

ANNUAL REPORT

2024





TASC

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The present report does not represent the collective views of TASC, but only of the respective authors. The responsibility of TASC is limited to approving its publication as worthy of consideration of the global progressive movement.



**An Roinn Forbartha
Tuaithe agus Pobail**
Department of Rural and
Community Development



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ANNUAL REPORT 2024

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Foreword by TASC's Board Chair and Executive Director

It is a real pleasure to introduce TASC's annual report for the year 2024. We hope that you will find the report interesting and informative.

TASC had a good year in 2024, though we faced several challenges, not least a shifting political context globally. As you will see, it was an extremely active year, and the range and diversity of our work was truly remarkable.

The impact of our work continues to expand, from improved household financial resiliency to the genesis and launch of a range of initiatives emerging from the People's Transition. Impact is very important for all of us because, as our apt title indicates, we are committed to being **active** in the pursuit of **social change**.

At the same time, the range of our work at this particular historical moment has made us question whether our focus needs to be clearer. TASC aims to highlight the relevance of inequality to distrust in democracy and thus conducts research and develops public education projects that address multiple dimensions of inequality and build confidence and capacity to engage with policy.

In this report, you will see examples of the work that TASC does in the areas of Economic Equality, Social Inclusion, Climate Justice, Health, and the enhancement and deepening of Democracy. Technology increasingly crosses all of our work, especially the effects of Artificial Intelligence (AI) on working conditions and labour markets and the impact of data centres on resources and neighbouring communities.

Much of our work is conducted for other non-profits that share our values but lack the professional expertise which we bring to projects. We only accept commissions which are in harmony with our values and objectives. We also work with state agencies and businesses to enhance social and environmental impact and collaboration between civil society and government.

Beyond our research and public education, TASC Board members and staff must devote close attention to fundraising and governance and compliance issues.

TASC pays for the annual inequality report out of core funds, but other projects must be funded from other sources.

It is because of this reality that every person involved in the organisation as employees or Board and sub-committee members has to devote so much of their time seeking financial support for our work from organisations including trade unions, corporations, philanthropic bodies, and individuals with a strong affinity with our aims and ambitions.

This year, we are highlighting funding issues because, as outlined in TASC's audit summary, we recorded a significant deficit in 2024. Several factors contributed to this, including staff turnover, which placed additional pressure on the remaining team. We also made a strategic decision to focus on securing multi-year EU and other grants, aiming to reduce our dependence on short-term, low-value funding. These longer-term grants are beneficial as they allow us to retain staff for the full duration of a project

and provide a more stable and predictable income stream. However, pursuing these opportunities required substantial staff time and resources, which temporarily reduced our capacity to apply for funding that would generate immediate income.

Other challenges from 2024 were project delays for reasons beyond our control, affecting attention to our work and policy impact, as well as our income flow, because of project payments being pushed out until 2025. This reliance on project incomes adds to our financial pressures and only emphasises the need to build up reserves.

TASC's independence is an asset for building trust but it makes our overall financial situation difficult because we can't rely on one single institution for funding stability.

Our Board and Executive Director (ED) made a conscious decision to persevere with our work even at the cost of running up a challenging deficit. This correct but courageous decision could not have been taken if we did not have the confidence that the work TASC does will resonate with our supporters and will inspire them, if at all possible, to respond, even in very modest ways, to our funding appeals.

The report itself reflects the shifting political context which also influenced our own priorities and internal decision-making last year. The report now focuses on more direct objectives, and thematic focus across workstreams and impact. Conscious of Ireland's vulnerability and, inversely, strength, as an open economy and democracy, we have elected to frame the report in

terms of local, national, and international impact, especially in relation to Sustainable Development Goals (SDGs).

We are enormously proud as Chair of the Board of Tasc and the Executive Director to present this report. Due to the wonderful work and commitment given by our professional staff, Board, and Committee members, it is a fitting testament to all that was done in the pursuit of equality and social change in Ireland in 2024.



Mike Jennings

Mike Jennings
Board Chair, TASC



Shana Cohen

Dr Shana Cohen
Executive Director, TASC

1.

TASC - At a Glance

In 2024, TASC continued its track record of evidence-backed, community-informed research across economic equality, social inclusion, democracy, climate justice, and health. At a time when far-right and extremist narratives are gaining footholds in Ireland and beyond, there is a critical need for research that strengthens progressive, well-informed public discourse and supports inclusive policy solutions.



The Think Tank for Action on Social Change (TASC) is an independent think-tank based in Dublin, Ireland turning research into action to tackle inequality and strengthen democracy.

As a public education charity (CHY 14778), TASC focuses on economic and social policy, climate justice, and participative, inclusive society-building across Ireland and the EU.



Guided by its Constitution, TASC works to:



**Promote education
for public benefit**



**Foster a more inclusive and
participatory society**



**Conduct and share research
that serves the public interest**

Using rigorous mixed-method research - statistical analysis, surveys, interviews, and focus groups - TASC evaluates policies and programs affecting vulnerable and marginalised groups. These insights shape evidence-based recommendations and practical interventions for government, civil society, and other organisations, ensuring research drives real-world impact and positive social change.



1.1 TASC's Core Mission

Vision: A sustainable, flourishing society characterised by economic equality, with strong public engagement in politics and an accountable government.



Mission: To develop policies and solutions using evidence-based research and catalyse momentum for progressive change.



Values: We believe that greater economic equality is unequivocally positive for society as a whole as it improves wellbeing for everyone.



1.2 Brief History



2001

In June 2001, TASC was formally incorporated as a not-for-profit limited company. The original name for TASC was The Foundation for Policy Alternatives. In 2002, it changed to TASC – the Think Tank for Action on Social Change.

In 2001, think tanks were few in Ireland and orthodox economics was dominant in public discourse. Political engagement was low, with little debate on progressive socio-economic policies. Despite 1990s economic growth, inequality persisted, highlighting the need for a counter-narrative.

From the outset, TASC chose independence from political parties and partisan ties. Its mission was to foster informed public debate and challenge dominant policy assumptions. In 2003, TASC published 'After the Ball' by Fintan O'Toole, a critical analysis of Irish society.

In 2008, Atlantic Philanthropies provided TASC with a grant to cover our core costs for a five-year period, a grant which was renewed for three further terms of three years taking the organisation to the end of 2019. With this funding, TASC was able to put in place a more formal structure with expert policy staff and much enhanced communications, funding, governance, and administration.

2008

2020



After Atlantic Philanthropies ceased funding in Ireland, TASC deliberately moved away from reliance on project-based funding and began seeking core funding opportunities. The first year of COVID-19 presented financial challenges, including a significant loss as the organisation transitioned away from its previous funding model. However, this period motivated a new strategic approach, leveraging stronger partnerships in Dublin and beyond to sustain and expand TASC's work.

In 2021, TASC hired a dedicated fundraiser, which has since allowed the organisation to consistently break new ground in securing sustainable funding. This support has enabled TASC to expand its reach through tenders, commissioned research, and significant public education projects that deliver tangible outcomes for communities—from training programs to on-the-ground initiatives addressing social and economic inequality.

In 2024, TASC further grew its reputation as a trusted provider of evidence-based research and policy advice, continuing its commitment to informing public decision-making, fostering public debate, and creating meaningful social change across Ireland.

2025

1.3 TASC's Objectives

TASC's Constitution sets its objectives as follows:



To promote **education** for the public benefit in issues of public policy, politics, economics, culture, the environment and other related and compatible fields so as to encourage a more participative and inclusive society.



To promote for the public benefit **research** in any of the foregoing fields of education and to publish the useful results of such research.



1.4 Core Workstreams



Economic Inequality: TASC's work on economic equality focuses on reducing income and wealth disparities and promoting fair access to resources. Through research and policy analysis, TASC examines issues such as poverty, social protection, and labour market inequalities, providing evidence-based recommendations to create a more just and inclusive economy.



Social Inclusion: In social inclusion, TASC seeks to ensure that all individuals and communities can fully participate in society. This work addresses barriers related to education, housing, employment, and social services, aiming to empower marginalised groups and foster a more equitable and cohesive society. TASC's highly regarded Financial Resilience Training (FRT) is managed under our social inclusion research stream.



Climate Justice: TASC's climate justice work links environmental sustainability with social equity. It supports community-led transitions to a zero-carbon society, ensuring that climate action creates opportunities for economic development, addresses inequality, and builds broad public support for environmental initiatives. The People's Transition (PT) – one of TASC's flagship projects – is a key component of our climate justice work.



Democracy: TASC's democracy work strengthens civic participation, transparency, and accountability. It explores electoral engagement, media influence, and public deliberation, supporting policies and initiatives that enhance citizen involvement and counter the rise of extremism.



Health Inequality: The health stream focuses on improving public health and wellbeing, particularly amongst vulnerabilised groups. TASC promotes co-produced, peer-supported approaches that empower families and service users, while identifying gaps and recommending policies to make health services more accessible and effective.



Technology: Technology plays an increasingly important role in the state of equality and inclusion today. To respond to this challenge, TASC is incorporating technology research across its research streams. This perspective emphasises ethical governance, worker inclusion, and transparent policymaking to ensure that technological change benefits society without deepening existing inequalities.

1.5 Strategic Focus

For TASC's 5 Year Strategy 2022–2027, we streamlined our work into **three core priorities** to focus our impact more clearly:

1. Advance Evidence-Based Policy Research
2. Strengthen Public Understanding and Impact of Policy
3. Deepen Strategic Partnerships and Engagement at a Local, National & European Level

These priorities build on our earlier approach, where we initially identified five areas of strategic focus:

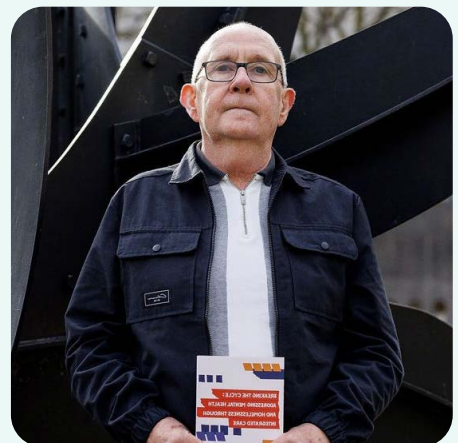
1. Conduct and publish research that benefits the public and contribute to policy debates.
2. Design and deliver public education projects and events that generate greater solidarity and a fairer, more democratic, and sustainable society.
3. Develop progressive policy responses to regional, national, and local challenges across Ireland and the EU.
4. Partner with other civil society organisations, unions, government bodies, and the private sector across Ireland, Europe, and globally.
5. Continue to diversify raising awareness outside of conventional methods.

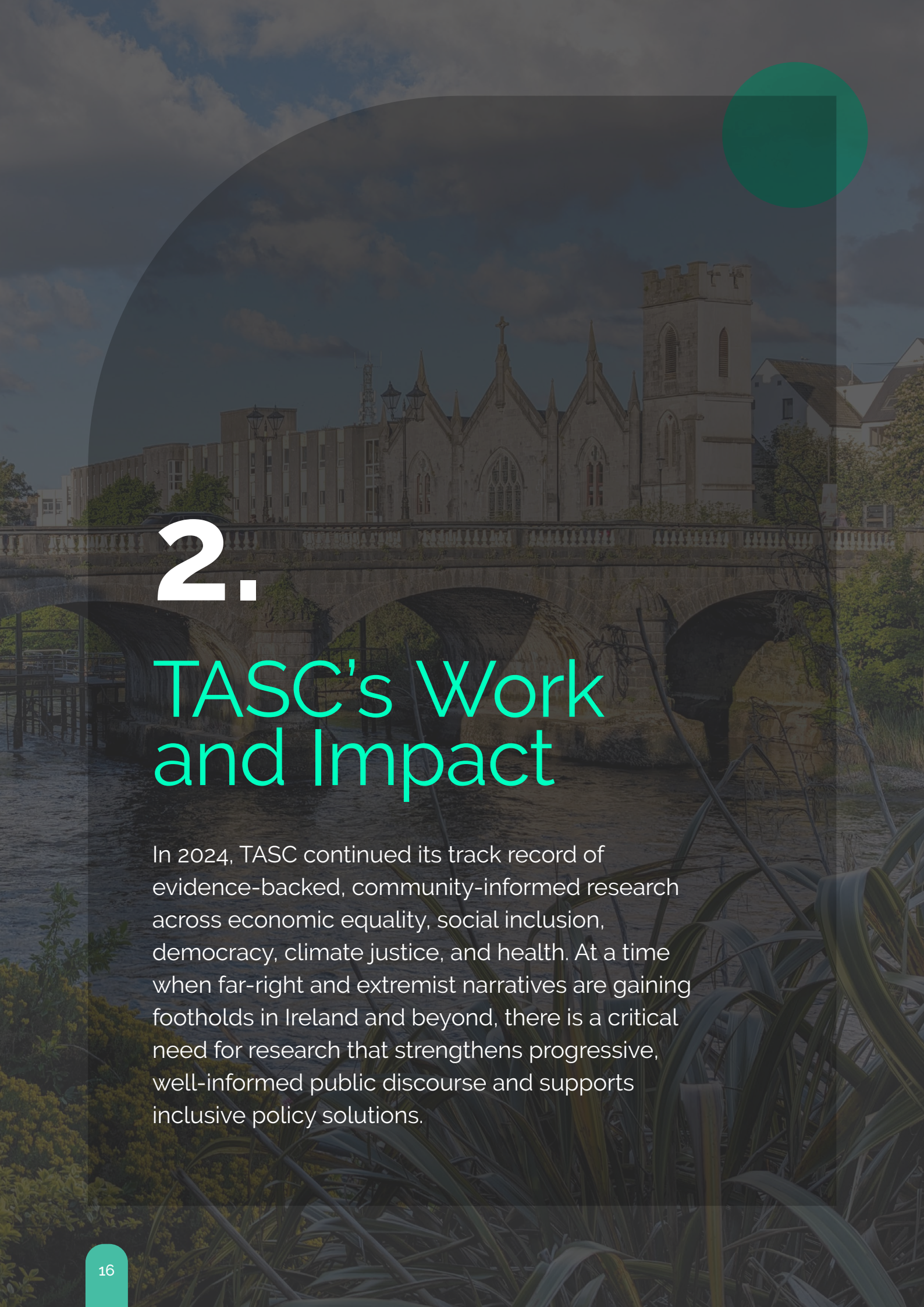
Through reflection and consultation, we recognised that having five priorities risked diluting our focus and making it harder to communicate our goals clearly, prompting the shift to the three core priorities above.

1.5.1 Key Learnings

How TASC's 2024 Findings Further Refine our Focus:

- Confirmation that effective policymaking is holistic and acknowledges how inequalities influence each other
- Marginalisation is sometimes being reinforced or exacerbated by policy, with implications for social and political attitudes
- Building Trust in institutions is undervalued in policy making
- Policy making must become more grounded in local voices and thus move away from top-down consultation exercises toward more deliberative, localised models
- Gender and ethnicity are still underrepresented in policy strategies





2.

