

IRISH NATIONAL ORGANISATION
OF THE UNEMPLOYED

Supporting Unemployed People



— 35th —
ANNIVERSARY

ANNUAL REPORT 2022



INOU Annual Report 2022

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Chairperson's Report

Chairperson's Welcome



Ann Fergus
INOU Chairperson

I am delighted to welcome readers to the INOU's 2022 Annual Report.

This year marked the 35th anniversary of the founding of the INOU. In 1987 a group of concerned individuals – unemployed activists, trade unionists and others came together against a backdrop of high unemployment, low participation rates, long-term unemployment and mass emigration. At the time, the scale of the unemployment crisis was such that collective action was needed both to bring forward potential solutions and to ensure that unemployed people had access to programmes and services and reasonable social welfare payments whilst unemployed.

From its fledgling roots, the organisation has very significantly developed over the last 35 years. The key aims of the INOU have, however, remained steadfast since our foundation. These are to:

- Seek to represent the interests and views of all unemployed people and their dependents at a national level;
- Campaign for an acceptable standard of living for all unemployed people and their dependents;
- Campaign towards the achievement of full employment at an acceptable rate of pay.

I would like to thank all of the individuals and groups that have been associated with the organisation since its foundation and whose support, assistance and dedication to the fight against unemployment has been critical in enabling the organisation to develop and grow over the last 35 years.

Throughout the year, the INOU like many other organisations, began to emerge from the measures that had previously been in place as a result of the Covid 19 pandemic. I am pleased to report that staff colleagues have started to make the transition back to a blend of office-based working in Araby House and on-going working from home. I would like to commend the Staff Team for their resilience during what has and continues to be a very challenging situation given the ongoing incidence of Covid 19.

2022 has been another year of exceptionally high output from the organisation as documented in this Annual Report. I am very grateful for the extraordinary level of skills, commitment and dedication of the Staff Team and my NEC Board Member colleagues to the work of the INOU.

Notwithstanding the gradual return to office based working, the INOU continued to run the majority of its events on-line during the year and the number of people engaging with the INOU, at Discussion Forum meetings, training and other events has continued at a very high level. This model of service delivery / engagement will continue to be a feature of our overall engagement strategies well into the future.

I want to take this opportunity to congratulate all of the Building Futures and Shaping Futures Learners for their achievements and the staff in

Chairperson's Report



the Training Unit for their on-going development and delivery of our education and training services. I particularly want to congratulate the LTI Staff Team on their success in recruiting to both of our LTI programmes that commenced in September.

We held our Annual Conference and AGM online on Wednesday 25th May. I would like to take this opportunity to thank all the representatives from our member organisations that attended this event. The Conference elected two members to the National Executive Committee (NEC). I was delighted to be re-nominated and elected on to the NEC for a further period of two years. I would also like to congratulate Michael O'Mahony on his election and also to thank Brendan Carmody who stood down from the NEC for his dedication and commitment to the work of the NEC over many years. I would also like to take this opportunity to thank Breda Murphy, EDIC Longford, for her contribution to the work of the NEC. Breda stood down in September. I would also like to take the opportunity to welcome Mary Smith, EDIC, as Breda's replacement on the NEC. I would also like to thank Jerry Dixon, who also stood down from the NEC, for his commitment to the work of the organisation.

At the Board Meeting on 3rd June, Joanne Farrell was re-elected as INOU Vice-Chairperson and Evanne Kilmurray was elected to the second Vice-Chairperson position. I would like to take this opportunity to congratulate Joanne on her re-election and also Evanne on her election to these key Officer Board positions. I would also like to thank my Officer Board and NEC colleagues for their on-going support for me and for the work of the organisation.

The year ahead will doubtless be challenging for many people given the on-going cost of living increases. Budget 2023 provided a welcomed level of financial support for hard pressed individuals and families however I fear that the additional payments provided will fall short of what's needed to avoid people falling deeper into poverty. Much work still needs to be done and the INOU will continue to press for financial and other related services and supports for unemployed people and other groups who are reliant on a social welfare payment.

I would like to take this opportunity to again offer my condolences to staff and NEC colleagues who lost loved ones during the course of the year.

I would like to send my best wishes to all of the INOU's unemployed Individual Members and their families and to our Member organisations for the year ahead. I would also like to again thank my NEC colleagues, all the staff of the INOU and all the representatives of our affiliated organisations for their incredible support for the work of the organisation during 2022

A handwritten signature in blue ink, which appears to read "Anne Lergus", is written over a horizontal line.

Chairperson

Co-ordinator's Report



John Stewart
Co-ordinator INOU

I would like to thank my Officer Board, NEC and staff colleagues for their on-going support, dedication and commitment to the work of the INOU during the year. 2022 saw the beginning of a gradual transition from almost exclusive home-based working for colleagues to a blend of office based and on-going working from home. This transition is still developing as there continues to be a significant incidence of Covid 19. I would like to thank my Staff Team colleagues for their co-operation and perseverance in this regard.

