



WORKING  
WOMEN'S  
CENTRE

# *Annual Report*

1 JULY 2020 - 30 JUNE 2021











*Always was,  
always will be.*

The Working Women's Centre SA Inc Management Committee and Staff acknowledge that the Kaurna 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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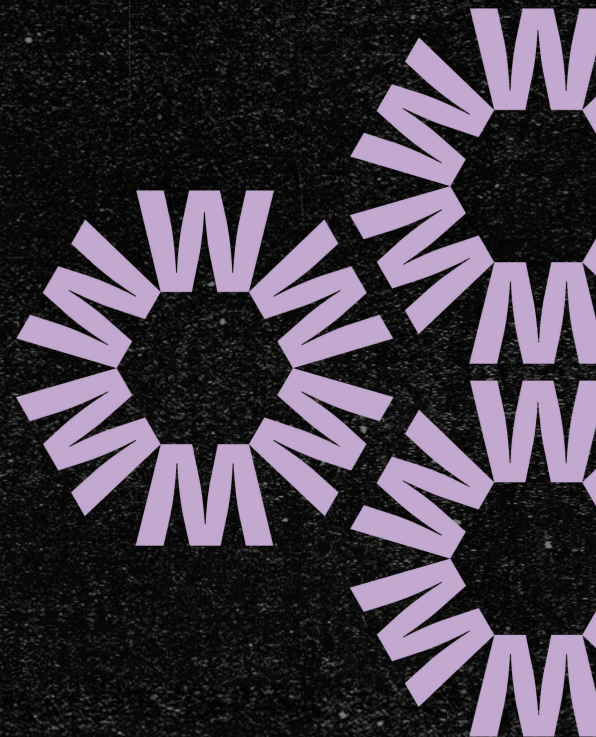
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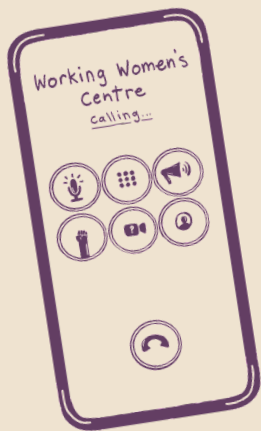




# Objects

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:



## 1.1

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

### 1.1.1

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;

### 1.1.2

Aboriginal and Torres Strait Islander women;

### 1.1.3

Women from non-English speaking backgrounds;

### 1.1.4

Women who have a disability;

### 1.1.5

Women in regional, rural and remote areas;

### 1.1.6

Women with family responsibilities;

### 1.1.7

Women on visas;

### 1.1.8

Women of mature age;

### 1.1.9

Young women, and;

### 1.1.10

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



## 1.2

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

## 1.3

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

## 1.4

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

## 1.5

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



# People

## *Management Committee*

**Chair** - Michelle Hogan

**Deputy Chair** - Melissa Stokes

**Secretary** - Emeritus Professor  
Suzanne Franzway

**Treasurer** - Christina Mastripolito

## *Union Representatives*

- Emma Lowe
- Sarah Andrews
- Catherine Story

## *Community Representatives*

- Melissa Stokes
- Isobel Montgomery
- Jamila Ahmadi

## *Small Business Representative*

- Natalie Wade

## *Supporter of the Objects*

- Emma Thornton

## *Director*

Abbey Kendall

## *Industrial Officers*

Emma Johnson

Kylie Porter

Lungaka Mbedla

Nikki Candy

## *Client Services Officer*

Sarah Devenport

## *Training Officer*

Cassandra Deon-  
Wierda

## *Communications Officer*

Shaylee Leach

## *Senior Advocacy Officer*

Maddie Sarre

## *Junior Advocacy Officer*

Meng Liu

## *Casual Relief Workers*

Manasvi Muthukrishnan

Matea Hayden

Claire Thompson

## *Volunteers*

Manasvi Muthukrishnan

Matea Hayden

Mahya Panakhahi

Flo Martin

Amelia Ranger

Tahlia Moffatt

Emma Tooth











# *Michelle Hogan* Chair's Report



I am proud to present this report of the activities of the WWC Management Committee over 2020-21; my fourth year as Chair of the Committee.

My report will outline some of the governance issues we have dealt with over the past 12 months and the risk management strategies we have utilised to ensure a strong future for the Centre. Our Treasurer will present our financial position and our Director will outline the detail of the activities and achievements of the Centre.

Firstly, I would like to commend all of the staff for their hard work over the past 12 months. It has been a challenging and fast paced year and the staff have stepped up to the plate in admirable style and work together as a great team of women that we are proud to attempt to manage!

## Planning

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. It nominates a number of key target groups of women including Aboriginal and Torres Strait Islanders, people from non-english speaking backgrounds, Visa holders, regional and remote, differently abled, 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 (which we do predominately through education and advocacy campaigns).

Each year all of the staff and Management Committee are invited to participate in our annual planning, where we agree on an operational plan to fulfill the strategic directions of our three-year strategic plan to 2023.

Over the past two years we have been consolidating our new model of work, where we approach our constitutional purpose through three strands of work: Industrial advice and representation through individual case work and advice clinics; Education and Training to improve knowledge and skills and Advocacy for change.

The model also allows us to target work, within the broad aims and purpose of the Centre described in our constitution and in this strategic plan we are targeting sexual violence at work and precarious work. The three strand model allows the Management Committee to risk manage the workload of staff while maintaining a holistic feminist model of practice.

Our Director, Abbey Kendall will expand on the detail of how the model is working.



## Staffing

We now have three teams, with Emma Johnson, Nikki Candy, Kylie Porter and Lungaka Mbedla forming the Industrial Team, Maddie Sarre and Meng Liu in Advocacy and Cassandra Deon-Wierda in Education and Training. They are supported by the Director Abbey Kendall, our Client Services Officer Sarah Devenport and Communications Officer Shaylee Leach.

It has been a significant change for the Management Committee to invest in new specialist positions instead of the expectation that all staff can cover the range of skills required.

### **Enterprise Agreement**

I am pleased to report that Management Committee and staff representatives have just concluded negotiations for a new enterprise agreement for staff. These discussions are always difficult as we are constrained by the limitations of our funding.

The new three year agreement will take us through until 2023. In addition to working to support the staff with improved working conditions and leave provisions, the agreement formalises a new classification structure which reflects our team structure (with new classifications reflecting the positions required for the three key areas of work).

### **Risk Management of ‘industrial advice’**

The Management Committee first sought advice from Abbey to risk manage the Centre’s traditional practice of providing “industrial advice” and “industrial representation” in 2019, in order to clarify where that advice may fall into the category of legal advice.

Abbey made inquiries of the Legal Practitioners Act 1981 (South Australian legislation that dictates the terms of which legal advice can be provided in South Australia) and various South Australian common law principles to ensure that the Centre was legally compliant. As the work in different industrial, equal opportunity and workers compensation jurisdictions has

become more demanding and complex, we have been increasingly recruiting staff with legal qualifications.

This is a significant change in our employment practice and reflects the growing complexity of the work and the nature of our funding agreements, which demand a high level of competency, and workloads and case management numbers closer to those seen in legal centres.

Throughout 2019 and 2020, some staff members raised their desire to obtain practicing certificates and in discussions with the Fair Work Ombudsman we were aware that they would require all advisors to be legally qualified in the current funding period (2021 – 2024).

We obtained pro-bono advice from Simon Blewitt, Barrister, on these issues and on 12 December 2020, Simon wrote to Rosalind Burke, Director of Ethics and Practice at the Law Society.

With an amendment to our constitution to clarify we can provide legal advice, we were able to apply for practicing certificates from the Law Society of South Australia.

Throughout February – May 2021 eligible employees applied to be admitted to the Supreme Court of South Australia (if not previously admitted) and then applied for practicing certificates (if eligible) from the Law Society.

### **Infrastructure support**

In 2019/20 I reported that the Management Committee had approved the replacement of our old IT hardware and software with new computers and upgraded software; we replaced our old telephone system with voice over internet protocol to ensure more efficient call handling; and replaced our accounting software and payroll system. This risk management ensured that we have been able to keep operating and open during COVID, which given that we had very cumbersome manual and hard copy file management would have been impossible without this work.

Over this period our lease in Station Arcade was up for renegotiation and given the impact of COVID on CBD office space with increased numbers of office staff working from home, we were able to negotiate not only an extension of the rental we currently hold but also an expansion and renovation of the remainder of the first floor. We now have an actual kitchen (a previously unheard of luxury) along with new office and meeting space. Not having to move has been incredibly fortunate and not only saved on down time but the new space will allow us to be more productive and sets us up well for the future.

### **Public profile**

The Centre has made significant gains over the past year in terms of the use of social media platforms to spread the word on the work of the Centre. We have updated our communications with a new logo and corporate look and redesigned the website which has become a clearing house for news, fact sheets and online enquiries.

### **Composition of Management Committee**

Our constitution specifies the Management Committee composition, which includes three union representatives, currently filled by Sarah Andrews

(Professionals Australia) and Catherine Story (PSA) and Emma Lowe (AEU). We have been pleased to welcome a new small business rep, given the importance of our small business employer program, with the membership of Natalie Wade, who runs her own legal practice Equality Lawyers.

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, Christina Mastriplito is continuing as Treasurer and I have agreed to remain as Chair while we train up my replacement.