TASC's Work and Impact

In 2024, TASC continued its track record of evidence-backed, community-informed research across economic equality, social inclusion, democracy, climate justice, and health. At a time when far-right and extremist narratives are gaining footholds in Ireland and beyond, there is a critical need for research that strengthens progressive, well-informed public discourse and supports inclusive policy solutions.

2.1 TASC's Work in 2024

For this Annual Report, TASC has adopted a fresh approach by presenting its work under **three overarching themes** crossing its five research streams:

1

Structural Inequality
& Marginalisation



2

Services & Policy –
Review and Innovation



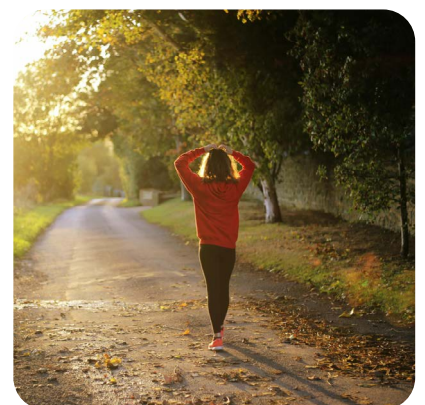
3

Community-Led
Approaches & Education



This structure moves beyond reporting by individual workstreams or strategic priorities. It allows us to demonstrate more clearly how TASC's research, public engagement, and policy initiatives intersect and reinforce one another. By highlighting community-driven action for social change, we can show not only how communities are directly affected, but also how these changes create ripple effects across wider society - illustrating how local action contributes to systemic transformation.

Referencing the United Nations Sustainable Development Goals (SDGs) situates TASC's work within a global framework for change. It communicates the broader relevance of our research and policy work, showing how local efforts contribute to international goals such as reducing inequality, strengthening education, and reforming public systems. By positioning TASC's work locally, nationally, and internationally, we enhance accountability, attract diverse partnerships,



Highlights of TASC's work in 2024

Highlights from 2024 demonstrate the breadth and reach of TASC's work:

- Planning for People's Transition Phase III, expanding beyond individual community projects to a horizontal network for knowledge-sharing across communities, in response to strong demand from charities, activists, and institutions.
- Launching the Annual Inequality Report, with a focus on educational equality
- Expanding the Democracy Stream, deepening understanding of how inequality weakens democratic institutions and exploring ways to strengthen participatory democracy.
- Examining how unequal access to health and social services, combined with experiences of marginalisation, undermines Irish society, the economy, and democratic resilience.
- Increasing attention to the intersections of inequality, democracy, trust, and technology, including the social and labour impacts of AI and its implications for climate justice.

This approach ensures that TASC's work is not only evidence-informed but also directly responsive to the needs of communities, policy actors, and society at large. It underscores our commitment to using research, engagement, and advocacy to create a fairer, more inclusive, and sustainable Ireland.



2.2 Theme 1: Structural Inequality & Marginalisation

Structural inequality refers to the deep-rooted social, economic, and institutional barriers that prevent individuals and groups from accessing equal opportunities. TASC's research this year has shown how these disparities are seen across housing, education, health, gender, ethnicity, and employment. By highlighting these inequalities, amplifying the voices of those most affected, and putting forward evidence-based recommendations, this work directly supports TASC's Strategic Priority 1 and pushes for structural solutions.



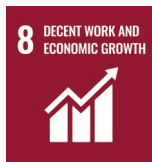
2.2.1 Research Insights on Structural Inequality & Marginalisation

The State We Are In: TASC Inequality Report 2024

The 2024 Annual Inequality Report found that while the state has had some success at mitigating the worst effects of market inequality, problems persist, and a significant portion of the population continues to experience low living standards and high levels of social insecurity.

This report had a special focus on education and educational inequality and tackled issues relating to income inequality, poverty and deprivation, the impact of inequality on families and children, the impact of recent interventions to support living standards and the risks around the withdrawal of these supports.

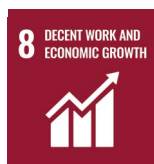
Sustainable Development Goals



Still Stuck in the Gap: Pensions Auto-enrolment from a gender and care lens

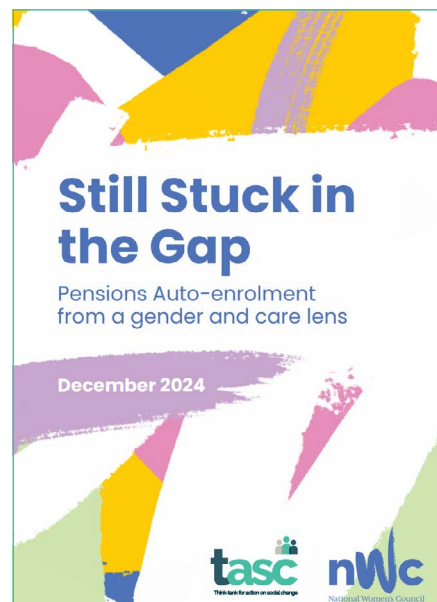
Research highlighted stark gender disparities in retirement incomes: women aged 66 and over in Ireland earn 44% less than men, with a 35% gap in pension income. This gap stems not from lower contributions but from lower lifetime earnings due to unpaid care work. With auto-enrolment due in 2025, there is a risk of deepening these inequalities unless Ireland moves toward a universal pension system that values all forms of work, particularly unpaid care work. Recommendations include universal childcare, flexible work policies, and a state pension benchmarked to earnings.

Sustainable Development Goals



The Impact of Cost Rental Housing

Former senior economic policy analyst at TASC, Dr Robert Sweeney, co-authored the report, "The impact of cost rental housing on social inclusion and wellbeing: affordability, security and community," which is the first major piece of research into cost rental housing in Ireland. The research found that nearly two-thirds of respondents (63%) value the long-term stability of Cost Rental housing, with many also attracted by the quality of the homes (60%), the essential need for housing (63%), and the affordability of rent (51%).



POLICY STUDY
August 2024

THE SOCIAL AND ECONOMIC IMPACT OF BREXIT ACROSS NORTHERN IRELAND:

REGIONAL AND SECTORAL PERSPECTIVES

Dr Sara Singleton – Tasc, Dublin



FEPS
FOUNDATION FOR EUROPEAN
PROGRESSIVE STUDIES



The social and economic impact of Brexit across Northern Ireland

Launched at the British Mission to the EU and at the Office of the Northern Ireland Executive in Brussels in October 2024, this FEPS-commissioned project explored the multifaceted impacts of Brexit. Semi-structured interviews with 19 leaders in politics, civil society, and the public sector, alongside survey data and literature review, revealed that political uncertainty, the suspension of devolved government, and the loss of EU funding have amplified pressures on services, businesses, and communities. Labour shortages, particularly in hospitality, education, and health, alongside inconsistent rules for migrants, have exacerbated challenges. Youth prospects and trust in institutions have declined, while identity dynamics have become more pronounced. The report calls for a structured Northern Ireland–EU relationship under the Windsor Framework, replacement of lost funding, targeted skills and youth investment, and support for cross-community initiatives to foster a positive, practical vision for the region.

As the report notes, "Northern Ireland has become a new boundary between the EU and a non-member state," with a hybrid economic and legal status that brings both risks and opportunities. It also cautions that "the full impact of Brexit is still unfolding."

Sustainable Development Goals



**THE FUTURE RELATIONSHIP OF
NORTHERN IRELAND AND THE EU**

Pedro Silva Pereira
MEP, Vice President of the European Parliament and Member of the EP EU – UK Delegation

Matthew O'Toole
Leader of the Opposition in the Northern Ireland Assembly and SDLP MLA for South Belfast

Kate Nicholl
Alliance MLA for South Belfast and former Lord Mayor of Belfast

24th October
10:00-13:30
Belfast



“

Northern Ireland has become a new boundary between the EU and a non-member state.

”

Reflections from work published in 2024

1.

Health Inequalities – Dr Adeelia Goffe



TASC's ongoing work on structural inequality in healthcare focuses on identifying, exposing, and addressing the systemic barriers that prevent equitable access to health services in Ireland. Ireland's two-tiered healthcare system has been shown to exacerbate social inequalities and through rigorous research and policy analysis, TASC highlights how factors such as income, housing, ethnicity, age, nationality, gender, disability status, and geographic location intersect to create deep-rooted health disparities. The TASC health-stream takes a human rights-based approach to healthcare, recognising the importance of ensuring that everyone, regardless of their socio-economic status, can access timely, appropriate, and affordable care.

“

Our ongoing work in addressing structural inequalities have included examining the impact of private-public patient pathways, the consequences of underinvestment in community health infrastructure, and the specific healthcare challenges faced by marginalised groups (for example, people experiencing homelessness, people with mental health difficulties and immigrants). By engaging with the public, practitioners, and policymakers, we work to influence structural reform and promote a more inclusive and just healthcare system.

2.

Economic Inequality – Oisín Gilmore



TASC's work on economic inequality seeks to challenge the disconnect between Ireland's high national income and the lived reality of many people who continue to face financial hardship. Through research, policy analysis, and public engagement, we explore how inequality is embedded in Ireland's economic structures, from the labour market to the tax and welfare system, and how it affects both working households and those outside the labour force, including lone parents, carers, pensioners, and disabled people. We also highlight the limitations of Ireland's current model of economic development and the urgent need for increased, planned public investment in housing, care, and infrastructure. Our aim is to generate evidence-based proposals that promote a fairer, more sustainable economy where everyone can enjoy a decent standard of living.



By engaging directly with policymakers, civil society and the wider public, we aim to shift both public debate and political will in support of policies that reduce inequality and improve economic justice for all.



2.3 Theme 2: Community Led Action

TASC identified a major gap in community participation in policy and planning, particularly among marginalised groups. While some argue engagement slows down progress, TASC views public engagement as critical to building confidence in policymaking, strengthening trust in institutions, and reducing inequality. By embedding community voices and evidence into decision-making, TASC highlights inequality as a core policy concern and ensures solutions address real issues like economic development and infrastructure.

Community-led approaches place lived experience at the centre of research, policy recommendations, and service design. TASC uses participatory methods to involve communities in identifying challenges, designing solutions, and evaluating outcomes, making policy tangible at household and local levels. Case studies from 2024 showcase real-world impact and community voices, demonstrating how local engagement drives meaningful change and advancing TASC's Strategic Priority 2: ensuring its work reflects lived experience and meets community needs.



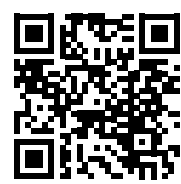
2.3.1 Research Insights on Community Led Action

CASE STUDY

Financial Resilience Training for Domestic Violence Services

TASC has worked with Irish Banking Culture Board (IBCB) for several years now on financial resilience training, particularly in relation to vulnerable groups such as victims of domestic violence. The project shows TASC's capacity to work with a range of stakeholders including charities and government and business.

Website: www.frtadv.ie



How the Project Came About

The Irish Banking Culture Board (IBCB) has long recognised that economic and financial abuse are forms of coercive control that create serious barriers for survivors of domestic violence. Survivors may struggle to access financial resources, education or employment, which can make it harder to leave an abusive situation or to rebuild afterwards.

In 2022, IBCB commissioned the Think Tank for Action on Social Change (TASC) to develop a pilot programme with Safe Ireland and the Money Advice and Budgeting Service (MABS). This first phase provided training for frontline key workers dealing with victims of domestic violence. Topics included: budgeting, debt management and fraud prevention. Feedback highlighted that the initiative gave frontline key workers valuable knowledge to support their work with survivors of domestic abuse and gender-based violence.

Building on this experience, IBCB again partnered with TASC and Safe Ireland to enhance the programme and deliver Providing the Tools for Financial Wellbeing in 2024.

This second phase placed greater emphasis on interactivity and practical application, introducing a Toolkit to guide survivor-centred financial conversations and offering a mix of in-person and online training sessions.

Working with TASC and Partners

TASC played a central role in designing and delivering the programme, ensuring that the content reflected both the evidence from Phase I and the needs of frontline services. The Toolkit created by TASC provided practical resources that frontline key workers could adapt to survivors' different circumstances.

Safe Ireland brought essential expertise from its national network, ensuring that the programme was survivor-led and trauma-informed. Their leadership in engaging the sector was crucial to the success of both phases. MABS contributed financial knowledge and trainer experience during the pilot phase, helping frontline key workers to build confidence in supporting survivors with budgeting and debt management.

Project Title:

Providing the Tools for Financial Wellbeing – Financial Resilience Training for Gender-Based Violence Services

Commissioning

Organisation: Irish Banking Culture Board (IBCB)

Partner

Organisations: IBCB, TASC, Safe Ireland, Money Advice and Budgeting Service, MABS, (Phase I)

Date:

Phase I (October 2022 – March 2023); Phase II (April – October 2024); Phase III (planned September – December 2025)

Locations:

Galway, Athlone, Cork, Dublin, Letterkenny, and also delivered Online

Focus Area:

Domestic Violence, Financial Wellbeing, Staff Training



IBCB member banks, AIB, Bank of Ireland and PTSB, also contributed directly to the training, sharing practical information on how financial institutions can, and do, support survivors of domestic abuse.

The Impact We Achieved Together

In 2024, staff from Safe Ireland's national network took part in training across four in-person workshops and one online session. The Toolkit, developed for this phase, has since been used in a variety of service settings.

Participants reported that the survivor-led, trauma-informed approach made them feel more confident supporting service users with financial concerns.

"After this training, I felt more confident having these conversations with clients."

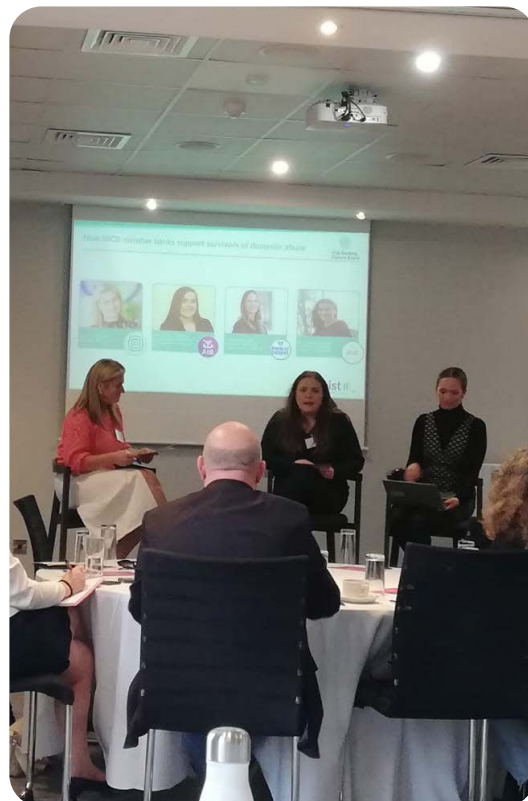
~ Direct participant feedback

They also welcomed the opportunity to hear directly from banking staff about supports available within financial institutions. The Toolkit was described as clear and useful, with one participant noting it would be helpful for group budgeting sessions in women's refuges.

