

**Company Registration No. 510402 (Republic of Ireland)**

**WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## COMPANY INFORMATION

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<b>Directors</b>	Alison Cowzer Daire Keogh Niamh Gallagher Susan Shannon Mary Joyce Aldagh McDonogh Teresa McColgan Sheila Colette Kelleher Niamh Sweeney Furkan Karayel Yildiz Eric Ehigie	(Appointed 13 October 2022) (Appointed 13 October 2022) (Appointed 6 February 2023) (Appointed 29 May 2023)
<b>Secretary</b>	Nora Walsh	
<b>Company number</b>	510402	
<b>Registered office</b>	Coleraine House Coleraine Street Dublin 7	
<b>Auditor</b>	Browne Murphy & Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2	
<b>Business address</b>	Coleraine House Coleraine Street Dublin 7	
<b>Bankers</b>	Bank of Ireland St Stephen's Green Dublin 2	
<b>Solicitors</b>	Barry J Rafferty Solicitors 12 Merrion Square Dublin 2	

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# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

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# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2022

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The directors present their annual report and financial statements for the year ended 31 December 2022.

#### Principal activities

Women for Election is a non-partisan organisation whose vision is of an Ireland with balanced participation of women and men in political life. Our mission is to inspire and equip women to succeed in politics. Women for Election CLG offers a tailored training and support programme to women seeking to enter public life, and provides and facilitates a cross-party network of political women, committed to equal representation of women and men in Irish politics. We are driven by our belief that enriching the diversity of voices in our politics will lead to more robust decisions, and help create a fairer, more inclusive and dynamic society, better equipped to tackle future challenges.

#### Directors and secretary

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Alison Cowzer	
Daire Keogh	
Niamh Gallagher	
Susan Shannon	
Mary Joyce	
Yara Alagha	(Resigned 13 October 2022)
Aldagh McDonogh	
Teresa McColgan	
Sheila Colette Kelleher	(Appointed 13 October 2022)
Niamh Sweeney	(Appointed 13 October 2022)
Furkan Karayel Yildiz	(Appointed 6 February 2023)
Eric Ehigie	(Appointed 29 May 2023)

#### Results and dividends

The results for the year are set out on page 14.

#### Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by:

- employing qualified and experienced staff,
- ensuring that sufficient company resources are available for the task, and
- liaising with the company's auditors

The accounting records are held at the company's registered office, Coleraine House, Coleraine Street, Dublin 7.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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#### Chairperson's Report 2022

Women for Election CLG is working towards a balanced and equal representation of diversity of women in Irish politics. We have been delivering informative, tailored and expert training programmes since 2012, which have inspired and equipped hundreds of women to run for election in Ireland. Our goal is to ensure that women of all diversities are included in Irish politics. We are extremely proud of our alumni, who have put themselves forward to run for election or volunteered their time to lead or support political campaigns across Ireland. There still remain only 37 women sitting as TDs in the Dáil, meaning 77% of TDs are men. Currently only 26% of local councillors are women. Evidently, there is still a vast amount of work to be done in order to achieve 50/50 representation.

I am proud to continue to lead the Board's delivery of our strategy which we developed in 2020. We continue to review this strategy in line with a constantly changing social, economic and political environment, particularly as we emerged from Covid 19 lockdowns in early 2022 and soon thereafter the atrocities of war on Ukraine. Women for Election CLG is committed to continuing our training and encouraging women to run as we draw closer to the Local Elections and European Elections in 2024 and General Election in 2025. Many barriers have kept women out of politics for centuries in Ireland. We continue to cast a light on evidence-based solutions to the systemic barriers that women have had to face in entering politics, and advocate for practical solutions to make politics more accessible.

The board and I are extremely appreciative of the work done by the Women for election CLG staff team, led by CEO Caitríona Gleeson, who continued to successfully lead and navigate the team after a global pandemic, building on the events, training and workshops that were delivered throughout 2021. In 2022, we held 36 Events, reaching 902 attendees from all across Ireland. I want to acknowledge our appreciation for the rest of the team for their tireless work in co-ordinating and managing training seminars and events. In 2022, we were delighted to expand the team further, when we welcomed Katie Deegan as Communications and External Relations Co-ordinator and Jessica Quinn who stepped in to cover Leonie Keane's maternity leave as Operations and Events Co-ordinator. I would like to thank Megan Reilly who was our Training and Engagement Lead until late 2022 and who brought her immense skill set and leadership skills to the organisation. We wish Megan every success in her new management role with Age Action. In early 2023 we were delighted to appoint Flor MacCarthy as our new Training and Development Coordinator and to also welcome Aimée Kane as our Projects and Administrative Officer.