In my role as Chair, I want to thank everyone for their work on the Management Committee over the past year, and for renominating for another year with a very special mention for our Secretary, Professor Suzanne Franzway, who this year celebrates 30 years on the Management Committee! Her corporate memory has been invaluable and tonight we are proud to make her a Life Member of the WWC.

Before closing I would also like to pay tribute to another founding member of the WWC, following the sad news that Deborah McCulloch passed away on 16 October 2021. Deborah established Women's Electoral Lobby in SA and was the first Women's Advisor under Don Dunstan in 1976. She played an important role in the establishment of the WWC in SA and her commitment to feminism has left a proud legacy of women's services across the state.







# Abbey Kendall Director's Report

The mission of Working Women's Centres has always been relevant to the feminist, political, legal and cultural agendas of working women and to the ultimate goal of true gender equity in our workplaces, communities and homes. In early 2021 however, our mission and relevance were catapulted into the national discourse, when in response to Brittany Higgin's allegations of sexual violence in her workplace, Australian women and our allies took to the streets to say Enough is Enough. The demands of this movement are identical to the demands of the Working Women's Centres since our inception in 1979.

We were not surprised by Brittany's allegations, or the #metoo stories working women told of their own experiences across the country. When a woman is raped and or sexually harassed at work in South Australia, a call to the Working Women's Centre is often one of her first actions in response. This year the calls came in thick and fast as awareness of the issues increased and women felt more empowered by hearing and seeing other women acting together.

The reason we're one of the first to be called is our unique, world leading model of service, which allows us to advocate for survivors on a wholistic level.

Over the last year, we have refined our service model establishing three distinct but interconnected arms that tackle workplace issues for the individual, community, and workplace. These capabilities work in the following manner:-

- **Legal and industrial service** – we provide legal advice and representation to vulnerable workers who contact the WWCSA with work issues through one-to-one clinic appointments. Clients may require ongoing advice and if so we provide extended service beyond these clinic appointments. We also provide a representation service and have the capacity to represent a client through to the conclusion of a hearing.
- **Advocacy** – we conduct advocacy to resolve systemic issues that affect women and other vulnerable workers, such as sexual harassment and precarious work. Our advocacy program is informed by our legal and education service.
- **Education** – we provide fee-for-service and free training for workers and employers about workplace rights, sexual harassment, responding to disclosures of domestic violence and other topics.

Our unique and holistic model of service is endorsed by the Australian Human Rights Commission. The Sex Discrimination Commissioner in her seminal Respect@Work report said:

*“The Commission considers that support, advice and advocacy should be delivered through a holistic approach, providing as seamless an experience as possible for victims and other people affected by workplace sexual harassment.”*

In April 2021, in response to #March4Justice, the Australian Government accepted the 55 recommendations set out in the Respect@Work report. This encouraged the existing Working Women’s Centres (SA, NT and QLD) to come together to ask the government to implement Recommendation 49 in full. Recommendation 49 is as follows:

**Recommendation 49:** Australian governments provide increased and recurrent funding to working women’s centres to provide information, advice and assistance to vulnerable workers who experience sexual harassment, taking into account particular needs of workers facing intersectional discrimination. Australian governments should consider establishing or re-establishing working women’s centres in jurisdictions where they do not currently exist.

The full implementation and allocation of funding will ensure that Working Women’s Centres, such as WWCSA are available to support women and vulnerable workers across the country. At the time of writing, we are still working with the Federal and State Governments to implement Recommendation 49. While our hope is that it will be fully realised, I am pleased to say that the South Australian Working Women’s Centre has



secured funding from both the South Australian government and the Federal Government. In November 2020, we signed a historic 9-year agreement with the South Australian Department of Human Services. In January 2021, we signed a 4-year agreement with the federal Fair Work Ombudsman. This funding security, along with other shorter injections of project-based funding, has allowed our service to plan and strategize to grow our reach and impact well into the future.

I am enormously proud of our new branding and website which was possible due to a small grant from the South Australian Department of Human Services. A combination of Management Committee members, staff and volunteers came together to influence the final product.



I am also enormously proud our Young Women and COVID Project which was released at a time when young South Australian women, casualized workers and young front-line workers in supermarkets and hospitality needed to be central to the recovery strategy. Through this process, we engaged many dedicated volunteers and I look forward to leading a far-reaching volunteer program for South Australia women.

Our legal and industrial team are leaders in advocacy for workers in South Australia. We are focused on providing the best representation to working women and growing a practice that is respected, trusted and effective. We are striving to be the best employment and feminist legal team in the country.

We have employed a graduate lawyer and we look forward to expanding this graduate program to train the feminist employment lawyers of the future.

Finally, our training and education arm has exponentially grown and small, large, private, and public employers from around the country trust our evidence-based, and trauma-informed training programs. We see our training work as crucial to prevention of issues affecting working women and engagement with employers is key to ensuring equitable workplaces.

The Centre is going from strength to strength and as we grow, we continue to be diligently governed by a group of dedicated and highly skilled volunteers. Thank you to the Management Committee.

# *Christina Mastripolito* **Treasurer's Report**

The 2020/21 Financial Year (FY) started where the end of the 2019/20 FY left off - right in the middle of a global pandemic; and as this 2020/21 FY comes to a close, our circumstances have all but remained. It has been a tough slog for women across Australia during this time, with young women especially being hit hard by COVID-related unemployment and underemployment. Despite this, however, the Centre has remained an integral support to South Australian working women.

At the close of the 2020/21 FY, the Centre has maintained a strong financial position to continue advocating for the working women of South Australia. This position was diligently fostered throughout the last 12 months through the use of monthly financial reporting which tracked actuals to budget for both the month and year to date. It is a new practice for the Centre in this year and one that is sure to continue into the future.

As for the impact made this FY, the Centre has managed to recover a total of \$662,000 in wages and compensation for vulnerable workers. This is an increase on last year's recoveries of \$150,000 which is a testament to the hard work and growing impact of the Centre.

## **Bottom Lines**

As the prior year Treasurer's Report highlighted, although the Centre did return a surplus last year of \$180,000, the key contributors of that surplus indicated such returns are unlikely to be sustained. One contributor being, a COVID-19 Cash Boost payment of \$56,600.

This insight helped guide a prudent budget for 2020/21 of which the Centre largely met for most of the year. The conclusion of the 2020/21 FY did result in another surplus of \$101,681, which is a positive outcome, however, once again it should be noted that \$43,350 of this is attributed to a secondary COVID-19 cashflow boost.

## **Going Forward**

Throughout this year and looking towards the future, the Centre is transitioning through a period of significant growth. With additional employees brought on in 2020/21 and new roles created, this is an exciting time of opportunity for the Centre to increase its impact in the community. With such growth, comes increased expenses and possible future deficits but none the Centre cannot withstand. Through its 42 years of operation, the Centre and its industrious team have built a substantial reserve that will be of use during this time.







# Industrial / Legal Report

The WWC has three full-time legally trained Industrial Officers; Emma Johnson, Kylie Porter and Nikki Candy. In March 2021 the WWC introduced a new Junior Industrial Officer position and Lungaka Mbedla was successful in winning the position. Lungaka is a recent law graduate from New South Wales and was admitted to practice in the beginning of 2021.

The WWC Industrial Team has had another busy year with our small industrial team opening 143 new cases and providing advice to clients on 1349 occasions. We are incredibly proud to report that in 2020/2021 financial year we assisted clients to recover a total of **\$661,855.99** in unpaid entitlements and compensation. This money represents stolen wages, compensation for sexual harassment and discrimination, and unlawful dismissals.

## **Increasing the monetary value of settlement outcomes**

In the 2020/2021 reporting period the WWC's Industrial Team has been determined to increase the value of monetary settlements for our clients. Part of our strategy has been to push matters with merit as far as the resources of the Centre will allow. In this reporting period the Industrial Team increased the amount of money recovered for clients in litigation by 23% when compared with the previous year's figures.

We have been assisted by the generous support of our panel of pro bono barristers who have provided specialist advice and undertaken to advocate for our clients in a number of matters.

We are extremely thankful for the work they have done in supporting our clients as well as the incredible opportunity it has given our Industrial Officers to work alongside such talented, accomplished and respected legal practitioners.

To ensure the best outcomes for our clients in wage theft matters, when the WWC Industrial Officers file wage theft claims in the South Australian Employment Tribunal they routinely, simultaneously file an application for pecuniary penalties where there have been breaches of the *Fair Work Act 2009* or the client's relevant award. We elect for any pecuniary penalties to be paid to our clients and support them in pursuing settlements that include a monetary component that represents a penalty in addition to winning entitlements. This has been a successful strategy that increases our client's bargaining power and provides a mechanism to avoid the client having to barter away their minimum entitlements during the negotiation in a conciliation conference.

This strategy has seen the WWC significantly increase settlement outcomes for clients and sometimes achieve a payment for pecuniary penalties that is greater than the original underpayment. For example, during the reporting period a client came to the WWC for assistance with a wage theft claim where the total underpayment claim was \$756.16 At conciliation, the Industrial Team was able to negotiate payment of the full underpayment plus an additional payment of \$6,500 representing a pecuniary penalty almost five times the initial underpayment of wages. The case example provided is a not an uncommon outcome for clients of the WWC with wage theft claims.