2022 has been another year of very significant output and achievement in which we:

- Completed significant work towards the publication of the 29th edition of Working for Work.
- Continued to track job announcements and link with many of these welcomed announcements to promote the employer incentives to recruit people who are unemployed.
- Met on-line with a range of Departmental officials and other key stakeholders.
- Participated in a range of on-line forums / structures on issues affecting unemployed people.

- Made submissions on a range of themes relating to unemployment / employment, education and training.
- Increased the delivery of on-line education and training.
- Commenced the QQI Re-engagement Process.
- Successfully completed the 12th year of the Building Futures programme and completed the recruitment process for the Year 13 intake.
- Successfully completed the third year of the Shaping Futures programme and completed the recruitment process for the Year 4 intake.
- Significantly enhanced our new Learning Hub.
- Dealt with over 7,000 queries through our Welfare Rights Information Service.
- Maintained a significant number of on-line Discussion Forum Meetings and other member events and recommenced some in person events.
- Continue to publish E Bulletins on a regular basis.
- Successfully delivered the Irish Human Rights and Equality Commission funded project which had a focus on stigma and unemployment.
- Successfully partnered with the Department of Social Protection on the consultation phase of the development of a new Employer Youth Employment Charter.
- Continued to ensure compliance with the Governance Code for Charities.

Co-ordinator's Report



Governance

From 28th February 2020, the INOU is registered on the Public Register of Charities – Charity Number 20205369.

The INOU's Charitable Purpose has 5 main strands:

- The prevention or relief of poverty or economic hardship through the provision of a comprehensive welfare rights / welfare to work information, advocacy, and training service.
- The advancement of education through the provision of training / education and acting as a sponsor of employability programmes such as CE (Community Employment) and two LTIs.
- The advancement of community welfare, including the relief of those in need by reason of youth, age, ill-health, or disability, through the provision of information on welfare, work, education, and training and directly supporting unemployed people and organisations working on unemployment.
- The advancement of community development, including rural or urban regeneration by supporting community-based organisations in their work, through the provision of training and information services, with a view to enhancing the capacity of organisations to provide services and supports to unemployed people and other people experiencing social and economic exclusion.
- The integration of those who are disadvantaged and the promotion of their full participation in society by way of representing the interests and views of all unemployed people and their dependents at a national level,

campaigning for an acceptable standard of living for all unemployed people and their dependents, and by campaigning towards the achievement of full employment at an acceptable rate of pay.

The INOU is compliant with the requirements of the Charities' Governance Code and we continued to strengthen the governance and oversight framework within the organisation throughout the year.

Board Meetings

The National Executive Committee / Board of Trustees met on 10 occasions during the year. Two Board Development sessions were also held. The first on 15th June had a focus on Governance and the second on 13th December had an issues and policy focus.

Annual Conference / AGM

We held our Annual Conference and AGM online on Wednesday 25th May. I would like to thank all the representatives from our member organisations that attended this event. In addition to formally agreeing the Financial and Annual Reports, and reinstating our Auditors, Browne, Murphy and Hughes for a further year, the Conference also elected two members to the National Executive Committee (NEC). I would like to congratulate our Chairperson, Ann Fergus on her re-election to the Board for further period of two years and also to congratulate Michael O'Mahony on his election. I would also like to thank colleagues Brendan Carmody, INOU General Branch and Breda Murphy, EDIC Longford, who stood down from the NEC during the year. Brendan stood down at the ADC / AGM and Breda stood down in September. I would also like to

extend a very warm welcome to Breda's replacement on the NEC - Mary Smith, EDIC who joined us in October.

At the ADC / AGM, Delegates discussed four motions that had been proposed. Two motions proposed by the INOU General Branch were discussed and agreed. The first motion called on the Government to ensure that social welfare payments are increased at least to match the cost-of-living increases and to introduce targeted anti-inflationary measures for those in receipt of social welfare payments. The second motion called for a reduction in the unnecessary bureaucracy in applying for social welfare payments and benefits and to ensure they are as easy to complete as possible.

Two NEC motions were also agreed – the first a call on the Government to benchmark all social welfare rates at a level which is sufficient to lift people above the poverty line and provide them with a Minimum Essential Standard of Living and the second, a call on the Government to finally incorporate a new ground into Ireland's equality legislation, that of socio-economic status, and to seriously address the issues of inequality and exclusion in Ireland's labour market.

The conference also featured a very good discussion on the impact of the cost of living increases on unemployed people and other groups that are reliant on social welfare; the lessons to be learnt as we emerge from Covid and also on the supports and services provided by member organisations to people fleeing the war in Ukraine and how the INOU may be able to support member organisations in this regard.

At the Board Meeting on 3rd June Joanne Farrell

was re-elected at INOU Vice-Chairperson and Evanne Kilmurray was elected to the second Vice-Chairperson position.

Membership and Member Supports

We were delighted to welcome the following organisations into membership during the year:

- Clúid Housing
- Skills Team Group
- Letterkenny Community Development Project
- The Peter McVerry Trust

We very much appreciate that our membership numbers have held up well during the year and at the end of the year we retained close to 200 organisations in membership – details of our member organisation can be found on the INOU's website www.inou.ie.