*I would like to express my sincerest thanks to my fellow directors on the Board of Women for Election CLG for their invaluable expertise, enthusiasm, and ongoing commitment to help strengthen Women for Election CLG and deliver our mission: Aldagh McDonagh, Daire Keogh, Niamh Gallagher, Maria Joyce, Teresa McColgan, Susan Shannon, Niamh Sweeney, Colette Kelleher and our company secretary Margaret Kavanagh. In 2022, Yara Alagha and Margaret Kavanagh retired from the board after many years of great service and we welcomed Colette Kelleher and Niamh Sweeney as new board members. We were delighted to welcome Furkan Karayel and Eric Ehigie in early 2023 as new company directors and our new company secretary Nora Walsh. All board members and our Company Secretary provide their time and services pro bono.*

We are extremely grateful for the funding and support received from the Department of Housing, Local Government and Heritage, the Department of Children, Equality, Disability, Integration and Youth, and the Ireland Funds, without whom, our work wouldn't be possible. We very much appreciate the support that Minister Burke, Minister O'Gorman and their officials have given Women for Election CLG. We would also like to thank the Department of Public Expenditure and Reform who granted the Public Innovation Award to the Department of Housing, Local Government and Heritage in partnership with Women for Election CLG to develop the Women in Irish Politics Datahub. We look forward to working with the Departments and the Ireland Funds in the future, expanding on what we can achieve together, in ensuring more women can enter and succeed in politics.

I would like to especially thank members of our Countess Markievicz Circle, who have continued to support Women for Election CLG. We are very grateful for your valuable financial contributions, which allow us to continue to train, encourage and advocate for women to enter into political life.

With the local, general and European elections approaching, we are optimistic that, with my experienced colleagues on our board and the executive team, we will continue to be successful in carrying out our plans to see a greater representation of women in politics in Ireland.

# **WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 DECEMBER 2022***

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It has been an honour to serve as the Chair of Women for Election CLG throughout 2022 as we work towards creating a better future. The time for change is now, the time for women is now and I look forward to continuing this work throughout 2023, working alongside our executive team, our board, our funders, our volunteers and all of our supporters. Real change is occurring and it is vital that we continue to change the face of politics in Ireland.

**Alison Cowzer**

Chairperson

Women for Election CLG

# **WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 DECEMBER 2022**

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#### **CEO Report 2022**

Women are the most represented they have ever been in Irish Government, with 37 female TD's currently occupying seats in the Dáil. In 1923, there had been 9 female TDs, 100 years on, that number has only risen to 131 female TDs in the history of the State. There are 11 constituencies and 23 local electoral areas with no women representatives and there are only 4 women representing the whole province of Munster. At the end of 2022, Ireland was ranked the 101st country in the world for gender equality in parliament.

At Women for Election CLG, we continue to work hard to change the face of politics and achieve 50/50 representation of men and women from all backgrounds in Irish Politics.

Our four-year strategy which was established in 2020 is still being implemented, which enforces our hopes to have more women elected both locally and nationally. Our target is to have 50/50 representation by 2030. This involves encouraging and equipping women to run for politics while also ensuring that women are being offered the chance to be successful in politics. We continue to advocate for change within the systemic norms of politics to allow for further reform to make politics more accessible and attractive to all women.

In order to live in a fair and just democracy, local and national governments should fully represent the diversity of people that live within society to create a fair and equal playing field. It benefits everyone when we achieve gender parity. We are extremely grateful to have continued to build strong relationships with many stakeholders within Irish society who are keen to see Ireland's political landscape change such as political parties, government departments, academic experts, students' unions, trade unions, and many other NGO's, businesses and charitable organisations. When we work together, the impact is far reaching.