*We are incredibly proud to report that in 2020/2021 financial year we assisted clients to recover a total of \$661,855.99 in unpaid entitlements & compensation.*

**This money represents stolen wages, compensation for sexual harassment and discrimination, and unlawful dismissals.**



## The WWC won a Hearing in the South Australian Employment Tribunal!

The WWC Industrial Team is also, where possible, taking matters to Hearing or trial where our clients feel that a just settlement has not been reached. For example, in April 2021 Industrial Officer Emma Johnson represented her client in a Hearing in the South Australian Employment Tribunal (SAET). Emma's client Ms Tessa Milford- Behn, had her position made redundant after she complained to her employer that she and her colleagues had not received payment of their outstanding wages in the preceding weeks. Ms Milford-Behn's employment was terminated by way of redundancy and her wages, annual leave, annual leave loading, and payment in lieu notice of termination were withheld. Emma filed an application in the SAET on behalf of Ms Milford-Behn claiming all her outstanding entitlements. Emma also filed an application for an Order for pecuniary penalties because the employer breached various sections of the *Fair Work Act 2009* and the *Graphic Arts, Printing and Publishing Award 2020*. Emma successfully prosecuted the matter and won an Order for the payment of \$8,670.17 representing the unpaid entitlements and interest. The matter was listed for further Hearing to determine the pecuniary penalty application and again Emma was successful in having the SAET order payment of pecuniary penalties in the amount of \$6210 to Ms Milford-Behn . (To read the full Decisions the citations are: *Milford-Behn v CR3 Pty Ltd & Roberts [2021] SAET 93* and *Milford-Behn v Roberts [2021] SAET 174*).

## Sexual harassment: focus and strategy

Representing workers in sexual harassment matters has remained a focus for the Industrial Team as we continue to see the devastating effects of sexual harassment in the workplace.

Representing clients in sexual harassment is a strategic focus of the WWC. In practice, this has the effect that when a client telephones the WWC with a sexual harassment complaint and wants to pursue a claim, the Industrial Officer assigned to the inquiry will open a case and represent the client, even where other indicators of vulnerability may not be present. The sexual harassment complaints the WWC assists clients with almost always involve an abuse of power where the perpetrator is emboldened by their perceived safety as being more senior or more secure in the workplace.

In the reporting period, the WWC represented workers in sexual harassment matters involving serious sexual assault and rape in the workplace. Part of the WWC's strategy to combat sexual harassment has involved encouraging clients to pursue sexual harassment claims where the conduct of the perpetrator may, on the face of it, seem to be less offensive than some of the more overt forms of sexual harassment. For example, in the reporting period the WWC has represented clients where the sexual harassment involved "jokes", persistent declarations of love or comments on physical appearance. While these types of sexual harassment claims may not seem as abhorrent as cases involving sexual assault or physical contact, our clients' experiences tell us that it can still cause a significant amount of destruction to their employment and livelihood, and also to their trust, confidence, and mental health. The WWC sees the importance in representing clients in these less severe types of sexual harassment claims and holding perpetrators accountable, because it has the effect of broadening understanding of gender inequality and exposes the damaging impact of that behaviour.

# Case Study

**Elizabeth is a 30 year old Dental Hygienist. She has been working at her current dental practice for nearly seven years. Shortly after commencing work, she entered into a consensual relationship with her boss. Her boss was controlling and abusive in that relationship. She ended the relationship in 2019. Her boss threatened that if she ever left the practice he would defame her to other dental practices and prevent her from working elsewhere. He also threatened to report her to Australian Health Practitioner Regulation Agency.**



Elizabeth's boss also subjected her to serious and constant sexual harassment at work. He would make sexual comments about her to other staff and even to patients.

For example:

- During COVID, he sent a news article about social distancing to her, with a comment that this would be the longest time she would be celibate in her life.
- Recently Elizabeth had her tonsils removed and took substantial sick leave. Her boss texted her saying "I am sure you and your new throat can make it up to me later".

In May, Elizabeth called the WWC. She sought our assistance to correspond and negotiate with the lawyer her boss had engaged. She was concerned about her employment, being terminated, and also for her safety at work.

The WWC represented Elizabeth in negotiations with the employer's lawyer. We assisted Elizabeth to get a settlement in relation to the sexual harassment for \$70,000 in general damages. This was done without the need to go through the Equal Opportunity Commission, or Australian Human Rights Commission and without the stress and cost of Federal Court.



# Case Study

## Non-disclosure agreements and restrictive confidentiality clauses

Traditionally, if parties to a dispute are able to resolve their legal issues by agreement, a settlement agreement or deed of release will be drawn up. A settlement agreement will almost always require that details of the settlement be kept confidential. This has the effect that workers are silenced by a settlement agreement that requires confidentiality or non-disclosure in return for payment of their wages and entitlements or compensation for another legal wrong. Throughout the reporting period we noted an increase in the number of clients who wanted to be able to tell their story following the conclusion of their case. In response the WWC has drafted a template settlement agreement that removes this requirement.



### Case study - Sham Contracting

Xiao An approached the WWC after being involved in the international students’ action group with whom we had been working. She had been working as a marketing graduate for \$10 an hour. Her employer told her to obtain an ABN and that her weekly rate would be \$400. She worked for a few months before leaving as she could not afford her living costs.

At conciliation, we demonstrated that she was an employee, not a contractor. Xiao An won her entire underpayment of \$8900 in general damages and \$1100 in consideration of penalties. Xiao An was grateful for our help and keen to help raise awareness of wage theft. We negotiated a confidentiality clause that allowed Xiao An to be interviewed by The Advertiser about her experience. The Advertiser published a feature article about wage theft in SA Weekend and also profiled our Junior Advocacy Officer Meng Liu and the work of the WWC.



# Spotlight:

## Outreach work and legal clinics

In addition to case work, the Industrial Team has also regularly participated in outreach sessions and legal clinics. During the 2020/2021 year we have:

- Built relationships with the University of South Australia and have run legal clinics with the assistance of their law students.

- Given presentations on workplace rights to TAFE SA students, including Women’s Studies and the Adult Migrant English Program.
- Presented webinars such as “Your Rights at Work for International Students”.

These clinics and outreach sessions aim to educate workers about their rights, and to raise awareness of the WWC service. Through this work, the WWC has taken on individual cases to provide specialised assistance.











# *Maddie Sarre* Advocacy Report

The year 2020-2021 was a significant time for working women in Australia. COVID-19 has had a disproportionate impact on women in terms of loss of work, caring responsibilities and experiences of domestic and family violence. We have also seen a huge social movement standing up against sexual violence. We are proud not only to have provided industrial support to women affected by these issues, but to have done advocacy to work to address these issues on a systemic level.

## **Building our advocacy capacity**

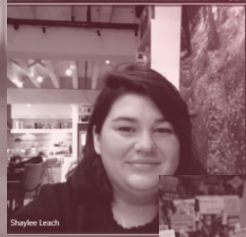
Our advocacy is about working for systemic change on gender inequality in the workplace.

Our advocacy work is strongly linked to and informed by our legal casework and our training. Our advocacy includes:

- Research
- Consultation
- Policy development
- Community organising
- Building partnerships
- Issue-focused events
- Awareness-building
- Media engagement
- Meeting and engaging with decision-makers
- Supporting grassroots campaigns

Over the year, we conducted advocacy on issues related to our two key strategic focuses: insecure work and workplace sexual harassment.





# TIME TO PAY UP

Footage of an assault on a young worker in Chinatown this year has lifted the lid on a dark part of the national economy where workers are exploited and sometimes threatened

WORDS MICHAEL MCGUIRE PICTURE MATT TURNER

As a woman who has worked in the fast-food marketing sector at the University of South Australia and the Chinese national was here to stay in Adelaide. Like many international students, she had looked on the Adelaide 200 website. It's a kind of Chinese language marketplace where you can find houses to rent, jobs to hunt and where to get an advertisement.

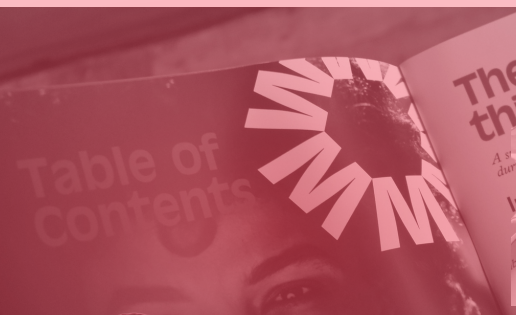
"When I graduated I wanted to find a job and get some experience," she says. She was 20 years old when she started working for a small business based in the city. She was not paid enough money to pay for her rent, and she was not paid enough to live on. She was not paid enough to live on. She was not paid enough to live on.

"I had to work full-time, and even on those days weekends in that time, a positive environment that nothing was paid. I was not paid enough to live on. I was not paid enough to live on. I was not paid enough to live on.

