

The Working Women's Centre SA Inc

ANNUAL REPORT

1 July 2019 - 30 June 2020



DESIGNED BY

Shaylee Leach

ARTWORK BY

Catherine Story, kindly created for
The Centre's 40th Birthday in 2019

AGM

28 October 2020

ALWAYS WAS, ALWAYS WILL BE

The Working Women's Centre SA Inc Management Committee and Staff acknowledge that the Kurna people are the traditional custodians of the land upon which we carry out our work. We pay our respects to Elders past & present.

First Nations' sovereignty has never been ceded.



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THE TEAM

Management Committee

- Chair – Michelle Hogan
- Deputy Chair – Melissa Stokes
- Secretary – Abbey Kendall
- Treasurer – Dr Bec Neill

Committee Members

- Sarah Andrews
- Emma Thornton
- Dr Clare Bartholomaeus
- Professor Suzanne Franzway
- Emma Lowe
- Cath Story

Director

- Abbey Kendall

Industrial Officers

- Teresa Von Wasserling
- Sonya Carmody
- Emma Johnson
- Kylie Porter
- Ajsa Bajraktarevic

Client Services Officer

- Sarah Devenport

Administrative and Communications Officer

- Shaylee Leach

Training Officer

- Cassandra Deon-Wierda

Volunteers

- Madeline Carey
- Claire Thomson
- Kate Coleman
- Niav Andrews
- Yu Zhang



OBJECTS

The principle purpose for which the Association is established is to be a charity whose purpose is the relief of poverty, suffering, distress, misfortune, disability, and helplessness in the context of women in the workplace.

The Association pursues its principle object by:

2.1 Enhancing women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare, focusing in particular on:

2.1.1 women working in areas which may be precarious and/or low status employment, casual and part-time employment, award free areas, home based employment and low paid work;

2.1.2 Aboriginal and Torres Strait Islander women;

2.1.3 Women from non-English speaking backgrounds;

2.1.4 Women who have a disability;

2.1.5 Women in regional, rural and remote areas;

2.1.6 Women with family responsibilities;

2.1.7 Women on visas;

2.1.8 Women of mature age;

2.1.9 Young women, and;

2.1.10 Such other people as may experience particular disadvantage in the workforce.

2.2 Increasing women's knowledge of the legal, policy, and institutional frameworks that promote workplace reform; fair and efficient arrangements for remuneration; employment conditions, and; working patterns in a safe working environment.

2.3 Providing a safety net of industrial relations related services to women who are otherwise unable to access them and participate effectively in the labour force.

2.4 Enhancing work related services provided by other organisations to women.

2.5 The Association may do all such other things as may be incidental to the attainment of the principle object.





Chair's Report: Michelle Hogan

I am pleased to present the 2020 Chair's Report on behalf of the WWC Management Committee, to outline how we have fulfilled our role of ensuring the good governance of the Centre.

The constitution of the WWC states our purpose as being to enhance women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare. We nominate a number of key target groups of women including Aboriginal & Torres Strait Islander, women who are culturally and linguistically diverse, Visa holders, regional and remote, disabled women, old/young, with family or single, and with diverse sexualities and/or genders. Our funding agreement also specifies that we work with 'vulnerable workers', which includes men. We do the latter predominately through education and campaigns.

2019 was our 40th year. We had a series of celebrations culminating in a commemorative reception at Government House as an invitation-only event, hosted by the SA Governor Hieu Van Le, along with our big open party at 'The Wheaty' with ACTU Secretary Sally McManus.

2020 has been a year of renewal and transformation.

New staff: up until our last AGM we employed a number of staff who had each accumulated over 20 years experience with the Centre. Following our process of review and renewal, all of the ongoing staff of 8 (bar 1) are new to the Centre and everyone was born after the Centre was established – with half of the staff under 30 years old. Our institutional memory has been maintained by the continuation of a number of 'old second wave feminists' on the Management Committee - and we head into the next decade with both enthusiasm and experience!

Developing new programs: Abbey will speak more about the detail of our program in her report. In terms of governance – the business case instigated in 2019 for a new dedicated **fee-for-service training position** resulted in the employment of Cassandra Deon-Wierda and the expansion of our training programs. Like many other training providers, Cassandra and the Management Committee have had to deal with the impact of COVID and while we have had to reduce training hours given the program is self-funding, Cassandra has done a fantastic job moving to generating income from online training.

The Management Committee and staff have reviewed the Centre Strategic Plan this year, with an emphasis on delivering our **grant funded services** in new ways. We have successfully trialled a series of Webinar expert panel sessions providing information on workplace issues, along with our Industrial Officers providing a new form of specialised 1:1 advice and advocacy in weekly industrial clinics, all made possible by investment in new infrastructure.

Organisational Review Recommendations: Over the past 12 months we have worked to finalise an internal review of our staffing practice, to ensure that the Centre could meet our future operational needs and to improve workplace culture and practice. We contracted Claire Thomson in March 2019 to complete an Operational Review and her recommendations have directed the Management Committee's work on improving our internal infrastructure, in order to support our staff to grow the Centre's client services.

Timelines of infrastructure rejuvenation:

In 2019/20 the Management Committee approved the replacement of our old IT hardware and software with new computers and upgraded software; we replaced our old telephone system with VOIP (voice over internet protocol) to ensure more efficient call handling; and replaced our accounting software and payroll system. We would not have been able to keep operating and open during COVID without this work.

In praise of staff: The new staff have come together as a dynamic team with enthusiasm and energy for the future. Our Industrial Officers are getting great results for clients – so thank you Emma Johnson, Nikki Candy and Kylie Porter.

The Management Committee pays tribute to Ajsa Bajraktarevic, Sonya Carmody and Teresa Von Wasserling, who concluded their work with the Centre in this reporting period. Last year I reported on how we train up women for work in other sectors - the work is demanding and it sits between industrial and women's service sectors. We have attracted many great women to work with the Centre over our 41 years and they have since gone on to demonstrate how highly valued the skills and experience developed at the Centre are - and how they can be utilised in many different forums. Most recently Ajsa went to work in foreign affairs in Senator Penny Wong's office and we have attracted Nikki Candy from the union movement and Maddie Sarre from the climate change/youth sector.



Our Client Services Officer (CSO) Sarah Devenport has had significant change to her role from our improvement in client services through our new technology. The CSO position is a crucial first point of contact and Sarah triages calls for the industrial clinic and enters client case details in our new data management system.

Shaylee Leach has done fantastic work improving our promotion and communications systems and our new Fact sheets on the WWC website are a testimony of her work. Over the past 12 months we have also had the benefit of a number of women who took up short term contract positions and the Committee thanks them all for their work.

Leading the whole gang, I want to thank our Director, Abbey Kendall. Abbey hasn't even been in the role two years but she has hit the ground running and we are very grateful for her innovative and energetic approach.

The Centre had two baby girls last year and this reporting period we have added Mason who is Cass's son.

Financial Position: For the purposes of this 2019-20 governance report for our AGM I am very happy to report that we are in the black in our budget (as you will see in our financial report).

Under the category 'Supporter of the objects' of the Centre we have Melissa Stokes (Department of Health) and Emeritus Professor Suzanne Franzway, (UniSA) continuing, with the committee being open to appointing further supporter positions from today's nominations.

We have three positions for Community Representatives, one of which I hold as Chair and two vacancies for this AGM. With regard to our Office Bearers, Dr Bec Neill is resigning as our Treasurer creating a vacancy for a new appointment and Christina Mastripolito has indicated interest in accepting the appointment to that position. I have agreed to remain as Chair for one more year and Suzanne has indicated she will nominate as our new Secretary.

In my role as Chair, I want to thank everyone for their work on the MC over the past year, with a special thanks to our retiring Management Committee members Dr Bec Neill who made a significant contribution for a decade, including as Treasurer, and Dr Clare Bartholomaeus for her contributions, including to our governance and for her careful minutes. I also reiterate my thanks to the continuing members for renominating for another year – a tribute to the fact that we not only get things done together but enjoy each other's company.

I now invite Abbey Kendall to present her composite report on the case work of the Centre, our campaigns and stakeholder engagement over the past 12 months.

New Funding period: We are proud and gratified to have confirmed a further nine years funding this year from the state Liberal Government. Our current Federal Fair Work Ombudsman 3 year funding concludes in December. We head into our next funding contract negotiations with a rejuvenated team and updated infrastructure to position us competitively for the future.

2019 was the 125th year of suffrage in SA and the impact of women's vote and the political response to vulnerable workers is going to be key in forthcoming significant elections both nationally and internationally – which will impact on us all. It will be the 125th anniversary of the 8 hour day in 2021, unregulated working hours continues to be an issue within the gig economy.

Current and new Board members: Finally I would like to thank our continuing Board members and ask them to raise their hands so people can see who they are voting for.

Our constitution specifies three union reps, currently filled by Sarah Andrews (Professionals Union) and Cath Story (PSA) and Emma Lowe (AEU) We have put out a call this year for a new small business rep, given the importance of our small business employer program.