I am delighted to report that we have also continued to deepen our relationship with the Samaritans and their vital work in supporting front line staff in our Member organisations who are dealing with clients in distress. In 2022 we continued to run the on-line 'Conversations with Vulnerable People' training events which were delivered on line by Anne Corcoran from the Samaritans. These free events are aimed at front-line Information Providers in INOU member organisations and feedback has been very positive from programme participants. We look forward to continuing this collaborative work in 2023.

We also held nine additional Online Events for Members. Four of these were run in collaboration with the Department of Social Protection; two online events were run in collaboration with

Co-ordinator's Report



Community Law and Mediation; one with Clúid Housing, Focus Ireland and Threshold; one in collaboration with National Adult Literacy Agency (NALA) and one online event supporting our member organisations in their work with Ukrainian refugees. Over 750 people representing attended these online events.

Regional Discussion Forums

I am pleased to report that participation at our on-line Discussion Forum events has been positive again this year and we are very grateful to everyone who took time out to join us at these on-line events. We held six on-line Regional Discussion Forum meetings during the year involving over 120 participants from over 50 organisations. The themes discussed at the meetings included: Budget 2023 and updates on a range of policy developments.

I would like to thank everyone who attended the meetings for their input and insights into the various themes addressed in the meetings.

Individual Membership

We greatly value the involvement of Individual / General Branch Members in the work of the organisation. Eight on-line General Branch meetings were held in 2022. 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. We also held two online INOU Introductory Meetings for our Individual Members during the year. We also circulated information, through email, our website and social media on a range of training events, JobFairs, and Information roadshows.

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

2022 was another year of very significant demands on our information and advocacy services. The diversity and range of queries was equalled by the differing sources from which they came, as in previous years.

There was a noted increase in the number of clients seeking to return to employment, and identify return to work supports following receipt of the Pandemic Unemployment Payment (PUP), in people seeking to access disability payments (Disability Allowance and Invalidity Pension) and in people engaging with the Social Welfare Appeals process seeking our assistance to request reviews prior to appeal and in making appeals directly.

As part of our standard Information and Advocacy services the section:

- Supported 85 clients in seeking Reviews of Overpayment Recovery decisions prior to seeking a Social Welfare Appeal
- Supported 382 clients in seeking Reviews of Decisions by Deciding Officers prior to seeking a Social Welfare Appeal
- Supported 197 clients in preparing appeals, both Standard and Oral hearing applications to the Social Welfare Appeals Office

- Supported 5 organisations and groups in assisting clients in making appeals to the Social Welfare Appeals Office
- Assisted 2 clients in preparing a complaint to the Office of the Ombudsman
- Supported 6 clients in progressing Customer Service issues to the official DSP Complaints Process
- Supported 1 client in preparing cases for the Workplace Relations Commission.

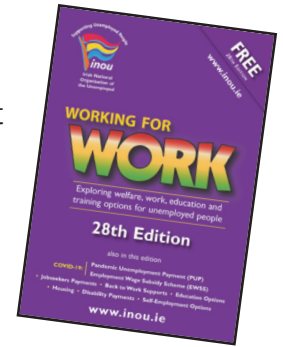
These figures are in addition to supporting over 5,791 clients in applying for, accessing, and qualifying for a range of income supports from the Department of Social Protection including Jobseekers Payments (Jobseekers Allowance / Jobseekers Benefit), Disability Payments (Disability Allowance / Illness Benefit / Invalidity Pension), Carer's Payments (Carer's Allowance / Carer's Benefit) and payments under the Supplementary Welfare Allowance (SWA) scheme.

As in 2021, the INOU website again provided the largest numbers of direct referrals and contacts.

As part of our ongoing work in support of Jobseekers, the Welfare to Work Section would normally attend jobfairs and information events, hosted / promoted by the Department of Social Protection throughout the country, providing information and support for jobseekers seeking to return to work. These events resumed in 2022 and colleagues from our Information services have actively participated in events during the course of the year.

Working for Work

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. This year 19,400 copies of the book will be produced. We are grateful to the Department of Social Protection and the Department of Education and Skills / SOLAS for their on-going support for the publication.



Training Services

The INOU delivers a significant suite of training programmes to a very diverse group of individuals and organisations. These include people who are unemployed; people in employment and people participating on employment and training programmes. The organisations that we deliver training to include a mix of community and voluntary sector organisations but also include Education and Training Boards, Employment Services Providers and others. Our Head of Training also continues to represent the INOU on the Wicklow Local Community and Development Committee.

I am delighted to report that the move to training to online has continued to significantly increased our participation rates resulting in a much wider reach across the country and a broader scope of participants during the year. A wide range of training activity was undertaken during the year including:

- The delivery of specifically tailored training sessions on Social Welfare and Budget Updates.

Co-ordinator's Report



- On-going delivery of our Welfare Rights and Information, Advice and Advocacy QQI Level 6 programmes
- The continuation of a range of non-accredited training programmes
- The continuation of a range of 'bite sized' training programmes

In total, the organisation delivered 17 training events to over 670 participants.

We also commenced the QQI Re-engagement process during the year. This process culminated in an on-line Panel Site Visit on 5th December. The results of the visit were encouraging and as we move into 2023, we will be further developing our QQI Quality Assurances Policies, Procedures and Practices.