A roundtable meeting in October 2024, jointly hosted by the IBCB and Safe Ireland, created space for around 20 domestic violence service providers to engage directly with banks, strengthening mutual understanding and collaboration.

To date more than 100 frontline key workers have been trained.

A third phase of the initiative launched in September 2025 with a target to train an additional 70 frontline key workers. At the time of writing, 94 frontline key workers have already registered, demonstrating strong demand for further training.

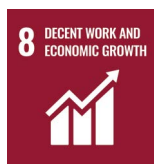


Importance of Cross-Sector Collaboration

One of the core objectives of the IBCB is to listen to and act on the feedback from customers and staff, in order to improve culture. The IBCB does this through their éist surveys and stakeholder engagement, and this initiative originated from feedback early during the IBCB's establishment. The IBCB is proud to have supported this initiative, which shows the importance of transforming analysis into action. By bringing together the expertise of TASC, the sector knowledge of Safe Ireland, the financial guidance of MABS and the commitment of the IBCB's member banks, the programme has strengthened the ability of frontline key workers to support survivors of financial abuse.

This collaboration underlines the role that financial services can play in addressing the impacts of financial abuse in domestic violence, and the IBCB looks forward to continuing this work as the programme enters its next phase.

Sustainable Development Goals



Final Thoughts

By bringing together the expertise of TASC, the sector knowledge of Safe Ireland, the financial guidance of MABS and the commitment of IBCB's member banks, the programme has strengthened the ability of frontline staff to support survivors of financial abuse.

This collaboration underlines the role that financial services can play in addressing the impacts of domestic violence, and IBCB looks forward to continuing this work as the programme enters its next phase.





CASE STUDY

The People's Transition, Carndonagh, Co. Donegal

The People's Transition views climate action as an enabler of local development. It gives people and communities a voice in, and ownership of, the transition to a zero-carbon society. It aims to enhance public support for climate action by tackling inequality and raising standards of living through the delivery of climate solutions.

Website:
www.peoplestransition.ie



Following two successful pilots in Ireland in 2021, the People's Transition Phase II expanded the model to new communities across the island of Ireland between 2022- 2025. The Carndonagh project began in June 2024, aiming to listen to the community's needs and co-design climate actions that would deliver local benefits while addressing broader development priorities.

Background

Carndonagh is a large town with rich natural habitats and an engaged community. Challenges include higher-than-average unemployment, limited local training, and inadequate health and social services. National-level environmental policies often fail to reflect local priorities, reducing engagement in government-led climate initiatives. TASC's experience in community-led just transition initiatives helped identify local priorities and link them to climate action.

Mapping and Community Engagement

Planning began in February 2024 with Inishowen Development Partnership IDP and ECO Carn, a network of local social and environmental organisations. A mapping phase used census and geographic data to understand the community, followed by participatory workshops, focus groups, stakeholder interviews, and an online survey. In total, over 200 people contributed their views.

Co-Created Solutions

- **Green Skills:** This action would build a training and apprenticeship programme in key green skills in Carndonagh.
- **Community Food Growing:** This would use public and common spaces across Carndonagh for community food growing as part of an edible neighbourhood approach.
- **Two Rivers' Project:** Learning from nature and cultural heritage is at the centre of this action. This would raise awareness on the cultural heritage and biodiversity of Carndonagh's Glenagannon and Donagh rivers and developing actions to support their protection.

Project Title: The People's Transition, Carndonagh, Co. Donegal

Commissioning Organisation: AIB

Partner Organisations: Inishowen Development Partnership

Date: June 2024 – August 2025

Focus Area: Climate Justice, Just Transition, Community Engagement

The Impact We Achieved Together

Together, we achieved outcomes that exceeded expectations:

1. **Collected views and opinions from over 200 people**
2. **Held 4 workshops, 6 focus group discussions, 15 interviews and one report launch**
3. **Identified 3 actions to support a community-led just transition in Carndonagh**

Unexpected positive outcomes:

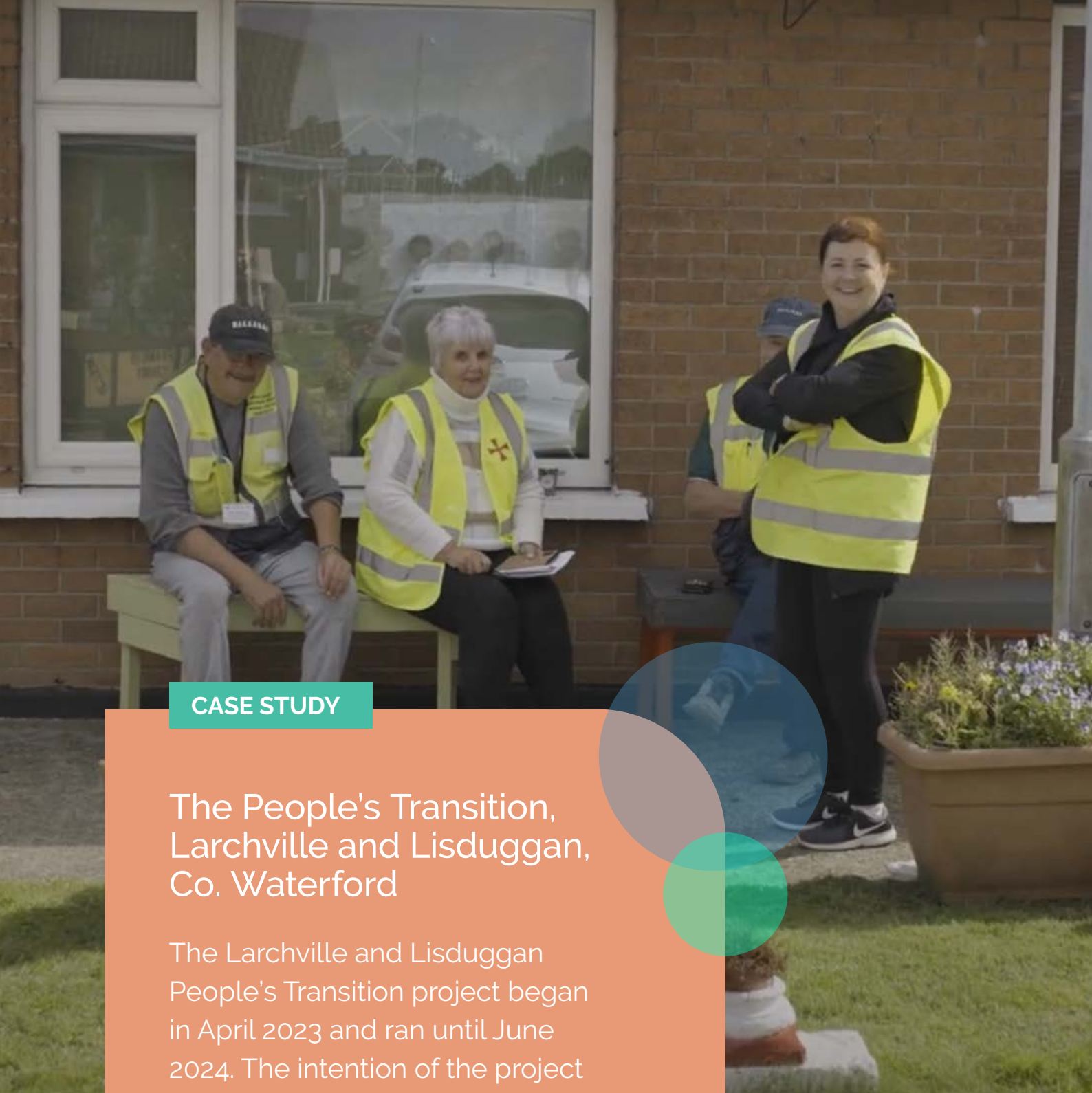
Carndonagh is a Decarbonisation Zone (DZ) for Co. Donegal. As the People's Transition project was progressing, the Climate Action team from Donegal County Council were starting to plan DZ initiatives. IDP, TASC and Donegal County Council worked together to ensure both processes were part of the same framework. As a result, the People's Transition process in Carndonagh has enabled the development of tangible place-based DZ actions that can be pursued by the community in partnership with Donegal County Council.



Sustainable Development Goals







CASE STUDY

The People's Transition, Larchville and Lisduggan, Co. Waterford

The Larchville and Lisduggan People's Transition project began in April 2023 and ran until June 2024. The intention of the project was to listen to and learn from the community's needs and abilities and then attempt to design a number of climate solutions that would benefit the community and address a number of the main local development priorities.

Watch the Video



Background

The Larchville and Lisduggan People's Transition project began in April 2023 and ran until June 2024. The intention of the project was to listen to and learn from the community's needs and abilities and then attempt to design a number of climate solutions that would benefit the community and address a number of the main local development priorities.

The solutions and pathways forward proposed in this report are the development of green spaces for mental health by and for the community, a repair café and Library of Things, and a 'whole of community' approach to retrofitting. These specific solutions are designed to meet the need for climate action whilst also being realistic and beneficial for the residents of Larchville and Lisduggan.



Key achievements of smaller public education projects underway in 2024

Clare Climate Justice Plan

Embedded climate justice into local development frameworks which ensured that climate solutions reflected the community needs.

Sustainable Development Goals



Traveller Education Change Project

Developed in partnership with the Traveller community, this project focused on culturally responsive education strategies that promote inclusion and equity.

Sustainable Development Goals



Traveller Youth Mental Health Service

Supported the co-creation of a national service model that is culturally appropriate and community-led, addressing a critical mental health gap among Traveller youth.

Sustainable Development Goals



Youth Work Ireland (YWI) Tipperary – Service Mapping

Captured the voices of local communities to inform more tailored, coordinated mental health and social service provision. The project revealed the need for better-resourced, accessible support in high-deprivation areas.

Sustainable Development Goals



South Dublin County Partnership: Clondalkin - Social Prescribing Service Evaluation:

This evaluation used local health workers to build trust and connect isolated individuals to community activities and supports, ensuring care is shaped by local voices rather than just clinical services.

Dublin City Community Co-operative Healthy Communities Project Social Prescribing Evaluation:

This evaluation used local health workers to build trust and connect isolated individuals to community activities and supports, ensuring care is shaped by local voices rather than just clinical services.

Sustainable Development Goals





“

*TASC embeds equality
and community voice across
sectors, co-creating inclusive
solutions in climate action,
education, mental health,
and community health.*

”



2.4 Theme 3: Services & Policy – Review and Innovation

Review and Innovation of services and policy are central pillars of TASC's work across the streams of health, social inclusion, democracy, and economic inequality research. In a rapidly changing social and economic environment, TASC's researchers evaluate public services and policies through a lens of accessibility, inclusion, and equality. Our research highlights the need for services that are responsive to community needs and capable of addressing structural inequalities.

TASC's work under this theme seeks to identify where public systems fall short – whether in healthcare access, educational equality, mental health supports, or the impact of emerging technologies. By amplifying the voices of service users and providers, we produce evidence-based recommendations for practical reform and adaptation. This work directly supports TASC's Strategic Priority 1 by identifying systematic gaps and community needs, informing public and policy discourse for more inclusive and effective services.



2.4.1 Research Insights on Services & Policy - Review and Innovation

Family Peer Support Work – A Review of Irish & International Literature:

A review of Irish and international literature on family peer support in mental health and addiction – commissioned and funded by the Health Services Executive (HSE) Mental Health Engagement and Recovery Office – identified co-production and standardisation as priorities. Findings showed that Family Peer Support Work leads to improvements in family empowerment, mental health, self-care, knowledge of mental health difficulties, and satisfaction with services. However, barriers persist, such as practical challenges, limited availability, and stigma. Family Peer Support Workers highlight the complexity of supporting family members while also being family members themselves. The report provides 12 recommendations to improve access, training, integration, and support for Family Peer Support Workers, aiming to strengthen outcomes for families and enhance the overall mental health system. These recommendations will inform the development of a Family Peer Support Worker Toolkit for HSE mental health services.

Sustainable Development Goals



“Challenges include lack of clarity surrounding their role, isolation, lack of respect for their expertise, and the complexities of supporting family members of people with mental health difficulties while also being a family member.”

Educators' Perspectives on the Challenges, Successes and Opportunities of Delivering Equality of Opportunity in Schools (DEIS)

Our research into DEIS schools underlined their pivotal role in addressing deep-rooted social inequalities and promoting social mobility. Survey results revealed that 62% of DEIS school teachers believe the programme has improved access to higher education, and 73% report better access to further education. Nevertheless, 57% of teachers stated that class sizes remain too large to provide adequate support and that facilities are unacceptable. The report calls for greater government investment and policies that support educational equality and social inclusion, ensuring that DEIS schools can continue to break cycles of poverty and inequality.

Sustainable Development Goals



Schools in Ireland, particularly those within the DEIS framework, play a pivotal role in addressing the deep-rooted inequalities present in Irish society. By supporting students from disadvantaged backgrounds and providing them with the resources and opportunities they might otherwise lack, these schools are vital in breaking cycles of poverty and inequality.



2.4.2 Voices from the community

Across our projects and reports, TASC researchers engaged with educators, healthcare professionals, and service providers. Their testimonies and insights underscore the potential of Ireland's public services and policies, as well as highlighting the persistent barriers that limit them.

“

Receiving support from someone who genuinely understood what participants were experiencing helped them feel more accepted and less isolated and judged.”

Family Peer Support Work
– A Review of Irish & International Literature

“

Schools in Ireland, particularly those within the DEIS framework, play a pivotal role in addressing the deep-rooted inequalities present in Irish society.”