Director's Report: Abbey Kendall

In October 2019, the Working Women's Centre SA Inc celebrated our 40th anniversary with a blockbuster party at the Wheatsheaf Hotel. Working women from all generations of the Centre came together to reminisce and rally in support of our next chapter. We could not have predicted how extraordinary our 41st year would be.

We have been hard at work, whether in the office or our own homes, navigating the changing industrial relations reality and fearlessly advocating for workers in South Australia.

We operated uninterrupted throughout the national lockdown and played a pivotal role in advising working women through the drastic and often tragic outcomes. We identified that the pandemic would hit women and young workers the hardest because of how precarious their work can be and the disproportionate burden of unpaid work that women are doing. Young workers were the first to lose their jobs, and women cleaned, cared, served, and educated us out of a national state of emergency.

From 8 March to 11 June 2020, we worked from home, racing between advice sessions with our clients to the daily press conferences that dictated unbelievable reform to the way we live and work. Our job was to absorb those press conferences, research the detail, and often within the hour, advise workers on how it would affect them. This was incredibly difficult and stressful for the team, and I applaud the determination, grace, and precision the team exhibited. We showed up for our clients when it felt like the world was falling apart.

In that vein, I am thrilled to report that in this financial year, we recovered \$512,199.23 in stolen wages, compensation, penalties, and lost income for working women and vulnerable workers.

Our impact should not just be measured in terms of litigation recovery but putting money (half a million dollars, to say the least) back into the pockets of working women, who often work in insecure, lowly-paid industries and subject to gruelling mistreatment, is a major achievement for us.

Our workplaces have changed, but many of the issues affecting working women have not. We still deal with a variety of issues, including but not limited to wage theft, sexual harassment, all forms of discrimination in the workplace, dismissals, redundancy, workplace rights discrimination, workplace bullying, disciplinary proceedings, and everything in between. This year, we have had to tackle these issues while women worked from home, and the Australian economy sped into a recession.

Just after the height of South Australia's lockdown, the Management Committee met to discuss the strategic direction of the Centre. Despite the changing landscape, we were confident that precarious work and sexual harassment in the workplace would prevail and likely intensify. For this reason, we decided to focus on those two areas strategically.

We have always known that work insecurity is bad for workers and our communities, and to this end, precarious work has become the Achilles heel in fighting this pandemic. As workplace conditions are stripped back, and women lose hours or their job, many women, in particular young women, do not expect to be employed in ongoing, secure work with a living wage.

The bargaining power of women in the workplace has not improved, and we need to be alert for exploitative practices or work environments that are not prepared to take steps to prevent sexual harassment.



DIRECTORS REPORT



Like many other community organizations, we used online tools to reach workers and get our message out. You may have tuned in to our recent webinars, ***Working from Home: Risks and Rewards, Your Rights at Work: International Students and Wage Theft in South Australia***. Online activism and education will be an important part of our communication, but we're determined not to let it stop us from effecting change in public spaces and face to face.

March 2020, the Sex Discrimination Commissioner Kate Jenkins handed down her report ***'Respect@Work'*** Sexual Harassment National Inquiry Report. Among the recommendations, at number 49, Commissioner Jenkins calls on the Federal Government to provide increased and recurrent funding to the Working Women's Centres across Australia. It is not every day that a national inquiry singles out one organisation as being crucial to the country's plan to eliminate sexual harassment in the workplace. We are as relevant and necessary as ever.

We continued to offer a range of workplace training options. Most-recently Cass, our Training Officer, developed COVID-19 response training sessions that tackle common issues like working from home successfully and safely, team cohesion and employer OHS obligations. Importantly, these sessions were designed to be online.

**WE HAVE A
BUSY YEAR
AHEAD OF US.
IT IS NOW MORE
IMPORTANT
THAN EVER
TO REIMAGINE
HOW WE WORK,
HOW WOMEN
WORK, AND TO
DRIVE A POLICY
AGENDA THAT
IS GOING TO
HAVE LASTING
EFFECTS ON
THE LIVES OF
WORKING
WOMEN.**



WE ARE COMMITTED TO PROVING A REPRESENTATIVE SERVICE TO WOMEN AND VULNERABLE WORKERS AND WE ASSERTIVELY PURSUE INJUSTICES ON THEIR BEHALF WITH CARE, ACCURACY, AND PROFESSIONALISM.

The unimaginable has become possible, and it is important that we work together to ensure that we come out of this pandemic having created a more equitable world for women and workers.

I want to thank our funders, the South Australian Government, the Fair Work Ombudsman, and SA Unions. I would also like to thank Sarah Hanson Young for generously donating a portion of the \$120,000 awarded to her admirable and ground-breaking case of sexual harassment by her parliamentary colleague.

Finally, I thank our dedicated and inspiring volunteer Management Committee.





TRENDS & CA

Wage Theft

We are seriously concerned about wage theft and non-payment of superannuation in Australian workplaces. There has been significant momentum in South Australia to criminalise wage theft and we are supportive of the campaign. Criminalisation will be an important step in its abolition.

Wage theft is so widespread that there is no industry free of it and is happening by small, medium, and large employers. Often, our clients do not check their superannuation fund balance and are relying on pay-slips to ascertain whether their employer is paying their superannuation only to find that they haven't received a payment.

It is often the case that workers contact the Centre for a reason other than wage theft, but after careful questioning of their working life, we come to understand that they are being underpaid.

Case Studies

Class Action – Underpayments

Five workers (employed by the same employer) separately approached the Centre about significant underpayment issues. The employer was in the manufacturing and technology field. We assisted three of the five workers. The employer markets itself as a start-up; however, the employer has created a new corporate identity for a well-established light company in Adelaide.

Two of these clients were new employees, who had been promised employment at a new facility. They were sent letters of engagement, with a start date of April 2019. These clients never commenced work, despite the director asserting that they were employed but that the company was in the process of setting up their facilities and that an actual start date was imminent. The workers were effectively ready, willing and able to work but were directed to stay home. They were provided with fraudulent documents regarding the company's financial status. Both clients were not paid or provided payslips for many weeks, despite continued follow-up.

The other three clients were employees of a company that was taken over by the employer. They sought the payment of wages and entitlements from their new employer. One of the clients was successful in the payment of some entitlements relating to the former company, through the Federal Entitlement Committee. She also has an Order from the South Australia Employment Tribunal regarding an underpayment from the employer which remains unpaid.

These underpayments are being pursued through the South Australia Employment Tribunal and the Magistrates Court with the assistance of a pro-bono barrister. We took instructions, drafted the applications and from there referred the workers to a law firm.

The total amount of underpayment of wages is \$109,346, \$9,956 in superannuation, and \$8,062 in entitlements.

CASE STUDIES

Complex Corporate Structures

A young woman contacted the Centre advising that she was dismissed from a bartending job at a small venue without just cause and procedural fairness. She had been employed as a casual on a regular and systematic basis for approximately nine months.

An ASIC search revealed the employer was the director of at least two venues, one of which was a substantially larger establishment and that cumulatively, there were more than 15 employees between the two. The employer claimed that they were a small business of fewer than 15 employees, and as a consequence, the client had no jurisdiction to pursue an unfair dismissal claim.

The employer continued to assert that the employees were hired by each establishment separately and that the entities were not associated in any way – despite the employer moving staff between the venues.

The client was able to provide rosters showing that she and other staff were rostered interchangeably between the two venues, that both venues shared the same ABN and that she was paid by the accounting and payroll department of the larger venue. We argued that the entities were associated by the fact that the associate and the principal were related bodies corporate.

We successfully negotiated a settlement figure on the basis that the employer was not a small business and our client had jurisdiction to make a claim.

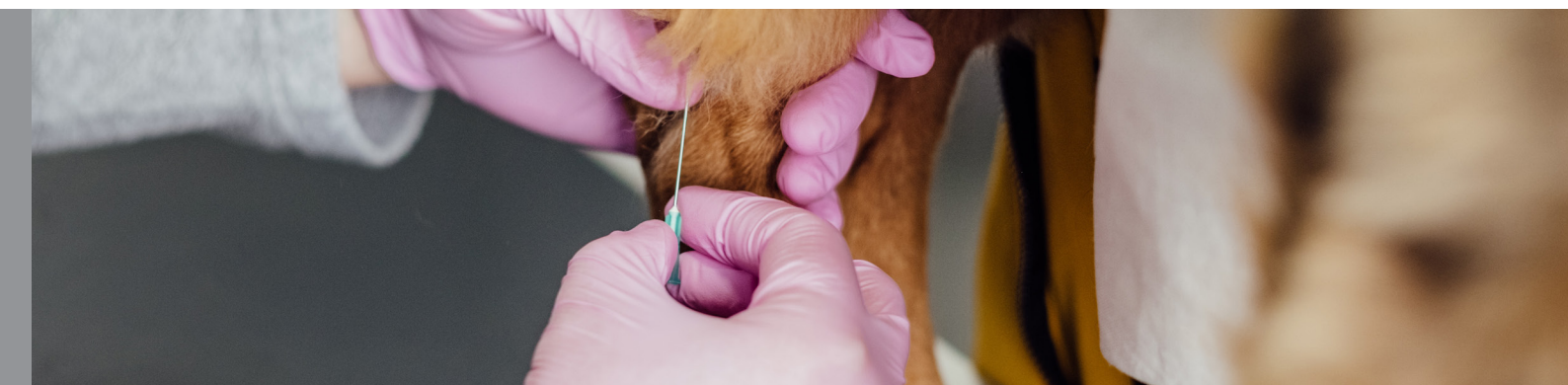
COVID-19 Related issues

Unlawful COVID-19 related stand down of a veterinary nurse

Elizabeth worked for a franchised vet surgery for close to seven years as a part-time Veterinary Nurse before the COVID-19 pandemic. In February 2020, Elizabeth found out she was six weeks pregnant. Elizabeth immediately told her employer about her pregnancy because she was often exposed to a chemical that can cause congenital disabilities, and was required to wear additional personal protective equipment. Elizabeth had planned to work until she was eight months pregnant.