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## SAVE OUR WORKING WOMEN'S CENTRES



Maddie, Working Women



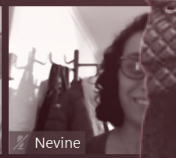
Louth



Meng Liu



ca



Nevine





We also worked intentionally to build the advocacy capacity of the Working Women's Centre for the long term. Over the 2020-21 financial year, we built our advocacy capacity in the following ways:

- **We created a new volunteer program**, the Young Women's Advocacy Program. We recruited a team of highly committed volunteers who have helped to lead our advocacy work over the past year. Our volunteers have included: Fiona Fraser, Emma Tooth, Mahya Panahkhahi, Manasvi Muthukrishnan, Amelia Ranger, Meriel Killeen, Flo Martin, Tahlia Moffatt and Matea Hayden.
- **We became more active on social media** and said hello to Instagram! We reached 125,168 people through Facebook over the year, which is over 5 times our reach from the previous year! On top of this, we gained 1000+ followers on our new Instagram page and reached 15,938 people via Instagram.
- **We organised a total of 11 advocacy events** to engage with workers, employers and our supporters. We became more familiar with what it takes to organise a fantastic Working Women's Centre event.
- **We launched a new advocacy and fundraising team** to take the lead on our advocacy and fundraising efforts and meet regularly. The team includes a Senior Advocacy Officer, a Junior Advocacy Officer as well as our Director, Communications Officer and Client Services Officer.
- **As part of our new website, we created pages for our advocacy projects** to share the information and help people to get involved with our work.
- **We increased our media engagement.** In late 2020, we organised media training for all staff and volunteers. Over the year, we were part of at least 14 state or national media stories, plus several community media stories.
- **We started organising Feminist Action Sessions**, a series of regular events to engage WWC's supporters to connect and promote our advocacy work. These events are a space for feminists to connect with others and take action as part of our advocacy work.









# *Spotlight:* Young Women and Covid-19 Project

When COVID-19 hit, our Industrial and legal team received a significant number of enquiries from workers who were negatively impacted by the pandemic. We also noticed that employment statistics were showing that women and young people were bearing the brunt of COVID-19 related job losses. Despite this, plans for economic responses to COVID-19 were more focused on job creation in male-dominated sectors.

We received funding from the South Australian Government, Department for Human Services that enabled us to run a project to elevate the employment experience of SA young women in COVID-19. We hoped to talk about how we could use the COVID-recovery to address issues of gender inequality.



## What did we do?

- We started the project by establishing a Young Women's Employment Council formed by the Senior Advocacy Officer and our volunteers.
- From September 2020 to February 2021, we ran a survey to ask young women about their experiences during the pandemic.
- We ran several consultations with young people with diverse backgrounds and continued to research related data, including a consultation with female international students and an online consultation with young women.
- In April 2021, we successfully launched our Young Women and COVID-19 report 'Loss of work, isolation and worry: the disproportionate impacts of COVID-19 on young women' which attracted positive media coverages across several platforms.
- After the report launch, we presented our findings and recommendations to decision-makers at different levels, including the SA Treasurer Rob Lucas and the Premier's Council for Women.



# Loss of work, isolation & worry: the disproportionate impact of COVID-19 on young women - *a snapshot from our report*

## Who did we survey?

We received 293 responses from young people, mostly women, ranging in age from 15-29. We received some responses from genderqueer and nonbinary people.

## What we found

We found that young women were hit hard by loss of work, increased pressure at work and home and the mental health impacts of COVID-19. Young women make up a large proportion of the part-time workforce, the casual workforce, and the essential workforce of frontline teachers, carers, supermarket and healthcare workers.

On one hand, many young women lost work. 1 in 5 of our survey respondents lost their job, and over a quarter had their hours or pay reduced. 48% said they were very worried or anxious about money since March 2020.

On the other hand, young women working in frontline sectors faced increased pressure and stress. 40% were concerned about contracting COVID-19 through their work.

Periods spent at home due to COVID-19 disproportionately impacted women due to an increase in unpaid care work, mental health issues and domestic violence. 71% of respondents to our survey said they became more anxious, more sad and more depressed.

International students in particular faced significant financial hardship and isolation.

Young women face great uncertainty about their economic futures. There has been a significantly slower recovery of jobs lost by women than by men, as the effects of the pandemic began to ease.



## Recommendations:

1. Invest in the creation of secure jobs for women through:
  - a commitment to minimum job security requirements in services that receive government funding, and;
  - investment that will create jobs in feminised sectors.
2. Fund a program of dedicated apprenticeships or traineeships for women.
3. Introduce gender-responsive budgeting.
4. Create a mechanism for young women to be heard at a policy making level.

## The impact

There were a number of ways in which State Government policies have reflected our recommendations. Grants were provided to respond to loss of work in Tourism and the Arts, and there was significant spending increases on healthcare (which is a feminised employment sector), including a mental health care package.

The Women's Leadership and Economic Security Strategy 2021–2024 includes a priority to 'Boost apprenticeship and traineeship opportunities for women and girls,' which was a key focus of our report. Government budgets at a state and federal level had a greater focus on women, a first step towards gender-responsive budgeting.

The creation of secure jobs in feminised sectors is a goal that the Working Women's Centre continues to work towards through our advocacy work. Insecure work was a key theme throughout the report and an issue that has not been adequately addressed.

Our fourth recommendation is to amplify young women's voices and encourage their participation at different decision-making levels. To explore young people's preferred ways of participating in decision-making and their barriers to engaging in the current system, we co-hosted an event for Youth Week in May with Youth Advisory Council South Australia: Our Voice, Our Future: translating into action. We were thrilled to hear from a diverse group of participants, including Australia's Youth Representative to the United Nations, young leaders from the School Strike 4 Climate movement and young people from LGBTIQ+ and culturally and linguistically diverse communities. We held a second consultation in June and our work towards this fourth recommendation continues.





# *Volunteer blog:* an international student's experience volunteering at the Working Women's Centre SA

*Written by Manasvi Muthukrishnan*

It all happened quite quickly. We arrived here as international students in February 2020, attended our orientation for two weeks, got lost on campus a few times and before we knew it, the pandemic had taken over most parts of the world and Australia closed its international borders indefinitely.

No new international students would arrive, or indeed anyone who wasn't an Australian citizen. I realized soon that I had to make the best of the situation. I missed home terribly and was concerned about my friends and family at home but could do nothing all the way from here. I decided to google all the things that I was interested in and tried to find organisations in South Australia I could get involved in, but I had no luck.

My glimmer of hope was an advertisement put out by the Working Women's Centre asking for volunteers on a project examining how young women in South Australia were impacted by COVID-19. I was soon at the Centre every Monday amongst the most passionate women who were all collectively trying to improve the lives and wellbeing of women and vulnerable workers at the workplace. It was the most meaningful work I could ever have had the pleasure of working on.



Soon enough, we were picking up momentum by collecting more survey responses and holding consultations with international students (some of whom were my dear friends) to identify what challenges we were facing and how to make our voices heard. The result was the report titled "Loss of work, isolation & worry: the disproportionate impact of COVID-19 on young women" which was released in April, 2021.

We found that most COVID-19 related job losses occurred for part-time workers, who are disproportionately women and young people. Furthermore, international students who lost work due to COVID-19 had no access to government support like JobKeeper or JobSeeker and had to rely on university support to make ends meet.

Our consultation of female international students held in December revealed that finding a new job after losing one was one of the hardest tasks during a pandemic. In some cases, students reported a call-back rate of less than 10% when applying for jobs. Young women faced undue financial hardship as a result of this and had significant anxiety and worries over money matters. In addition to this, 44% of the survey respondents felt more discouraged about the prospect of finding work since COVID-19.

It is so difficult for young women to access safe and secure jobs, it is no wonder that we are stressed about being able to get one in the future.

In order to tackle the challenges facing young women, the report makes several recommendations including offering better supports to international students. This would allow international students to better support themselves, continue their education and contribute to the South Australian economy as active and empowered participants.

*[Below - Consultation on the impact of COVID19 on young women with international students]*



It would also reduce financial stress and stop international students from having to work in unsafe, low-paying jobs to continue their education.

This engagement with the Working Women's Centre is what helped me get through the pandemic. It offered me a kind and supportive space to grow and learn. More importantly, I finally felt like I was part of a community that shared the same values as I did, advocating for those groups in society that often go unvoiced. If this is something you need as well, the Working Women's Centre is the place for you.









# Advocacy Spotlight: events, community engagement & outreach.

## Wage Theft

Wage theft continues to be a huge issue for workers in South Australia. Alongside our work with clients, the Working Women's Centre continues to campaign on the issue of wage theft. Maddie and Abbey gave evidence at the Wage Theft Committee. After the Funtea incident in early 2021, the Working Women's Centre did media interviews on the issue of wage theft and supported local grassroots groups in their activities to end wage theft.



*Working Women's Centre client Wan spoke at a rally against wage theft*



*Rally against wage theft in Chinatown following on from the Funtea incident*





*Women in Trades event*

## Women working in male-dominated industries

In December 2020, we hosted an event about addressing barriers for women in male-dominated industries which was attended by representatives from industry, unions and female tradespeople. Our findings from the event have helped to guide our thinking about addressing barriers to recruitment and retention of women in male-dominated sectors.

## Workshop program in Mt Barker: Young Women looking for work

In partnership with the District Council of Mt Barker and the Mt Barker Community Centre, the Working Women’s Centre ran a program of workshops for young women looking for work in the District. This project was funded by a youth-led COVID-19 recovery grant from the Department for Human Services, administered by the LGA (Local Government Association). We ran 8 workshops which included looking for and applying for jobs, building confidence and knowing your rights in the workplace. All participants of the workshops then had the opportunity to do a paid placement at the Mount Barker Community Centre. We received very positive feedback about the program from participants who said they felt more confident about gaining employment after the workshops.



