time employment demands that Ireland's social protection systems become more flexible in supporting all unemployed people to meet their needs; re-educate themselves if required; and take-up part-time and short-term work as sufficient growth in full-time employment is unlikely for the foreseeable future.

Social Partnership

Though the formal mechanisms of social partnership were not re-activated in 2010, the Community and Voluntary Pillar (CVP) continued to meet and pursue a range of issues. In February the INOU chaired a planning workshop for the CVP at which Professor Karl Whelan, School of Economics, UCD made a presentation on the economic and fiscal crisis and budgetary challenges and responded to the CVP's Five Point Strategy.

The CVP developed its own analysis of the current crisis to challenge the dominant narrative that continues to hold sway in the public arena. This narrative fed into the CVP further development of its briefing paper entitled "Securing an integrated national recovery strategy". This paper was launched in September and formed the basis of a meeting held with the Houses of Oireachtas in October and of the CVP pre-budget submission.

In June the INOU organised a workshop on taxation for the CVP which Professor Micheál Collins, TCD and former member of the Commission on Taxation addressed.

The CVP continued with its bilateral meetings with the Department of Education and Skills and initiated meetings with a range of other Departments on the non-pay elements of 'Towards 2016' and the impact of the crisis on progressing its High Level Goals identified across the lifecycle of children; people of working age; older people; and people with disabilities. Over the course of the year the CVP met with the Departments of Community, Equality and Gaeltacht Affairs; Environment, Heritage and Local Government; Finance; Health and Children; Office of the Minister of Children; and Taoiseach. The CVP also met with the Minister for Social Protection, Eamon Ó Cuív T.D; and liaised with the Social Inclusion Division on its work developing indicators for T16's High Level Goals.

The INOU was one of the CVP representatives on the National Economic and Social Council (NESC). The completion of NESC's report on Europe "Re-finding Success in Europe: The Challenge for Irish Institutions and Policy" (Report no. 122) and its report on the Euro "The Euro: An Irish Perspective" (Report no. 121 July 2010) formed the main body of its work up to July 2010 when that Council's term came to an end.

A new Council was formed to which the INOU was elected as one of the CVP representatives. Unfortunately a meeting of this new Council was not called in the second half of 2010. This was particularly disappointing for the INOU as the High Level Group on the Labour Market was not re-convened and NESC has commenced work

on a report provisionally titled "Unemployment and Active Labour Market Policies, 2010-2020".

In 2010 Europe continued with its work to produce the replacement strategy to the Lisbon Agenda. This strategy will be known as "Europe 2020 A Strategy for Smart, Sustainable and Inclusive Growth" and will be the strategy under which the National Reform Programme (NRP) process across Europe will now be rolled out.

It is under this NRP that the Irish Government reports to Europe on a range of economic and labour policies and developments including the National Employment Action Plan. In June the Department of An Taoiseach called a meeting with the social partners on 'Europe 2020'. The INOU has represented the CVP in the NRP consultative process which has tended to be a very limited process. The INOU co-ordinated the CVP submission to the draft document the Irish Government submitted to Europe towards the end of the year.

Policy Developments

2010 started with a 4.1% cut to Jobseekers payments. The Qualified Child payment was increased from €26 per child to €29.8 per child to compensate families dependent on social welfare for the cuts made to the universal payment of Child Benefit. 2010 ended with Budget 2011 which made further cuts to Jobseekers payments but failed to increase the Qualified Child Increase payment to compensate for the further reduction in the Child Benefit payment.

During 2010 further changes were made to Rent Supplement to reflect the fall in rents,

however the INOU remained concerned that more vulnerable tenants may not have been able to negotiate with their landlords and so would have taken the hit themselves.

The INOU will continue to challenge erosion of supports for unemployed people: with long-term unemployment rising, any further cuts would lead to an increase in the depth and duration of socio-economic exclusion and poverty.