When the COVID-19 pandemic hit, the employer advised her that there would be no further work for her because he could not provide her with a safe workplace, because of the effect of COVID-19 on pregnant women. There had not been any reported cases of COVID-19 in connection with the Vet Surgery, and the business had adopted the PPE and safety measures suggested by SafeWork SA. There was no research or data to indicate that pregnant women are more susceptible to the virus. The employer was not eligible for JobKeeper and denied standing Elizabeth down. This also occurred before any COVID-19-related amendments to the Fair Work Act 2009 (Cth).

We advised Elizabeth on the stand down laws, and we concluded that her employer had not lawfully stood her down. We took the time to explain the intricacies of this law and how it interacted with work, health and safety laws, and the COVID-19 industrial response. Elizabeth contacted SafeWork SA, who did a site visit, and Elizabeth wrote to her employer and asked to be provided hours as there was no public health direction that could lead to her lawful stand down. We settled Elizabeth's emails and made suggestions. Eventually, Elizabeth's employer conceded that there was no heightened safety issue for her, and she returned to work.





COVID-19 RELATED NON-GENUINE REDUNDANCY OF A SALES ASSISTANT

In August 2019, Myah was approached to work in a full-time sales role in a music store. In March 2020, all staff were told to commence working from home due to COVID-19 restrictions. The store ran a special lockdown sales campaign and publicised how busy it was due to many people taking up music as a hobby during the lockdown. Myah was excluded from communications about the sale and instructions regarding remote work.

In late March 2020, Myah was told that her position was being made redundant due to an alleged “economic downturn of the business.” There was no effort at consultation or redeployment into another sales role, and no evidence of a business restructure, or downturn in business. Myah felt that her employer had used COVID-19 as an excuse to dismiss her.

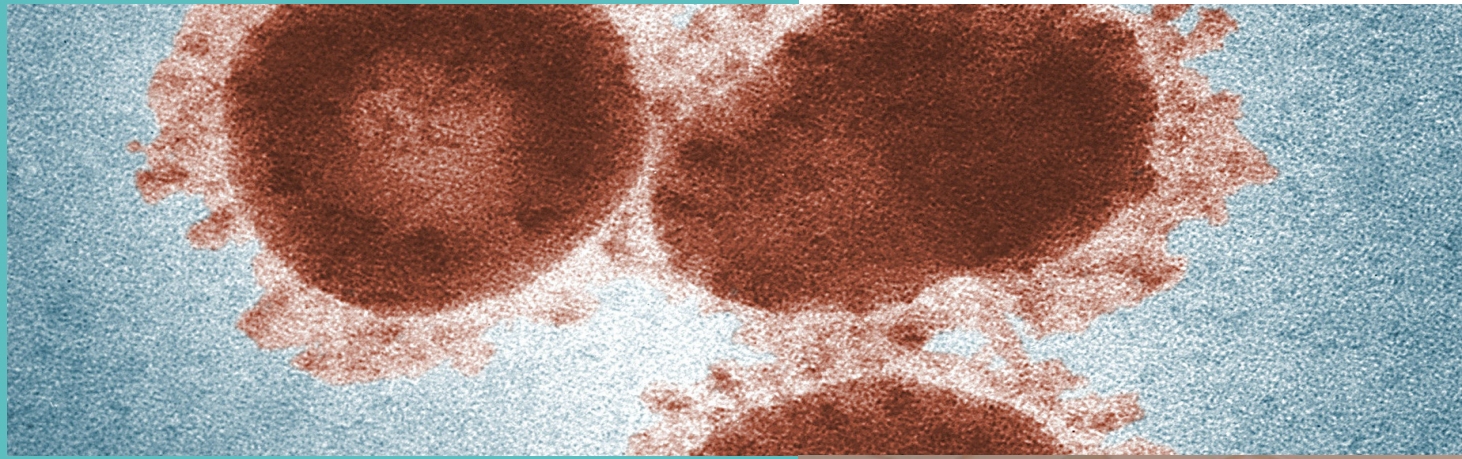
An unfair dismissal claim was filed, and Myah won a settlement of several weeks’ salary. The employer also agreed to provide a positive verbal reference, which was essential for Myah to help her find future work.

COVID-19 RELATED DISMISSAL OF A REGIONAL WORKER WITH CARE RESPONSIBILITIES

Katja is a single mother who lives in regional South Australia. In 2017 she began casual work at a winery and then worked her way up to a full-time permanent role assisting with the production of wines.

In March 2020, her town experienced a COVID-19 outbreak and went into lockdown. Her employer told all staff to work from home. The schools were closed very suddenly. Katja tried to negotiate some time off to settle the children into homeschooling and to give her time to re-negotiate care arrangements with the children’s father. Katja’s employer sent her a text message saying that he was unable to provide suitable work for her and that her services would no longer be required. Katja was upset and worried as she relied on the winery work not only for money but also to finish her studies, to become a qualified winemaker.

We filed an unfair dismissal claim. At conciliation, she gained compensation for several weeks’ wages and, importantly, a positive statement of service outlining her exact duties and experience in winemaking. The conciliation helped to repair the relationship with her former employer, and he offered to provide a positive reference if contacted. Katja was relieved as this will enable her to seek further work in the industry and to continue with her studies.



COVID-19 RELATED DISMISSAL OF AN INTERNATIONAL STUDENT AND CLEANER

Trang is an international student, working part-time, and studying in Adelaide. Since November 2019, Trang worked part-time hours each weekend as a cleaner at a local shopping centre. During the heart of the COVID-19 crisis, she received an email from her employer dismissing her as a result of alleged performance issues. The employer alleged that they had previously raised these performance issues with her, but in fact, they had not. They dismissed her instantly, with no notice period paid.

Shortly before the dismissal, the employer unilaterally reduced her shift hours, using the pandemic as an excuse. The shopping centre had increased opening hours, and there was no legal reason why her shifts should have been reduced.

The WWC assisted Trang, initially by writing to the employer to seek clarification on the dismissal, and then by filing an application for unfair dismissal and representing her at the conciliation stage of the Fair Work Commission. At conciliation, the WWC, in addition to the unfair dismissal, raised issues with the underpayment of wages, relating to the cancellation of her shifts. The employer blamed the pandemic for a downturn in work.

The matter settled for the amount of \$6,000, which is the equivalent of 16.5 weeks wages for the worker.



Non-genuine redundancy of hairdresser: parental leave discrimination

Suzanne, an experienced hairdresser, went on parental leave in March 2019. She had negotiated to take 12 months' parental leave. Her employer was a small business (less than 15 employees). In June 2019, Suzanne wrote to her employer and advised that she would be willing to return to work earlier than March 2020. Suzanne's employer told her that the salon was slow and that it was not possible.

Throughout the rest of that year, Suzanne kept in touch with her employer. In late January 2020, Suzanne emailed her employer to let her know that she would be holidaying in England, and she would return to Australia in February 2020, ready to return to work in March 2020. While Suzanne was in London, she came across an advertisement by her employer seeking a full-time hairdresser.



Suzanne returned to Australia and advised her employer that she would be ready to return to work on 1 March 2020. The employer responded with a termination letter advising that her position has been made redundant. As the employer was a small business, she was not entitled to any redundancy payment and was paid the statutory notice period. The employer had employed a new hairdresser, at the same classification and qualification, five days before Suzanne's planned return to work.

The WWC filed an unfair dismissal application for Suzanne on the basis that the redundancy was non-genuine. At conciliation, we successfully argued that the role was still required, there was no consultation, and the redundancy was non-genuine. The employer offered to reinstate Suzanne as they were eligible for JobKeeper payments. Unfortunately, Suzanne had lost trust in her employer and was not psychologically able to return to the employer. We negotiated a 12-week redundancy payment instead.

CASE STUDIES: SEXUAL HARRASSMENT

CASE STUDY: SARA

Sara worked on the production line for a potato farming company as a Casual, where she would wash and pack potatoes for \$18.50 per hour. She worked there for seven years. Sara is an Afghan woman with very limited English. Her supervisor is also Afghan as are most of the workers on the farm. The supervisor is the only worker who speaks English well and communicates with the farm owners on behalf of all the workers.