- Educators Perspectives on the Challenges,
Success, and Opportunities of DEIS



“

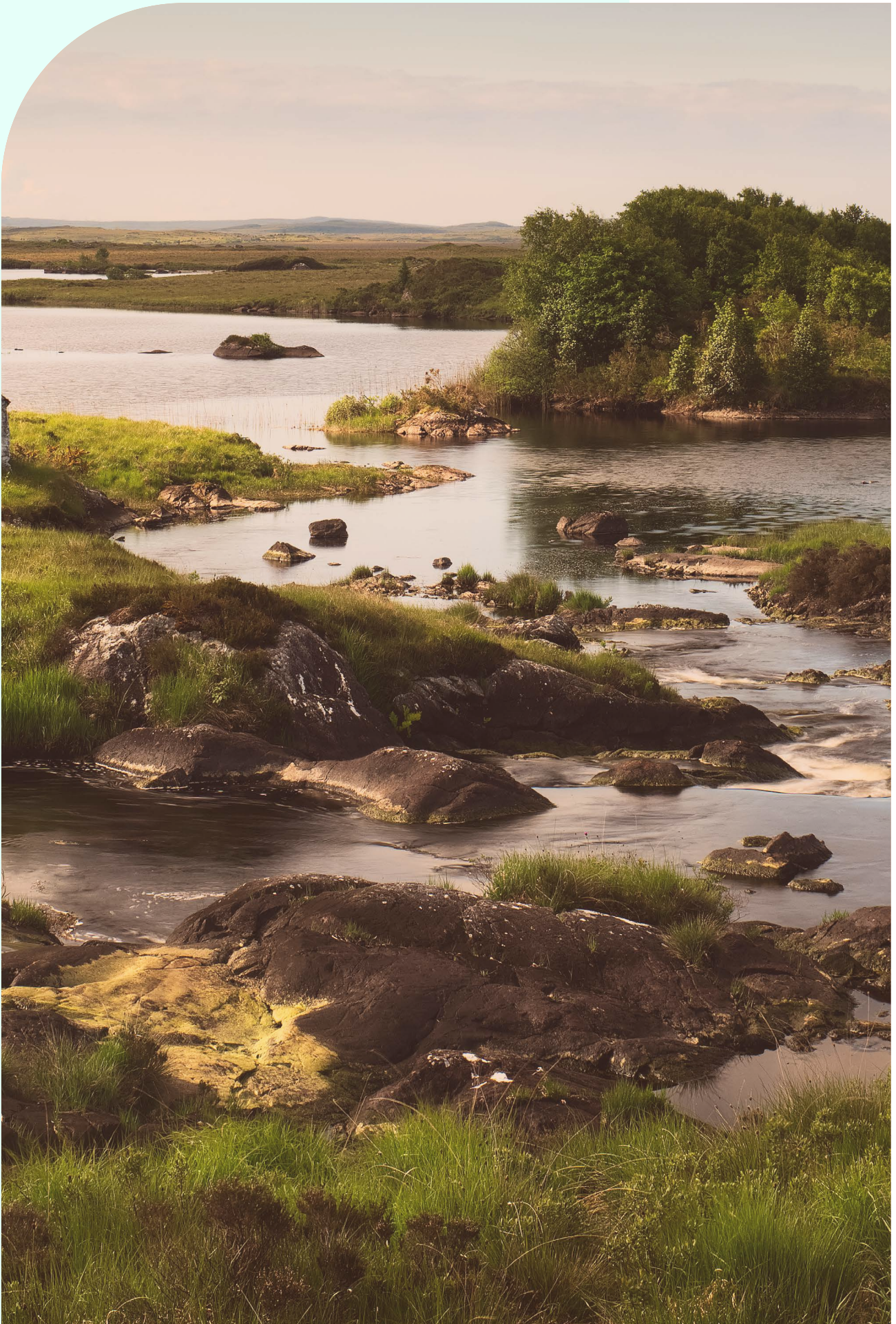
This research confirms that AI is not just a technological development: it is a major social and economic shift.”

- Accounting for Change: The Impact of Artificial Intelligence on Workers in Irish Financial Services

“

It is of serious concern that most teachers believe class sizes are still too large, while the fact that 33% of respondents in DEIS schools describe science labs and sports facilities as being 'poor' or 'very poor' is unacceptable for a country of our resources.”

- Educators Perspectives on the Challenges, Success, and Opportunities of DEIS



2.5 Looking Ahead

Health Stream

Findings from recent TASC Health reports and our ongoing work, point to persistent challenges including fragmented provision, workforce shortages, and limited access to essential supports – particularly in mental health, disability, and underage services. Recommendations highlight the value of joined-up, placed-based approaches, improved local infrastructure, and more adaptable delivery models that reflect the realities of people's lives. In the years to come, this theme is expected to evolve through a stronger focus on preventing, integration, and responsiveness to changing community needs.

Democracy Stream

Our Democracy Stream is exploring ways of developing and strengthening Ireland's democratic institutions; deepening participation through deliberative initiatives; and defending against emerging threats from far-right, anti-democratic movements and actors. Our reports this year have identified growing frustration, in particular among workers and young people, and highlighted how this is translating into a more polarised political landscape and putting greater strain on community organisations addressing underlying inequalities. As our stream evolves, we are increasingly partnering with international collaborators to identify innovations and best practices for reducing barriers to participation and ensuring a more plural democracy.

Social Inclusion Stream

TASC's Social Inclusion work highlights how exclusion in Ireland is experienced through limited access to decent housing, healthcare, secure work, and education, alongside barriers to meaningful participation in decision-making. Our reports this year emphasised the cumulative effect of these inequalities, especially for groups whose needs are not fully recognised in current policy frameworks. We have shown how services and support too often fail to adapt to the realities of people's lives, leaving many communities without adequate resources.

Recommendations have centred on evaluating whether



Dr Adeelia Goffe,
Health Stream



Maria Pachowicz,
Health Stream



**Dr Shana Cohen, Executive
Director of TASC and
Democracy Stream**



Tiarnán McDonough

policies and services are achieving their intended outcomes, improving accessibility across housing, health, and employment, and reducing the structural barriers that reinforce poverty and exclusion. Our research underscores the importance of listening to those directly affected, ensuring their voices shape solutions.

Looking ahead, this stream will deepen its focus on how services can be made more responsive, integrated, and equitable. By working closely with communities and policymakers, we aim to support practical reforms that not only reduce inequality but also foster greater participation and resilience across Irish society.

Climate Justice Stream

TASC's Climate Justice stream has worked closely with the communities, enabling them to take the centre stage for Just Transition efforts in Ireland. Building on our existing research and community engagement work on People's Transition spanning over 11 different communities across Ireland and Northern Ireland, this stream will now aim at consolidating the communities and their active involvement within Just Transition at an all-Island level.

At the same time, this stream will increase efforts to foray and engage with new communities in Ireland and other European States that will play the foundational role in community led Just Transition and become part of the larger envisioned community of communities. Going ahead, this stream will also adopt more evolved processes to engage communities in tackling the effects of climate change and adoption of renewable energy sources, such as deliberative and participatory democracy, engaging communities and policymakers alike.

Economic Inequality Stream

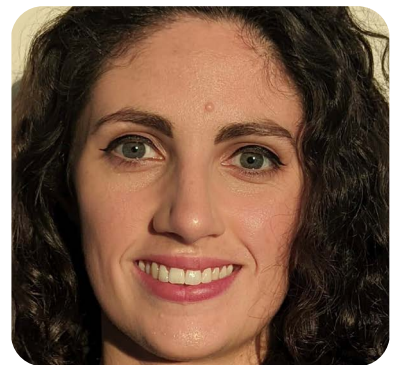
TASC's work on economic inequality seeks to challenge the disconnect between Ireland's high national income and the lived reality of many people who continue to face financial hardship. Through research, policy analysis, and public engagement, we explore how inequality is embedded in Ireland's economic structures, from the labour market to the tax and welfare system, and how it affects both working households and those outside the labour force, including lone parents, carers, pensioners, and disabled people. We also highlight the limitations of Ireland's current



**Dr Sara Singleton, Head of
Public Education and Social
Inclusion Stream**



**Dr Dana Guy,
Public Education and
Research Officer**



**Róisín Greaney,
Climate Justice Stream**



**Deirdre Carolan,
Climate Justice Stream**

model of economic development and the urgent need for increased, planned public investment in housing, care, and infrastructure. Our aim is to generate evidence-based proposals that promote a fairer, more sustainable economy where everyone can enjoy a decent standard of living.

Over the past year, TASC has published its annual flagship inequality report, as well as in-depth research on gender and pensions, the EU Minimum Wage Directive, and the future of the Irish welfare state. Looking ahead, we will continue to build on this work through upcoming projects on hygiene poverty, commercial-to-residential conversions, migrant experiences, and sugar taxation. By engaging directly with policymakers, civil society and the wider public, we aim to shift both public debate and political will in support of policies that reduce inequality and improve economic justice for all.

Technology Stream

Technology now cuts across much of TASC's work, shaping our approach to economic inclusion, labour rights, and climate justice. The rapid rise of artificial intelligence (AI) has created anxiety in sectors such as public service and financial services, where workers fear job displacement. In response, TASC has called for increased union and employee consultation in digital transformation efforts, meaningful upskilling opportunities, and transparency around the AI systems in use - ensuring workers are not left behind.

AI is no longer a distant scientific concept but a force affecting education, employment, health care, and climate policy. As these technologies evolve, TASC is deepening its research to understand their impact on inequality, worker protections, and the green transition. By embedding a technology lens across our portfolio, we aim to support the development of an ethical, responsible technology ecosystem that aligns with a just society.

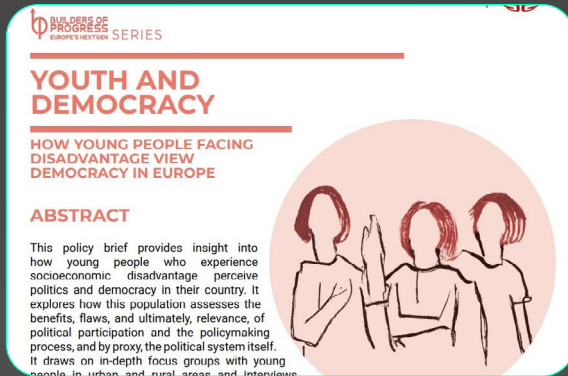


Oisín Gilmore,
Economic Inequality Stream



Molly Newell,
Technology Stream

2.6 List of Events



23rd of January 2024: "How young people facing disadvantage view democracy in Europe"



1st of February 2024: "Modern Methods of Construction: barriers and benefits of Irish Housing" report launch"

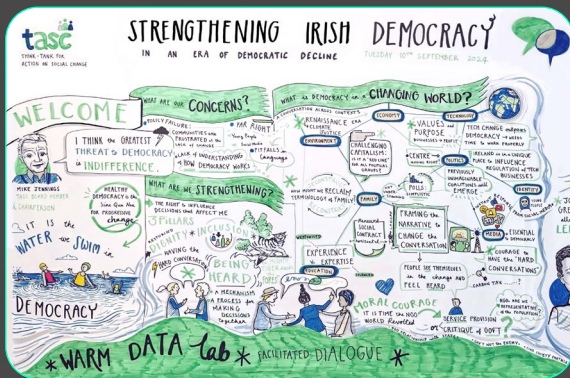


Tuesday 19 March 2024 "Media Literacy for Democracy: Online Final Conference". In this project's final conference, we will presented our contribution to defining an effective European strategy to promote media literacy in the Member States, a set of policy recommendations addressed to civil society, media workers and local and international institutions.



10th of April 2024: DCU - AI and Ethics - Panel - AI and the World of Work, with reference to Employment, Productivity, Education, and Equality

[Link to Document.](#)



17th of May 2024: Financial Services Union Triennial Delegate Conference, Panel on the Future of Work



27th of June 2024: In person launch of "The state we are in: Inequality in Ireland 2024"



5th of September 2024: Launch for "Civil Society Under Duress" online. Report Launch: Civil Society Under Duress Tickets,

10th of September 2024: Strengthening democracy in Ireland workshop
[Link to LinkedIn](#)



12th of September 2024: The Impact of Cost Rental Housing

2.6 List of Events (continued)



24th of September 2024: TASC presented on the People's Transition in Larchville and Lisduggan at the OECD Local Development Forum

[Link to LinkedIn](#)



October 2024: Attending collaborative research panel on impact of right-wing rhetoric on politics in Ireland.

[Link to LinkedIn](#)



2nd October 2024 : Roundtable Discussion on Financial Coercion Support, organised by IBCB in collaboration with Safe Ireland in Athlone

23rd of October 2024: Shana spoke at a Dail committee meeting on working class communities.

[Link to Irish Examiner Article](#)



7th of November 2024: Social Proscribing Service Evaluation for Clondalkin report launch.

[Link to LinkedIn](#)



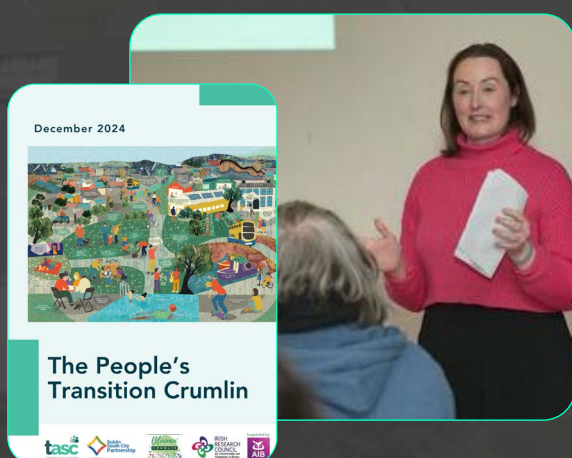
November 2024: GEMINI geothermal launch.

[Link to LinkedIn](#)



November 2024: Presentation of the "Future of the Irish State" at the ForSA conference before they announced their general election manifesto.

[Link to LinkedIn](#)



5th of December 2024: People's Transition Crumlin launch.

[Link to Blog](#)

11th of December 2024: Still Stuck in the Gap: Pensions Auto-enrolment from a gender and care lens

At the stunning location of the Irish Architectural Archive, TASC Senior Economist Oisín Gilmore launched "Still Stuck in the Gap: Pensions Auto-enrolment from a gender and care lens." This TASC report for the National Women's Council examines Ireland's proposed auto-enrolment pension scheme, set for 2025, through a gender and care lens. While aiming to boost pension coverage and adequacy, the scheme risks deepening the gender pension gap by tying future pensions to lifetime earnings—disadvantaging women who take on unpaid care work. To tackle this, the report advocates for a fairer pensions model that values both paid work and care. Key recommendations include cultural shifts in caregiving roles, better workplace flexibility, universal childcare, and a robust, universal state pension benchmarked to average earnings. These steps can ensure everyone enjoys financial security in retirement, regardless of their care or employment history. In the media section you will see coverage of this report in **RTE** and the **Irish Independent**.

[Link to report](#)



Authors

Sara SINGLETON

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Policy Study

PDF

The social and economic impact of Brexit across Northern Ireland

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15/10/2024

The Impact of Brexit on Northern Ireland: A Comprehensive Policy Overview

Northern Ireland's membership in the European Union played a pivotal role in reducing barriers to trade, customs, and immigration while facilitating closer cooperation between the economies and services of Northern Ireland (NI) and the Republic of Ireland (ROI). These benefits were integral to the peace-building framework established through the **Good Friday Agreement (Belfast Agreement)**, which assumed that both the United Kingdom (UK) and ROI would remain part of the EU, under the jurisdiction of the European Court of Justice (ECJ). Additionally, the EU's influence extended beyond just legal and economic ties, as it helped reframe ideas of national sovereignty and identity in Northern Ireland, further supporting the peace process.

Since the 2016 **Brexit referendum**, however, the landscape has dramatically shifted. Brexit has become a defining factor in Northern Ireland's political conversation, bringing significant social and economic repercussions to nearly every sector of society. These effects have ranged from challenges in accessing public services, education, and employment opportunities to deeper issues of identity and social cohesion.

This policy study, based on **semi-structured interviews with 19 leaders** from politics, civil society, and the public sector, examines the perceived impact of Brexit on communities and service users across Northern Ireland. The perspectives gathered were diverse and nuanced, revealing notable differences across sectors and regions. However, one consistent concern emerged: the prolonged uncertainty stemming from political impasse, particularly due to the suspension of Northern Ireland's devolved government at Stormont, and the lack of clarity about the future.