I would like to acknowledge my appreciation for our incredibly supportive Board of Directors. They each commit themselves through their time, expertise and skills to helping us deliver the work that we do and a special thank you to our Chairperson, Alison Cowzer, who leads the board with such passion and commitment. My sincerest thank you to our small team, and panel of trainers, experts in the field and our committed volunteers, without whom the work we do would not be possible.

Navigating through the global pandemic was at times challenging, but as the country re-opened in 2022, we engaged with the opportunity to trial different models of delivery for our training. In incorporating a hybrid model into some of our training events, it allowed for further engagement and gave us the opportunity to reach more women across Ireland.

In 2022, we had 902 participants across 36 events. This included 449 attendees in person and 453 online. Strategic targeting of communities where there is low female representation in politics both geographically and demographically was a distinctive approach in our 2022 programme. In particular, we established local partnerships with Offaly County Council, Cork City Council, the Women's Collective in Limerick and the National Traveller Women's Forum.

In 2022, the Traveller Women for Election CLG project commenced, as did the More Women for Local Election in Offaly Project and More Women Cork. The Meet the Party series was piloted with 4 parties taking part. (Every party was invited). These events allowed for Women for Election alumni to hear about each political party. A follow up 'Running as an Independent' was also delivered. We also piloted the Safer Politics – Social Media Safety and Resilience Programme which shared resources to contribute to a toolkit for our alumni and elected politicians.

We had two big events, Realising the Power of 50:50, which was held in Trinity College in June and was attended by 100 people and the Cork City Pathways to Participation Conference, in collaboration and organised by Cork City Council was also a huge success.

The More Women Day (February 4th) initiative and 'Count Her In' campaign were successfully launched in 2022. We advocated successfully for the introduction of maternity leave for local councillors. We also advised the development of a Family Friendly Toolkit for Local Government which was developed in a collaboration led by the National Women's Council. The first ever National Datahub of Women in Politics was completed in 2022 in a dynamic partnership with the All Ireland Research Observatory (AIRO), the Department of Housing, Local Government and Heritage and a group of political scientists and feminist academics from UCC, TCD, IADT and UCD. Funding for this ground-breaking project was awarded under the Public Innovations Awards programme by the Department of Public Expenditure and Reform. The Women for Election CLG datahub was prepared for launch in 2023.

# **WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 DECEMBER 2022***

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We progressed three research projects which are examining the barriers that women are facing in entering politics and barriers in relation to candidate selection. We continue to voice the need for a safer and more inclusive political space while advocating for initiatives to encourage more women into politics.

We were delighted with the opportunity to present to the Oireachtas Committee on Gender Equality in September of 2022 with a strong focus on the importance of local gender quotas as our priority ask. This report was launched on December 15th with our recommendations featured throughout the report.

Women for Election CLG is a small organisation and we rely hugely on our circle of donors who generously support our work. Known as the Countess Markievicz Circle these donors help us to increase the number of women entering politics, we couldn't do the work we do without any of you. Thank you for your continuing commitment and generosity. We are changing the face of politics.

While there is still a lot of work to be done, the passion and enthusiasm that radiates from women to enter politics is what inspires us every day. With the hard work being done by our team and volunteers, board members, expert trainers and collaborators across government and wider society, I am confident that we will see change in Irish politics.

**Caitríona Gleeson**

Chief Executive Officer



# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### Women for Election CLG

As a proudly non-partisan and non-for-profit organisation, Women for Election's mission is to bring about women's full participation in Irish political life, challenging and working with the political system. We continue to inspire, equip and support the full diversity of women in Ireland. We provide national leadership to help ensure that women can fulfil their right through our advocacy, training and capacity building.

We are leading a national movement to provide support for 1,000 women to run in the 2024 local elections and 250 women to run in the 2025 general election. We are also driving national evidence-based advocacy initiatives to increase awareness and reduce the systemic barriers that women face in political life.

Looking back over the years, we know that our work in changing representation in Irish politics through capacity building and advocating for measures like the gender quotas has changed how Irish politics looks today. Since 2011, the percentage of women running in general elections has increased from 15% -30%. 2019 and 2020 saw the highest number of women elected to the Dáil, Seanad, Local Councils and the European Parliament since the foundation of the State. We have had the honour of supporting more than half the councillors that were elected in 2019, 31 of the 37 women elected in the Dáil in 2020 and 15 of the 23 women in the Seanad.