The Supervisor tried hard to make friends with Sara and frequently asked her to catch-up outside of work, but Sara declined all his offers.

The Supervisor was responsible for handing all the workers their wages in cash, in an envelope each week. One afternoon, the Supervisor telephoned Sara after work saying he had her envelope and asked where she was. Sara was near the farm in her car and the Supervisor said he would drive there and meet her to give her the money. When he arrived, he got out of his car and got into the passenger side of Sara's car. He gave her the envelope then reached over and grabbed Sara's head and tried to kiss her.

He pushed the button of Sara's seat to put it in the lying down position and tried to get on top of her and undo her buttons. Sara punched and slapped him and told him to get out and get away from her and he eventually left the car.

We are pursuing a sexual harassment claim in the Australian Human Rights Commission and an underpayment of wages claim in the South Australian Employment Tribunal.



CASE STUDY: ANNA

Anna worked as a paralegal in a small law firm. She worked there for just over seven years. The older male partner of the firm became infatuated with her.

He told her that he was in love with her, that he had been for seven years and he had held it in. He said he was a man of 74 years and he should not be having these feelings. He asked about her boyfriend and told her that since she divorced her husband all he could think about was her. He made these declarations twice in a phone call and over many emails and messages.

Anna was very distressed about her old male boss being in love with her, and asked him to only contact her in relation to work.



He continued to contact her and talk about his feelings and on one occasion tried to contact her 17 times in one day by phone, email or on Messenger.

We are representing her in a sexual harassment claim in the South Australian Equal Opportunity Commission.

If these case studies have brought up issues for you, you can always contact 1800 RESPECT - 1800 737 732 or Lifeline on 13 11 14

If your life or someone else's is in immediate danger, please call the police on 000.



COMMUNITY OUTREACH

We engage in community outreach by providing workplace training to employers to provide safe, efficient, and harmonious workplaces.

We have had a busy year, working with the community in person and online.

A highlight was presenting at the international The Australian and New Zealand Society of Occupational Medicine Inc conference on how occupational medical professionals in Australia and New Zealand can take steps to make their workplaces safe & responsive to workers who are victims of Domestic and Family Violence.

We have had significant media engagement, having spoken on national and local radio programs, in print and online media, and of course, the front-page story in the Adelaide Advertiser.

We are active members of various committees, with progressive law reform for women and workers at the heart of the mission. We have also increased our social media presence over the last financial year and, at the time of writing, boast a reach of up to 35,000 people per post.



Representatives of the WWC are on the following committees:

- South Australian Council of Community Services (SACOSS) Policy Council.
- Australian Labour and Employment Relations Association South Australian Branch.
- Fair Wear Australia.
- South Australian Government Workplace Quality Governance Group.
- TAFE SA Women's Education Governance Group.
- International Women's Day Rally Collective.
- Reclaim the Night Collective.
- South Australian Abortion Action Committee.



We participated and hosted 3 panel discussions about cutting edge industrial relations issues. We selected topics that arose from our case-work and enjoyed hosting experts, politicians, workers, academics, and clients to talk about the issues they face at work and home.

HOW CASUAL ARE YOU? AN EXPLORATION OF NON-STANDARD WORK

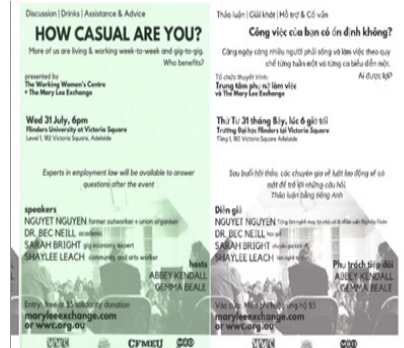
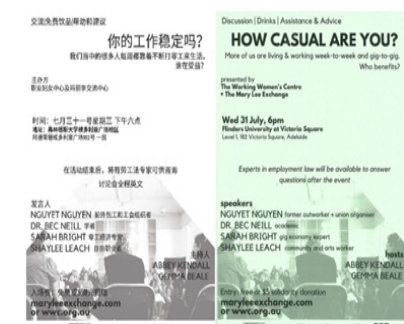
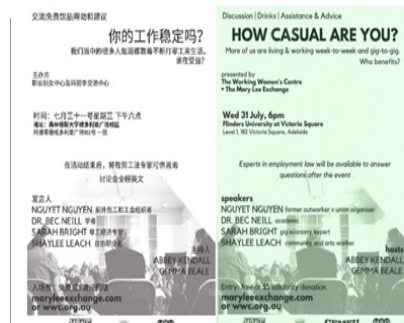
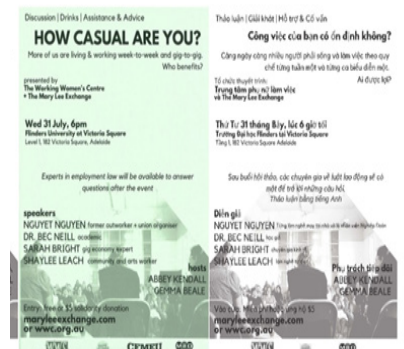
On 31 August 2019, we co-hosted the panel event ***“How Casual Are You? An exploration of non-standard work”*** with the Mary Lee Exchange. We hosted both local and interstate speakers and advertised the event in English, Vietnamese, and Mandarin to attract migrant workers to the event. Our speakers were a mixture of workers and experts. We hosted a gig economy statistician, a former outworker and union organiser, a casually-employed university professor, and a young casually employed worker in the arts and hospitality industry.

The event was well attended, with 83 people through the door. We also promoted the event as an advice clinic and had WWC SA Inc Industrial Officers ready to provide information and advice to workers on the night. This arrangement worked well because the panel of speakers raised issues that resonated with the audience, resulting in questions from the audience about their workplaces. 23% of the attendees were casual employees and most attendees said that insecurity of work (the gig economy) and wage theft worried them the most.

RESOURCES AND FACT SHEETS

We produced and published the following fact sheets:

- Toolkit for Disciplinary Meetings.
- Employer guide to preventing Sexual Harassment at Christmas Parties.
- Underpayment: a guide to help assess whether you have been underpaid & Template Letter of Demand.
- Should I resign?
- Unfair Dismissal – a guide to assess whether your Dismissal was unfair and make an unfair dismissal application.
- Sexual Harassment in the Workplace – should I make a worker’s compensation claim?



WORKING FROM HOME: RISKS AND REWARDS

We hosted four panellists:

- **Alison Pennington, Economist with the Centre For Future Work;**
- **Maria Hagias, CEO of Women's Safety Service SA;**
- **The Hon Michelle Lensink MLC; Minister for Human Services;**
- **Emeritus Professor Suzanne Franzway, University of South Australia Gender Studies Academic.**

The panellists discussed the risks and rewards of working from home in the context of the COVID-19 pandemic and traversed the impacts for workers, particularly working women. This webinar was conducted online and attracted 161 registrations. Between 100-125 registered attendees logged in and attended the webinar for the full 1 hour.



YOUR RIGHTS AT WORK: INTERNATIONAL STUDENTS

To produce a 1-hour 'Your Rights At Work' training session aimed at international students, we collaborated with:

- **National Union of Students Welfare Department**
- **FUSA Flinders University Student Association**
- **USASA Uni SA Student Association**
- **Adelaide University Student Representative Council**
- **Adelaide Young Christian Workers**
- **The Young Workers Legal Service**

This training session took international students through the Australian industrial relations system, specifically Modern Awards, the difference between a contractor and an employee, and the intersection of industrial relations and immigration. We also discussed the unfair dismissal jurisdiction. We had 119 registered attendees, and between 40 and 50 registered attendees logged in and attended the webinar.



10TH ANNUAL GENDER STUDIES LECTURE THE FINANCIAL FUTURE OF OLDER WOMEN IN AUSTRALIA: BEYOND POVERTY, PITY, AND PARITY.

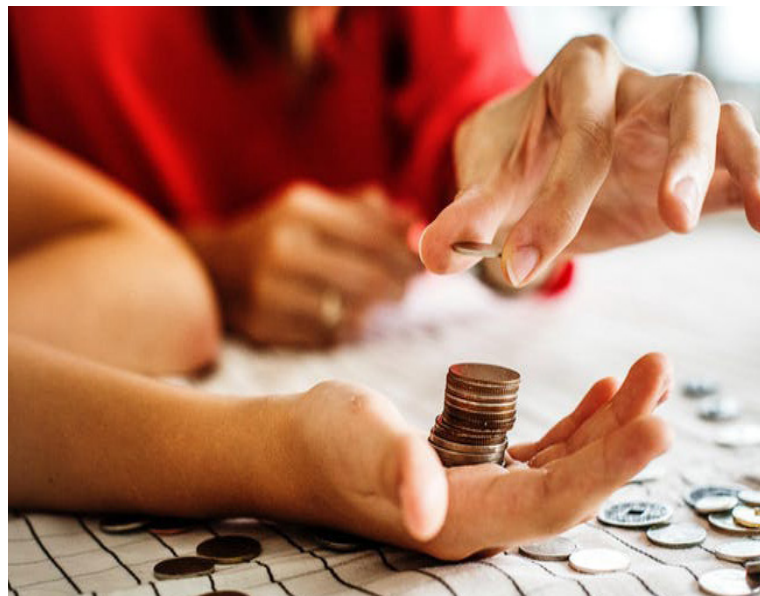


We partnered with Flinders University, the University of Adelaide, and the University of South Australia to co-host the 10th Annual Gender Studies Lecture. We were approached by the Gender Studies group to co-host this event to ensure that the lecture had a strong community connection.