Amid this uncertainty, leaders frequently highlighted the need for a positive vision for Northern Ireland, one that takes into account

Working-class communities feel 'ignored and disrespected' by Government, Dáil committee hears



Protesters outside the Crown Points plant in Cooknock in July: Far-right activists 'have more influence because they're constantly on social media, they're generating misinformation about migrants and asylum seekers or direct provision or whatever they're trying to whip up'. Picture: Leah Farrell/rollingnews.ie

WED, 23 OCT, 2024 - 19:00

SEAN MURRAY



Early Childhood
Ireland

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TASC Inequality Report 2024

[illegible]

RTÉ NEWS SPORT ENTERTAINMENT BUSINESS LIFESTYLE CULTURE PLAYER TV RADIO

NEWS • BUSINESS • Agribusiness Focus on inflation Business of Climate Work • Brexit Watch and Economy Analysis

Auto-enrolment could worsen pension inequality - report

Updated / Wednesday, 11 Dec 2024 09:27



Women are more likely to be in low pay, part-time employment and therefore tend to contribute less to occupational pensions

By Brian O'Donovan
Work & Technology Correspondent

The Government should consider the adoption of Modern Methods of Construction (MMC) for all social housing, says a new report from the Chartered Institute of Building (CIB). The report also suggests that the direct building of social homes, above up-front costs, is a more sustainable and cost-effective way to build social housing. It also highlights the potential barrier to the adoption of MMC.

Several experts at the launch commented that while the promise of MMC could result in more sustainable and cost-effective social housing, the cost of the technology may eventually result in lower prices for end users.

“Homebuilder Glenagh has been pioneering in MMC technology and recently announced plans for the big urban frame production plant in Carrigrohane,” said the report.

MMC is an umbrella term for a range of new and innovative construction techniques, but generally refers to construction that takes place in a factory, rather than on-site. Modular housing is the most common example.

One of the main challenges for the emerging industry is the shortage of skilled workers and the need for a number of other skills, such as design and project management. The report also notes that the industry is still in its early stages and that there is a need for more research and development.

MMC is an umbrella term for a range of new and innovative construction techniques, but generally refers to construction that takes place in a factory, rather than on-site. Modular housing is the most common example.

Government urged to adopt rapid-build, modular housing

Prefabricated designs could play major role in solving housing crisis, says report

State could 'shore up demand' by using new methods to build social homes

The report also suggests that the direct building of social homes, above up-front costs, is a more sustainable and cost-effective way to build social housing. It also highlights the potential barrier to the adoption of MMC.

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Atlantic Aviation Group buys Co Clare property for staff accommodation

Company is turning former Jamaica Inn hostel into co-living accommodation

Atlantic Aviation Group (AAG) has bought a 150-year-old property in Co. Clare, which it plans to turn into co-living accommodation for its staff. The property, known as the former Jamaica Inn, was built in the 18th century and has a rich history. AAG is planning to convert the building into a modern co-living space, which will include private bedrooms, shared living areas, and a fully equipped kitchen. The company is also planning to add a bar and a restaurant to the building. The new accommodation is expected to be completed by the end of 2025.

Irish Independent News Opinion Business Sport Life Style E

Katherine Zappone: Dublin riots remind us we need to hear all voices in the national conversation



Dublin city centre during last year's riots

Katherine Zappone
Thu 28 Nov 2024 at 02:30

BUSINESSPLUS

Auto-enrolment may widen the gender pension gap, says report



The report also suggests that the direct building of social homes, above up-front costs, is a more sustainable and cost-effective way to build social housing. It also highlights the potential barrier to the adoption of MMC.

Irish Independent News Opinion Business Sport Life Style E

New auto-enrolment pension scheme could make gender gap even worse, report warns

'My Future Fund' ignores vital role of unpaid care, says NWC



There is a gender divide in pensions coverage. Photos: Stock image

Anne-Marie Walsh
Wed 11 Dec 2024 at 02:30

South Dublin County Partnership's post

South Dublin County Partnership
November 13, 2024

We officially launched the Evaluation of our Social Prescribing Service on Thursday! It's amazing to see all of the hard work from our Social Prescribing Team all in one place. Click the link in our bio to find out more about the service and to read the evaluation.

A huge thank you to @tasblog for conducting the research of our service in the Clondalkin area from 2022-2023. And thank you to everyone that spoke about our wonderful service or came to hear about it.

We had a great turn out to our event, with the lovely venue and picky-bits provided by araschronain.

#TASC #HealthandWellbeing #SocialPrescribing #EveryConnectionMatters



WATERFORD: Retrofitting

COMMUNITY BELIEVES THEIR HOMES DESERVE RETROFITTING

- New report says multi-agency approach needed to address disadvantage for people living in draughty homes in Waterford estates

BY ALLEN MEAGHER

The spirit is strong in a neglected area of Waterford city and the will of the people is behind new plans to transform the place. However, Waterford City and County Council are now being called on to fall in behind the community of Larchville.



PUBLIC POLICY IE

THE STATE WE ARE IN: TASC INEQUALITY REPORT 2024

TASC has published 'The State We Are In: TASC Inequality Report 2024'. This report has a special focus on education and educational inequality while also covering issues relating to income inequality, poverty and deprivation, the impact of inequality on families and children, the impact of recent interventions to support living standards and the risks around the withdrawal of these supports.



24 Business News

Galway city mayor welcomes €40m cost-rental, modular housing scheme

Minerva Road scheme will comprise 102 homes, including 28 cost-rental units

Buildings to utilise prefabricated steel modular system manufactured off-site

Galway City Mayor Councillor John O'Donnell has welcomed the announcement of a €40m modular housing scheme in the city. The scheme, known as the Minerva Road scheme, will involve the construction of 102 homes, including 28 cost-rental units. The homes will be built using a prefabricated steel modular system, which is manufactured off-site. The scheme is expected to be completed by the end of 2025.

Global stocks flat as investors await reports

Markets report

Global stocks were flat as investors awaited reports from the Federal Reserve. The Dow Jones Industrial Average was up 100 points, while the S&P 500 was down 10 points. The Nasdaq Composite was up 200 points.

Chinese ecommerce group considers offer for Currys

JD.com is considering an offer for Currys, a UK-based electronics retailer. The offer is valued at £318m.

Index	Value	Change
Dow Jones	42,500	+100
S&P 500	5,000	-10
Nasdaq	15,000	+200

2.8 List of Partners



arenagruppen



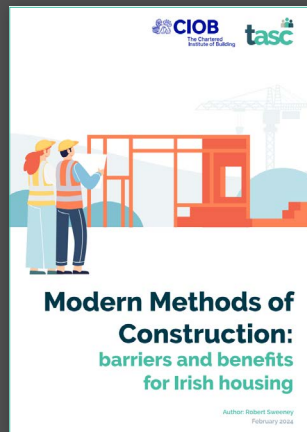


2.9 List of all Publications



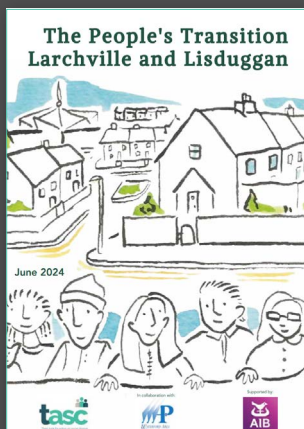
- 23rd of January 2024 - How young people facing disadvantage view democracy in Europe.

[Link to Publication](#)



- 1st of February 2024 - Modern Methods of Construction: barriers and benefits for Irish housing.

[Link to Publication](#)



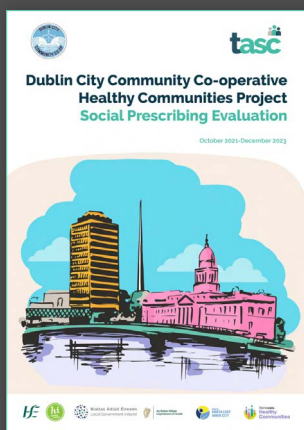
- 4th of June 2024 - The People's Transition - Larchville and Lisduggan June 2024.

[Link to Publication](#)



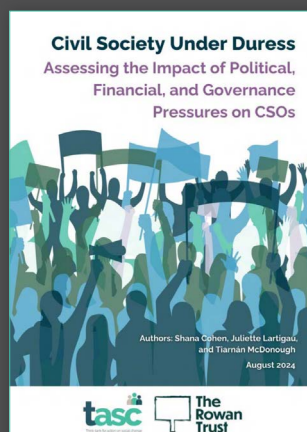
- 27th of June 2024 - The State We Are In: TASC Inequality Report 2024.

[Link to Publication](#)

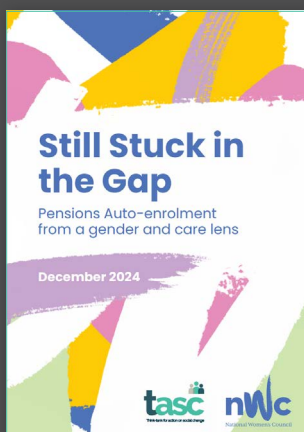
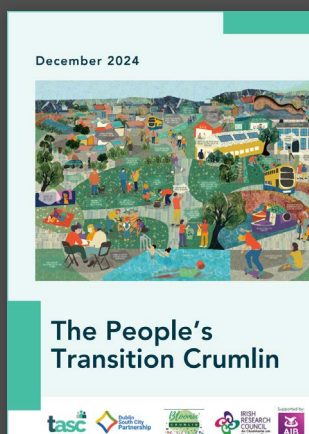
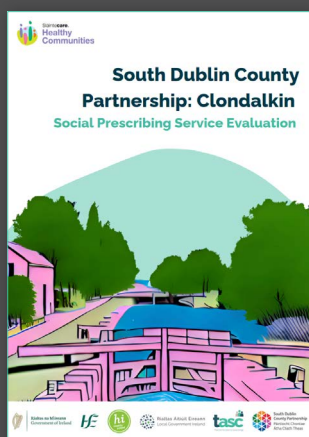
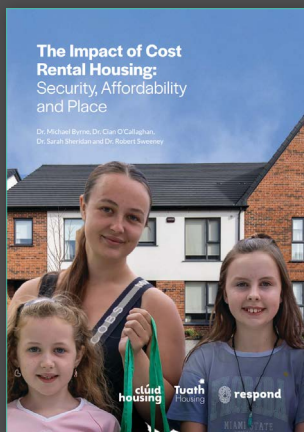


- 22nd of July 2024 - Dublin City Community Co-operative Healthy Communities Project Social Prescribing Evaluation.

[Link to Publication](#)



- 5th of September 2024 - Civil Society Under Duress: Assessing the Impact of Political, Financial, and Governance Pressures on CSOs. [Link to Publication](#)



- 12th of September 2024 - The Impact of Cost Rental Housing, [Link to Publication](#)

- 17th of September 2024 - Annual Report TASC 2023. [Link to Publication](#)

- 15th of October 2024 - The social and economic impact of Brexit across Northern Ireland. [Link to Publication](#)

- 7th of November 2024 - South Dublin County Partnership: Clondalkin - Social Prescribing Service Evaluation. [Link to Publication](#)

- 27th of November 2024 - Family Peer Support Work: A Review of Irish & International Literature. [Link to Publication](#)

- 5th of December 2024 - The People's Transition: Crumlin. [Link to Publication](#)

- 11th of December 2024 - Still Stuck in the Gap: Pensions Auto-enrolment from a gender and care lens. [Link to Publication](#)

2.10 TASC 2024 statistics



REPORTS & BLOGS:

13

Reports Published



13



Blogs
Posted

[VIEW BLOGS](#)

WEBSITE VISITS:

TASC's official website

30,000
website visits



The People's Transition

2.2k visits



Financial Resilience
Training

1.8k visits



Financial Resilience
Training for Domestic
Violence

660 visits





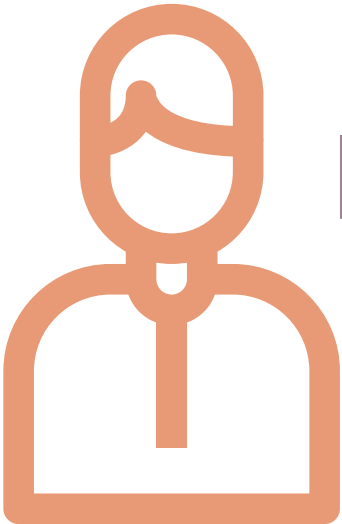
SOCIAL MEDIA:

3,072 
LinkedIn followers

PEOPLE'S TRANSITION STATS:

Number of communities
involved in the People's
Transition in 2025:

7



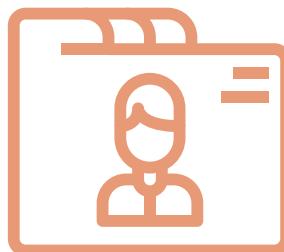
FINANCIAL RESILIENCE TRAINING STATS:

In 2024 we trained an additional
109 participants, impacting

491 individuals and
their households.



We also
engaged
with over **100**
individuals as part of short
introduction sessions.



In 2024, we trained
an additional **37**
charity staff bringing
the total trained **102**
charity staff.



3.

Governance, Structures and Management

3.1 Company Information

Board of Directors Directors/Trustees

- Proinsias de Rossa
- Mike Jennings (Chair)
- Donald Storrie
- Micheál Collins
- Michelle O'Sullivan
- Patricia Curtin-Kelly
- Jennifer Hughes
- Paul Sweeney
- Joe Saunders
- Elaine Stephen
- Ciaran O'Mara
- Keletso Malepe
- Bernard Harbor
- Mathias Urban

Revenue Number:

CHY 14778

Registered Charity Number:

RCN 20049096

Registered Company Number:

342993

Registered Office:

28 Merrion Square North,
Dublin 2, D02 AW80,

Independent Auditors:

Whelan Dowling E Associates
Chartered Accountants and
Statutory Auditors, Block 1,
Unit 1 E 4, Northwood Court, Santry,
Dublin 9, Ireland

Bankers:

Bank of Ireland, Collinstown Cross,
Co. Dublin

Solicitors:

Ryans Solicitors LLP, 46 Harrington
St, Saint Kevin's, Dublin 8

Legal Name:

TASC Europe Studies a Company
Limited by Guarantee

3.2 Board Members

Mike Jennings

Board Chair

Mike Jennings was General Secretary of the Irish Federation of University Teachers (IFUT) from 2007 to 2017. He is also a former member of the Executive Council of the Irish Congress of Trade Unions.

(Appointed 01.12.2018)

(Reappointed 21.01.2022) 2nd Term



Proinsias De Rossa

Board Member

Proinsias De Rossa founding Board member. Became chair in 2012. Reappointed to Board in 03.04. 2013 and again in 21.01.2022. Formerly, MEP for Dublin (1989-1992, 1999-2012), Member of the Dáil (1982-2002), and Minister for Social Welfare (1994-1997) when he introduced the first ever National Anti-Poverty Strategy in Ireland. Proinsias is also a member of the IIEA and the European Movement.