Women for Election CLG continues to strive to make Irish politics a more accessible place for women and, in the past three years alone, has provided 108 training events which have been attended by over 3,500 participants from all 26 counties.

Our Strategic Plan for 2020-2024 has three core objectives:

#### Objective 1: Training and Support

Women for Election CLG will:

- Develop the pipeline of women planning to run for elected public office.
- Diversify the women WfE works with in terms of social class, ethnicity, heritage and geography.
- Expand the pool of women in key support and leadership roles – at national and local levels – in political parties through providing training in conjunction with those parties.
- Support women running, as well as those considering running, in the 2024 Local and European Elections through our training programmes over 2021-2024.
- Provide support to elected women to help sustain them in their elected roles.

#### Objective 2: Advocacy

Women for Election CLG will:

Tackle some of the barriers to women's full participation in political life through evidence – based advocacy in line with our Communications Strategy, with a particular focus on advocating and working towards:

- 40% quota for Local, Seanad and European Elections.
- Family friendly and inclusive politics including maternity and paternity leave for Local Councillors, TD's, Senators and Ministers.
- A safer, more inclusive and supportive culture and environment for women in Irish politics.
- Agreed targets for gender diversity in Oireachtas committees.
- Increased participation by women in key leadership and support roles in political parties and trade unions at local and national levels.
- More diversity – In terms of class, geography and ethnicity – amongst elected women.

#### Objective 3: Strengthening Women for Election

Women for Election CLG will:

- Increase WfE's income annually – through fundraising, Government support and training income and will increase the staff team in line with organisational needs and available resources.
- Put in place all the processes of the board – and ensure it is more reflective of the population as a whole in Ireland – that encompass the skill sets required by the Charities legislation.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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#### Summary of Women for Election Programme Activity 2022

##### Objective 1: Training and Support

We support the development of a pathway for women who are planning to run for elected public office through our focus on training, networking, diversifying and expanding our training offerings and our pool of women. We also continue to support and network with women in office to sustain their elected roles.

We ran a total of 36 events in 2022, with 902 participants both online and in person from all 26 counties.

We have collaborated with a number of organisations to deliver events and spread awareness of our mission and engage with a wider diversity of women.

These events included:

<b>Date</b>	<b>Event/Training</b>
6th January	An Inspiring Nollaig na Mban
18th January	DCU Students Union Session 1
20th January	DCU Students Union Session 2
25th January	January Alumni Meet Up
26th January	DCU Students Union Session 3
3rd February	Voices that Rocked the System – DFA/UCD Press Collaboration
8th February	Be the Leader with Margaret E. Ward
10th February	Intro to Politics with Pat Montague
15th February	INSPIRE – Week 1 Confidence with Orlaith Carmody
22nd February	INSPIRE – Week 2 Communications with Margaret E. Ward
1st March	INSPIRE – Week 3 Campaigning with Dermot Ryan
8th March	Irish Second Level Students' Union Workshop
16th March	Meet the Party – Fine Gael
24th March	Power and Perseverance with Linda Kelly
29th March	In Conversation with Seanad Panel
6th April	Meet the Party – Labour Party
7th April	Meet the Party – Fianna Fáil
26th April	Introduction to Politics (In person) with Pat Montague
6th May	Meet the Party – Green Party
11th May	INSPIRE – Week 1
18th May	INSPIRE – Week 2
25th May	INSPIRE – Week 3
2nd June	Running as an Independent Panel Discussion
14th June	In Conversation with Lord Mayor Alison Gilliland
14th June	Power and Perseverance Workshop in Limerick (In person)
29th June	Realising the Power of 50/50 in Trinity College. (In person)

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# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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28th September	Power and Perseverance with Linda Kelly (In person)
10th October	In Conversation with Roisin Shorthall
18th October	More Women Offaly Launch in Tullamore (In Person)
19th October	Intro to Politics (Online)
26th October	Intro to Politics in Tullamore (In Person)
27th October	Safety and Resilience with Meta
2nd November	Be the Leader (Online)
22nd November	Pathways to Participation Conference led by Cork City Council
30th November	Women Belong in Tullamore (In Person)
6th December	Traveller Cultural Awareness Seminar (Hybrid) in Trinity Business School

#### **Objective 2: Advocacy**

Women for Election CLG advocates for the need for gender equality within Irish politics, utilising media engagement, lobbying and a communications strategy. We tackle some of the barriers to women's full participation in political life through an evidence-based approach to advocacy.