We hosted Dr Kathleen Riach, who authored

“The Financial Future of Older Women in Australia: Beyond Poverty, Pity and Parity”

Which was commissioned by Australian Super in 2019. This lecture topic was informed by our clients’ experience of poverty and their minimal engagement with their superannuation funds.



COMMUNITY OUTREACH

WAGE THEFT FROM INTERNATIONAL STUDENTS: OUTREACH AND COLLABORATION

We have been very concerned about the perverse and destructive nature of wage theft in the hospitality industry, especially among international students in South Australia.

Due to the pandemic, many international students are not able to return to their home countries and did not have any income during the height of the lockdown. Before lockdown, international students reported that they were earning anywhere between \$6 and \$15 an hour in the retail and hospitality industry. For this reason, they were often working much more than 40 hours a fortnight, the legal limit of hours they can work as dictated by their student visa conditions.

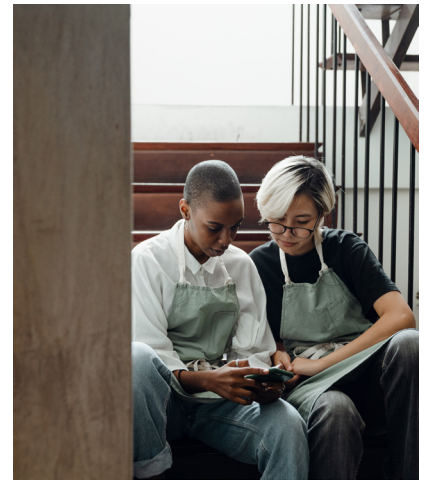


Many of the students who have engaged with the WWC SA Inc do not come from wealthy backgrounds (as often assumed by the community) and were living and servicing huge tuition loans with their Australian wages. This meant that when the pandemic hit, they had little to no savings. International students in South Australia line up at food banks and community services to collect free food and products to survive.



We noticed that students' knowledge of their Australian rights at work was low. For this reason, we collaborated with several student and youth organisations to host a free training webinar: Your Rights at Work – International Students.

We also worked with a group of Chinese international students to address the pervasive issue of wage theft in South Australia.



These students are members of a significant (240+ members) online organizing group of Chinese workers residing in Adelaide. These students, many of whom have only met online, have come together to compile lists of employers who are underpaying their workers.

The initial list had over 50 businesses and detailed the hourly rate paid in each workplace. These businesses were allegedly paying between \$6 and \$15 an hour.

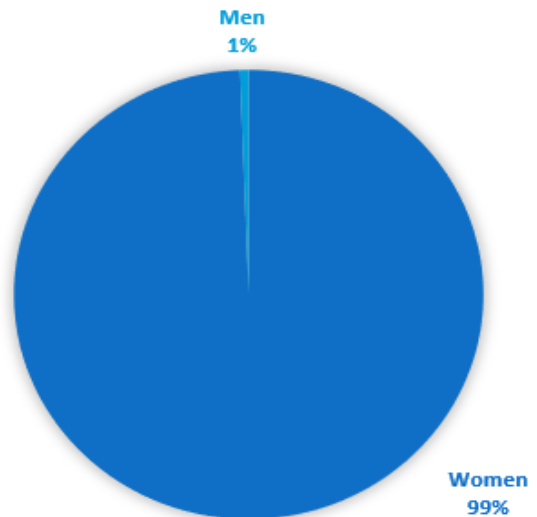


“International students reported that they were earning anywhere between \$6 and \$15 an hour in the retail and hospitality industry”.

STATISTIC

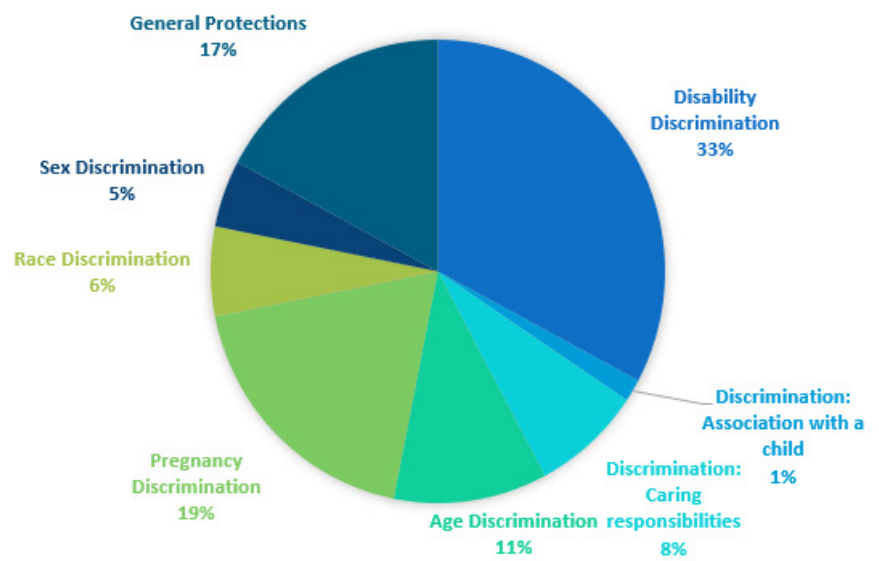
Throughout the year, we take demographic and issue-based information from workers who engage with our service. The data informed our community outreach & helped us track trends in South Australian workplaces.