(Appointed 03.04.2013)

(Reappointed 21.01.2022) 2nd Term



Joe Saunders

Board Member

Joe Saunders is former CEO of Irish Local Development Network. He has spent 35 years working in the community sector as frontline worker, animator, advocate, trainer, researcher, consultant and CEO.

(Appointed 22.05.2018)

(Reappointed 21.01.2022) 2nd Term



Patricia Curtin-Kelly

Board Member

Patricia Curtin-Kelly has over thirty year's experience in the development and implementation of labour market policies and is committed to equality and inclusion. Having worked at a senior executive level with the Youth Employment Agency and Solas/FAS, she played a pivotal role in the evolvement of employment services and programme development for unemployed people across Ireland. She holds an MSc in Human Resources Development, from Sheffield Hallam University, and an MA in Art History, from University College Dublin. Currently, she also works as a freelance art historian and has had several books published in this area.

(Appointed 05.04.2025) 1st Term

**Michelle O'Sullivan**

Board Member

Michelle O'Sullivan is Associate Professor of Industrial Relations at the University of Limerick. She has also researched precarious work, trade unions, employment law, employee voice, and workplace bullying. She is co-author of Industrial Relations in Ireland (2020), and co-editor of Zero Hours and On-call Work in Anglo-Saxon Countries (2019) and Are Trade Unions Still Relevant? Union Recognition One Hundred Years On (2013). She is Chair of the Irish Association for Industrial Relations and is the Irish partner with the International Working Party on Labour Market Segmentation.

(Appointed 04.07.2018) 1st Term



Jennifer Hughes

Board Member

Jennifer has worked in the financial services industry for fifteen years, currently working with a payment services provider. Prior to this, Jennifer worked in Retail Banking with the Irish Banking Culture Board and Ulster Bank. She also spent over ten years working in the IT Sector. She has an MBS in Business Practice and an MA in Ethics and is a Fellow of the Compliance Institute.

(Appointed 05.04.2025) 1st Term



Paul Sweeney

Board Member

Paul Sweeney, former Chief Economist of the Irish Congress of Trade Unions, was President of the Statistical and Social Enquiry Society of Ireland, a member of the National Competitiveness Council of Ireland, the National Statistics Board, the ESB, TUAC (at OECD) and other bodies. He has written books on the Irish economy and on public enterprise, including *The Celtic Tiger*; *Ireland's Economic Miracle Explained* and *Selling Out: Privatisation in Ireland*, chapters in other books and many articles on economics.

(Appointed 15.11.2018) 1st Term



Ciaran O'Mara

Board Member

Ciaran O'Mara is a well-regarded employment and equality lawyer being involved in many major cases to Supreme Court and CJEU level throughout his career. He has written extensively on the European aspects of employment and equality law. He has also served as Programme Manager to the Minister for Finance in the 1990s. Ciaran is also a member of the IIEA.

(Appointed 01.04.2021) 1st Term



Keletso Malepe

Board Member

Keletso Malepe is a Senior Sustainability Consultant and researcher with over 10 years of experience in ESG strategy, responsible business programs, biodiversity policy advocacy, and community-led conservation. She provides guidance and implementation support to corporates across diverse sectors on ESG strategy and reporting, helping organisations embed responsible business practices into core operations. Keletso also co-founded the South African Youth Biodiversity Network (SAYBN), where she leads national biodiversity policy engagement, restoration projects, and youth capacity-building initiatives. She holds a First-Class MSc in Environmental Resource Management from University College Dublin and an Honours Degree in Geology from the University of the Witwatersrand.

(Appointed 31.05.2021) 1st Term



Bernard Harbor

Board Member

Bernard Harbor was for many years head of communications with Fórsa and IMPACT trade unions and has acted as a communications advisor to the European Trade Union Confederation (ETUC). He is currently an expert advisor on strategic communications with Alice PR. He is a Governor of the Irish Times Trust CLG, and a member of the Irish Artificial Intelligence Advisory Council, established in 2024 to provide independent advice to the Government on AI policy. He was Director of Communications and Media for President Michael D Higgins's 2018 re-election campaign, and was a special advisor to Minister for Communications, Energy and Natural Resources, Alex White between 2014 and 2016. He is a life fellow of the Public Relations Institute of Ireland.

(Appointed 20.05.2022) 1st Term



Micháel Collins

Board Member

Micháel Collins is Assistant Professor of Social Policy at School of Social Policy, Social Work and Social Justice, at University College Dublin. He was previously a Senior Economist at the Nevin Economic Research Institute (NERI), as well as a member of the Commission on Taxation (2008—2009) and the Government Advisory Group on Tax and Social Welfare (2011-2014).

Appointed (28.08.2018)

**Donald Storrie**

Board member

Donald Storrie is Chief Researcher at the Dublin based EU Agency Eurofound, with coordination responsibility for research. Before joining Eurofound in 2005 he worked primarily in academia on a wide range of issues related to the labour market.

His publications include research on employment contracts, migration, health and active labour market and European employment policy. He was previously Director of the Centre for European labour Market Studies and Research Policy Officer at the Ministry of Employment (both in Sweden). He has a BSc in Mathematics, a PhD in Economics and is Associate Professor of Economics at the University of Gothenburg.

Appointed (28.06.2018)

Reappointed (21.01.2022) 2nd term



Elaine Stephen

Board Member

Elaine Stephen was a Corporate Responsibility Advisor with Business in the Community Ireland from 2007 to 2019. Prior to that she had a career in IT in the public and private sector. She was Director of IBM's Dublin Software Lab and was on the Board of F.I.T. for several years.

Appointed (01.04.2020) 1st Term

**Professor Mathias Urban, PHD**

Board Member

Professor Mathias Urban, PhD, is Desmond Chair of Early Childhood Education, and Director of the Early Childhood Research Centre (ECRC) at Dublin City University. He works internationally on integrated early childhood education and care systems, policy and governance. His work is oriented towards diversity, equality and social justice for young children, families and communities in diverse socio-cultural contexts.

Mathias is a member of the European Commission Expert Working Group on Early Childhood Education and Care and a member of the Global Advocacy Group with the global Right to Education initiative.

He is the lead author of the Early Childhood Development, Education and Care policy briefs for the T20/G20 presidencies 2018 (Argentina), 2019 (Japan), 2020 (Saudi Arabia), 2021 (Italy), 2022 (Indonesia), 2024 (Brazil), and 20205 (South Africa).

Appointed (29.09.2023)



3.3 Board Composition

The Board of Directors is required to meet at a minimum six times a year, which it did in 2024. The Executive Director prepares a report for each Board meeting, which reports on outcomes and activities against the operational plan.

The Executive Director with the assistance of the Finance and Risk Committee also prepares a financial report for each Board meeting, which is reviewed and approved at a meeting of the Finance E Risk Committee.

Minutes of the Board are drafted and reviewed by the Chairperson and approved as the first order of business at the following Board meeting. The Executive Director and Chair monitor and maintain an attendance record of Board members which are recorded in the meeting minutes.

The principal issues the Board focused on in 2024 were governance, or compliance with charity regulations, and fundraising. The Board continues to prioritise these two issues, as well as ensuring inclusion and diversity on the Board itself.

TASC's Board of Directors should not exceed 12 (including the Chairperson). All Directors sit on the Board on a voluntary basis, receiving no remuneration for their time and contribution. The Board is made up of individuals with experience in law, finance, public affairs, marketing, economics and inequality.

A review of the Board Effectiveness took place in September by an external consultant, Liam Scollan.

The TASC Board Effectiveness Report

outlined 22 recommendations across various aspects of Board dynamics, structure, strategic planning, operations performance, and compliance.

Key suggestions included:

A review of meeting agendas to prioritise policy research and advocacy, clear differentiation between informational and decision-making items, and a mix of virtual and in-person meetings for improved team-building.

Subcommittees should meet regularly with clear terms of reference, and quarterly management accounts should be presented with a conservative financial outlook.

The strategic plan should be costed, and Board meetings should focus on progress evaluation. Stakeholder mapping is recommended, along with a consideration for a TASC alumni role.

Operations should have a sustainable business model, key operational targets, and resources aligned with strategy. Compliance measures include a Directors Handbook and familiarity with the Compliance Tracker.

The Board Competency Report added three more recommendations, advocating for continuous professional development, addressing representational gaps, and exploring ways to enhance Board engagement in TASC policy matters.

Facilitating training sessions for Board Directors was suggested, emphasising competencies in various areas, and efforts to diversify Board representation are encouraged, avoiding tokenism.

Finally, exploring ways for increased Board engagement in policy matters was proposed, recognising the importance of maintaining a separation between Board and executive roles.

The CRA CRS (Compliance Registration Submission) was lodged in time for the October deadline and Joe Saunders continued to oversee the submission as chair of the Governance and Compliance Subcommittee. TASC continued to use its compliance and risk management software Salesforce streamlining the process and outputting clear compliance reports to distribute to the TASC Board.

It is anticipated that full governance compliance will be achieved again in 2024

3.4 Decision Making

The TASC Board has full responsibility for the governance and finances of the organisation. The Board has several matters that are specifically reserved for its decision including strategic plans, annual operational plan, annual budgets, approval of all policies, approval of new staff appointments, performance review of the Executive Director, approval of members, approval of annual reports/accounts, procurement contracts above €10,000 and all governance issues including the composition of sub-committees.

The Board delegates day to day management of the business and its operations including all staff matters to the ED. At each Board Meeting, the ED report gives an overview of finances, operations, HR and staffing, fundraising, services and strategy implementation. The Board monitors the ED and the organisation's progress against its annual operational plan, provides feedback and direction to the ED as the need arises. The Board, represented by the Chairperson, will support the ED in delivering on all aspects of these duties and if necessary, can establish sub committees to assist in or oversee specific tasks.

All spending for goods or services in excess of €10,000 must be referred to the Finance and Risk subcommittee for approval prior to the expenditure being incurred.



3.5 TASC Sub Committees

Finance and Risk committee

The Finance and Risk Committee consists of 4 members including the Chair and the ED, TASC Accountant Angela Maguire alongside Ciaran O'Mara.

The Finance and Risk Committee plays a vital role in assisting the Board in fulfilling its responsibilities concerning the financial statements of the company as outlined in the Companies Act 2014 and Charities Act 2009.

The committee's duties encompass several key areas. In financial management, they review the adequacy of financial procedures and internal controls while ensuring the company maintains proper accounting records. They also prepare and present an annual budget to the Board for approval, monitor income and expenditure against the budget on a quarterly basis, and oversee the management of the company's cash resources. The committee's duties encompass several key areas. In financial management, they review the adequacy of financial procedures and internal controls while ensuring the company maintains proper accounting records. They also prepare and present an annual budget to the Board for approval, monitor income and expenditure against the budget on a quarterly basis, and oversee the management of the company's cash resources.

Regarding risk management, the committee assesses the company's long-term financing and potential risks, recommending improved controls as necessary. They also focus on compliance with corporate governance best practices for charities in line with the Charity

Regulators Governance Code.

Furthermore, the committee is involved in the appointment, review, and removal of external auditors. They meet with the auditors to review the annual financial statements, ensuring compliance with accounting standards, assessing significant audit differences, and verifying adherence to legal requirements. Reporting procedures include regular reports to the Board and the preparation of an annual report on audited financial statements, which includes a review of director's responsibilities and the director's report.

Research and Policy Committee

The Research and Policy Committee consists of 9 members including Chair and the ED. 2024 members included Ciaran O'Mara, Donald Storrie, Keletso Malepe, Maeve O'Sullivan, Micheál Collins, Michelle O'Sullivan, Mike Jennings, Paul Sweeney and the ED Shana Cohen. Mathias Urban became the new chair of the committee in 2024 taking over from Micheál Collins.

The RPC committee's primary responsibilities are to recommend TASC's annual research and policy program for Board adoption and to approve and maintain the program's schedule. They also assist the ED in developing new project ideas and reviewing proposals for the program. The committee reviews and approves ethical reviews conducted by TASC staff and receives updates on research launches and policy engagements. The committee ensures that all final outputs are technically reviewed and incorporates feedback from reviewers into the documents.

Additionally, they make sure that all final output aligns with TASC's mission by having at least one nominated member review it. Overall, the committee plays a crucial role in

shaping TASC's research and policy agenda, monitoring progress, and ensuring the quality and consistency of the organisation's work.

Governance and Compliance Committee

The Governance and Compliance Committee consists of 6 members, including the Chair and the ED. 2024 members included an Ciaran O'Mara, Joe Saunders, Mike Jennings, Jennifer Hughes, Proinsias de Rossa and the ED. Joe Saunders became the new chair of the committee in 2024, taking over from Brid Nolan, who stepped down in 2023.

The principal objective of the Governance Committee is to ensure good governance and, in particular, to monitor adherence to best practice in this area. This includes adherence to the CRA's Governance Code and other relevant guidelines. The Committee is also responsible for the induction programme for Board appointees.

The Governance Committee is tasked with performing an annual review to encompass the following: an appraisal of the Board; the performance of the Chairperson; the Committees' performance, size, membership; and the adequacy of information provided for Board meetings. This may include the completion of a Board Skills Assessment Matrix, to be reported to the Board as required.

Fundraising Committee

The Fundraising Committee consists of 6 members, including the Chair, ED and Fundraising and Development Manager. Members in 2024 included Mike Jennings, Bernard Harbor and Proinsias de Rossa. Patricia Curtin-Kelly joined the committee in 2024.

The Fundraising sub-committee supports

TASC by planning, coordinating, and implementing fundraising activities. The committee's objectives include advising the Board on fundraising matters, developing a fundraising strategy, and monitoring its implementation. They maintain a list of donors and potential funders, take the lead in certain fundraising actions, and assist Board members in engaging with sponsors and building relationships.

The sub-committee also reviews upcoming application rounds for suitability. By fulfilling these responsibilities, they play a crucial role in securing financial resources and partnerships to support TASC's programs, projects, and overall organisational activities.

3.6 Key Policies of the Company

Conflicts of Interest

TASC has a Conflicts of Interest Policy. The Board of Directors are required to complete a conflicts of interest declaration when taking up their position on the Board. At the beginning of each Board meeting, members have the opportunity to disclose any conflicts of interest which may arise before any agenda items are considered by the Board and if any events have arisen which may impact their independence and/or loyalty.

Any instances which may arise are recorded in the minutes. All Board members are reminded that they must update the Company Secretary on any changes in this regard. TASC conflicts of interest policy was reviewed in May 2024.

Risk Management

TASC uses its Risk Register to monitor and mitigate controls arising from the risk

across the full range of its activities. All legal, financial, strategic, operational and reputational risk are reviewed by the Board on a bi-monthly basis. The Risk Register is examined by the Finance and Risk Committee at each meeting with a particular focus on any new risks or increases in the likelihood of a risk occurring.

The Board are updated at each meeting on proposed changes to the Risk Register and any updates to internal procedures and policies which will need to be introduced in order to reduce or mitigate new or existing risks. In October 2023 the TASC Risk Register was reviewed, updated and adopted by the Board.