Through extensive engagement work, we have established strong relationships with leadership and key staff across six political parties. In 2022, we met with all party leaders except for the then Taoiseach but we've had extensive engagement with his team.

Women for Election CLG delivered a number of in-person and online speaker engagements throughout 2022, including the Parliamentary Symposium where our chairperson, Alison Cowzer, spoke; the FORSA Conference; the Cork Pathways to Participation Conference and the launch of the Family Friendly Toolkit for Local Government.

The More Women Day initiative (February 4th) and the Count Her In Campaign were successfully launched in 2022. Coverage of Women for Election's work and messaging was included in national broadcast news, primetime radio, national broadsheets and extensive local radio and print newspaper coverage.

We also advocated successfully for the introduction of maternity leave for local councillors and the development of a Family Friendly Toolkit for local government. We are continuing to advocate for the introduction of gender quotas at the local level and nested ethnic minority quotas in order to reform the political system and allow for an increase of a diversity of women.

Three research projects are now at the final edit stage and will be ready to publish in mid 2023. These include a Review of the 5 C's, research on enabling factors for women to enter political life and the Secret Garden of Politics research report. A new research project has been scoped out with Dr Fiona Buckley UCC, to develop a gender audit toolkit for political parties, and a safer politics position paper has been drafted. We have excellent working relationships with key academics in the field across 5 Universities.

We presented to the Oireachtas Committee on Gender Equality in September of 2022, with a strong focus on the importance of local gender quotas as our priority ask. The Committee's report was launched on December 15th with our recommendations featured throughout the report.

The first ever National Datahub of Women in Politics was prepared for launch in May 2023. We have had a very positive collaboration with AIRO and key academics, and the Department of Housing, Local Government and Heritage which was funded by the Public Service Innovation Award programme under the Department of Public Expenditure and Reform.

#### **Objective 3: Strengthening Women for Election**

##### **Our Staff Team**

Over the course of 2022, Women for Election CLG had a small core team of staff – it included Cairíona Gleeson as CEO, Leonie Keane as Operations and Events Co-ordinator. Jessica Quinn stepped in to cover that position while Leonie Keane was on Maternity Leave. Katie Deegan joined us in October of 2022 as Communications and External relations Co-ordinator. Megan Reilly remained our Training and Engagement Lead until early November.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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Flor MacCarthy joined the team to take on that position in early 2023. We also had Kenza Idrissi work with us as a summer intern and Marta Antonetti was sub contracted to work on the research for the Women for Election Datahub. The work of the team was supplemented by a panel of expert trainers who have decades of experience in politics.

### Funding

We received very welcome funding from the Department of Housing, Planning, Local Government and Heritage, the Department of Children, Equality, Disability Integration and Youth, the Ireland Funds, and the Department of Public Expenditure and Reform which helped to ensure we could provide a wide range of free training places on our courses, as well as expanding our training and advocacy work. Our income grew by 22% in 2022.

We still depend on the generosity of our supporters and donors. Throughout 2022, our Countess Markievicz Circle continued to be hugely valuable to enable us to build the organisation. Women for Election CLG met its targets for all its grant funding and provided reports as required.

We are incredibly grateful for our funders, public and private, who enable us to work to change the face of Irish Politics.

The financial accounts attached give a detailed picture of the income, expenditure and activities of the organisation for 2022.

### Governance

The Board developed and agreed on a Strategic Plan in 2020 detailed the strategic direction of the organisation up to the local elections in 2024.

A Board review including a skills matching process identified the need to expand the Board membership to support the sustainability and strength of the organisation.

The Governance and Finance sub group met regularly with the CEO to ensure that governance policy and procedures were to the highest standard relative to the size of the organisation.

### Auditor

In accordance with the Companies Act 2014, section 383(2), Browne Murphy & Hughes continue in office as auditor of the company.