CLIENT'S GENDER %

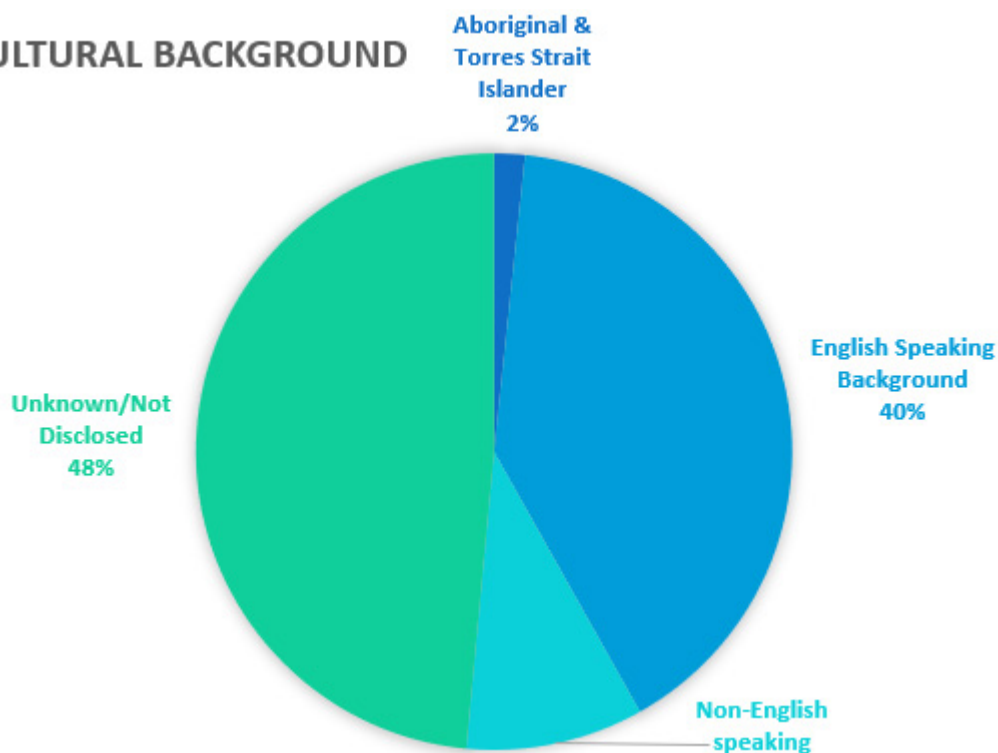


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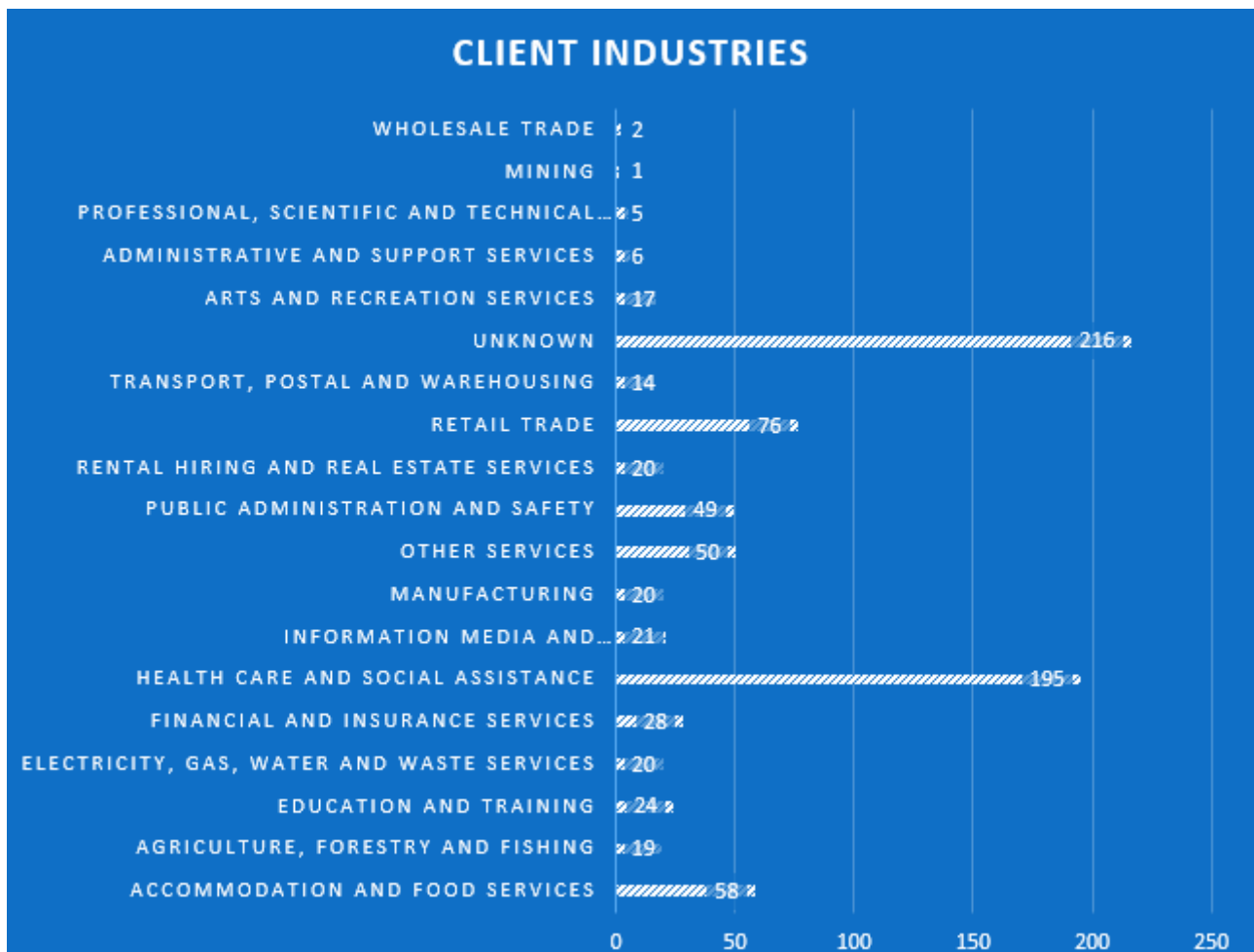
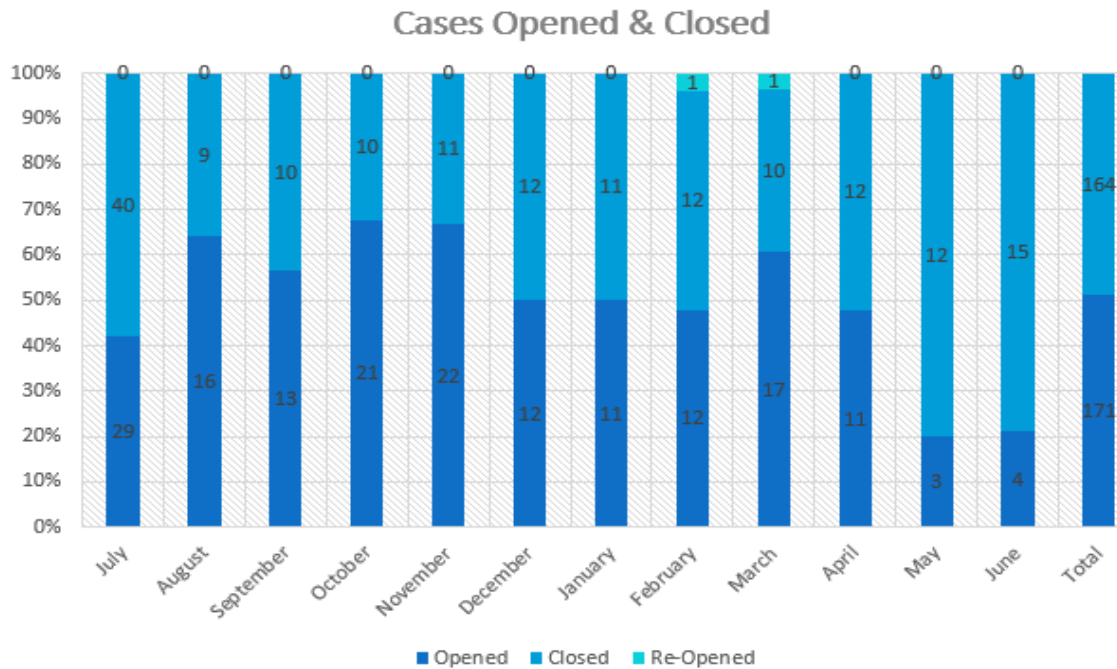
TOTAL % OF DISCRIMINATION MATTERS JULY 2019- JUNE 2020