Building Futures

Building Futures, a Local Training Initiative, delivers a QQI accredited training programme and associated workplace internships that draws on learners own life experiences to enable them to become peer educators, trainers, community workers and mentors. The 12th year of our programme was completed in 2022. All learners received QQI certification. Some learners also undertook workplace internships and volunteering opportunities which provided invaluable experience of and insight into community and voluntary based workplaces. Learners also had opportunities to participate in workshops and additional training. A very successful Recruitment Process for the 13th year of the programme was completed in September and the new Learners commenced training at the beginning of October.

Shaping Futures

Shaping Futures is a QQI Level 4 Programme that encourages and supports learners to gain employability skills. Successful learners will receive a QQI Level 4 Major Award in Employability Skills. As with Building Futures the programme focus on participants developing their own life experiences into learning and development. The third year of this programme was completed in August with learners successfully receiving a QQI award. Following a very successful Recruitment Process, the Learners for the 4th year of the programme commenced training at the beginning of October.

Both programmes Shaping Futures and Building Futures continue to be a huge success and we are delighted to report that we continue to hold Local Training Initiative designation for the programmes.

INOUE Learning Hub

During the year, further work was undertaken on the development of a significant learning centre in Dublin's South Inner City. The INOU's Learning Hub is based at 88-90 Townsend Street, Dublin 2 and is currently being used to deliver the INOU's two Local Training Initiatives. The INOU was successful during the year in drawing down significant funding for IT equipment and a range of other learner supports for users of the Learning Hub. We are grateful to the City of Dublin Education and Training Board for their continuing support both for our two Local Training Initiatives and the Learning Hub.

Employer Linkages

The organisation continues to monitor job announcements and to place key information about

job opportunities on the Jobs Watch section of our website www.inou.ie. During 2022 we listed 192 Companies that were announcing over 25,700 jobs.

41% of the job announcements we listed as countrywide where these jobs were announced in a number of locations. 24% of the jobs were in Dublin. 7% of jobs were in the rest of Leinster outside Dublin. 19% in Munster, followed by 6% in Connaught and 4% in Ulster.

The statistics from the job announcements listed on JobsWatch show that, in 2022, Information Technology (IT) was the largest sector with almost 7,000 or over a quarter of job announcements. Manufacturing accounted for 12% of the total job announcements in our JobsWatch section of our website. Pharma / Science and Agriculture was the third largest sector we monitored with 10% of the jobs listed, with over 1,400 jobs referenced under Hospitality. Engineering, Banking / Accounting / Finance and Energy were all sectors where we noted over 1,300 job announcements during 2022.

Collaboration with JobsIreland

We organised a series of very successful online events during the year in collaboration with the DSP / JobsIreland to promote JobsIreland and JobsWatch to staff working in organisations providing key welfare to work information for unemployed people. We also organised a successful online event in collaboration with the DSP / JobsIreland to promote JobsIreland to unemployed people. We collated and returned significant feedback on JobsIreland from people attending these events.

We also organised a very successful online event

in collaboration with the DSP / JobsIreland which promoted the usefulness of JobsIreland from the perspective of organisations as community based employers. Staff from Employment Services also attended to further develop their understanding of JobsIreland in supporting local employers.

Employer Youth Employment Charter

We were delighted to be asked by the Department of Social Protection to assist in the development of a new Employer Youth Employment Charter. The INOU successfully managed the consultation process on the proposed Charter which involved running a series of Focus Group Meetings with young unemployed people. I would like to take this opportunity to thank all of the organisations that assisted us in running the meetings – the Connections Programme, Finglas, Youth Work Louth, Youth Work Tipperary and SWAN. I look forward to reporting on the outcome of this work in our 2023 Annual Report.

Digital Skills and Jobs Coalition

I continue to represent the INOU on the Digital Skills and Jobs Coalition. The Digital Skills and Jobs Coalition brings together Member States, companies, social partners, non-profit organisations and education providers, who take action to tackle the lack of digital skills in Europe. The Coalition tackles the need for digital skills of four broad groups:

- Digital skills for all – developing digital skills to enable all citizens to be active in our digital society
- Digital skills for the labour force – developing digital skills for the digital economy, e.g. upskilling and reskilling workers, jobseekers; actions on career advice and guidance

Co-ordinator's Report

- Digital skills for ICT professionals – developing high level digital skills for ICT professionals in all industry sectors
- Digital skills in education – transforming teaching and learning of digital skills in a life-long learning perspective, including the training of teachers

CE Project

The INOU has been a sponsor of a Community Employment Project for the last 26 years. Participants are based both in our offices here at Araby House, at our Learning Hub in the South Inner City and at the Ozanam Centre. The work undertaken by the CE Participants continues to be essential to the effective running of the organisation and we greatly appreciate the work undertaken by all the Participants. The focus of the CE Project continues to be on supporting Participants to gain key skills, competencies and work experience in order to enhance their progression outcomes and I am delighted to report that a number of CE staff have progressed into long-term sustainable employment during the last year.