Budget 2011 also contained new activation measures some of which build on existing programmes including the 15,000 places spread across: the extension of the Work Placement Programme to the public service; the roll-out of the Skills Development and Internship Programme; and Tús, the community based work programme.

The INOU remains concerned at certain aspects of these schemes e.g. there is still no additional payment made on the WPP though the positions are full-time; potential participants will be picked for Tús and then their names referred to the local implementing body who in turn will have to ascertain whether they have a suitable job or not.

On a point of principle the INOU is concerned that potential participants do not opt into Tús as they do Community Employment or Rural Social Scheme. On a practical point this lack of opt-in will make for a logistical nightmare for implementing bodies trying to match up potential participants with registered jobs.

In March 2010 An Taoiseach Brian Cowan, TD re-arranged Government Departments and agencies that had both strengths and weaknesses from an unemployment

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perspective. One of the curious developments was the dropping of the word 'employment' from a Departmental title.

In May FÁS was moved from the Department of Enterprise, Trade and Employment (DETE) to the Department of Education and Science (DES) and once the legislative changes had taken place moving its Employment and Community Services to the Department of Social and Family Affairs. This latter change happened at the beginning of 2011.

In September the Labour Force Division was moved out of DETE and into the Training and Further Education Division in DES. This effectively left the Minister for Labour Affairs still based at DETE with no division and no agency and raised a question for the INOU that was not satisfactorily answered: who was now in charge of labour market activation policy?

In November the Irish Government signed an agreement with the EU and the IMF which has major implications for all aspects of Ireland's economy and its society including unemployed people. The austerity focus to these documents coupled with language that implied all that needed to be done was to cut social welfare payments to get people back to work struck the INOU as unsound when Ireland is facing a massive unemployment crisis.

The lack of jobs is the real issue and all aspects of the labour market must be looked into if it is to be redressed properly. Job creation in the private sector is vital to get people back to work and to create wealth. However, job development in other sectors is equally important as the State and the community

and voluntary sector provide so many of the services that people seek and need.

Both of these sectors are key employers and it would be foolish of Ireland to presume that if such work is not maintained and properly developed that unemployment can be addressed. Though the INOU's calls to date for an integrated Jobs Strategy have not produced the desired outcome the INOU will continue to pursue it as it is a critical element if unemployment is to be addressed in a coherent manner.

Communications

At the beginning of the year the INOU made a presentation to the European Union on their proposed strategy "Europe 2020 A Strategy for Smart, Sustainable and Inclusive Growth" which will replace the "Lisbon Agenda Integrated Guidelines for Growth and Jobs". This strategy will be more intrinsically linked with Stability and Growth Pact issues at EU level which will present considerable challenges for truly inclusive growth "fostering a high-employment economy delivering social and territorial cohesion".

The INOU published "2010: Where is Ireland going?" as a response to Budget 2010; the inadequate response to the unemployment crisis; and a range of interrelated issues facing unemployed people.

During 2010 the Department of Social Protection passed two Social (Miscellaneous Provision) Acts. One of the purposes of these Acts was to provide DSFA with a broader range of sanction options if they believed unemployed people were not Genuinely Seeking Work as they had

refused an offer of an education, training or employment place.

In our submissions to these bills the INOU questioned the adoption of the big stick approach as the way to proceed with activation policy. The organisation argued for the principle of choice and the correct supports being put in place to facilitate unemployed people to be able to make informed choices. Ultimately this would lead to a more effective and efficient use of resources.

The INOU also worked with NWCi, OPEN and One Family in the development of a submission to Department of Social and Family Affairs for their 'Value for Money Review of Child Income Support'.

In the INOU's Pre-Budget Submission 2011 four key demands were made to Government: invest additional resources to address the unemployment crisis; maintain social welfare payments and supports; produce an integrated Jobs Strategy; and broaden the tax base based on the principle that those who can, pay.