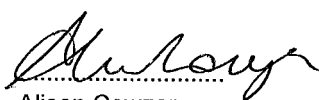
### Statement of disclosure to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that she/he ought to have taken as a director in order to make herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

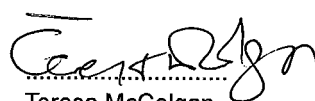
On behalf of the board



Alison Cowzer

Director

Date: 18/09/23



Teresa McColgan

Director

Date: 18 Sept. 2023

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DIRECTORS' RESPONSIBILITIES STATEMENT

**FOR THE YEAR ENDED 31 DECEMBER 2022**

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The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

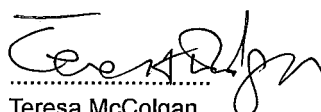
On behalf of the board



Alison Cowzer

Director

18/09/2023



Teresa McColgan

Director

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

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#### Opinion

We have audited the financial statements of Women for Election Company Limited By Guarantee ('the company') for the year ended 31 December 2022, which comprise the income statement, the statement of comprehensive income, the statement of financial position, the statement of changes in reserves and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### Other information

The directors are responsible for the other information in the annual report. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

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#### **Opinions on other matters prescribed by the Companies Act 2014**

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

#### **Responsibilities of directors for the financial statements**

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the company's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards/Standards-Guidance-for-Auditors-in-Ireland/Description-of-the-auditor-s-responsibilities-for>. This description forms part of our auditor's report.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

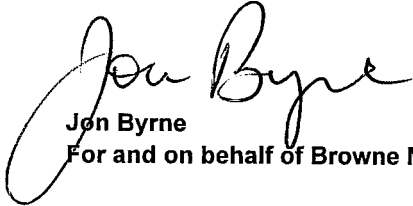
## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

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#### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



**Jon Byrne**  
For and on behalf of Browne Murphy & Hughes

Date: 18/9/2023

Chartered & Certified Accountants  
& Statutory Auditors  
28 Upper Fitzwilliam Street  
Dublin 2



# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

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	Notes	2022 €	2021 €
<b>Income</b>	<b>3</b>	305,158	249,072
Operating expenses		(304,417)	(243,589)
<b>Surplus before taxation</b>		<u>741</u>	<u>5,483</u>
Tax on profit	<b>6</b>	-	-
<b>Surplus for the financial year</b>		<u><u>741</u></u>	<u><u>5,483</u></u>

The income statement has been prepared on the basis that all operations are continuing operations.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## STATEMENT OF COMPREHENSIVE INCOME

*FOR THE YEAR ENDED 31 DECEMBER 2022*

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	2022	2021
	€	€
Surplus for the year	741	5,483
Other comprehensive income	-	-
Total comprehensive income for the year	<u>741</u>	<u>5,483</u>

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

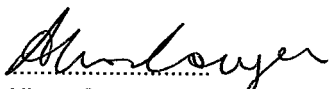
## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

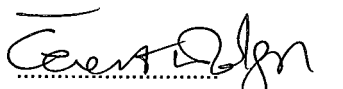
	Notes	2022 €	€	2021 €	€
<b>Fixed assets</b>					
Tangible assets	7		558		1,642
<b>Current assets</b>					
Debtors	9	6,682		6,969	
Cash at bank and in hand		155,459		104,526	
		<u>162,141</u>		<u>111,495</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(75,564)</u>		<u>(26,743)</u>	
<b>Net current assets</b>			<u>86,577</u>		<u>84,752</u>
<b>Total assets less current liabilities</b>			<u>87,135</u>		<u>86,394</u>
<b>Reserves</b>					
Total reserves	12		<u>87,135</u>		<u>86,394</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with Financial Reporting Standard 102 'The Financial Statement Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board of directors and authorised for issue on 18/09/2023 and are signed on its behalf by:



Alison Cowzer  
Director



Teresa McColgan  
Director

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## STATEMENT OF CHANGES IN RESERVES FOR THE YEAR ENDED 31 DECEMBER 2022

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	Notes	Members funds €
<b>As at 1 January 2021</b>	<b>12</b>	80,911
<b>Year ended 31 December 2021:</b>		
Surplus and total comprehensive income for the year		5,483
<b>Balance at 31 December 2021</b>		<u>86,394</u>
<b>Year ended 31 December 2022:</b>		
Surplus and total comprehensive income for the year		741
<b>Balance at 31 December 2022</b>		<u><u>87,135</u></u>

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

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### 1 Accounting policies

#### Company information

Women for Election Company Limited By Guarantee is a limited company domiciled and incorporated in Republic of Ireland. The registered office is Coleraine House, Coleraine Street, Dublin 7 and its company registration number is 510402.