I want to sincerely thank Laura Rossney, CE Supervisor and all of the CE Staff Team for their incredible commitment and dedication to the work of the organisation over the last year. I also want to thank our CE colleagues who left the organisation during the year and to wish them every success for the future. CE staff have al-

ways played a key role in enabling the organisation to undertake its work. CE colleagues fill essential roles like Reception, Housekeeping, Caretaking, Office Admin, Web Admin, Information provision and more. The flexibility demonstrated by my colleagues has enabled the organisation to continue to meet the needs of unemployed people and I am very grateful to everyone for their input over this period.

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 Rural and Community Development, Pobal, the Department of Social Protection, SOLAS, the City of Dublin Education and Training Board and the Irish Human Rights and Equality Commission for their financial assistance during the year. I would also like to thank Amanda Kelly and Carol Thornton for their very efficient management of the organisation's financial resources during the year.



Robbie Kelly and Gerry McCaughey – Information Officers, Welfare to Work Section.

Head of Policy and Media Report



*Bríd O'Brien
Head of Policy
and Media*

Context

According to Labour Force Survey (LFS) Quarter 4, 2022, 2,574,500 people were employed in this quarter, an increase of 68,500 on Q4 2021, and an historic high for Ireland. The increase in full-time employment accounted for 95% of the increase in employment. For the third quarter in a row over two million people were in full-time employment in Ireland. The employment rate was 73.2%, an increase of 0.2 percentage point over the year. Part-time employment increased by 0.6% to 554,300; while part-time underemployment decreased by 7% to 102,400 people.

Over the year the Labour Force rose by 2% or 53,200 to 2,686,500. The labour force consists of people who are in employment plus people who are unemployed. Two factors influence changes in the Labour Force, the demographic effect, which was positive (+72,400); and the participatory effect, which was negative (-19,300). The participation rate in Q4 2022 was 64.6%, a decrease of 0.5 percentage points on the Q4 2021. The participation rate measures the share of the total population aged 15 years and over who are in the labour force.

In Q4 2022, 112,000 people were unemployed, a decrease of 15,400 people over the year. The un-

employment rate was 4.2%, a decrease of 0.7 ppt over the year. The unemployment rate for women was 4.4%, an annual decrease of 0.4 percentage point; while the unemployment rate for men was 4%, an annual decrease of 0.9 ppt. Women accounted for 49% of the unemployed in Q4 2022, an increase of 2.5 percentage points on the same quarter in 2021. The unemployment rate for young people aged 15-24 years was 9.1%, a decrease of 1.1 percentage points over the year. Looking at the unemployment figures from an age and gender perspective, the unemployment rates for young men, ages 15-24 and 25-34, were higher in Quarter 4 2022 than they were for young women. While the opposite is the case in the age groups 35-44, 45-54, and 55-64.

The number of people deemed long-term unemployed decreased by 22.5% to 34,300 people, while the long-term unemployment rate decreased by 0.4 percentage points to 1.3%. The Central Statistics Office noted, excluding people whose duration was not stated, that "just under a third (32.9%) of unemployed persons were in long-term unemployment in Q4 2022 which is down from 36.7% a year earlier". The Principal Economic Status (PES) captures data on how people described themselves, for example whether they are at work or unemployed or a student or on home duties. In Q4 2022, 147,100 people described themselves as unemployed, a decrease of 18,800 on Q4 2021. The Potential Additional Labour Force (PALF) captures people who may not fit into the official definition of unemployment, whereby people have to be actively seeking work for the previous four weeks and available to take up work in the coming two weeks of the survey. In Q4 2022, PALF stood at 59,900, a decrease of 43,600 people over the year.

Head of Policy and Media Report



Policy Developments

During 2022 the INOU attended a number of European Union consultative meetings, both online and in person, including: the European Economic and Social Committee consultation on the development of a paper on the “Role of Civil Society Organisations as guardians of the common good in the post-pandemic recovery and reconstruction of EU societies and economies”; the European Commission Country Team for Ireland; the EU COMM DG EMPL fact finding; the Recovery and Resilience Programme (RRP) event held by the Department of Public Expenditure and Reform and European Commission Representation to Ireland; and the European Commission Joint RRP / Semester mission to Ireland.

The INOU is a member of the Labour Market Advisory Council (LMAC) and its Evaluation Subgroup. The work in 2022 included: the ESRI’s work on behalf of the DSP examining the Probability of Exit (PEX); research the Department of Social Protection and SOLAS are undertaking on the nature of work and the extent to which it is / has changed, a commitment contained in the Roadmap for Social Inclusion; a progress report on the 83 actions in Pathways to Work 2021-2025 and its indicators; the OECD / EU Community Employment and Tús Evaluation; Work and Welfare Longitudinal Database; the delivery of a Blended Employment Service; and the proposed mid-term review of Pathways to Work 2021-2025.

The INOU is one of the two Community and Voluntary Pillar (CVP) representatives on the National Social Enterprise Policy Implementation Group, and attended the two meetings held in 2022 and the national conference run in Novem-

ber. The OECD are undertaking a review of Ireland’s National Social Enterprise Policy, and in early April the INOU met with OECD team undertaking this review. Other work included participating in an online consultation workshop of the Social Enterprise Data Gathering project.