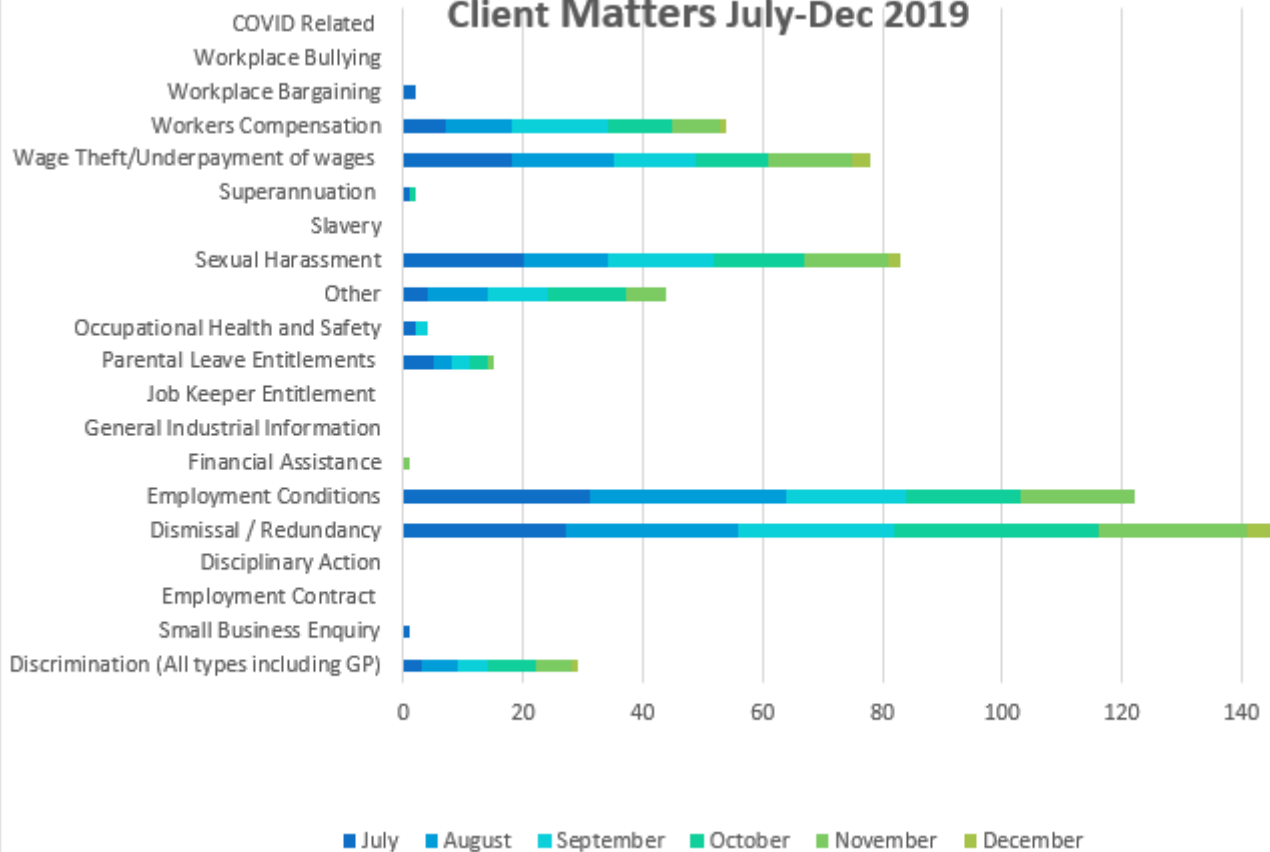
CULTURAL BACKGROUND



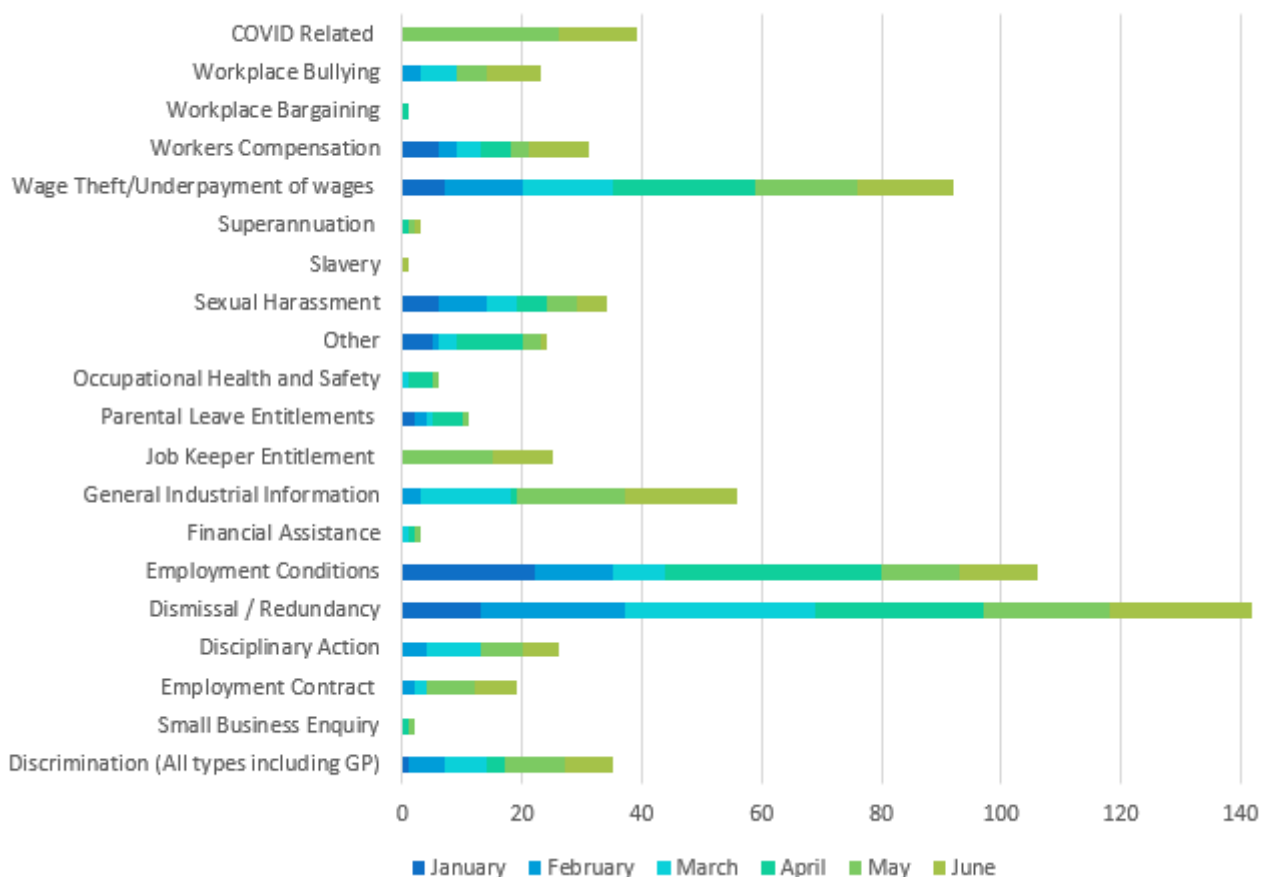
STATISTICS



Client Matters July-Dec 2019



Client Matters Jan-June 2020



AUDIT

Financial Statements

Working Women's Centre South Australia
ABN 54 253 257 443
For the year ended 30 June 2020

Prepared by Lee Green & Co Pty Ltd

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5	Statement of Financial Position
8	Notes to the Financial Statements
9	Management Committee Reports
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Income and Expenditure Statement

Working Women's Centre South Australia For the year ended 30 June 2020

	2020	2019
Income		
Income from Grants		
Grant Revenue - Fair Work Ombudsman - Database Development	4,545.45	-
Grant Revenue - Minister for the Status of Women	464,000.00	-
Grant Revenue - Office of the Fair Work Ombudsman	253,794.34	-
Income from Grants	-	706,212.70
Total Income from Grants	722,339.79	706,212.70
Donations		
Donations	69,432.85	2,237.00
Augusta Zadow 2018	-	3,853.31
Total Donations	69,432.85	6,090.31
Other Income		
Fee For Service Training Revenue	46,726.00	22,500.00
IWD Collective	1,015.00	-
Reclaim The Night	1,883.57	-
SA Feminist Collective Funding	-	825.00
UTLC	9,000.00	-
Interest Received	6,114.23	6,990.16
Centrelink PPL Funds	-	5,754.80
Covid19 Cashflow Boost	56,650.00	-
Other Revenue	2,581.06	-
BAS Rounding	-	2.09
Total Other Income	123,969.86	36,072.05
Total Income	915,742.50	748,375.06
Expenditure		
Accounting/Payroll Fees	10,712.98	15,818.29
Advertising & Promotion	3,878.67	804.55
Audit Fees	1,145.00	1,080.00
Bank Account Fees	1,209.28	1,054.02
Board Expenses	2,913.50	1,727.40
Car Parking	151.85	42.46
Cleaning (1407)	1,668.40	2,312.83
Computer & Software Expenses	31,391.32	17,811.11
Consulting & Accounting	13,500.00	-
Electricity	4,994.50	5,229.72
Equip Lease - (Copier)	1,291.32	1,944.00
Equipment/Furniture Purchases	1,077.28	4,812.73
Functions	7,829.92	5,068.98
Industrial Seminars	-	436.37
Insurance (1412)	5,326.94	5,002.39

The accompanying notes form part of these Financial Statements.

	2020	2019
Meal Allowances	20.00	242.95
Outreach Events	294.31	-
Postage & Courier	221.28	1,099.13
Printing & Stationery (1416)	5,292.65	3,379.99
Project Fees (Consultants)	17,100.00	-
Prov'n for IT/Database Upgrade Expense	(15,000.00)	-
Prov'n for Minor Equipment Replacement Expense	(5,000.00)	-
Prov'n for Staff Training & Development Expense	(10,000.00)	-
Rent (1417)	40,744.87	40,010.85
Repairs & Maintenance	1,829.11	6,295.63
Staff Amenities	1,370.13	889.95
Staff Training & Development	5,642.23	4,762.77
Sub Contractors	15,000.00	-
Subs, Books & Journals	-	1,818.47
Sundry Expenses	2,331.66	278.14
Telephone/Fax/Internet	8,525.96	10,788.64
Travel & Accommodation	1,134.05	2,030.07
Website Development & Updating	2,679.09	-
Employment Expenses		
Wages & Salaries	543,371.74	644,358.00
Prov E/ee Entitlements - An Lv	16,300.77	(31,618.84)
Prov E/ee Entitlements - Lng Sv L	11,086.14	(84,769.08)
Prov E/ee Entl - Redundancy	(61,756.23)	(116,393.02)
Occ Superannuation	59,319.73	59,758.99
Workcover Levy	8,014.07	7,870.95
Total Employment Expenses	576,336.22	479,207.00
Total Expenditure	735,612.52	613,948.44
Current Year Surplus/ (Deficit)	180,129.98	134,426.62

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

Working Women's Centre South Australia

As at 30 June 2020

	NOTES	30 JUN 2020	30 JUN 2019
Assets			
Current Assets			
Cash Floats and Bank Accounts			
Society Cheque Account – WWC		14,117.03	14,597.40
Commercial Money Market Account		795,512.56	741,626.71
Term Deposit Payroll Account		22,510.84	22,057.42
Petty Cash Imprest		250.00	250.00
Total Cash Floats and Bank Accounts		832,390.43	778,531.53
Trade and Other Receivables			
Accounts Receivable (512)		2,066.47	14,286.18
Prepayments (511)		5,192.76	5,242.01
Accrued Revenue		12,500.00	-
Total Trade and Other Receivables		19,759.23	19,528.19
Total Current Assets		852,149.66	798,059.72
Non-Current Assets			
Furniture & Equipment		4,812.73	4,812.73
Acc Dep - Furniture & Equip		(4,812.73)	(4,812.73)
Electronic Equipment		17,544.93	17,544.93
Acc Dep - Electronic Equip		(17,544.93)	(17,544.93)
Total Non-Current Assets		-	-
Total Assets		852,149.66	798,059.72
Liabilities			
Current Liabilities			
Bank Overdraft			
Visa Business Card – WWC		-	4,978.21
Visa Business Card 2 - WWC		1,434.32	-
Total Bank Overdraft		1,434.32	4,978.21
Accounts Payable (1704)		7,267.71	21,691.22
GST Payable			
Goods and services tax		7,975.66	-
Total GST Payable		7,975.66	-
Total Current Liabilities		16,677.69	26,669.43
Payroll Liabilities			
Payroll Clearing ADP A/c		-	478.00
Payroll Clearing Occ Super A/c		-	4,361.21
Payroll Clearing Workcover A/c		38.30	(185.30)
PAYG Withholdings Payable		13,991.00	-

The accompanying notes form part of these Financial Statements.