#### 1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), as adapted by Section 1A of FRS 102, and the requirements of the Companies Act 2014.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historic cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### 1 Accounting policies

(Continued)

#### 1.3 Income and expenditure

Income is recognised by inclusion in the financial statements only when the Company is legally entitled to the income, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the Company.

##### Donations

Income derived from donations is recognised when the Company becomes entitled to the resource, when receipt of funds is probable and when the amount can be measured with sufficient reliability. Monetary donations (including donations from the public) are recognised when the donations are received.

##### Grants from governments and other co-funders

Grants from governments and other co-funders are recognised when the Company is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: the Company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the Company is meeting the core objectives of a grant agreement it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

- Time based conditions: the Company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the Company recognises the income to the extent it is utilised within the period specified in the agreement. In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the Company is notified of entitlement.

##### Donated services

Donated commodities provided for use by the Company as part of programmes that it designs, implements and manages, are valued and included in income only when the Company is legally entitled to the services and the amounts involved can be measured with sufficient reliability.

##### Investments and other income

Investments and other income includes income from deposit interest earned, insurance refunds received and any ad hoc income that does not fall under the other income headings.

##### Expenditure

Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured.

Expenses include VAT where applicable as the company cannot reclaim it.

#### 1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment	33% straight line
Computer equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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### 1 Accounting policies

(Continued)

#### 1.5 Cash at bank and in hand

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.6 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs. Financial assets classified as receivable within one year are not amortised.

##### **Classification of financial liabilities**

Financial liabilities are classified according to the substance of the contractual arrangements entered into.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors, that are classified as debt, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

#### 1.7 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2022

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#### 2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods. The following estimates have been included in these financial statements:

##### a) Establishing useful economic lives for depreciation of tangible fixed assets

The company's accounting policies for depreciation are set out in policies 1.4. The annual depreciation charges depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these assets' useful lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned.

#### 3 Turnover

##### Income and other revenue

In 2022, our funding breakdown was as follows:

- Department of Housing, Planning and Local Government: €182,740 received in the year.
- Department of Children, Equality, Disability, Integration and Youth: €80,000 received in the year. €30,000 of this grant income has been deferred and will be released in 2023. Therefore, €50,000 has been recognised as income in the year.
- Supporting Traveller Women (IHREC): Deferred income of €7,000 from prior year released in 2022.
- The Ireland Funds: €20,000 received in the year. All of this grant income has been deferred and will be released in 2023.
- Training Income: €13,470
- Fundraising Campaigns Income Including the Countess Markievicz Circle (CMC): €51,948
- Donated Services: €0

**Total income in year €305,158**

#### 4 Operating surplus

	2022	2021
	€	€
Operating surplus for the year is stated after charging:		
Depreciation of owned tangible fixed assets	1,582	2,382
Loss on disposal of tangible fixed assets	-	355
	<u>          </u>	<u>          </u>



# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 5 Employees

The average monthly number of persons employed by the company during the year was:

2022 Number	2021 Number
4	3

Their aggregate remuneration comprised:

	2022 €	2021 €
Wages and salaries	133,058	103,617
Social security costs	14,437	11,450
Pension costs	3,350	-
	<u>150,845</u>	<u>115,067</u>

The remuneration of key management personnel is as follows

Management Personnel	1	1
Wages and Salaries	<u>66,000</u>	<u>67,000</u>

One employee earned over €60,000 during the year (2021: 1).