The INOU is one of the three CVP representatives on the National Economic and Social Council (NESC) which met four times throughout 2022. The draft reports discussed at these meetings covered the following topics:

- Lessons from the Pandemic for Public Policy in Ireland: Interim Report and Exploring Place-based Opportunities for Policy and Practice in Transition;
- Economy, Resilience and Vulnerability;
- Housing: Private Rental;
- Just Transition in Agriculture: Core Argument and Working Methods;
- NESC 2023 Work programme;
- Social Enterprise on the island of Ireland; and
- Understanding the Irish Economy in a Time of Turbulence.

The INOU also participated as a panellist at an NESC event in April on their comprehensive report for the Government’s Shared Island Initiative. Amongst the other events the INOU participated in throughout 2022 included:

- as a panellist at one of the Commission on Tax and Welfare’s deliberative forums entitled ‘Now What?’;
- a meeting with the Low Pay Commission on

the organisation’s submission on Ireland’s National Minimum Wage for 2023;

- engagement in a number of OECD events including one on recent developments in entrepreneurship training / support services and the implications for inclusive entrepreneurship in Ireland;
- two workshops with the OECD on their national skills policy project for Ireland;
- the National Economic Dialogue 2022;
- the Social Inclusion Forum 2022;
- the Pre-Budget 2023 Forum organised by the Department of Social Protection;
- a focus group on the proposed National Civic Forum and the first National Community and Voluntary Civic Forum held in the Aviva Stadium in Dublin;
- a consultation on the future of the Social Inclusion and Community Activation Programme (SICAP); and
- PEIL, the European Social Fund 2014-2020 programme in Ireland.

Working in partnership

The INOU is one of the seventeen organisations in the Community & Voluntary Pillar (CVP) and as part of the CVP, the INOU met twice with An Taoiseach, Micheál Martin, Minister Heather Humphries (DRCD & DSP), Minister Eamon Ryan and senior officials on income adequacy; cost of living; funding for supports and services in the



Launch of the Community Platform’s paper on Collaborative Governance

community and voluntary sector. Similarly, the organisation met with Minister for Finance, Paschal Donohoe, Minister for Public Expenditure & Reform, Michael McGrath, and MOS Ossian Smyth in preparation for Budget 2023.

The INOU attended the three bilateral meetings between the CVP and the Department of Social Protection and one with the Department of Children, Equality, Disability, Integration and Youth. The INOU also attended a meeting between members of the CVP and the Environmental Pillar to discuss a range of common concerns including social dialogue; the interaction of challenges arising from climate change, poverty, and social exclusion.

The INOU is one of thirty-one organisations in the Community Platform and during 2022 the INOU participated in the Platform’s work on economic poverty and inequality; and the development and publication of a discussion paper on Collaborative Governance.

The INOU is part of #Addthe10th Alliance which continued to seek the insertion of a socio-economic status ground in Ireland’s equality legislation through, for example, a social media cam-

Head of Policy and Media Report



paigned and an online petition and an event in the AV Room in Leinster House hosted by Sinn Féin.

The INOU continued to participate on the Board of the Dublin Adult Learning Centre (DALC); the In-Vest 2 Advisory Group; the Roadmap for Social Inclusion Linkage Group; the Better Europe Alliance; and the Minimum Essential Standard of Living (MESL) Advisory Group / Committee.

The INOU took part in an online workshop organised by EAPN Ireland on the "Conference on the Future of Europe" and what it could mean for community based organisations; and in two meetings on their research project "An Analysis of the Increasing Demand for Basic Necessities as provided by the Community and Voluntary Sector". The organisation also engaged in workshops on poverty and the cost of living hosted by the Society of St Vincent de Paul and the implications for CVS organisations Budget 2023 submissions; work lead by Friends of the Earth and Coolock Law and Mediation on the issues of energy and poverty and the strategy to address them appropriately.

Throughout 2022 the INOU was involved in a number of panel discussions and made presentations at other events including the Pobal SICAP Workshop on long-term unemployment; Youth Work Ireland AGM on the theme of "Youth Employment - Where Next"; expert advisory panel for South East Technological University's My Labour Market Tool, which will be piloted by the Employment Service of Slovenia; SOLAS staff workshop on socio-economic status ground; a Focus Ireland Lunchtime Talk on "An evaluation of the Focus Ireland PETE programme, Dublin – a pivot to online service provision"; the Békés County Employment Service from Hungary visit

to Ireland; the Department of Social Protection's Employer Relations Division team on "Unemployment - Context, Challenges".

IHREC Project

In 2022 the INOU undertook an IHREC funded research project exploring the impact of stigma on unemployed people exercising their socio-economic rights. TASC undertook the research on behalf of the INOU, eleven individuals were interviewed, while the INOU hosted two focus



INOUE Building Futures and Shaping Futures Students at Trinity College

groups. The first took place in person with people from INOU affiliated organisations on their experience of dealing with the impact of stigma on the people they work with; and the second took place online, at which the findings from the research were presented, and potential recommendations were discussed. The report of the project will be published and made available online.