	NOTES	30 JUN 2020	30 JUN 2019
Superannuation Payable		2,128.51	-
Total Payroll Liabilities		16,157.81	4,653.91
Accruals			
Accrued Expenses		-	4,319.00
Accrued Salaries & Wages		4,737.20	14,887.13
Accrued Super & W/cover		646.40	1,964.33
Social Club Liability		48.00	-
Total Accruals		5,431.60	21,170.46
Grants in Advance			
Grant In Adv - SA Feminist Col		2,539.70	2,539.70
NT WWC-FWO Re Database		-	4,545.45
Total Grants in Advance		2,539.70	7,085.15
Revenue In Advance			
Revenue In Adv-Womens Serv Net		1,436.32	1,436.32
Revenue In Adv-Augusta Zadow S (2012)		8,900.00	8,900.00
Revenue In Adv-Kilburn Blair A		3,326.42	3,326.42
Revenue In Adv-Rentokil		-	40,000.00
Revenue In Adv-Life Quilt Proj		2,446.45	2,446.45
Rev In Adv-Reclaim The Night		1,273.54	3,157.11
Revenue In Adv-IWD Collective		2,887.27	3,902.27
Revenue In Adv-Augusta Zadow S (2018)		6,146.69	6,146.69
Augusta Zadow (2019)		10,000.00	-
Rev in Adv-Guardian Early L		-	10,000.00
Rev In Adv-Adelaide White Ribb		1,400.00	1,400.00
Total Revenue In Advance		37,816.69	80,715.26
Provisions			
Prov'n For Furniture Replaceme		6,000.00	6,000.00
Prov'n For Minor Equipment Rep		-	5,000.00
Prov'n For Staff Training & De		-	10,000.00
Prov'n For Website Dev & Maint		10,000.00	10,000.00
Provision for Annual Leave		29,827.49	13,526.72
Prov'n For IT/Database Upgrade		-	15,000.00
Total Provisions		45,827.49	59,526.72
Non-Current Liabilities			
Provisions			
Provision for Lng Sv Lv >7 YRS		13,248.58	9,613.58
Provision for LSL > 4 YRS<7YRS		11,181.71	3,730.57
Provision E/ee Redundancy		102,930.39	164,686.62
Total Provisions		127,360.68	178,030.77
Total Non-Current Liabilities		127,360.68	178,030.77
Total Liabilities		251,811.66	377,851.70

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

	NOTES	30 JUN 2020	30 JUN 2019
Net Assets		600,338.00	420,208.02
Member's Funds			
Opening Balance		420,208.02	285,781.40
Current Year Earnings		180,129.98	134,426.62
Total Member's Funds		600,338.00	420,208.02

The accompanying notes form part of these Financial Statements.

Notes to the Financial Statements

Working Women's Centre South Australia

For the year ended 30 June 2020

Summary of Significant Accounting Policies

These Financial Statements are a special purpose financial report prepared in order to satisfy the requirements of the Associations Incorporation Act 1985 (as amended). It has been determined that Working Women's Centre South Australia Incorporated is not a reporting entity as defined in Statements of Accounting Concepts 1; Definition of the Reporting Entity, and therefore, as there is no requirement to apply accounting standards in the preparation and presentation of these Financial Statements, none have been adopted.

The Financial Statements have been prepared on an accruals basis of accounting in order to recognise the transactions in the period to which they relate. The Financial Statements show more than just the receipts and payments for the year.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these Financial Statements.

Non-Current Assets and Depreciation

Furniture and Equipment assets were traditionally recorded at cost and depreciated using the straight line method over the period of their useful lives. Now that all existing assets have been fully depreciated, all current asset purchases are treated as an expense in the year incurred. During the previous financial year, assets on hand were summarised for insurance purposes and an adjustment was made to the totals disclosed in the Statement of Financial Position.

Provision for Employee Entitlements

The provisions for employee entitlements relates to amounts expected to be paid to employees for long service leave, annual leave and redundancy and is based on legal and contractual entitlements and assessments having regard to experience of staff departures and leave utilisation. Current rates of pay are used in the calculation of these provisions. During the previous financial year, the Centre's long-term Director, Sandra Dann, retired and all of her applicable entitlements were paid out or reversed. For this reason, there was a significant reduction in all employee entitlements owing as at 30th June, 2019.

Provision for Future Expenditure

All government funded organisations are now expected to fund their own capital and major maintenance expenditure. For this to occur in an orderly fashion it is necessary to allocate a portion of each year's funding to a specific provision account in the Statement of Financial Position.

Income Tax

Working Womens Centre Incorporated is exempt from Income Tax.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in Statement of Financial Position.

Management Committee Reports

Working Women's Centre South Australia For the year ended 30 June 2020

STATEMENT BY THE MANAGEMENT COMMITTEE

The Financial Statements set out on pages 3 to 8 present fairly the results of the activities of Working Women's Centre South Australia Incorporated for the year ended 30th June, 2020 and its state of affairs as at that date.

Having made sufficient enquires, the Management Committee has reasonable grounds to believe that Working Women's Centre South Australia Incorporated will be able to meet its debts as and when they fall due.

This Statement is made in accordance with a resolution of the Management Committee.

REPORT BY THE MANAGEMENT COMMITTEE

In accordance with Section 35(5) of the Associations Incorporation Act, 1985 (as amended), the Management Committee of Working Women's Centre South Australia Incorporated hereby states that during the year ended 30th June, 2020 -

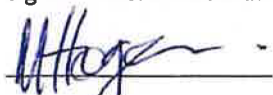
- (a) (i) no officer of the association;
- (ii) no firm of which the officer is a member; and
- (iii) no body corporate in which an officer has a substantial financial interest,

has received or become entitled to receive a benefit as a result of a contract between the officer, firm or body corporate and the association.

- (b) no officer of the association has received directly or indirectly from the association any payment or other benefit of a pecuniary value.

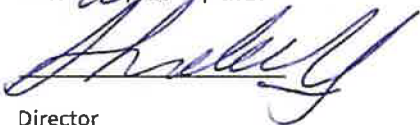
This Statement is made in accordance with a resolution of the Management Committee.

Signed in accordance with a resolution of the Management Committee on:



Chairperson

Date 22/10 / 2020



Director

Date 22/10 / 2020



Treasurer

Date 22 / 10 / 2020

Auditor's Report

Working Women's Centre South Australia For the year ended 30 June 2020

Independent Auditor's Report to the Members

I have audited the accompanying Financial Statements, being a special purpose financial report, of Working Women's Centre South Australia (the association), which comprises the Committee's Reports, the Statement of Financial Position as at 30 June 2020, the Income and Expenditure statement for the year then ended and the notes, comprising a summary of significant accounting policies and other explanatory information.

Management Committee's Responsibility for the Financial Statements

The Management Committee of Working Women's Centre South Australia is responsible for the preparation and fair presentation of the Financial Statements, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act, 1985 (as amended) and is appropriate to meet the needs of the members. The Management Committee's responsibility also includes such internal controls as the Management Committee determines is necessary to enable the preparation and fair presentation of Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the Financial Statements based on my audit work. I have conducted my audit generally in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's bookkeeping procedures, 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 association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Management Committee, as well as evaluating the overall presentation of the Financial Statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the Financial Statements present fairly, in all material respects, the financial position of Working Women's Centre South Australia as at 30 June 2020 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the Financial Statements, and the requirements of the Associations Incorporation Act, 1985 (as amended).

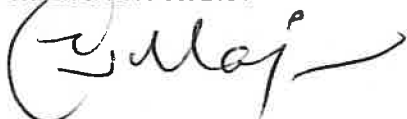
Basis of Accounting and Restriction on Distribution

Without modifying my opinion, I draw attention to Note 1 to the Financial Statements, which describes the basis of accounting. The Financial Statements have been prepared to assist Working Women's Centre South Australia to meet the requirements of the Associations Incorporation Act, 1985 (as amended). As a result, the Financial Statements may not be suitable for another purpose.

Signed at Dulwich this 21st day of October, 2020.

TIM MAJOR

LEE GREEN & CO. PTY. LTD.





THE WORKING WOMENS CENTRE SA INC

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SUPPORTED BY

The Office for Women SA
The Fair Work Ombudsman
SA Unions
The Government of South Australia
Department of Human Services.