*A workshop as part of our ‘Looking for Work’ support program for young women in the Mt Barker District*



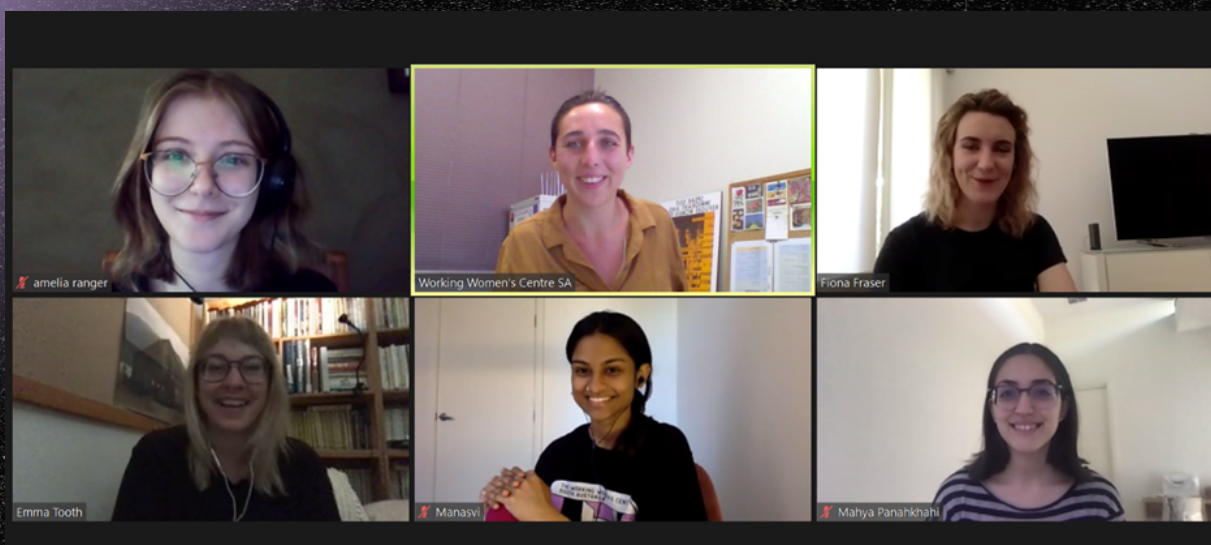
# Advocacy Spotlight:



## Connections to community organising: Safer Access Zones in SA

The Working Women's Centre was part of a campaign for safer access to abortion in South Australia. In 2020-21, safe access zone legislation was passed, as well as legislation decriminalising abortion in SA. These are fantastic wins for women in South Australia and we are proud to have supported this grassroots campaign for many years.

## Volunteer engagement during lockdown in South Australia



Across 2020-2021 we were still adapting to and responding to the impacts of the pandemic. In November 2020, there was a snap lockdown in South Australia. Our advocacy volunteers continued to volunteer from home. To respond to the lockdown, we produced a fact sheet for young workers who were working through the lockdown in supermarkets and similar workplaces.



# Cassandra Deon-Wierda Training Report

**The 2020-2021 financial year has been a period of growth for our Workplace Training Program. We were pleased to have successfully engaged workplaces to promote a culture of best practice, by facilitating 22 workshops to 11 organisations, with over 350 people participating in our training programs nationally.**

The most popular topic has been *Recognise and Respond to Domestic and Family Violence*, which is delivered to managers, contact officers or all staff to provide tools necessary to handle disclosures in the workplace. We continued our work with SA Government agencies to deliver training aligned with their White Ribbon workplace re-accreditation requirements.

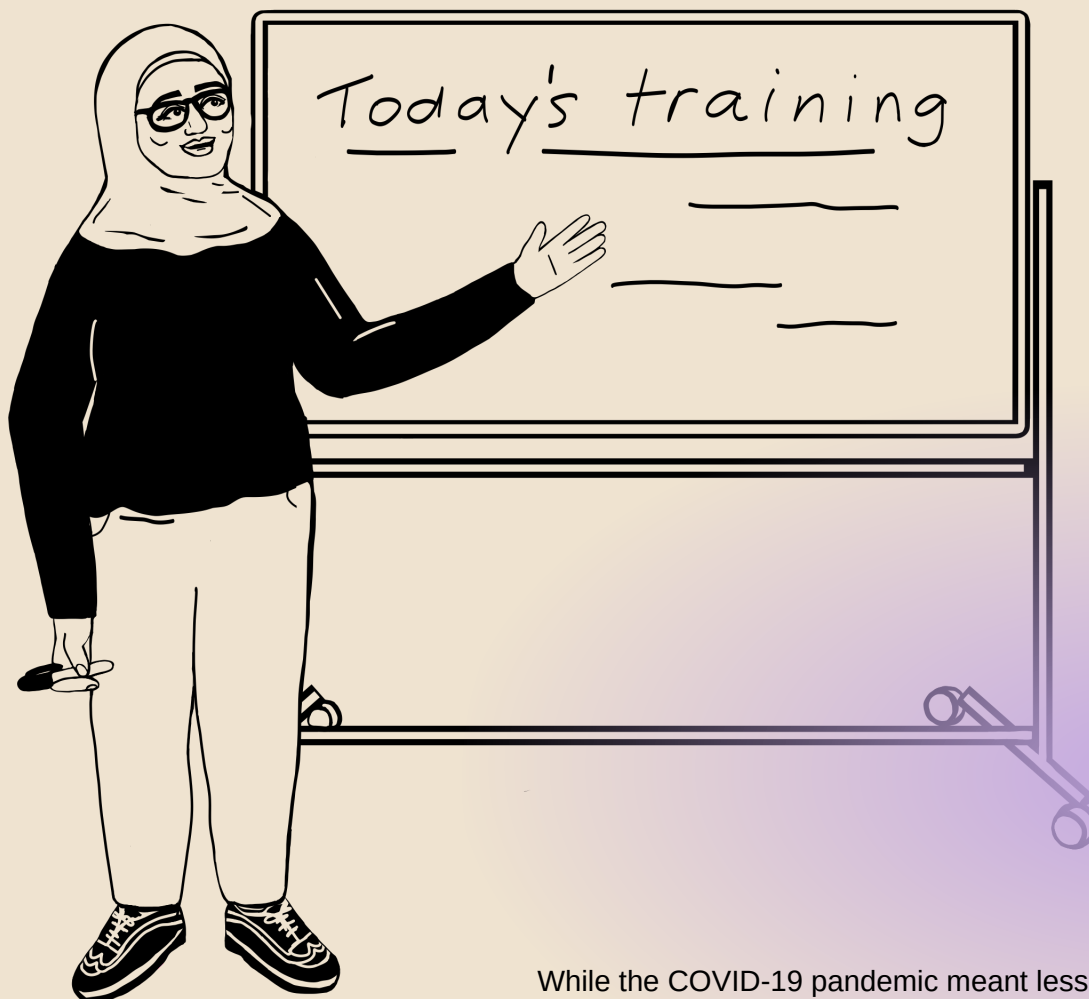
We concluded our *Handling Domestic and Family Violence Disclosures* for Hairdressers program as part of The Augusta Zadow Award, which educated 50 hair and beauty professionals on how to handle complex disclosures of gendered violence. Although the COVID-19 pandemic caused many challenges in our delivery of and ability to engage with industry professionals, we were able to re-imagine in the virtual space and delivered in webinar format.



The casework within the centre informs the training and the way in which we educate people. If I hear one of the Industrial Officers mentioning a lack of training and policies in an organisation, this is frustrating as I know we can deliver these preventative training resources. As a result of the training and legal arm being so closely aligned, we are able to grow training resources using on the ground feedback of what's happening in workplaces. Our training scenarios are adapted from real world experiences, ensuring the training program is not in isolation to the workplace issues of our clients.

Our Industrial team reported an increase in cases of sexual harassment, which is in line with the current conversation in Australia. We identified a gap in this area and launched an evidence-based trauma informed training to provide workplaces with the tools to prevent incidents of unwanted behaviours in the workplace.





In 2020 the newly designed workshop in *Preventing and Addressing Sexual Harassment* was launched. With the release of the *Respect@Work* report which identified that 33% of workers had experienced sexual harassment, in addition to movement against sexual violence, workplaces have expressed the need for prevention strategies now more than ever.

In the first few weeks of launching the training program, we contacted unions, universities, and federal and state politicians to urge Members of Parliament and their staff to undertake the training. We soon had bookings in Canberra where we partnered with the Northern Territory (NT) Working Women’s Centre to deliver the program to federal Labor staff. The sexual harassment prevention program is quickly becoming our most frequently requested workplace training topic, with workshops throughout SA and interstate.

While the COVID-19 pandemic meant less face-to-face workshops for our training program the need for education in the workplace has continued. We provided the option throughout the year for workplaces to participate in training virtually. Many workplaces took up this option as it allowed our training to reach different regions, including interstate. We were one of the first organisations to respond to this need and rolled out virtual training options within weeks of the first lockdown. We continued to perfect our virtual solutions throughout the 20/21 financial year.

We look forward to continuing to deliver comprehensive workplace training that builds on professional development and awareness on current issues women face in the workplace today. We strive to equip organisations with the knowledge to respond appropriately to disclosures of sexual harassment, workplace bullying, and domestic and family violence to give women and other vulnerable people the best chance of success in the workplace.







# *Spotlight:* Respect@Work

At the beginning of 2020, Sex Discrimination Commissioner Kate Jenkins released the Respect@Work: Sexual Harassment National Inquiry Report. This report provided a grim summary of the nature and extent of workplace sexual harassment in this country. According to the most recent survey by the Human Rights Commission, 39% of women who had been in the workforce for the previous five years experienced sexual harassment at work during that time.