### 6 Taxation

The actual charge for the year can be reconciled to the expected charge for the year based on the profit or loss and the standard rate of tax as follows:

	2022 €	2021 €
Profit before taxation	<u>741</u>	<u>5,483</u>
Expected tax charge based on the standard rate of corporation tax of 12.50% (2021: 12.50%)	93	685
Tax effect of income not taxable in determining taxable profit	<u>(93)</u>	<u>(685)</u>
Taxation charge for the year	<u>-</u>	<u>-</u>

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 7 Tangible fixed assets

	Plant and equipment €	Fixtures and fittings €	Total €
<b>Cost</b>			
At 1 January 2022	5,491	1,267	6,758
Additions	498	-	498
At 31 December 2022	<u>5,989</u>	<u>1,267</u>	<u>7,256</u>
<b>Depreciation and impairment</b>			
At 1 January 2022	3,966	1,150	5,116
Depreciation charged in the year	1,465	117	1,582
At 31 December 2022	<u>5,431</u>	<u>1,267</u>	<u>6,698</u>
<b>Carrying amount</b>			
At 31 December 2022	<u>558</u>	<u>-</u>	<u>558</u>
At 31 December 2021	<u>1,525</u>	<u>117</u>	<u>1,642</u>

### 8 Financial instruments

	2022 €	2021 €
<b>Carrying amount of financial assets</b>		
Debtors / Cash Balances measured at amortised cost	158,940	108,128
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	(5,128)	(913)

### 9 Debtors

	2022 €	2021 €
<b>Amounts falling due within one year:</b>		
Trade debtors	2,881	3,602
Prepayments	3,201	3,367
Accrued income	600	-
	<u>6,682</u>	<u>6,969</u>

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

### 10 Creditors: amounts falling due within one year

	Notes	2022 €	2021 €
Trade creditors		5,128	913
PAYE and social security		8,315	8,272
Deferred income	11	52,880	7,000
Accruals		9,241	10,558
		<u>75,564</u>	<u>26,743</u>

### 11 Deferred income

	2022 €	2021 €
Other deferred income	52,880	7,000
	<u>52,880</u>	<u>7,000</u>

The deferred income at year end relates to income received for specific activities which are to be carried out over 2022 and 2023 as outlined in the contract. For those activities which were not carried out in 2022, the associated income has been deferred.

### 12 Reserves

	2022 €	2021 €
At the beginning of the year	86,394	80,911
Surplus for the year	741	5,483
At the end of the year	<u>87,135</u>	<u>86,394</u>

### 13 Provisions available for audits of small entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

### 14 Related party transactions

The directors do not receive any salary or remuneration for their services.

### 15 Controlling party

The company is controlled by its board of directors.

### 16 Approval of financial statements

The directors approved the financial statements on 18/09/2023.

**WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE**  
**MANAGEMENT INFORMATION**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## DETAILED INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

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	2022	2021
	€	€
<b>Income</b>		
Department of Housing, Planning and Local Government	182,740	177,160
Department of Children	50,000	-
Supporting Traveller Women (IHREC)	7,000	-
Training Income	13,470	11,620
Fundraising Campaigns Income including The Countess Markievicz Circle (CMC)	51,948	46,292
Donated Services	-	14,000
	<hr/>	<hr/>
	305,158	249,072
<b>Operating expenses</b>	(304,417)	(243,589)
	<hr/>	<hr/>
<b>Operating surplus</b>	741	5,483
	<hr/> <hr/>	<hr/> <hr/>

# WOMEN FOR ELECTION COMPANY LIMITED BY GUARANTEE

## SCHEDULE OF OPERATING EXPENSES

FOR THE YEAR ENDED 31 DECEMBER 2022

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	2022	2021
	€	€
<b>Expenditure</b>		
Wages and salaries	133,058	103,617
Social security costs	14,437	11,450
Staff recruitment costs	1,448	259
Staff training	1,593	1,168
Staff pension costs	3,350	-
Rent	8,340	-
Events and training	44,495	26,085
Networking	1,870	62
Computer, IT and website	6,871	11,724
Staff travel and subsistence	3,403	40
Membership affiliations	150	400
Bookkeeping and payroll	5,032	4,340
Auditor's remuneration	3,690	3,690
Bank charges	418	443
Insurance	1,953	1,129
Printing, postage and stationery	2,350	2,756
Office storage costs	1,565	1,919
Communication	14,263	32,359
Fundraising expenses	2,871	4,233
Programme support	-	12,901
National datahub external development costs	42,926	-
Telephone	1,953	1,599
Research and policy costs	5,045	6,405
Sundry expenses	1,754	272
Donated Services / Rent	-	14,000
Depreciation	1,582	2,383
Loss on sale of tangible assets	-	355
	<u>304,417</u>	<u>243,589</u>

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