Communications

Amongst the issues covered with the media during 2022 were the social welfare system in Ireland; social welfare in light of the rising cost of living; other challenges facing unemployed peo-

ple; and the barriers facing some people accessing the full range of benefits available to them; the issue of welfare fraud and what monies are actually saved; the impact of inflation on unemployed people and others; the number of people on the Live Register for more than five or ten years; Budget 2023; and the proposed new Pay Related Benefit payment.

Four issues of the INOU's e-bulletin were published: Issue 50 in March; Issue 51 in May; Issue 52 in August; and Issue 53 in December. A wide range of topics were covered in these e-bulletins including:

- INOU: refurbishment of Araby House; Annual Delegate Conference; Jobs Watch website page; Local Training Initiatives; 35th Anniversary; INOU Out and About;
- Statistics: Labour Force Quarterly Surveys; Monthly Unemployment; Survey of Income and Living Conditions (SILC) 2021 and 2022.
- Issues: cost of living crisis; health implications of long term unemployment; Budget 2023; shortages in the rental market.
- Topics: Further Education and Training; Apprenticeships; Shared Island initiative; reconfiguring of contracted Public Employment Services; adult literacy and numeracy educational opportunities.
- Social protection: Jobseekers Payments through An Post; Supplementary Welfare Allowance - Payment Pending Wages; Social Welfare Appeals Post COVID-19; Housing Assistance Payment; Community Employment scheme.
- Affiliates: EDIC Longford and Inner City Enterprise on their social enterprise work; City-west Jobs Fair run by South Dublin County Partnership.
- Reports: Inter-Departmental Group on the most appropriate organisational arrangements for the Community Employment Programme; Community Platform's Collaborative Governance paper: Towards a Progressive Model of Collaborative Governance.
- Consultations: Commission on Tax and Welfare; National Reform Programme; National Minimum Wage 2023; Living Wage; White Paper on Enterprise; Roadmap for Social Inclusion Mid-term Review.
- Campaigns: #Addthe10th Campaign to add socio-economic status as another ground to the current equality legislation; and call for an energy poverty strategy.
- Employment: good practices for inclusive hiring; JobsIreland.ie website.
- Projects: The impact of stigma on unemployed people exercising their socio-economic rights undertaken with TASC and funded through an IHREC grant; Employer Youth Employment Charter undertaken with the help of a number of community youth services and programmes and funded by the Department of Social Protection.

The INOU e-bulletin can be accessed at <https://www.inou.ie/analysis/e-bulletin/>

Submissions

- Over the year the Lobbying Register for the period September to December 2021; January to April 2022; and May 1st to August 31st was completed online, bringing the INOU's returns to 167.

Head of Policy and Media Report

- In February the INOU made a submission to European Semester and National Reform Programme 2022; and worked with colleagues in Irish Rural Link (IRL) and the Disability Federation of Ireland (DFI) on drafting the Community and Voluntary Pillar (CVP) submission.
- In March the organisation made a submission to the Commission on Taxation and Welfare public consultation entitled “Your Vision, Our Future”; and another to the Low Pay Commission’s consultation on Ireland’s National Minimum Wage for 2023.
- In April a joint submission to the Department of Social Protection’s Social Inclusion Division on the EU Headline Poverty Target, and to DSP and Department of Enterprise, Trade and Employment on the EU Headline Employment Rate Target was made; and the OECD’s first survey of their public consultation on Ireland’s Skills Strategy was completed.
- In July the INOU Pre-budget Submission was sent to the Department of Social Protection for their Pre-Budget Forum and in August this submission was sent to the Government and Dáil. Two submissions were made to the Department of Enterprise, Trade and Employment, the first on the Living Wage, and the second on the development of an Enterprise White Paper.
- In October the INOU made a submission to the Roadmap for Social Inclusion Mid-term Review Public Consultation; and the INOU’s Post-Budget Analysis was published online. The



The INOU Learning Hub in Townsend Street, Dublin.

National Executive Committee

Board of Trustees / National Executive Committee (NEC)

The National Executive Committee / Board of Trustees is the governing body of the Board of Directors of the INOU. NEC members are elected from amongst the wider membership of the organisation at the Annual Conference / AGM and normally serve for an initial term of two years. There were 10 normal NEC / Board Meetings held during the year and two Board Development sessions. We are very grateful to all the members of the National Executive Committee for their input to the work of the organisation.

INOUE Officers Board

Officers Board

Ann Fergus	Chair
Joanne Farrell	Vice Chair
Evanne Kilmurray	Vice Chair and Company Secretary
Mick Creedon	Treasurer
John Stewart	

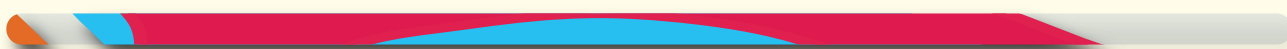
Nominating Organisation

South Galway MABS
Belfast Unemployed Resource Centre
Inner City Enterprise
Ballymun Jobs Centre
Co-ordinator

National Executive Committee (NEC)

Michael O'Mahony	INOUE General Branch
Liam Shortall	INOUE General Branch
Mary Smith	EDI Centre, Longford
Lorraine Hennessy	INOUE Staff Representative
Brendan Sherlock (Co-opted)	INOUE General Branch
Yvonne Browne (Co-opted)	National Employability Service
Philip Fitzsimons (Co-opted)	INOUE General Branch

We would like to thank Brendan Carmody, Breda Murphy and Jerry Dixon who stepped down from the NEC for all their support for the work of the organisation as NEC members.