The Respect@Work Report also provided a solid roadmap for the prevention of sexual harassment. Recommendation 49 of the Respect@Work Report was to fund Working Women's Centres in every Australian state and territory. This is because our world-leading model is long-standing and has proven success in supporting women and vulnerable workers.

From 2020-2021, we saw a reckoning of women standing up and speaking out against sexual harassment and assault. On state and national levels, women spoke about assaults that have occurred in our parliaments and political institutions. Here in South Australia, issues of sexual harassment have been raised in the legal profession, our universities and our high schools.

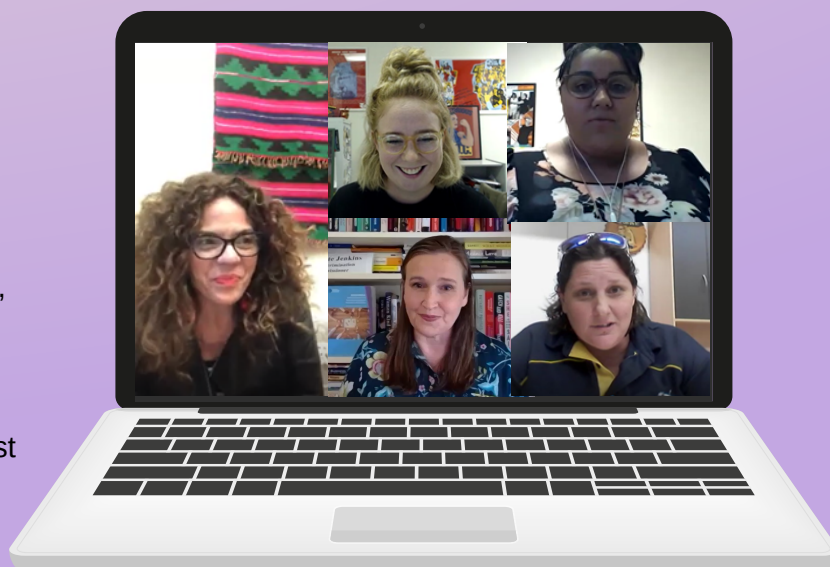
We have made it a priority to work towards the prevention of workplace sexual harassment in every way that we can. This includes fighting for the fulfilment of Recommendation 49: for the sustainable funding and establishment of Working Women's Centres around the country, and to save the NT and Qld Working Women's Centres.

## Reclaim the workplace

October is sexual violence awareness month, and Reclaim the Night is a march that is traditionally held on the last Friday of October, to reclaim the streets so that women can walk at night without fear. In October 2020, we gathered online to talk about reclaiming the workplace by ending sexual violence and harassment.

We were joined by a panel of expert speakers to discuss what sexual harassment looks like, the extent of the problem in Australia, and what we can do to end sexual violence and harassment in our places of work and study.

'I think you reach a point in your career, in your working life, where you have to draw a line in the sand and say 'I'm not willing to tolerate certain behaviours.'  
The Hon Connie Bonaros MLC, SA Best at our Reclaim the Workplace webinar





# March4Justice

The Working Women's Centre supported the grassroots March4Justice movement against sexual violence. Our Director Abbey Kendall gave a powerful speech in front of thousands of people who attended the Adelaide March. Across the country, an estimated 100,000 people took part in the March4Justice. The movement led to significant law reforms and funding commitments from governments to help tackle workplace sexual harassment.





## Training for political parties

In February of 2021, multiple sexual harassment allegations were made about conduct within political parties or in parliamentary offices. The Working Women's Centre called on major political parties in Australia to take responsibility for tackling the issue. We have since trained multiple political offices at state and federal levels.

## Save our Working Women's Centres: Recommendation 49

The Working Women's Centre SA is the only Centre with secure and adequate funding and the only Centre with ongoing federal funding. The NT Working Women's Centre is at risk of closure and Working Women Queensland does not receive enough funding to operate fully.

All three Working Women's Centres have been working together to fight for a funding commitment for Working Women's Centres. We met with state and federal Ministers in 2021 to discuss the future of Working Women's Centres.

We also engaged with the media to draw awareness to the importance of Working Women's Centres. Over the course of the campaign, we gained media coverage in the Australian Financial Review, the Sydney Morning Herald, ABC Radio National and the Saturday Paper, as well as local news outlets.



In May 2021, we secured \$200,000 of interim funding for the NT and Qld Working Women's Centres. This campaign is ongoing.

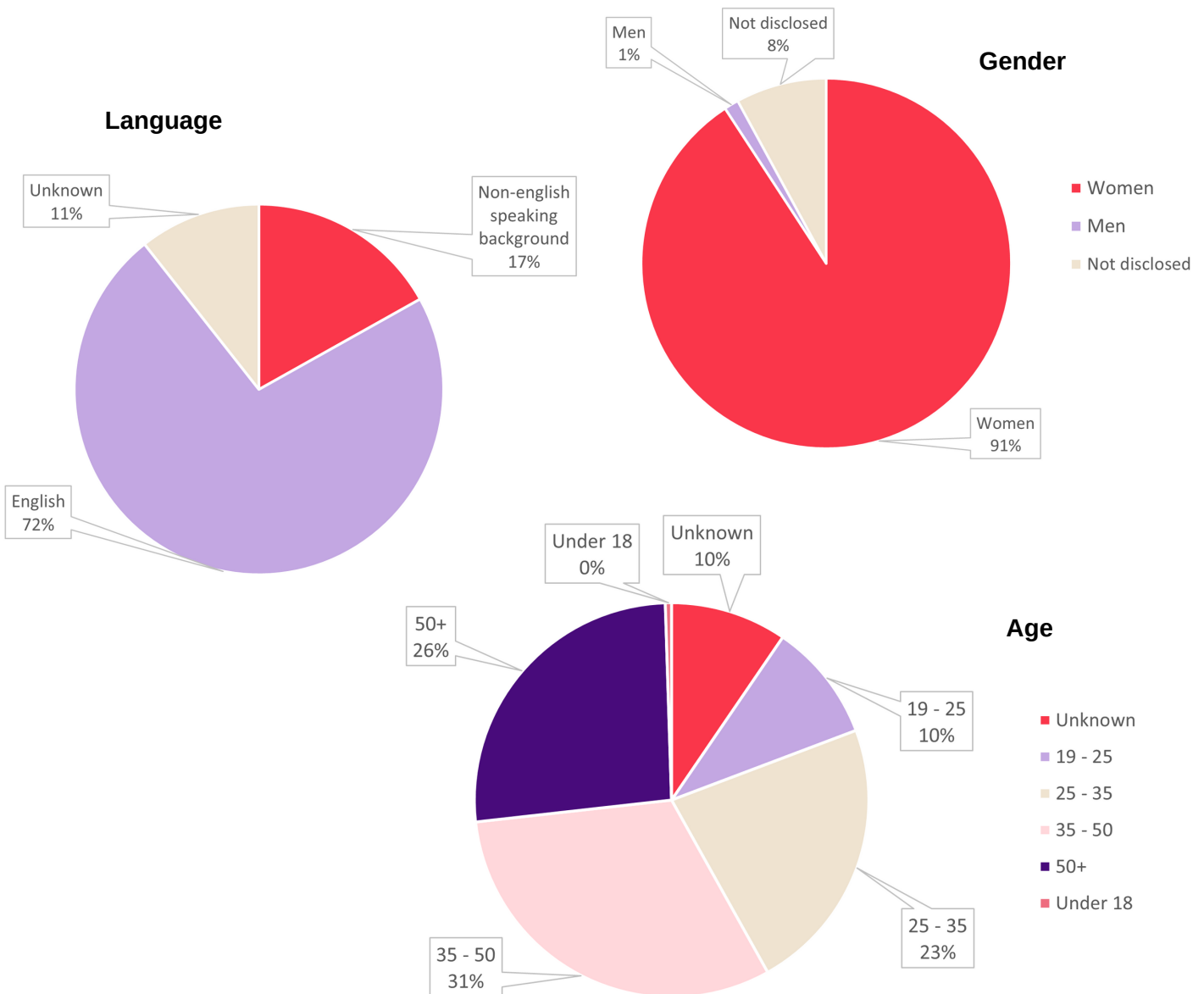






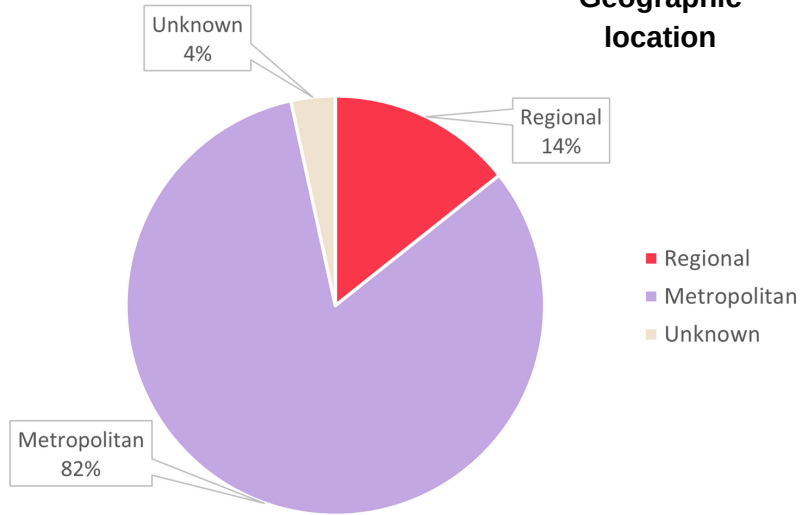
# Impact Data

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.