On joining TASC and prior to carrying out activities on its behalf, all staff members are afforded time to read the organisation's key policies and procedures which sets out the rights, responsibilities and conduct required of employees and of the organisation. All employees are required to sign a Code of Conduct Declaration acknowledging they have read and understood the organisation's policies and procedures.

TASC uses an external lawyer to ensure it remains compliant with employment legislation and ensure remuneration and benefits are benchmarked against industry standard. A consultant was also hired to review salaries.

Reserves Policy

TASC has a Board approved reserves policy as part of its good governance requirements and also to ensure strong financial controls and the internal management of its resources. TASC's reserves policy stipulates that the organisation must hold a minimum of €230,000 or if greater an amount sufficient to discharge all obligations of the organisation, including proper and reasonable provision for staff, in the event of a winding up. In the event

that this minimum cash position is likely to be breached, the Board will be convened at an earlier date and will consider its response to the financial situation, with a view to appropriate actions, and the situation will be kept under review by the Board until rectified.

Investment Policy

TASC does not hold any fixed or cash assets for the purposes of investing, therefore the organisation does not have an Investment Policy.

Governance Code Compliance

TASC are in compliance with the Charities Regulators Governance Code and completed our annual return in October 2024. TASC conducts an annual self-assessment against the Code, reviewing and updating its policies accordingly.

3.7 Board Recruitment and Induction

TASC has a comprehensive recruitment and induction plan for all new Directors as set out in the TASC Governance Manual.

There are two Board categories:

1. Member elected Board members which are recruited by way of nomination from all governing members and democratically elected at a Board meeting.
2. Expert Board members which are recruited using other networks, such as The Wheel and Activelink, selecting candidates based on their skill set, experience and competencies.

Prior to initiating the recruitment process the Chairperson will instigate an audit for the Board Directorship, with a view to ensuring that the Board meets the following good practice guidelines:

A. The Board has at least one member with relevant financial experience;

B. The Board has an appropriate mix of experience including both sectoral and corporate, and;

C. The Board has an appropriate gender balance.

New Directors attend an induction meeting with the ED and the Chairperson of the Board prior to attending their first Board meeting and receive coaching on the activities of TASC; its aims, history and success.

Prior to this meeting new Directors will receive; a copy of the TASC Governance Manual; the organisation's Strategic and Operational Plan; minutes of the previous six Board meetings; a copy of the financial procedures and policies manual, and a copy of TASC's Constitution.

Upon joining the Board, new Directors must sign a Code of Conduct and Declaration of Interests acknowledgement form in respect of their role and responsibilities as TASC Board members.

On an annual basis Board members are afforded the opportunity and encouraged to undertake training and development in support of their role as Board members to learn new skills and maintain and grow their specific areas of expertise. A calendar of training dates is circulated at the first Board meeting of the year, and each Board member carries out a self-assessment of their individual needs. Much of this training is offered by The Wheel.

3.8 Staff Movements in 2024

The average number of TASC employees in 2024 was 10, and we also regularly have several paid Internships. TASC did not have any volunteers in 2024. We also regularly had paid internships from third-level students studying in Ireland, Europe and the US.

3.9 Performance Management

One week prior to each Board meeting, the Board of Directors receive an e-pack which includes the agenda and supporting documents which will be up for discussion, which allows the Directors to adequately prepare. They also engage in a Board performance review annually which assists in identifying specific development needs of the Board for the forthcoming year.

TASC is committed to providing the right conditions and support for everyone to achieve excellent performance and to achieve their full potential. On an annual basis TASC's ED and the Board of Directors agree to allocate a budget for training and development activities.

All staff members take part in the organisation performance management process. In order to ensure staff members can perform their roles to the highest of standards, TASC's ED and senior staff carry out regular discussions with members of their team about their development needs and aspirations. This includes ensuring that reviews are scheduled throughout the year to monitor an individual's progress against individual and organisational objectives set and jointly evaluating future training and development needs, with both parties taking the initiative.



4.

Financial Review

4.1 Financial Outcome

The financial outcome for 2024 is set out in the statement of financial activities and balance sheet from page 78 below.

The final outcome for the year was a deficit of expenditure over income of €104,480. 2024 was a challenging year in relation to fundraising. The pursuit of more long-term funding possibilities limited our capacity, on top of staff turnover and reduced fundraising support, to pursue short shorter-term projects.

Income in 2024 was €796,584, which was a 5% decrease from 2023. Income from donations was €92,038, a 41% decrease on 202,3 and project activity income was €704,351, a 3% increase on 2023.

Expenditure totalled €901,064 an increase of 3% on 2023. Staff related costs accounted for 70% (2023 - 68%) of total costs.

In 2022, TASC was awarded core funding from the Department of Rural and Community Development's (DRCD) Scheme to Support National Organisation (SSNO) as administered by Pobal. This multi-year funding, which runs for three consecutive years out to 2025, is granted to organisations aligned with the DRCD's mission statement: To promote rural and community development and to support vibrant, inclusive and sustainable communities throughout Ireland. The funding, valued at €86,490 in 2024, contributed towards part of the Executive Director's and Office Administrator's salaries.

On 31st December 2024, TASC had unrestricted reserves of €512,816 (2023 €617,296). This is represented by cash reserves held in bank accounts and amounts owed to TASC of €671,924 (2023 €832,704), less creditors of €83,778 (2023 €65,408) and deferred income of €75,000 (2023 €150,000).

4.2 Funders, income sources and sustainability

In 2024, TASC commenced its work on the Eu Commission's PeacePlus funded project titled 'Gemini'. Long-term projects are essential to the sustainability of our organisation, with EU-funded initiatives playing a particularly critical role in ensuring financial stability and strategic impact.

TASC secured its second project with The Department of Rural and Community Development (DRCD) focused on Volunter Centre Evaluation. Securing this second project with the DRCD demonstrates a strong endorsement of the success and impact of the project delivered the previous year.

TASC expanded its collaboration with other nonprofits, including The Teachers' Union of Ireland, Financial Services Union, Friends of the Elderly and the Irish Prison Reform trust. This collaboration highlights our expanding role in strengthening public and charitable services, as well as supporting meaningful policy reform.

Aligned with our goal of shaping policies and practical solutions that drive progressive change, we actively sought partnerships across a diverse range of stakeholders. For example, we received funding from Community Foundation Ireland to support our democracy work; Friedrich Eibert Stiftung; and Hospital Saturday Fund. We also continued our work collaborating with local development companies, partnering with both Clare Local Development Company and South Dublin County Partnership. These projects reflect the breath of TASC's project work, while continuing to diversify income streams.

Company Registration Number: 342993
Charities Regulatory Authority Number: 20049496

TASC Europe Studies CLG
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2024

TASC Europe Studies CLG CONTENTS

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TASC Europe Studies CLG

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Micheál Collins (Resigned 1 January 2025) Proinsias De Rossa Mike Jennings Kelesto Malepe Ciaran O'Mara Michelle O'Sullivan Donald Storrie Joe Saunders Elaine Stephen (Resigned 1 January 2025) Paul Sweeney Jennifer Hughes (Appointed 5 April 2024) Patricia Curtin Kelly (Appointed 5 April 2024) Mathias Urban Bernard Harbour
Chairperson	Mike Jennings
Company Secretary	Shana Cohen
Charities Regulatory Authority Number	20049496
Company Registration Number	342993
Registered Office and Principal Address	Ground Floor 28 Merrion Square North Dublin 2 D02 AW80
Auditors	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9 D09 E438
Principal Bankers	Bank of Ireland Dublin Airport Dublin
Solicitors	Ryans Solicitors 48 Harrington Street Dublin 8

TASC Europe Studies CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of TASC Europe Studies CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

Principal Activity

The principal activity is the promotion of education for the public benefit in issues of public policy, politics, economics, culture, the environment and other related and compatible fields, so as to encourage a more participative and inclusive society.

To promote for the public benefit research in any of the foregoing fields of education and to publish the useful results of such research.

Mission, Objectives and Strategy

Mission Statement

The Directors, who are also the trustees for the purposes of charity law, present their annual report and audited financial statements of the company for the financial year ended 31 December 2024.

The company is a registered charity and the report and statements are presented in a form which complies with the requirements of the Companies Act 2014 and FRS102. The organisation is applying SORP as best practice. The main activities of the organisation are charitable.

Our Vision

A sustainable, flourishing society characterised by economic equality, with strong public engagement in politics and an accountable government.

Our Mission

To develop policies and solutions using evidence-based research and analysis on economic inequality. To work nationally and internationally, in partnership with other organisations, to catalyse momentum for progressive change, especially for those marginalised from both political decision-making and economic opportunity.

Our Values

We believe that greater economic equality is unequivocally positive for society as a whole; as it improves wellbeing for everyone.

Objectives

Since it was founded in May 2001, TASC, the Think tank for Action on Social Change, has been dedicated to championing the value of equality, human rights, democratic accountability and sustainability.

TASC's work currently addresses five critical areas for a flourishing society:

- Economic Inequality
- Social Inclusion
- Climate Justice
- Health Inequalities
- and Democracy.

In 2024, we increasingly integrated technology across all five streams as a response to demand from trade unions and the reality that use of AI and digital technologies is affecting job creation and loss, trust in politics and public

TASC Europe Studies CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

institutions, and access to information more broadly, with its negative and positive consequences.

Our work consists of four principal activities:

- conducting policy analysis
- initiating and contributing to public awareness and understanding of policy
- engaging with policymaking and policy makers
- and supporting social change and climate justice within communities.

TASC's strategic priorities for 2022 - 2027 have been as follows, though they may change with the mid-term review of the strategy in 2025:

- Conduct and publish research that benefits the public and contributes to policy debates.
- Design and deliver public education projects and events that generate greater solidarity and a fairer, more democratic and sustainable society.
- Develop progressive policy responses to regional, national, and local challenges across Ireland and the EU.
- Partner with other civil society organisations, unions, government bodies, and the private sector across Ireland, Europe and globally.
- Continue to diversify raising awareness outside of conventional methods.

Structure, Governance and Management

Governing document

The Company is a company limited by guarantee, registered under Part 18 of the Companies Act 2014. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and managed by a Board of Directors. The company has been granted charitable status under section 207 and 208 of the Taxes Consolidation Act 1997, charity No. CHY 14778.

The day-to-day affairs of the company are managed by its CEO (non-board member), Shana Cohen, and overseen by its Board of Directors. TASC's constitution still serves the purpose for which TASC was established - as public education charity. A single change (of name) was made in 2018. The structure remains unchanged except for an increase in the number of members of the Board. The composition of the Board provides expertise in some areas (including legal expertise) and external advice/services is sought where the Board cannot provide it.

A number of specialist sub-committees assist with managing the affairs of the company. The sub-committees are Research & Policy, Finance & Risk, Fundraising and Governance & Compliance. Directors are required to retire by rotation based on length of service and are eligible for re-election.

The company held five board meetings during the year, the record of attendance at board meetings by the Directors and Secretary during the year is as follows:

Attendance at Board meetings

Officer Name	Attendance
Mike Jennings	(4/5)
Shana Cohen	(5/5)
Micheál Collins	(1/5)
Patricia Curtin-Kelly	(3/5)
Proinsias De Rossa	(3/5)
Ciarán O'Mara	(4/5)
Michelle O'Sullivan	(3/5)
Joe Saunders	(5/5)
Elaine Stephen	(4/5)
Donal Storrie	(2/5)
Paul Sweeney	(5/5)
Mathias Urban	(4/5)
Jennifer Hughes	(3/5)
Bernard Harbor	(5/5)
Keletso Malepe	(4/5)

The company is a registered charity and the members of the Board of Directors, appointed under the Companies Acts, operate on a pro bono basis. No remuneration was paid to any member of the board.

TASC Europe Studies CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Review of Activities, Achievements and Performance

In 2024, despite several challenges, TASC successfully progressed each of these priorities. These challenges included staff turnover, delays of report launches and funding, and the conclusion of several large grants for public education projects.

At the same time, we also decided to pursue more long-term funding possibilities, which limited our capacity, on top of staff turnover and reduced fundraising support, to pursue shorter-term projects. The combination led to the deficit for 2024. Hopefully, however, we will be in a better position for funding and likewise, organizational stability, from 2025 onwards.

In terms of substantive work, we continued to publish policy reports, including our signature annual inequality report; we translated this research into public education projects in social inclusion (financial resilience training) and climate justice and laid the foundation for a participatory democracy public education project currently (in 2025) underway; we developed progressive policy recommendations; expanded our networks with other civil society organisations, business, and civil servants; and organised events and other activities that raise our profile and public awareness of current policy challenges and potential responses.

Our work seeks to devise effective responses to longstanding issues like poverty, health inequalities, the decline of democratic institutions and mechanisms for achieving political consensus, and climate change, as well as more immediate crises, like the cost of living and energy poverty. We are also increasingly focused on how to improve social mobility in an era when digitalisation and other factors are transforming labour markets. We recognise that social stability and trust in the state and public institutions are fundamental to functioning economies and the capacity of the state to respond effectively to immediate and longer-term challenges, like climate change.

In order to achieve greater economic equality, and with it, climate justice, social inclusion, and stronger democratic institutions, policymakers, civil society organisations, unions and communities require creative, far-reaching policy agendas and practical interventions. TASC has contributed to both in Ireland and the EU for 24 years and is committed to doing so for the future.

In 2024, we published a number of reports on critical policy issues, for example, a report with the Foundation of European Progressive Studies (FEPS) on the implications of Brexit for Northern Ireland; a report on how young people from disadvantaged backgrounds view democracy in Europe, also with FEPS; the impact of the Auto-Enrolment pension scheme on women; and of course, our inequality report, which included a section on the success of DEIS schools. Our research influenced pre-budget submissions and election manifestos amongst charities and unions, as well as local climate action plans. Work continuing into 2025 included an analysis for the Irish Cancer Society of migrant access to cancer services, an investigation for the Financial Services Union into the impact of AI on workers in financial services, and research on the effect of non-LGBTI+ peer support on mental health amongst LGBTI+ young people for DCEDIY. In addition to this last project, we also conducted research for DRCD on commissioning practices for services delivered by the Community and Voluntary Sector and an evaluation of the three-year pilot Community Volunteer Programme (CVP).

As a public education charity, TASC does not have individual or organisational members. However, we do represent stakeholders nationally through our partnerships in the areas mentioned above. As a public education charity, we publish our work for free to ensure equal access for everyone. All our work can be accessed through our website. We are politically independent and don't receive any funding from political parties or groups. As such, our work is respected by diverse audiences, including community-based and national organisations (e.g., Local Development Companies and Safe Ireland), trade unions, academic researchers, individual activists, and advocacy groups (e.g., Just Transition Alliance).

In 2024, for example, we continued to partner with Ballyhoura Development, while also working with new partners like Poppintree Youth Project. We are part of a large consortium that received PeacePlus funding for a project on geothermal energy along the border (Gemini). We are also working more with government bodies, like DRCD, through commissioned work, as well as corporations, such as MSD.