INOUE Staff 2022

We would like to like to thank the Staff Team for their commitment and dedication to the work of 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	Amanda Kelly

Administration and Finance Team

CE Supervisor	Laura Rossney
Book Keeper	Carol Thornton
HR Assistant	Vacancy
Finance Administrator	Muhammad Kashif
Receptionist	Vacancy
Cleaner	Dinah Donegan / Angela Hennessy-Cross
Caretaker	Vacancy

Welfare to Work Team

Manager Welfare to Work Section	Robbert J. Lynch
Senior Information Officer	Robert Kelly
Information Officers	James O'Toole, Gerry McCaughey, Tom Haran
Admin Support Worker	Sheila O'Malley

Training Team

Head of Training	Lorraine Hennessy
Building Futures LTI Co-ordinator	Laura Pierce
Assistant LTI Co-ordinator	Nicole Curran
Shaping Futures LTI Co-ordinator	Michelle Kelly
Assistant LTI Co-ordinator	Sinead Boyle
Training Administrator	Vacancy

Membership and Development Team

Membership / Project Worker	John Farrell
Admin Support Worker	Ray Brennan
Web Administrator	Brendan Kinsella / Veronica Aurette
Jobs Researcher	Dionne Byrne
CE Workers based at Ozanam House	Richard Wilson
Staff who left in 2022	Karen Treston, Leanne Leech, Marie Hughes, Denis Maguire, Rebecca Doyle, Leyla Evloeva, Don Roche, Danielle Mulgrew

The INOU's financial statements have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and in accordance with Statement of Recommended Practice (SORP) (Revised 2015) 'Accounting and Reporting by Charities'.

The financial results for 2022 are set out in the Statement of Financial Activities. A surplus of income over expenditure of €15,200 (2021: surplus of €44,192) was recorded by the INOU for the year end 31 December 2022. The total income recorded in the Statement of Financial Activities (SOFA) for the year was €1,212,353. Of this total income, €1,120,196 was secured from government grants and funding which represents a total of 92% of the organisation's income. The balance of the income recorded is self-generated income arising largely from the INOU's popular training programmes; which include both QQI and non QQI courses and the recently introduced bitesize training courses.

The total expenditure recorded for the year 2022 was €1,197,153. Of this expenditure a total of


€1,190,928 was related to costs directly incurred for the charitable activities of the organisation. This represents 99% of the organisation's total costs.

The reserves at the yearend was €263,741 of which €3,183 were restricted reserves and €260,558 were unrestricted reserves. Restricted reserves are represented by income received by the organisation that is restricted to a specific purpose by the donor and which was not fully expended at the year end. Such reserves are not available for the general purposes of the charity. Unrestricted reserves are available for the company to use in the furtherance of its purpose and objectives.


The INOU would like to thank our funders for their support throughout the year in allowing the organisation to continue delivering on our aims and objectives. In particular, we would like to thank the Department of Rural and Community Development, the Department of Social Protection, Pobal, SOLAS, the City of Dublin Education and Training Board, and Irish Human Rights and Equality Commission.



Statement of Financial Activities for the year ended 31 December 2022

 Supporting Unemployed People inou	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
Income from:				
Charitable activities funding from	88,290	1,100,196	1,188,486	1,101,668
Government and other funders	23,867	–	23,867	41,770
Other Income				
Total Income	112,157	1,100,196	1,212,353	1,143,438
Expenditure				
Charitable Activities	(93,915)	(1,097,013)	(1,190,928)	(1,092,998)
Raising Funds	(6,225)	–	(6,225)	(6,248)
Total expenditure	(100,140)	(1,097,013)	(1,197,153)	(1,099,246)
Net Income	12,017	3,183	15,200	44,192
Reconciliation of funds				
Balances brought forward at 1 January 2022	248,541	–	248,741	204,541
Balances carried forward at 31 December 2022	260,548	3,183	263,741	248,541

Statement of Financial Position for the year ended 31 December 2022

 Supporting Unemployed People inou	2022 €	2022 €	2021 €	2021 €
Fixed assets				
Premises Improvements		5,789		6,268
Computer Equipment		37,036		53,641
Fixtures and Fittings		16,394		19,781
		59,219		79,690
Current assets				
Stocks	1,429		1,429	
Debtors	46,576		54,110	
Cash at bank and in hand	314,851		269,268	
	362,856		324,807	
Creditors: amounts falling due within 1 year				
	(158,334)		(155,956)	
Net current assets		204,522		168,851
Total assets less current liabilities		283,741		248,541
Represented by:				
Unrestricted Reserves		260,558		248,541
Restricted Reserves		3,183		–
		263,741		248,541



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Website: www.inou.ie

The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development



Coimisiún na hÉireann um Chearta an Duine agus Comhionannas
Irish Human Rights and Equality Commission