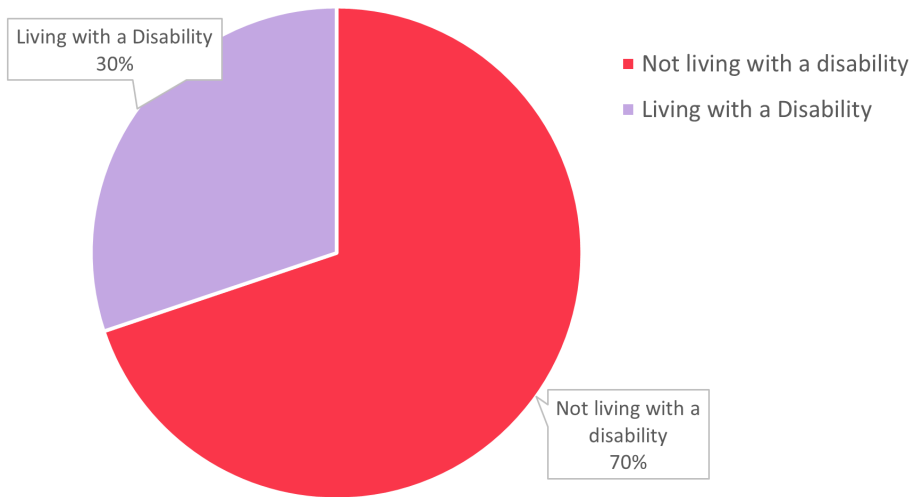




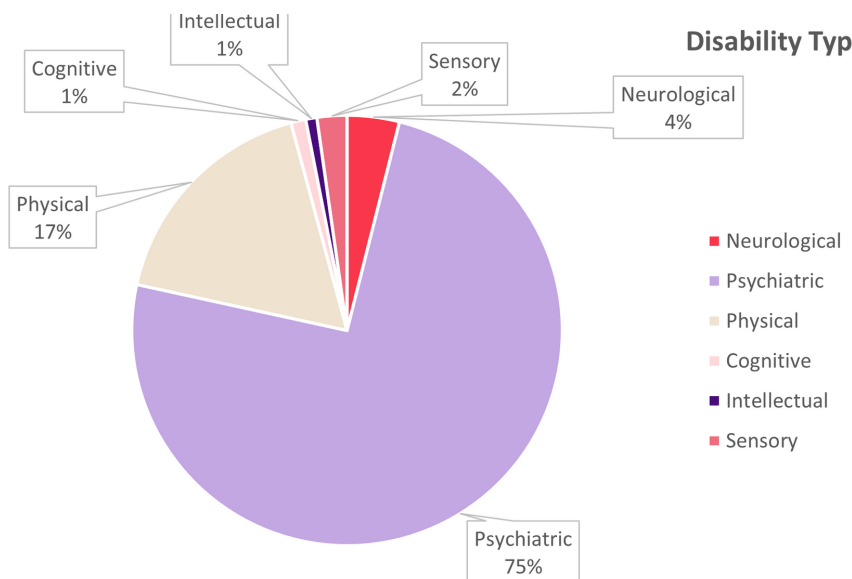
### Geographic location



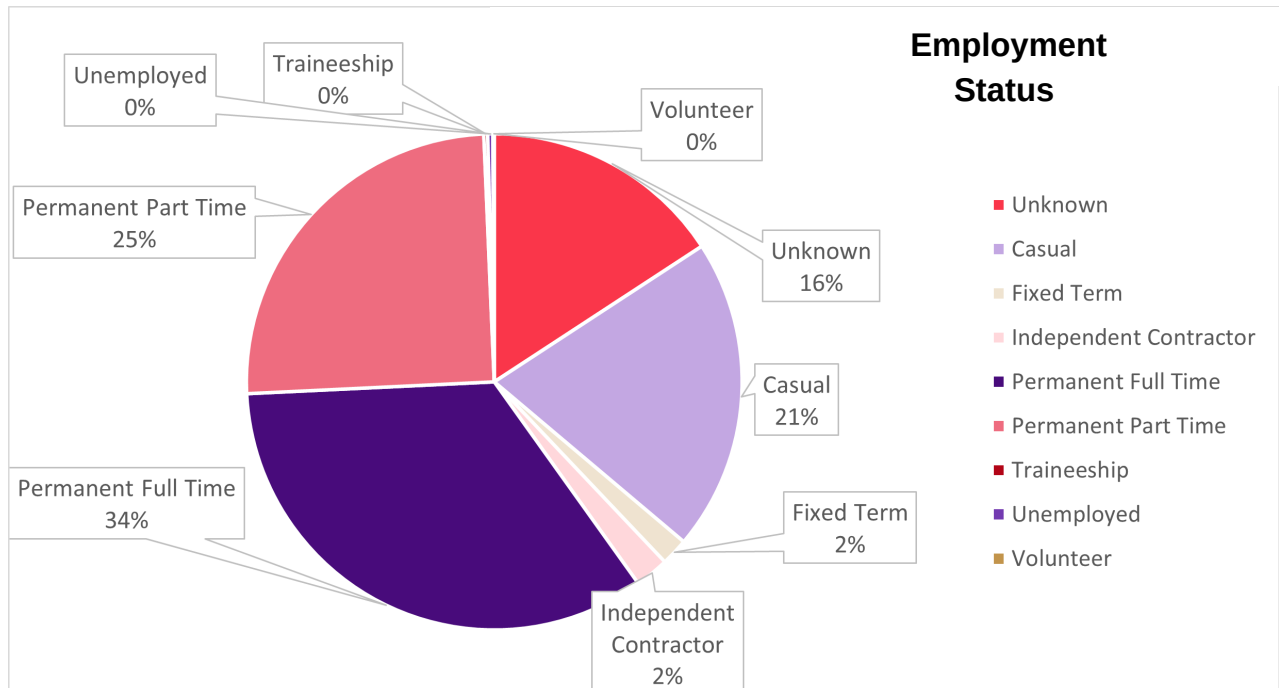
### Disability



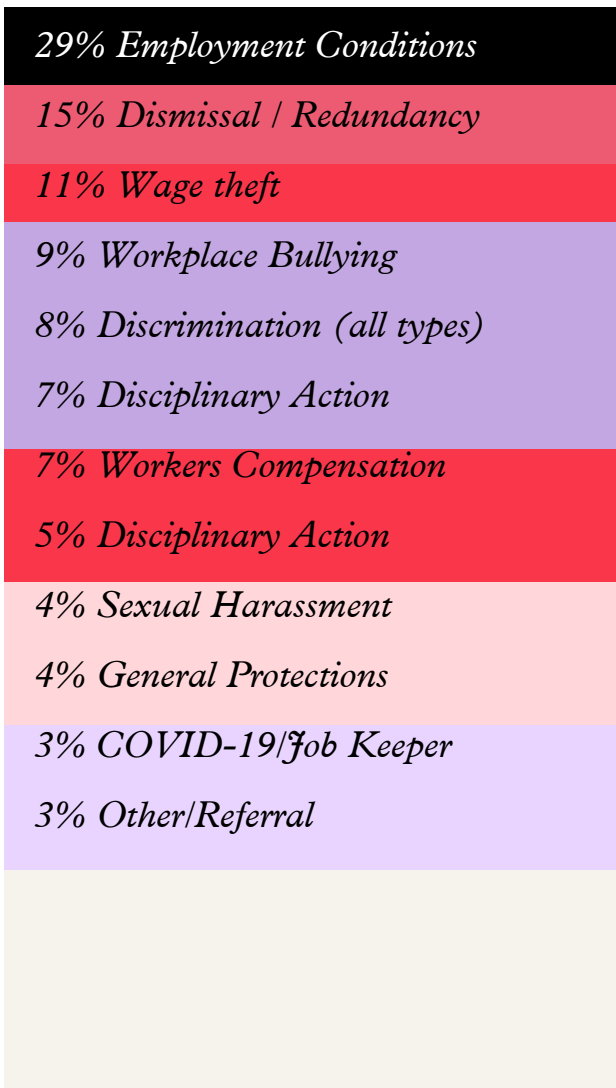
### Disability Type







### Issues we Advised on





# Financial Statements

Working Women's Centre South Australia  
ABN 54 253 257 443  
For the year ended 30 June 2021

Prepared by Lee Green & Co Pty Ltd



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	2021	2020
Meal Allowances	343.40	20.00
Outreach Events	173.66	294.31
Postage & Courier	213.18	221.28
Printing & Stationery	3,286.23	5,292.65
Project Costs	3,646.05	-
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	43,829.91	40,744.87
Repairs & Maintenance	1,124.60	1,829.11
Staff Amenities	1,552.71	1,370.13
Staff Training & Development	8,728.80	5,642.23
Sub Contractors	1,199.93	15,000.00
Sundry Expenses	3,423.37	2,331.66
Telephone/Fax/Internet	5,012.46	8,525.96
Translating & Interpreting Services	1,350.60	-
Travel & Accommodation	4,050.96	1,134.05
Website Development & Updating	8,722.00	2,679.09
<b>Employment Expenses</b>		
Wages & Salaries	666,421.82	543,371.74
Prov E/ee Entitlements - An Lv	15,290.03	16,300.77
Prov E/ee Entitlements - Lng Sv L	10,520.54	11,086.14
Prov E/ee Entl - Redundancy	(8,435.06)	(61,756.23)
Occ Superannuation	-	59,319.73
Superannuation	79,596.49	-
Workcover Levy	12,785.95	8,014.07
<b>Total Employment Expenses</b>	<b>776,179.77</b>	<b>576,336.22</b>
<b>Total Expenditure</b>	<b>932,024.93</b>	<b>735,612.52</b>
<b>Current Year Surplus/ (Deficit)</b>	<b>110,103.56</b>	<b>180,129.98</b>

The accompanying notes form part of these Financial Statements.