These demands formed the basis of the flyers for the INOU's two public meetings towards the end of 2010 and the web based countdown to Budget day. In Budget 2011 the Government did the complete opposite on the first three demands and though it did broaden the tax base it was not based on the principle of those who can, pay. Rather the introduction of the Universal Social Charge was a regressive step, hitting lower paid workers hardest.

As noted in the Co-ordinator's report the INOU was a partner in EU funded project lead by the EAPN Ireland. Arising from this work including input from unemployed people; officials and

local organisations working on the ground; officials, politicians and C&V organisations working at a regional or national level the organisation published "Activation: What's it all about?" at the end of 2010.

In June 2010 the EAPN published "Ireland and the European Social Inclusion Strategy: Lessons Learned and the Road Ahead" and the INOU wrote the chapter entitled "Access to decent employment".

During the course of the year the INOU met with key politicians including the Minister for Social and Family Affairs, Mary Hanafin, TD; for Social Protection Eamon Ó Cuív, TD who also organised a series of meetings with an adhoc group of community and voluntary organisations; and Minister of State at the Department of Education and Skills Seán Haughey, TD.

Amongst the conferences and meetings that the INOU made presentations at were:

- EAPN International conference entitled "Building Social Europe from crisis to opportunity", the workshop on "Measures to support people into decent jobs";
- Dublin Council of Trade Unions and Waterford Council of Trade Unions on issues arising from the current crisis;
- The three regional meetings and to the national seminar entitled "Make the Future Work" arising from the INOU's work under the EAPN led project 'Ireland in Social Europe';
- DSP conference for local social welfare managers on customer service and unemployed people's experience;

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- Ógra Sinn Féin conference on youth unemployment;
- "Making the Future Happen...Addressing the Unemployment Challenge in Donegal" organised by Donegal County Development Boards Social Inclusion Measures Group;
- The Department of Social Protections annual Pre-Budget Forum.
- Traveller Community Health Workers Eastern Regional meeting on welfare rights and the implications of budgetary reform;
- Ennis Unemployment Conference;
- Wexford Local Development's conference "Putting People First: Communities Shaping the Future".

External Networking

- The INOU is a member of the Community Platform and is on its Steering Group. During the year the Platform finalised its equality paper and progressed its work with TASC on developing a more equitable and sustainable tax base. This work fed into the Platform's pre-Budget campaign called "4 Steps 2 Recovery".
- The INOU worked with other national community and voluntary sector organisations in a campaign called "Voices That Matter" concerned with maintaining an anti-poverty and equality focus to any future funding line to 'Support National Organisations in the Community and Voluntary Sector' (DCEGA).
- The INOU sits on the Human Capital Investment Operational Programme Monitoring Committee. The committee meets

twice a year: one meeting focuses on the programme's progress while the other focuses on a particular theme. The INOU also met with other members of this committee to discuss the horizontal principles e.g. social inclusion and equality: their implementation and reporting on same.

- The INOU is a member of the Equality Authority's Measure Committee which discusses the EA's work under the Human Capital Investment OP (HCIOP).

- The INOU is a member of AkiDwa's Employment Stakeholders Forum and supported the development of their welfare and employment rights document.

- The INOU continued its work with The Poor Can't Pay campaign and played an active part in the development of its campaign video..

- The INOU is a member of the Vincent Partnership for Social Justice's advisory group on their Minimum Essential Budget work. During 2010 VPSJ developed a rural MEB.

- The INOU also participated on the "Your Fight, Your Right" campaign which challenged the recommendation in the McCarthy Report to stop what they termed 'double payments' to lone parents and disabled people participating on programmes like Community Employment.