In order to alleviate workload pressures and ensure the sustainability of TASC as an organisation, it is imperative for TASC to attract core, unrestricted funding. Increasing the number and value of core donations remains a priority for the board, Executive Director, and fundraising manager for the foreseeable future. Core funding thus remains a critical strategic objective for the organisation, as well as increasing our policy impact and our partnerships with European and other international organisations, both of which contribute to funding opportunities.

For now, the sustainability of the organisation depends on a mix of project work, which contributes to the majority of our income, and core funding. Unrestricted funding, such as that provided by the Scheme to Support National Organisations and the Department of Rural and Community Development, enables organisational growth by supporting new projects and partnerships and increasing the scope and impact of the current education and training programmes designed and delivered by TASC.

TASC Europe Studies CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Financial Review

2024 was a challenging year for TASC in terms of fundraising efforts. Total income of €795,584 was €46,874 less than 2023 income. The reduction in income can mainly be attributed to donation income which totalled €92,038, a reduction of €65,538 on 2023. Expenditure totalled €901,064 an increase of €29,842 on 2023. Staff related costs accounted for 70% (2023 68%) of total costs. The outcome for the year was a deficit of income over expenditure of €104,480 resulting in accumulated funds of €512,816 at the end of the financial year.

Financial Results

At the end of the financial year the charity had gross assets of €671,594 (2023 - €832,704) and gross liabilities of €158,778 (2023 - €215,408). The net assets of the charity have decreased by €(104,480).

Financial Position

Investment Policy

The Directors policy is to preserve the value of its fund by placing surplus funds on deposit in a bank regulated by the Central Bank of Ireland.

Reserves Position and Policy

The Board will ensure that TASC always maintains a cash in bank holding which is not less than €230k or if greater an amount sufficient to discharge all obligations of the organisation, including proper and reasonable provision for staff, in the event of a winding up. In the event that this minimum cash amount appears likely to be breached, the Board will be convened at an early date and will consider its response to the financial situation, with a view to appropriate actions, and the situation will be kept under close review by the Board until rectified.

Principal Risks and Uncertainties

The sector in which the company operates continues to be challenging. The Directors have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company.

The company mitigates these risks by continually monitoring the level of activities, prepares and monitors its budgets, targets and projections. The company also has a cash reserves policy and closely monitors emerging changes to regulations and legislation on an ongoing basis.

Internal control risks are minimised by the implementation of financial policies and procedures which controls the authorisation of all transactions and procedures.

With risks and uncertainties faced in mind, the Directors are aware that any plans for the future development of the company may be subject to unforeseen future events outside of our control. The board recognises the need to concentrate on the financial resources of the company to provide for a sustainable future.

Risk management

TASC is committed to continue to seek out new funding opportunities. Income diversity means that TASC's income stems from several sources, reducing risk and protecting against potential shocks and therefore ensuring the long-term financial stability of our work on Equality.

Future plans

TASC intends to continue to increase our engagement with policymakers, civil society organisations, and public institutions, like the HSE, in Ireland and the EU. We will continue to work with the Coop, Safe Ireland, Ballyhoura Development, Age Action, Irish Cancer Society, and The Wheel in 2025.

As mentioned above, TASC's independence is critical for its reputation, its direct and indirect impact on policy in Ireland and the functioning of other community and national organisations across Ireland. Core funding will protect TASC's independent research and public education activities as well as its ability to support the services, advocacy efforts, and capacity of other charities working providing frontline services. Core funding will ensure that TASC's independent and respected voice continues to represent vulnerable and marginalised groups in Ireland through unprecedented times of global economic and political uncertainty, climate change, rising costs of living, and entrenched inequality.

TASC Europe Studies CLG

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Micheál Collins (Resigned 1 January 2025)
Proinsias De Rossa
Mike Jennings
Kelesto Malepe
Ciaran O'Mara
Michelle O'Sullivan
Donald Storrie
Joe Saunders
Elaine Stephen (Resigned 1 January 2025)
Paul Sweeney
Jennifer Hughes (Appointed 5 April 2024)
Patricia Curtin Kelly (Appointed 5 April 2024)
Mathias Urban
Bernard Harbour

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served throughout the financial year was Shana Cohen.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. TASC Europe Studies CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Events Since the Year End

There have been no circumstances or events subsequent to the year end, which require adjustment to, or disclosure in the financial statements.

Exemptions from Disclosure

The company has not availed of any disclosure exemptions.

Funds held as Custodian Trustee on behalf of Others

The company does not hold any funds or assets by way of custodian arrangement.

Environmental Matters

The company will seek to minimise adverse impacts on the environment from its activities, whilst continuing to address health, safety and economic issues. The company has complied with all applicable legislation and regulations.

The Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants and Statutory Audit Firm) continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

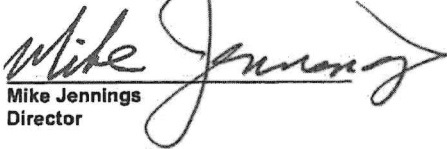
- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

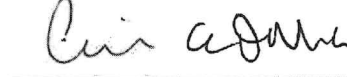
TASC Europe Studies CLG
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2024

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Ground Floor, 28 Merrion Square North, Dublin 2, D02 AW80.

Approved by the Board of Directors on 6 June 2025 and signed on its behalf by:


Mike Jennings
Director


Ciaran O'Mara
Director

TASC Europe Studies CLG DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and apply them consistently;
- make judgements and accounting 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 charity will continue in operation.

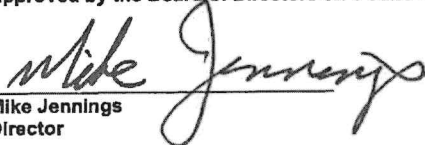
The directors confirm that they have complied with the above requirements in preparing the financial statements.

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

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on 6 June 2025 and signed on its behalf by:


Mike Jennings
Director


Ciaran O'Mara
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of TASC Europe Studies CLG

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of TASC Europe Studies CLG ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. 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" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2024 and of its deficit for the financial 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 properly 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 further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity 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 charity'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. 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.

INDEPENDENT AUDITOR'S REPORT to the Members of TASC Europe Studies CLG

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' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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 charity 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 charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 10, 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 they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the charity 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 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.

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INDEPENDENT AUDITOR'S REPORT to the Members of TASC Europe Studies CLG

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

Our report is made solely to the charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Sean Whelan FCA
for and on behalf of
WHELAN DOWLING & ASSOCIATES
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9
D09 E438

6 June 2025

TASC Europe Studies CLG
STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2024

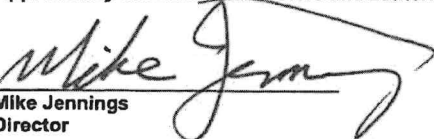
	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Donations and legacies	3.1	92,038	-	92,038	157,576	-	157,576
Charitable activities							
- Income from charitable activities	3.2	617,861	86,490	704,351	600,714	85,168	685,882
Other income	3.3	195	-	195	-	-	-
Total income		710,094	86,490	796,584	758,290	85,168	843,458
Expenditure							
Raising funds	4.1	107,920	-	107,920	122,537	-	122,537
Charitable activities	4.2	706,654	86,490	793,144	663,517	85,168	748,685
Total Expenditure		814,574	86,490	901,064	786,054	85,168	871,222
Net income/(expenditure)		(104,480)	-	(104,480)	(27,764)	-	(27,764)
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(104,480)	-	(104,480)	(27,764)	-	(27,764)
Reconciliation of funds:							
Total funds beginning of the year	13	617,296	-	617,296	645,060	-	645,060
Total funds at the end of the year		512,816	-	512,816	617,296	-	617,296

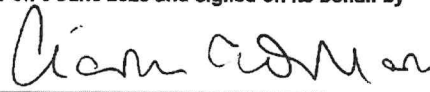
The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

TASC Europe Studies CLG
BALANCE SHEET
as at 31 December 2024

		2024	2023
	Notes	€	€
Current Assets			
Debtors	8	177,337	50,973
Cash at bank and in hand	9	494,257	781,731
		<u>671,594</u>	<u>832,704</u>
Creditors: Amounts falling due within one year	10	<u>(158,778)</u>	<u>(215,408)</u>
Net Current Assets		<u>512,816</u>	<u>617,296</u>
Total Assets less Current Liabilities		<u>512,816</u>	<u>617,296</u>
Funds			
General fund (unrestricted)		<u>512,816</u>	<u>617,296</u>
Total funds	13	<u>512,816</u>	<u>617,296</u>

Approved by the Board of Directors and authorised for issue on 6 June 2025 and signed on its behalf by


Mike Jennings
Director


Claran O'Mara
Director

TASC Europe Studies CLG
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		(104,480)	(27,764)
Adjustments for:			
Interest receivable and similar income		(195)	-
		<u>(104,675)</u>	<u>(27,764)</u>
Movements in working capital:			
Movement in debtors		(126,364)	269
Movement in creditors		(56,630)	20,992
		<u>(287,669)</u>	<u>(6,503)</u>
Cash flows from Investing activities			
Interest received		195	-
		<u>195</u>	<u>-</u>
Net decrease in cash and cash equivalents		(287,474)	(6,503)
Cash and cash equivalents at the beginning of the year		781,731	788,234
Cash and cash equivalents at the end of the year	9	<u>494,257</u>	<u>781,731</u>

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

1. GENERAL INFORMATION

TASC Europe Studies CLG is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Ground Floor, 28 Merrion Square North, Dublin 2, D02 AW80 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity 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: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity 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 charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. 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. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation

The company has received charitable status from the Revenue Commissioners and has charitable exemption from taxation.

3. INCOME					
3.1 DONATIONS AND LEGACIES		Unrestricted Funds	Restricted Funds	2024	2023
		€	€	€	€
Donations and legacies		<u>92,038</u>	<u>-</u>	<u>92,038</u>	<u>157,576</u>
3.2 CHARITABLE ACTIVITIES		Unrestricted Funds	Restricted Funds	2024	2023
		€	€	€	€
Income from charitable activities and other co-funders:					
Event Income		21,139	-	21,139	50,393
Foundations and trusts		63,670	-	63,670	12,500
Project Income		508,052	-	508,052	497,821
Pobal SSNO		-	86,490	86,490	85,168
Society of Holy Child Jesus		25,000	-	25,000	25,000
St Stephens Green Trust		-	-	-	15,000
		<u>617,861</u>	<u>86,490</u>	<u>704,351</u>	<u>685,882</u>
3.3 OTHER INCOME		Unrestricted Funds	Restricted Funds	2024	2023
		€	€	€	€
Interest Received		<u>195</u>	<u>-</u>	<u>195</u>	<u>-</u>
4. EXPENDITURE					
4.1 RAISING FUNDS	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Raising funds	<u>-</u>	<u>-</u>	<u>107,920</u>	<u>107,920</u>	<u>122,537</u>

continued

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4.2	CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2024 €	2023 €
	Expenditure on charitable activities	-	-	721,543	721,543	670,901
	Governance Costs (Note 4.3)	-	-	71,601	71,601	77,784
		-	-	793,144	793,144	748,685
4.3	GOVERNANCE COSTS	Direct Costs €	Other Costs €	Support Costs €	2024 €	2023 €
	Auditors fees	-	-	5,535	5,535	5,535
	Legal and professional fees	-	-	5,872	5,872	9,572
	Accountancy and payroll	-	-	16,556	16,556	16,451
	Staff related costs	-	-	39,112	39,112	35,842
	Office Overheads & Running Costs	-	-	4,526	4,526	10,384
		-	-	71,601	71,601	77,784
4.4	SUPPORT COSTS	Cost of Raising Funds €	Charitable Activities €	Governance Costs €	2024 €	2023 €
	Office Overheads & Running Costs	9,051	220,503	4,526	234,080	184,091
	Governance Costs	-	-	27,963	27,963	31,558
	Staff Related Costs	98,869	501,040	39,112	639,021	521,243
		107,920	721,543	71,601	901,064	736,892
5.	ANALYSIS OF SUPPORT COSTS	Basis of Apportionment			2024 €	2023 €
	Office Overheads & Running Costs	Usage			234,080	184,091
	Governance Costs	Usage			27,963	31,558
	Staff Related Costs	Usage			639,021	521,243
					901,064	736,892

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6. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2024 Number	2023 Number
Management	1	1
Project/Administration	10	10
	<u>11</u>	<u>11</u>

The staff costs comprise:

	2024 €	2023 €
Wages and salaries	558,557	521,243
Social security costs	61,477	56,831
Pension costs	18,986	18,496
	<u>639,020</u>	<u>596,570</u>

7. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) was greater than €60,000 for the reporting period was as follows:

	2024 Number of Employees	2023 Number of Employees
€80,000 - €90,000	-	1
€100,000+	1	-
	<u>1</u>	<u>-</u>

8. DEBTORS

	2024 €	2023 €
Prepayments	177,337	50,973
	<u>177,337</u>	<u>50,973</u>

9. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	494,257	781,731
	<u>494,257</u>	<u>781,731</u>

10. CREDITORS

Amounts falling due within one year

	2024 €	2023 €
Trade creditors	34,332	1,230
Taxation and social security costs	14,657	15,264
Accruals	34,789	30,910
Deferred Income	75,000	168,004
	<u>158,778</u>	<u>215,408</u>

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11. STATE FUNDING

Agency	Department of Rural and Community Development
Government Department	Pobal
Grant Programme	Scheme to Support National Organisations
Purpose of the Grant	To fund a full time Director and part time Office Administrator along with a contribution to non salary costs and overhead costs. The 2 roles will contribute to improved quality and availability of services and supports offered, particularly to those experiencing poverty and social exclusion; improved education and training programmes/supports designed and delivered, particularly in the area of promoting equality; and increased organisation profile and awareness of available supports/services.
Term	01/07/2022 until 30/06/2025
Total Fund	€256,526
Expenditure	€85,168
Fund deferred or due at financial year end	€Nil
Received in the financial year	€85,168
Capital Grant	No
Restriction on use	Restricted in line with Grant Agreement

12. RESERVES

	2024 €	2023 €
At the beginning of the year	617,296	645,060
Deficit for the financial year	(104,480)	(27,764)
At the end of the year	<u>512,816</u>	<u>617,296</u>

13. FUNDS

13.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Total Funds €
At 1 January 2023	645,060	645,060
Movement during the financial year	(27,764)	(27,764)
At 31 December 2023	617,296	617,296
Movement during the financial year	(104,480)	(104,480)
At 31 December 2024	<u>512,816</u>	<u>512,816</u>

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13.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2024	Income	Expenditure	Transfers between funds	Balance 31 December 2024
	€	€	€	€	€
Restricted	-	86,490	86,490	-	-
Unrestricted funds					
Unrestricted General	617,296	710,094	814,574	-	512,816
Total funds	617,296	796,584	901,064	-	512,816

13.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets	Current liabilities	Total
	€	€	€
Unrestricted general funds	671,594	(158,778)	512,816
	671,594	(158,778)	512,816

14. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.27.

15. RELATED PARTY TRANSACTIONS

There were no related party transactions with the directors during the period.

16. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

17. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 6 June 2025.



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