# Statement of Financial Position

## Working Women's Centre South Australia

As at 30 June 2021

	NOTES	30 JUN 2021	30 JUN 2020
<b>Assets</b>			
<b>Current Assets</b>			
<b>Cash Floats and Bank Accounts</b>			
Society Cheque Account – WWC		14,069.51	14,117.03
Commercial Money Market Account		1,010,326.75	795,512.56
Term Deposit - Payroll Account		22,510.84	22,510.84
Term Deposit - Rent Account		19,097.00	-
Petty Cash Imprest		250.00	250.00
<b>Total Cash Floats and Bank Accounts</b>		<b>1,066,254.10</b>	<b>832,390.43</b>
<b>Trade and Other Receivables</b>			
Accounts Receivable		7,700.00	2,066.47
Prepayments		16,453.04	5,192.76
Accrued Revenue		-	12,500.00
<b>Total Trade and Other Receivables</b>		<b>24,153.04</b>	<b>19,759.23</b>
<b>Total Current Assets</b>		<b>1,090,407.14</b>	<b>852,149.66</b>
<b>Non-Current Assets</b>			
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)
<b>Total Non-Current Assets</b>		<b>-</b>	<b>-</b>
<b>Total Assets</b>		<b>1,090,407.14</b>	<b>852,149.66</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Bank Overdraft</b>			
Visa Business Card 2 - WWC		3,809.22	1,434.32
<b>Total Bank Overdraft</b>		<b>3,809.22</b>	<b>1,434.32</b>
Accounts Payable		20,019.14	7,267.71
<b>GST Payable</b>			
Goods and services tax		1,715.20	7,975.66
<b>Total GST Payable</b>		<b>1,715.20</b>	<b>7,975.66</b>
<b>Total Current Liabilities</b>		<b>25,543.56</b>	<b>16,677.69</b>
<b>Payroll Liabilities</b>			
Payroll Clearing - RTWSA A/c		(529.04)	38.30
PAYG Withholdings Payable		10,884.00	13,991.00
Superannuation Payable		10,782.30	2,128.51
<b>Total Payroll Liabilities</b>		<b>21,137.26</b>	<b>16,157.81</b>
<b>Accruals</b>			

The accompanying notes form part of these Financial Statements.



# Income and Expenditure Statement

## Working Women's Centre South Australia For the year ended 30 June 2021

	2021	2020
<b>Income</b>		
<b>Income from Grants</b>		
Grant Revenue - Minister for the Status of Women	475,600.00	464,000.00
Grant Revenue - Office of the Fair Work Ombudsman	285,637.01	253,794.34
Grant Revenue - Fair Work Ombudsman - Database Development	-	4,545.45
Grant Revenue - Department of Human Services - Covid19 National Partnership - Domestic Violence	20,251.03	-
Grant Revenue - Department of Human Services - Website Upgrade	9,500.00	-
Grant Revenue - Department of Human Services - Youth Project Officer	94,118.64	-
<b>Total Income from Grants</b>	<b>885,106.68</b>	<b>722,339.79</b>
<b>Donations</b>		
Donations	43,299.63	69,432.85
<b>Total Donations</b>	<b>43,299.63</b>	<b>69,432.85</b>
<b>Other Income</b>		
Fee For Service Training Revenue	40,160.00	46,726.00
Augusta Zadow 2018	6,146.69	-
Augusta Zadow 2019	10,000.00	-
IWD Collective	-	1,015.00
Mount Barker District Council	5,319.32	-
Reclaim The Night	-	1,883.57
UTLC	-	9,000.00
Interest Received	8,028.52	6,114.23
Covid19 Cashflow Boost	43,350.00	56,650.00
Other Revenue	717.65	2,581.06
<b>Total Other Income</b>	<b>113,722.18</b>	<b>123,969.86</b>
<b>Total Income</b>	<b>1,042,128.49</b>	<b>915,742.50</b>
<b>Expenditure</b>		
Accounting/Payroll Fees	8,031.18	10,712.98
Advertising & Promotion	994.98	3,878.67
Audit Fees	1,900.00	1,145.00
Bank Account Fees	1,603.60	1,209.28
Board Expenses	4,228.20	2,913.50
Car Parking	-	151.85
Cleaning	2,057.28	1,668.40
Computer & Software Expenses	20,185.22	31,391.32
Consulting & Accounting	12,000.00	13,500.00
Electricity	4,649.25	4,994.50
Equip Lease - (Copier)	1,194.50	1,291.32
Equipment/Furniture Purchases	5,149.05	1,077.28
Functions	1,461.97	7,829.92
Insurance	5,732.07	5,326.94

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 2021

### 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.

### 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.

### 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.

	NOTES	30 JUN 2021	30 JUN 2020
Accrued Expenses		422.40	-
Accrued Salaries & Wages		27,967.54	4,737.20
Accrued Super & W/cover		-	646.40
Social Club Liability		240.00	48.00
<b>Total Accruals</b>		<b>28,629.94</b>	<b>5,431.60</b>
<b>Grants in Advance</b>			
Grant In Adv - Covid19 National Partnership - Domestic Violence (Sexual Violence & Precarious Work)		79,748.97	-
Grant In Adv - SA Feminist Col		-	2,539.70
Grant In Adv - Youth Project Officer		25,881.36	-
<b>Total Grants in Advance</b>		<b>105,630.33</b>	<b>2,539.70</b>
<b>Revenue In Advance</b>			
Revenue In Adv-Adelaide White Ribbon		1,400.00	1,400.00
Revenue In Adv-Augusta Zadow S (2012)		8,900.00	8,900.00
Revenue In Adv-Augusta Zadow S (2018)		-	6,146.69
Revenue In Adv-Augusta Zadow (2019)		-	10,000.00
Revenue In Adv-Fee For Service Training		4,000.00	-
Revenue In Adv-IWD Collective		2,887.27	2,887.27
Revenue In Adv-Kilburn Blair A		-	3,326.42
Revenue In Adv-Life Quilt Project		-	2,446.45
Revenue In Adv-Reclaim The Night		1,273.54	1,273.54
Revenue In Adv-Womens Services Network		-	1,436.32
<b>Total Revenue In Advance</b>		<b>18,460.81</b>	<b>37,816.69</b>
<b>Provisions</b>			
Provision for Annual Leave		45,117.52	29,827.49
Prov'n For Furniture Replaceme		6,000.00	6,000.00
Provision for LSL > 4 YRS<7YRS		26,626.87	11,181.71
Prov'n For Website Dev & Maint		-	10,000.00
<b>Total Provisions</b>		<b>77,744.39</b>	<b>57,009.20</b>
<b>Non-Current Liabilities</b>			
<b>Provisions</b>			
Provision for Lng Sv Lv >7 YRS		8,323.96	13,248.58
Provision E/ee Redundancy		94,495.33	102,930.39
<b>Total Provisions</b>		<b>102,819.29</b>	<b>116,178.97</b>
<b>Total Non-Current Liabilities</b>		<b>102,819.29</b>	<b>116,178.97</b>
<b>Total Liabilities</b>		<b>379,965.58</b>	<b>251,811.66</b>
<b>Net Assets</b>		<b>710,441.56</b>	<b>600,338.00</b>
<b>Member's Funds</b>			
Opening Balance		600,338.00	420,208.02
Current Year Earnings		110,103.56	180,129.98
<b>Total Member's Funds</b>		<b>710,441.56</b>	<b>600,338.00</b>

The accompanying notes form part of these Financial Statements.



# Management Committee Reports

## Working Women's Centre South Australia For the year ended 30 June 2021

### STATEMENT BY THE MANAGEMENT COMMITTEE

The Financial Statements set out on pages 3 to 7 present fairly the results of the activities of Working Women's Centre South Australia Incorporated for the year ended 30th June, 2021 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, 2021 -

- (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 1 / 11 / 2021



Director

Date 1 / 11 / 2021



Treasurer

Date 1 / 11 / 2021

# Auditor's Report

## Working Women's Centre South Australia For the year ended 30 June 2021

### 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 2021, 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 the Association 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 also appropriate to meet the needs of the members. The Management Committee's responsibility also includes such internal controls as the Management Committee determines are 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

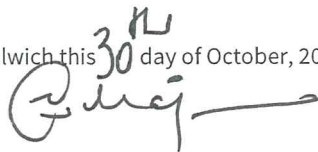
In my opinion, the Financial Statements present fairly, in all material respects, the financial position of Working Women's Centre South Australia as at 30 June 2021 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the Financial Statements, 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 <sup>30<sup>th</sup></sup> day of October, 2021.

TIM MAJOR



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CENTRE**







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**SUPPORTED BY:**

- The Office for Women SA
- The Fair Work Ombudsman
- The Government of South Australia
- Department of Human Services
- Private Donations