Bríd O'Brien
Head of Policy and Media

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 2010

	2010	2009
	€	€
INCOME		
Department of Social Protection	181,500	160,578
Department of Community, Equality and Gaeltacht Affairs	220,512	243,840
Department of Enterprise, Trade and Innovation	52,000	52,000
FÁS - Community Employment	214,532	215,112
FÁS - Working for Work	16,000	16,000
Dept. of Education and Skills - Working for Work	20,000	20,000
European Anit-Poverty Network (EAPN)	37,333	17,066
Mount Street Trust (MST)	132,724	9,539
Office Rental	28,897	32,780
Training Fees	33,131	22,780
Other Income	<u>20,563</u>	<u>22,647</u>
	<u>957,192</u>	<u>812,342</u>
Expenditure		
-Wages and Salaries	413,334	371,170
-FÁS Wages	192,354	197,040
-Employer's PRSI Contributions	47,232	43,256
-Staff Pension Costs	17,862	17,706
-INOUE Training & Info/Redundancy Days	12,036	6,627
-Staff training	1,250	1,706
-EAPN Project Costs	17,068	10,589
-MST Project Costs	36,314	62
-W2WDP Project Costs	16,719	18,533
-Grant aid to OUNI	872	2,574
-National Executive Committee	11,799	11,263
-FÁS materials & training	6,538	12,706
-Rent and Rates	15,546	15,532
-Insurance	3,243	-
-Campaigns	4,995	1,022
-Light & Heat	4,701	6,020
-Repairs & Maintenance	17,375	12,515
-Stationery	4,902	3,996
-Postage & Courier	1,247	1,436
-Printing & Publications	64,654	45,498
-Advertising	3,178	-
-Telephone	10,016	8,966
-Equipment	4,079	1,231
-Travel	4,089	2,329
-Annual Delegate Conference	6,045	4,374
-Legal and Professional	4,071	1,743
-Audit & Accountancy	4,023	4,215
-General Expenses	7,672	6,841
-Depreciation	<u>7,836</u>	<u>7,621</u>
	<u>941,050</u>	<u>816,571</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>16,142</u>	<u>(4,229)</u>



National Executive Committee

The National Executive Committee (NEC) is the governing body and Board of Directors of the INOU. NEC members are elected from amongst the wider membership of the organisation at the Annual Conference and normally serve for an initial term of two years. There were 11 NEC meetings during the year.

We are very grateful to all the members of the National Executive Committee for their input to the work of the organisation.

Officers Board

Ann Fergus	<i>Chair</i>
Seamus Orr	<i>Treasurer</i>
Padraig Malone	<i>Vice-Chair</i>
Barrie McLatchie	<i>Vice-Chair</i>
John Stewart	<i>INOUE Co-ordinator</i>

Nominating Organisation

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

NEC

- Des Bonass	Dublin Council of Trade Unions
- Tony Jordan	Ait na nDaoine Community Development Project
- Sylvia Ryan	ICTU
- Delia Colohan	Ballinasloe Community Information Centre
- Rotimi Adebari	Supporting Unemployed in Laois
- Lorraine Hennessy	INOUE Staff Representative
- Brendan Sherlock (Co-opted)	General Branch
- Deirdre Kelleher (Co-opted)	Fastrack to Information Technology (FIT)
- Pat Kelleher (Co-opted)	EDI Centre, Longford
- Michael Glennon (Co-opted)	Sligo Leader Partnership

We would like to place on record our appreciation of the work of the following outgoing NEC Members - Edel Kelly, Bill Abomb, Orla O'Connor and Frank Mallon.

INOU Staff 2010

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
Pauline Mulpeter/ Bolatito Raji
Carol McAuley
John Donnelly

Welfare to Work Team

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

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

Training Team

- Head of Training and Building Futures Programme Co-ordinator
- Trainer

Lorraine Hennessy
Helen Byrne

Development Team

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

John Farrell
Joe McDonagh
Ray Brennan

- Policy and Media Officer

Aaron Kirkham

OUNI Staff

- Volunteer Administrator

Cathy Kelly

Staff who left in 2010

Joan Shannon, Pat McCormack,
Erinna Behal, Sharon Morrissey